



Assessment of Lessons Learned in Rana Plaza Disaster

A Dissertation Submitted to Postgraduate Programs in Disaster Management

by-

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Abstract

Rana Plaza collapse is one of the major man-made disasters in the history of Bangladesh. In this disaster we lost 1200 hundred people. It was one of the most worse industrial (garments) accidents in the of the world. After this disaster government found many vulnerable and risky building and also take government serious steps. But not enough to prevent such types of massive disaster. After this disaster government, foreign partners (buyers), various types of stakeholders, INGO and NGO have taken many steps to stop such types of massive disaster. Government takes some policy for safe and work friendly environment for worker but still not implement properly. For my research I found some core things that are main responsible for this types of disaster such as failure of government, political dimension of the crisis, competitive pursue of globalization, injustice of global economic order. but now scenarios are changed government takes multi-disciplinary action and coordination between labor and owner and also introduced some essential Laws like trade union, worker salary scales and other facilities. Government gives more power to labor ministry to observe those situation properly. My outcome of this research paper in Rana Plaza victims rehabilitating process, reemployment process, building safety and security process, responsible organizations, investigation report and undertaking legal action against Rana Plaza.

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ACRONYMS

RMG.....	Ready Made Garments
CPD.....	Central for policy dialogue
ILO.....	International labor organization
BGMEA.....	Bangladesh Garments Manufacturer and Export association
BKMEA.....	Bangladesh Knitwear Manufacturer and Export association
CRP.....	Centre for the Rehabilitation of the Paralyzed
CMH.....	Combined Military Hospital
EU.....	European Union
ACC.....	Anti-Corruption Commotion
RAJUK.....	The capital development authority of Bangladesh
USA.....	United States of America
DNA.....	Deoxyribonucleic Acid
BILS.....	Bangladesh institute of labor studies
BUET.....	Bangladesh University of engineering and technology
JBFH.....	Japan Bangladesh friendship hospital
UK.....	United kingdom
GoB.....	Government of Bangladesh
MFIS.....	Mass fatality identification system
BLAST.....	Bangladesh legal Aid Services Trust
ASK.....	Ain o Salish Kendra
NAP.....	National Action Plan
GITI.....	Garments Industries Transparency Initiative
DCC.....	Dhaka City Corporation

CHAPTER I

INTRODUCTION

1.1 GENERAL BACKGROUND

Rana plaza disaster is the one of the worst man-made disaster in Bangladesh's history, claiming lives of 1,132 people injuring and maiming many others, has touched the heart and soul of people not only in Bangladesh, but also beyond. The level of the tragedy heightened (if possible) because none of the workers would have died if the factory remained closed after a major fault in the building was identified the day before the incident. The Rana Plaza has become the 'symbol' poor compliance with regard to workplace safety and security in Bangladesh's industrial sector. It has become the 'icon' of lack of attention to the working condition of a major consuming item in the global value chain. Indeed, the incident of Rana Plaza is a reflection of sheer negligence of all stakeholders involved in the value chain of the ready-made garments (RMG) sector within Bangladesh and beyond.

The Rana Plaza tragedy has once again drawn the attention of citizens of the country to the dismal state in which workers in many export-oriented RMG factories in Bangladesh are subjected to work day in, day out. Despite the significant progress made by Bangladesh's RMG sector over the last three decades, the state of physical and social compliance, particularly concerning workplace safety and security, have failed to match the growth of the sector. A large number of factories are continuing to work with poor physical and social compliances. Over the past 10 years more than 2,000 workers have died in fire incidents in the RMG sector of the country. A large number of factories continue to work with impunity despite the laws, regulations and labour law provisions that are in place.

It has been seen in the past that whilst some incremental progress tend to be made after

each disaster, many of the steps announced remain unaddressed. As a result, accidents keep on happening, and then once again a flurry of actions is announced, until the next disaster happens. One of the primary reasons driving this repetitive occurrence is the lack of continuous monitoring of the announced and the required initiatives. Even when the concerned stakeholders initiate their own monitoring exercise, there is no ‘monitoring of the monitors’, which could ensure accountability and transparency in the steps that are being taken, their effectiveness and their concrete outcomes.

