

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

(Taka in Thousands)

Description	Budget 2023-24	Projection	
		2024-25	2025-26
Operating Expenditure	223,40,00	245,74,00	270,31,00
Development Expenditure	123,79,00	136,17,00	149,79,00
Total	347,19,00	381,91,00	420,10,00
Recurrent	244,43,50	365,18,20	400,06,90
Capital	102,49,50	16,29,80	19,60,10
Financial Asset	26,00	43,00	43,00
Liability	0	0	0
Total	347,19,00	381,91,00	420,10,00

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

Creation of safe working environment in factories and industrial establishments, development of industrial relations, elimination of child labour and creation of employment opportunities for competent job seeker.

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 wages and activities related to registration of factories;
- 1.2.5 To enforce the enacted labour laws and eradicate child labour;
- 1.2.6 Maintaining co-ordination with international organizations including ILO for labour management and signing contracts with them ; and
- 1.2.7 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	<ul style="list-style-type: none"> Grants from Bangladesh Labour Welfare Foundation and Central Fund. 	<ul style="list-style-type: none"> Secretariat
	<ul style="list-style-type: none"> Provision of free primary health and family planning services to workers Providing recreational and accommodation services to workers 	<ul style="list-style-type: none"> Department of Labour

Medium-Term Strategic Objectives	Activities	Implementing Departments/Agencies
1	2	3
	<ul style="list-style-type: none"> Conducting factory and establishment inspection activities and filing cases 	<ul style="list-style-type: none"> Department of Inspection for Factories and Establishments
	<ul style="list-style-type: none"> Expeditious settlement of labour dispute cases 	<ul style="list-style-type: none"> Labour Court
	<ul style="list-style-type: none"> Fixing minimum wages for all categories of workers working in the private industrial sector 	<ul style="list-style-type: none"> Minimum Wages Board
2. Improvement of working environment by ensuring labor related compliance in factories and establishments	<ul style="list-style-type: none"> Trade union registration Conducting CBA elections Settlement of labour disputes through arbitration Conducting election of participating committees Providing training to workers and employers' representatives on labour laws, industrial relations and labour administration 	<ul style="list-style-type: none"> Department of Labour
	<ul style="list-style-type: none"> To ensure occupational health, safety and welfare of workers in the private sector Issuance of license and renewal of registration of factories and establishments Ensuring compliance in readymade garments (RMG) sector 	<ul style="list-style-type: none"> Department of Inspection for Factories and Establishments
3. Elimination of child labour	<ul style="list-style-type: none"> Eliminated child labours and monitoring of child labor elimination programs in factories and establishments 	<ul style="list-style-type: none"> Secretariat

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: As minimum wages of workers in different sectors are being fixed, health, nutrition and various indicator of living standard of workers are being improving.

Impact on Women's Advancement: Equal pay for both man and woman being fixed in case of minimum wage determination. That's why equal status of man and woman is being easily evaluated.

3.1.2 Improvement of working environment by ensuring labor 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 labor 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 labor in hazardous labor, opportunities are being created to enter into the labor 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 2023-24	Projection	
		2024-25	2025-26
Poverty Reduction	250,01,58	361,17,55	397,89,90
Gender	171,57,36	188,63,31	205,92,43

4.1 Priority Spending Areas/Programmes

Priority Spending Areas/Programmes	Related Strategic Objectives
<p>1. To ensure protection and welfare of workers:</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"> Strengthening welfare of the workers Improvement of work environment at factories and establishments
<p>2. Ensuring decent work environment:</p> <p>Improving labor 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"> Improvement of working environment by ensuring labor related compliance in factories and establishments
<p>3. Elimination of Child Labor:</p> <p>One of the goals of the SDGs is to eliminate all forms of child labor by 2025. With this aim, initiatives have been taken to eliminate child labor 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"> To eradicate hazardous child labour

4.2 Medium Term Expenditure Estimates and Projection (2023-24 to 2025-26)

4.2.1 Expenditure by Department/Agencies/Institutional Units

(Taka in Thousands)

