



Department of Inspection for Factories and Establishments
Ministry of Labour and Employment
Government of the People's Republic of Bangladesh



Basic Information

Country : **BANGLADESH**

Organization : **Department Of Inspection for Factories and Establishment(DIFE), Ministry of Labour and Employment.**

Name Of Applicants:

Md. Al Amin

Assistant Inspector General(Safety)

DR. Muhammed Tanvir Bin Taiyab

Assistant Inspector General (Health)



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INTRODUCTION

- DIFE is responsible for ensuring welfare, safety and health of valuable human resources working in various sectors contributing national development.
- DIFE Collaborates with various government and private organizations, agencies along with international organizations specially ILO to facilitate policy, planning, measures and directions adopted to enhance occupational safety and health for all workers by appropriate working conditions and environment.
- The Department of inspection for Factories and Establishments from a directorate into a department having a headquarters and 23 district offices with 993 manpower of which 679 new posts created in revenue budget.



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Vision

➤ To Create a better working environment for the workers



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Mission

- To implement Labour Laws and regulations
 - To eliminate child labour
- To enhance productivity of Factories by creating a better working environment
- To ensure workplace safety including fire safety and welfare of workers
- To implement minimum wages declared in different sectors



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HISTORY (Directorate & Department)

- The Department of inspection for Factories and Establishments was created as a separate department in pursuance of ILO Labour Inspection Convention No. 81 and labour policy of 1969.
- Bangladesh emerges as an independent and sovereign country in the world map through a glorious liberation war in 1971. Over the long span of 44 years of independence, a huge number of factories, shops and commercial establishments has flourished in the country. The importance of industry and trade is increasing day by day. Millions of workers are working in these sectors. The Department of inspection for Factories and Establishments has been carrying out the responsibilities by ensuring legal rights, safe and hygienic work place for the huge number of working people.



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HISTORY (Directorate & Department)

- A report of Bangladesh Bureau of Statistics, 2001 states that the number of manufacturing units in Bangladesh at that time was 2,42,818 and the number of shops, hotels, construction companies and commercial health service centers was 20,15,117. It is very reasonably assumed that the number of workplace has increased manifold over these years than the statistics published in fourteen years ago.
- The Department of inspection for Factories and Establishments was discharging its responsibilities by enforcing the law set out in the Bangladesh Labour Act 2006 in such huge number of factories and commercial establishments. The department has been playing a crucial role in ensuring compliance specially in garments factory. But the manpower, infra-structure and logistic support of DIFE was very poor compared to the total number of factories, shops and commercial establishments.



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HISTORY (Directorate & Department)

- In such a context, following the directions of the Honorable Prime Minister, the Ministry of Labour and Employment took initiative to upgrade the Directorate to The Department of Inspection for Factories and Establishments along with increasing its manpower.
- On 15.01.2014, the Ministry of Labour and Employment, after completing all formalities, issued the government order of upgrading the Department of Inspection for Factories and Establishments from a directorate into a department having a headquarters and 23 district offices with 993 manpower of which 679 new posts created in revenue budget.



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ADMINISTRATIVE REFORM

- ✓ Creation of a new department from a directorate
- ✓ Increase manpower from 314 to 993 of which 575 inspector
- ✓ Up gradation of the post of Chief Inspector (Deputy secretary) to Inspector General (Addi. Secretary)
- ✓ Increase of budget of DIFE by **215%**
- ✓ Recruitment of inspectors



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ADMINISTRATIVE REFORM (Manpower Labour Inspector)

	Number of LI Post During Directorate	Number of LI Post add after Department Created	Total Number of LI Post Sanction for Department	Number of LI Working at Present	Vacant LI Post at Present
Ist Class Labour Inspector (LI)	75	136	211	61+3	150-3
2nd Class Labour Inspector (LI)	108	256	364	218+1	146-1
Total	183	392	575		



