



National Plan of Action on Occupational Safety and Health 2021–2030

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





National Plan of Action
on
Occupational Safety and Health
2021–2030

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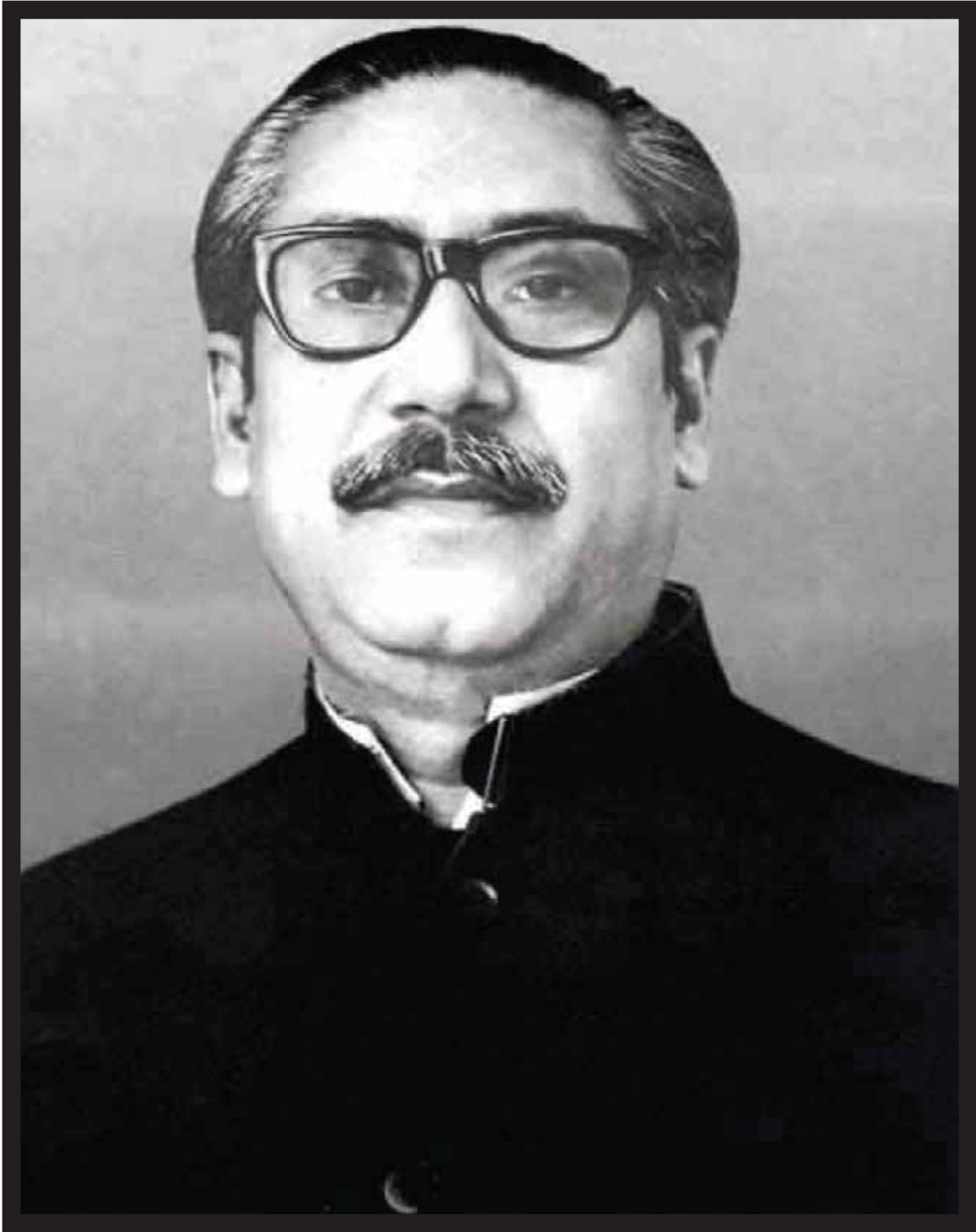
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Father of the Nation Bangabandhu Sheikh Mujibur Rahman



Prime Minister, Government of the People's Republic of Bangladesh



Begum Monnujan Sufian, MP
State Minister
Ministry of Labour & Employment
Government of the People's
Republic of Bangladesh.

Message

It's my pleasure to know that the Department of Inspection for Factories and Establishments (DIFE) under the Ministry of Labour and Employment is going to publish the National Plan of Action on Occupational Safety and Health 2021-2030.

The Government of the Bangladesh recognises that occupational safety and health is a very important component that contributes to a more Safety and productive society through collective initiative by workers, employers and other stakeholders.

In the endeavour to transform Bangladesh into a developed nation, it is necessary to ensure a safe, healthy, conducive and productive environment for employers and workers. The National Plan of Action on Occupational Safety and Health is a document explaining the future direction of the country's occupational safety and health (OSH).

Occupational safety and health is an important element in ensuring a safe and healthy workplace. This will assist employers in increasing productivity. Being mindful of the matter, the Ministry of Labour and Employment, through the role played by the DIFE has taken proactive measures to develop the Occupational Safety and Health Action Plan as the basis and direction for the development of OSH activities in the country as well as to ensure a safe, healthy and appurtenant work environment is created by 2030.

Its development is consistent with the direction of the government wherein every strategy formulated is aimed at supporting the foundation to build a high-income developed nation and to transform the nation to achieve Sustainable Development Goal (SDG).

Government, in consultation with social partners and stakeholders has prepared this National Plan of Action on Occupational Safety and Health to ensure continual improvement of the working conditions of our working people. Through this Programme. Honourable Prime Minister Sheikh Hasina's Government in collaboration with the social partners is committed to ensure sound policy and legislation and enforcement capacity. I hope all stakeholders will give their full commitment and support to ensure that the task of upholding OSH in Bangladesh workplaces is carried out.

Begum Monnujan Sufian, MP



Md. Ehsan-E-Elahi
Secretary
Ministry of Labour & Employment
Government of the People's
Republic of Bangladesh.

Message

In this year of the birth centenary of the Father of the Nation Bangabandhu Sheikh Mujibur Rahman, and while celebrating golden jubilee of our independence, I am delighted that the Department of Inspection for Factories and Establishment (DIFE) has taken an initiative to publish the National Plan of Action Occupational Safety and Health 2021-2030. In addition to I would like to extend profound congratulations to the Department of Inspection for Factories and Establishment (DIFE) for supporting in producing the National Plan of Action on Occupational Safety and Health 2021-2030.