Description	Budget	Revised	Budget 2023-24	Projection	
	2022-23			2024-25	2025-26
Secretariat	139,42,00	277,49,42	35,44,00	167,54,91	187,18,71
Head Office, Department of Labour	59,13,95	55,80,84	67,79,85	69,66,85	73,42,54
Divisional Labour Offices	9,52,90	8,83,93	10,41,70	12,03,90	11,47,95
Regional Labour Offices	5,65,50	5,22,87	6,47,70	7,78,05	8,58,40
Industrial Relations Institutes (IRI)	10,11,47	9,55,41	11,08,85	13,32,75	14,62,65
Labour Welfare Centres	18,07,18	17,33,90	19,78,90	23,33,20	24,60,20
Head Office, Department of Inspection for Factories and Establishments	56,19,30	39,44,49	129,72,35	15,33,05	16,99,55
Offices of the Deputy Inspector General	39,71,70	37,43,12	42,99,65	46,61,65	53,57,00

Indicator	Related Strategic Objectives	Unit	Revised Target	Actual	Target	Revised Target	Medium Term Targets		
			2021-22		2022-23		2023-24	2024-25	2025-26
1	2	3	4	5	6	7	8	9	10
4. Child Labour eliminated Industrial Sector	3	%	6	0	13.95	13.95	13.95	13.95	13.95

* Total Number of Industrial Sectors 45. 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) has been enacted. Financial assistance has been provided to 9917 workers in the light of the 'Implementation Policy 2020 of Social Security Program for unemployed and distressed workers in export-oriented garments, leather goods and footwear industries'. Tk 58, 78,517/- has been provided as medical assistance to 255 workers injured in the Rana Plaza accident. 'Green Factory Award Policy' has been formulated to ensure sustainable working environment for workers and create a positive image. In the light of this policy, 30 factories in 06 (six) industrial sectors have been given the Green Factory Award, 2020. Bangladesh has ratified ILO Protocol 29 and Minimum Age Convention, 1973 [No.138]. 06 (six) new Labor Courts have been constituted in Sylhet, Barisal, Rangpur, Gazipur, Narayanganj and Comilla. Financial assistance of Tk 228, 01, 70,000/- has been provided to 28564 workers from Bangladesh Labour Welfare Foundation and Central Fund. Risk assessment of 745 factories has been completed under the project named "Fire and electricity risk assessment project for selected readymade garments, plastic and chemical factory". 645 garment factories have been brought under the purview of compliance verification under the project titled "Implementation of Factories Vested in Remediation Coordination Cell (1st Revised)". In order to create employment opportunities in the country, 'Employment Policy, 2022' has been formulated.

6.1.2 Activities, Output Indicators and Targets

Activities	Output Indicator	Related Strategic Objectives	Unit	Revised Target	Actual	Target	Revised Target	Medium Term Targets		
				2021-22		2022-23		2023-24	2024-25	2025-26
1	2	3	4	5	6	7	8	9	10	11
1. Grants from Bangladesh Labour Welfare Foundation and Central Fund	Number of Labours and their family receiving Donation	1	Number	5000	4173	5180	5180	5790	6100	6200
2. Eliminated child labours and monitoring of child labor elimination programs in factories and establishments	Number of eliminated child labour [Factories]	3	Number	2577	2577	2500	2400	2300	2200	2700
	Monitoring of the elimination of Child Labour activities [Establishments]		Number	12	12	12	10	12	12	12

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 2021-22	Budget	Revised	Medium Term Expenditure Estimates		
			2022-23		2023-24	2024-25	2025-26
1	2	3	4	5	6	7	8
Operating Activities							
General Activity							
1310101 - Secretariat		12,27,44	24,27,00	20,74,42	25,90,00	30,44,91	36,36,71
Total : General Activity		12,27,44	24,27,00	20,74,42	25,90,00	30,44,91	36,36,71