After the Savar incident, major national and international organizations have come out with various proposals to be implemented in the short, medium and long-term. If the past is any indicator, it is apprehended that many of these pledges may remain ‘wish lists’ if a concrete action plan, with clearly designated responsibilities, is not designed in a time-bound manner. A key driver of success of these actions will depend on continuous monitoring of the implementation of these actions. It is here, that the civil society organizations, have both a role and responsibility, to act upon the interest they have reflected in their stance, in the safety and security of the workers in ensuring workers’ rights, in promoting Bangladesh as a complaint source, and in the sustainable development of Bangladesh’s RMG sector. This civil society initiative has been designed to put into major players under close scrutiny and also for contributing to the sustainable development of the sector.

1.2 FOCUSED AREAS

In survey I found seven specific areas of work which include:

- 1) Disbursement of compensation as per law and other financial supports committed by various organizations;
- 2) Determine the number of casualties in the Rana Plaza incident particularly number of

deaths, injured and missing;

- 3) Monitor the commitments made with regard to fire safety and security;
- 4) Focusing the initiatives of assessment of building safety and related activities;
- 5) to monitor the legal steps taken by responsible organizations including the government and other relevant public agencies, as regards payment of compensation for the workers, injured and dead's;
- 6) Monitor the commitment and support provided to injured workers for their treatment and rehabilitation afterwards; and
- 7) Monitor the activities related with re-employment of the injured workers.

1.2 OBJECTIVES

Rana plaza tragedy has once again drawn the attention of citizens of the country to the dismal state in which workers in many export – oriented RMG factories in Bangladesh are subjected to worked in day out. Despite the significant progress made by Bangladesh's RMG sector over the last three decades. Rana plaza is one of the most worse and massive disaster in manufacturer world, it cost almost 1200 hundred people life. In my thesis I find 2 major objectives.

1. Short time impact

2. Long time impact

Short time impact:

1. Death, missing, injured workers.
2. Big Amount of Female Garment Workers loss their job.
3. Pressure on Children to Drop Out of School to Support Their Family.
4. Global RMG Orders Randomly Canceled.

Long time impact:

1. Socio Economic Problems
2. Crimes and Criminal Cases are Highly Incises.
3. Foreign and Local Investment crisis.
4. Migrant Labor problems.

1.4 HYPOTHESIS

Rana plaza disaster can be minimized if government takes their proper steps in proper time. After disaster BRAC bank and robi telecom transfer their offices in that time local authorities cannot take any proper steps about those 3 factories .so we can say that hare if our local government does their work properly then we couldn't see those accident. For this accident we found one things that for sake of 1200 peoples we found new labors law, trade union rights, lack of our logistic systems, coordination problems, standard wage scale.

1.5 RESEARCH QUESTIONS

My research investigate and find out the proper ways how to secure and safety garment's working place for more then 4 million worker. Government try's to find out the reasons how they stop this kind of massive disaster. I try use my questions patters to find our the real causes of RGM sectors disaster and also Rana Plaza disaster.

Is there our garment's working place are safe?

What they do after a disaster or accidents?

Are they know about their rights or labor acts?

Are they find their right compensation?

Is government made any laws for victims future and their further works?

What are the roles of various committee and internationalstakeholders?

1.6 RESEARCH METHODOLOGY

The methodology of this study has been selected based on the research problems. A broad line methodology was used to understanding implications and impacts of Rana plaza disaster and their victims. Form the beginning of the semester; I started preparing before going for field study.

Consulting literature related to my interest of works.

Identifying research issues and objectives.

Developing methodology

Preparing checklist of data collection respectively.

Sharing and discussion with my supervisor about the whole plan of the study.

Selecting the methods of my research : literature and documents consultation, observation, individual interview, group discussions.

1.7 DATA COLLECTION

In data collection I used both qualitative and quantities data. I use both technique in my research.

Source of data:

- Primary data

- Secondary data.

