

Grant No. 26
31 - Ministry of Labour and Employment
Medium Term Expenditure

(Taka in thousand)

	Budget 2010-11	Projection 2011-12	Projection 2012-13
Non-Development	39,99,68	32,82,62	33,97,30
Development	32,95,00	61,17,38	73,02,70
Total	72,94,68	94,00,00	107,00,00

1. Mission Statement and Major Functions

1.1 Mission Statement

To create employment opportunities for skilled labour force developed through technical trainings and to increase labour productivity by implementing labour welfare programmes.

1.2 Major Functions

- (a) To develop skilled labour force through labour administration and training and to create employment opportunities;
- (b) To provide education, welfare and social safety for the labour;
- (c) Registration of trade unions, settlement of industrial and labour disputes and determination and implementation of minimum wage;
- (d) Formulation and application of labour laws and eradication of child labour employed particularly in hazardous jobs;
- (e) Liaison with international organizations including ILO in the field of management of labour and human resource and signing of contracts;
- (f) Activities related to National Council for skill development and training.

2. Medium Term Strategic Objectives and Key Activities

Medium Term Strategic Objectives	Key Activities	Implementing Departments/Agencies
1. To create employment opportunity	<ul style="list-style-type: none"> • Establishment of technical training centres • Administration of training • Ensuring gender parity at workplace 	<ul style="list-style-type: none"> • Bureau of Manpower Employment and Training (BMET)
	<ul style="list-style-type: none"> • Providing stipend for the trainees 	<ul style="list-style-type: none"> • Secretariat • Bureau of Manpower Employment and Training (BMET)

Medium Term Strategic Objectives	Key Activities	Implementing Departments/Agencies
2. To ensure welfare of the workers employed in the mills and factories	<ul style="list-style-type: none"> • Creating labour friendly environment in the factories and undertaking activities related to health and professional safety • Registration of mills and factories • Ensuring implementation of labour compliance in the export-oriented industrial sector • Proper application and implementation of labour laws 	<ul style="list-style-type: none"> • Department of Inspection of Factories and Establishment
	<ul style="list-style-type: none"> • Providing training to labour and owner's representatives on labour laws, industrial relations, labour administration and settlement of labour disputes • Ensuring labour welfare, free primary health care and consultancy services on family planning for the workers • Registration of trade unions 	<ul style="list-style-type: none"> • Directorate of Labour
	<ul style="list-style-type: none"> • Formulation of laws and rules on labour issues and implementation of labour conventions supported by the ILO • Quick settlement of suits of the Labour Court 	<ul style="list-style-type: none"> • Labour Court
	<ul style="list-style-type: none"> • Determination and implementation of minimum wage for workers 	<ul style="list-style-type: none"> • Minimum Wage Board
3. To eliminate child labour employment particularly in hazardous jobs	<ul style="list-style-type: none"> • Providing informal education • Providing training for skill development • Providing stipend for the trainees 	<ul style="list-style-type: none"> • Secretariat

3. Poverty and Gender Reporting

3.1 Impact of Strategic Objectives on Poverty Reduction and Women's Advancement

3.1.1 To create employment opportunity

Impact on Poverty Reduction: By providing trainings to the trainees on various trade courses as per demand of local and international markets at Technical Training Centres the employment opportunities will be created in local as well as in foreign labour markets.

Impact on Women's Advancement: Women are expected to get equal opportunity in receiving trainings at the training centres. As a result, through employment women will be empowered and their ability in decision making will increase.

3.1.2 To ensure welfare of the workers employed in the mills and factories

Impact on Poverty Reduction: Every year more than one lakh workers receive services in the form of free general and reproductive health care, entertainment and labour training courses from 30 labour welfare centres of the country. As a result, their cost of health care and entertainment will reduce and productivity will increase.

Impact on Women's Advancement: Women workers at the garments and tea industries are getting better training and health care as the labour welfare centres are located in the industrial density areas of the country. Through reproductive health care and family planning services they will be able to keep their family-size small.

3.1.3 To eliminate child labour employment in hazardous jobs

Impact on Poverty Reduction: By receiving training on skill development, risk for the children employed in hazardous jobs will reduce and they will have better scope to grow as skilled workers.

Impact on Women's Advancement: Girl children are also included in the child labour employed in hazardous jobs. These girls will become human resources if they get informal education and training on skill development.

