

**Grant No. 28**  
**131 - Ministry of Labour and Employment**  
**Medium Terms Expenditure**

(Taka in Thousands)

Description	Budget 2024-25	Projection	
		2025-26	2026-27
Operating Expenditure	214,42,00	232,31,00	251,84,00
Development Expenditure	248,36,00	269,20,00	291,84,00
<b>Total</b>	<b>462,78,00</b>	<b>501,51,00</b>	<b>543,68,00</b>
Recurrent	339,55,75	323,91,81	308,26,68
Capital	123,22,25	177,59,19	235,41,32
Financial Asset	0	0	0
Liability	0	0	0
<b>Total</b>	<b>462,78,00</b>	<b>501,51,00</b>	<b>543,68,00</b>

**1.0 Mission Statement and Major Functions****1.1 Mission Statement**

Improving the quality of life of working people by creating a safe working environment in factories and industrial establishments, improving industrial relations, eliminating child labour and creating employment opportunities for manpower seeking active employment.

**1.2 Major Functions**

- 1.2.1 Ensuring education, welfare and social safety of labours;
- 1.2.2 Creation of skilled manpower by providing labour administration training and employment generation;
- 1.2.3 Creation of database of trained manpower and generation of their employment;
- 1.2.4 To register trade unions, settle industrial and labour disputes, determine and implement the minimum wage and activities related to registration of factories;
- 1.2.5 Determine/Re determine and implement the minimum wage and activities related to registration of factories;
- 1.2.6 To enforce labour laws and eradication of child labour;
- 1.2.7 Maintaining Coordination with International Organizations including ILO for labour and manpower management and signing contracts with them;
- 1.2.8 To ensure compliance at factories and establishments in accordance with labour laws.

**2.0 Medium Term Strategic Objectives and Activities**

Medium-Term Strategic Objectives	Activities	Implementing Departments/Agencies
1	2	3
1. Ensuring protection and rights of workers	• Grants from Bangladesh Labour Welfare Foundation and Central Fund.	• Secretariat
	• Provision of free primary health and family	• Department of Labour

Medium-Term Strategic Objectives	Activities	Implementing Departments/Agencies
1	2	3
	<ul style="list-style-type: none"> <li>planning services to workers</li> <li>• Providing recreational and accommodation services to workers</li> </ul>	
	<ul style="list-style-type: none"> <li>• Upholding Dignity through protection, rights and welfare of workers</li> <li>• Speedy settlement of labour dispute cases</li> </ul>	<ul style="list-style-type: none"> <li>• Department of Inspection for Factories and Establishments</li> <li>• Department of Labour</li> </ul>
	<ul style="list-style-type: none"> <li>• Expeditious settlement of labour dispute cases</li> </ul>	<ul style="list-style-type: none"> <li>• Labour Court</li> </ul>
	<ul style="list-style-type: none"> <li>• Submission of recommendations to the government for minimum wage rates for all categories of workers employed in the private industrial sector.</li> </ul>	<ul style="list-style-type: none"> <li>• Minimum Wages Board</li> </ul>
2. Improvement of working environment by ensuring labor related compliance in factories and establishments	<ul style="list-style-type: none"> <li>• Trade union registration</li> <li>• Conducting CBA elections</li> <li>• Settlement of labour disputes through arbitration</li> <li>• Conducting election of participating committees</li> <li>• Providing training to workers and employers' representatives on labour laws, industrial relations and labour administration</li> </ul>	<ul style="list-style-type: none"> <li>• Department of Labour</li> </ul>
	<ul style="list-style-type: none"> <li>• Strengthening the implementation of good governance and reform activities in the labour sector</li> <li>• Ensuring safe workplace and decent working environment</li> <li>• Building an Occupational Health and Safety Culture (OSH Culture) through research and training</li> </ul>	<ul style="list-style-type: none"> <li>• Department of Inspection for Factories and Establishments</li> </ul>
3. Elimination of child labour	<ul style="list-style-type: none"> <li>• Eradicated child labour and monitoring of child labour elimination programs in factories and establishments</li> </ul>	<ul style="list-style-type: none"> <li>• Secretariat</li> <li>• Department of Inspection for Factories and Establishments</li> </ul>

### 3.0 Poverty and Gender Reporting

#### 3.1 Impact of Strategic Objectives on Poverty Reduction and Women's Advancement

##### 3.1.1 Ensuring protection and rights of workers

**Impact on Poverty Reduction:** Minimum wages for various industrial sectors are being determined to provide different forms of social protection for workers and to improve the standards of health, nutrition, and all other indicators of living conditions.