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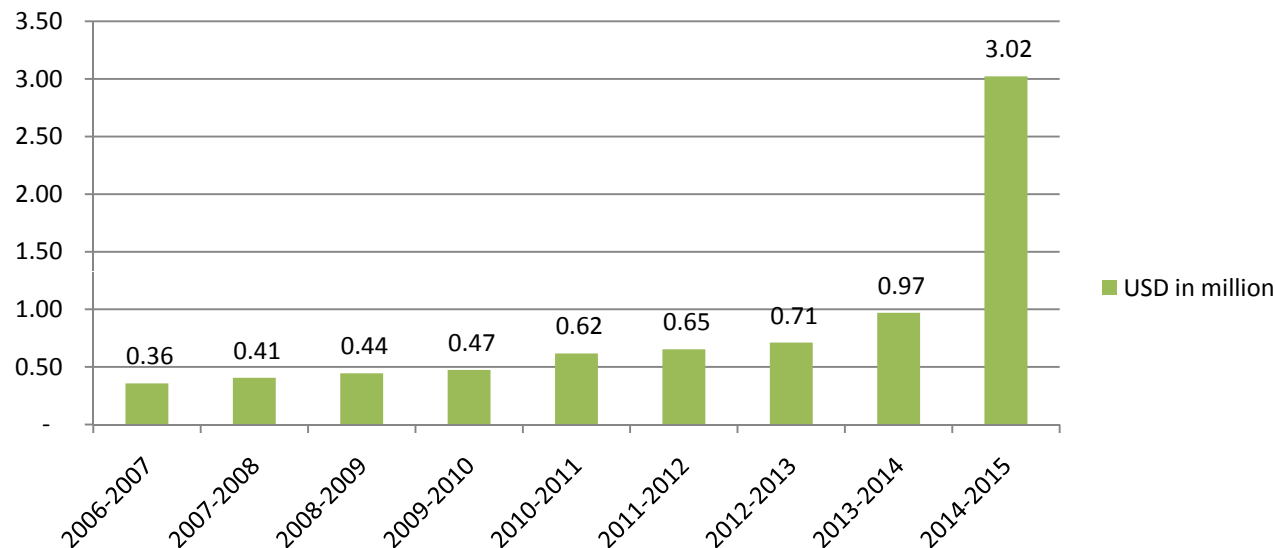


DIFE's Budget Allocation- FY 2006-07 to 2015-16

Since several years the DIFE has been faced with rising demand for its services to the employers and workers to improve the working conditions. Available resource is not adequate to response to the demand for DIFE's service.

The gap has been amplified with the recent industrial crisis (eg. Rana plaza collapse and Tazreen fire) resulting in a significant increase in demand for DIFE's service to improve the working conditions in the RMG as well as other sectors.

However, during the current financial year, the government has increased the allocation to 211% more than the allocation of the previous year





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ADMINISTRATIVE REFORM....

- ✓ Distribution of vehicles by ILO and GIZ
- ✓ Distribution of office equipment including Computer and photocopier
- ✓ Training of Labor Inspectors
- ✓ Creation of website for DIFE
- ✓ Publicly accessible database on RMG
- ✓ Inauguration of Helpline number 0800-4455000



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HOT LINE (08004455000)

- ✓ With the help of ILO , a HELP LINE has been launched in Ashulia which is a Toll Free number
- ✓ Help Line will be opened on a pilot basis in Ashulia
- ✓ Anyone can make complain From 9 a.m to 10 p.m
- ✓ This Help Line is open for 365 days in a year



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TRAINING OF THE INSPECTORS BY ILO

Name of Training	Number of Training	Number of Days for Training	Number LI Participant
Strengthen the Capacity of the DIFE and FSCD for the safety Assessment and Follow up Works	01	02	15
Field Technical Training for Building Inspection with BUET engineers for RMG Project	01	24	04
Training on Labour Inspection Induction (Total 03 sessions, 05 days for each session)	03	15	43+43+37=123
Training for Master Trainers	01	05	20
Basic Introductory Course for Labour Inspectors (Total 02 sessions, 03 days for each session)	02	06	20+20=40
Meeting with the Department of Factories and Establishment	01	01	20



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TRAINING OF THE INSPECTORS BY ILO CONTINUE.....

Name of Training	Number of Training	Number of Days for Training	Number LI Participant
Occupational Safety and Health	01	01	05
Workshop on Institutional Collaboration on Structural, Electrical and Fire Safety and Labour Inspection	01	01	07
Occupational Safety and Health	01	05	20
Labour Inspection and Planning	01	10	15
Labour Inspection Checklist Workshop	01	02	15
Training on Inspectors on assessment of RMG Factories Buildings	01	15	10
Follow-up mechanism for preliminary assessment of RMG factories in Bangladesh.	01	02	20



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TRAINING OF THE INSPECTORS BY OTHER ORGANIZATIONS

Name of Training	Name of Organization	Number of Training	Number of Days for Training	Number LI Participant
Labour Law and Inspection Technique	GIZ	04	13	26+23+23+24=96
International OSH Regulation Training Course	OIC	01	02	12
Bangladesh Labour Law 2006 and Industry	BGMEA	02	02	12+12=24
Professional Health and Safety	Health Department	01	03	18
Training in Budgeting and Accounting System	Ministry of Finance	01	03	01



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TRAINING OF THE INSPECTORS BY OTHER ORGANIZATIONS CONTINUE.....

