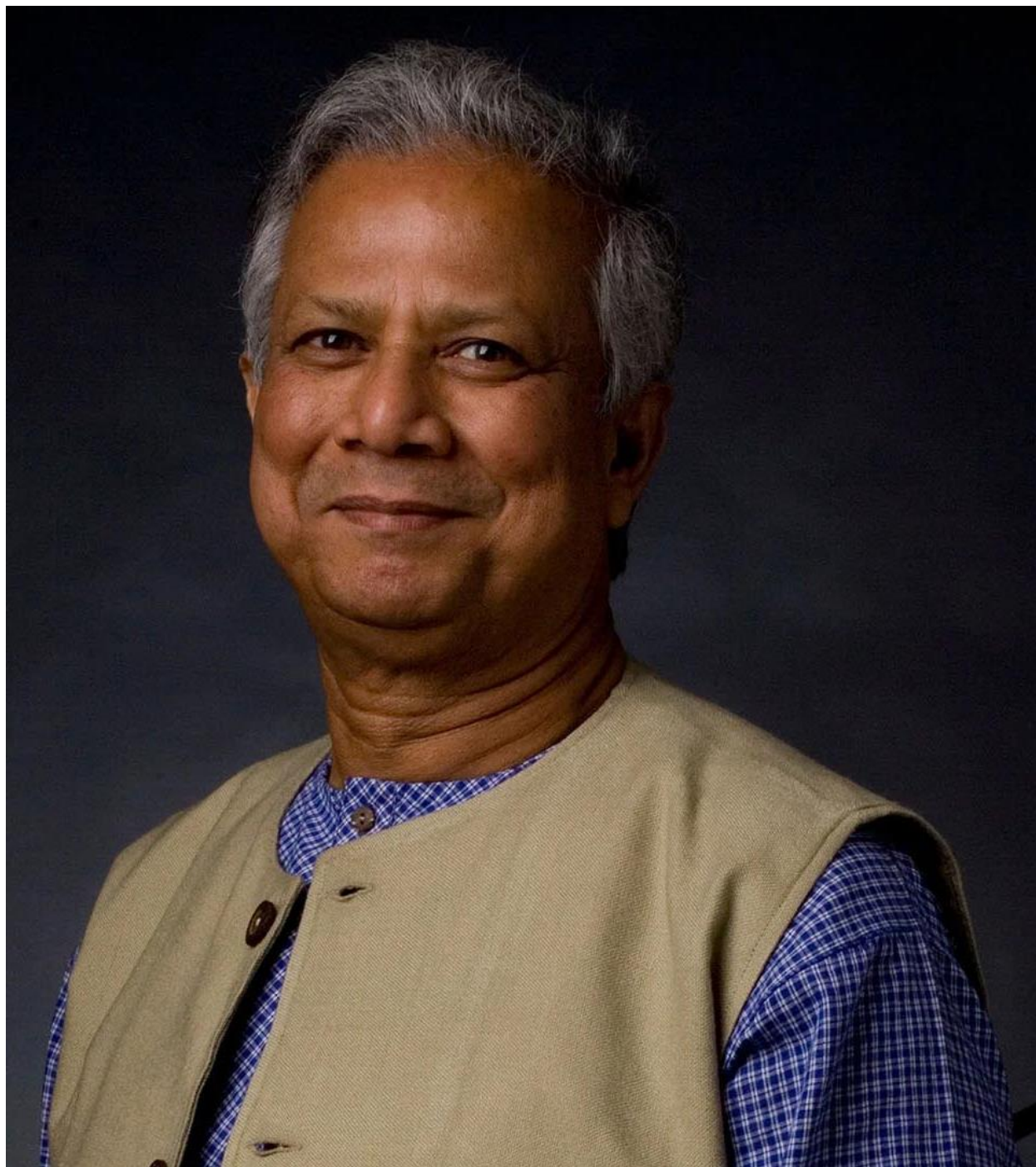


Labour Inspection Report 2022-23 & 2023-24



Department of Inspection for Factories and Establishments
Ministry of Labour and Employment







Adviser

Ministry of Labour and Employment
Government of the People's Republic
of Bangladesh

Message

I am delighted to announce the publication of Annual Labour Inspection Report for the Fiscal Year 2022-2023, 2023-2024 by the Department of Inspection for Factories and Establishments (DIFE) under the Ministry of Labour and Employment. This report states the activities ensuring safe and dignified workplaces across the country.

DIFE is committed to reshape the working environment, fostering a culture of safety, dignity, welfare, and fairness in everywhere of the country. By enforcing pivotal laws like the Bangladesh Labour Act 2006, and Bangladesh Labour Rules, 2015 and engaging key stakeholders, government is committed to ensure the rights of every worker. This report reflects the efforts and activities taken to make the workforce substantial and safe. While conducting inspections, DIFE officials are open armed to deliver any suggestion or advice in improving the working environment of factories and establishments.

I extend my heartfelt gratitude to everyone who has contributed to the publication of the Annual Labour Inspection Report 2022-2023 and 2023-2024. This report will be the way for a brighter, safer future for all workers in Bangladesh.

Brigadier General (R.) Dr. M Sakhawat Hussain



Secretary
Ministry of Labour and Employment
Government of the People's Republic
of Bangladesh

Message

It gives me immense pleasure to share the Annual Labour Inspection Report for the Fiscal Year 2022-2023 and 2023-2024 published by the Department of Inspection for Factories and Establishments (DIFE). This report showcases our ongoing commitment to fostering safe and equitable workplaces throughout Bangladesh.

DIFE is working with the mission to ensure that every workplace in the country meets the highest standards of safety, dignity, and fairness. All their efforts, grounded in the enforcement of the Bangladesh Labour Act, 2006, and Bangladesh Labour Rules, 2015, are reshaping industries and setting a new precedent for worker protection.

The annual labor inspection report highlights all the key points in strengthening the labour condition of Bangladesh. This report not only gives idea about the current scenario but also provides ample suggestions in making the workforce a better and substantial unit. Besides, signs of innovation can also be seen in this report. For example, Labour Inspection Management Application (LIMA) is expected to be a torch bearer of change in the labour inspection sector which has been aptly highlighted in this report. This report generates information from all the 31 district offices of DIFE, hence portraying the overall picture of Bangladesh. I am sure that this report can act as a reliable hub of information for anyone interested in assessing the labour condition of Bangladesh.

Ministry of Labour and Employment is not merely enforcing regulations; rather crafting a legacy of safety and respect for all workers. As we move forward, I extend my sincere thanks to all those who have played a role in the publication of the Labour Inspection Report 2022-2023 and 2023-2024. Our dedication is pivotal in shaping a future where every worker is protected and every workplace is a heaven of safety and respect.

A H M Shafiquzzaman



Inspector General (Additional Secretary)
Department of Inspection for Factories and Establishments
Government of the People's Republic of Bangladesh

Message

I am extremely delighted to know that The Department of Inspection for Factories and Establishments (DIFE) is going to publish its Labour Inspection Report of FY 2022-23 and FY 2023-24.

Labour Inspection Report highlights the progress made by DIFE in modernizing the labour inspection, focusing on capacity building, the use of technology, and a commitment to transparency. A strong Labour inspection system is essential for promoting and enforcing decent working conditions, as well as ensuring respect for fundamental principles and rights at work. District offices of DIFE work diligently to enforce the Bangladesh Labour Act 2006 and Bangladesh Labour Rules 2015 and ensure compliance among factories and establishments. Through inspections, DIFE strives to identify any violations of labour laws and take appropriate actions to rectify them.

The Labour Inspection report is a testament to the progress made in this regard. The report provides valuable insights into the areas where improvements are needed and helps identify industries or establishments that require specific attention. From labor inspection to implementation of industrial safety, this report presents a holistic view about the overall activities of DIFE. Relentless effort of everyone concerned has made it a substance which will provide detailed view of the labor condition related to the workforce of Bangladesh. I believe both general readers and researchers will benefit from this report in various ways.

I thank all concerned, involved in the process of successfully bringing out the Labour Inspection Report of Fiscal Year 2022-2023 and Fiscal Year 2023-2024.

Omar Md. Imrul Mohsin



Joint Inspector General
Department of Inspection for
Factories and Establishments

Editorial

I am pleased to present the labour inspection report of Department of Inspection for Factories and Establishments (DIFE) conducted for the fiscal years 2022-2023 and 2023-2024. Our report aims to show inspection related information and data that have been derived and accumulated from different activities and means i.e. inspection, accident, investigation, reports, inspection plans etc.

Our team carefully reviewed various reports and data, generated manually and through LIMA, of inspection carried by the labour inspectors across the country. The report generating process involved a thorough examination of records and reports provided by the 31 DIFE field offices as well as the relevant sections of headquarter. Our objective with this report is to uphold the activities accomplished following plans, priorities and necessity.

This year we have brought few changes in presenting data. Data of different areas have been shown district office wise. We believe that constructive changes will help us all to better assess and evaluate the activities done and plan activities for future.

The Labour Inspection Report 2022-2023, 2023-2024 published by DIFE covered various activities of the department providing a holistic view to the readers. Besides playing a conducive role to expedite the departmental activities, this report can play a huge role in conducting research related to the labour practice of Bangladesh.

We appreciate the cooperation of everyone involved in this report making and look forward to welcoming any feedback and recommendations to furnish the recommendations outlined in this report. I express my heartfelt gratitude to everyone involved in the publication.

Md. Matiur Rahaman

Abbreviations and Acronyms	
BDT	Bangladeshi Taka
BGMEA	Bangladesh Garment Manufacturers and Exporters Association
BKMEA	Bangladesh Knitwear Manufacturers and Exporters Association
BLA	Bangladesh Labour Act, 2006
BLR	Bangladesh Labour Rules, 2015
BNBC	Bangladesh National Building Code
BUET	Bangladesh University of Engineering and Technology
BV	Bureau Veritas
CAP	Corrective Action Plan
CDA	Chattogram Development Authority
DEA	Detailed Engineering Assessment
DIFE	Department of Inspection for Factories and Establishments
FSCD	Fire Service and Civil Defence
FY	Fiscal Year
ILO	International Labour Organization
ISU	Industrial Safety Unit
LIMA	Labour Inspection Management Application
MOLE	Ministry of Labour and Employment
NI	National Initiative
NO	Number
OCEI	Office of the Chief Electrical Inspector
OSH	Occupational Safety and Health
RAJUK	Rajdhani Unnayan Kartripakkha
RCC	Remediation Coordination Cell
RMG	Ready-made Garment
SDG	Sustainable Development Goals
SL	Serial
TF	Task Force
UD	Utilization of Declaration

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Overall supervision



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Date of Publication: December, 2024

1. Introduction

The Department of Inspection for Factories and Establishments (DIFE) is one of the bodies under the Ministry of Labour and Employment. It started its journey in 1970 by the provisions of Labour Policy, Industrial Relations Ordinance 1969 and Convention No. 81 of the International Labour Organization. The Directorate started its activities with a total manpower of 314, including 1 Divisional Headquarters, 4 Divisional Offices (Dhaka, Chittagong, Khulna, and Rajshahi), and 4 Regional Offices. It was upgraded as a department on 15 January 2014, and steps were taken to increase the manpower. Following the steps undertaken, the department was invigorated with a total of 993 manpower in the revenue sector for 1 head office and 23 deputy inspector general's offices in 679 posts of different categories. At present, the department has 31 Deputy Inspector General's offices.

The Department of Inspection for Factories and Establishments conducts regular and special inspections to implement laws regarding conditions of employment, working hours, and wages of workers, occupational health, safety and welfare measures incorporated in Bangladesh Labour Act, 2006 and Bangladesh Labour Rules, 2015. In addition, DIFE works in coordination with workers, employers, government and various national and international organizations for promoting decent workplace throughout the country. The department strives to foster environment helpful for trade and investment by creating a safe, healthy work environment for the large number of working people in Bangladesh and thus contributes to the overall economy of Bangladesh.

This report covers the period of 1 July 2022 to 30 June 2024, providing detailed information of how DIFE operates in Bangladesh, how they are organized, the main issues they deal with, information and statistics of labour inspection and activities carried out within the mentioned time span.

1.1. Introduction to the Department of Factory and Establishment Inspection (DIFE)

Vision and Mission

Vision

- Creating a decent work environment in the workplace.

Mission

- Implementation of Bangladesh Labour Act, 2006 and Bangladesh Labour Rules, 2015.
- Ensuring occupational health, safety and welfare of workers in the workplace.
- Implementation of declared minimum wage in various industrial sectors.
- Elimination of child labour in hazardous work.

1.2. Activities of DIFE

- ❖ Ensuring safety in the workplace by inspecting factories, shops and establishments in accordance with the Bangladesh Labour Act, 2006 and Bangladesh Labour Rules, 2015 and protecting the rights of workers as defined in the Bangladesh Labour Act.
- ❖ To inspect factories, shops, industrial and commercial establishments, tea gardens, inland water transport, road transport, etc. to supervise the conditions of employment of workers, safety, health and hygiene, welfare, payment of wages, scheduling of work, leave, etc.
- ❖ Approval of factory building design and machine layout plan for factory construction and approval of layout expansion design for factory expansion.
- ❖ Issuance of licenses and renewal of licenses of factories and establishments.
- ❖ Approval of employment rules of factories and establishments.
- ❖ Answering questions related to Bangladesh Labour Act, 2006 and Bangladesh Labour Rules, 2015.
- ❖ Exemption from certain sections or rules of the labour law to the factory authorities in the power conferred by the labour law on the application.
- ❖ To file a case in the labour court against the violators of the law.
- ❖ Investigate the complaints lodged by the workers and take legal action.
- ❖ To play a special role in the implementation of orders related to Bangladesh Labour Act and Bangladesh Labour Rules.
- ❖ Proper investigation of labour rights and work environment complaints.
- ❖ Arrangements for the exchange of knowledge and information on labour law between workers and employers. Creating awareness among workers and employers about labour laws, health and safety.
- ❖ Establishing and liaising with various governmental, semi-governmental, autonomous organizations, International Labour Organization (ILO), development partners, labour organizations, employers' organizations and bargaining bodies for proper implementation of labour laws.
- ❖ Publication of reports on labour inspection, wage management, health and safety.
- ❖ Collecting, storing and supplying information, data related to Bangladesh Labour Act, Bangladesh Labour Rules and Labour Inspection.
- ❖ Determining the cause of the accident at the factory, recommending compensation to the victims and taking legal action against those responsible.
- ❖ Provision of safety committees in different factories and giving necessary instructions to the officials of the factories and establishments.

