

As of April 19, 2026

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

**9<sup>th</sup> Implementation Status of National Action Plan (NAP) on the Labour Sector of  
Bangladesh (2021-2026)**

At the 9<sup>th</sup> session of the EU-Bangladesh Joint Economic Commission in October 2019, Bangladesh committed to implementing an Action Plan to uphold labour rights and workplace safety. Consequently, the National Action Plan (NAP) on the Labour Sector of Bangladesh (2021–2026) was developed in consultation with the EU and shared on 1 July 2021. The NAP outlines the government's commitment to legal and administrative reforms and practical measures aimed at improving working conditions and protecting workers' well-being. Its specific objectives include:

- 1) Aligning Labour Laws with International Labour Organization (ILO) standards.
- 2) Eliminate child labour by 2025.
- 3) Preventing violence, harassment, unfair labour practices, and anti-union activities.
- 4) Promoting social dialogue.
- 5) Enhancing trade union activities.
- 6) Reducing the backlog of cases in labour courts.
- 7) Streamlining complaint management systems.
- 8) Increasing the number of labour inspectors to ensure the full functionality of the labour inspectorate.
- 9) Ensuring workplace safety.
- 10) Ratifying ILO instruments.

The Ministry of Labour and Employment publishes implementation status of the National Action Plan (NAP) biannually, in April and October. The NAP highlights the importance of engaging tripartite stakeholders as well as the ILO and other development partners for its implementation. To ensure effective execution, the Government of Bangladesh established a Tripartite Implementation and Monitoring Committee (TIMC) through a circular on 11 August 2021. The TIMC is responsible for monitoring progress on the time-bound actions outlined in the NAP and providing overall guidance. As of now, eleven TIMC meetings have been held with the latest one held on 19 April 2026 to for endorsement of this report. The progress on National Action Plan (NAP) is presented below against each Action in the following segments.

***Action1 Bring Bangladesh labour laws in compliance with ILO standards on freedom of association and collective bargaining***

**Action 1.1 Amendment of Bangladesh Labour Rules (BLR), 2015**

The Bangladesh Labour Rules, 2015 were amended to incorporate recommendations from the ILO Committee of Experts and were published via gazette notification on 1 September 2022 (S.R.O No.-284-Law/2022).

**Action 1.2 Amendment of the Bangladesh Labour Act, 2006 (as amended in 2018)**

In the absence of Parliament, an amendment to the Bangladesh Labour Act (BLA), 2006 was promulgated as an Ordinance on 17 November, 2025. Following the free, fair and widely acceptable national elections, the Ordinance was passed by Parliament as an Act during its first session. It was subsequently published via gazette notification on 10 April 2026 (No.-43-

Law/2026). This amendment addresses most of the recommendations made by the ILO Committee of Experts. The amendment is currently in force.

The amendment process involved intensive consultations and debate with government and employers' and workers' organizations through the Tripartite Law Review Committee (TLRC) and the Tripartite Consultative Council (TCC). To ensure a quality amendment of the BLA, genuine representation of both employers' and workers' representatives in these tripartite bodies was very important. Accordingly both the TLRC and TCC were reformed through a democratic process.

The recommendations of ILO Committee of Expert on the Conventions ratified by Bangladesh were the main focus of the amendment. In addition, issues raised by the stakeholders including the maternity benefits, forced labour, non-discrimination, Occupational Safety & Health, and sexual harassment at workplaces were considered. Separate consultation meetings were held with development partners, and most of the concerns raised by the Development partners were taken into consideration for the amendments.

Throughout the entire process of BLA amendment, the ILO has provided technical support to the relevant committees and regularly observed the consultations. In some cases the text drafted by ILO was adopted upon customization through discussions in the committees.

The Bangladesh Labour Act (BLA) is applicable to all economic sectors of the country and it is important to recognize the varying scales and characteristics of these sectors in the application of the BLA. Taking these factors into account, significant changes have been made to the BLA. Some of the highlights of the amendment along with specific section of the BLA are presented below:

- (1) The coverage of the BLA has been fully extended to workers of charitable organizations not run for profit and workers of non-profit educational & training institutions [by deleting provision of Section 1(4)(d)] and 1(4)(g) respectively].
- (2) The rights related to compensation (Chapter XII), trade union formation and bargain collectively (Chapter XIII), and dispute resolution (Chapter XIV) have been extended to the agricultural workers and domestic workers [Section 1(4)(n) and 1(4)(o)].
- (3) Introduction of a new provision prohibiting the practice of blacklisting [Sections 2(78); 195(1)(m)].
- (4) New provisions introduced to prohibit violence, harassment, and forced labour [Sections 2(79)(80)(81)(82); 332A; 345C]. The definition and several other provisions of the ILO Convention 190 which Bangladesh has recently ratified have been incorporated in the amendment.
- (5) Provisions to prohibit employment of child labor and forced labor have been strengthened (Sections 284 and 285).
- (6) Provisions extended to address discrimination based on gender, caste, religion, and wages. [Sections 332A; 345(1); 345A; 345B].
- (7) Added new provisions to ensure compensation [Sections 12(8); 16; 28(4); 196(B)(1); 317(4)(B)].
- (8) Clear legal provisions made allowing unannounced inspections [Section 319(1)(A)].
- (9) New and enhanced provisions made to ensure Occupational Safety and Health. [Sections

61A; 81; 82; 85; 90A; 309(1)(A); 309(1)(B)]. The definition and several new provisions of the ILO Convention 155 and C187 concerning Occupational Safety and Health ILO have been incorporated into the amendment.