**Impact on Women's Advancement:** To facilitate the monitoring and evaluation of gender equality, the minimum wage for male and female workers is being set as 'equal wage'.

##### 3.1.2 Improvement of working environment by ensuring labour related compliance in factories and establishments

**Impact on Poverty Reduction:** Social empowerment of workers is being ensured by electing workers representative in CBA and participation committee. As compliance related to labour is being improving, the image of Bangladesh in foreign countries is enhancing and export order is also increasing. As a result new factories are being established and existing factories are expanded. A large part of working force is being employed.

**Impact on Women's Advancement:** Working environment for women in factories are being improving by providing training to worker-employee, employer and related human resources with labour administration. As a result, social security and participation in labour market of women workers are being increasing. According to Bangladesh Labour Law female workers are entitled to get fully paid maternity leave. The factories have to establish day care centre for children of female workers. As a result the contribution of female toward economic activities is increasing.

### 3.1.3 Elimination of child labour

**Impact on Poverty Reduction:** With the aim of alleviating poverty and preventing child labour in hazardous labour, opportunities are being created to enter into the labour market with appropriate skills by providing non-formal education and technical training to children as well as financial assistance.

**Impact on Women's Advancement:** No direct impact on women empowerment

### 3.2 Poverty Reduction and Women's Advancement Related Spending

(Taka in Thousands)

Description	Budget 2024-25	Projection	
		2025-26	2026-27
Poverty Reduction	323,49,86	473,12,23	514,79,28
Gender	179,80,45	133,93,76	116,91,96

### 4.1 Priority Spending Areas/Programmes

Priority Spending Areas/Programmes	Related Strategic Objectives
<p><b>1. To ensure protection and welfare of workers:</b></p> <p>Labor is one of the basic elements of production. If the occupational health and safety of workers is not ensured, the efficiency and productivity of workers decreases. This sector has been given the highest priority as workers contribute to the growth of industrial production as well as the growth of national production.</p>	<ul style="list-style-type: none"> <li>Strengthening welfare of the workers</li> <li>Improvement of work environment at factories and establishments</li> </ul>
<p><b>2. Ensuring decent work environment:</b></p> <p>Improving labour compliance, including prevention of factory accidents, increases worker's efficiency and overall productivity of the organization. This sector has been given the second priority for the interest of increasing national productivity.</p>	<ul style="list-style-type: none"> <li>Improvement of working environment by ensuring labor related compliance in factories and establishments</li> </ul>
<p><b>3. Elimination of Child Labor:</b></p> <p>One of the goals of the SDGs is to eliminate all forms of child labour by 2025. With this aim, initiatives have been taken to eliminate child labour by identifying sectors that are hazardous to the physical and mental health of children and providing non-formal education and technical education/training to children engaged in these labours. This sector has been given the third priority to develop children as skilled human resources.</p>	<ul style="list-style-type: none"> <li>Elimination of child labours</li> </ul>

## 4.2 Medium Term Expenditure Estimates and Projection (2024-25 to 2026-27)

### 4.2.1 Expenditure by Department/Agencies/Institutional Units

(Taka in Thousands)

Description	Budget	Revised	Budget 2024-25	Projection	
	2023-24			2025-26	2026-27
Secretariat	35,44,00	86,21,14	126,74,00	270,29,67	323,05,30
Head Office, Department of Labour	67,79,85	37,45,10	73,98,52	74,18,86	65,40,27
Divisional Labour Offices	10,41,70	10,18,40	10,67,84	11,16,10	11,52,20
Regional Labour Offices	6,47,70	6,45,95	7,29,15	7,89,70	8,12,52
Industrial Relations Institutes (IRI)	11,08,85	10,99,20	11,52,50	11,99,40	12,36,31
Labour Welfare Centres	19,78,90	19,24,40	21,10,99	22,88,69	23,52,40
Head Office, Department of Inspection for Factories and Establishments	129,72,35	142,69,85	141,13,38	24,08,83	18,57,15
Offices of the Deputy Inspector General	42,99,65	42,13,65	48,25,62	54,06,30	55,93,30
Minimum Wage Board	2,02,00	1,61,00	2,27,00	2,46,80	2,54,85
Labour Appellate Tribunals	3,51,85	2,32,48	3,57,32	2,98,65	3,19,60
Labour Courts	17,92,15	14,34,75	16,21,68	19,48,00	19,44,10
<b>Grand Total :</b>	<b>347,19,00</b>	<b>373,65,92</b>	<b>462,78,00</b>	<b>501,51,00</b>	<b>543,68,00</b>