- ❖ To co-operate with the government and various government agencies in formulating, implementing and amending laws, rules and policies related to labour.
- ❖ To represent the government in meetings, seminars, symposiums etc. held at national and international level on issues related to labour law implementation such as labour inspection, wages, productivity, occupational health and safety etc.

1.3. Legislative framework of DIFE

Labour issues, in general, and labour inspection, in particular, in Bangladesh are regulated by the Bangladesh Labour Act No. 42 of 2006, and its amendments, which is applicable to all establishments and for all workers, except the following categories:

- Offices of or under the Government;
- Educational, training and research institutions that are not run for profit;
- Agricultural farms where less than 5 workers are normally employed;
- Domestic workers;
- Any institution, run for treatment, care or service of the sick, aged, destitute, handicapped, orphan, abandoned women and children or widow, but not run for profit or gains; and
- Establishments run by its owner with the aid of members of his family and where no member is employed for wages.

Section 319 of the Bangladesh Labour Act, 2006 stipulates that the Inspector General or Additional Inspector General, Joint and Deputy Inspector General, Assistant Inspector General or a Labour Inspector, shall have the following powers and responsibilities:

- a) with such assistants, if any, as s/he thinks fit, enter, inspect and examine any place, premises, vessel or vehicle, at any reasonable time, which is, or which s/he has reason to believe to be, an establishment or used for an establishment;
- b) require the production of the registers, records, certificates, notices and other documents kept or maintained in pursuance of this act or the rules, regulations, orders or schemes and seize, inspect, examine and copy any of them;
- c) make such examination and enquiry as may be necessary to ascertain whether the provisions of this Act or the rules, regulations, orders or schemes in respect of any establishment or any worker employed therein are complied with;

- d) examine in respect of matters pertaining to this act or the rules, regulations, orders or schemes any person whom he finds in any establishment or whom he reasons to believe to be or to have been within the preceding two months employed in any establishment;
- e) require every person examined to sign the record of such examination by way of verification;
- f) require such explanation from the employer or any person employed by her/him in respect of any registers, record, certificates, notices or other documents kept or maintained by her/him as s/he deems necessary; and
- g) Exercise such other powers and functions as are conferred by this act or may be prescribed.
- h) The power to lodge a complaint with the Labour Court against any person (or enterprise) for any offence or violation of any the BLA or of any rules, regulations or schemes.

DIFE also carries out monthly awareness programme in different factories and at District DIFE offices (Office of Deputy Inspector General) in order to build awareness about labour laws, occupational safety and health, elimination of child labour amongst the enterprises, employers and public at large.

1.4. Structure of DIFE Head Office

The five wings of the head office are as follows:

- 1. Administration wing
- 2. General wing
- 3. Safety wing
- 4. Health wing
- 5. Finance and Planning wing

1.5. Structure and Activities of the Administration Wing

The administration wing is led by a Joint Inspector General, with two Deputy Inspector Generals. The wing consists of an administration section and a human resource development section, with five sub-sections, including law, general services, discipline and investigation, human resource development, information and public relations, as well as the ICT cell and library. The main responsibilities of these sections include assisting the Inspector General with

administrative activities, implementing annual performance agreements (APA), managing the promotion process, recruitment, posting, and transfer of all officers and non-gazetted employees, as well as employees' gradation. Additionally, the section handles the department's legal matters, data collection, dissemination and publication, media communication, public relations, and data storage. It also takes necessary legal actions against complaints received against officers and employees, manages all documents related to departmental measures, oversees departmental case proceedings, and ensures the proper use of information and communication technology to achieve the department's goals. Furthermore, the section is responsible for managing the DIFE's website, Digital nothi system (D-nothi), Labour Inspection Management Application (LIMA), and various internal e-services.

1.6. Structure and Activates of the General Wing

The section consists of two Deputy Inspector General and five Assistant Inspectors General (General) under a Joint Inspector General at the head office.

The section assists the Inspector General in formulating field level inspection plans and supervising activities, approving inspectors' inspection schedules, resolving labour grievances, taking steps to resolve labour grievances regarding payment of workers' salaries and allowances and ensuring implementation of employment conditions and welfare provisions as per law. Also, to give feedback to the Ministry on approval of factory and organization's own recruitment rules, issue of license of commercial organization, issue of license of manpower supplying contractor, exemption of factory from application of certain sections and rules of labour law. This section helps the Bangladesh Workers Welfare Foundation through the distribution of checks for the meritorious children of workers in the formal and non-formal sectors from the funds of the Bangladesh Workers Welfare Foundation through the distribution of aid checks, maternity welfare assistance, medical assistance, accidental financial assistance.

1.7. Structure and Activates of the Health Wing

Health Section of DIFE Head offices consist of 2 sub-sections respectively Women and Child Labour sub-section and Health sub-section. In order to expedite the activities of the Health Section, a total of 7 officers are currently working in the Health Section of the Head Office in the posts of a Joint Inspector General (Health), a Deputy Inspector General (Health), two Assistant Inspector General (Health) and three Labour Inspector (Health).

The important work of this section is to ensuring healthy working environment, prevention of occupational diseases, ensuring access to medical facilities for sick workers, remedial and preventive measures to address health risks, ensuring maternity benefits, ensuring provision of

day-care Centre in the workplace, setting up first aid systems and medical centers where applicable. In addition, implementation of National Integrity Strategy, Elimination of Child Labour in Hazardous Work across the country. Health and Safety Unit activities, National Occupational Health and Safety Day (OSH Day) celebrations on 28th April every year are being conducted through this section, World Day Against Child Labour on 12th June every year are being conducted through this section. Necessary activities are also conducted as per the instructions of the head office.

1.8. Structure and Activities of the Finance and Planning Wing

According to the organizational structure, the Finance and Planning Wing consists of Two Deputy Inspector General, an Assistant Inspectors General, a Statistical and Research Officer, an Accounts Officer, an Accountant and an assistant Accountant under a Joint Inspector General. There are 2 sections under the Finance and Planning Wing. The important work of this wing is to assist the Inspector General by formulating and execution of yearly Budget and prepare revised Budget of the department, distribution and re-appropriation of yearly budget to DIG office, maintaining register of income and expenditure, prepare monthly and quarterly report for ministry, playing DDO Role of the department, preparing expenditure bill and send to CAFO office, meet external auditee team and solving audit objection, to formulate long, mid and short term annual development plan and revised project plan, prepare new project and monitoring and evaluating of ongoing project, coordinate with development and donate partners representatives, prepare monthly and quarterly APA report for ministry, maintain and reporting of ACR, prepare plan for future development of DIFE etc.

1.9. Structure and activities of the Safety Wing

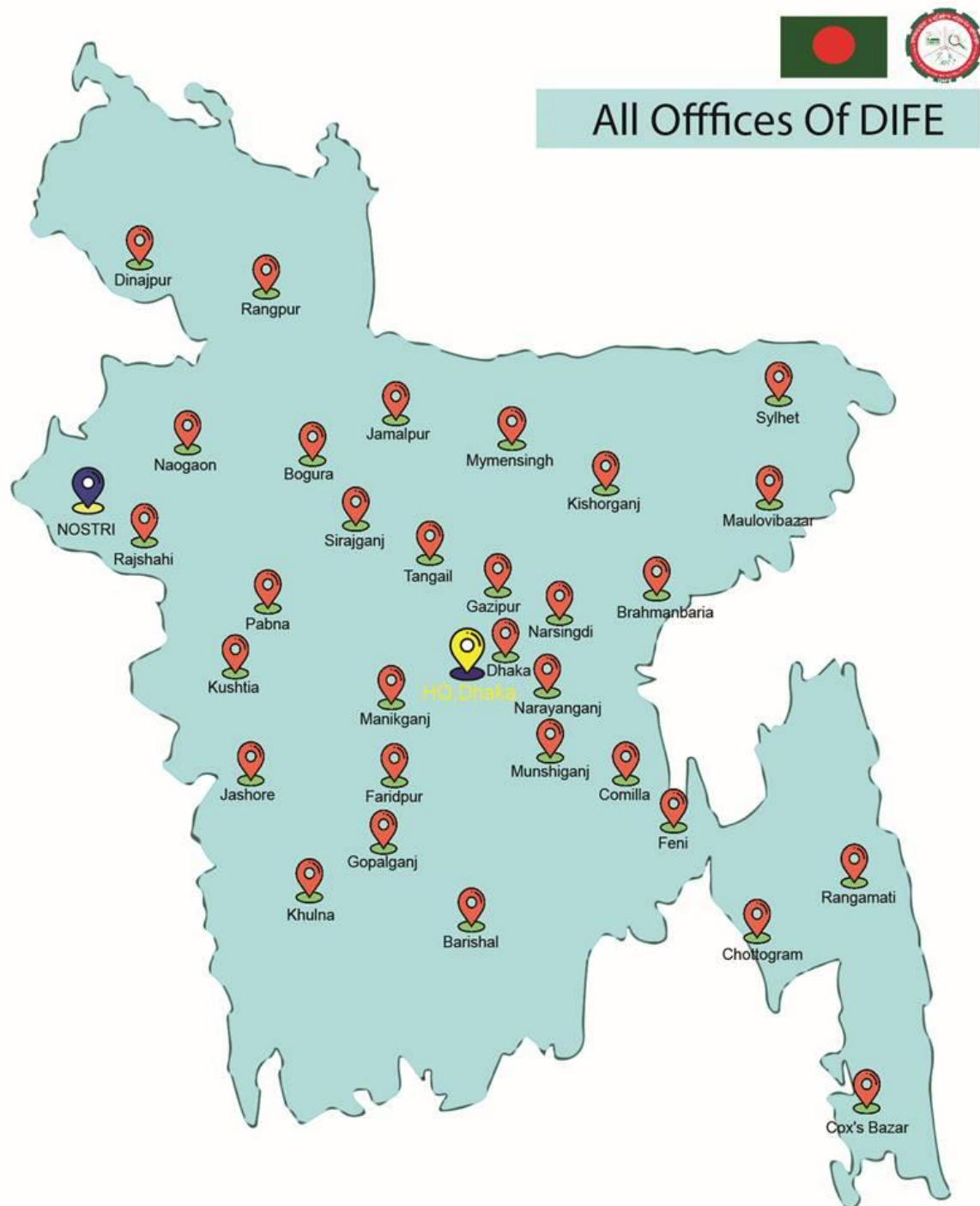
The Safety wing consists of a Joint Inspector General (Safety), it has two units named Safety Unit and Industrial Safety Unit (ISU). The Deputy Inspector General (Safety) and Deputy Inspector General (ISU) are working as the unit head. Safety wing work for ensuring occupational safety in the workplace across the country has become more important and the scope of activities has increased, like updates of compliance factory information, assisting the implementation of APA (Annual Performance Agreement), support for the implementation of the ILO-EU Roadmap, formation of factory safety committees at the national level etc. As a

result, to expedite the activities of the safety wing, a total of four (04) officers are currently working in the Safety unit of the Head Office. Another part of the Safety section is the Industrial Safety Unit (ISU), which works with the remediation activities of the factories across the country under the national initiative and connects with the factory through regular follow-up according to the CAP (Corrective Action Plan). ISU also declares competent persons about cranes and lifting devices who can inspect the crane, lift, hoist, pressure vessels, loose gears, etc. to ensure the workplace safety of any construction area and others. Now the remediation activities are being carried out by seven (07) officers in the Industrial Safety Unit (ISU) under the head office of the department.

1.10. Structure of Deputy Inspector General's Offices

The offices of the Deputy Inspector General conduct activities under the head office. According to the organizational structure, the offices consist of a certain number of Assistant Inspector General, Labour Inspectors and Office Assistants under one Deputy Inspector General. Notable among the main activities of the offices are, inspection of factories, shops and establishments at the field level, settlement of labour grievances, implementation of welfare provisions of labour law, approval of factory layout, issuance and renewal of factory and establishment licenses. In addition, structural safety of the factory building, fire safety and electrical safety, including the investigation of the accident and compensation are ensured by the officers. Measures are taken in accordance with the labour law regarding healthy working environment, medical facilities for workers, maternity benefits, day care center at workplace, provision of first aid and, establishment of medical centers (where applicable). Apart from this, the work of eliminating child labour in hazardous work, recommendation for assistance from the fund of Bangladesh Workers Welfare Foundation and distribution of checks etc. are done through the office of the Deputy Inspector General. Necessary activities are also conducted as per the instructions of the head office.

Figure: DIFE Offices Across the Country



Source: General Section

2. DIFE personnel statistics

From government of Bangladesh total number of sanctioned posts are 1129 out of which 713 posts (around 63%) are currently filled. There are 266 sanctioned posts for Grade-2 to 9 and 468 posts for Grade-10 officers.

Table 1: DIFE Personnel by Grade (as of 31 August 2024 sanctioned and existing post)

SI No	Classification	Officer		Staff		Total
		Grade-2 to 9	Grade-10	Grade-13 to 16	Grade-17 to 20	
1	2	3	4	5	6	7
1	Sanctioned	266	468	237	158	1129
2	Existing	104	342	137	130	713
3	Male	83	265	110	115	573
4	Female	21	77	27	15	140
5	Existing as a percentage of sanctioned post	39%	73%	58%	82%	63%

Source: Human Resource Development Section, DIFE, 2024

Out of these 713 filled posts, 104 posts are Grade-2 to 9 officers, 342 are Grade-10 officers, 137 are Grade-13 to 16 and 130 are Grade 17 to 20 staffs (**Figure 1**).



Figure 1: Sanctioned vs Existing posts by Grade

Out of the existing 713 posts, almost 20% (140) posts are filled in by women. However, women comprise 20% (21) of existing 104 Grade- 2 to 9 officers. In the 342 existing posts for Grade-10 officers, 77 (about 23%) are female officers (**Figure 2**).

