

Labour Reform Commission (LRC)

Objectives, Scope of Work & Methodological Approach

December 2024
Dhaka, Bangladesh



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Background & Context

Recognizing the people's aspirations, realities, and the necessity of labour-related reforms.

Total Members:
10 (As of now)

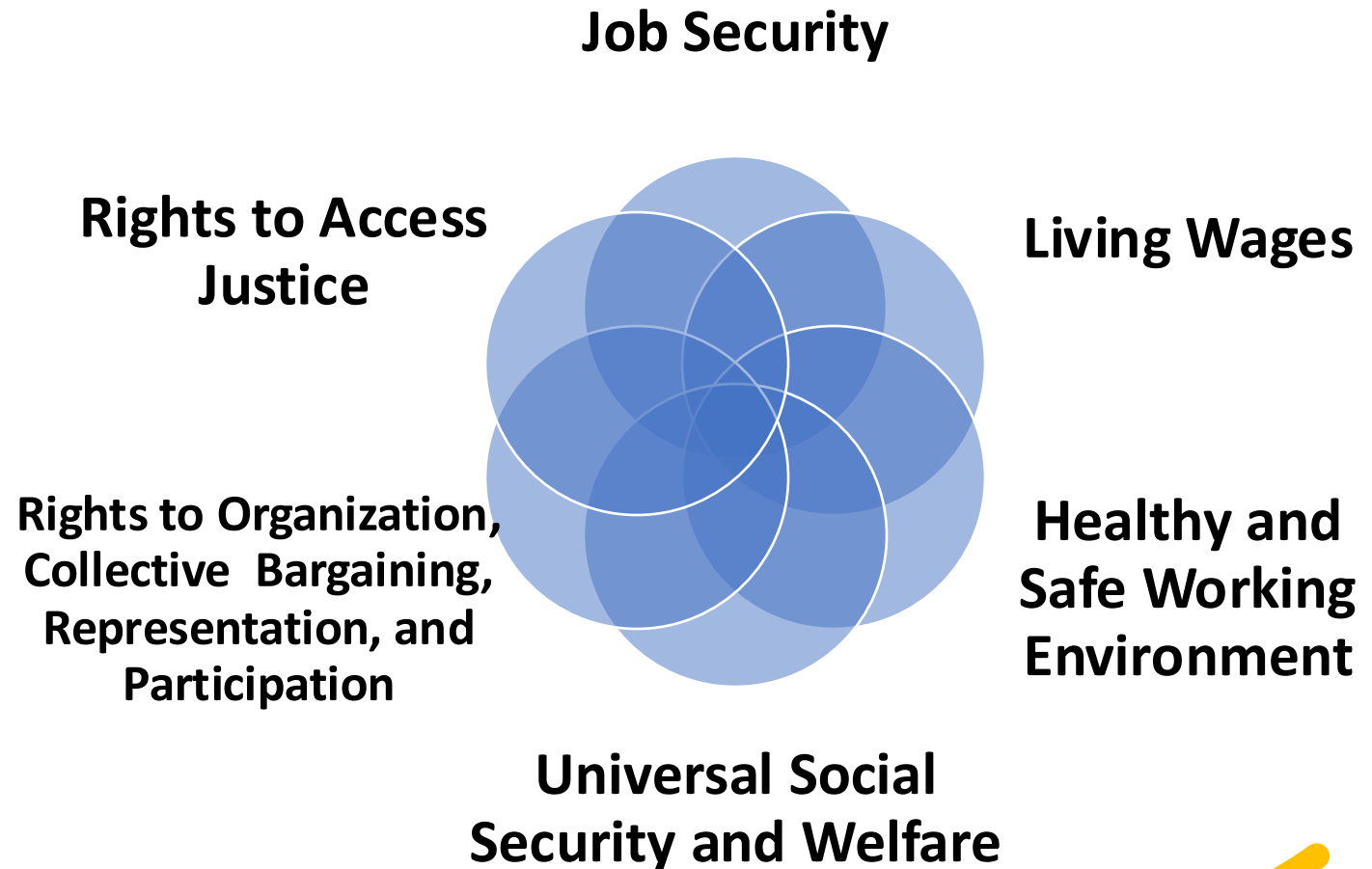
Tenure: 90 Days

- The Government of the People's Republic of Bangladesh, with the approval of the Honorable Chief Advisor of the interim government of the People's Republic of Bangladesh, has formed the "Labor Reform Commission" (Gazette, November 18, 2024) to prepare necessary reform proposals aimed at ensuring **labour rights and workers' welfare**.

