**Grant No. 28**

**131 - Ministry of Labour and Employment**

**Medium Terms Expenditure**

(Taka in Thousands)

|  |  |  |  |
| --- | --- | --- | --- |
| **Description** | **Budget**  **2021-22** | **Projection** | |
| **2022-23** | **2023-24** |
| Operating Expenditure |  |  |  |
| Development Expenditure |  |  |  |
| **Total** |  |  |  |
|  | | | |
| Recurrent |  |  |  |
| Capital |  |  |  |
| Financial Asset |  |  |  |
| Liability |  |  |  |
| **Total** |  |  |  |

**1.0 Mission Statement and Major Functions**

**1.1 Mission Statement**

Enhance productivity by creating safe work environment, maintaining harmonious industrial relations, eradicating child labour and developing skilled labour force

* 1. **Major Functions** 
     1. To ensure education, welfare and social safety of labours;
     2. Labour administration and creation of skilled manpower by providing training and employment generation;
     3. To register trade unions, settle industrial and labour disputes and determine and implement the minimum wage and activities related to registration of factories;
     4. To formulate and enforce labour laws and eradication of child labour;
     5. Liaise with international organizations including ILO for labour and manpower management and signing contracts with them;
     6. Coordination of human resources development and job-oriented training programs at public and private levels in the country;
     7. To ensure compliance at factories and establishments in accordance with labor laws.

**2.0 Medium Term Strategic Objectives and Activities**

| **Medium-Term Strategic Objectives** | **Activities** | **Implementing Departments/Agencies** |
| --- | --- | --- |
| **1** | **2** | **3** |
| 1. Strengthening welfare of the workers | * Determination and implementation of minimum wages for workers in the private sector | * Minimum Wage Board |
| * Quick disposal of cases relating to labour disputes | * Labour Court |
| 1. Improvement of work environment at factories and establishments | * Registration of trade union * Conducting CBA elections * Settlement of labour disputes through arbitration * Providing training to the representatives of workers, factory owners and the officers and staffs related to labour administration * Providing free primary health care services, family planning counseling and services to workers | * Directorate of Labour |
| 1. Improvement of the compliance related to labour | * Ensuring occupational safety, security and welfare of workers employed in private sector * Carrying out inspections for taking actions to stop child labor * Filing cases against factories and establishments for violating labour law * Registration and renewal of factories and establishments | * Department of Inspection for Factories and Establishments |
| 1. To eradicate hazardous child labour | * Providing non-formal education to the children engaged in hazardous occupation * Providing technical training * Awarding stipends | * Secretariat |

**3.0 Poverty and Gender Reporting**

**3.1 Impact of Strategic Objectives on Poverty Reduction and Women’s Advancement**

* + 1. **Strengthening welfare of the workers**

**Impact on Poverty Reduction:** Through the 29 labor welfare centers throughout the country, more than one lac workers are taking services every year through free general and reproductive health care, leisure and labor education courses. As a result, the performance of workers is increasing, which is helping to reduce poverty.

**Impact on Women’s Advancement:** As labor welfare centers are located in industrial areas of the country, women workers working in different factories and industrial establishments are getting training and health services, which have a direct impact on women's development.

* + 1. **Improvement of work environment at factories and establishments**

**Impact on Poverty Reduction:** No direct impact on poverty reduction

## Impact on Women’s Advancement: With the training to the representatives of workers, factory owners and the officers and staffs related to labour administration working environment for women in the factory is improving, as a result social security and women's participation in labor market is increasing.

* + 1. **Improving the compliance related to labour**

**Impact on Poverty Reduction:** Skill development of human resources is possible through ensuring professional health, safety and welfare of the workers. As a result, access to the labor market has been simplified. Thus it helps to combat with poverty.

**Impact on Women’s Advancement:** It has been possible to ensure the safety and unrestricted movement of women working in the factories and ensuring the compliance of various institutions.