- (10) Provisions made to ease Licensing of factories and establishments [Section 326(1)(B)].
- (11) Maternity leave extended from 112 days to 120 days [Sections 46 and 47].
- (12) The time allowed to vacate accommodation provided by employer for the tea sector workers has been extended for up to 6 months instead of 60 days from the date of cessation of employment [Section 32(1)];
- (13) Provisions made for equal distribution of Participation Fund among the beneficiaries [Section 242(1);
- (14) Provisions made for re-fixation of minimum wages in every 3 years rather than every 5 years [Section 139(6)].
- (15) Provisions made to create a Fund for institutionalization of the Employment Injury Pilot Scheme through [Section 151A].
- (16) Provisions to establish independent ADR Authority [Sections 2(83); 151A; 348C] which will be detailed out through amendment of Bangladesh Labour Rule 2022.
- (17) Extending the right to Freedom of Association [Sections 175(2); 176AA; 179(1)(J); 179(1)(m); (182(1); 182(8); 183(6); 196(1)(A); 203(4); 203A].
  - a) Freedom of association has been extended to charitable organizations not run for profit, workers of non-profit educational & training institutions, domestic workers and agricultural workers.
  - b) Extension of the right to organize in the form of association to managerial and supervisory level employees;
  - c) The permissible number of trade unions within an establishment has been increased from three to five.
  - d) Through the Amendment of BLA in 2025 provision has been made for the establishment of a committee within the MoLE to review and oversee the rejection of trade union applications.
  - e) Removal of imprisonment penalties for engaging in unregistered trade unionism and holding dual trade union membership.
- (18) The Trade Union registration system has been simplified [Sections 178(2)(3); 178(2)(5)(A); 178(2)(B); 178(2)(C); 179(2); 179(5); 299; 300];
  - a) The formation of trade unions is now allowed based on a minimum number of workers, rather than a percentage. The previous threshold of 20% has been replaced with a fixed numerical requirement starting from 20 workers.
  - b) Ensuring access to official data on the number of workers in a factory or establishment.
  - c) Reducing the personal information required (e.g., addresses) for trade union registration.
  - d) Reducing the required documents for trade union registration: only one general meeting and one copy of the meeting resolution are now needed, instead of two each.
  - e) Ensuring the confidentiality of information submitted during registration or application verification.
  - f) The tenure of office bearers has been extended from two years to three years.

- (19) Right to Strike [Section 211(8)]-Under the existing provisions, strikes or lockouts were prohibited for a period of three years in newly established enterprises, enterprises owned by foreigners, or those established in collaboration with foreign entities. Through the ongoing amendment to the BLA, this restriction period has been reduced from three years to two years.
- (20) Introduced provision for Standard Operating Procedure for complaints management [Section 196(B)(2)]
- (21) Scope for social dialogue expanded by allowing national-level confederations and provision to form a National Social Dialogue Forum [Section 348(b)].
- (22) Increasing Penalties [Section 283; 284; 285; 286; 289; 290; 291(1); 291(2); 291(3); 291(4); 292; 294(2); 294(2); 307; 307A; 307B].

### **Action 1.3 Amendment of Bangladesh Labour Rules, 2015, after BLA amendment**

Based on the 2025 amendments to the BLA, further amendments to the Bangladesh Labour Rules 2015 (as amended in 2022) has been initiated. The government is committed to ensure effective tripartite consultation process while amending the Labour Rules. We will actively engage with ILO Country Office for Bangladesh to ensure openness and transparency throughout this reform journey.

### **Action 1.4 Adoption of Export Processing Zone (EPZ) Labour Rules**

Bangladesh EPZ Labour Rules, 2022 had been published through gazette notification on 4 October 2022 (S.R.O No.-295-Law/2022 dated 4 October 2022). It contains provisions for-

- Safeguarding against discrimination and anti-Workers Welfare Association (WWA) activities, and upholding collective bargaining rights
- Formation of federations and employers' associations
- DIFE inspections within EPZs
- Prevention of misconduct, including sexual harassment and violence, against female workers.

### **Action 1.5 Amendment of Bangladesh EPZ Labour Act, 2019**

The Government has been reviewing the EPZ Labour Act to ensure its alignment with international labour standards. In support of this effort, the Bangladesh Export Processing Zones Authority (BEPZA) continues to collaborate closely with the International Labour Organization (ILO) to enhance labour standards in the EPZs. Significant progress has been made in this regard. Notable developments include:

**15 January 2025 (Reformation of TSC):** A 16-member Tripartite Standing Committee (TSC), which was reformed on 15 January 2025, is actively reviewing the amendment proposals. As of June 2025, the Committee has convened three meetings.

**30 January 2025 (Zone visit):** ILO representatives (Labour Law and Labour Standards Specialists from the Decent Work Team South Asia and the ILO Technical Officer in Dhaka) visited Adamjee EPZ on January 30, 2025. During their visit, they discussed labour rights, existing benefits, Workers Welfare Association (WWA) formation, and collective bargaining processes with WWA members and management of two industries. They also reviewed Charters of Demands and Collective Bargaining Agreements and exchanged views with BEPZA inspectors on the inspection mechanism in the EPZs.

**16 February 2025 (3<sup>rd</sup> TSC meeting):** On February 16, 2025, ILO representatives including member of Technical Committee attended the third TSC meeting and exchanged views with the Tripartite Committee working on the amendment of the EPZ Labour Act.

**19 May 2025 (Two-Year Action Plan):** BEPZA and ILO signed a Letter of Intent on 19 May 2025 to implement a two-year action plan (2025–2027) focused on labour reform. The plan also includes technical collaboration in three key areas: Labour Administration; Responsible Business Conduct; Employment Injury Scheme. As part of this collaboration, a zero draft will be developed with the technical assistance of ILO to amend the EPZ Labour Act to align it with international labour standards (ILS). The process involves:

**Conducting technical dialogues** with the Tripartite Committee to review and refine the proposed legislation.

**Facilitating high-level consultations** with BEPZA and other key stakeholders to present the draft text and address the comments of the Committee of Experts on the Application of Conventions and Recommendations (CEACR).

**14 August 2025 (Follow up Meeting):** A follow-up meeting between BEPZA and ILO Dhaka was held on August 14, 2025 to review a draft Concept Note for implementing the Two-Year Action Plan. The ILO confirmed that the "Zero Draft" would be shared shortly and then presented to the Tripartite Committee.

It is expected that the entire process of amending the Bangladesh EPZ Labour Act, 2019 will be completed in consultation with the ILO.

#### **Brining SEZs under Bangladesh Labour Act, 2006:**

To bring SEZs under the Bangladesh Labour Act (BLA) 2006, the Section 34 of the BEZA Act was amended in November 2023. This amendment extends the BLA 2006 to SEZs, ensuring labour rights such as trade union formation, collective bargaining, and inspections by DIFE.

#### ***Action 2 Eliminate child labour in all its forms by 2025***

##### ***Action 2.1 Regulatory and policy framework for the elimination of child labour***

Bangladesh ratified the ILO Minimum Age Convention, 1973 (No. 138) on 22 March 2022. Accordingly, the hazardous work list was expanded to include five sectors: fish drying, street-based informal work, brick or stone production, informal tailoring and garment production, and waste management. The revised list, covering 43 sectors, was published on 29 April 2022. Additionally, the National Plan of Action (NPA) for eliminating child labour (2021–2025) was revised and published on 12 December 2021, with the Bangla translation released in January 2024.