The Ministry of Labour and Employment (MoLE) and the Department of Inspection for Factories and Establishments (DIFE) have fulfilled its responsibility to Prepare Action Plan on Occupational Safety and Health. As part of the Governments on-going endeavors for the country to chive developed nation statues through the application of a Safety culture by 2030. In this action plan, several objectives have been identified for immediate implementation and long term for contributing to the sustainable development.

I hope that this action plan on Occupational Safety and Health (OSH) Will be able to significantly improve occupational Safety and Health culture to ensure safety of the employers and workers in this country. It is imperative that all stakeholders continue to mobilise their energy and efforts in order that OSH Becomes a Contributor to the endeavour of realising the inspiration of the country to flourish into a high-income developed nation by 2041.

I strongly believe that in the light of the National Plan of Action on OSH 2021-2030, DIFE will work hard to achieve the dream of the Father of the Nation Bangabandhu Sheikh Mujibur Rahman to build 'Sonar Bangla'. Let us all work together to ensure that the 2021-2030 Action Plan on Occupational Safety and Health Achieves its set vision and mission.

Again, the Ministry of Labour and Employment would like to express its gratitude to the Employers, trade union leaders, development partners and stakeholders for their active participation and contribution in the entire process of developing this OSH Action Plan. Special thanks also go to the International Labour Organization (ILO) for providing technical support to prepare the National Plan of Action on OSH.

Md. Ehsan-E-Elahi



Inspector General
(Additional Secretary)
Department of Inspection
for Factories and Establishments

Message

The development of the National Plan of Action on Occupational Safety and Health is a commitment of Bangladesh Government. It was endorsed by the National Council for Industrial Health and Safety on 14 September 2021. It was a highly participatory process involving consultations with the social partners and development partners. The Department of Inspection for Factories and Establishments (DIFE) is going to publish the National Plan of Action on Occupational Safety and Health 2021-2030. I am delighted that the DIFE has come a long way in establishing a decent workplace in Bangladesh.

This National Plan of Action is expected to contribute to build Safety culture in the workplaces. In long term perspectives it will help to reduced rate of occupational accidents and diseases. Now, it is our responsibilities and role to execute National Plan of Action in efficiently and effectively.

To move forward, we need to work together with workers, employers and other stakeholders to navigate a more challenging area. Occupational Safety and Health (OSH) legislative framework inspired the Department of Inspection for Factories and Establishments to take the necessary measures to promote a decent working environment that is both instrumental and capable of stimulating national productivity.

I believe this National Plan of Action on OSH will provide clearer and more comprehensive guidance to all stakeholders to enable them for contributing to achieve the goal.

In conclusion, I seek cooperation from all relevant ministries, development partners and stakeholders for providing support to ensure the success of OSH Action Plan.

Md. Nasir Uddin Ahmed



Message from International Labour Organization (ILO) for National Plan of Action on Occupational Safety and Health

Bangladesh is currently building back from the COVID-19 crisis. The government, in partnership with employers' and workers' organizations and development partners, is working to overcome the challenges posed by the pandemic.

During this unprecedented time, the Ministry of Labour and Employment (MoLE) and Department of Inspection for Factories and Establishment (DIFE) have prioritised occupational safety and health (OSH) and developed the first-ever National Plan of Action on OSH (2021-2030) for Bangladesh.

The ILO's Improving Working Conditions in the Ready-made Garment Sector programme funded by Canada, Netherlands and United Kingdom is proud to have collaborated in this initiative by providing technical support.

I congratulate DIFE and MoLE on publishing this milestone policy document which has laid out practical measures to ensure better working conditions for millions of Bangladeshis.

The National Plan of Action on OSH includes new strategies to improve the enforcement of workplace safety and health, adoption of relevant regulations and standards, and provision of necessary training and promotional activities on OSH in every industrial sector.

Bangladesh has already put in place an Occupational Safety and Health Policy (2013) which is currently being reviewed and updated. The national OSH Profile (2019) has also been adopted earlier this year. Together the Policy, Profile, and Plan of Action on OSH will enhance the OSH infrastructure and OSH management system in the country. This is an opportunity to raise awareness and stimulate dialogue on the importance of creating and investing in effective OSH systems so that a culture of workplace safety and health is recognized and practiced by the employers, workers and the general public.

The implementation of the National Plan of Action requires the support of everyone, including government, employers and workers organizations. In addition to solid political will, adequate resource allocation to the institutions responsible for promoting and monitoring occupational safety and health will be crucial. I firmly believe that the Government of Bangladesh will make necessary provisions for the effective implementation of this National Plan of Action.

I urge all stakeholders to support the government's efforts to promote OSH in all industries across the country. Let us join our hearts and hands to build back better by rejuvenating our efforts to achieve the 2030 sustainable goal of ensuring decent work for all.

Thank You

Mr. Tuomo Poutiainen
Country Director, ILO Country Office for Bangladesh
Date: October 2021

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ABBREVIATIONS

BIM	Bangladesh Institute of Management	LT	Long Term
BITAC	Bangladesh Industrial Technical Assistance Centre	MoLE	Ministry of Labour and Employment
BARD	Bangladesh Academy for Rural Development	MoI	Ministry of Industries
BIAM	Bangladesh Institute of Administration and Management	MT	Medium Term
BLA	Bangladesh Labour Act	NPA	National Plan of Action
BLR	Bangladesh Labour Rules	NOHSTRI	National Occupational Health and Safety Training and Research Institute
BPATC	Bangladesh Public Administration Training Centre	NSDA	National Skill Development Authority
CAP	Corrective Action Plan	OSH	Occupational Safety and Health
CBA	Collective Bargaining Agent	SC	Safety Committee
CMS	Complaint Management System	SDG	Sustainable Development Goal
DoL	Department of Labour	SOP	Standard Operating Procedure
EPZ	Export Processing Zone	SME	Small and Medium Enterprises
DIFE	Department of Inspection for Factories and Establishments	ST	Short Term
ILO	International Labour Organization	TNA	Training Need Assessment
LIMA	Labour Inspection Management Application	TVET	Technical and Vocational Education & Training
LGRD	Local Government and Rural Development	TTC	Technical Training Centre
		TICI	Training institute for chemical Industries
		UN	United Nation
		UGC	University Grant Commission
		WPC	Workers Participation Committee