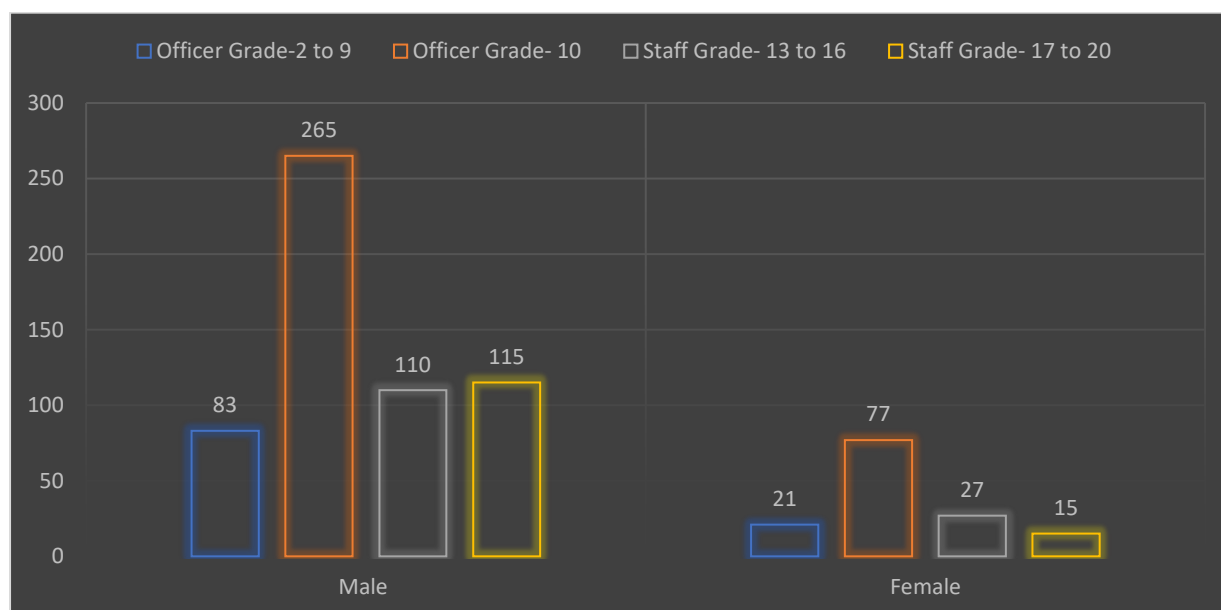


Figure 2: Existing Personnel by Grade and Male- Female

In the Fiscal Year 2023-2024, Assistant Inspector General (General) 4, Assistant Inspector General (Safety) 3, Law Officer 1, Labour Inspector (General) 35 and Labour Inspector (Health) 14 have joined in the DIFE. Among them 12 are women. Note that at the time mentioned, 14 officers and staffs of different grades have resigned and left their jobs. Besides, two Labour Inspector (General) died at this time.

2.1. Labour inspection

The main objective of this department is to create an investment-friendly environment for all working citizens by ensuring a productive, non-discriminatory, non-exploitation, decent, safe and healthy working environment. To this end, one of the most important and regular work of the department is labor inspection. The main function of this department is to implement and enforce Bangladesh Labor Act, 2006 and Bangladesh Labor Rules, 2015 through inspection of factories and establishments. Inspections are generally conducted in four ways, with a view to protecting the dignity of labor, establishing workers' rights and improving the quality of life of workers and their families:

- (a) Regular inspection
- (b) Immediate inspection

(c) Inspection of accident site

(d) Inspection on complaint basis, regular inspection is conducted in announced and unannounced ways.

If regular inspections are announced, factory and establishment owners are informed about the inspections by phone or letter one week in advance.

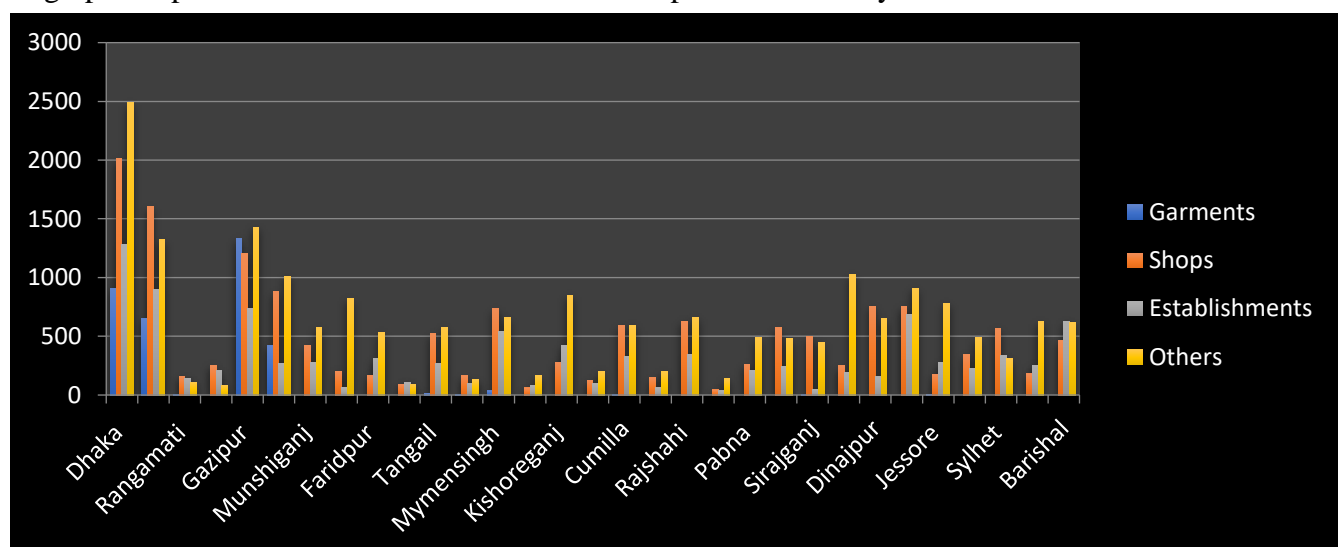
In the fiscal year 2022-2023, the inspectors have completed a total of 47826 inspections in factories, shops and establishments. The below table indicates the number of monthly inspections in 2022-2023.

Table: Data of number of inspections

District wise number of Inspection for the year 2022-2023						
Sl#	Regional Offices of DIFE	Garments	Shops	Establishments	Others	Total (1+2+3+4)
		1	2	3	4	5
1	Dhaka	910	2011	1285	2488	6694
2	Chattogram	651	1601	900	1322	4474
3	Rangamati	3	159	143	111	416
4	Coxbazar	0	252	205	85	542
5	Gazipur	1333	1209	737	1429	4708
6	Narayanganj	423	881	270	1013	2587
7	Munshiganj	0	425	276	572	1273
8	Narsingdi	0	204	66	822	1092
9	Faridpur	0	167	307	535	1009
10	Gopalgaj	0	93	105	92	290
11	Tangail	17	521	272	578	1388
12	Manikganj	2	164	100	133	399
13	Mymensingh	38	733	541	657	1969
14	Jamalpur	0	60	81	165	306
15	Kishoreganj	0	280	426	848	1554
16	Brahmanbaria	0	128	99	203	430
17	Cumilla	3	591	332	593	1519
18	Feni	0	148	62	200	410
19	Rajshahi	0	630	346	662	1638

District wise number of Inspection for the year 2022-2023						
Sl#	Regional Offices of DIFE	Garments	Shops	Establishments	Others	Total (1+2+3+4)
20	Naogaon	0	46	38	139	223
21	Pabna	0	263	210	486	959
22	Bogura	0	571	243	478	1292
23	Sirajganj	1	498	49	447	995
24	Rangpur	0	248	196	1025	1469
25	Dinajpur	0	756	154	649	1559
26	Khulna	0	754	687	911	2352
27	Jessore	8	178	281	783	1250
28	Khustia	0	345	226	489	1060
29	Sylhet	0	563	334	309	1206
30	Moulavibazar	0	180	254	623	1057
31	Barishal	0	465	623	618	1706
Total		3389	15124	9848	19465	47826

In graphical presentation of Data of number of inspections for the year 2022-2023 is under:



Source: General Section, DIFE, 2023

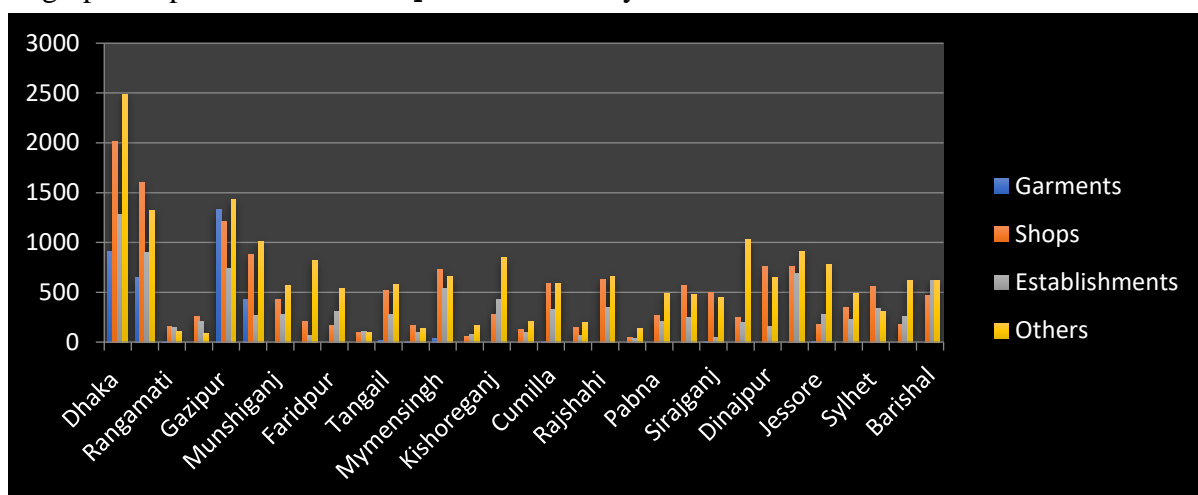
In the fiscal year 2023-2024, the inspectors have completed a total of 48472 inspections in factories, shops and establishments. The below table indicates the number of monthly inspections in 2024-2024.

Table: Data of number of inspections for 2023-2024

District wise number of Inspection for the year 2023-24						
Sl#	Regional Offices of DIFE	Garments	Shops	Establishments	Others	Total (1+2+3+4)
		1	2	3	4	5
1	Dhaka	776	1725	1200	1947	5648
2	Chattogram	523	1767	976	1239	4505
3	Rangamati	1	273	411	34	719
4	Coxbazar	0	277	307	90	674
5	Gazipur	1196	1516	824	1164	4700
6	Narayanganj	359	553	274	1069	2255
7	Munshiganj	0	329	266	586	1181
8	Narsingdi	0	74	39	1803	1916
9	Faridpur	0	101	226	403	730
10	Gopalgaj	0	249	244	360	853
11	Tangail	13	421	228	789	1451
12	Manikganj	2	152	118	298	570
13	Mymensingh	55	797	354	678	1884
14	Jamalpur	0	138	141	345	624
15	Kishoreganj	0	259	371	692	1322
16	Brahmanbaria	0	177	189	349	715
17	Cumilla	0	133	148	542	823
18	Feni	0	238	258	624	1120
19	Rajshahi	0	576	330	605	1511
20	Naogaon	0	157	129	307	593
21	Pabna	0	254	185	543	982
22	Bogura	0	649	319	567	1535
23	Sirajganj	0	376	88	482	946
24	Rangpur	0	172	174	1163	1509
25	Dinajpur	0	612	260	752	1624
26	Khulna	0	471	550	980	2001
27	Jessore	9	139	345	770	1263
28	Khustia	0	211	353	502	1066

District wise number of Inspection for the year 2023-24						
Sl#	Regional Offices of DIFE	Garment s	Shop s	Establishmen ts	Other s	Total (1+2+3+4)
29	Sylhet	0	523	283	251	1057
30	Moulavibazar	0	166	275	611	1052
31	Barishal	0	555	516	572	1643
Total		2934	14040	10381	21117	48472

In graphical presentation of inspection for the year 2023-2024 is under:

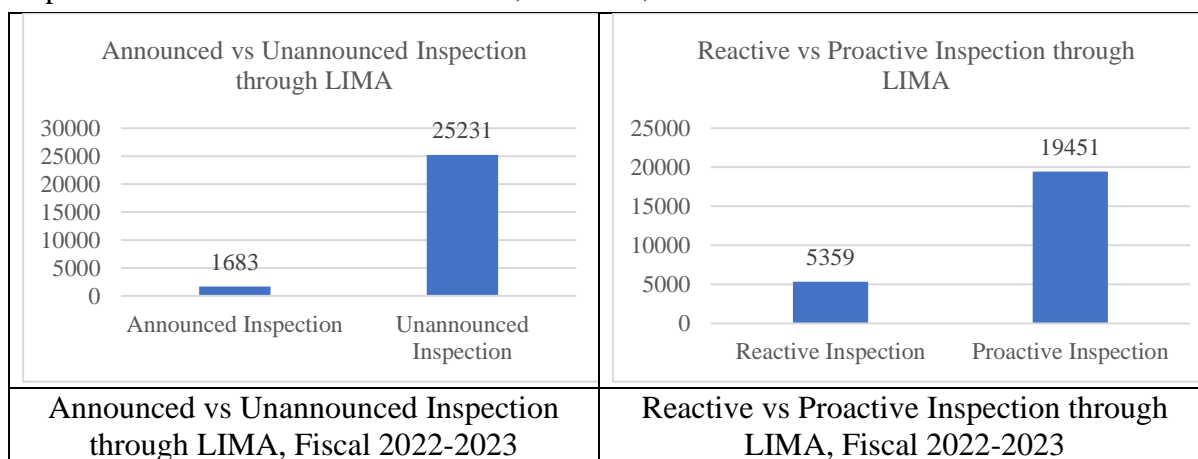


Source: General Section, DIFE, 2024

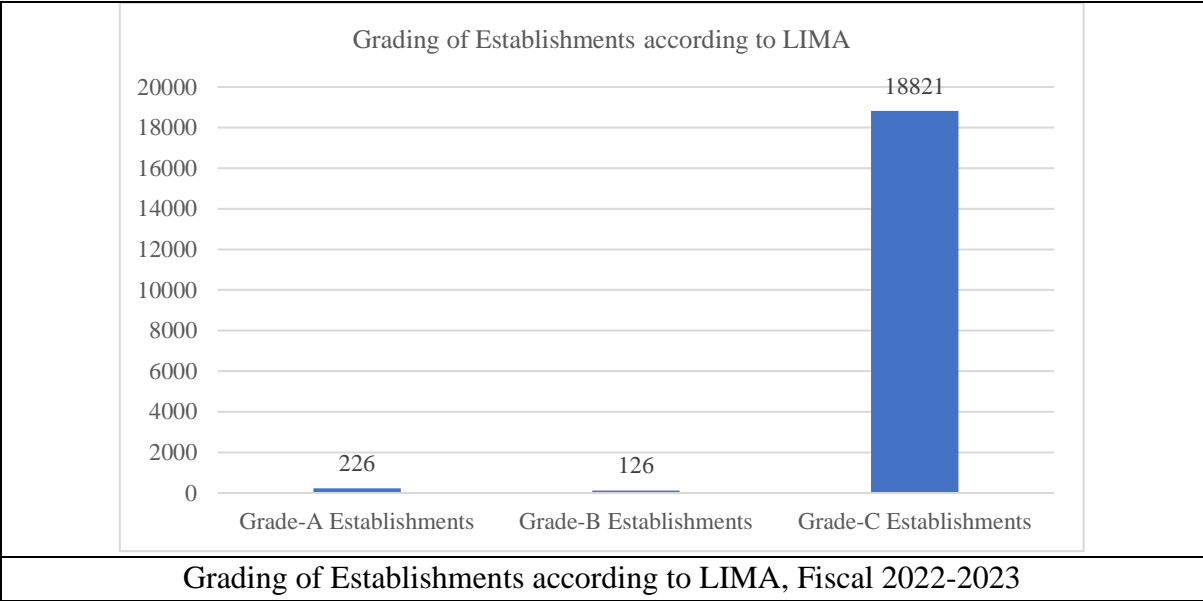
2.2. Inspection Carried out Through LIMA