##### ***2.2 Strengthen investigations and increase the number of convictions for child labour*** ***Strengthen investigations and increase the number of convictions for child labour***

To strengthen child labour inspections, the number of labour inspectors is gradually increasing, as outlined in Section 7. A Special Yearly Plan of Action, active since 2022, targets child labour in high- risk areas. As of March 2026, 612 child labour cases have been filed with the Labour Court, of which 220 cases were resolved. From 2023 to March 2026 BDT.80,000 was fine by court for employing child labour.

The Ministry of Labour and Employment works with public authorities, NGOs, and civil society to combat child labour. Regular meetings of the National and Divisional Councils, along with District and Upazila Committees, monitor progress. As of September 2025, 13 meetings of the National Child Labour Welfare Council, 101 of the Divisional Councils, and 472 District Level Committees have been held.

## **2.3 Projects on (hazardous) child labour/child labour survey**

### **2.3.1 Implementation of a Government funded project**

The implementation of the government-funded project "Eradication of Hazardous Child Labour from Bangladesh (4th Phase)" was completed in June 2024. The initiative successfully removed 100,000 children from hazardous work, providing six months of non-formal education, four months of skill development training, and a monthly stipend of Taka 1,000 for ten months, paid via mobile banking. Additionally, each child received Taka 13,000 as seed money to start small businesses.

### **2.3.2 Conduct a child labour survey by Bangladesh**

The National Child Labour Survey 2022, conducted by the Bangladesh Bureau of Statistics (BBS) with ILO support, was published in March 2024. The survey revealed a decrease in hazardous child labour, from 1.280 million (3.2%) in 2013 to 1.068 million (2.7%) in 2022. However, the total number of children aged 5-17 engaged in child labour slightly increased, from 1.698 million (4.3%) in 2013 to 1.776 million (4.4%) in 2022. This survey helped the government understand the trends of child labour and take appropriate measures accordingly.

### **2.3.3 Design and implement programmes of action**

A feasibility study for a new project to eliminate child labour across all sectors of the economy was completed in June 2023, with the findings shared during a workshop on 19 July 2023. Accordingly, the Ministry of Labour and Employment (MoLE) plans to implement the 'Elimination and Rehabilitation of Child Labour' project with an estimated budget of 1,000 crore BDT. The Development Project Proposal (DPP) has been prepared, and the administrative process for project approval is underway.

In January 2024, the International Labour Organization (ILO) launched a new project, "Advancing Decent Work in Bangladesh," which includes a component focused on reducing hazardous child labour. Additionally, other relevant ministries and departments are running supportive programmes to contribute to the elimination of child labour.

### **2.3.4 Enhance Child Labour Unit of MOLE**

The Child Labour Unit of MOLE has been strengthened with additional manpower headed by a Deputy Secretary along with required support staff.

## **2.4 Awareness raising action and process**

Awareness-raising activities are being conducted on a regular basis, with financial allocations made from the Ministry of Labour and Employment's (MoLE) regular revenue budget to support Divisional and District level committees in organizing meetings, seminars, and workshops. Between October 2023 and June 2024, eight workshops, supported by UNICEF, were held. A workshop on the draft Action Plan: 2026-2030 was jointly organized by DIFE and ILO Bangladesh on April 11, 2026. Additionally, a workshop of the working committee was held on April 12-13, 2026. Based on the feedback from the workshop, the working Committee prepared the final draft of the Action Plan: 2026-2030 and has been shared with the MOLE for approval.

### ***Action 3 Combat violence against workers, harassment, unfair labour practices and anti-union discrimination***

#### ***Action 3.1 Preventive measures***

##### ***3.1.1 Conduct regular training for awareness rising for responsible factory security staff, police and employers to prevent violence, harassment, unfair labour practices and anti-union acts***

The Department of Labour (DOL), the Industrial Police, and the Bangladesh Export Processing Zones Authority (BEPZA) regularly conduct awareness-raising programmes for factory security staff, police, and employers to prevent violence, harassment, unfair labour practices, and anti-union activities.

From July 2020 to 31 March 2026, the DOL has trained 60,217 workers, management staff, and government officials through a five-day; “Workers’ Education” and a four-week “Industrial Relations” courses at its Industrial Relations Institutes (IRIs) and Labour Welfare Centres (LWCs), with nearly 42% of participants being female. From January 2023 to September 2025, the Industrial Police trained 1043 of its personnel.

BEPZA conducts regular trainings & awareness programmes for workers, employers/management, security staff and Industrial Police of Bangladesh.

From January-March, 2026, BEPZA has provided training to total 1,365 participants including workers, employers/management, security staff and Industrial Police on Bangladesh EPZ Labour Rules, 2022, Unfair Labour Practices, Decent Work, Prevention of discrimination against anti WWA activities, Prevention of Violence; Harassment, Social Dialogue, Effective Workplace Co-operation, Fire Safety, Health; Hygiene, etc. With a view to promoting decent work and ensuring the labour rights in the EPZs, BEPZA in collaboration with ILO Better Work Bangladesh, has trained 25 Inspectors (Social & Environmental, Doctors and Engineers; IR Officers) on ToT basis on the Workplace Cooperation and Communication, Grievance Handling procedures at Factory-Level Collective Bargaining with the best IR Practices, and Promotion of Occupational Safety and Health (OSH) Management Systems. The trainers will continue the ILO Better Work programme at the enterprises in EPZs.

##### ***3.1.2 Develop and regularly update (online) databases to provide an overview of number and nature of training programmes as well as number of trainees among factory security staff, police, employers and workers***

In March 2023, BEPZA established an online database (<https://bepza.gov.bd/training-database>) to record the information of the trainees segregated by name, designation, factory, WWA, age, sex etc. Simultaneously, the record of training is maintained manually.

A database for training related information has been developed and linked with the DoL’s website (<https://lw.orionisbd.com/certificate-database>). All IRIs and LWCs regularly update databases with participants’ information segregated by name, designation, factory, trade union, age, sex and so on.

***3.1.3 Develop a compendium in Bangla language of all existing and relevant laws, rules and regulations (including the use of minimum force and applicable sanctions or penalties for any proven violation) in order to train and raise awareness among industrial police and relevant law enforcement agencies (LEAs)***

On 1 December 2023, the Industrial Police published a compendium in Bangla, compiling all relevant laws, rules, and regulations regarding the use of minimum force, along with applicable sanctions and penalties for violations. This compendium aims to enhance the understanding of normative measures among the Industrial Police and law enforcement agencies.