Name of Training	Name of Organization	Number of Training	Number of Days for Training	Number LI Participant
Training on Digital Signature for File Management	Ministry of ICT	01	03	03
31 ST Final Management Course	RPATC	01	15	01
Training on Labour Law and Labour Inspection	DIFE	01	05	37
Statistical Economic and Social Research and Training Center for Islamic Countries	DIFE	01	02	32
Introductory Course for Labour Inspectors	GIZ+ ILO	03	12	110



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CONTENTS OF WEBSITE

- Introduction, Vision, Mission and Organgram of DIFE
- About Inspection and Inspection Checklist
- List of RMG Factories
- Name of Different Industry under the DIFE
- Key offices for Head office and District level
- Citizen Charter



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CONTENTS OF WEBSITES CONTINUES...

- General Indications, Labour Laws and Service Procedures
- Development Project
- Acts and Policies
- Online Registration System for Factories



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CONTENTS OF WEBSITES

- Status of Building Assessment by the Review Panel
- Summary Assessment Report by Accord, Alliance and BUET
- List of RMG Factories



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ADMINISTRATIVE REFORM....

- ✓ Establishment of 23 District office
- ✓ Online license
- ✓ Procurement of vehicle under process
- ✓ Formation of different committee to implement road map of department



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ADMINISTRATIVE REFORM.... District Office

No	Name of the District	Number of Sanction Post	Number of Post Working at Present	Number of Post Vacant at Present
1	Dhaka	71	58	13
2	Chittagong	56	27	29
3	Gazipur	44	30	14
4	Narayangonj	44	26	18
5	Monshigonj	18	09	09
6	Norshindi	18	09	09



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ADMINISTRATIVE REFORM.... District Office Continue....

No	Name of the District	Number of Sanction Post	Number of Post Working at Present	Number of Post Vacant at Present
7	Manikgonj	18	07	11
8	Tangail	18	07	11
9	Mymensing	18	09	09
10	Kishorgonj	18	05	13
11	Comilla	18	10	08
12	Rajshahi	18	09	09



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ADMINISTRATIVE REFORM.... District Office Continue....

No	Name of the District	Number of Sanction Post	Number of Post Working at Present	Number of Post Vacant at Present
13	Pabna	18	06	12
14	Bogra	18	08	10
15	Sirajgonj	18	05	13
16	Rongpur	18	07	11
17	Dinajpur	18	07	11
18	Khulna	18	08	10



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ADMINISTRATIVE REFORM.... District Office Continue....

No	Name of the District	Number of Sanction Post	Number of Post Working at Present	Number of Post Vacant at Present
19	Jessore	18	07	11
20	Kushtia	18	08	10
21	Sylhet	18	05	13
22	Moulovibazar	18	05	13
23	Barishal	18	05	13



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Status of Procurement of Vehicle....

Vehicle	Approved No. of vehicles	Existing vehicles	On Process
Car	4	4	
Jeep	3	3(Project 1, Dept. 2)	-
Microbus	30	9	-
Motorcycle	365	160 (ILO 95, GIZ 20, Dept. 45)	-



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ROAD MAP

Transparency, Accountability and Monitoring Committee

- Date of Formation is 13.10.2014
- Time Frame:
- Milestones:
 - To ensure transparency and accountability on assessment and inspection
 - Committee can coopt the member if necessary



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ROAD MAP

Standard Operation Procedure (SOP)

- Date of Formation is 13.10.2014
- Time Frame: March, 2015
- Milestones:
 - To prepare inspection checklist and other Inspection Manual
 - The Committee will present the Draft checklist, manual and SOP within March 2015
 - Committee can coopt the member if necessary



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ROAD MAP

Annual Report Preparation

- Date of Formation is 28.09.2014
- Time Frame: March, 2015
- Milestones:
 - To collect necessary data , preparing report and reservation for Annual Report
 - The Committee will present the Annual Draft Report within a month
 - Committee can coopt the member if necessary
 - According to the jurisdiction of the committee to meet a meeting



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ROAD MAP

Information and Communication Technology

- Date of Formation is 28.09.2014
- Time Frame:
- Milestones:
 - To digitize whole DIFE
 - Update of Database and web site
 - To create and reservation the Database
 - Committee can coopt the member if necessary
 - According to the jurisdiction of the committee to meet a meeting



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ROAD MAP

Training Related Committee

- Date of Formation is 28.09.2014
- Time Frame:
- Milestones:
 - Prepare training calendar to assess training and needs
 - To create training plan for Inspection Procedure and Technique for Inspectors to make them skilled
 - Committee can coopt the member if necessary
 - According to the jurisdiction of the committee to meet a meeting



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ROAD MAP

Policy Making and Implementation for General Work

- Date of Formation is 28.09.2014
- Time Frame:
- Milestones:
 - To make policy and Implementation
 - Committee can coopt the member if necessary
 - Preparing a path way for work



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LAGISLATIVE REFORM....