A few inspections related information from LIMA in the fiscal year 2022-2023 is depicted below:

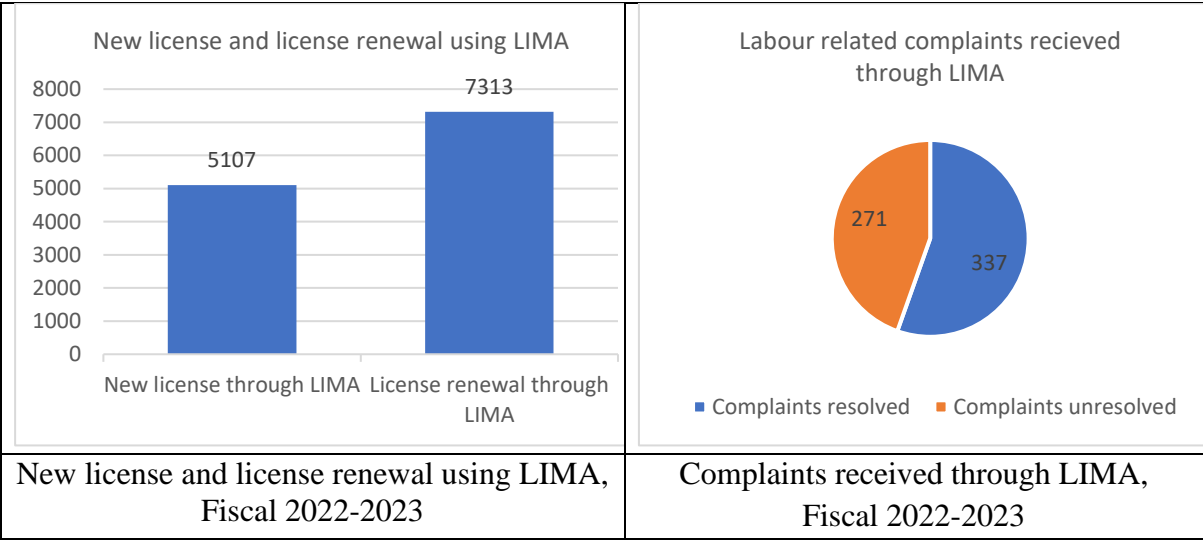
A total of 24,810 inspections were done using LIMA in the mentioned period, out of which 5,359 were special inspections and 19,451 were regular inspections. Also, 959 of the inspections carried out were announced, while 25,231 were unannounced.



Out of the 19,173 establishments inspected using LIMA, 226 establishments were graded as A, 126 were graded as B, and 18,821 were graded as C (grade A referring to most compliant and grade C referring to least compliant).

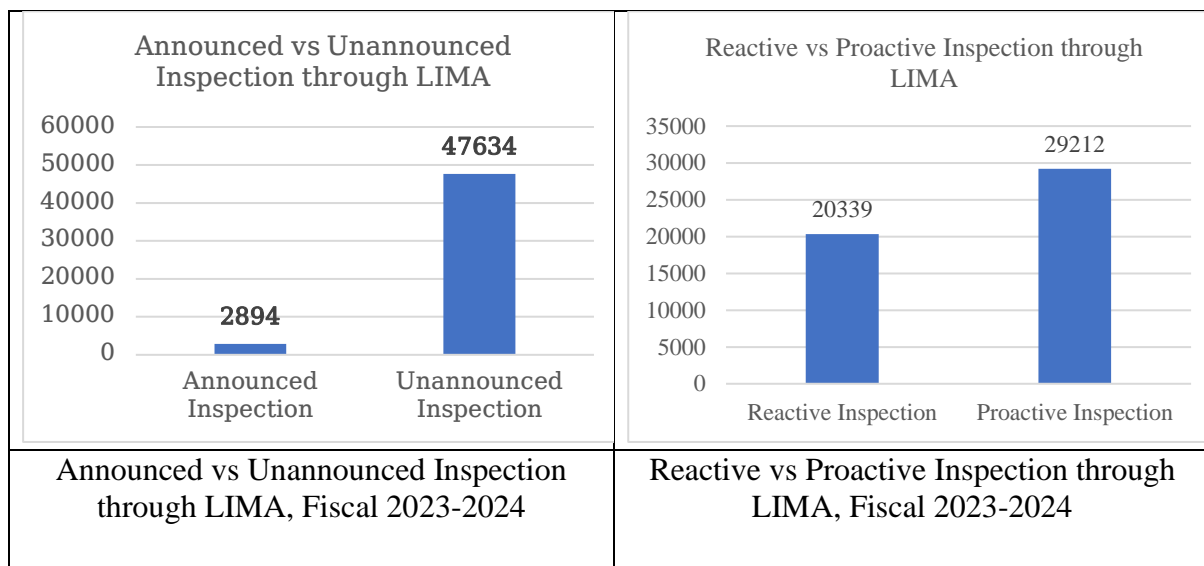


In the mentioned period, 5,107 new license applications and 7,313 license renewal applications have been processed by LIMA. Meanwhile, 608 complaints have been received through LIMA of which 337 have been resolved.

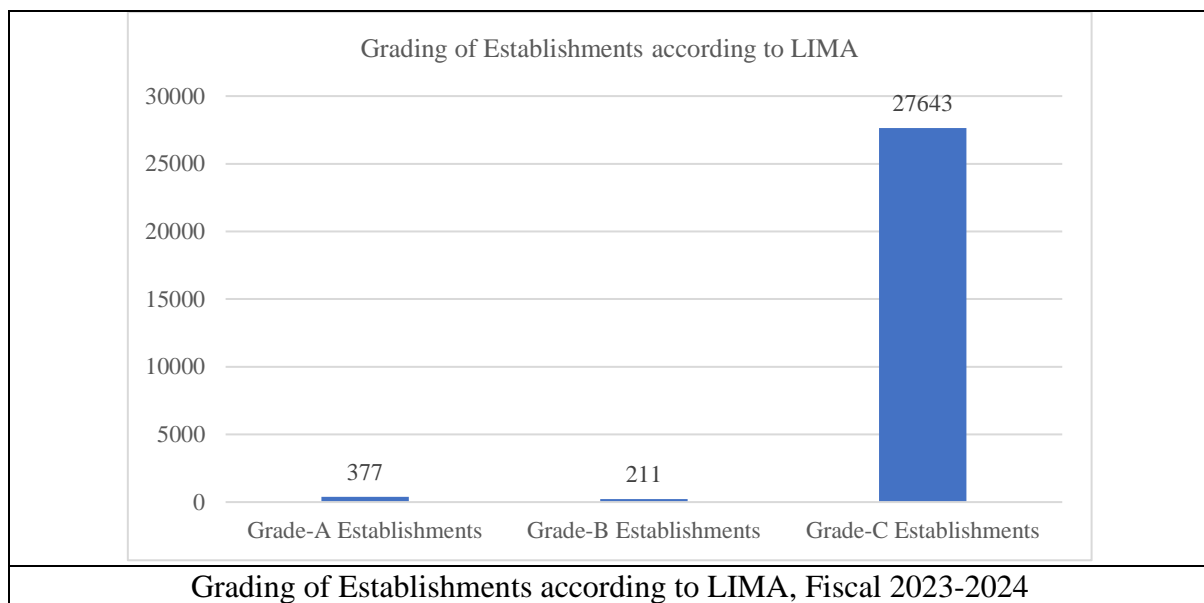


A few inspections related information from LIMA in the fiscal year 2023-2024 is depicted below:

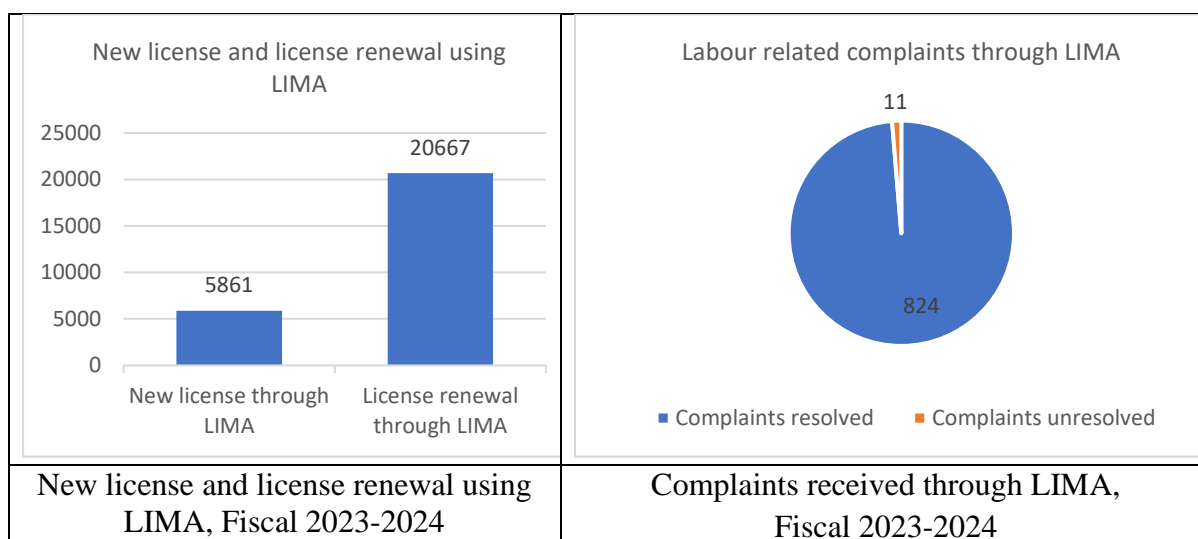
A total of 49,551 inspections were done using LIMA in the mentioned period, out of which 20,339 were reactive inspections and 29,212 were proactive inspections. Also, 2,894 of the inspections carried out were announced, while 47,634 were unannounced.



Out of the 28,231 establishments inspected using LIMA, 377 establishments were graded as A, 211 were graded as B, and 27,643 were graded as C (grade A referring to most compliant and grade C referring to least compliant).



In the mentioned period, 5,861 new license applications and 20,667 license renewal applications have been processed by LIMA. Meanwhile, 835 complaints have been received through LIMA of which 824 have been resolved.



2.3. Filing and Disposing of Cases for Violation of Labour Laws

The Department of Inspection for Factories and Establishments is working relentlessly to ensure safe working environment in factories, shops and establishments as per Bangladesh Labor Act, 2006 and Bangladesh Labor Rules, 2015. In order to implement the law, the factories or establishments are first inspected on the spot and the violations of the labor laws and regulations are identified and timely notice is given to the factory and establishment authorities to rectify them. If the correction is not made within the stipulated time, a letter of warning is issued later. Awareness advice is also given to the factory owner or management authority from time to time. Even then, if the instructions are not followed, a case is filed in the labor court against the concerned factory and organization for violating the provisions of the labor law.

Table: Information about Cases (for each fiscal year) 2022-2023

Serial	Name of the District	RMG	Non-RMG	Shop	Establishments	child labour cases	total case
1	Dhaka	34	93	41	68	5	241
2	Narayanganj	13	20	0	0	0	33
3	Gazipur	94	94	85	148	0	421
4	Chattogram	3	6	4	2	2	13
5	Narshingdi	0	0	0	0	0	0
6	Munshigonj	0	0	0	0	0	0

Serial	Name of the District	RMG	Non-RMG	Shop	Establishments	child labour cases	total case
7	Tangail	0	2	0	6	0	8
8	Moulvibazar	0	5	0	2	0	7
9	Kishoreganj	0	10	1	5	2	18
10	Faridpur	0	1	0	0	0	1
11	Cumilla	0	0	0	0	0	0
12	Sylhet	0	4	18	3	0	25
13	Mymensing	1	22	2	8	1	34
14	Dinajpur	0	4	9	0	2	15
15	Rajshahi	0	1	4	0	2	7
16	Pabna	0	49	17	42	1	109
17	Bogura	0	0	0	0	0	0
18	Sirajganj	0	20	0	1	1	22
19	Rangpur	0	3	0	1	0	4
20	Kushtia	0	1	0	1	1	3
21	Jashore	0	5	0	0	1	6
22	Khulna	0	6	9	12	4	31
23	Barishal	0	41	22	76	2	141
24	Manikganj	0	0	0	0	0	0
25	Gopalganj	0	0	0	0	0	0
26	Feni	0	0	0	0	0	0
27	Rangamati	0	0	0	0	0	0
28	Brahmanbaria	0	0	0	0	0	0
29	Cox's Bazar	0	1	3	0	1	5
30	Naogaon	0	0	0	0	0	0
31	Jamalpur	0	0	0	0	0	0
	Total	145	388	215	375	25	1148

Table: Information about case settlement (for each fiscal year) 2022-2023

Serial	Name of the District	RMG	Non-RMG	Shop	Establishment	child labour cases	total case	Collection of fines
1	Dhaka	0	0	0	0	0	0	0
2	Narayanganj	0	0	0	0	0	0	0
3	Gazipur	0	0	0	0	0	0	0
4	Chattogram	3	13	6	4	1	27	109000