***3.1.4 Continue to train and provide clear instructions to the industrial police and relevant LEAs on the use of minimum force, respect of human rights and labour rights, including on trade union rights and civil liberties during labour protests***

The Department of Labour's Industrial Relations Institutes (IRIs) in Gazipur, Khulna, and Chittagong conduct training sessions for industrial police officials on workers' rights in the workplace. The Department of Labour (DoL) has been sensitizing industrial police personnel through seminars on using minimum force and respecting workers' rights during labour protests. Industrial Police personnel from Dhaka, Gazipur, and Narayanganj regularly attend these seminars. In collaboration with the ILO's "Advancing Decent Work in Bangladesh" project, the DoL organizes training, workshops, seminars, and focus group discussions to improve the investigation and resolution of violence, harassment, unfair labour practices, and anti-union activities.

From January 2021 to December 2025, the Industrial Police conducted 72,890 hours of training, attended by 7306 male and 835 female members. Detailed curricula and other information are available at <https://iphq.police.gov.bd/training>.

***Action 3.2 Investigation of violence and harassment against workers, anti-union discrimination and unfair labour practices***

***3.2.1 Continue to provide regular training and clear instructions (including monitoring of instructions) for all DOL staff handling complaints on how to comply with the SOPs on anti-union discrimination and unfair labour practices against workers***

Regular training and guidance are being provided to Department of Labour (DoL) staff responsible for handling complaints of anti-union discrimination and unfair labour practices. To enhance institutional capacity for promoting fair labour practices and strengthening workers' rights to freedom of association, the Department of Labour, in collaboration with the International Labour Organization (ILO), organized two capacity-building workshops on Unfair Labour Practices (ULP) and Anti-Union Discrimination (AUD) from 26-28 June 2025 and from 15-17 August 2025 respectively. Moreover, the Government of Bangladesh, through the Ministry of Labour and Employment (MOLE), has undertaken a significant and timely initiative by agreeing to the Zero Tolerance Issues and Protocol in collaboration with the International Labour Organization (ILO) and the International Finance Corporation (IFC)'s Better Work Programme. This initiative specifically targets Better Work enlisted Ready-Made Garment (RMG) factories, aiming to address workplace violence, harassment, and unfair labour practices in Bangladesh's RMG sector and to ensure compliance with international labour standards.

### ***3.2.2 Continue to provide regular information to all workers on their rights and to complain and access legal support in case those rights are violated/ abused***

DoL officials regularly provide information on labour rights during general trade union meetings, including procedures for lodging complaints and legal avenues for redress in cases of violations. If an employer fails to comply with recommended remedial actions, a case may be filed with the Labour Court on behalf of the affected workers. Additionally, the DoL continues to conduct training for workers on complaints and remedial issues under the Standard Operating Procedures (SOP) for addressing unfair labour practices and anti-union discrimination.

### ***3.2.3 Continue to sensitize managers/ employers, security staff on how they can support the investigations***

The Department of Labour (DoL) provides training to factory security staff and managers/employers through its Industrial Relations Institutes (IRIs) and Labour Welfare Centres (LWCs), covering essential information on complaint management and investigations. The number of training programmes conducted by the IRIs and LWCs is detailed in Actions 4.2 and 3.1.1. The Industrial Police continues to engage with employers and factory management to sensitize security personnel on violence prevention and support investigations in cases of alleged violence and harassment. Data on these efforts can be found in Section 3.1.4.

### ***3.2.4 Continue to provide regular training and clear instructions (including monitoring of instructions) for all personnel handling cases of alleged acts of violence and harassment against workers, including in cases of protests***

The relevant ministries, including the Ministry of Labour and Employment, the Ministry of Home Affairs, and the Ministry of Law, Justice and Parliamentary Affairs, oversee the activities of subordinate agencies in handling cases, including those involving alleged acts of violence and harassment against workers. The judiciary, prosecutorial services, and law enforcement agencies (LEAs) receive regular training to improve their capacity to efficiently manage these cases and complaints.

Moreover, the Department of Labour, in collaboration with the International Labour Organization (ILO), organized a three-day workshop on Understanding Gender-Based Violence in the World of Work from 10-12 October 2025. The three-day workshop successfully strengthened the knowledge and sensitivity of DoL officials on gender-based violence and harassment in the world of work. It marked a significant step toward building institutional commitment to gender equality, workplace dignity, and the principles of Decent Work. In the BLA, any kind of violence and harassment at workplaces has been prohibited, which symbolizes the Bangladesh government's positive response to this end.

### ***3.2.5 Rapid and thorough investigation of alleged cases of violence and harassment of the police against workers, including in cases of legal protests***

Complaints related to anti-union discrimination are addressed according to a Standard Operating Procedure (SOP) with a specified time frame. The Ministry of Home Affairs provides training to the industrial police and relevant Law Enforcement Agencies (LEAs) to raise awareness of issues related to violence and harassment against workers, ensuring thorough investigations, including those arising from legal protests.

A CFA Case Monitoring Committee, established on 23 January 2023, identifies long-pending cases to expedite the provision of remedies. To date, the Committee has held five meetings. Additionally, the Ministry of Law, Justice and Parliamentary Affairs actively facilitates the expeditious resolution of pending cases.

***Action 3.3 Ensure timely and dissuasive sanctions/convictions and related information***

***3.3.1 Review for possible upward revision of fines for employers for anti-union discrimination and unfair labour practices in the BLA***

The Government of Bangladesh prioritizes implementing dissuasive measures against anti-union discrimination and unfair labour practices. Following extensive discussions within the Tripartite Consultative Council (TCC), the fine for anti-union discrimination and ULPs has been increased.

***3.3.2 Compile and regularly update statistics on complaints received and of alleged incidents of violence and harassment, their follow-up including remedies for victims and sanctions/convictions imposed***

All complaints regarding anti-union discrimination and unfair labour practices are addressed within the timeframe specified in the Standard Operating Procedure (SOP). From January 2020 to 31 March 2026, a total of 135 complaints were submitted to the Department of Labour (DoL). Of these, 118 have been resolved: 116 were amicably settled, and 2 cases were filed in Labour Courts. Investigations are ongoing for the remaining 05 complaints. A comprehensive record of proceedings related to these cases is maintained in a publicly accessible database managed by the DoL, available at <http://103.48.18.197/en/antiunion>.