National Plan of Action on Occupational Safety and Health

1 Introduction

The fostering and promotion of a preventative safety and health culture is a fundamental basis for improving OSH performance in the long term. A preventative safety and health culture is one in which the right to a safe and healthy working environment is respected at all levels. Health (Occupational Safety and Health) is the basic premise to promote well-being of both the employees and the employers at workplaces. It engenders removal, reduction, or replacement of causative factors from the job sites that affect humans both physically and mentally promoting decent safe and healthy working conditions, free from violence and harassment. The nation has a longstanding background on legislation aiming to ensure health and safety at workplaces. The laws and rules that are consolidated and codified into Bangladesh Labour Act, 2006, subsequently amended five times through promulgation of Bangladesh Labour (Amendment) Acts of 2008, 2009, 2010, 2013 and 2018 respectively, include – The Workmen’s Compensation act, 1923; The Boilers Act, 1923; The Mines Act, 1923; The Provident Funds Act, 1925; The Workmen’s Protection Act, 1934; The Fatal Accidents Act, 1955; Factories Act 1965; Shops and Establishments Act, 1965; Shops and Establishments Rules, 1970; Factories Rules 1979; The EPZ Worker’s Association and Industrial Relations Act, 2004; Bangladesh Labour Welfare Foundation Act, 2006; Bangladesh Labour Welfare Foundation Rules – 2006, The Children (Pledging of Labour) Act, 1933 and a few other pertinent laws. Bangladesh Labour Act, 2006 has been complemented by a sub law entitled Bangladesh Labour Rules, 2015. The government of Bangladesh is committed to promote Occupational Safety and Health at workplaces throughout the country. With this object in view the Ministry of Labour and Employment formulated the Occupational Safety and Health Policy, 2013 and National Occupational Safety and Health Profile, 2019. Clause 4(Ka)(9) of the Occupational Safety and Health Policy, 2013 assigns responsibility to the Government to ensure occupational safety and health through drafting a National Plan of Action based on collected information whereupon to implement the Policy. The initiative was reinforced further by National Occupational Safety and Health Profile, 2019. In order to sensitize occupational safety and health government has already taken up certain functional and structural interventions.

DIFE has been upgraded from a directorate to a department with enhanced capacity which is still being in the process of strengthening further.

A project to setup a platform for specialized training and research on this crucial area of industrial health and psychology namely National Occupational Safety and Health Training Research Institute (NOSHTRI) is fast in progress. Besides, in order to raise awareness an OSH Good Practice Award has been introduced which conjoins observance of the OSH Day.

The government is committed to improve quality of life of the people of the country which was envisioned by the father of the nation Bangabandhu Sheikh Mujibur Rahman. Securing safe, healthy and productive working environment at workplaces is one of the preconditions for it. The government has adopted the National Occupational Safety and Health (OSH) Profile 2019 which reflects the current OSH situation in the country. The Profile delineates that the country has a very good Policy, effective legal provisions, a fairly good inspection mechanism and digitalized system for inspection Labour Inspection Management Application (LIMA). The government is committed to improve the working condition of the workers and promote a culture of safety and health all across the country. To this end the country has been observing National OSH Day since 2016 and since 2018 in order to encourage employers the government has introduced OSH Good Practice Award. It is being envisaged to widen sectoral coverage further. The Profile also demonstrates assurance of interest of the development partners to support government in improving the OSH situation in the country. All these are strengths that need proper utilization to realise their maximum potential.

Yet, there are certain limitations that slow the pace of progress regarding OSH Legal stringencies seem to be insufficient to address non-compliance of the labour law. Suit filing and management also appear to be inadequate considering the number of existing courts and capacity of DIFE in handling the cases. Many government and private initiatives exist to work on OSH but coordination seems less than optimum. One of the vital weaknesses of the system is under-reporting or no reporting on accident, injury, and occupational disease that lead to a lack of relevant data. This situation needs to be immediately addressed.

The Ministry of Labour and Employment (MOLE) with the support of the International Labour Organization (ILO) have taken the initiative to draft the National Plan of Action for Occupational Safety and Health that aims at defining areas of interventions, related activities, required strategies, and assigning responsibilities with progress indicators and timelines, encompassing short term (2021-2023), medium term (2024-2026) and long term (2027-2030) targets for the accomplishments of the tasks. Expectedly, the progress indicators will help government to have a quantitative and qualitative appraisal of OSH situation in the country. The overall initiative will facilitate government in attaining SDG target 8 on decent work to ensure safety workplace by 2030.

2 Vision

All workplaces create, promote and ensure a safety and health culture in Bangladesh.

3 Mission

Proper Application of Law to Ensure Occupational Safety and Health at Workplaces.

- Raise Awareness of people about Occupational Safety and Health.
- Build Mutually Collaborative and Supportive Relationships Among all Stakeholders to Ensure Occupational Safety and Health at workplaces.
- Attaining International Standards in light of ILO Conventions/Declarations/recommendations/documents at workplaces with regard to occupational safety and health.

4 Objectives

1. Improve Quality of Activities by DIFE and Relevant Departments Regarding Occupational Safety and Health and Standardize such Activities.
2. Develop Effective Reporting of Occupational Accident, Injury and Disease and Creating Sex-disaggregated database thereof.
3. Reduce the rate of Occupational Accidents in all sectors.
4. Increase Activities aiming to develop Occupational Safety and Health in SMEs and informal Sectors.
5. Create a sound Knowledge-base through training, Education and research on OSH
6. Emphasize on more involvement of employers and workers in improving OSH situation at workplaces

5 Scope of Application

National Plan of Action OSH is to drive key national activities to achieve improvement in work Safety and Health. It is aimed at regulators, industry, trade unions, other organizations and governments that in turn influence work and workplaces across Bangladesh. The action plan is to cover the legal framework, improving institutional capacity, information management and dissemination and promotional activities for awareness raising, advocacy and safety culture. It is envisaged that the Programme will benefit all workplaces in infrastructure development in the formal and informal sector. The action plan has been designed to be sufficiently broad and high-level so that governments, industry, unions and other organisations can undertake activities that assist in meeting the desired outcomes. MoLE and DIFE as responsible ministry and department for regulating work Safety and Health will need to work collaboratively with other ministries and institutions to achieve the vision and outcomes of the action plan. Individual organisations and workplaces, professional associations and interest groups are encouraged to undertake supporting plan of action activities.

6 Interventions

The interventions have been incorporated in the National Plan of Action considering national legal obligations and international standards pertaining to Occupational Safety and Health with a view to guiding activities to achieve objectivity of the Plan.