- ✓ Amendment of BLA 2006
- ✓ National Labor Policy 2012
- ✓ Child labor elimination and policy
- ✓ Other policy
- ✓ Preparation of Labor rule
- ✓ Administrative Reform
- ✓ Inspection plan and policy
- ✓ Creation of OSH council (on process)



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DEVELOPMENT PROJECT

Project Name: Modernization and Strengthen the DIFE

Project Implementation period: January 2013 to December 2016

Cost of the Project: BDT. 72 Crore (approx)

Objectives:

- To establish 9 district offices in 9 district
- To decentralize activities depending on density of industry for close monitoring, effective inspection, saving time and reduction cost
- To arrange trainings for officer and staffs of DIFE, factory workers, Factory management and Union representative on BLA-2006



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DEVELOPMENT PROJECT

- To procure inspection equipment and office furniture and vehicle
- To develop computer skill of DIFE officers and staffs
- To develop network between District offices and headquarter
- To increase non-Tax revenue collection



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SAFETY

- ✓ Assessment of factory building on structural integrity, fire and electrical safety by Accord, Alliance and BUET
- ✓ Closure of unsafe factory
- ✓ Uploading of summary assessment report in DIFE website
- ✓ Creation of better working environment



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SAFETY (Inspection by National Initiative, Accord and Alliance)

Item	Total Number of Factory	Assessment Completed	Assessment Due
National Initiative Buet+Tuv-sud+Veritus	1355	1297 [Buet 425+Tuv 350+Vec 522]	58
ACCORD	1530	1291	239
ALLIANCE	744	737	07
	Total=3629	Total=3325	Total=304



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SAFETY (Status of Review Panel)

Item	Number of Factories	Number of Buildings	Number of Workers Affected	
Visited	110 (Accord 46 Alliance 36, BUET 09, TUV-SUD 19)	54 (Accord 22 , Alliance 19, BUET 04, TUV-SUD 09)	24699	
Closed	34 (Accord 26 , Alliance 06 BUET 01, TUV-SUD 01)	16 (Accord 10, Alliance 04 BUET 01, TUV-SUD 01)	16478	}18048
Partially Closed	35 (Accord 08, Alliance 12 BUET 05, TUV-SUD 10)	16 (Accord 05, Alliance 05 BUET 02, TUV-SUD 04)	1570	
Decision Pending	2	2	0	
Factory In Operation (under condition to implement recommendation of Review Panel)	41 (Accord 12, Alliance 18 BUET 03, TUV-SUD 08)	22 (Accord 07, Alliance 10 BUET 01, TUV-SUD 04)	6651	



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SAFETY (Status of summary report uploaded in the DIFE Website)

Item	Number of Summary Report Uploaded in DIFE Website
ACCORD	626
ALLIANCE	223
BUET	267
Total Number	1116



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CASE FILED

	Number of Case filed	
	Year 2014	Year 2015
Garments	216	150
Establishment	137	194
Others	757	1212
Total	1110	1556



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INSPECTION

	Number of Inspection	
	Year 2014	Year 2015
Garments	2269	1560
Establishment	9498	5292
Others	13758	11186
Total	25515	18038



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FUTURE PLAN

- ✓ Digitization of office
- ✓ Reporting on occupational health and safety
- ✓ Establishment of Video conference system to Communicate with District and Other Department
- ✓ Establish a OSH research institute and Training Center
- ✓ Construction & Establishment of rest of the District Offices
- ✓ Creation of Divisional Office



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FUTURE PLAN

Digitization of office

DIFE already set up a own server and made common network among all departments in Head office

Facilitated internet service for all district office



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OPPORTUNITIES

- ILO and GIZ providing training and technical support to improve the DIFE
- Implementation of Labour Law
- Commitment of the Government
- Development project by the Government.
- Signing of agreement with Danish Government.



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CHALLENGE FOR DIFE

- Training/Skill
- Manpower shortage
- Equipment shortage
- Mind set of Owner



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THANKS