Serial	Name of the District	RMG	Non-RMG	Shop	Establishments	child labour cases	total case	Collection of fines
5	Narshingdi	0	3	0	0	0	3	2500
6	Munshigonj	0	0	0	0	0	0	0
7	Tangail	0	0	0	0	0	0	0
8	Moulvibazar	0	1	0	0	0	1	5000
9	Kishoreganj	0	0	0	0	0	0	0
10	Faridpur	0	0	0	0	0	0	0
11	Cumilla	0	0	0	0	0	0	0
12	Sylhet	0	1	1	0	0	2	25000
13	Mymensing	0	0	0	0	0	0	0
14	Dinajpur	0	4	8	1	0	13	71000
15	Rajshahi	0	2	22	8	2	34	68300
16	Pabna	0	13	26	14	0	53	166000
17	Bogura	0	1	0	0	0	1	1000
18	Sirajganj	0	72	35	14	1	122	251300
19	Rangpur	0	2	1	1	0	4	38000
20	Kushtia	0	5	12	4	1	22	22500
21	Jashore	0	8	0	5	1	14	20500
22	Khulna	0	13	18	14	1	46	59000
23	Barishal	0	48	35	71	0	169	538500
24	Manikganj	0	0	0	0	0	0	0
25	Gopalganj	0	0	0	0	0	0	0
26	Feni	0	0	0	0	0	0	0
27	Rangamati	0	0	0	0	0	0	0
28	Brahmanbari	0	0	0	0	0	0	0
29	Cox's Bazar	0	0	0	0	0	0	0
30	Naogaon	0	0	0	0	0	0	0
31	Jamalpur	0	0	0	0	0	0	0
	Total	3	186	163	136	7	495	1377600

Table: Information about Cases (for each fiscal year) 2023-2024

Serial	Name of the District	RMG	Non-RMG	Shop	Establishments	child labour cases	total case
1	Dhaka	18	97	31	24	3	173
2	Narayanganj	6	16	1	2	1	26

Serial	Name of the District	RMG	Non-RMG	Shop	Establishments	child labour cases	total case
3	Gazipur	101	123	152	54	19	449
4	Chattogram	16	13	74	44	3	150
5	Narshingdi	0	2	0	0	0	2
6	Munshigonj	0	0	0	0	0	0
7	Tangail	0	4	5	2	1	12
8	Moulvibazar	0	5	1	1	0	7
9	Kishoreganj	0	3	1	0	0	4
10	Faridpur	0	18	8	39	0	65
11	Cumilla	0	3	3	6	1	13
12	Sylhet	0	0	15	5	0	20
13	Mymensing	1	26	6	9	1	43
14	Dinajpur	0	0	0	0	0	0
15	Rajshahi	0	2	3	5	1	11
16	Pabna	0	10	5	9	0	24
17	Bogura	0	4	1	0	0	5
18	Sirajganj	0	3	3	0	0	6
19	Rangpur	0	18	1	5	0	24
20	Kushtia	0	1	2	3	0	6
21	Jashore	0	5	0	0	1	6
22	Khulna	0	3	17	10	0	30
23	Barishal	0	23	79	28	0	129
24	Manikganj	1	29	0	4	1	35
25	Gopalganj	0	6	0	6	0	12
26	Feni	0	28	21	5	4	58
27	Rangamati	0	0	0	0	0	0
28	Brahmanbaria	0	0	0	0	0	0
29	Cox's Bazar	0	24	38	23	0	85
30	Naogaon	0	4	0	0	0	4
31	Jamalpur	0	2	1	0	0	3
	Total	143	472	468	284	36	1403

Table: Information about case settlement (for each fiscal year) 2023-2024

Serial	Name of the District	RMG	Non-RMG	Shop	Establishment	child labour cases	total case	Collection of fines
1	Dhaka	0	3	0	0	0	3	30000

Serial	Name of the District	RM G	Non-RM G	Shop	Establishments	child labour cases	total case	Collection of fines
2	Narayanganj	6	40	0	4	0	50	487000
3	Gazipur	0	6	6	0	0	12	71000
4	Chattogram	7	23	37	23	1	91	270500
5	Narshingdi	0	3	0	0	0	3	24000
6	Munshigonj	0	0	0	0	0	0	
7	Tangail	0	0	2	1	0	3	30000
8	Moulvibazar	0	9	7	2	0	18	292000
9	Kishoreganj	0	1	0	0	0	1	10000
10	Faridpur	0	19	0	1	1	21	278000
11	Cumilla	0	2	1	4	0	7	155000
12	Sylhet	0	5	26	9	0	40	424000
13	Mymensing	0	0	0	0	0	0	0
14	Dinajpur	0	1	1	0	0	2	15000
15	Rajshahi	0	0	0	0	1	1	10000
16	Pabna	0	3	0	1	0	4	26300
17	Bogura	0	3	1	0	0	4	17000
18	Sirajganj	0	12	3	0	0	15	84500
19	Rangpur	0	11	0	0	0	11	138500
20	Kushtia	0	0	1	3	0	4	22000
21	Jashore	0	24	0	11	0	35	72000
22	Khulna	1	2	19	12	0	34	183000
23	Barishal	0	27	66	35	0	127	452000
24	Manikganj	0	2	0	0	0	2	26000
25	Gopalganj	0	1	0	1	0	2	50000
26	Feni	0	13	19	1	0	33	487600
27	Rangamati	0	0	0	0	0	0	0
28	Brahmanbari	0	0	0	0	0	0	0
29	Cox's Bazar	0	10	7	10	0	27	27000
30	Naogaon	0	0	0	0	0	0	0
31	Jamalpur	0	0	0	0	0	0	0
	Total	14	220	196	118	3	551	3682400

2.4. Advocacy meeting for observance of labour laws and regulations

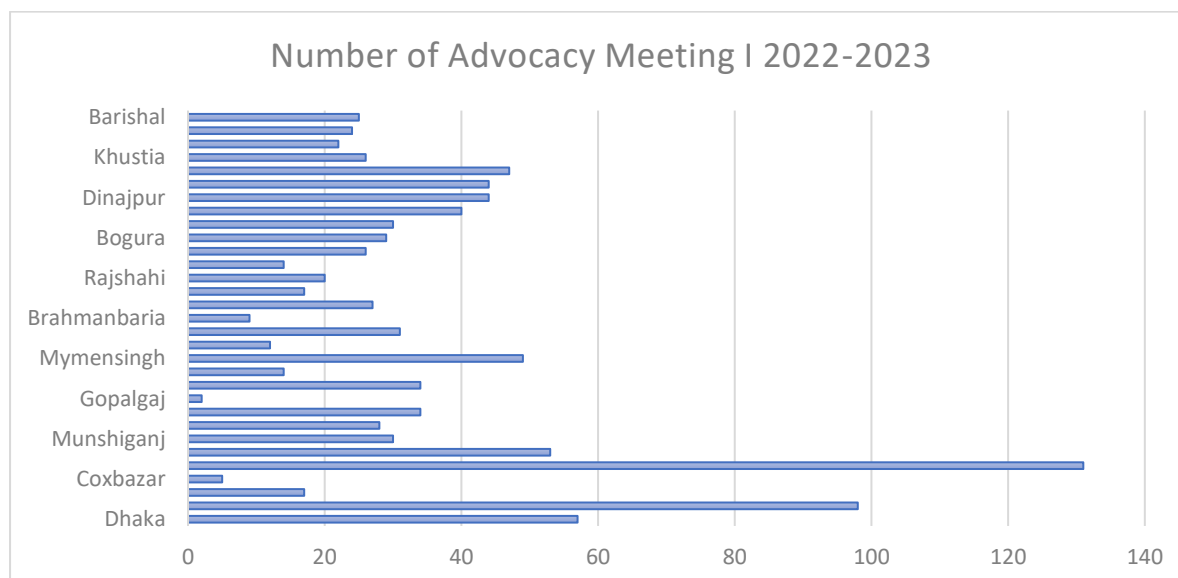
In order to implement Bangladesh Labor Act, 2006 and Bangladesh Labor Rules, 2015 a total of 1039 advocacy meetings have been organized by 31 Deputy Inspector General's Offices for workers and owners working in factories, shops and establishments on various issues related to occupational health, safety and labor issues. The below table indicates the number of monthly advocacy meeting held in 2022-2023.

Table: Advocacy meeting organized in 2022-2023

SL. #	Deputy Inspector General's Offices	Number of Advocacy Meeting
1	Dhaka	57
2	Chattogram	98
3	Rangamati	17
4	Coxbazar	5
5	Gazipur	131
6	Narayanganj	53
7	Munshiganj	30
8	Narsingdi	28
9	Faridpur	34
10	Gopalgaj	2
11	Tangail	34
12	Manikganj	14
13	Mymensingh	49
14	Jamalpur	12
15	Kishoreganj	31
16	Brahmanbaria	9
17	Cumilla	27
18	Feni	17
19	Rajshahi	20
20	Naogaon	14
21	Pabna	26
22	Bogura	29
23	Sirajganj	30
24	Rangpur	40
25	Dinajpur	44
26	Khulna	44
27	Jessore	47
28	Khustia	26
29	Sylhet	22

30	Moulavibazar	24
31	Barishal	25
Total		1039

Graphical presentation of advocacy meeting held in 2022-2023 is under:



Source: DIFE General Section 2023

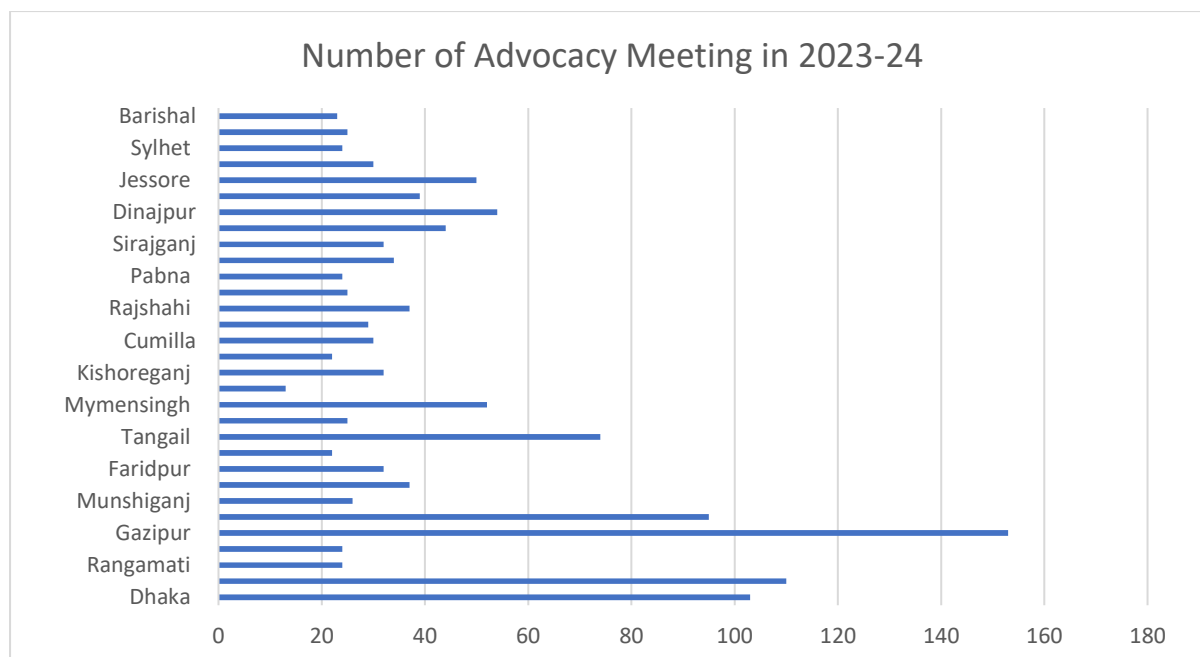
In the fiscal year 2022-23, total 1039 advocacy meeting has been conducted by 31 deputy Inspector General's district offices. These advocacy meetings help to increase public awareness in the related issues. The below table indicates the number of advocacy meeting held in 2023-2024.

Table: Advocacy meeting organized in 2023-2024

SL #	Deputy Inspector General's Offices	Number of Advocacy Meeting
1	Dhaka	103
2	Chattogram	110
3	Rangamati	24
4	Coxbazar	24
5	Gazipur	153
6	Narayanganj	95
7	Munshiganj	26
8	Narsingdi	37
9	Faridpur	32
10	Gopalgaj	22
11	Tangail	74
12	Manikganj	25

SL #	Deputy Inspector General's Offices	Number of Advocacy Meeting
13	Mymensingh	52
14	Jamalpur	13
15	Kishoreganj	32
16	Brahmanbaria	22
17	Cumilla	30
18	Feni	29
19	Rajshahi	37
20	Naogaon	25
21	Pabna	24
22	Bogura	34
23	Sirajganj	32
24	Rangpur	44
25	Dinajpur	54
26	Khulna	39
27	Jessore	50
28	Khustia	30
29	Sylhet	24
30	Moulavibazar	25
31	Barishal	23
Total		1344

Graphical presentation of advocacy meeting held in 2023-2024 is under:



Source: General Section, DIFE, 2024

2.5. Licensing (New License)

Licensing including factories, shops and establishments is one of the important functions of the Department of Inspection for Factories and Establishments.

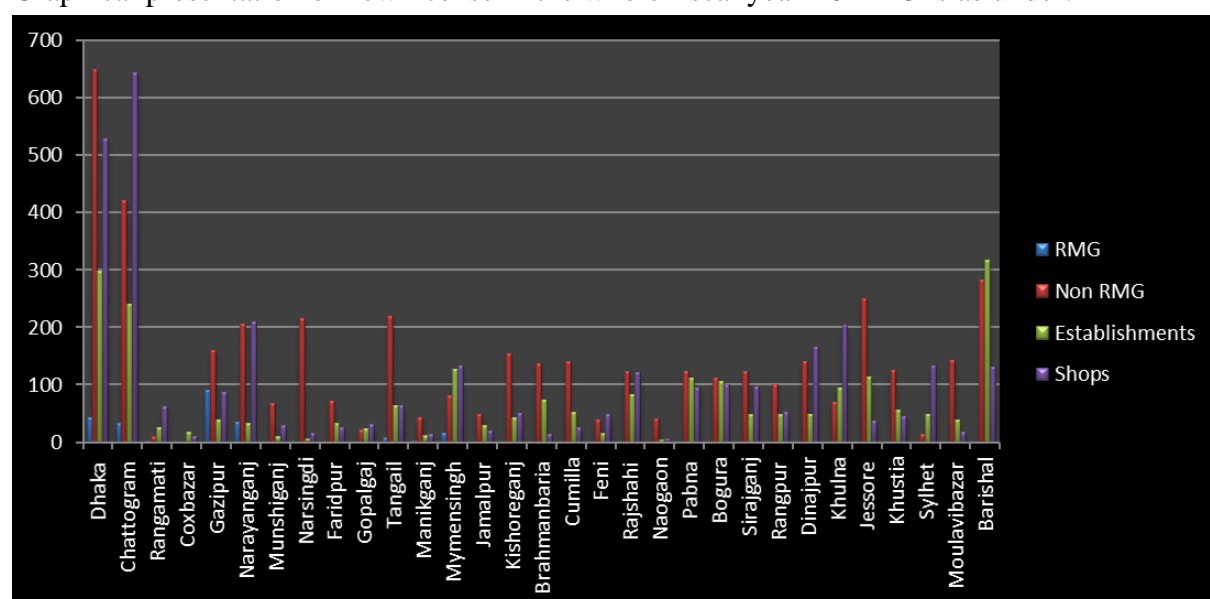
In the fiscal year 2022-2023, the Department of Inspection for Factories and Establishments has issued licenses to a total of 10205 factories, establishments & shops. The below table indicates the number of monthly new license in 2022-2023.