***Action 3.4 Promoting Social Dialogue***

***3.4.1 Developing institutional mechanism and capacity building for national and sectoral Tripartite Consultative Councils (TCCs)***

The self-assessments for the National Tripartite Consultative Council (NTCC) and the Ready-Made Garment Tripartite Consultative Council (RMG-TCC) has generated a report titled “Assessment of the Effectiveness and Inclusiveness of the National Tripartite Consultative Council (NTCC)”, along with recommendations and an “Action Plan to Enhance the Effectiveness and Inclusiveness of the National TCC.” The ILO Country Office is set to mobilize technical assistance to support the implementation of this Action Plan. On 8 October 2025, a high level tripartite conference was organized to leverage social dialogue for inclusive and sustainable labour reforms in Bangladesh. The event was organized jointly with International Labour Organization (ILO).

Through the 2026 amendments of BLA, the scope for social dialogue expanded by allowing national-level confederations. To enhance the collective bargaining, harmonious industrial relations between parties, and building a robust social dialogue system, a provision to form a National Social Dialogue Forum has been made in the amendment of BLA. Operationalizing and synergizing the new Forum with the existing NTCC and other relevant tripartite institutions is a key priority for the MoLE.

### ***3.4.3 Develop and implement a roadmap on social partners' awareness and capacity building for social dialogue and collective bargaining at all levels, including sectoral and national levels***

A tripartite consultations and technical workshop was organized on 20 April 2026 to develop a draft framework for the NSDF, which will clarify its mandate, scope, structure, and relationship with existing bodies such as the National Tripartite Consultative Council (NTCC). The framework will draw on recommendations from the Social Dialogue Conference and findings from the Tripartite Social Dialogue Institutions (TSDI) assessment. Finalizing the framework, followed by a validation workshop and the formal establishment of the NSDF through a government gazette.

### ***Action 4 Increase the success rate of application for registration (paper & online)***

#### ***Action 4.1 Explore and implement ways of further simplifying the registration process through tripartite consultations***

##### ***4.1.1 Overhaul the existing online Registration System***

The digitization of the trade union registration process through my Gov platform was introduced in October 2021. It provided trade union registration facilities to be more inclusive, transparent, and efficient. Steps have been taken to make it more users friendly. Moreover, following the recommendations of dialogues between Trade Unions and independent assessment on TU registration and practices, development of dedicated software, TU-RMS (Trade Union Registration Management System), for simple, transparent and rapid trade union registration service has been initiated. TURMS has been designed to address previous challenges by enabling online submission of applications, digital verification of documents, automated workflow management, and real-time tracking of application status. Currently, the system (<https://tu.dol.gov.bd/>) is in a trial run phase within the Department of Labour to test its functionality and operational effectiveness. During this period, DoL officials are reviewing the system's performance and identifying areas for further improvement. To ensure that the platform is practical, user-friendly, and responsive to the needs of stakeholders, the Department of Labour is also planning to consult with employers' and workers' organizations. Their feedback and practical suggestions will be incorporated to further improve the system. Upon completion of the trial phase and stakeholder consultations, the TURMS platform will be finalized and fully operational, contributing to a more transparent and efficient trade union registration process in Bangladesh.

From October 2021 to 31 March 2026, a total of 2697 applications were processed. Among these, 1389 applications were registered as trade unions, 418 applications were rejected, and 875 applications were disposed of according to Section 182(2) of the Bangladesh Labour Act, 2006.

##### ***4.1.2 Establish a pre-application service at the Department of Labour (DOL)***

The pre-application service desk, established in January 2021 at the Registrar of Trade Unions (RTU) under the Department of Labour (DoL), provides technical support to applicants using the online registration portal. From January 2021 to 31 March 2026, it assisted 3550 applicants, ensuring a more transparent and user-friendly registration process.

##### ***4.1.3 Continuing with the provision for offline registration system***

The offline registration system remains operational alongside the online system. The Department of Labour (DoL) promotes online registration through awareness activities and support, resulting in an increase in trade union registrations from 60% in 2013 to 77.47% by

31 March 2026. As of 31 March 2026, 10,223 trade unions have been registered, representing approximately 3.438 million members. In the Ready-Made Garment (RMG) sector, the number of trade unions has grown from 132 in January 2013 to 1580 by 31 March 2026.

#### ***Action 4.2 Training workers and employers on Trade Union Registration Process***

Training on the trade union registration process is regularly conducted by the Department of Labour (DoL) through its Industrial Relations Institutes (IRIs) and Labour Welfare Centers (LWCs). From July 2020 to 31 March 2026, the DoL has trained 60,217 individuals, including workers, employers, and government officials. Additionally, DoL registrars and officers from divisional and regional offices participate in regular in-house training programmes, which focus on efficient registration practices for both offline and online platforms. Moreover, a tripartite Knowledge and Information Sharing Workshop on the Latest Changes in the TU Registration Process and a Collaborative Action Plan for the Way Forward was successfully held on 08 December 2025 with the participation of employers' and workers' representatives, in collaboration with the International Labour Organization (ILO). The workshop was organized in the context of the gazette notification of the Bangladesh Labour (Amended) Ordinance, 2025, issued on 17 November 2025, with the objective of ensuring a common understanding of the recent legal amendments, particularly those related to Trade Union (TU) registration procedure.

#### ***Action 4.3 Publicly accessible online database on registration to be made fully operational and regularly updated***

The publicly accessible online database (<http://103.48.18.197/en>) for trade union registration has been operational since September 2021. Designated officials from the Department of Labour (DoL) are responsible for regularly updating the database, with training provided to ensure efficient management. Statistics on trade union applications- granted, filed (because no action can be taken for being non-responsive), and rejected- are consistently updated. The database will be fully integrated with the dedicated DoL's TU-RMS software for online trade union registration, currently under development, ensuring real-time synchronization and data consistency between internal administrative processes and public information access.

#### ***Action 5 Eliminate the backlog of cases at labour courts, including in the Dhaka Metropolitan Area*** ***5.1 Take steps to make the three newly established Labour Courts fully functional***

The three labour courts established in 2019 in Sylhet, Barishal and Rangpur have been made fully functional. Judges have been appointed, and representatives from both employers' and workers' groups have been nominated.

***5.2 Establishment of new labour courts in Narayanganj, Gazipur, Cumilla and Faridpur districts*** New labour courts have been established in Narayanganj, Gazipur, and Cumilla which are now fully operational. Although the proposed Labour Court in Faridpur was deemed unviable, a new Labour Court in Mymensingh is under development, despite not being part of the original NAP.