6.1 Strengthen National OSH System

- 6.1.1 Review and revise OSH laws, rules and policies.
- 6.1.2 Strengthen tripartite consultation mechanism.
- 6.1.3 Ensure strengthening of individual institution/enterprise level OSH systems, addresses violence and harassment.
- 6.1.4 Establishment and functioning of OSH institute (NOHSTRI).
- 6.1.5 Promote inter-ministerial and inter-agency cooperation on OSH
- 6.1.6 Introduce employment injury insurance scheme
- 6.1.7 Promote international technical cooperation with different development partners, UN bodies, and academic institutions at home and abroad.
- 6.1.8 Strengthen central, divisional and district level coordination.
- 6.1.9 Strengthen DIFE's capacity.
- 6.1.10 Develop sector-specific National Standards on OSH.
- 6.1.11 Enhancing health service facilities regarding OSH.

6.2 Strengthen OSH Inspection Mechanism to Ensure Compliance

- 6.2.1 Develop inspection tools (SOP, Guidelines, Checklists) to oversee OSH compliance.
- 6.2.2 Enhance engagement of employers and employees in OSH committees and related activities.
- 6.2.3 Publish annual report of labour inspection.
- 6.2.4 Strengthen accident and disease investigation systems by labour inspectors.
- 6.2.5 Better use of data for a more strategic approach to inspection process
- 6.2.6 Check insurance compliance as prescribed by law.
- 6.2.7 Inspect that the legal provisions regarding disability, gender, adolescence, and prohibition of child labour/hazardous work are properly addressed.
- 6.2.8 Promote social dialogue on OSH at workplaces. 6.2.9 Organize sector-specific OSH campaign.
- 6.2.10 Create Industrial Safety Unit in DIFE.

6.3 Promote OSH Culture

- 6.3.1 Include OSH related topics in education system.
- 6.3.2 Build OSH awareness through mass communication and social media.
- 6.3.3 Promote OSH culture at workplaces.
- 6.3.4 Observe 'National OSH Day' throughout the country.
- 6.3.5 Encourage Good Practices on OSH through awards and incentives.

6.4 Promote OSH Activities by Employers and Workers

● **Employers:**

- 6.4.1 Improve OSH risk management system.
- 6.4.2 Orientate all employees on work related OSH hazard, risks and safety and health measures.
- 6.4.3 Establish functional Safety Committees to promote OSH awareness.
- 6.4.4 Maintain records of occupational accidents, injuries, and diseases and inform concerned authorities.
- 6.4.5 Design corrective action plan based on collected data.
- 6.4.6 Implement legal provisions regarding workers welfare.
- 6.4.7 Promote inclusive workplaces.

● **Workers & Workers Associations:**

- 6.4.8 Ensure collective bargaining/social dialogue regarding OSH issues at workplaces including EPZ and Economic zones.
- 6.4.9 Orientate all workers on legal rights and responsibilities regarding OSH.

6.5 Strengthen OSH Inspection Mechanism to Ensure Compliance

- 6.5.1 Design special programmes for hazardous/high-risk sectors.

6.6 Extend OSH Protection to SMEs and Informal Economy

- 6.6.1 Promote OSH coverage to Small and Medium Enterprises (SME) and informal economy workplaces through relevant authorities.

6.7 Strengthen Occupational Accident, Injury/Disease Reporting system

- 6.7.1 Review occupational diseases list.
- 6.7.2 Campaign on accident, injury and disease, violence and harassment reporting.
- 6.7.3 DIFE shall publish annual report on accident, injury, occupational disease, and violence and harassment, with sex-disaggregated data
- 6.7.4 Review and redesign DIFE reporting and investigation system.

6.8 Promote OSH Research, Education and Training

- 6.8.1 Government takes measures to conduct research through institute like NOHSRTI or by other government and non-government institutes.
- 6.8.2 Impart education on OSH through introduction of OSH topics in Secondary, Higher Secondary education, Technical education and Madrashes.
- 6.8.3 Develop OSH experts and personnel.
- 6.8.4 Impart OSH training through all government training institutes like BPATC, RPATC, NSDA, TTC, BIM, BITAC, BARD, BIAM, TICI, and Teacher's Training Center etc.

7 OSH NPA Matrix

7.1 Strengthen national OSH system

Activity	Time Frame (ST till the end of 2021-2023 MT till the end of 2024-2026 LT till the end of 2027-2030)	Strategy	Responsibility	Progress Indicator
6.1.1 Review and revise OSH laws, rules and policies	MT	Identify gaps in terms of laws, rules, orders etc. Initiate Inter-ministerial Consultation. Conduct stakeholder consultation. Draft the amendments. Follow Legislative process.	Lead: Ministry Labour and Employment Support: Ministry of Industry	1. Amendments of existing laws, rules, policies etc. and introduction of legislation(s) whenever deemed necessary. 2. Number of such amendments/legislations as mentioned above.
6.1.2 Strengthen tripartite consultation mechanism	ST	Co-opt members in National Industry, Health and Safety Council if deemed necessary. Formulate rules and procedures for the Council according to its constitutional imperatives.	Lead: Ministry of Labour and Employment, Support: DIFE Lead: Ministry of Labour and	1. Government circular/meeting minutes on revised rules and procedures for the Council. 2. Records of the National Industry, Health and Safety Council meetings held quarterly.

Activity	Time Frame (ST till the end of 2021-2023 MT till the end of 2024/2026 LT till the end of 2027/2030)	Strategy	Responsibility	Progress Indicator
		Conduct the National Industry, Health and Safety Council meeting monthly. Formulate sector specific guidelines to implement the OSH Policy. Ensure tripartite engagement in legal amendments etc.	Employment, Support: DIFE Lead: Ministry of Industry Lead: Ministry of Labour and Employment	3. Policies, laws, rules, guidelines are formulated through effective tripartite consultation (meeting minutes/circulars etc.)
6.1.3 Ensure strengthening of individual institution/enterprise level OSH system.	MT	Formulate individual enterprise level OSH guidelines. Obtain approval of the OSH guidelines from DIFE. Train the members of the safety committee by NOSHTRI or other relevant institutions.	Lead: Employers Support: DIFE	1. Number of approved enterprise-level OSH guidelines. 2. Number of trainings imparted and number of trainees (M & F) trained up.
	ST	Ensure completion of construction of infrastructure by 2021.	Lead: Ministry of Labour and Employment	1. Infrastructural supports for NOHSTRI is complete.