Table: No of New Licensing for the year 2022-2023

Information about new license for the year 2022-2023						
Number of new licenses in segment wise						
Sl#	Regional Offices of DIFE	Factories		Establishments	Shops	Total (1+2+3+4+5)
		RMG	Non RMG			
		1	2	3	4	5
1	Dhaka	43	650	298	529	1520
2	Chattogram	32	421	241	644	1338
3	Rangamati	1	9	26	62	98
4	Coxbazar	0	0	17	10	27
5	Gazipur	90	159	39	86	374
6	Narayanganj	35	205	32	209	481
7	Munshiganj	0	68	10	28	106
8	Narsingdi	0	216	5	15	236
9	Faridpur	0	71	33	25	129
10	Gopalgaj	0	21	24	30	75
11	Tangail	7	219	64	63	353
12	Manikganj	1	43	11	14	69
13	Mymensingh	16	80	126	133	355
14	Jamalpur	0	49	29	20	98
15	Kishoreganj	0	154	43	50	247
16	Brahmanbaria	0	137	73	14	224
17	Cumilla	0	140	51	25	216
18	Feni	0	39	15	49	103
19	Rajshahi	0	123	82	122	327
20	Naogaon	0	40	4	5	49
21	Pabna	0	123	112	95	330
22	Bogura	0	112	106	100	318

Information about new license for the year 2022-2023						
Number of new licenses in segment wise						
SI#	Regional of DIFE	Offices	Factories		Establishmen ts	Shops
			RMG	Non RMG		
23	Sirajganj		0	123	48	97
24	Rangpur		0	100	48	51
25	Dinajpur		0	140	49	166
26	Khulna		0	70	95	203
27	Jessore		0	250	113	37
28	Khustia		0	125	55	45
29	Sylhet		0	13	49	132
30	Moulavibazar		0	142	38	17
31	Barishal		0	283	317	131
	Total		230	4422	2311	3242
						10205

Graphical presentation of new license in the whole fiscal year-2022-23 is as under:

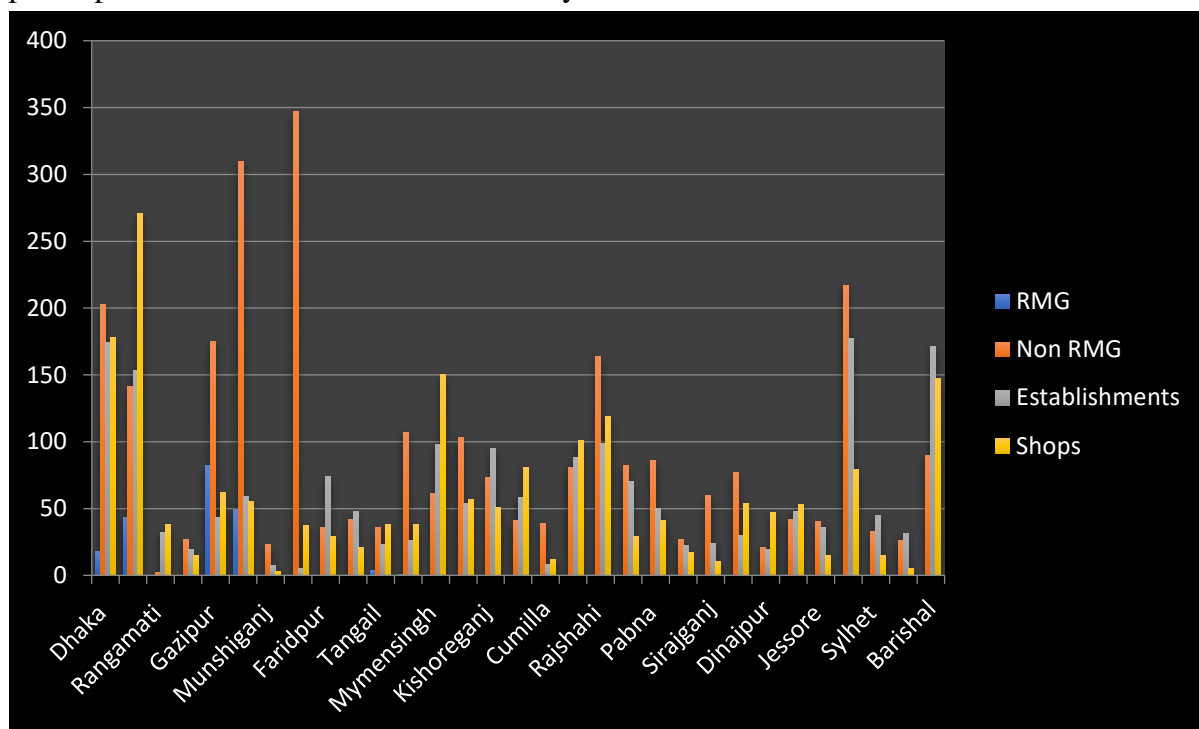


Source: General Section, DIFE, 2023

Table: No of New Licensing for the year 2023-24

Information about new license for the year 2023-2024						
Number of new licenses in segment wise						
Sl#	Regional Offices of DIFE	Factories		Establishments	Shops	Total (1+2+3+4+5)
		RMG	Non RMG			
		1	2	3	4	5
1	Dhaka	18	203	164	160	545
2	Chattogram	39	141	146	258	584
3	Rangamati	0	2	32	38	72
4	Coxbazar	0	27	19	15	61
5	Gazipur	82	180	43	62	367
6	Narayanganj	46	297	59	55	457
7	Munshiganj	0	23	7	3	33
8	Narsingdi	0	326	5	37	368
9	Faridpur	0	36	62	29	127
10	Gopalgaj	0	42	48	21	111
11	Tangail	3	36	23	36	98
12	Manikganj	1	100	26	38	165
13	Mymensingh	0	61	92	150	303
14	Jamalpur	0	103	54	57	214
15	Kishoreganj	0	73	95	51	219
16	Brahmanbaria	0	41	58	81	180
17	Cumilla	0	39	8	12	59
18	Feni	0	81	92	98	271
19	Rajshahi	0	157	94	114	365
20	Naogaon	0	82	73	29	184
21	Pabna	0	86	50	41	177
22	Bogura	0	27	22	17	66
23	Sirajganj	0	60	24	10	94
24	Rangpur	0	77	30	54	161
25	Dinajpur	0	21	19	47	87
26	Khulna	0	42	48	50	140
27	Jessore	0	40	36	15	91
28	Khustia	0	210	174	79	463
29	Sylhet	0	33	42	13	88
30	Moulavibazar	0	26	31	6	63
31	Barishal	0	87	164	133	384
Total		189	2759	1840	1809	6597

Graphical presentation of new license in fiscal year-2023-2024 is as under:



2.6. License renewal

After expiry of license date, institutions have to renew the licenses for the year or couple of year. This is an important task of DIFE following renewal process which is depicted in Bangladesh Labour Act, 2006 & Bangladesh Labour Rules, 2015. In the fiscal year 2022-2023, the Department of Inspection for Factories and Establishments has issued renew licenses to a total of 31338 of factories, establishments & shops. The below table indicates the number of monthly license renewal in 2022-2023.

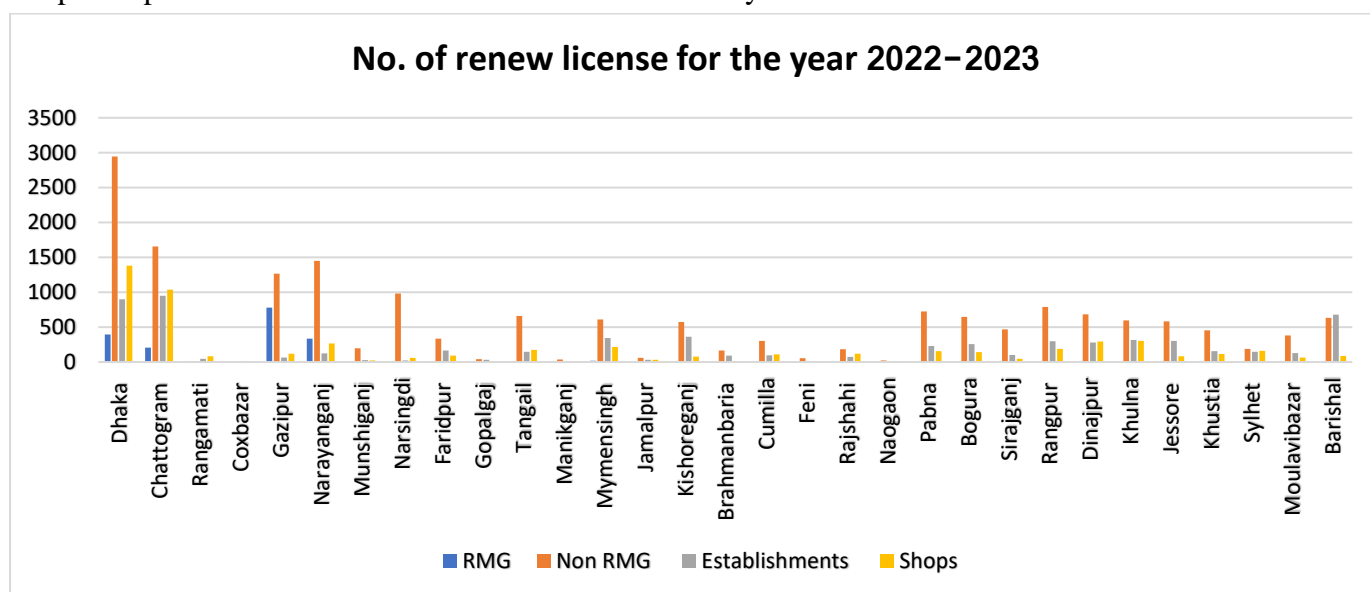
Table: License renewal for the year 2022-23

Information about renew license						
No. of renew license for the year 2022-2023						
Sl #	Regional Offices of DIFE	Factories		Establishments	Shops	Total (1+2+3+4)
		RM G	Non RMG			
		1	2	3	4	5
1	Dhaka	396	2943	901	1380	5620
2	Chattogram	206	1657	951	1035	3849

Information about renew license						
No. of renew license for the year 2022-2023						
Sl #	Regional Offices of DIFE	Factories		Establishments	Shops	Total (1+2+3+4)
		RM G	Non RMG			
		1	2	3	4	5
3	Rangamati	1	11	46	82	140
4	Coxbazar	0	0	10	2	12
5	Gazipur	782	1268	64	121	2235
6	Narayanganj	337	1449	123	268	2177
7	Munshiganj	0	199	28	23	250
8	Narsingdi	0	982	22	62	1066
9	Faridpur	2	336	166	93	597
10	Gopalgaj	0	40	34	13	87
11	Tangail	8	661	146	173	988
12	Manikganj	1	39	5	3	48
13	Mymensingh	18	611	345	215	1189
14	Jamalpur	0	60	32	31	123
15	Kishoreganj	0	574	363	80	1017
16	Brahmanbaria	0	164	90	1	255
17	Cumilla	0	305	96	111	512
18	Feni	0	53	8	9	70
19	Rajshahi	0	183	73	121	377
20	Naogaon	0	25	0	2	27
21	Pabna	0	723	231	157	1111
22	Bogura	0	648	256	141	1045
23	Sirajganj	0	466	99	48	613
24	Rangpur	0	791	296	188	1275
25	Dinajpur	0	683	281	295	1259
26	Khulna	0	598	316	305	1219
27	Jessore	1	584	303	81	969
28	Khustia	0	454	158	115	727
29	Sylhet	0	189	145	161	495
30	Moulavibazar	8	382	129	65	584

Information about renew license						
No. of renew license for the year 2022-2023						
Sl #	Regional Offices of DIFE	Factories		Establishments	Shops	Total (1+2+3+4)
		RMG	Non RMG			
		1	2	3	4	5
31	Barishal	0	635	681	86	1402
Total		1760	17713	6398	5467	31338

Graphical presentation of new license in the whole fiscal year-2022-23 is as under:



Source: DIFE, General Section 2023

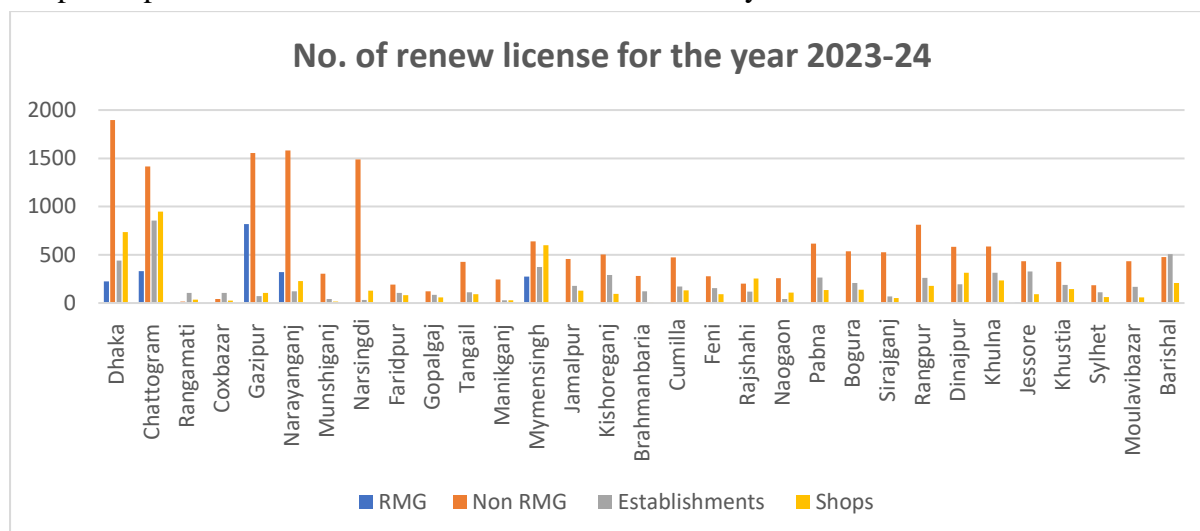
In the fiscal year 2023-2024, the Department of Inspection for Factories and Establishments has issued renew licenses to a total of 31624 of factories, establishments & shops. The below table indicates the number of monthly license renewal in 2023-2024.