Primary Data

In my research I used survey method mainly. Because I saw the whole disaster and rescue operations. After that I used case study methods. Hare I study lot of paper specially ILO, CPD, GOB, and other stakeholders. After that I applied excremental and observation. But I mainly use interview systems I used structure, unstructural, semi and clinical interview methods and questionnaire systems I used structural and un structural questionnaires.

Secondary Data

I collet my secondary from various ways. I mainly collect data through reading various journals, papers, documentary and government various reports. I also prefer Website information's, books and stakeholders reports and various annual reports.

1.8 LITERATURE REVIEW

This thesis conducted a descriptive and exploratory study of the literature in order to create a framework for a content analysis. During the content analysis, 18 officially published reports of the 14 biggest humanitarian organizations were investigated concerning their procurement policies in disaster response operations. Hence, this study uses a qualitative approach for a cross-sectional analysis of secondary data.

In my review I found some major gap in disaster management system in Bangladesh but if we improve some sector carefully than we will go further advance stage in disaster. As a Bangladeshi we have huge reputation of coping and adaptation management but one thing is that is institution training and lack of technology

1.9 SAMPLING

In sampling I used both probability sampling and non-probability sampling.

Probability Sampling

First I take random sampling then after I used systematic sampling methods. Then I use stratified sampling to distribute how many man and women are died or injured by this accidents. After I use cluster for identify district based deadmeasurements.

Non Probability Sampling

In this part I use accidental sampling but mainly focus on purposive and quota sampling.

CHAPTER II PROFILE OF THE VICTIMS

2.1 PROFILE OF RANA PLAZA WORKERS

Five garment factories were in operation in the Rana Plaza – *New Wave Style Ltd.*, *NewWave Bottom Ltd.*, *Phantom Apparels Ltd.*, *Phantom Tac Ltd.* and *Ether Tex Ltd* (Table 2.1) Initially the Plaza was a six-storied building, built in 2006; later on another two stories were added for which building SavarPouroshava gave its approval. According to the BGMEA, about 2,760 workers had been working in these factories; this number seems to be low compared to the information available from different official sources. A total of 1,132 workers died in the incident, 2,438 workers came out alive, and about 330 workers are still missing. This makes a total of 3,900 workers in five factories. It is very important that the BGMEA gives the exact number of workers working in those factories.

Table 2.1: Number of Workers Worked in the Garments of the Rana Plaza

Unit	No. of Workers
New Wave Style Ltd.	1165
New Wave Bottom Ltd.	452
Phantom Apparels Ltd.	438
Phantom Tac Ltd.	254
Ether Tex Ltd.	450
Total	2759

Source: Based on collected documents.

The distribution of workers in terms of different categories reveals that the highest number of workers worked in grades 4 (senior operator) and 7 (assistant/helper) (Table 2.2) The number of workers in grades 3 and 5 were also high. This distribution of workers appears to be in high side compared to workers working in a usual garment factory where most workers are found under grades 6 and 7. Monthly income of these workers was ranged between Tk. 3,000 to Tk. 8,000. Because of death and injury of these workers, a major source of income of their families has been stopped which fell them in deep trouble. Interestingly, over 70 per cent of workers in all these factories had

been working for less than a year (Figure 2.1) Out of 2,759 workers, only 27 were found who had been working since the inception of the factory. Like many other factories, workers’ short job duration in these factories is a major concern regarding the ensuring their social compliance

Table2.2 Positions of Workers of the Factories of Rana Plaza.