Activity	Time Frame (ST till the end of 2021-2023 MT till the end of 2024-2026 LT till the end of 2027-2030)	Strategy	Responsibility	Progress Indicator
6.1.4 Establishment and functioning of OSH institute (NOHSTRI)	MT	<p>Initiate preparatory work for the OSH Institute by OSH Unit of DIFE. Design the OSH training courses and curricula to be carried out in the OSH Institute. Arrange overseas study tours for sharing experience. Allocate resources from the government. Develop national and international partnerships</p> <p>Impart training on officials of the OSH Institute. Complete the recruitment for OSH Institute.</p>	Support: DIFE	<p>2. The OSH training course curricula by NOHSTRI are in place.</p> <p>3. Government Order (GO) is issued to operationalize NOHSTRI.</p> <p>4. Relevant official procedures up to budget allocation for NOHSTRI are done.</p> <p>5. National and International partnerships (MoU, Agreement etc.) are established.</p> <p>6. All ancillary supports are in place.</p> <p>8. OSH research reports carried out.</p>
	ST	<p>Operationalize OSH Institute</p> <p>Make laboratory functional.</p> <p>Develop a course calendar.</p>		

Activity	Time Frame (ST till the end of 2021-2023 MT till the end of 2024-2026 LT till the end of 2027-2030)	Strategy	Responsibility	Progress Indicator
		Obtain accreditation for courses from the authority concerned. Develop OSH research programmes. Develop online training platform		
	LT	Provide consultancy services to industry stakeholders. Disseminate knowledge and information. Initiate research on OSH issues.		9. Number of consultancy services provided. 10. Number of enterprises and trainees taken under dissemination process.
6.1.5 Promote interministerial and interagency cooperation on OSH	ST MT LT	Take initiative to ensure interministerial coordination.	Lead: Ministry of Labour and Employment Support: DIFE	1. Directives from National Industry, Health and Safety Council.
6.1.6 Introduce employment injury insurance scheme	MT	Initiate employment injury insurance scheme on trial basis	Lead: Employers Support: Ministry of Labour and Employment	1. Result of at least one piloting initiative. 2. Employment injury insurance scheme is in place (Policy documents checked)

Activity	Time Frame (ST till the end of 2021-2023 MT till the end of 2024-2026 LT till the end of 2027-2030)	Strategy	Responsibility	Progress Indicator
	LT	Extend employment injury insurance scheme coverage to certain sectors based on results of the trial		3. Number of sectors covered
	LT	Extend employment injury insurance scheme coverage for all sectors		4. Number of establishments and number of workers included in the Scheme.
6.1.7 Promote international technical cooperation with different development partners, UN bodies and academic institutions at home and abroad.	ST	Need assessment for cooperation	Lead: Ministry of Labour and Employment Support: Relevant Ministries	1. Number of consultations, talks etc., with development partners, and UN bodies held. (Meeting minutes, MoU etc.).
6.1.8 Strengthen central, divisional and district level coordination.	ST MT LT	Identify areas of cooperation and develop partnership. Introduce District and Upazila level OSH committees. Introduce monthly reporting system as under: Upazila committee to submit a report to District, District to IG	Lead: Ministry of Labour and Employment Support: Cabinet division	1. Result of at least one piloting initiative. 2. Employment injury insurance scheme is in place (Policy documents checked)

Activity	Time Frame (ST till the end of 2021-2023 MT till the end of 2024-2026 LT till the end of 2027-2030)	Strategy	Responsibility	Progress Indicator
		DIFE, who will submit a compiled report to Ministry of Labour and Employment for necessary actions.		
6.1.9 Strengthen DIFE's capacity.	ST MT LT	Enhance capacity of DIFE through the following initiatives: <ul style="list-style-type: none"> ■ Training need assessment (TNA) ■ Conducting training based on training need assessment ■ Improving Complaint management system (CMS) e.g. (Helpline/Hotline) 	Lead: DIFE Support: NOHSRTI, development partners and UN agencies	1. Training need assessment (TNA) is in place. 2. Number of officials (M&F) trained by foundational training. 3. Number of advanced level trainings. 4. Number of basic/specific trainings. 5. Complaint management system (CMS) is in place in tandem with the supports of human and financial resources.
6.1.10 Develop sector specific National Standards on OSH.	ST MT LT	Identify sectors which need specific national standards in OSH. Set OSH standards for identified sectors.	Lead: Ministry of Labour and Employment Support: NOHSRTI and relevant ministries	1. Number of sectors identified and OSH standards developed for each of them.

Activity	Time Frame (ST till the end of 2021-2023 MT till the end of 2024-2026 LT till the end of 2027-2030)	Strategy	Responsibility	Progress Indicator
6.1.11 Enhance health service facilities regarding OSH	ST MT LT	Setup specialized OSH units in government hospitals. Arrange diagnostic tests for the workers at risk in government health facilities.	Lead: Ministry of Health and Family Welfare Support: Ministry of Labour and Employment and DIFE	1. Number of health facilities provided with OSH units. 2. Number of personnel (M&F) trained on OSH. 3. Number of people treated for ailment related to OSH. (LT) 4. Number of diagnostic tests done in government health facilities.

7.2 Strengthen OSH Inspection Mechanism to Ensure Compliance

Activity	Time Frame (ST till the end of 2021-2023 MT till the end of 2024-2026 LT till the end of 2027-2030)	Strategy	Responsibility	Progress Indicator
6.2.1 Develop inspection tools (SOP, Guideline,	ST MT	Prepare technical SOP, guidelines and checklists in consultation with	Lead: Ministry of Labour and Employment	1. Number of inspection tools developed.

Activity	Time Frame (ST till the end of 2021-2023 MT till the end of 2024-2026 LT till the end of 2027-2030)	Strategy	Responsibility	Progress Indicator
Checklist) to oversee OSH compliance	LT	Stakeholders For Effective Osh Inspections. Review the guidelines and checklists periodically.	Support: DIFE	1. Number of inspection tools developed.
6.2.2 Enhance engagement of employers and employees in Safety committee and related activities	ST	<p>Motivate on:</p> <ol style="list-style-type: none"> 1. Establishing workplace safety committees, 2. Propose licensing in OSH, 3. Accident, Injury and occupational diseases Reporting, 4. Proper functioning of Complaint Management System. 	<p>Lead: DIFE</p> <p>Support: Employers and Employees</p>	<ol style="list-style-type: none"> 1. Number of Safety Committees formed. 2. Number of Safety committee meetings held and the meeting results. 3. Number of OSH-related licenses issued. 4. Number of workrelated accidents, injuries and diseases reported. 5. Number of cases solved by the Complaint Management System. 6. Number of OSH programmes carried out
	MT LT	Conduct advocacy programmes with employers and employees on OSH compliance issues.		