Table: License renewal for the year 2023-2024

Information about renew license						
No. of renew license for the year 2023-24						
Sl#	Regional Offices of DIFE	Factories		Establishments	Shops	Total (1+2+3+4)
		RMG	Non RMG			
		1	2	3	4	5
1	Dhaka	225	1898	440	736	3299
2	Chattogram	332	1417	856	949	3554
3	Rangamati	1	15	105	36	157
4	Coxbazar	0	43	105	26	174

Information about renew license						
No. of renew license for the year 2023-24						
		Factories		Establishments	Shops	Total (1+2+3+4)
Sl#	Regional Offices of DIFE	RMG	Non RMG			
		1	2	3	4	5
5	Gazipur	819	1554	71	106	2550
6	Narayanganj	319	1581	122	226	2248
7	Munshiganj	0	305	41	16	362
8	Narsingdi	0	1488	31	129	1648
9	Faridpur	0	190	106	80	376
10	Gopalgaj	0	121	85	59	265
11	Tangail	2	425	110	91	628
12	Manikganj	5	245	30	28	308
13	Mymensingh	273	639	373	598	1883
14	Jamalpur	0	456	179	127	762
15	Kishoreganj	0	502	291	94	887
16	Brahmanbaria	0	280	121	10	411
17	Cumilla	0	472	172	132	776
18	Feni	0	276	155	93	524
19	Rajshahi	0	200	117	253	570
20	Naogaon	0	259	43	107	409
21	Pabna	0	616	264	135	1015
22	Bogura	0	536	207	139	882
23	Sirajganj	0	525	67	52	644
24	Rangpur	0	813	260	178	1251
25	Dinajpur	0	581	194	313	1088
26	Khulna	0	585	314	233	1132
27	Jessore	7	433	327	93	860
28	Khustia	0	428	188	143	759
29	Sylhet	0	184	110	60	354
30	Moulavibazar	4	432	167	57	660
31	Barishal	0	475	505	208	1188
	Total	1987	17974	6156	5507	31624

Graphical presentation of new license in the whole fiscal year-2023-2024 is as under:



Source: DIFE, General Section 2024

2.7. Settlement through Public Hearing

Regular public hearings are organized in the offices of the Deputy Inspector General for workers and employers. These public hearings were held to resolve issues related to workers' wages, maternity benefits, working hours, leave, factory layout plan, maintenance of various registers, issuance / renewal of contractor's license, appointment letter, identity card, overtime and violation of various sections of labour law.

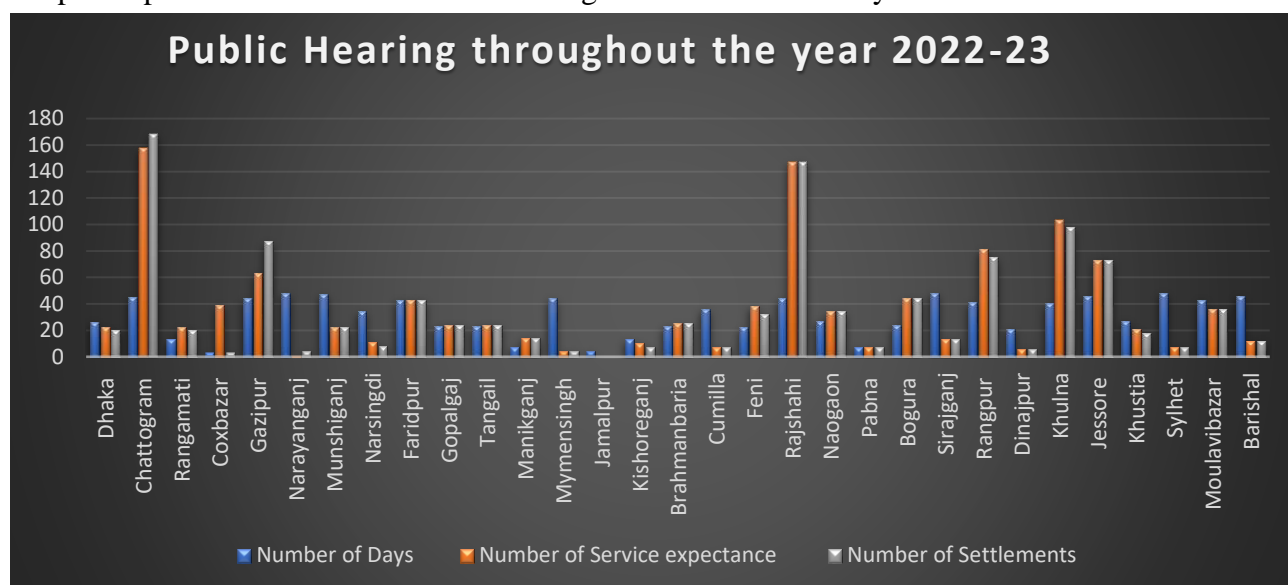
In the 2022-23 financial year, 1111 applications or complaints of 1082 service seekers have been disposed of by organizing 960 days of public hearings in the 31 Deputy Inspector General Offices. The below table indicates the number of monthly public hearing days, expectants of services & settlements in 2022-2023.

Table Information on public hearing settlement in 2022-23

Public Hearing in public hearing throughout the year 2023-2024					
Sl #	Name of regional office	Number of Days	Number of Service expectanc e	Number of Settlements	Total (1+2+3+4)
		1	2	3	4
1	Dhaka	26	22	20	68
2	Chattogram	45	158	168	371
3	Rangamati	13	22	20	55
4	Coxbazar	3	39	3	45

5	Gazipur	44	63	87	194
6	Narayanganj	48	1	4	53
7	Munshiganj	47	22	22	91
8	Narsingdi	34	11	8	53
9	Faridpur	43	43	43	129
10	Gopalgaj	23	24	24	71
11	Tangail	23	24	24	71
12	Manikganj	7	14	14	35
13	Mymensingh	44	4	4	52
14	Jamalpur	4	0	0	4
15	Kishoreganj	13	10	7	30
16	Brahmanbaria	23	25	25	73
17	Cumilla	36	7	7	50
18	Feni	22	38	32	92
19	Rajshahi	44	147	147	338
20	Naogaon	27	34	34	95
21	Pabna	7	7	7	21
22	Bogura	24	44	44	112
23	Sirajganj	48	13	13	74
24	Rangpur	41	81	75	197
25	Dinajpur	21	6	6	33
26	Khulna	40	103	98	241
27	Jessore	46	73	73	192
28	Khustia	27	21	18	66
29	Sylhet	48	7	7	62
30	Moulavibazar	43	36	36	115
31	Barishal	46	12	12	70
	Total	960	1111	1082	3153

Graphical presentation of new Public Hearing Settlements in fiscal year-2022-23 is as under:



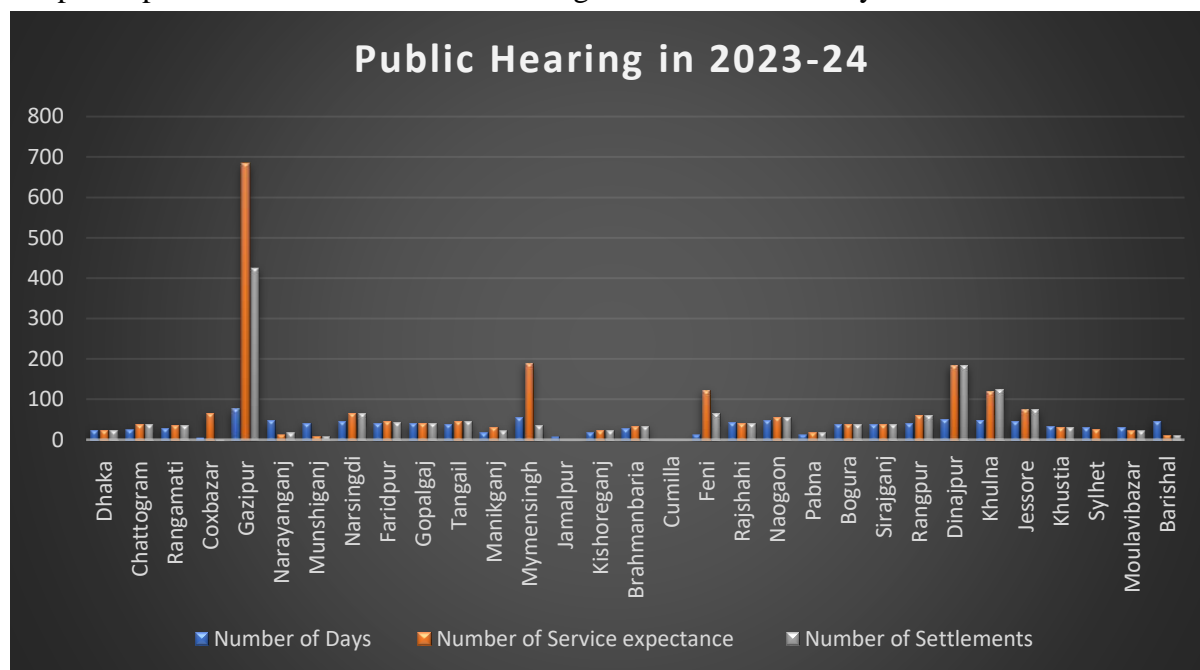
In the fiscal year 2023-2024, total 2188 applications or complaints of 1624 service seekers have been disposed of by organizing 1060 days of public hearings in the 31 Deputy Inspector General Offices. The below table indicates the number of monthly public hearing days, expectants of services & settlements in 2023-2024.

Table: Information on public hearing settlement in 2023-2024

Public Hearing in public hearing throughout the year 2023-2024					
S1 #	Name of regional office	Number of Days	Number of Service expectance	Number of Settlements	Total (1+2+3+4)
		1	2	3	4
1	Dhaka	24	24	24	72
2	Chattogram	25	37	37	99
3	Rangamati	29	36	36	101
4	Coxbazar	5	65	2	72
5	Gazipur	77	685	425	1187
6	Narayanganj	48	13	18	79
7	Munshiganj	41	10	10	61
8	Narsingdi	45	65	65	175
9	Faridpur	40	46	42	128
10	Gopalgaj	41	41	41	123
11	Tangail	39	46	46	131

Public Hearing in public hearing throughout the year 2023-2024					
Sl #	Name of regional office	Number of Days	Number of Service expectanc e	Number of Settlements	Total (1+2+3+4)
12	Manikganj	18	32	22	72
13	Mymensingh	55	190	35	280
14	Jamalpur	8	0	0	8
15	Kishoreganj	19	23	23	65
16	Brahmanbaria	28	34	34	96
17	Cumilla	1	0	0	1
18	Feni	13	122	66	201
19	Rajshahi	42	40	40	122
20	Naogaon	48	55	55	158
21	Pabna	13	19	19	51
22	Bogura	39	39	37	115
23	Sirajganj	37	37	37	111
24	Rangpur	40	60	60	160
25	Dinajpur	50	184	184	418
26	Khulna	49	119	126	294
27	Jessore	45	75	75	195
28	Khustia	34	31	31	96
29	Sylhet	30	26	0	56
30	Moulavibazar	31	22	22	75
31	Barishal	46	12	12	70
	Total	1060	2188	1624	4872

Graphical presentation of new Public Hearing Settlements in fiscal year-2023-2024 is as under:



2.8. New Licence and Licence Renew of outsourcing contractor licence

Table : New Licence and Licence Renew of outsourcing contractor license (2022-2023)

Serial No.	District	No. of license	new	No. of license renewal	2022-2023 fiscal year Revenue
01	Dhaka	99		153	July-371000/-
02	Chittagong	18		50	
03	Gazipur	5		6	
04	Narayanganj	3		1	
05	Munshiganj	-		-	August-493000/-
06	Narsingdi	3		3	
07	Faridpur	1		0	
08	Tangail	-		4	
09	Mymensingh	2		3	September-352750/-
10	Kishoreganj	1		1	
11	Comilla	2		2	
12	Rajshahi	4		2	
13	Pabna	2		-	October-675750/-
14	Bogra	-		-	
15	Sirajganj	2		-	
16	Rangpur	5		6	
					November-1230188/-

17	Dinajpur	3	-	December-1183250/-
18	Khulna	4	14	january-550250/-
19	Jessore	2	2	
20	kushtia	4	4	
21	Sylhet	6	1	February-635750/-
22	Moulvibazar	1	6	March-950250/-
23	Barisal	1	1	
24	Rangamati	1	1	
25	Cox's Bazar	1	-	April-677450/-
26	Gopalganj	-	1	May-934250/-
27	Manikganj	1	2	
28	Jamalpur	3	4	
29	Brahmanbaria	1	1	June-920750/-
30	Feni	-	-	
31	Naogaon	1	1	
total		176	269	8974638/-

Table : New Licence and Licence Renew of outsourcing contractor license (2023-2024)

Serial No.	District	No. of new license	No. of license renewal	2022-2023 fiscal year Revenue
01	Dhaka	66	143	July-678000/-
02	Chittagong	27	42	
03	Gazipur	2	4	
04	Narayanganj	1	1	August-1119826/-
05	Munshiganj	-	-	September-560929/-
06	Narsingdi	2	2	
07	Faridpur	-	-	
08	Tangail	-	3	October-477750/-
09	Mymensingh	2	-	November-753204/-
10	Kishoreganj	-	2	
11	Comilla	-	2	
12	Rajshahi	3	-	December-358012/-
13	Pabna	4	1	january-426970/-
14	Bogra	1	-	
15	Sirajganj	-	2	
16	Rangpur	1	8	February-541750/-
17	Dinajpur	1	3	March-1093439/-
18	Khulna	8	11	

Serial No.	District	No. of new license	No. of license renewal	2022-2023 fiscal year Revenue
19	Jessore	-	2	April-712772/- May-520906/- June-657505/-
20	kushtia	2	3	
21	Sylhet	-	8	
22	Moulvibazar	-	1	
23	Barisal	7	1	
24	Rangamati	1	1	
25	Cox's Bazar	-	-	
26	Gopalganj	1	-	
27	Manikganj	-	-	
28	Jamalpur	-	2	
29	Brahmanbaria	-	-	
30	Feni	-	-	
31	Naogaon	-	1	
total		129	243	7901063/-

2.9. Implementation of minimum wage

The Bangladesh government is implementing minimum wages in 42 sectors. One of the important mandates of DIFE is to implement wages in various sectors. According to section 149 of the Bangladesh Labour Act, 2006 payment of wages below the minimum wage rate is prohibited. Dife is working in different sectors to implement this section. If any violation is observed in the implementation of minimum wage, the factory or establishment is notified by the Department of Inspection for Factories and Establishments.

