

**RMGP II Work plan for 2022-23**

Outcome	Output	Activities	Year 2022-23				Remarks	
			Q1 (Jul-Sep)	Q2 (Oct-Dec)	Q3 (Jan-Mar)	Q4 (Apr-June)		
Outcome 1: Ensuring Factory Safety through Remediation	Output 1.1: A Remediation Coordination Cell (RCC) is established	1.1.1 Establish an active case management system through <u>selection, equipment for case handlers and case managers</u>						
		1.1.2 Provide structural, fire and electrical engineering support to the RCC						
		1.1.3 Provide on-the-job training to RCC staff on the application of the <u>business procedure/SOP</u>					Completed	
		1.1.4 Provide technical and financial assistance to the Government <u>Review Panel and the Task Force</u>						
		1.1.5 Finalise the binding agreement on the Compliance and Escalation Protocol			-		Completed	
		1.1.6 Perform independent quality assurance exercises on a sample <u>basis and to identify areas of improvements</u>						
		1.1.7 Organise stakeholder consultations to discuss the <u>recommendations to improve the governance system of RCC</u>						
		1.1.8 Develop remediation tracking system for RCC			-		Completed	
	Output 1.2: Employers, workers and buyers are better equipped to support and sustain remediation efforts	1.2.1 Disseminate information on access to financing for remediation					Completed	
		1.2.2 Produce communication materials on factory safety + remediation kit					Completed	
		1.2.3 Organise outreach and awareness raising for employers, workers and buyers to support remediation					Completed	
		1.2.4 Provide information on the use of the complaints mechanism to the employers and workers					Completed	
		1.2.5 Development of the Model Factory Design Guidelines + Brief for the Model Factory Design Concept Competition					concept note, the activity	
		1.2.6 Model factory design concept competition					concept note,	
		1.2.7 Promote the roles of academic institutions in training a new <u>generation of industrial safety professionals</u>						
		1.2.8 A 2 F -Case Studies development					Completed	
	Outcome 2: Government effectively regulates industrial safety	Output 2.1: Framework for one-stop-shop for industrial safety and compliance conceptualized	2.1.1 Support the GoB to review and analyse all relevant policies, gaps and propose revisions with a view to harmonize policies on building and fire safety					Completed
			2.1.2 Review current structures and organise stakeholder consultations to develop a proposal on the establishment of the One Stop System					Completed
2.1.3 Revise and finalise business processes							Ongoing	
2.1.4 Integrate business processes into IKM System							Ongoing	
2.1.5 Pilot and roll out finalised business process							Ongoing	
2.1.6 Transfer RCC knowledge into One Stop Shop							Ongoing	