Name of the Institutional Unit/Scheme/ Project	Related Activity	Actual 2021-22	Budget	Revised	Medium Term Expenditure Estimates		
			2022-23		2023-24	2024-25	2025-26
1	2	3	4	5	6	7	8
Special Activity							
120000801 - Loans to Government Employees		50	25,00	25,00	26,00	43,00	43,00
127008901 - International Labour Organisation (ILO)		73,58	40,00	40,00	60,00	50,00	60,00
Total : Special Activity		74,08	65,00	65,00	86,00	93,00	1,03,00
Total : Operating Activities		13,01,52	24,92,00	21,39,42	26,76,00	31,37,91	37,39,71
Development Activities							
Annual Development Program							
221000131 - Reserve for unapproved project Ministry of Labour and Employment	1-2	0	6,50,00	0	6,00,00	136,17,00	149,79,00
223036700 - Improving Working Conditions in the RMG Sector Project (2nd phase).		0	28,00,00	28,00,00	0	0	0
224253000 - Eradication of Hazardous Child Labour in Bangladesh (4th phase)		52,57	80,00,00	225,00,00	2,68,00	0	0
Total : Annual Development Program		52,57	114,50,00	253,00,00	8,68,00	136,17,00	149,79,00
Total : Development Activities		52,57	114,50,00	253,00,00	8,68,00	136,17,00	149,79,00
Total :		13,54,09	139,42,00	274,39,42	35,44,00	167,54,91	187,18,71

6.2 Department of Labour

6.2.1 Recent Achievements: 1322 Trade Unions has been registered in the last three years under trade union activities. CBA program has been launched in 24 organizations through the election process. 67 industrial disputes have been disposed of through arbitration and 1429 participating committee elections has been completed. Through 4 Industrial Relations Training Centers and 32 Labor Welfare Centers, a total of 31194 workers including trade union leaders, management officers, officials of various government and private institutions are provided training on labor administration, labor management, labor law, labor standards, labor welfare, human relations, social protection, safety and occupational health, food and nutrition, reproductive health, family planning, family budgeting etc. Health services to 2,68,027 persons, family planning counseling and services to 1,30,365 persons and recreational facilities to 3,43,252 persons have been provided through 32 labor welfare centers.

6.2.2 Activities, Output Indicators and Targets

Activities	Output Indicator	Related Strategic Objectives	Unit	Revised Target	Actual	Target	Revised Target	Medium Term Targets		
				2021-22	2021-22	2022-23	2023-24	2024-25	2025-26	
1	2	3	4	5	6	7	8	9	10	11
1. Providing recreational and accommodation services to workers	Recreational Facilities	1	Number	125000	124639	130000	105000	110000	115000	120000
2. Trade Union Registration	Disposed of Application	2	%	100% disposed of receiving application	523 (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
3. Provision of free primary health and family planning services to workers	Healthcare services	1	Number	75000	103768	77000	65000	70000	75000	80000
	Family planning services			32000	51992	34000	35000	38000	40000	45000
4. Conducting CBA elections	Conduction of CBA Election	2	%	100% disposed of receiving application	5 (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	21 (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

Activities	Output Indicator	Related Strategic Objectives	Unit	Revised Target	Actual	Target	Revised Target	Medium Term Targets		
				2021-22		2022-23		2023-24	2024-25	2025-26
1	2	3	4	5	6	7	8	9	10	11
6. Conducting election of participating committee	Conduction of Participatory Committee's Election	2	Number	450	455	500	500	525	550	575
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	12000	10563	14000	11130	12500	13000	13500