2.10. Establishment of Day care Centre and Awareness meeting

The Department of Inspection for Factories and Establishments is playing a vital role in considering women's participation in the workplace, women's empowerment and women's contribution to the national economy. This department is playing a leading role in ensuring women friendly and healthy workplace. Daycare centers are being set up in factories and institutions for the children of working women. During the financial year 2022-2023 under the supervision of DIFE, 318 factories/institutions have set up day care centres and 389 motivational meetings have been held in this regard and during the financial year 2023-2024 under the supervision of DIFE, 254 factories/institutions have set up day care centres and 364 motivational meetings have been held in this regard.

Table : Establishment of Day care centers in 2022-2023:

Serial number	Name of the office	Number of Day care
1	Dhaka	104
2	Narayanganj	53
3	Gazipur	103
4	Chattogram	2
5	Mymensingh	2
6	Rajshahi	6
7	Sylhet	5
8	Barishal	1
9	Tangail	5
10	Rangpur	0
11	Khulna	2
12	Narshingdi	2
13	Cumilla	5
14	Dinajpur	2
15	Sirajganj	2
16	Munsiganj	1
17	jessore	2
18	Kishoregonj	0
19	Moulvibazar	15
20	Faridpur	3
21	Pabna	0
22	Bogura	0
23	Manikganj	0
24	Naogaon	0
25	Jamalpur	0
26	Gopalganj	0
27	Brahmanbaria	0
28	Feni	1
29	Cox's Bazar	0
30	Rangamati	0
31	Kushtia	2
	Total	318

Source: Health Section, DIFE, 2022-2023

Table : Establishment of Day care centers in 2023-2024:

Serial number	Name of the office	Number of Day care
1	Dhaka	45
2	Narayanganj	51
3	Gazipur	77
4	Chattogram	52
5	Mymensingh	0
6	Rajshahi	2
7	Sylhet	0
8	Barishal	1
9	Tangail	1
10	Rangpur	0
11	Khulna	0
12	Narshingdi	0
13	Cumilla	0
14	Dinajpur	1
15	Sirajganj	0
16	Munsiganj	0
17	jessore	0
18	Kishoregonj	1
19	Moulovibazar	13
20	Faridpur	0
21	Pabna	0
22	Bogura	0
23	Manikganj	1
24	Naogaon	0
25	Jamalpur	3
26	Gopalganj	0
27	Brahmanbaria	0
28	Feni	3
29	Cox's Bazar	0
30	Rangamati	1
31	Kushtia	2
	Total	254

Source: Health Section, DIEF, 2023-2024

2.11. Maternity benefits

Through regular inspection and monitoring of labour inspectors, women workers employed in the workplace are ensured maternity welfare benefits in applicable cases as per the procedure described in Chapter IV of Bangladesh Labour Act. In the fiscal year 2022-2023, the total

number of workers receiving maternity benefits is 16805 and the total amount of financial benefits provided to women workers by the owner authorities of various factories and institutions is 75,12,61,430 (Seventy five Crore Twelve Lakh Sixty One Thousand Four Hundred Thirty) Tk. In the fiscal year 2021-2022, the total number of workers receiving maternity benefits is 8,855 and the total amount of financial benefits provided to women workers by the owner authorities of various factories and institutions is 33,37,23,235 (Thirty Three Core Thirty Seven Lakh Twenty Three Thousand Two Hundred Thirty Five) Tk.

Table : Information on ensuring maternity benefits

Sl.No.	Month	Number of Labour	Amount of Money
1	2	3	4
1	July, 2022	522	22296023
2	August, 2022	1189	43881835
3	September, 2022	708	114790162
4	October, 2022	694	91040601
5	November, 2022	1356	94864201
6	December, 2022	1226	48787249
7	January, 2023	2380	77368833
8	February, 2023	3342	106762942
9	March, 2023	1549	53314786
10	April, 2023	1100	28674920
11	May, 2023	1537	36194092
12	June, 2023	1202	33285786
Total		16805	75,12,61,430

Source: Health Section, DIFE, 2022-2023

Table 9: Information on ensuring maternity benefits

Sl. No.	Month	Number of Labour	Amount of Money
1	2	3	4
1	July, 2023	1604	50615527
2	August, 2023	727	30121289
3	September, 2023	732	45066959
4	October, 2023	832	30383933
5	November, 2023	912	33747586
6	December, 2023	598	17801155
7	January, 2024	1091	37330121
8	February, 2024	600	18118184
9	March, 2024	320	10889585
10	April, 2024	519	6950947
11	May, 2024	396	9185723

12	June, 2024	524	43512226
Total		8855	333723235

Source: Health Section, DIFE, 2023-2024

2.12. Information on Compulsory Group Insurance

Compulsory group insurance has been introduced in 97 factories/establishments in the financial year 2022-2023 as per Section- 99 of the Bangladesh Labour Act and the targets of the Annual Performance Agreement of the Department of Inspection for Factories and Establishments. Compulsory group insurance has been introduced in 64 factories/establishments in the financial year 20223-2024 as per Section- 99 of the Bangladesh Labour Act and the targets of the Annual Performance Agreement of the Department of Inspection for Factories and Establishments.

Table : Information on Compulsory Group Insurance

Sl. No.	Month	Number of factories/ establishments
1	2	3
1	July, 2022	1
2	August, 2022	3
3	September,2022	6
4	October,2022	1
5	November,2022	13
6	December,2022	12
7	January,2023	20
8	February,2023	11
9	March,2023	9
10	April,2023	8
11	May,2023	9
12	June,2023	4
Total		97

Source: Health Section, DIFE, 2022-2023

Table: Information on Compulsory Group Insurance

Sl. No.	Month	Number of factories/ establishments
1	2	3
1	July, 2023	3
2	August, 2023	3
3	September, 2023	10
4	October, 2023	4
5	November, 2023	2

Sl. No.	Month	Number of factories/ establishments
6	December, 2023	3
7	January, 2024	10
8	February, 2024	10
9	March, 2024	4
10	April, 2024	4
11	May, 2024	3
12	June, 2024	8
Total		64

Source: Health Section, DIFE, 2023-2024

2.13. Compensation for Workplace Accident

In case of workplace accidents across the country, Labour Inspectors of DIFE visit the scene on the spot. They find out the probable cause of the accident, prepare report and give proper advice to the factory owners and workers to prevent such accidents. Moreover, in case of any special accident, investigation committee is formed. After reviewing the investigation report, further legal steps are taken. In addition, steps are taken to ensure legal compensation to the victims.

Table: Information regarding workplace accident and compensation (2022-2023)

S/N	District office of DIG	No. of accidents	Injury	Death	Compensation
01	Dhaka	9	51	35	-
02	Gazipur	3	0	3	-
03	Narayangonj	2	8	2	-
04	Chittagong	10	59	13	-
05	Coxbazar	0	0	0	-
06	Rangamati	0	0	0	0
07	Feni	0	0	0	0
08	Brahmanbaria	1	0	1	-
09	Munshigonj	2	0	2	-
10	Norshingdi	0	0	0	0
11	Moulvibazar	0	0	0	0
12	Sylhet	2	2	2	-
13	Cumilla	0	0	0	0
14	Khulna	0	0	0	0
15	Jessore	4	0	6	-
16	Kushtia	5	10	8	-
17	Gopalganj	0	0	0	0
18	Faridpur	1	0	1	-
19	Mymensingh	2	2	0	
20	Jamalpur	0	0	0	0

S/N	District office of DIG	No. of accidents	Injury	Death	Compensation
21	Tangail	1	3	0	-
22	Manikgonj	0	0	0	0
23	Sirajgonj	0	0	0	0
24	Bogura	0	0	0	0
25	Pabna	1	0	1	-
26	Naogaon	0	0	0	0
27	Rajshahi	0	0	0	0
28	Dinajpur	2	5	2	
29	Rangpur	0	0	0	0
30	Barisal	1	0	1	-
31	Kishoregonj	0	0	0	0

An amount of 2,40,44,502 BDT in the fiscal year 2022-2023 has been paid to the workers and their families who have been died or injured from workplace accident from the 31 Deputy Inspector General offices of DIFE.

Table: Information regarding workplace accident and compensation (2023-2024)

S/N	District office of DIG	No. of accidents	Injury	Death	Compensation
01	Dhaka	6	17	24	-
02	Gazipur	6	2	10	-
03	Narayangonj	2	2	3	-
04	Chittagong	2	0	3	-
05	Coxbazar	0	0	0	-
06	Rangamati	0	0	0	-
07	Feni	1	0	1	-
08	Brahmanbaria	0	0	0	-
09	Munshigonj	2	3	3	-
10	Norshingdi	0	0	0	-
11	Moulvibazar	1	1	0	-
12	Sylhet	2	0	7	-
13	Cumilla	0	0	0	-
14	Khulna	0	0	0	-
15	Jessore	0	0	0	-
16	Kushtia	0	0	0	-
17	Gopalganj	0	0	0	-
18	Faridpur	0	0	0	-
19	Mymensingh	11	134	1	-
20	Jamalpur	0	0	0	-
21	Tangail	0	0	0	-

S/N	District office of DIG	No. of accidents	Injury	Death	Compensation
22	Manikgonj	0	0	0	-
23	Sirajgonj	0	0	0	-
24	Bogura	0	0	0	-
25	Pabna	0	0	0	-
26	Naogaon	0	0	0	-
27	Rajshahi	1	6	0	-
28	Dinajpur	0	0	0	-
29	Rangpur	0	0	0	-
30	Barisal	0	0	0	-
31	Kishoregonj	0	0	0	-

On the other hand, in the fiscal year 2022-2023 a total amount of **1,16,32,079 BDT** has been paid to the workers and their families who have been died or injured from workplace accident from the 31 Deputy Inspector General offices of DIFE.

2.14. Formation of Safety Committee

The process of formation of safety committees in factories is going on as per the guidelines of Bangladesh Labour Act-2006 and Bangladesh Labour Rules-2015.

Table: Information of Safety Committee (2022-2023)

S/N	District office of DIG	No. of safety committee
01	Dhaka	244
02	Gazipur	337
03	Narayangonj	63
04	Chittagong	16
05	Coxbazar	0
06	Rangamati	2
07	Feni	0
08	Brahmanbaria	8
09	Munshigonj	2
10	Norshingdi	12
11	Moulvibazar	16
12	Sylhet	4
13	Cumilla	10
14	Khulna	3

15	Jessore	2
16	Kushtia	2
17	Gopalganj	0
18	Faridpur	2
19	Mymensingh	15
20	Jamalpur	0
21	Tangail	8
22	Manikgonj	0
23	Sirajgonj	4
24	Bogura	5
25	Pabna	0
26	Naogaon	1
27	Rajshahi	9
28	Dinajpur	3
29	Rangpur	2
30	Barisal	1
31	Kishoregonj	4

Total number of safety committee formed in the enterprises under the jurisdiction of 31 Deputy Inspector General offices in the fiscal year 2022-2023 is 775.

Table: Information of Safety Committee (2023-2024)

S/N	District office of DIG	No. of safety committee
01	Dhaka	218
02	Gazipur	363
03	Narayangonj	99
04	Chittagong	52
05	Coxbazar	0
06	Rangamati	0
07	Feni	3
08	Brahmanbaria	14
09	Munshigonj	1
10	Norshingdi	26
11	Moulvibazar	18
12	Sylhet	0
13	Cumilla	0
14	Khulna	4
15	Jessore	1
16	Kushtia	2
17	Gopalganj	0
18	Faridpur	4
19	Mymensingh	14

20	Jamalpur	0
21	Tangail	8
22	Manikgonj	0
23	Sirajgonj	2
24	Bogura	5
25	Pabna	0
26	Naogaon	2
27	Rajshahi	1
28	Dinajpur	8
29	Rangpur	3
30	Barisal	1
31	Kishoregonj	2

Total number of safety committee formed in the enterprises under the jurisdiction of 31 Deputy Inspector General offices in the fiscal year 2023-2024 is 851.

2.15. Industrial Safety Unit (ISU)

An initial safety assessment of a total 1549 factories was completed in 2014-2016 under the national initiative and CAP (Corrective Action Plan) was prepared from the assessment report. According to CAP, the factory authorities have completed electrical, fire and structural design drawings by a registered consulting firm and submitted to this department. The design drawings are reviewed by the Electrical, Fire and Structural Task Force and approval is given for the remediation work. Task force meetings were organized with funding from the ILO.

Engineers were appointed through the government-funded CAP scheme to monitor and incentivize renovation works as per the Factories Corrective Action Plan (CAP) which expires in September-2021. 60 (Fire-20, Electrical-20 and Structural-20) engineers worked through a project director in that project.

Bureau Veritas (BV) had been appointed through ILO-funded RMG Phase-II project Case Management & Engineering Support to RCC for technical support to this office which expires in June 2022. The project employed 47 engineers to supervise the renovation of the CAP of the factories.

Current status of 173 factories of category-1:

Close	UD Cancellation	Certificate issued	Transfer at Category-2	Total
45	56	62	10	173

According to the medium-term plan (2023-2026), out of 321 operating factories of category-2 and 3, only 96 factories located in Dhaka have already been completed.

Current status of 96 factories located in Dhaka city and Dhaka district:

Close	Renovation Completed	Certificate issued	Renovation work ongoing	Total
24	20	05	52	96

It should be noted that currently 415 factories are running out of a total 1549 factories included in category-1, 2 and 3.

3. Conclusion

The Labour Inspection report 2022-2023,2023-2024 has provided a comprehensive overview of labour conditions across Bangladesh. This inspection aims to assess compliance with national labour regulations and standards. While there are commendable efforts and improvements in certain areas, substantial work remains to address the identified issues and enhance labor standards nationwide. The report provided aim to guide the necessary steps to improve labor conditions and ensure that all workers benefit from fair and safe working environments.

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