Overall Objectives

To ensure the rights of all **workers (both formal and informal)** in Bangladesh and to guarantee a dignified standard of living for everyone through **Decent Work** for all.

Ensuring Labour Rights
& Workers' Welfare



Scope of Work

Review and Develop Reform Recommendations for/on;

1. Laws and Policies: Different laws and policies related to labour standards including the Bangladesh Labour Act, 2006;

2. Labour Institutions and Governance: Necessary reforms of the relevant institutions responsible for the effective implementation of the laws and policies for ensuring labour rights and welfare.

3. Trade Unions, Tripartism and Social Dialogue: Creating an environment of democratic and responsible trade union activities, social dialogue with the participation of government, employers, workers, and relevant stakeholders, and improvement of the tripartite mechanism, for advancing harmonious industrial relations

4. Redressal and Justice: Function and challenges of the labour courts and other grievance mechanisms like alternative dispute resolution for ensuring redressal and quick delivery of justice for the workers.

Scope of Work

Review and Develop Reform Recommendations for/on;

5. Employment, Security and Skill Development: Employment security and legal safeguards policy for workers, creating new employment opportunities, and skills development, considering 4IR, technological advancement, production system, and changes in the work and employment mode (Outsourcing, Gig/Platform Economy).

6. Living Standards, Wage and Fair Share: Wage determination process and standards, and the propose framework for national minimum wage taking into consideration the national and international commitments of the government and socio-economic context, for developing the living standards of the all workers.

7. Occupational Safety and Health: Related laws and policies, inspection mechanism, compensation standards and settlement process, and its related structures and schemes, for ensuring a safe and healthy workplace for all.

8. Universal Social Protection and welfare: Expanding the scope of social security activities, developing the living environment in the industrial zones, improving accommodation, education, and health systems for the workers, for ensuring workers' social safety and welfare

Scope of Work

Review and Develop Reform Recommendations for/on;

9. Protection and Promotion of Migrant Workers & Their Families: Existing laws, policies, and structures for ensuring legal safeguards and welfare of potential migrant workers, migrant workers, returnee migrant workers, and their families

10. Protection and Promotion of Women Workers : Ensuring a dignified, discrimination-free, and harassment-free workplace for the women workers, maternity benefits, especially for creating women friendly employment for rural women

11. Elimination of Child Labour and Safeguarding Adolescent Workers: Existing laws, programs, and activities, for eliminating child labour and safeguarding working children and adolescents' workers

12. Recognition and Protection of Agriculture, Rural and Farm-based Workers: Legal recognition and safety of agricultural workers, rural workers, fisherman, farm-based and seasonal workers, their skill development, social safety, organizing, and ensuring their representation

Scope of Work

Review and Develop Reform Recommendations for/on;

13. Inclusion and Protection for the Indigenous and Minorities Groups : Ensuring the creation of proper employment, **non-discrimination, dignity, and social inclusion** for Indigenous workers and ethnic communities