Outcome 3: Effective labour inspection system in place based on robust performance management and accountability	Output 3.1: Labour inspection capacity of DIFE is developed, which is fair, effective and gender sensitive	3.1.2 Develop Labour Inspection standard operating procedures and tools					Completed		
		3.1.3 Meet Training needs for labour inspectors in a sustainable way					Completed		
		3.1.4 Update and produce Help tools for Labour Inspectors (e.g. gender, role of inspectors, effective communication, labour laws guidelines, information management)						Completed	
		3.1.5 Establish Support system to operate information and knowledge management system						Completed	
		3.1.6 Equip DIFE Labour Inspectors with modern tools for data collection during inspection						Completed	
		3.1.7 Build database of all factories and establishments						Completed	
		3.1.8 Update and use DIFE MIS						Completed	
		3.1.9 Regularly report on safety committee formation and its functioning (by DIFE)						Completed	
		3.1.10 Regularly report on occupational accidents, injuries and diseases						Ongoing	
		3.1.11 Operate complaints management system integrated with LIMA.						Completed	
		3.1.13 Develop data sharing protocol and API to ensure data exchange among the systems						Ongoing	
		3.1.14 Develop Gender sensitive labour inspection capacity						Completed	
		3.1.15 Develop data sharing protocol and API to ensure data exchange among the systems						Completed	
		3.1.16 Develop and consolidate further systems for knowledge management						Ongoing	
		3.1.17 Recommend changes in DIFE's business processes and labour laws/rules based on evidence from data gathered						cancelled	
		3.1.18 Mainstream gender in LI/OSH processes							
		3.1.19 Strengthen capacity of DIFE's planning/statistics/KM unit on remediation and labour inspection data analysis, report preparation and knowledge management						Completed	
		3.1.20 Publish Annual Analytical Report on Remediation and Labour Inspection						Completed	
		Outcome 4: OSH improved in policy and practice	Output 4.1: Framework for national OSH programme initiated in line with national OSH policies of the	4.1.1 Adopt, publish and disseminate OSH profile (2019)					Completed
				4.1.2 Adopt, publish and disseminate OSH NPA					Completed
4.1.3 Develop, adopt and disseminate safety guidelines for selected sectors								Completed	
4.1.4 Review, update and disseminate OSH kit								On going	
Output 4.2: Stakeholders' capacity and awareness on OSH built in a gender inclusive manner	4.2.1 Document lessons learnt in enterprise level OSH management system							Completed	
	4.2.2 Train DIFE OSH unit on enterprise level OSH management system							Completed	
	4.2.3 Develop a mechanism to monitor functioning of safety committees by DIFE OSH unit							Completed	
	4.2.4 Establish OSH experts database							On going	

		4.2.5 Organize OSH days and other events to promote OSH culture					Completed	
		4.2.6 Build capacity of OSH Units at BEF, BGMEA and BKMEA on promotion of enterprise level OSH management system, including lessons learnt					On going	
		4.2.7 Provide advisory and monitoring services to OSH Units at BEF, BGMEA and BKMEA on safety committees functions, including adequate female representation					On going	
		4.2.8 Documenting and capturing lessons learnt and effective practices on OSH achieved through employers involvement					On going	
		4.2.9 Support the trade union health and safety focal point system through training and lessons learned events						
		4.2.10 Support to Trade Unions women leadership on OSH issues						
		4.2.11 Develop broad awareness campaigns on OSH and importance of Safety Committees					Completed	
		4.2.12 Develop and implement a programme on women's rights and workers' welfare in the RMG sector in partnership with another UN organisation or NGO						
		4.2.14 Study on good practices in gender equality at the workplace in the RMG sector						
		4.2.15: Review of National Tripartite Plan of Action on fire safety and structural integrity in the RMG sector					Completed	
Outcome 5: Better Work factories serve as model for compliance	Output 5.1: Core service delivery model applied	5.1.1 Deliver advisory services on how to remediate compliance issues in the factories based on their compliance situation						
		5.1.2 Deliver trainings to factory managers and workers on compliance with labour law						
		5.1.3 Conduct Compliance Assessments in every factory						
		5.1.4 Identify root causes of problems as a result of the Compliance Assessment and advise factories on preventive measures to avoid recurrence						
		5.1.5 Perform regular QAQC to improve the quality of service delivery						
		5.1.6 Where applicable, develop collaboration agreement with business service providers for specific elements of advisory services.						
		5.1.7 Develop and implement a programme-wide training plan for BWB staff, focusing on continuous learning and strengthened national leadership (including gender equality and women's empowerment)						
		5.1.8 Provide trainings to in-factory Trade Unions on social dialogue mechanisms						
		5.1.9 Provide trainings to Safety Committee members on national and international health and safety standards						