### 4.2.2 Expenditure by Economic Group Wise

(Taka in Thousands)

Economic Group	Description	Budget	Revised	Budget 2024-25	Projection	
		2023-24			2025-26	2026-27
	<b>Recurrent Expenditure</b>					
3111	Wages and salaries in cash	94,12,56	89,07,90	100,81,30	110,24,62	115,84,50
3211	Administrative expenses	24,84,34	32,64,64	67,00,92	61,20,21	47,49,95
3221	Fees, charges and commissions	31,00	4,63,52	3,98,51	2,39,55	1,44,30
3231	Training	10,70,38	19,26,12	42,49,00	30,49,80	29,68,09
3243	Petrol, oil and lubricants	4,42,10	4,54,49	5,01,47	5,86,80	5,67,80
3244	Travel and Transfer	7,94,12	8,02,47	8,15,20	8,90,00	8,98,00
3252	Medical and surgical supplies	40,70	40,30	42,00	60,80	43,30
3253	Public order and safety supplies	0	4,00	25,00	25,00	25,00
3255	Printing and stationery	6,42,85	6,70,05	8,20,06	9,00,96	8,71,80
3256	General supplies and materials	46,60	3,13,75	1,05,00	1,15,70	67,30
3257	Professional services, honorariums and special expenses	29,18,75	43,02,63	29,45,89	19,29,97	15,71,64
3258	Repairs and maintenance	7,99,20	6,66,25	7,53,90	9,14,00	9,80,60
3631	Current grants	49,62,00	15,10,00	30,00,00	30,00,00	30,00,00
3632	Capital grants	60,00	22,86,00	32,27,00	32,00,00	32,00,00
3721	Social assistance benefits in cash	0	10,00	10,00	10,00	0
3821	Current transfers not elsewhere classified	1,30,90	13,01,80	2,80,50	3,24,40	1,54,40
3911	Reserve	6,08,00	14,80	0	0	0
	<b>Total : - Recurrent Expenditure</b>	<b>244,43,50</b>	<b>269,38,72</b>	<b>339,55,75</b>	<b>323,91,81</b>	<b>308,26,68</b>
	<b>Capital Expenditure</b>					
4111	Buildings and structures	31,48,58	36,29,58	79,39,39	10,71,10	0
4112	Machinery and equipment	48,79,92	45,54,12	16,96,42	14,82,82	22,36,32
4113	Other fixed assets	21,00	17,50	13,00	18,00	21,00
4141	Land	22,00,00	22,00,00	18,73,44	0	0
4911	Reserve	0	0	8,00,00	151,87,27	212,84,00
	<b>Total : - Capital Expenditure</b>	<b>102,49,50</b>	<b>104,01,20</b>	<b>123,22,25</b>	<b>177,59,19</b>	<b>235,41,32</b>

Economic Group	Description	Budget	Revised	Budget	Projection	
		2023-24		2024-25	2025-26	2026-27
	<b>Assets</b>					
7215	Loans	26,00	26,00	0	0	0
	<b>Total : - Assets</b>	<b>26,00</b>	<b>26,00</b>	<b>0</b>	<b>0</b>	<b>0</b>
	<b>Grand Total :</b>	<b>347,19,00</b>	<b>373,65,92</b>	<b>462,78,00</b>	<b>501,51,00</b>	<b>543,68,00</b>

## 5.0 Key Performance Indicator (KPIs)

Indicator	Related Strategic Objectives	Unit	Revised Target	Actual	Target	Revised Target	Medium Term Targets		
			2022-23		2023-24		2024-25	2025-26	2026-27
1	2	3	4	5	6	7	8	9	10
1. Compliance certified Factories	2	Number	1500	2076	1500	1500	1400	1300	1300
2. Fixed Minimum Wage Industrial Sector *	1	%	6.7	15.55	9.52	9.52	8.69	10.87	10.87
3. Disposed of Labour Dispute**	1	%	100	100	100	100	100	100	100
4. Child Labour eliminated Industrial Sector	3	Number	2500	3460	2500	2500	2600	2700	2700

\* Total Number of Industrial Sectors 46. Among them 42 Sectors minimum wage has been refixed.

\*\*Labour Dispute has been disposed of on the basis of application.