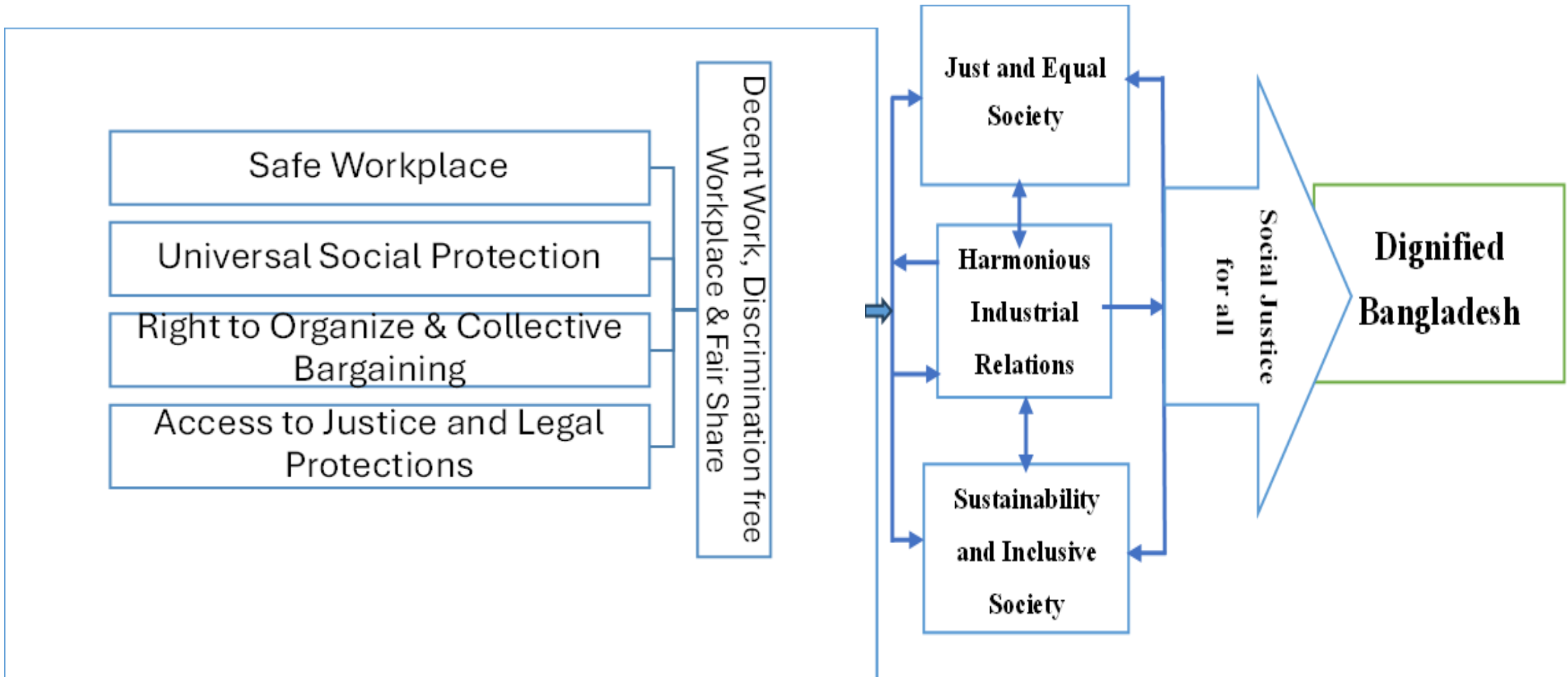
14. Protection and welfare for the Physically Challenged and Underprivileged Groups : Creating employment and **disability-friendly workplaces** for physically challenged and disabled workers, and ensuring dignity, safety, discrimination-free, and **inclusion for the underprivileged workers'** community

15. Protection and Welfare of Domestic and Home-based Workers: Ensuring legal recognition, protection against violence, social protection, and welfare of **home-based and domestic workers**

16. Lessons from Privatizations and Future guidelines : Improving employment opportunities and worker rights conditions in the context of **the closure/privatization of state-owned industries**

17. Transparent and accountable supply chain: **Responsible Business Conduct** in the supply chain following the international **Human Rights Due Diligence/Environmental Due diligence/ Corporate Sustainability** Instruments and improving industrial sustainability

Relation Between Objectives and Scope of Work



Reform Recommendations: General Thematic Lense



Core Thematic Technical Team

1. **Protection Through Law**
2. **Labour Related Institutions and Governance**
3. **Industrial Dispute and Redressal Mechanism**
4. **Industrial Relations, Collective Bargaining and Social Dialogue**
5. **Schemes and Programs**

Thematic Areas and Corresponding Technical Teams

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1. Employment Rights and Opportunities
 2. Wage and Just Share
 3. Safe and Healthy Workplace
 4. Social Security and Welfare
 5. Freedom of Association and Collective Bargaining
 6. Industrial Dispute Resolution and Justice
 7. Equal Opportunity and Inclusion
 8. Child Labour and Forced Labour
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Considerations and Priorities of the Commission

Existing Labour Rights and Welfare Situation

- Decent Work Standards and Deficits
- Diversity of work, Production System and Recruitment mechanism
- Industrial Relations, Disputes and Grievance
- Unemployment, Discriminations, Harassment, Risk and Challenges
- 4IR, Economic Upgradations, Future of Work and Impacts on Workers

- **Fundamental Rights and Basic needs of all the workers and their families**
- **Mass expectations, Workers Demands and Expectations**
- **Inclusion, Social Justice, Welfare based society**
- **Harmonious Industrial Relations**
- **Improving Global Image and Responsible Business Conduct**
- **Historical, Cultural and Social Evolution of Work and Welfare**

Basis of Analysis and Recommendations

(Recognized Human Rights and Labour Standards)

 Bangladesh Constitution, Laws, and Policies

 Commitments as a member of different international organizations; UN, ILO, (ratified ILO conventions, and other international & regional laws, declarations, and instruments)