* + 1. **To eradicate hazardous child labour**

**Impact on Poverty Reduction:** Eradication of child labour engaged in hazardous works by providing them non-formal education and various technical training and giving stipends incentives. It is possible to get rid poverty for these children.

**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**  **2021-21** | **Projection** | |
| **2022-23** | **2023-24** |
| Poverty Reduction |  |  |  |
| Gender |  |  |  |

**4.1 Priority Spending Areas/Programmes**

| **Priority Spending Areas/Programmes** | **Related Strategic Objectives** |
| --- | --- |
| **1. Labour welfare and industrial compliance**  It is essential to ensure workers’ welfare including occupational security and healthcare services in order to enhance productivity in factories. Increase of industrial productivity contributes greatly to the growth of the national economy. For this reason, this has been given the highest priority. | * Strengthening welfare of the workers * Improvement of work environment at factories and establishments |
| 1. **Creating skilled labour force**   Unemployed labour force will get opportunities to become skilled labour through receiving job-oriented trainings. For this reason this has been given second priority | * Improvement of the compliance related to labour |
| 1. **Eradication of child labour**   Child workers engaged in hazardous tasks in the informal sector are being rescued and being provided skills development training. They will get opportunities to become skilled human resource in future. | * To eradicate hazardous child labour |

**4.2 Medium Term Expenditure Estimates and Projection (2021-22 to 2023-24)**

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

(Taka in Thousands)

| **Description** | **Budget** | **Revised** | **Budget**  **2021-22** | **Projection** | |
| --- | --- | --- | --- | --- | --- |
| **2020-21** | | **2022-23** | **2023-24** |
|  |  |  |  |  |  |

**4.2.2 Expenditure by Economic Group Wise**

(Taka in Thousands)

| **Economic**  **Group** | **Description** | **Budget** | **Revised** | **Budget**  **2021-22** | **Projection** | |
| --- | --- | --- | --- | --- | --- | --- |
| **2020-21** | | **2022-23** | **2023-24** |
|  |  |  |  |  |  |  |

**5.0 Key Performance Indicator (KPIs)**

| **Indicator** | **Related Strategic Objectives** | **Unit** | **Revised**  **Target** | **Actual** | **Target** | **Revised Target** | **Medium Term Targets** | | |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **2019-20** | | **2020-21** | | **2021-22** | **2022-23** | **2023-24** |
| **1** | **2** | **3** | **4** | **5** | **6** | **7** | **8** | **9** | **10** |
| 1. Compliance of conditions regarding the working environment of factories. | 2 | Number of institutions |  |  |  | 2000 | 2100 | 2200 | 2300 |
| 1. Skill development activities\* |  | Number |  |  |  | 600 | - | - | - |
| 1. Eradication of child labour\*\* | 4 | Number |  |  |  | 10000 | 45000 | 45000 | - |

\* Total number of active labour force: 77.00 million

\*\*Number of child labour engaged in hazardous tasks: 1.2 million.

**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 Act, 2006 (amended 2018) has been promulgated. In the last 3 years from the Central Fund, a total of 2639 dead and wounded workers and their families have been financed with a total of Tk 52,84,95,000. Government has allotted Tk 10,36,639 for the payment of outstanding wages to the workers of two closed garment factories belonging to BGMEA. In order to provide medical assistance to 57 sick workers working in 100 percent export-oriented garment factories, Tk. 26,05,000 have been provided. As many as 77 meritorious children of these workers were given Tk 15,40,000 as stipend. An integrated checklist of inspections of factories has been prepared to ensure safe and health-conscious workplace. ’Domestic workers’ safety and welfare policy, 2015' has been formulated. Employment opportunities in the garments industry have been created by training poor, undereducated youth women in 5 districts of North Bengal (Rangpur, Gaibandha, Lalmonirhat, Nilphamari and Kurigram) through the "Northern Area's Reduction of Poverty Initiative (NARI)" project.