3.2 Allocation for Poverty Reduction and Women's Advancement

(Taka in Thousand)

Particulars	Budget 2010-11	Projection 2011-12	Projection 2012-13
Poverty Reduction	38,21,23	58,02,07	68,02,88
Gender	23,12,16	37,40,37	44,12,36

4. Priority Spending Areas/Programmes

Priority Spending Areas/Programmes	Related Strategic Objectives
<p>1. Technical training:</p> <p>Technical training is very important to get the unskilled and less skilled unemployed youth ready for both local and foreign employment. These trainings will help eradicating poverty by creating self-employment opportunities and increasing productivity in the industrial sector. In 2008 alone, 8.75 lakh Bangladeshi workers, employed abroad, sent remittances of USD 9.02 billion. Around half of these workers were trained from various technical training centres. Considering the importance of technical training, the Ministry of Labour and Employment has established 26 new technical training centres. Therefore, technical training is given the highest priority.</p>	<p>Strategic Objective No. 1</p> <p>To create employment opportunity</p>
<p>2. Allocation of stipend:</p> <p>Most of the trainees at the technical training centres come from very poor families. Stipends are being given to attract young men and women to technical training. Again, child labourers mainly come from ultra poor families. Stipend is given to cover the financial loss that the families of these children suffer if they are removed from employment. For these reasons this programme is considered the second priority.</p>	<p>Strategic Objective No. 1</p> <p>To create employment opportunity</p> <p>Strategic Objective No. 3</p> <p>To eliminate child labour employment in hazardous jobs</p>
<p>3. Activities on labour welfare:</p> <p>Ensuring labour welfare is essential to increase production in the mills and factories. Therefore, this labour welfare is considered a priority area.</p>	<p>Strategic Objective No. 2</p> <p>To ensure welfare of the workers employed in the mills and factories</p>

Key Performance Indicators (KPIs)

Indicators	Related Strategic Objectives	Unit	Target 2008-09	Actual 2008-09	Target 2009-10	Revised Target 2009-10	Medium Term Targets		
							2010-11	2011-12	2012-13
1. Creating labour friendly environment in the mills and factories	3	Number	11.30	4.13	11.30	11.52	11.80	12.61	12.38
2. Eradication of child labour employment in hazardous jobs	2	Number	30,000	30,000	16,000	16,000	18,000	16,000	16,000
3. Training	1	Number							
a. Skilled			-	-	-	3,570	3,570	3,570	3,570
b. Less skilled			-	-	-	18,720	18,720	18,720	18,720

5. Recent Achievements, Key Activities and Outputs of the Departments and Agencies under the Ministry

5.1 Secretariat

5.1.1 Recent Achievements: So far, 40,000 child labour have been given informal education and skill development training.

5.1.2 Key activities, Outputs related to the Activity, and related Strategic Objectives

Key Activities	Probable Output	Strategic Objectives
1. Providing informal education	<ul style="list-style-type: none"> 50 thousand child labourers are provided with informal education and skill development training 	3
2. Providing training for skill development	<ul style="list-style-type: none"> 50 thousand children provided training 	3
3. Providing stipend for the trainees	<ul style="list-style-type: none"> 50,000 child labourers of different areas of the country including Dhaka are provided with stipend 	1,3

5.1.3 Output Indicators and Targets

Output Indicators	Unit	Actual 2008-09	Target 2009-10	Revised Target 2009-10	Medium Term Targets		
					2010-11	2011-12	2012-13
1. Informal education	Number	10,000	10,000	10,000	16,000	16,000	18,000
2. Skill development training	Number	10,000	10,000	10,000	16,000	16,000	18,000
3. Gender workshop	Number	-	-	-	50	50	50

5.1.4 Forward Budget Estimates

(Taka in Thousand)

	Budget 2009-10	Revised 2009-10	Budget 2010-11	Projection 2011-12	Projection 2012-13
Non-development	6,50,48	16,86,95	7,01,15	8,23,52	8,36,17
Development	20,62,00	34,09,00	32,95,00	61,17,38	73,02,70
Total	27,12,48	50,95,95	39,96,15	69,40,90	81,38,87

5.1.5 List of Operation Units/Programs/Projects

Operation Unit/Programmes/ Projects	Related Key Activities
Operation Unit	
1. Secretariat	1-3
Approved Projects	
1. Promoting Gender Equality and Preventing Violence Against Women	4