 Human rights, environment, migration, and business-related international instruments

 Sustainable Development Goals 2030

 Issues to be followed for LDC Graduation

 Government's agreements and commitments (national and international) related to labour issues

Guiding Principles

Dignity of Labour, recognition, rights, and safety

Universality, discrimination-free, and social justice

Partnership and Fair share

Harmonious Industrial Relations, Representations, and participation

Access to Justice and Due Process

Methodological Approach

Review of existing resource materials

National and international laws, policies,
Related documents, demands and pertinent research reports and recommendations.
Case studies and media reports

Stakeholder Consultations and Discussions:

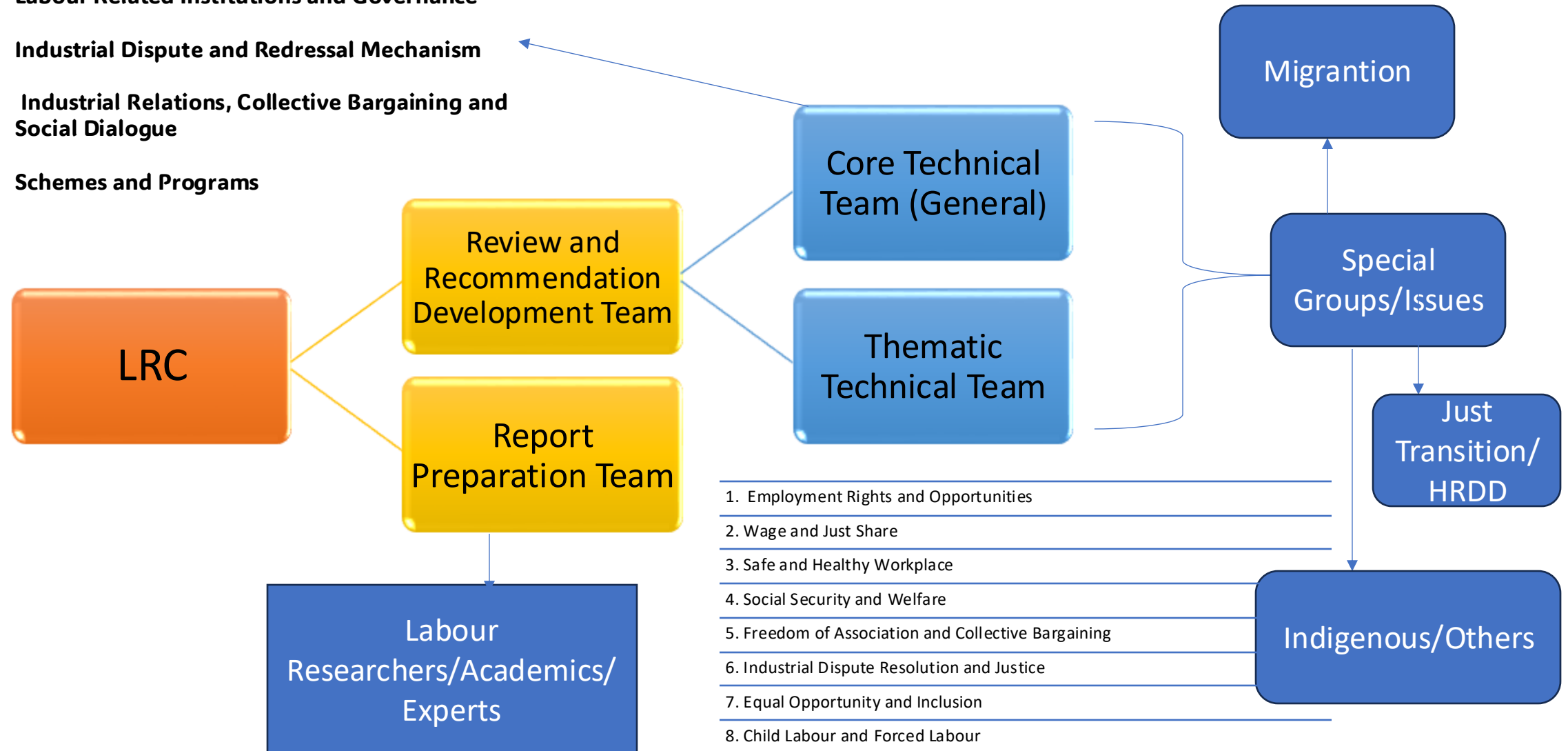
- Trade unions (Factory, Sectoral, and national levels);
- Employers' associations, business organizations, and other stakeholders-
- Government institutions
- ILO, EU and other international organizations and communities.
- Organizations, CSOs, and individuals who have experience in pertinent disciplines.