Activity	Time Frame (ST till the end of 2021-2023 MT till the end of 2024-2026 LT till the end of 2027-2030)	Strategy	Responsibility	Progress Indicator
6.2.3 Publish annual report of labour inspection	ST MT LT	<ol style="list-style-type: none"> 1. Collect and review existing labour inspection results and reports. 2. Strengthen the data collection of inspection results including accident and disease investigation. 3. Analyse the updated data and information and publish labour inspection report annually, referring to ILO Labour Inspection Convention (No 81). 	<p>Lead: DIFE Support: Ministry of Labour and Employment</p>	1. Number of labour inspection reports published.
6.2.4 Strengthen accident and disease investigation systems by labour inspectors	ST MT LT	<ol style="list-style-type: none"> 1. Update the standard procedures and tools of accident and disease investigation systems. 2. Link the investigation systems to accident and disease reporting systems 	<p>Lead: DIFE Support: Ministry of Labour and Employment</p>	1. Number of accident and disease investigation carried out by using the updated standard procedures.

Activity	Time Frame (ST till the end of 2021-2023 MT till the end of 2024-2026 LT till the end of 2027-2030)	Strategy	Responsibility	Progress Indicator
		for immediate investigation visits. 3. Make investigation reports and analyze and compile them for remedy and preventive action.		1. Number of labour inspection reports published.
6.2.5 Check insurance compliance as prescribed by law.	ST MT LT	Use inspection checklist	Lead: DIFE Support: Employers	1. Number of factories brought under insurance coverage. 2. Number of employees brought under insurance coverage
6.2.6 Inspect that the legal provisions regarding disability, gender, adolescence, and prohibition of child labour/hazardous work are properly addressed.	ST MT LT	Use inspection checklist.	Lead: DIFE Support: Employers	1. Number of violations identified regarding disability, gender, and adolescence. 2. Number of cases for violation of legal provision regarding child labour and prohibition of hazardous work by

Activity	Time Frame (ST till the end of 2021-2023 MT till the end of 2024-2026 LT till the end of 2027-2030)	Strategy	Responsibility	Progress Indicator
				children under the age of 18.
6.2.7 Promote social dialogue on OSH at workplaces	ST	Engage safety committees in OSH campaigns/activities at workplaces	Lead: DIFE Support: Employers	1. Number of OSH campaigns/activities held at workplaces
	MT LT	Plan and implement OSH campaign and training activities with workers and employers jointly		
6.2.8 Organize sector specific OSH campaign	ST MT LT	Identify sectors and organize sector-specific OSH related campaigns.	Lead: DIFE Support: Employers	1. Number of sector-specific OSH campaigns.
6.2.9 Create Industrial Safety Unit in DIFE	ST MT	Allocate resources (Competent personnel, Budget etc.) to Industrial Safety Unit.	Lead: Ministry of Labour and Employment Support: DIFE	1. Industrial Safety Unit is approved by the government and set in place.
	LT	Operationalize the Industrial Safety Unit		2. Industrial Safety Unit is in place.

7.3 Promote OSH Culture

Activity	Time Frame (ST till the end of 2021-2023 MT till the end of 2024-2026 LT till the end of 2027-2030)	Strategy	Responsibility	Progress Indicator
6.3.1 Include OSH related topics in education system	ST MT	Incorporate OSH related topics in secondary, higher secondary, technical and Vocational Education & Training (TVET) course curricula	Lead: Ministry of Education Support: Ministry of Labour & Employment, other relevant ministries, and National Skill Development Authority (NSDA)	1. Number of educational levels covered. (Primary, Secondary, Technical and Vocational Education & Training (TVET), Technical and Higher education).
	LT	Review OSH curriculum periodically		2. Number of reviews regarding OSH curriculum.
6.3.2 Build OSH awareness through mass communication and social media.	ST MT LT	Engage print, electronic and social media to raise awareness regarding OSH	Lead: Ministry of Labour & Employment Support: Ministry of Information, DIFE	1. Number of OSH awareness programmes done. 2. Number of OSH related promotional programs covered by print and electronic media

Activity	Time Frame (ST till the end of 2021-2023 MT till the end of 2024-2026 LT till the end of 2027-2030)	Strategy	Responsibility	Progress Indicator
6.3.3 Promote OSH culture at workplaces	ST MT LT	Conduct awareness programmes and encourage OSH practices at workplaces.	Lead: Employers, Employers Federations, Trade associations Support: DIFE	1. Positive OSH climate exists (through OSH climate Survey).
6.3.4 Observe "National OSH Day" throughout the country	ST MT LT	Observe National OSH Day on 28th April in line with ILO's World Day for Safety and Health at Work from capital city to Upazila level. Lead	Lead: Ministry of Labour & Employment Support: DIFE	1. OSH day is upgraded to Category B by the Cabinet Division.
6.3.5 Encourage Good Practices on OSH through awards and incentives	ST	Recognize best OSH compliant enterprises through OSH Award	Lead: Ministry of Labour & Employment Support: Ministry of Finance	1. Number of enterprises awarded the OSH award.
	MT	Give fiscal incentives to such awardees through certain tax exemption or duty reduction in importing safety equipment for awardees		2. S.R.O issued by the NBR providing fiscal incentives to the awardees.

Activity	Time Frame (ST till the end of 2021-2023 MT till the end of 2024-2026 LT till the end of 2027-2030)	Strategy	Responsibility	Progress Indicator
	LT	Consider reduced duty and tax on import of safety equipment		

7.4 Promote OSH Activities by Employers and Workers

Activity	Time Frame (ST till the end of 2021-2023 MT till the end of 2024-2026 LT till the end of 2027-2030)	Strategy	Responsibility	Progress Indicator
6.4.1 Improve OSH risk management system	ST MT LT	<p>Assess risk at workplaces</p> <p>Take effective measures regarding hierarchy of OSH hazard control, namely-</p> <ol style="list-style-type: none"> 1. Elimination of hazard 2. Substitution of hazard 3. Engineering control 4. Administrative control 5. Personal Protective Equipment (PPE) 	<p>Lead: Employers</p> <p>Support: DIFE, Employers Federations, Trade Associations, and Safety Committee</p>	<ol style="list-style-type: none"> 1. OSH risk management system, in compliance with relevant laws, rules and international standards, is in place. 2. Number of enterprises brought under coverage of the system.
	ST MT LT	Monitor and review overall OSH risk management system		