5.1.10 Advise factories on BLR provisions concerning committee formation including proportional gender representation					
5.1.11 Work together with the PC members to address compliance concerns					
5.1.12 Develop and implement a programme on child-care and breastfeeding					
5.1.13 Develop and implement a programme to address gender based violence (GBV)					
5.1.15 Develop and implement a programme for disability inclusion in BW factories					
5.1.16 Capture data on workers welfare, GBV and SRHR issues through BW assessment tool					
5.1.17 Build capacity of women workers through providing a set of professional skills including trainings on productivity and efficiency improvement, leadership etc.					
5.1.18 Raise awareness of factory management on the advantages of promoting skilled women workers into supervisory positions					
5.1.20 Conduct trainings and share best practices on BW and DIFE methodologies and tools with labour inspectors including gender issues, and organize joint factory visits					
5.1.21 Evaluate the scope and possibility of, and charge factories for factory specific customized trainings.					
5.1.22 Regularly evaluate results of the training programme					
5.1.23 Develop step by step system to ensure clear communication between advisory & training.					
5.1.24 Develop factory retention and recruitment strategy					
5.1.25 Develop indicators for quality of CS					
5.1.26 Introduce/improve management system tools on root cause analysis through advisory services for sustainable solutions.					
5.1.27 Promote and apply the self-diagnostic tool in advisory work					
5.1.28 Factory specific action plan and tracking mechanism					
5.1.29 Following up on implementation of action plan. Track and review factory progress in meeting differentiation criteria, including tracking and analysing ISPR issues					
5.1.30 Promote women leadership through training and capacity building activities to reduce gender imbalances in supervisory and managerial positions in the RMG sector					
Output 5.2: Engaging stakeholders to contribute to responsible business practices	5.2.1. Organise industry recruitment seminars and buyers forums				
	5.2.2 Communication activities including newsletters, reports and outreach documents, and website in both English and Bengali (Communication)				
	5.2.3 Produce regular reports on factory and buyer revenue				
	5.2.4 Expand operations of satellite office in Chittagong				

		5.2.5 Organize annual buyers' forums and stakeholders' forums to discuss programme implementation and industry challenges.					
		5.2.6 Based on impact assessment results, develop targeted communication/promotional material for buyer recruitment.					
		5.2.7 Develop strategic partnerships with multi-stakeholder initiatives such as BSCI, FWF and others to bring smaller European buyers on board.					
		5.2.8 Communicate compliance findings to buyers on a quarterly basis					
		5.2.9 Organise joint factory visits with buyers in their suppliers' factories and jointly address non-compliances.					
		5.2.10 Where feasible, facilitate dialogue between key buyer partners and constituents about industry challenges.					
		5.2.11 Identify opportunities for buyers to source their production responsibly					
Gender Mainstreaming cross cutting issues		6.2.1 ILO/UNW Study dissemination					Completed
		6.2.2 ILO/UNW Study printing					Completed
		6.2.3 A regional study Overview of laws, policies and practices on gender-based violence and harassment in the world of work in Bangladesh					Completed
		6.2.6 Organize events on different days observation (international Women's Day, 16 days activism etc.)					
		6.2.7 Organize Conference/on Gender equality issues in the RMG sector (this activities should be with internal coordination with BWB. Can also be organized with other stakeholder's e.g. Fair Wear Foundation etc )					
		6.2.8 Develop and Implement the C190 advocacy and campaign					
Communication Cross Cutting Activities		6.2.8.1 Create a short brochure on RMGP2 + include creation of infographics					Completed
		6.2.8.2 Content writing, layout and printing of RMGP end of phase2 achievements					
		6.2.8.3 Workplace safety campaign					Completed
		6.2.8.4 Media briefings/events					Ongoing
		6.2.8.5 Year end calendar contribution, shared printing, misc. printing					
		6.2.8.6 Audio-visuals on RMGP2					
		6.2.8.7 Translation					Completed
		6.2.8.8 Editing					
		6.2.8.9 Photography					In progress
Monitoring and evaluation	Monitoring	Activity 7.1.1. Programme monitoring					On going
		Activity 7.1.2. Issue based action research (KAP)					completed
	Evaluation	Activity 7.1.3. Outcome Measurement Surveys (study)					In progress
		Activity 7.1.4. Outcome Measurement Surveys (editing)					
		Activity 7.1.5. End evaluation					