Public Opinions

- Open Discussion
- Website (online forms/email), public hearings, and written recommendations.

Working Team

1. Protection Through Law
2. Labour Related Institutions and Governance
3. Industrial Dispute and Redressal Mechanism
4. Industrial Relations, Collective Bargaining and Social Dialogue
5. Schemes and Programs



Progress

Consultation with;

- SKOP Leadership
- Sramik Nirapotta Forum (Workers Safety Forum)



Progress

- Commission Meeting-1
- Commission Meeting-2
- Press Briefing



Progress Stakeholder Consultations

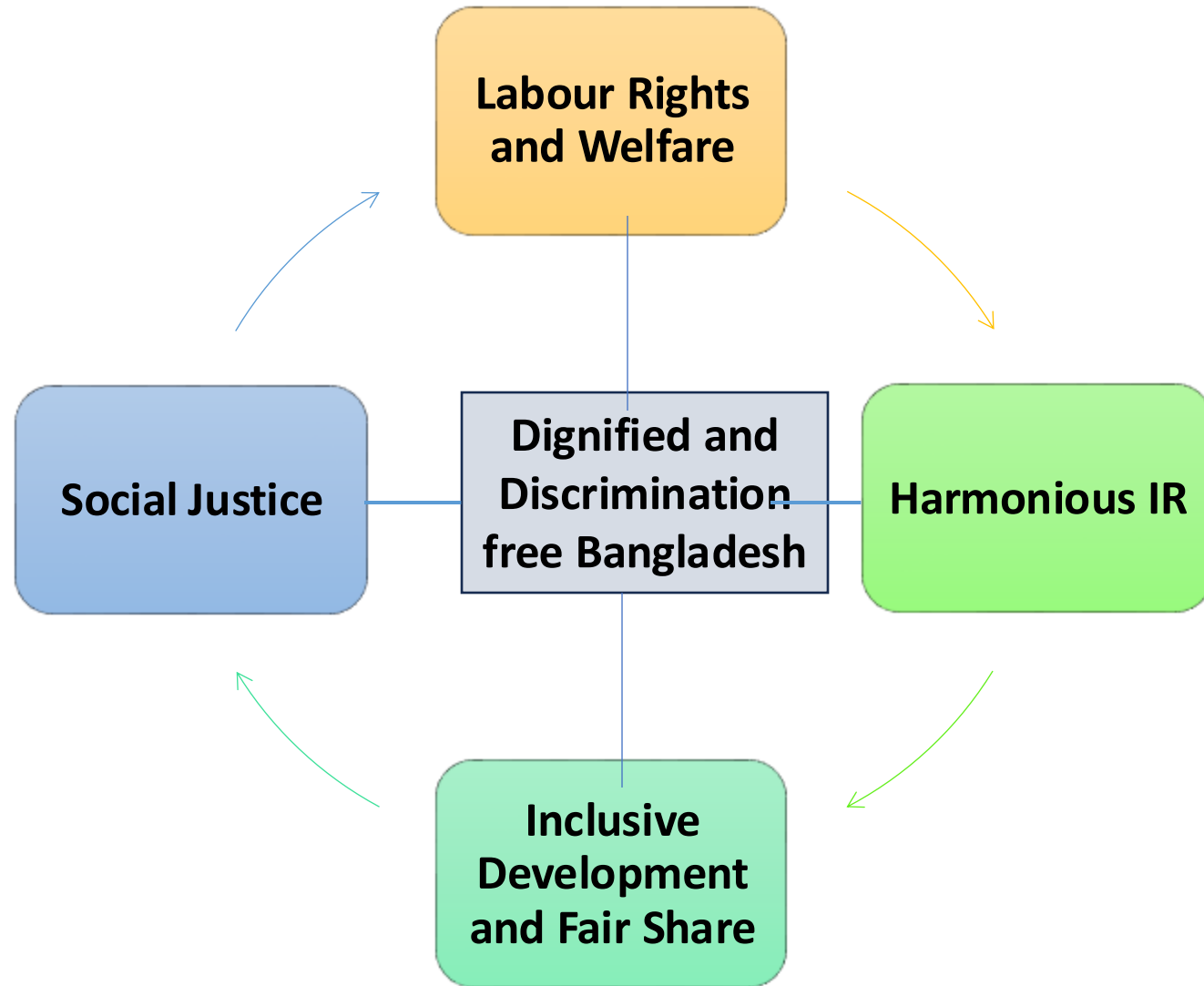
- Cleaning/Sewage Workers
- Domestic Workers
- Industrial Relations Institutes (IRI)