#### ***5.3 Deployment of one Additional Judge (Member) to the Labour Appellate Tribunal***

On 31 August 2022, the Ministry of Public Administration approved the creation of an additional Judge (Member) position for the Labour Appellate Tribunal, along with the required support staff. The latest proposal for deploying the new Judge and recruiting three support staff was sent to the Cabinet Division on 03 March 2025. It is expected that the proposal will be approved soon by the Committee of Secretaries for Administrative Reform.

#### ***5.4 Establish pilot processes to classify cases in consultation with the Judges of the Labour Courts with a view to addressing case backlogs***

The ILO has launched the "Advancing Decent Work in Bangladesh" project, which focuses on improving the efficiency of judicial bodies in handling cases. This includes the development of an Online Case Management System and capacity-building initiatives for courts through additional training. A prototype version of online case management system in one or two labour courts will be introduced by December 2025. Also, to enhance court facilities, the Ministry of Labour and Employment (MoLE) has moved the Labour Courts from temporary spaces to permanent locations. This effort has significantly upgraded the court facilities. A training course on "Labour Justice Sources" for the Judges of the Labour Courts was organised from 10-14 August 2025. The event was organized jointly with International Labour Organization (ILO as part of a broader technical collaboration effort under the judicial training framework involving the Judicial Administration Training Institute (JATI)).

#### ***5.5 Independent conciliation and arbitration system as a means of Alternative Dispute Resolution (ADR)***

##### ***5.5.1 Establish a Conciliation and Arbitration Cell at DOL to provide secretariat service and monitor individual cases as need be***

The Department of Labour (DoL) established a three-member Conciliation and Arbitration Cell on 29 September 2021 to provide secretariat services to both conciliators and the arbitration panel. The Bangladesh Labour Act (BLA) provides for the establishment of an independent authority for the implementation of Alternative Dispute Resolution (ADR) mechanisms. At present, the Government is engaged in tripartite consultations for the formulation of the relevant rules. Upon finalization of these rules, all conciliation and arbitration processes will be conducted under the auspices of the designated ADR authority. From 2013 to 31 March 2026, the DoL received 116 conciliation applications. Of these, 108 disputes were successfully resolved, 5 were ceased and 3 applications remain under consideration.

##### ***5.5.2 Develop an SOP for conciliation system through tripartite consultations***

Following multiple tripartite consultation meetings and workshops held between 2021 and 2023 with ILO support, the Standard Operating Procedure (SOP) for Conciliation was finalized by the National Tripartite Consultative Council (NTCC) on 2 February 2023. The Ministry of Labour and Employment (MoLE) has notified the SOP on 16 July 2023. Industrial disputes are now being settled by conciliators in accordance with the timeframes and procedures outlined in the SOP.

##### ***5.5.3 Appointment of conciliators through gazette notification***

On 10 March 2022, the MOLE, through a gazette notification, assigned 15 conciliators with a view to settling industrial disputes.

##### ***5.5.4 Develop an SOP for arbitration system through tripartite consultations***

The Department of Labour has signed an implementation agreement with the ILO, which includes technical assistance in developing the Standard Operating Procedure (SOP). The draft SOP was shared with the ILO, and their technical feedback was incorporated to enhance and finalize the document. ILO MoLE has planned a workshop aims to advance the review of the Standard Operating Procedures (SOPs) for Arbitration which is expected to be finalized by May 2026. The draft SOP will soon be placed in the Tripartite Consultative Council (TCC).

#### ***5.5.5 Establish an arbitrators' panel***

The “Guideline for Arbitrators in Industrial Dispute Settlement” was developed by the Department of Labour (DoL) in consultation with its field offices. The draft was shared with the ILO Country Office in Dhaka for feedback. The Ministry of Labour and Employment is currently reviewing the ILO’s comments and technical inputs. ILO-MoLE has planned a workshop aims to advance the review of the Guideline for the appointment of arbitrators, which is expected to be finalized by May 2026. Following approval, steps will be taken to appoint the panel of arbitrators.

#### ***5.5.6 Promote conciliation and arbitration system as ADR***

The Labour Wing of the Ministry of Labour and Employment (MoLE), in collaboration with the International Labour Organization (ILO), has planned to organize workshop on developing a framework for Alternative Dispute Resolution (ADR) Authority. The objective of this workshop is to streamline the ADR mechanism in alignment with the provisions of the BLA. The workshop is intended to facilitate discussions among relevant stakeholders to develop a roadmap for establishing ADR Authority by June 2026.

#### ***5.5.7 Provide information sessions on the conciliation and arbitration system to workers, employers and DOL officials***

In September 2025, the Certification Course on Conciliation and Mediation of Labour Disputes Organized jointly by the International Labour Organization (ILO) and the Ministry of Labour and Employment (MoLE), the training aimed to promote fair, efficient, and participatory dispute resolution practices, thereby contributing to harmonious industrial relations and decent work in Bangladesh.

### ***Action 6: Set up an efficient system to follow-up complaints received through helpline***

#### ***6.1 Continuation of the helpline (16357) under revenue budget of DIFE***

The helpline, established in June 2020, remains operational, receiving ongoing complaints. Recently, the helpline was revamped to ensure its effectiveness. A team of six Labour Inspectors manages this service. From July 2024 to June 2025, the helpline received 5,214 complaints. From July 2025 to March 2026, the helpline received 3,281 complaints. Currently, 1,520 complaints are awaiting necessary actions within a reasonable time frame. The Department of Inspection for Factories and Establishments (DIFE) has been focusing on improving the remedy rate while ensuring the quality of redressals, which may require additional time.

#### ***6.2 Establishment of a complaint management cell to follow up the cases directly by the labour inspectors***

A Monitoring and Evaluation Unit was established at the Department of Inspection for Factories and Establishments (DIFE) in September 2022, consisting of three Labour Inspectors and two additional officials to monitor complaint resolution progress.

#### ***6.3 Develop a database of the complaints covering relevant information***

A comprehensive database for tracking complaints received via the helpline was established in December 2021, integrating information from both online and offline sources. From July 2024 to June 2025, a total of 6,569 complaints were received. From July 2025 to March 2026 a total of 5,724 complaints were received through the online website, helpline, emails and offline methods. A total of 3,054 complaints have been resolved, while the remaining are currently being processed.

#### ***6.4 Organise regular training programme for all service personnel/officials receiving complaints via the helpline on SOP on grievance handling***

Regular training sessions, including international opportunities, are organized for inspectors handling complaints. A three-day workshop on “Data Management System and Helpline” was held from March 5 to 7, 2024, with 23 participants. In the 2024-25 fiscal year, two additional trainings were conducted for 70 inspectors, focusing on the helpline and data management system to enhance their ability to follow up on cases directly.