Activity	Time Frame (ST till the end of 2021-2023 MT till the end of 2024-2026 LT till the end of 2027-2030)	Strategy	Responsibility	Progress Indicator
6.4.2 Orientate all employees on work related OSH hazard, risks and safety and health measures	ST	Give necessary safety and health instructions and training considering functions and skills of different categories of workers	Lead: Employers Support: DIFE, Employers Federations, Trade associations, and Safety Committee	1. Number of employees/workers (M&F) imparted OSH orientations prior to starting work.
	MT LT	Supervise work practices to ensure OSH measures Conduct OSH related training programmes for workers		
	ST	Develop a sustainable accident, injury and occupational disease reporting system	Lead: Employers Support: DIFE, Employers Federations, and Trade Associations	1. Number of enterprises maintaining proper reporting system.

Activity	Time Frame (ST till the end of 2021-2023 MT till the end of 2024-2026 LT till the end of 2027-2030)	Strategy	Responsibility	Progress Indicator
6.4.3 Maintain records of accidents, injuries and occupational diseases and inform concerned authorities	MT LT	Develop proper database where all the information about accident, injury and occupational disease will be preserved		2. Number of enterprises reporting relevant incidents to authorities concerned.
6.4.4 Design corrective action plan based on collected data	ST MT LT	Analyze data regarding accident, injury and occupational disease, and take up effective remedial measures	Lead: Employers Support: DIFE	1. Number of enterprises implementing corrective action plans. (CAP).
6.4.5 Implement legal provisions regarding workers welfare	ST MT LT	Ensure recruitment of Welfare/OSH Officers according to law. Ensure First-Aid facilities at workplace. Maintain Safety Record Book	Lead: Employers Support: NOHSRTI, other relevant institutes.	1. Number of reported violations regarding worker welfare. 2. Recruitment of Welfare/ OSH Officers is done.

Activity	Time Frame (ST till the end of 2021-2023 MT till the end of 2024-2026 LT till the end of 2027-2030)	Strategy	Responsibility	Progress Indicator
	LT	Ensure training of Welfare/OSH Officer on OSH in recognized institute		3. Number of trainings imparted on the Welfare/OSH Officers
6.4.6 Promote Inclusive workplace	ST MT LT	Ensure compliance of legal provisions addressing disability, women, adolescents and child labour	Lead: Employers Support: DIFE	1. Number of enterprises compliant to legal provisions regarding person with disabilities, women, adolescents and children.

(Workers/ Workers Associations)

Activity	Time Frame (ST till the end of 2021-2023 MT till the end of 2024-2026 LT till the end of 2027-2030)	Strategy	Responsibility	Progress Indicator
6.4.7 Ensure collective bargaining/social dialogue regarding OSH issues at workplaces including EPZ and Economic zones	ST MT LT	Include OSH issues in collective bargaining/social dialogue	Lead: Employers, Workers Support: Trade union/Workers Welfare Association/Participation Committee, DIFE, DoL and EPZ	1. Number of enterprises holding social dialogues with CBA/WPC regarding OSH issues.
6.4.8 Orientate all workers on legal rights and responsibilities regarding OSH	ST MT LT	Apprise and inspire workers to understand their legal rights in OSH and follow compliance regarding OSH as per law that relates to their personal health and safety	Lead: Employers Support: Trade union/Workers Welfare Association/Participation Committee/Safety Committee	1. Number of workers received orientation on legal rights and responsibilities regarding OSH. 2. Number of enterprises appraising workers about legal aspects of OSH laws related to their safety and health

7.5 Implement Special Programmes for Hazardous Sectors

Activity	Time Frame (ST till the end of 2021-2023 MT till the end of 2024-2026 LT till the end of 2027-2030)	Strategy	Responsibility	Progress Indicator
6.5.1 Design special programmes for hazardous/high-risk sectors	ST MT LT	Identify hazardous/high risk sectors in OSH such as RMG, Leather, construction, mining, chemical industry or agriculture. Assess their risk and take remedial measures	Lead: Ministry of Labour and employment, DIFE Support: Employers Federations, Trade associations	1. Number of hazardous/high risk sectors identified by DIFE. 2. Number of programmes held to assess the OSH risks of identified sectors and remedial measures taken.

7.6 Extend OSH Protection to SMEs and Informal Economy

Activity	Time Frame (ST till the end of 2021-2023 MT till the end of 2024-2026 LT till the end of 2027-2030)	Strategy	Responsibility	Progress Indicator
6.6.1 Promote OSH coverage to small and medium-sized enterprises (SMEs) and informal economy workplaces through relevant authorities	ST MT LT	Upazila/ District administration be reported by trade license issuing authorities so that they can oversee and conscientize SMEs and	Lead: Ministry of Industry Support: Ministry of Labour & Employment, DIFE, Local Government & Rural Development Division (LGRD)	1. Circular issued by the Cabinet division giving instructions to Upazilla and District Administration to takeup conscientization initiatives regarding OSH for SMEs and

			informal economy workplaces on OSH District administration to inform DIFE having collected information from upazilas DIFE provide relevant information and training services to SMEs and informal economy workplaces	informal economy workplaces. 2. Number of SMEs and informal economy workplaces that understand their OSH duties and improvement measures. 3. Number of SMEs and informal economy workplaces that are trained in OSH by DIFE.
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7.7 Strengthen Occupational Accident, Injury / Disease Reporting System

Activity	Time Frame (ST till the end of 2021-2023 MT till the end of 2024-2026 LT till the end of 2027-2030)	Strategy	Responsibility	Progress Indicator
6.7.1 Review occupational disease list	ST MT LT	Review and update occupational diseases list in aspect of present workplace situation across the country	Lead: Ministry of Labour & Employment, DIFE Support: Ministry of Health & Family Welfare	1. Existing occupational diseases reviewed and identified. 2. The list inlaid in the third Schedule of the Bangladesh Labour Act, 2006 is updated.