Operation Unit/Programmes/ Projects	Related Key Activities
2. Urban Informal Economy Programme of the Project of Support to the Time Bound Programme Towards Eliminating the Worst Forms of Child Labour of Bangladesh	1,3
Un-approved Projects	
1. Promotion of the Reproductive Health, Gender Equality and Women's Empowerment in the Garments Sector	4
2. Eradication of Hazardous Child Labour in Bangladesh (3 rd phase)	3

5.2 Bureau of Manpower Employment and Training (BMET)

5.2.1 Recent Achievements: In the last three financial years a total of 1,00,305 persons were given training in 38 training centres. Training on housekeeping was imparted to 22,325 women and were sent abroad. Under public-private partnership scheme a total of 6 institutions have introduced training programmes on different trades. A total of about 22 lakh workers were sent abroad during last three financial years, In the same period as a part of the overall welfare activities a total of about taka 6.30 crore was spent for transportation and burial of 2,817 dead bodies. Besides, around taka 11 crore was given to the families of 976 deceased and one injured worker as financial assistances or compensations. BMET has employed a legal expert to provide legal assistance to the expatriate workers. Three selection committees are working for safe transportation of women workers abroad. Steps have been taken to distribute smart cards with computer chips. During this period 1,741 out of 2,363 complaints against the recruiting agencies were settled. Besides, a total of taka 16.36 crore was collected from the agencies having license and 35 licenses were cancelled and their security deposit of taka 2.27 crore was confiscated. About 11 lakh workers willing to work abroad were given briefing, 9 thousand posters, 10 thousand leaflets and 12 lakh booklets were published for creating public awareness.

5.2.2 Key activities, Outputs related to the Activity, and related Strategic Objectives

Key Activities	Output of the Activities	Related Strategic Objectives
1. Establishment of technical training centres	<ul style="list-style-type: none"> 26 Technical Training Centres in 26 districts established 	1
2. Administration of training	<ul style="list-style-type: none"> A total of 10,000 trainees received training on various trades from each Technical Training centre every year 	1

5.2.3 Output Indicators and Targets

Output Indicators	Unit	Actual 2008-09	Target 2009-10	Revised Target 2009-10	Medium Term Targets		
					2010-11	2011-12	2012-13
1. Training (Diploma Course)	Person	15,000	15,000	15,000	5,000	5,000	5,000
2. Training (Non-Diploma Course)	Person	15,000	15,000	15,000	17,290	17,290	17,290

5.2.4 Forward Budget Estimates: Not Applicable

5.2.5 Name of Concerned Operation Units/Programmes/Projects

Operation Unit/Programmes/Projects	Related Key Activities
Operation Unit	
1. BMET	1-2
Approved projects	
1. Stipend programme for the trainees of the Bangladesh Institute of Marine Technology and Technical Training Centres (6 th phase)	2
2. Establishment of 11 Technical Training centres in 11 Old Districts and 1 Women's Technical Training Centre	2
3. Renovation and Modernization of 11 Existing Technical Training Centres	2

5.3 Directorate of Labour

5.3.1 Recent Achievements: Registrations were given under various trade union activities of the country. Through arbitration significant numbers of industrial dispute were resolved. During the financial year 2008-09 a total of 898 persons were given training through 22 courses by 4 Industrial Relations Schools. 1,318 persons were given training through 40 workers education courses. At the same period through 30 labour welfare centres 54,514 persons received free health care services, 7,845 persons received family planning consultancy and services and 1,17,700 persons received entertainment facilities. In the last three years 55 training events in various categories were conducted for tea garden workers under the project "Promotion of Reproductive Health, Reproductive Rights, Gender Equality and Prevention of HIV/AIDS in the Communities",

5.3.2 Key activities, Outputs related to the Activity, and related Strategic Objectives

Key Activities	Outputs related to the Activity	Related Strategic Objectives
1. Labour welfare, free primary health care and consultancy services on family planning for the workers	<ul style="list-style-type: none"> • The number of workers getting free health care increased from 54,514 to 65,000 • The number of workers getting consultancy and services on family planning increased from 7,845 to 9,000 • The number of the workers getting entertainment facilities increased from 1,17,700 to 1,25,000 	2
2. Providing training to labour and owner representatives on labour laws, industrial relations and labour	<ul style="list-style-type: none"> • The number of courses on industrial relation increased from 25 to 60 • Maintained the rate of 	2

Key Activities	Outputs related to the Activity	Related Strategic Objectives
administration and settlement of labour disputes	settlement of industrial disputes to 100%	
3. Registration of trade unions	<ul style="list-style-type: none"> The number of registered trade unions increased from 85 to 100 The number of trade union members increased from 21,65,307 to 23,00,000 The number of CBA increased from 18 to 23 	2