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 2021-22	Budget	Revised	Medium Term Expenditure Estimates		
			2022-23		2023-24	2024-25	2025-26
1	2	3	4	5	6	7	8
Operating Activities							
General Activity							
1310201 - Head Office, Department of Labour		6,47,66	14,13,95	10,84,09	17,79,85	18,86,85	22,59,54
1310202 - Divisional Labour Offices		6,37,15	9,52,90	8,83,93	10,41,70	12,03,90	11,47,95
1310203 - Regional Labour Offices		3,85,28	5,65,50	5,22,87	6,47,70	7,78,05	8,58,40
1310204 - Industrial Relations Institutes (IRI)		6,00,13	10,11,47	9,55,41	11,08,85	13,32,75	14,62,65
1310205 - Labour Welfare Centres		11,41,30	18,07,18	17,33,90	19,78,90	23,33,20	24,60,20
Total : General Activity		34,11,52	57,51,00	51,80,20	65,57,00	75,34,75	81,88,74
Special Activity							
120012507 - Safety Net Program for Export Oriented Industry's Distressed Workers		5,45,85	45,00,00	44,96,75	50,00,00	50,80,00	50,83,00
Total : Special Activity		5,45,85	45,00,00	44,96,75	50,00,00	50,80,00	50,83,00
Total : Operating Activities		39,57,37	102,51,00	96,76,95	115,57,00	126,14,75	132,71,74
Total :		39,57,37	102,51,00	96,76,95	115,57,00	126,14,75	132,71,74

6.3 Department of Inspection for Factories and Establishments

6.3.1 Recent Achievements: In the last 3 financial years, the DIFE has inspected 1,28,332 factories and filed 4,514 cases against violators of Bangladesh Labor Act, 2006, including 188 cases related to child labour. Apart from this, 29,022 factories and establishments have been given licenses and 95,373 factories and establishments have been renewed. 16,90,82,000/- (Sixteen Crore Ninety Lac and eighty thousand) Taka revenue has been collected through these activities. Through the official inspection of this department, 2681 motivational meetings have been organized in factories and establishments, 10,220 child laborers have been eliminated. Safety Committee has been formed in 2,928 factories and establishments. 5,519 factories and establishments have been ensured of compliance. Through the structural, fire and electricity risk assessment project of selected ready-made garments, plastic and chemical factories under the jurisdiction of this department, the structural, fire and electricity risk assessment of 147 chemical factories, 298 plastic factories and 240 ready-made garments factories across the country have been carried out. Through successful implementation of 'Gender Equality and Women's Empowerment at Workplace' project training of 19,300 workers on workplace gender-based violence, sexual and reproductive health and rights has been provided.

6.3.2 Activities, Output Indicators and Targets

Activities	Output Indicator	Related Strategic Objectives	Unit	Revised Target	Actual	Target	Revised Target	Medium Term Targets		
				2021-22		2022-23		2023-24	2024-25	2025-26
1	2	3	4	5	6	7	8	9	10	11
1. Conducting Factory and establishment inspection activities and filing cases	Factory inspection	1	Number	32000	32032	34000	24254	34000	34500	35000
	Elimination of			3000	3130	2500	2120	2800	3000	3200

Activities	Output Indicator	Related Strategic Objectives	Unit	Revised Target	Actual	Target	Revised Target	Medium Term Targets		
				2021-22	2022-23	2023-24	2024-25	2025-26		
1	2	3	4	5	6	7	8	9	10	11
	child labour									
2. To ensure occupational health, safety and welfare of workers in the private sector	Organizing motivational meetings	2	Number	900	937	750	750	800	850	900
3. Issuance of license and renewal of registration of factories and establishments	License granted	2	Number	10000	10495	10000	10000	10500	10500	11000
	License renewed			30000	36796	30000	30000	31000	31000	32000
4. Ensuring compliance in readymade garments (RMG) sector	Compliance ensured Factories and Establishments	2	Number	1500	1645	1500	953	1500	1550	1550

