

# **Bangladesh : Outcome of the continuous movement of the garment workers**

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**The outcome of the continuous movement of the garment workers for the last couple of days is as follows :**

Dated 29/10/2020

MoU

On 29 October 2020 a Memorandum of Understanding Meeting was held at the Department of Factory and Establishment Inspection, Dhaka district office in order to resolve the labor dissatisfaction caused as a result of lay-off of 492 workers of the factory (Unit-03, i.e. all branches of the 4th floor, namely sewing, finishing, quality control, IE, maintenance, electrical, workers working in some parts of the 1st floor cutting, etc.) by the employers of authorities of Bando Eco Apparels Ltd., Address-188/2, Block-C, Chanpur, Aminbazar, Savar, Dhaka. The meeting was chaired by Mr. AKM Salahuddin, Deputy Inspector General of the Department. Mr. ABM Badiuzzaman Bachchu (General Manager Operations), Mr. Kazi AN Tushar Alam (Assistant General Manager HRD), Mr. Iftekhhar Bashir (Manager HR), BGME Representative Mr. Tapon Biswas (Monitor), Mr. Redwan Asif (Monitor) on behalf of factory owner authorities, Ms. Lovely Yasmin (President, Readymade Garments Workers Federation), Ms. Taslima Akter (Acting General Secretary, Readymade Garment Workers Federation), Ms. Maryam Akter (Co-President, Bangladesh Garment and Textile Industry Workers' League), Mr. Rabiul Islam Sujan (Organizing Secretary, Bangladesh Textile and Garment Industry Workers League), Mr. Rafiqul Islam Sujan (President, Bangladesh Garment and Industrial Workers Federation), Ms. Sumaiya Islam (General Secretary, Bangladesh Garment and Industrial Workers Federation), Ms. Saleha Islam Santana (President, Motherland Garment Workers Federation), Ms. M<sup>d</sup>. Al Amin (General Secretary, Motherland Garment Workers Federation) on behalf of workers, and officials of the department were present.

The following decisions were unanimously taken at the concluding meeting after a detailed discussion on the ongoing labor unrest.

Decisions

01. All the parties (factory owners, workers and labor leaders) concerned will abide by and implement the decisions taken unanimously at the said meeting.

02. If any money has been illegally deducted from the wages of the workers in the past, it will be paid by the employer in coordination with the pay-slip of the concerned worker and the wages paid through the bank account.

03. The employer cannot take signature or tip from any worker on any type of paper without informing the proper rules.

04. The employer will take all other measures including dismissal of workers, provision of maternity benefits to women workers and disciplinary action in accordance with the provisions of Bangladesh Labor Act, 2006 and Bangladesh Labor Rules, 2015.

05. The 492 workers mentioned above will be considered as laid-off workers from 22/10/2020 to 06/11/2020.

06. Considering the present condition of the workers, at the request of the present labor leaders, the factory owner authority will pay full (gross) wages to the 492 workers mentioned from 01/11/2020 to 06/11/2020 and the said wages will be paid with the wages for the month of November-2020. Pay-off benefits of the concerned workers for days other than the mentioned days as per the provisions of Section 16 of the Bangladesh Labor Act, 2006 will be paid.

07. If it is necessary to extend the lay-off in future, the factory owner will inform all concerned in accordance with the provisions of Bangladesh Labor Act, 2006 and Bangladesh Labor Rules, 2015 and pay the legal dues of the workers.

08. The owners will deduct Rs. 300 / - (three hundred) per month from the wages of the workers who will use the vehicles provided by the factory owners. In this case the concerned workers will register their names. No worker has already used the vehicle but if any money has been deducted from him, then the money deducted from him will be refunded to the concerned worker by the employer authority.

09. The employer will not take any kind of illegal action against any worker including case harassment, intimidation, torture based on the labor dissatisfaction mentioned above.

10. The factory owner authority shall follow the relevant provisions of Bangladesh Labor Act, 2006 and Bangladesh Labor Act Rules, 2015 on all matters relating to workers.

Agreeing with the above decisions the parties present sign on.

Signature of the present owner authority

Signatures of present labor leaders and workers

Signature of the present BGMEA representative

Inspector's signature

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