## 6.0 Recent Achievements, Activities, Output Indicators and Targets and Expenditure Estimates of the Departments/Agencies

### 6.1 Secretariat

**6.1.1 Recent Achievements:** Bangladesh Labor Rules, 2015 (Amended 2022) have been enacted. Financial assistance has been provided to 10042 workers in the light of 'Social Security Program for unemployed and distressed workers in export-oriented garments, leather goods and footwear industries Implementation Policy 2020'. Under the Trust for Injury Workers Medical Care Including Rana Plaza Workers (TIWMC), 9098 workers injured in Rana Plaza and Tazreen fashion accidents have been given medical assistance of Rs. 95,98,827 (ninety five lakhs ninety eight thousand eight hundred and twenty seven). Bangladesh has ratified ILO Protocol 29 on the Prohibition of Forced Labor and ILO Convention 138 on the Minimum Age for Joining Work. 06 (six) new Labor Courts have been constituted in Sylhet, Barisal, Rangpur, Gazipur, Narayanganj and Comilla. From Bangladesh Sramik Kalyan Foundation and Central Fund Tk. 125,77,54,000/- (One Hundred Twenty Five Crore Seventy Seven Lakh Fifty Four Thousand) financial assistance has been provided to 23,100 workers. In order to create employment opportunities in the country, 'Employment Policy, 2022' has been formulated. Re-fixation of wages in 19 private industry sectors including recently re-fixed minimum wage in garment industry from Rs.8,000/- to Rs.12,500/-. 01 lakh children have been provided 06 months of non-formal education and 04 months of skill development training through the project entitled Eradication of Hazardous Child Labor (Phase 4) (01/01/2018-31/12/2023) in Bangladesh. Through the project entitled Promoting Social Dialogue and Harmonious Industrial Relations in Bangladesh Ready-Made Garments Industry (01/07/2016-30/06/2022), a significant role has been played in the development of dialogue-process and relations between the owners and workers of the ready-made garment industry. Also, the project titled 'Improvement of Working Environment in Readymade Garment Sector (2nd Phase) (01/07/2017-30/06/2023)' has been played an important role to complete the safety/renovation work of the factory assigned to RCC (Remediation Co-ordination Cell) besides strengthening occupational health and safety.

### 6.1.2 Activities, Output Indicators and Targets

Activities	Output Indicator	Related Strategic Objectives	Unit	Revised Target	Actual	Target	Revised Target	Medium Term Targets		
				2022-23		2023-24		2024-25	2025-26	2026-27
1	2	3	4	5	6	7	8	9	10	11
1. Grants from Bangladesh Labour Welfare Foundation	Number of Labours and	1	Number	5180	16632	5790	5790	6100	6200	

Activities	Output Indicator	Related Strategic Objectives	Unit	Revised Target	Actual	Target	Revised Target	Medium Term Targets		
				2022-23		2023-24		2024-25	2025-26	2026-27
1	2	3	4	5	6	7	8	9	10	11
and Central Fund	their family receiving Donation									
2. Eliminated child labours and monitoring of child labor elimination programs in factories and establishments	Number of eliminated child labour [Factories]	3	Number in Thousands	2500	3460	2500	2500	2600	2700	2700

### 6.1.3 Medium Term Expenditure Estimates by Institutional Unit, Schemes and Projects

(Taka in Thousands)

Name of the Institutional Unit/Scheme/ Project	Related Activity	Actual 2022-23	Budget	Revised	Medium Term Expenditure Estimates		
			2023-24		2024-25	2025-26	2026-27
1	2	3	4	5	6	7	8
<b>Operating Activities</b>							
<b>General Activity</b>							
1310101 - Secretariat		16,99,59	25,90,00	23,96,14	26,67,00	30,61,40	33,26,30
<b>Total : General Activity</b>		<b>16,99,59</b>	<b>25,90,00</b>	<b>23,96,14</b>	<b>26,67,00</b>	<b>30,61,40</b>	<b>33,26,30</b>
<b>Special Activity</b>							
12000801 - Loans to Government Employees		9,19	26,00	26,00	0	0	0
127008901 - International Labour Organisation (ILO)		33,76	60,00	60,00	70,00	78,00	82,00
<b>Total : Special Activity</b>		<b>42,95</b>	<b>86,00</b>	<b>86,00</b>	<b>70,00</b>	<b>78,00</b>	<b>82,00</b>
<b>Total : Operating Activities</b>		<b>17,42,54</b>	<b>26,76,00</b>	<b>24,82,14</b>	<b>27,37,00</b>	<b>31,39,40</b>	<b>34,08,30</b>
<b>Development Activities</b>							
<b>Annual Development Program</b>							
221000131 - Reserve for unapproved project Ministry of Labour and Employment	1-2	0	6,00,00	0	8,00,00	151,87,27	212,84,00
223050700 - Implementation of a Pilot of an Employment Injury Scheme in Bangladesh (01/03/2023- 30/06/2024)	1	0	0	13,83,00	0	0	0
223050800 - Advancing Decent Work in Bangladesh ( 01/01/2023 -31/12/2026)	2	0	0	13,88,00	91,37,00	87,03,00	76,13,00
224253000 - Eradication of Hazardous Child Labour in Bangladesh (4th phase) project(01/01/2018 - 30/06/2024)		54,77,62	2,68,00	33,68,00	0	0	0
<b>Total : Annual Development Program</b>		<b>54,77,62</b>	<b>8,68,00</b>	<b>61,39,00</b>	<b>99,37,00</b>	<b>238,90,27</b>	<b>288,97,00</b>
<b>Total : Development Activities</b>		<b>54,77,62</b>	<b>8,68,00</b>	<b>61,39,00</b>	<b>99,37,00</b>	<b>238,90,27</b>	<b>288,97,00</b>
<b>Total :</b>		<b>72,20,16</b>	<b>35,44,00</b>	<b>86,21,14</b>	<b>126,74,00</b>	<b>270,29,67</b>	<b>323,05,30</b>