#### ***6.5 Establishment of the Helpline for all workers in EPZs***

On March 28, 2021, BEPZA has launched BEPZA Helpline 16128 with a view to ensuring labour rights and strengthening the existing grievance redressed system as well as ensuring prompt services for the workers in the eight EPZs under BEPZA. The helpline provides 24/7 hours services to the workers and employees in EPZs. The calls, so far received through helpline, relate to arrears of wages, provident fund, earned leave encashment, leave & holiday and information regarding plots, investments, etc.

As of March 2026, total 17,754 calls have been received since the helpline was launched of which 17,661 have been resolved and rest 93 are in resolving process.

#### ***Action 7 Provide for new labour inspectors and ensure full functionality of labour inspectorate***

##### ***7.1 Filling vacant posts of Labour Inspectors by recruitment and promotion***

Since the submission of the NAP, 159 labour inspectors have been recruited, and 22 staff members have been promoted to the position of Labour Inspector. The total approved posts for inspectors have increased from 575 to 724. Currently, 425 inspectors are actively working, up from 314 at the outset of the NAP.

From 2023 to 2025, 44 Assistant Inspector General (AIG) were promoted to Deputy Inspector General (DIG) and 6 Deputy Inspectors General (DIG) were promoted to Joint Inspector General (JIG). In 2025, 15 Labour Inspector (Safety) were promoted to Assistant Inspector General (Safety). In 2026, 17 Labour Inspector (Health) have been promoted to Assistant Inspector General (Health).

Additionally a requisition for 122 inspectors was submitted to the BPSC for recruitment through the 44th Bangladesh Civil Service (BCS) non-cadre in 2025. The BPSC has recommended for the recruitment of 122 inspectors in 19<sup>th</sup> February 2026.

##### ***7.2 Creation of new posts and recruitment of Labour Inspectors***

Since the submission of the NAP, 8 new Deputy Inspector General (DIG) offices have been established, along with the creation of 136 labour inspector posts and 13 new labour inspector positions at the National Occupational Health and Safety Training and Research Institute (NOHSTRI). Consequently, the sanctioned manpower of the Department of Inspection for Factories and Establishments (DIFE) has increased to 1,129, including 724 inspector positions. Additionally, the newly established field offices of DIFE in eight districts are now operational.

### ***7.3 Full application of Labour Inspection Management Application (LIMA) digitalized labour inspection system in 23 DIFE offices***

The Labour Inspection Management Application (LIMA) system, implemented with support from the ILO and GIZ, is now operational in the district offices of the Department of Inspection for Factories and Establishments (DIFE). It is a platform to digitalize the collection, storage, and analysis of labour inspection data with the aim of better monitoring and transparency in labour inspection administration for inspection. Layout plan approval, license issue and renewal, occupational health and safety-related reporting from the factories, workers' grievance management etc. have also been made available online in LIMA platform.

Between July 2025 and March 2026, a total of 1,411 accident notices (Form 27 of BLR) have been submitted through LIMA. For example, in the Fiscal Year 2024-25 (from July 2024 to June 2025), a total of 43,265 inspections were conducted, 8,697 new licenses were issued, and 30,783 licenses were renewed. Additionally, 2,445 layout plans were approved through the LIMA system. From July 2025 to March 2026, a total of 29,228 inspections were conducted, 6,620 new licenses were issued, and 31,862 licenses were renewed. Additionally, 2,363 layout plans were approved through the LIMA system.

### ***7.4 Developing competencies of Labour Inspection staff through regular trainings and capacity building measures and creating more senior positions***

To enhance the competencies of labour inspectors, regular training programmes are being conducted. For the FY 2024-25 (July, 2024 to June, 2025), a total of 1,002 officials had already been trained in 31 training programmes and 185 officials have attended in 04 workshops (one inspector attended two or more training counted separately). From July 2025 to March 2026, a total of 502 officials have already been trained in 16 training programmes and 354 officials have attended in 12 workshops (one inspector attended two or more training counted separately).

- One official of DIFE participated in a 12 days training program in Malaysia in October, 2024 on occupational safety and health management for Asian countries.
- Two officials from DIFE completed 12 days training in Turin, Italy in November, 2024 on employment injury schemes and the prevention of occupational accidents and diseases.
- Two officials from DIFE completed 12 days training in Turin, Italy in December, 2024 on gender audit certification.
- Eight officials from DIFE completed five days training in Denmark in June, 2025 on occupational safety and health.
- Two officials of DIFE completed 5 days training in Turin, Italy in July, 2025 on elimination of child labour; and two inspectors completed the training on Responsive Project Management in Denmark in December 2025.

### ***7.5 Promote an effective sector-specific labour inspection approach***

In October 2024, nine priority sectors were identified, including readymade garments, tanneries, chemicals, plastics, rubber, jute, textiles, engineering workshops, automobiles, rice mills, brick fields, and cement industries, based on safety concerns, accident rates, and other relevant factors. The district offices of DIFE developed an annual Strategic Inspection Plan targeting 5 to 8 of these sectors. To enhance inspection efficiency, an internal tracking system was established to connect all DIFE offices for effective data compilation.

From July 2024 to June 2025, a total of 28,995 inspections were conducted in accordance with the annual sector-specific Labor Inspection Plan. From July 2025 to March 2026, a total of 14,173 inspections have been conducted. Additionally, one Legal Officer was recruited on December 28, 2023, to strengthen DIFE's legal unit, ensuring dissuasive penalties and follow-up on labour law violations.

#### **7.6 Formulating DIFE inspection modalities for EPZs**

In response to the Committee's recommendations, the Bangladesh EPZ Labour Rules, 2022 were published via gazette notification on 4 October 2022 (S.R.O No.-295-Law/2022), significantly streamlining the inspection process. Under the Rule 290, DIFE inspectors can now conduct both announced and unannounced inspections with only "intimation" to BEPZA, instead of prior approval. Notable inspection activities include:

As of March 2026, DIFE has inspected 349 factories, out of these inspections 86 were announced, and 265 were unannounced. The IG, DIFE has inspected in six instances.

**Inspection findings** indicated general compliance, with recommendations for:

- Improving service book management;
- Maintaining first aid boxes properly;
- Updating safety committee register regularly, etc.

The aforementioned issues were duly addressed and resolved through official notices and meetings. Subsequent inspections confirmed satisfactory rectification, and therefore, no fines, penalties, or legal actions were required under the applicable law.

Additionally, during January-March 2026, BEPZA inspectors conducted 1,543 inspections across eight EPZs with overall compliance deemed satisfactory.