5.3.3 Output Indicators and Targets

Output Indicators	Unit	Actual 2008-09	Target 2009-10	Revised Target 2009-10	Medium Term Targets		
					2010-11	2011-12	2012-13
1. Registration of trade unions	Number	79	85	85	92	96	100
2. Industrial relations course	Number	22	25	25	26	58	60
3. Course on labour education	Number	53	55	55	57	58	60
4. Settlement of industrial disputes	%	96.75	97	96.8	97	97.2	97.5

5.3.4 Forward Budget Estimates

(Taka in Thousand)

	Budget 2009-10	Revised 2009-10	Budget 2010-11	Projection 2011-12	Projection 2012-13
Non-development	10,83,13	12,19,52	14,73,50	15,99,65	16,68,80
Development	0	0	0	0	0
Total	10,83,13	12,19,52	14,73,50	15,99,65	16,68,80

5.3.5 Name of Concerned Operation Units/ Programmes/Projects

Operation Unit/Programme/Projects	Related Key Activities
Operation Unit	
1. Directorate of Labour	1-3
Approved projects	
1. Promotion of Reproductive Health, Reproductive Rights, Gender Equality and Prevention of HIV/AIDS in the Tea Plantation Community	1
Unapproved projects	
1. Construction of Hostel for the Working Women at the Labour Welfare Centres of Chashara, Tejgaon and Tongi	2
2. Renovation and Modernization of three Industrial Relations Institutes and 27 Labour Welfare Centres	2

Operation Unit/Programme/Projects	Related Key Activities
3. Upgradation of Industrial Relation Institute at Tongi into National Institute of Labour Administration and Training (NILAT)	2
4. Reconstruction of Dhaka Division Labour Office for Multi-purpose Uses	2
5. Computerization of the department of Labour and provide computer training for officers and staffs of these departments	2
6. Production of Documentary Films on Labour Welfare, Labour Laws, Child Labour Elimination and Dynamic Trade Union Activities for the Industrial Works Through IRI	2
7. Self-Employment Programme for the Retired, Terminated, Retrenched Workers and Their Dependents Through 30 Labour Welfare Centers	2
8. Elimination of Child Labour Form Formal and Informal Sectors and their Rehabilitation Programme Through Labour Welfare Centers	2
9. Strengthening of Statistical Cell of the Department of Labour Through Computerization, Database Creation and Recruitment of Skilled Manpower	2
10. Advocacy on General and Reproductive Health, Family Welfare and Prevention of HIV/AIDS for Industrial Workers	1
11. Conducting Seminar and Workshops on Labour Administration, Settlement of Industrial Dispute, Tripartism, Elimination of Child Labour, Participation of Women Workers in Trade Union Activities	2
12. Training on Labour Laws and Protection of Labour Rights for the Workers Employed in the Garments and Tannery Industries	2
13. Employment Generation and Improvement of Socio-Economic Condition for the Monga Affected Region	1,2
14. Employment and Training Programmes for the Unemployed Young Men and Women	2
15. Participation of the Workers in Social Dialogue	1,2
16. Establishment of 14 New Labour Welfare Centres in Mirpur, Savar, Demra, Manikganj, Ashulia, Valuka, Gazipur, Mymensingh, Tangail, Madaripur, Faridpur, Noakhali, Patuakhali and Panchagar	1,2

5.4 Department of Factories and Establishment Inspection

5.4.1 Recent Achievements: The inspectors of the department of factories and establishment inspection at different levels conducted a total of 1,17,000 inspections, lodged 3,775 suits against the violators of laws and collected factory renewal registration fees of taka 92,23,000 last year. In the same period an amount of taka 4,47,27,624 was given to 4,803 women workers as allowances under the pregnant mother welfare scheme.