## 6.2 Department of Labour

**6.2.1 Recent Achievements:** In the past three fiscal years, registrations for 1,174 trade unions have been granted, and through elections, CBAs (Collective Bargaining Agents) have been established in 28 organizations. The number of 1438 participating committees have been elected and 57 industrial disputes have been settled through arbitration proceedings. A total of 28929 trade union leaders, general workers, management officers and officials of various government and private organizations have been imparted training on various subjects through 4 Industrial Relations Training Centers and 32 Labor Welfare Centers. Health services to 314190 persons, family planning counseling and services to 155959 persons and recreational facilities to 357783 persons were provided free of charge through Labor Welfare Centers. About 10 lakh institutional and non-institutional workers and their families of 03 hill districts through the project titled Construction of a complex with multiple facilities at Rangamati Ghagra to expand and strengthen the welfare facilities and skills of the workers in the hilly regions of the country (01/04/2017 - 30/06/2022) Free health care and family planning services are covered under the incentives. Also, through the project titled Construction of Women Labor Hostel and 05-bed Medical Center facility at Port of Narayanganj and Kalurghat of Chittagong (01/04/2018-30/06/2022) 608 people in 09 (nine) storey building at Narayanganj Port and 06 (in Kalurghat of Chittagong) 6) Housing problem of 1518 working women workers including 910 people in 6th floor building has been solved.

### 6.2.2 Activities, Output Indicators and Targets

Activities	Output Indicator	Related Strategic Objectives	Unit	Revised Target	Actual	Target	Revised Target	Medium Term Targets		
				2022-23	2023-24	2024-25	2025-26	2026-27		
1	2	3	4	5	6	7	8	9	10	11
1. Providing recreational and accommodation services to workers	Recreational Facilities	1	Number	105000	122563	110000	135000	115000	120000	130000
2. Trade Union Registration	Disposed of Application	2	%	100% disposed of receiving application	323 100% disposed of receiving application	100% disposed of receiving application	100% disposed of receiving application	100% disposed of receiving application	100% disposed of receiving application	100% disposed of receiving application
3. Provision of free primary health and family planning services to workers	Healthcare services	1	Number	65000	113150	70000	80000	75000	80000	90000
	Family planning services			35000	57803	38000	36000	40000	45000	50000
4. Conducting CBA elections	Conduction of CBA Election	2	%	100% disposed of receiving application	08 100% disposed	100% disposed of receiving application	100% disposed of receiving application	100% disposed of receiving application	100% disposed of receiving application	100% disposed of receiving application
5. Settlement of labour disputes through arbitration	Settlement of Industrial disputes	2	%	100% disposed of receiving application	23	100% disposed of receiving application	100% disposed of receiving application	100% disposed of receiving application	100% disposed of receiving application	100% disposed of receiving application
6. Conducting election of participating committee	Conduction of Participatory Committee's Election	2	Number	500	445	525	500	550	575	600
7. Providing training to workers and employers representatives on labour laws, industrial relations and labour administration	Training to workers, owner representatives staffs and officers	2	Number	11130	7761	12500	15000	13000	13500	14000

### 6.2.3 Medium Term Expenditure Estimates by Institutional Unit, Schemes and Projects

(Taka in Thousands)