Activity	Time Frame (ST till the end of 2021-2023 MT till the end of 2024-2026 LT till the end of 2027-2030)	Strategy	Responsibility	Progress Indicator
6.7.2 Campaign on accident, injury and disease reporting	ST MT LT	Campaigning program be designed and extensively carried out	Lead: DIFE Support: District and Upazila administration	1. Number of campaigns held on increasing awareness on reporting accident, injury and diseases.
6.7.3 DIFE shall publish annual report on accident, injury and occupational disease	ST MT	Collection of relevant information from across the country Database be prepared from collected information	Lead: DIFE Support: District and Upazila administration	1. Annual report published
	LT	Publishing report according to the format and procedure prescribed by ILO Convention 81.		1. Annual report, according to the format prescribed in the ILO convention 81, is published.
6.7.4 Review and redesign DIFE reporting and investigation system	ST	Gap assessment of the present investigation and reporting system	Lead: DIFE Support: District and Upazila administration	1. Number of times the DIFE reporting and investigation system are reviewed and redesigned.

Activity	Time Frame (ST till the end of 2021-2023 MT till the end of 2024-2026 LT till the end of 2027-2030)	Strategy	Responsibility	Progress Indicator
	MT LT	Corrective measure to overcome gaps identified. Online reporting systems established.		<ol style="list-style-type: none"> 1. Number of corrective measures taken based on the reviewed DIFE reporting and investigation system. 2. Online reporting systems for easy use of employers and workers established and functioned.

7.8 Promote OSH Research, Education and Training

Activity	Time Frame (ST till the end of 2021-2023 MT till the end of 2024-2026 LT till the end of 2027-2030)	Strategy	Responsibility	Progress Indicator
<p>6.8.1 Government takes measures to conduct research through institute like NOHSRTI or by other government and non-government institutes</p>	<p>MT</p>	<p>OSH research themes identified and the research methodologies designed Accreditation by competent authority Develop e-learning and electronic resources not only to support classroom teaching but also make available for distance learning education.</p>	<p>Lead: NOHSRTI Support: DIFE and MoLE</p>	<p>1. Number of research publications on OSH from Bangladesh 2. Number of collaborations with international bodies or institutions. 3. Accreditation is done. 4. Number modules developed on different training programmes on e-platforms</p>
	<p>LT</p>	<p>Institute meets OSH training needs for industry stakeholders Carry out relevant OSH training and disseminate knowledge and information. OSH research initiated and conducted</p>		<p>1. Number of OSH training themes identified for the needs of employers and workers. 2. Number of OSH training courses carried out for employers and workers.</p>

Activity	Time Frame (ST till the end of 2021-2023 MT till the end of 2024-2026 LT till the end of 2027-2030)	Strategy	Responsibility	Progress Indicator
6.8.2 Impart education on OSH through introduction of OSH topics in Secondary, Higher Secondary education, Technical education and education and Madrashes	MT	Include OSH related topics in secondary, higher secondary, Technical, Madrasha and Technical Vocational Education & Training (TVET) course curriculum	Lead: Ministry of Education Support: Ministry of Labour & Employment, Ministry of Primary and Mass Education	1. Inclusion of OSH in curriculums of Secondary and other levels of Educations is done. 2. Number of schools, educational and TVET institutions that provide OSH education to their students.
6.8.3 Develop OSH experts and personnel	MT	1. Launch an OSH bachelor course in a university and establish a curriculum/ discipline. 2. Develop diploma courses for occupational physicians, occupational health nurses and safety engineers. 3. Develop one-week OSH training courses for workplace OSH	Lead: Ministry of Education Support: University Grant Commission(UGC), Ministry of Labour & Employment	1. Number of OSH specialists graduated (M&F) from the university bachelor course. 2. Number of occupational physicians, occupational health nurses and safety engineers who complete the diploma courses. 3. Number of OSH officers/promoters trained (M&F).

Activity	Time Frame (ST till the end of 2021-2023 MT till the end of 2024-2026 LT till the end of 2027-2030)	Strategy	Responsibility	Progress Indicator
6.8.4 Impart OSH training through all government training institutes like BPATC, RPATC, NSDA, TTC, BIM, BITAC, BARD, BIAM, TICl, Teacher's Training Center etc.	MT	officers/promoters who are representatives of employers and workers and take lead in organizing safety committee and other OSH activities at the workplace level.	<p>Lead: Concern ministries like MOPA, MOI, PMO, MOC etc.</p> <p>Support: Ministry of Labour & Employment</p>	1. Number of relevant institutes included modules on OSH in their training programmes

8 Monitoring and Evaluation Mechanism

For an efficient implementation of the National Plan of Action an effective monitoring and evaluation mechanism needs to be in place. In order to effectuate better implementation, there is a need for a supervisory authority to oversee performances on a regular basis. The ministry may constitute a Supervisory Committee comprising an officer, not below the rank of a joint secretary, who shall be the Convenor, and other members from among the government and non-government stakeholders. In tandem with this provision the Supervisory Committee may be constituted in the following manner:

1. Joint Secretary, MoLE	Convenor (Focal Point)
2. Deputy Secretary,	MoLE Member
3. Representatives of Concerned Ministries (Like Health, Education, Industry, Commerce, Home etc.)	Members
4. Employers representatives (Sector-specific representation*)	01Members
5. Workers representatives (Sector-specific representation*)	01Members
6. DIFE (A Joint Inspector General)	Member secretary

*To be invited on the basis of the agenda of the meeting wherein a sector is required to be discussed upon.

This committee can co-opt members according to need and invite representatives from other ministries/division/government agency/concerned employers and workers associations/experts to attend meetings as and when required.

The committee shall hold meeting every six (06) months to review progress and Implementation of the plan and report to the National Industry, Health & Safety Council.

This committee with the approval of the secretary MoLE can create as many technical sub-committees as may be required comprising members from MoLE/DIFE and technical experts from relevant fields of activity.

As prescribed by clause 5.7of the National OSH Policy, 2013 a technical committee should be constituted with professionals and representatives from organizations specialized in relevant fields of activities to evaluate implementation of activities as mentioned in the NPA after completion of each term.

9 Review of the National Plan of Action

This National Plan of Action shall be reviewed by the National Council for Industrial Health and Safety after completion of the Short-Term (2020-23), and Mid-Term (2024-26):

Provided that nothing shall restrain the Council from exercising its prerogative to review and amend

the National Plan of Action at any time if deemed necessary.

10 Resource Allocation

- Concerned ministries shall ensure its budgetary allocation regarding implementation of NPA.
- Supports from development partners.

“As a man, what concerns mankind concerns me. As a Bengalee, I am deeply involved in all that concerns Bengalees. This abiding involvement is born of and nourished by love, enduring love, which gives meaning to my politics and my very being”

Bangabandhu Sheikh Mujibur Rahman



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