**6.1.2 Activities, Output Indicators and Targets**

| **Activities** | **Output Indicator** | **Related Strategic Objectives** | **Unit** | **Revised Target** | **Actual** | **Target** | **Revised Target** | **Medium Term Targets** | | |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **2019-20** | | **2020-21** | | **2021-22** | **2022-23** | **2023-24** |
| **1** | **2** | **3** | **4** | **5** | **6** | **7** | **8** | **9** | **10** | **11** |
| 1. Providing non-formal education to the children engaged in hazardous occupation | Children received education | 4 | Number  (thousand | 10 |  | 45 |  | 45 | - |  |
| 1. Providing technical training | Children received training | 4 | Number  (thousand) | 10 |  | 45 |  | 45 | - |  |
| 1. Awarding stipends | Trainees receive stipends | 4 | Number  (thousand) | 10 |  | 45 |  | 45 | - |  |

**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**  **2019-20** | **Budget** | **Revised** | **Medium Term Expenditure Estimates** | | |
| --- | --- | --- | --- | --- | --- | --- | --- |
| **2020-21** | | **2021-22** | **2022-23** | **2023-24** |
| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 |
|  |  |  |  |  |  |  |  |

**6.2 Directorate of Labour**

**6.2.1 Recent Achievements:** In the last three years registration of 696 trade unions has been given against applications received and the CBA (Collective bargaining agent) election of 72 institutions has been done. Over 220 industrial disputes have been resolved through arbitration proceedings. Through four (4) industry related educational institutions 362 courses were conducted, where 12,631 trade union leaders, general laborers, management officials and officials of different government and non-government organizations has taken part. The courses were based on labor administration, labor management, labor law, labor standards, labor welfare, human relations, social security etc. Through 467 ‘educational courses for labours’ under the 29 Labor Welfare Centers, 16,348 workers have been provided with training on labor laws, labor health and other matters.

**6.2.2 Activities, Output Indicators and Targets**

| **Activities** | **Output Indicator** | **Related Strategic Objectives** | **Unit** | **Revised Target** | **Actual** | **Target** | **Revised Target** | **Medium Term Targets** | | |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **2019-20** | | **2020-21** | | **2021-22** | **2022-23** | **2023-24** |
| **1** | **2** | **3** | **4** | **5** | **6** | **7** | **8** | **9** | **10** | **11** |
| 1. Registration of trade unions | Registered trade house | 2 | (%) | 100% |  | 100% |  | 100% | 100% |  |
| 1. Conducting CBA Election | CBA Election | 100% |  | do |  | do | do |  |
| 1. Providing free primary health care services, family planning counseling and services, and recreational facilities to workers | Healthcare services | 2 | Number | 68000 |  | 50000 |  | 55000 | 60000 |  |
| Family planning services | 27000 |  | 33000 |  | 35000 | 37000 |  |
| Recreational facilities | 117000 |  | 116500 |  | 117000 | 117500 |  |
| 1. Providing training to the representatives of workers and owners on labour laws, industrial relations and labour administration | Trained workers, staff and officers on labour law | 2 | Number | 11500 |  | 11000 |  | 12000 | 13000 |  |
| 1. Settlement of labour disputes through arbitration | Industrial disputes settled | 2 | (%) | 100% |  | 100% |  | 100% | 100% |  |

**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**  **2019-20** | **Budget** | **Revised** | **Medium Term Expenditure Estimates** | | |
| --- | --- | --- | --- | --- | --- | --- | --- |
| **2020-21** | | **2021-22** | **2022-23** | **2023-24** |
| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 |
|  |  |  |  |  |  |  |  |

**6.3 Department of Inspection for Factories and Establishments**

**6.3.1 Recent Achievements:** During the last 3 years, this Department has inspected 1,08,019 number of factories of which 3,226 have been sued for violation of law. Besides, 68,260 factories and organizations have been given registration and renewal from which revenue total of Tk 13,28,08,000 was collected. Assessment of 3,780 organizations has been completed in collaboration with Accord, Alliance and BUET.