Name of the Institutional Unit/Scheme/ Project	Related Activity	Actual 2022-23	Budget	Revised	Medium Term Expenditure Estimates		
			2023-24	2024-25	2025-26	2026-27	
1	2	3	4	5	6	7	8
<b>Operating Activities</b>							
<b>General Activity</b>							
1310201 - Head Office, Department of Labour		8,64,18	17,79,85	15,10,10	18,71,52	19,21,86	31,76,27
1310202 - Divisional Labour Offices		7,02,89	10,41,70	10,18,40	10,67,84	11,16,10	11,52,20
1310203 - Regional Labour Offices		4,33,54	6,47,70	6,45,95	7,29,15	7,89,70	8,12,52
1310204 - Industrial Relations Institutes (IRI)		7,98,94	11,08,85	10,99,20	11,52,50	11,99,40	12,36,31
1310205 - Labour Welfare Centres		15,12,82	19,78,90	19,24,40	21,10,99	22,88,69	23,52,40
<b>Total : General Activity</b>		<b>43,12,37</b>	<b>65,57,00</b>	<b>61,98,05</b>	<b>69,32,00</b>	<b>73,15,75</b>	<b>87,29,70</b>
<b>Special Activity</b>							
120012507 - Safety Net Program for Export Oriented Industry's Distressed Workers		3,47,31	50,00,00	5,31,00	30,34,00	30,77,00	30,77,00
<b>Total : Special Activity</b>		<b>3,47,31</b>	<b>50,00,00</b>	<b>5,31,00</b>	<b>30,34,00</b>	<b>30,77,00</b>	<b>30,77,00</b>
<b>Total : Operating Activities</b>		<b>46,59,68</b>	<b>115,57,00</b>	<b>67,29,05</b>	<b>99,66,00</b>	<b>103,92,75</b>	<b>118,06,70</b>
<b>Development Activities</b>							
<b>Annual Development Program</b>							
224383300 - Transform backward youth into industrial workers to increase industrial productivity (TBIP) Project. (01/07/2023 -30/06/2026)	7	0	0	14,72,00	11,61,00	12,72,00	0

Name of the Institutional Unit/Scheme/ Project	Related Activity	Actual 2022-23	Budget	Revised	Medium Term Expenditure Estimates		
			2023-24		2024-25	2025-26	2026-27
1	2	3	4	5	6	7	8
224390500 - Munshi Arfan Ali-UCEF Labour and Employment Institute and Human Resource Development Project (01/07/2023 - 30/06/2028)	7	0	0	2,32,00	13,32,00	11,48,00	2,87,00
<b>Total : Annual Development Program</b>		<b>0</b>	<b>0</b>	<b>17,04,00</b>	<b>24,93,00</b>	<b>24,20,00</b>	<b>2,87,00</b>
<b>Total : Development Activities</b>		<b>0</b>	<b>0</b>	<b>17,04,00</b>	<b>24,93,00</b>	<b>24,20,00</b>	<b>2,87,00</b>
<b>Total :</b>		<b>46,59,68</b>	<b>115,57,00</b>	<b>84,33,05</b>	<b>124,59,00</b>	<b>128,12,75</b>	<b>120,93,70</b>

### 6.3 Department of Inspection for Factories and Establishments

**6.3.1 Recent Achievements:** In the last 3 financial years, the DIFE has inspected 1,38,718 factories and filed 4,514 cases against violators of Bangladesh Labour Act, 2006, including 202 cases related to child labour. Apart from this, 31,115 factories and establishments have been granted licenses and 1,01,586 factories and establishments have been renewed. 2,919 motivational meetings were held in factories and establishments, 12,248 child labors were eliminated, 2,806 safety committees were formed and 5,221 factories and establishments were brought under compliance. NID verified database of more than 4 lakh workers in 1000 factories has been prepared. Structural fire and electricity risk assessment of 685 ready-made garments, plastic and chemical factories has been assessed through the project titled 'Structural Fire and Electricity Risk Assessment of Selected Readymade Garments, Plastics and Chemical Factories (01/07/2019-30/06/2022)'. Construction of academic building, female and male hostels, officers' dormitories, and family quarters has been completed through the project titled 'Construction of National Occupational Health and Safety Research and Training Institute (01/09/2018-31/12/2023)'.