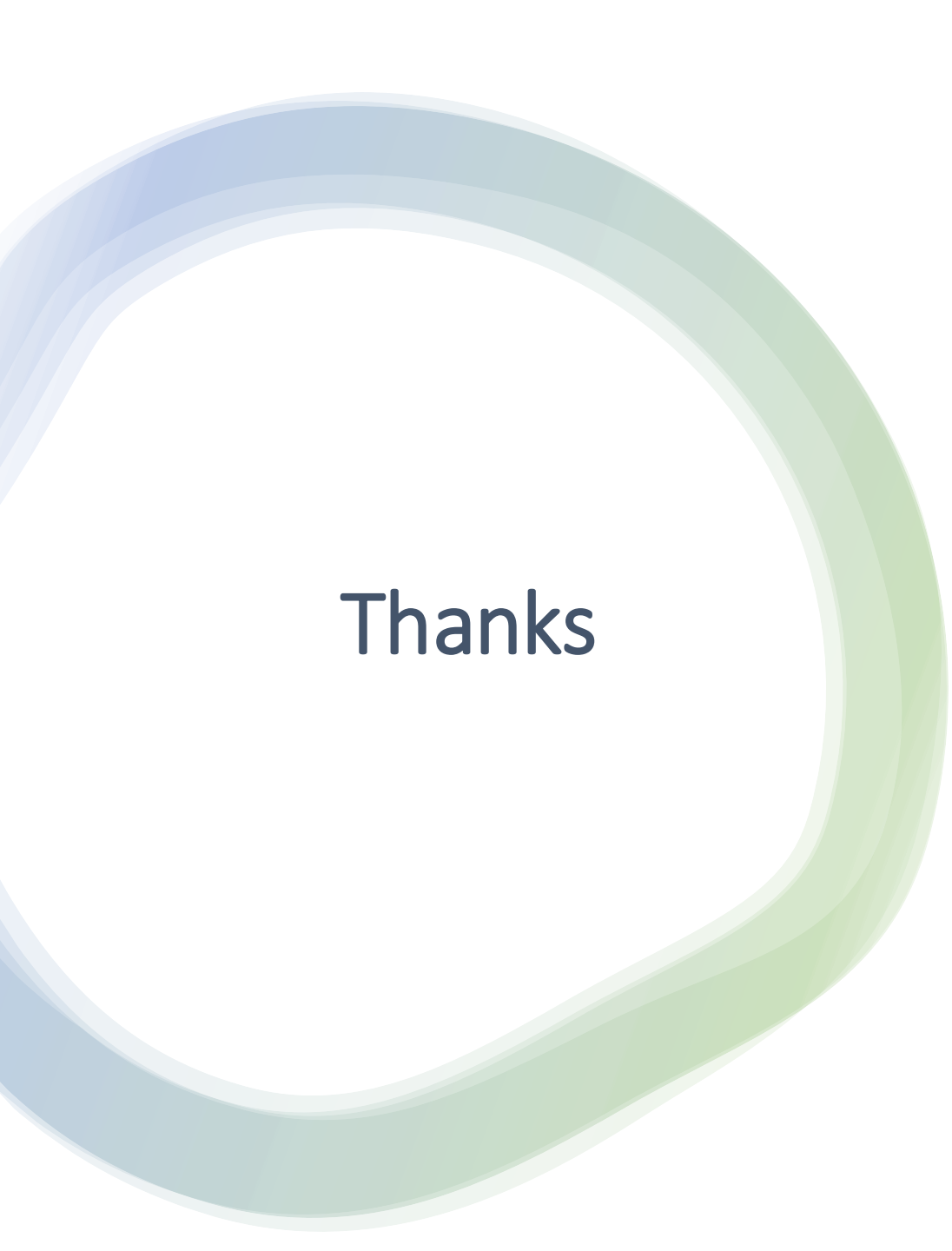


Preparatory Progress.....

- Draft Report Outline (In Bengali)
- Consultations and Opinion Collection Tools (In Bengali)
- Website (Under-develop)
- Online Opinion (Under Process)

Expected Outcome





Thanks

Comments & Recommendations

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