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 2021-22	Budget	Revised	Medium Term Expenditure Estimates		
			2022-23	2023-24	2024-25	2025-26	
1	2	3	4	5	6	7	8
General Activity							
1310301 - Head Office, Department of Inspection for Factories and Establishments		9,83,70	12,69,30	11,54,49	14,61,35	15,33,05	16,99,55
1310302 - Offices of the Deputy Inspector General		24,21,50	39,71,70	37,43,12	42,99,65	46,61,65	53,57,00
Total : General Activity		34,05,20	52,41,00	48,97,61	57,61,00	61,94,70	70,56,55
Special Activity							
120014001 - Special Inspection of Factory		0	0	1,50,00	0	0	0
Total : Special Activity		0	0	1,50,00	0	0	0
Total : Operating Activities		34,05,20	52,41,00	50,47,61	57,61,00	61,94,70	70,56,55
Development Activities							
Annual Development Program							
224252900 - National Occupational Health Safety Research and Training Institute.(01/09/2018-31/12/2023)		14,08,69	0	0	50,11,00	0	0
224306000 - Establishment of 13 DIG office Building and Strengthening the Department of Inspection for Factories and Establishments.	1-2	5,74,65	43,50,00	21,50,00	43,00,00	0	0
224364700 - Bangladesh Labour Information Management System (LIMS) Project.	1-2	0	0	4,90,00	22,00,00	0	0
Total : Annual Development Program		19,83,34	43,50,00	26,40,00	115,11,00	0	0
Total : Development Activities		19,83,34	43,50,00	26,40,00	115,11,00	0	0
Total :		53,88,54	95,91,00	76,87,61	172,72,00	61,94,70	70,56,55

6.4 Labour Court

6.4.1 Recent Achievements: 20,040 cases have been lodged at Labour Appellate Tribunal and Labour Courts in the last three Financial Years. Among these, 14,443 cases have been disposed of. 06 [Six] new Labour Courts- Barishal, Sylhet, Rangpur, Gazipur, Narayanganj and Comilla have been set up for settling of labour cases.

6.4.2 Activities, Output Indicators and Targets

Activities	Output Indicator	Related Strategic Objectives	Unit	Revised Target	Actual	Target	Revised Target	Medium Term Targets		
				2021-22	2022-23	2023-24	2024-25	2025-26		
1	2	3	4	5	6	7	8	9	10	11
1. Expeditious settlement of labour dispute cases	% of disposed cases	1	%	94	110	92	95	92	93	95

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 2021-22	Budget	Revised	Medium Term Expenditure Estimates		
			2022-23		2023-24	2024-25	2025-26
1	2	3	4	5	6	7	8
Operating Activities							
General Activity							
1310501 - Labour Appellate Tribunals		1,33,24	3,34,00	2,68,50	3,51,85	3,29,38	3,59,90
1310502 - Labour Courts		6,93,77	13,72,00	14,82,81	17,92,15	20,91,11	23,91,05
Total : General Activity		8,27,01	17,06,00	17,51,31	21,44,00	24,20,49	27,50,95
Total : Operating Activities		8,27,01	17,06,00	17,51,31	21,44,00	24,20,49	27,50,95
Total :		8,27,01	17,06,00	17,51,31	21,44,00	24,20,49	27,50,95

6.5 Minimum Wages Board

6.5.1 Recent Achievements: The Minimum Wages Board has fixed/re-fixed minimum wages for workers in 42 out of 44 industrial sectors. The Minimum Wages Board has forwarded the recommendation of minimum wage rates to the workers employed in 17 industrial sectors in the last three financial years for submission to the Government. Already minimum wage rate for 11 industrial sectors recommendations have been submitted to the government and 07 new industrial sectors have been identified and notified to the ministry.

6.5.2 Activities, Output Indicators and Targets

Activities	Output Indicator	Related Strategic Objectives	Unit	Revised Target	Actual	Target	Revised Target	Medium Term Targets		
				2021-22		2022-23		2023-24	2024-25	2025-26
1	2	3	4	5	6	7	8	9	10	11
1. Fixing minimum wages for all categories of workers working in the private industrial sector	Minimum wages determined	1	Number	04	04	04	04	05	05	03

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 2021-22	Budget	Revised	Medium Term Expenditure Estimates		
			2022-23		2023-24	2024-25	2025-26
1	2	3	4	5	6	7	8
General Activity							
1310401 - Minimum Wage Board		1,22,05	1,92,00	1,36,40	2,02,00	2,06,15	2,12,05
Total : General Activity		1,22,05	1,92,00	1,36,40	2,02,00	2,06,15	2,12,05
Total : Operating Activities		1,22,05	1,92,00	1,36,40	2,02,00	2,06,15	2,12,05
Total :		1,22,05	1,92,00	1,36,40	2,02,00	2,06,15	2,12,05