#### 6.3.2 Activities, Output Indicators and Targets

Activities	Output Indicator	Related Strategic Objectives	Unit	Revised Target	Actual	Target	Revised Target	Medium Term Targets		
				2022-23	2023-24	2024-25	2025-26	2026-27		
1	2	3	4	5	6	7	8	9	10	11
1. Strengthening the implementation of good governance and reform activities in the labour sector	Factory inspection	2	Number	34000	47826	34000	16900	34500	35000	35500
	Incentive Activities			750	1039	750	531	850	900	950
	Case Filing	2	Number	900	923	95	447	1000	1050	1100
2. Promotion of dignity through protection, rights and welfare of workers	Redressal of labour related grievances	1	Percentage %	100% settled of complaints received	4781 100% settled of complaints received	100% settled of complaints received	92%	100% settled of complaints received	100% settled of complaints received	100% settled of complaints received
	Introduction of group insurance for workers	1	Number	59	97	50	22	50	55	55
	Recovery of compensation for injured workers		Percentage %	80%	42.86% g person	80%	17%	80%	80%	80%
	Ensuring maternity benefits	1	Number	-	16805	10000	4807	12000	13000	14000
3. Ensuring safe workplace and decent work environment	Grant of license	2	Percentage %	100%	100%	100%	100%	100%	1100%	100%
	Formation of safety committee	2	Number	-	780	650	435	600	550	600
	Ensuring compliance	2	Number	1096	2076	1500	897	1550	1600	1650
4. Building an Occupational Health and Safety Culture (OSH Culture) through research and training	Conducting research activities on occupational health and safety	2	Number	-	-	2	-	4	5	6



Activities	Output Indicator	Related Strategic Objectives	Unit	Revised Target	Actual	Target	Revised Target	Medium Term Targets		
				2022-23	2023-24	2024-25	2025-26	2026-27		
1	2	3	4	5	6	7	8	9	10	11
	Providing training on occupational health and safety to concerned stakeholders	2	Number of Trainee	1000	1080	1500	300	2000	2500	3000
5. Elimination of child labour in the light of National Action Plan for Elimination of Child Labour (2021-2025).	Elimination of child labour	3	Number	2500	3474	2500	1801	2500	2500	2800

### 6.3.3 Medium Term Expenditure Estimates by Institutional Unit, Schemes and Projects

(Taka in Thousands)

Name of the Institutional Unit/Scheme/ Project	Related Activity	Actual 2022-23	Budget	Revised	Medium Term Expenditure Estimates		
			2023-24	2024-25	2025-26	2026-27	
1	2	3	4	5	6	7	8
<b>Operating Activities</b>							
<b>General Activity</b>							
1310301 - Head Office, Department of Inspection for Factories and Establishments		7,59,39	14,61,35	12,65,85	17,07,38	17,99,10	18,57,15
1310302 - Offices of the Deputy Inspector General		25,90,59	42,99,65	42,13,65	48,25,62	54,06,30	55,93,30
<b>Total : General Activity</b>		<b>33,49,98</b>	<b>57,61,00</b>	<b>54,79,50</b>	<b>65,33,00</b>	<b>72,05,40</b>	<b>74,50,45</b>
<b>Total : Operating Activities</b>							
		<b>33,49,98</b>	<b>57,61,00</b>	<b>54,79,50</b>	<b>65,33,00</b>	<b>72,05,40</b>	<b>74,50,45</b>
<b>Development Activities</b>							
<b>Annual Development Program</b>							
223050500 - "Good Working conditions in Tanneries in Bangladesh (GOTAN)"	3	0	0	20,41,00	20,82,00	6,09,73	0
224252900 - "National Occupational Health Safety Research and Training Institute.(01/09/2018-31/12/2023)		15,60,48	50,11,00	59,63,00	0	0	0
224306000 - Establishment of 13 DIG office Building and Strengthening the Department of Inspection for Factories and Establishments.(01/07/2019-30/06/2025)	1-2	10,88,26	43,00,00	33,00,00	91,86,00	0	0
224364700 - Bangladesh Labour Information Management System (LIMS) Project.	1-2	0	22,00,00	17,00,00	11,38,00	0	0
<b>Total : Annual Development Program</b>		<b>26,48,74</b>	<b>115,11,00</b>	<b>130,04,00</b>	<b>124,06,00</b>	<b>6,09,73</b>	<b>0</b>
<b>Total : Development Activities</b>		<b>26,48,74</b>	<b>115,11,00</b>	<b>130,04,00</b>	<b>124,06,00</b>	<b>6,09,73</b>	<b>0</b>
<b>Total :</b>		<b>59,98,72</b>	<b>172,72,00</b>	<b>184,83,50</b>	<b>189,39,00</b>	<b>78,15,13</b>	<b>74,50,45</b>

### 6.4 Labour Court

**6.4.1 Recent Achievements:** In the last three financial years (2020-21, 2021-22, 2022-23), 21,086 cases were taken up for trial in Labour Appellate Courts and Labour Courts. 17,892 cases were disposed of in Labor Appellate Courts and Labour Courts. Besides the existing 07 courts, 06 new labour courts have been set up in Barisal, Sylhet, Rangpur, Gazipur, Narayanganj and Comilla.