Grade	Factory-wise Number of Workers				
	New Wave Style Ltd.	New Wave Bottom Ltd.	Phantom Apparels Ltd.	Phantom Tac Ltd.	Ether Tex Ltd.
1	22	6	-	-	1
2	4	1	1	-	1
3	22	3	185	68	1
4	432	173	98	145	235
5	58	30	-	-	-
7	380	69	82	17	-
Other	247	170	72	24	212
Total Workers	1165	452	438	254	450

Source: Based on collected document

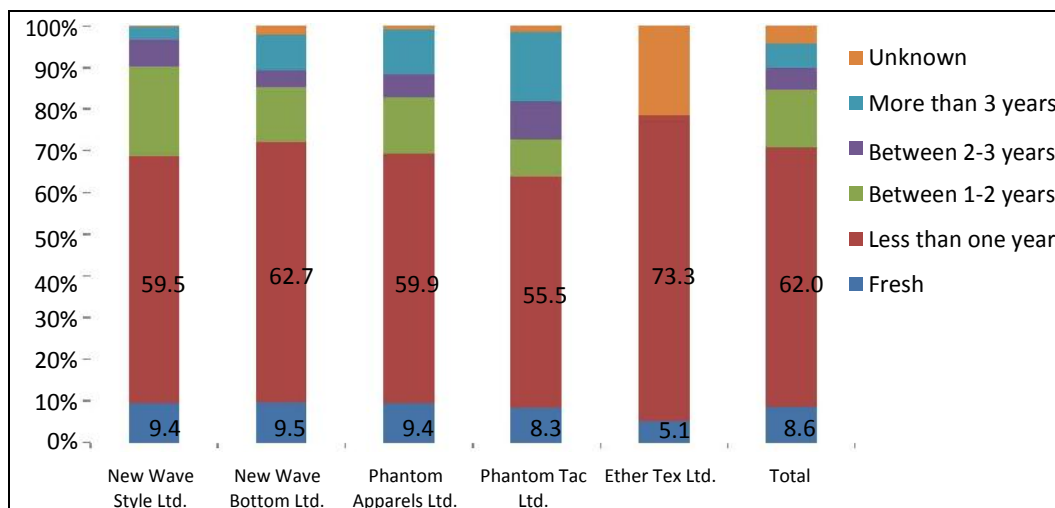


Figure 2.1: Workers’ Length of Service (Source: Based on collected documents)

2.2. NUMBER OF CASUALTIES IN RANA PLAZA INCIDENT

2.2.1. Dead Workers

The total number of death toll stands at 1,132 including the 17 who died while undergoing

treatment at hospital. The monitoring team retrieved detailed information of 834 dead workers. Among the 834 dead workers 463 were male and 371 were female workers. Most of the workers were from Dhaka division followed by Rangpur, Rajshahi and Khulna divisions (Figure 2.2). The district-wise distribution of workers reveals a nationwide representation in these factories – they were from 59 out of 64 districts in those factories.

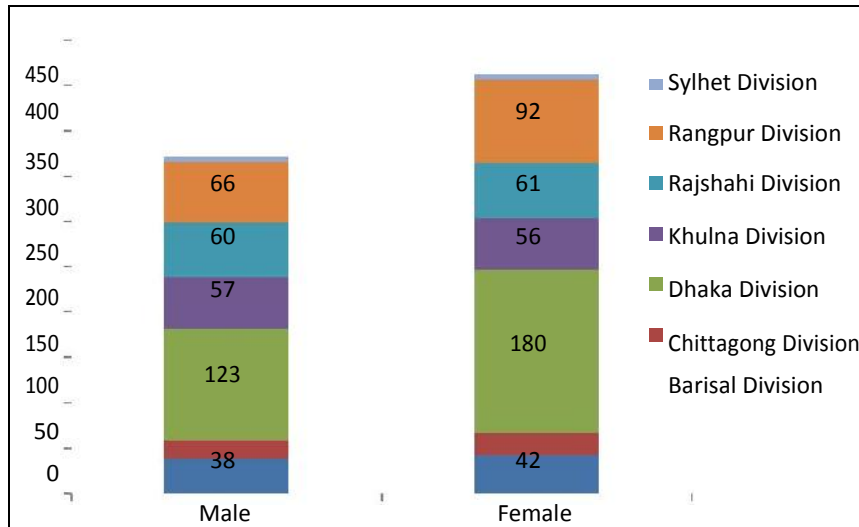


Figure 2.2: Division-wise Distribution of the 834 Dead Works (Source: Based on collected documents)