5.4.2 Key activities, Outputs related to the Activity, and related Strategic Objectives

Key Activities	Outputs related to the Activity	Strategic Objectives
1. Proper application and implementation of labour laws	<ul style="list-style-type: none"> • 1,51,687 inspections conducted • Approximately 8,000 suits lodged against the violators of law • 100% factories and commercial undertakings of the country brought under labour laws 	2
2. Creating labour friendly environment in the factories and activities relating to health and professional safety	<ul style="list-style-type: none"> • Productivity increased by improving the working environment in the mills and factories through right application of labour laws • Immediate steps were taken after field inspection if problems arise on account of workers wage, overtime allowances and bonus • Welfare of factory workers ensured 	2
3. Registration of mills and factories	<ul style="list-style-type: none"> • Registration of new factories 	2
4. Ensuring implementation of labour compliance in the export oriented industrial sector	<ul style="list-style-type: none"> • Export favourable environment ensured for export oriented industries 	2

5.4.3 Output Indicators and Targets

Output Indicators	Unit	Actual 2008-09	Target 2009-10	Revised Target 2009-10	Medium Term Targets		
					2010-11	2011-12	2012-13
1. Issuance of new licenses for the factories	Number	702	750	750	812	890	912
2. Renewal of licenses of the factories	Number	4,853	5,000	5,000	5,113	5,224	5,713
3. Inspection of factories	Number	48,782	50,000	50,000	49,987	50,728	50,972

5.4.4 Forward Budget Estimates

(Taka in Thousand)

	Budget 2009-10	Revised 2009-10	Budget 2010-11	Projection 2011-12	Projection 2012-13
Non-development	3,80,85	3,65,30	4,80,16	5,19,23	5,33,39
Development	0	0	0	0	0
Total	3,80,85	3,65,30	4,80,16	5,19,23	5,33,39

5.4.5 List of Operation Units/Programs/Projects

Operation Unit/Programme/Projects	Related Key Activities
Operation Unit	
1. Department of Factories and Establishment Inspection	1-4
Approved projects	
1. Modernization and strengthening of the Department of Factories and Establishment Inspection	2

5.5 Labour Court

5.5.1 Recent achievements: During the last three years a total 11,907 suits were filed with the Labour Appellate Court and with seven Labour Courts. In the same period 11,240 suits were settled.

5.5.2 Key activities, Outputs related to the Activity, and related Strategic Objectives

Key Activities	Outputs related to the Activity	Related Strategic Objectives
1. Formulation and enactment of labour laws and rules to implement international labour conventions	<ul style="list-style-type: none"> Legal actions taken against violations of labour rules/conventions 	2
2. Quick settlement of the suits of the Labour Courts	<ul style="list-style-type: none"> 19,500 suits settled 	2

5.5.3 Output Indicators and Targets

Output Indicators	Unit	Actual 2008-09	Target 2009-10	Revised Target 2009-10	Medium Term Targets		
					2010-11	2011-12	2012-13
1. Pending Case	Number	7,365	7,849	8,747	0	0	0

5.5.4 Forward Budget Estimates

(Taka in Thousand)

	Budget 2009-10	Revised 2009-10	Budget 2010-11	Projection 2011-12	Projection 2012-13
Non-development	2,37,20	2,37,97	2,75,40	2,96,85	3,11,41
Development	0	0	0	0	0
Total	2,37,20	2,37,97	2,75,40	2,96,85	3,11,41

5.5.5 List of Operation Units/Programs/Projects

Operation Unit/Programme/Projects	Related Key Activities
Operation Unit	
1. Labour Court	1-2

5.6 Minimum Wage Board

5.6.1 Recent achievements: During the last three years proposals were sent to the Minimum Wage Board for setting recommendation to determine minimum wages for 20 private/non-government industrial units. Out of these units the Minimum Wage Board formulated recommendations for 14 units and submitted it to the Government.

5.6.2 Key activities, Outputs related to the Activity, and related Strategic Objectives

Key Activities	Outputs related to the Activity	Related Strategic Objectives
1. Determination and implementation of minimum wage for workers	<ul style="list-style-type: none"> Every year wages for workers/employees of 10 industrial units determined 	3

5.6.3 Output Indicators and Targets

Output Indicators	Unit	Actual 2008-09	Target 2009-10	Revised Target 2009-10	Medium Term Targets		
					2010-11	2011-12	2012-13
1. Determination of wages for workers	Number	12	8	10	10	10	10

5.6.4 Forward Budget Estimates

(Taka in Thousand)

	Budget 2009-10	Revised 2009-10	Budget 2010-11	Projection 2011-12	Projection 2012-13
Non-development	31,18	50,25	41,47	43,37	47,53
Development	0	0	0	0	0
Total	31,18	50,25	41,47	43,37	47,53

5.6.5 List of Operation Units/Programs/Projects

Operation Unit/Programme/Projects	Related Key Activities
Operation Unit	
1. Minimum Wage Board	1