The inspection checklist used in EPZs was developed collaboratively with DIFE and is publicly available:

- EPZ Factory Inspection Checklist (PDF): <https://bepza.gov.bd/public/storage/upload/content-file/251013065427-7931EPZ%20Factory%20Inspection%20Checklist.pdf>
- BEPZA Portal- Labour Issues: <https://bepza.gov.bd/acts-policies>
- DIFE Official Page (Link-3: <https://dife.portal.gov.bd/site/page/d60953be-00d2-4325-9637-f81d5a35f6e3>).

Noteworthy, DIFE inspectors can carry out tests, examinations, or inquiries beyond the checklist if deemed necessary to ensure compliance with legal provisions.

#### **7.7 Incorporating the Standard Operating Procedure (SOP) on Labour complaints and investigation in the BLA**

The required provision was incorporated in the last amendment of BLA, 2006 in April 2026.

**Action 8: Ensure proper work for the Remediation Coordination Cell (RCC) and transition to Industrial Safety Unit (ISU)/Ensuring close cooperation of the RCC/ISU with the RMG Sustainability Council (RSC)**

### ***8.1 Remediation of factories under the national initiative for fire, electrical and structural safety***

#### ***8.1.1 Complete development of a business plan outlining three categories of factories including timelines for remediation***

The planning process was completed on 10 February 2021 by Remediation Coordination Cell (RCC), DIFE. Below are the category-wise factories under this initiative:

Category-1: Remediation of factories easily possible by factories owner considering their technical capacity- 173 Factories  
Category-2: Remediation of factories possible- 346 factories  
Category-3: Remediation of factories challenging- 1030 factories

#### ***8.1.2 Implement the business plan on remediation of factories***

The business plan includes motivational seminars, design approvals, follow-ups, technical discussions with consulting firms, and an escalation process. In September 2023, the Industrial Safety Unit has completed visit to 173 factories of category 1 to make interim and final decisions regarding their status. In category 1, the number of factories currently in operation is 118. 45 factories have either closed or relocated to new locations and 10 factories have been shifted to category 2 and 3. As of now DIFE has issued 76 initial Corrective Action Plan (CAP) completion certificates and cancellation letters for Utilization of Declaration (UD) to a total of 56 factories.

#### ***8.1.3 Continue to work on remediation of factories under category 2 and 3, including with support from relevant international development partners***

Support from ILO under the project RMGP-phase II, to work on remediation under category 2 and 3 was over in May 2023. Currently the "Advancing Decent Work in Bangladesh" project entails establishing an Industrial Safety Framework, expanding the Industrial Safety Unit to priority sectors, and ensuring fire and chemical safety in logistics and storage. In Category 2 and 3 there are 274 factories.

As of March 2026, Industrial Safety Unit has conducted visits to 109 factories of category 2 and 3. Overall, 1,157 out of 1,549 factories have been closed or relocated across all categories.

### ***8.2 Enhancing quality control and transparency of the RCC***

#### ***8.2.1 Develop a quality assessment mechanism for remediation being monitored by RCC and apply it.***

In 2022, the ILO completed the risk ranking of all National Initiative (NI) factories. Based on this ranking, the factories were categorized for the process of Utilization of Declaration (UD) cancellation and the escalation protocol.

#### ***8.2.2 Ensure full application of Remediation Tracking Module (RTM)***

The Remediation Tracking Module (RTM) has been updated with ILO's technical support. Assessment reports and Corrective Action Plans (CAP) for 666 National Initiative (NI) factories have been uploaded. Under the "Advancing Decent Work in Bangladesh" project, further revised reports will be added to the RTM with continued ILO support.

### ***8.3 Establishing a transition plan to graduate RCC to ISU***

#### ***8.3.1 RCC to handover the remediation work to DIFE Safety Unit***

This action was completed in December 2021. Upon the completion of the RMGP Phase I project, the Remediation Coordination Cell (RCC) handed over the remediation work to the DIFE Safety Unit in December 2021.

#### ***8.3.2 Post Creation and Deployment of Labour Inspectors for the ISU***

The Government of Bangladesh has established a dedicated Industrial Safety Unit (ISU). Currently, nine engineers from the Department of Inspection for Factories and Establishments (DIFE) are assigned to the ISU.

#### ***8.3.3 Upon establishment of ISU, DIFE Safety Unit to handover responsibility to ISU***

It is completed. Please refer to Action 8.3.2.

#### ***8.3.4 Capacity building and training of DIFE's existing Engineers on building safety (fire, structure, electrical, chemical, boilers etc.)***

The DIFE Safety Unit, consisting of 24 engineers, completed capacity-building training in two phases: the first phase ended on 28 November 2021, and the second in June 2022, involving 23 engineers. These engineers have received specialized master training on structural, fire, and electrical safety with ILO support.

DIFE has eight OSH team comprising Machinery Safety, Accident Prevention, Chemical Safety, Construction Safety, Ergonomics, Boiler and Pressure Vessel, Labour friendly Dialogue, Cranes and other lifting equipment's. Each team has completed ToT training and provides training to DIFE inspectors and stakeholder through the National Institute for Occupational Safety and Health Training and Research (NOSHTRI).

### ***8.4 Development of a framework for coordination with RMG Sustainability Council***

A Government Coordination Council (GCC) has been established under the Ministry of Commerce, chaired by the Additional Secretary (Export). The GCC includes representatives from MoLE, Ministry of Foreign Affairs, Ministry of Jute & Textile, Ministry of Industries, BEPZA, and BEZA.

A coordination framework between DIFE and the Ready-Made Garment Sustainability Council (RSC) was approved by the Ministry of Commerce on 20 October 2022. As of July 2025, the GCC has convened nine meetings to enhance coordination. Six bilateral meetings between DIFE and RSC have been held to address remediation in factories and report is being shared by RSC with DIFE on regular basis regarding safety issues.

### ***Action 9 Ratify ILO Convention on minimum age and Forced Labour Protocol 9.1 Ratify Protocol of 2014 to ILO Convention on forced labour (P29)***

Bangladesh ratified the Protocol of ILO Convention 29 on 20 January 2022, which officially entered into force on 20 January 2023.

#### ***9.2 Ratify ILO Convention 138 on minimum age (C138)***

Bangladesh ratified the ILO Minimum Age Convention 138 on 22 March 2022, setting the minimum age for employment at 14. This ratification marks the achievement of a significant milestone, as Bangladesh has now ratified all eight ILO Fundamental Conventions.