#### 6.4.2 Activities, Output Indicators and Targets

Activities	Output Indicator	Related Strategic Objectives	Unit	Revised Target	Actual	Target	Revised Target	Medium Term Targets		
				2022-23	2023-24	2024-25	2025-26	2026-27		
1	2	3	4	5	6	7	8	9	10	11
1. Expeditious settlement of labor dispute cases	Case settlement rate	1	%	40%	26%	50%	45%	50%	55%	60%

### 6.4.3 Medium Term Expenditure Estimates by Institutional Unit, Schemes and Projects

(Taka in Thousands)

Name of the Institutional Unit/Scheme/ Project	Related Activity	Actual 2022-23	Budget	Revised	Medium Term Expenditure Estimates		
			2023-24		2024-25	2025-26	2026-27
1	2	3	4	5	6	7	8
<b>Operating Activities</b>							
<b>General Activity</b>							
1310501 - Labour Appellate Tribunals		1,96,20	3,51,85	2,32,48	3,57,32	2,98,65	3,19,60
1310502 - Labour Courts		8,19,22	17,92,15	14,34,75	16,21,68	19,48,00	19,44,10
<b>Total : General Activity</b>		<b>10,15,42</b>	<b>21,44,00</b>	<b>16,67,23</b>	<b>19,79,00</b>	<b>22,46,65</b>	<b>22,63,70</b>
<b>Total : Operating Activities</b>		<b>10,15,42</b>	<b>21,44,00</b>	<b>16,67,23</b>	<b>19,79,00</b>	<b>22,46,65</b>	<b>22,63,70</b>
<b>Total :</b>		<b>10,15,42</b>	<b>21,44,00</b>	<b>16,67,23</b>	<b>19,79,00</b>	<b>22,46,65</b>	<b>22,63,70</b>

### 6.5 Minimum Wages Board

**6.5.1 Recent Achievements:** In the financial years 2020-21, 2021-22 and 2022-23 the Government has forwarded to the Board for the recommendation of the minimum wage rates of the workers employed in 21 privately owned/private industries.

Among these, the lowest wage boards are Fishery Trawler Industries, Rubber Industries, Beedi, Homeopathic Factories, Cinema Halls, Saw Mills, Privately Owned Jute Mills, Printing Presses, Shrimp, Construction & Timber, Security Services, Tea Gardens, Hosiery Industry and Garment Industry Sectors minimum wage rate recommendations have been submitted to the government. The minimum wage for the workers in the Garments industry has been increased from Tk.8,000/- to Tk.12,500/-.

### 6.5.2 Activities, Output Indicators and Targets

Activities	Output Indicator	Related Strategic Objectives	Unit	Revised Target	Actual	Target	Revised Target	Medium Term Targets		
				2022-23		2023-24	2024-25	2025-26	2026-27	
1	2	3	4	5	6	7	8	9	10	11
1. Recommending minimum wage rates for all categories of workers employed in the private industrial sector to the government	Recommended Minimum Wage	1	Number	04	05	04	04	05	05	05

### 6.5.3 Medium Term Expenditure Estimates by Institutional Unit, Schemes and Projects

(Taka in Thousands)

Name of the Institutional Unit/Scheme/ Project	Related Activity	Actual 2022-23	Budget	Revised	Medium Term Expenditure Estimates		
			2023-24		2024-25	2025-26	2026-27
1	2	3	4	5	6	7	8
<b>General Activity</b>							
1310401 - Minimum Wage Board		1,62,42	2,02,00	1,61,00	2,27,00	2,46,80	2,54,85
<b>Total : General Activity</b>		<b>1,62,42</b>	<b>2,02,00</b>	<b>1,61,00</b>	<b>2,27,00</b>	<b>2,46,80</b>	<b>2,54,85</b>
<b>Total : Operating Activities</b>		<b>1,62,42</b>	<b>2,02,00</b>	<b>1,61,00</b>	<b>2,27,00</b>	<b>2,46,80</b>	<b>2,54,85</b>
<b>Total :</b>		<b>1,62,42</b>	<b>2,02,00</b>	<b>1,61,00</b>	<b>2,27,00</b>	<b>2,46,80</b>	<b>2,54,85</b>