**6.3.2 Activities, Output Indicators and Targets**

| **Activities** | **Output Indicator** | **Related Strategic Objectives** | **Unit** | **Revised Target** | **Actual** | **Target** | **Revised Target** | **Medium Term Targets** | | |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **2019-20** | | **2020-21** | | **2021-22** | **2022-23** | **2023-24** |
| **1** | **2** | **3** | **4** | **5** | **6** | **7** | **8** | **9** | **10** | **11** |
| 1. Carrying out inspections for taking actions to stop child labor | Mills, factories inspected | 3 | Number | 32000 |  | 36000 |  | 37000 | 38000 |  |
| 1. Filing cases against factories and establishments for violating labour law | Cases filed | 1100 |  | 1200 |  | 1300 | 1400 |  |
| 1. Ensuring occupational healthcare safety, security and welfare of workers employed in different factories and establishments | Compliance ensured | Number | 2000 |  | 2100 |  | 2200 | 2300 |  |
| 1. Registration and renewal of factories and establishments | Registration completed | Number | 26000 |  | 28000 |  | 30000 | 32000 |  |

**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**  **2019-20** | **Budget** | **Revised** | **Medium Term Expenditure Estimates** | | |
| --- | --- | --- | --- | --- | --- | --- | --- |
| **2020-21** | | **2021-22** | **2022-23** | **2023-24** |
| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 |
|  |  |  |  |  |  |  |  |

**6.4 Labour Court**

**6.4.1 Recent Achievements:** During last three financial years, the Labour Appellate Court and seven Labour Courts took cognizance of 23,120 cases and a total of 22,359 cases were disposed of.

**6.4.2 Activities, Output Indicators and Targets**

| **Activities** | **Output Indicator** | **Related Strategic Objectives** | **Unit** | **Revised Target** | **Actual** | **Target** | **Revised Target** | **Medium Term Targets** | | |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **2019-20** | | **2020-21** | | **2021-22** | **2022-23** | **2023-24** |
| **1** | **2** | **3** | **4** | **5** | **6** | **7** | **8** | **9** | **10** | **11** |
| 1. Quick disposal of cases relating to labour disputes | % of cases disposed of | 1 | % | 90 |  | 92 |  | 94 | 96 |  |

**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**  **2019-20** | **Budget** | **Revised** | **Medium Term Expenditure Estimates** | | |
| --- | --- | --- | --- | --- | --- | --- | --- |
| **2020-21** | | **2021-22** | **2022-23** | **2023-24** |
| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 |
|  |  |  |  |  |  |  |  |

**6.5.1 Recent Achievements:** Minimum wages of 18 industrial units has been settled/ resettled. 7 new industrial sectors are identified which needs resettlement of minimum wage. In 2018 minimum wage of Tk 8,000 has been resettled for garments sector.

**6.5.2 Activities, Output Indicators and Targets**

| **Activities** | **Output Indicator** | **Related Strategic Objectives** | **Unit** | **Revised Target** | **Actual** | **Target** | **Revised Target** | **Medium Term Targets** | | |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **2019-20** | | **2020-21** | | **2021-22** | **2022-23** | **2023-24** |
| **1** | **2** | **3** | **4** | **5** | **6** | **7** | **8** | **9** | **10** | **11** |
| 1. Determination and implementation of minimum wages for workers in the private sector | Minimum wages determined | 1 | Number | 03 |  | 03 |  | 03 | 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**  **2019-20** | **Budget** | **Revised** | **Medium Term Expenditure Estimates** | | |
| --- | --- | --- | --- | --- | --- | --- | --- |
| **2020-21** | | **2021-22** | **2022-23** | **2023-24** |
| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 |
|  |  |  |  |  |  |  |  |