2.2.2 Missing Workers

A large number of workers are missing since the incident of Rana Plaza. According to the official estimates, a total of 332 workers who were employed in these factories have not been identified. Relatives of the missing workers have authenticated documents such as payslip, appointment letter, ID cards, etc. in support of their identification. Among the missing workers, 233 were female (70.8 per cent), while another 99 workers are male (29.8 per cent). Likewise the dead workers, majority of the missing workers are from Dhaka division (131) followed by Rajshahi (58), Rangpur (56) and Khulna (39) divisions (Table 2.3). As per the information, these workers are almost equally distributed to different age-brackets– from 15 to 30 years (Table 2.4). According to different newspaper reports, a total of 234 unidentified dead bodies have been buried

from which 200 samples were collected for DNA test. Thus part of these missing workers is supposed to be among these 234 unidentified workers even though another 98 workers still remains untraced. Families of these missing workers are in distressed condition.

Table 2.3: Distribution of the 332 Missing Workers

Division	Male	Female	Total
Barisal	8	19	27
Chittagong	1	7	8
Dhaka	44	87	131
Khulna	12	27	39
Rajshahi	15	43	58
Rangpur	14	42	56
Sylhet	3	6	9
Not Found	2	2	4
Total	99	233	332

Source: Based on collected documents.

Table 2.4: Age Distribution of the 332 Missing Workers

Age Group (years)	Male	Female
Less than 15	-	1
15-20	13	50
20-25	25	50
25-30	25	35
30-Above	11	34
Not Found	25	63
Total (332)	99	233

Source: Based on collected documents

2.2.3 Injured Workers

According to the information of the Enam Medical College and Hospital, a total of 1,800 workers have taken primary treatment here, of which 1,000 workers were released within a week. Among the rest, 700 were released after taking treatment for one to two months. A total of 34 injured workers who needed special treatment were shifted to CRP, Savar CMH and Orthopaedic Hospital, Dhaka medial hospital.

CHAPTER III

COMMITMENT AND IMPLEMENT

3.1 MAJOR PLEDGES AND COMMITMENTS TO THE VICTIMS

Different government organizations and private sector associations as per their official obligations involved in the rescue operation and other follow up activities. At the same time, a number of local and international organizations made their pledges and commitments (Tables 3.1 and 3.2). A large part of these pledges were made immediately after the incident particularly addressing the immediate challenges and needs. Pledges were also made with regard to legal actions against those who are responsible for the occurrence of the accident. Retailers and international organizations made their commitments with regard to medium-term issues, such as improvement of fire safety and security at the workplace. It is to be noted that a large number of activities were undertaken by different organizations, without any commitments and pledges.

Government made a number of commitments with regard to compensations for the family of dead victims, providing treatment to injured workers, rehabilitating family members of dead workers, and legal actions to be taken against those who are responsible for the incident. Major pledges include Tk. 1 lakh for each family of the dead victims, two year plan for physiological treatment for the injured workers including treatment abroad for seriously wounded workers, and rehabilitating the family members of the injured workers. Savar Cantonment authority prepared three lists which include a list of 1,000 garment workers who need to be given jobs, a list of amputated workers who need to be rehabilitated and employed, and a list of severely injured workers. BGMEA, on the other hand, made commitments with regard to raising fund for affected workers including a mere Tk. 25,000 by each of the factory, and providing employment for able family members of disabled workers. Few organizations have committed to donate in support of the victim workers and their families (Table 3.1)

Table 3.1: List of Commitments for the Rana Plaza Victims: National

Issue	Government	BGMEA	Others
Compensations	<ul style="list-style-type: none"> • Prime Minister Sheikh Hasina had promised to give Tk. 1 lakh to each family of the dead victims • A total of 15 sister concerns under the Petrobangla and the Bangladesh Petroleum Corporation (BPC) will pay Tk. 15 million for the victims • Measures would be taken to ensure those who lost their limbs got at least Tk. 10,000-12,000 per month 	<ul style="list-style-type: none"> • Would give financial help to families of the injured/deceased workers • Will pay salaries to the workers in the five factories • Decision to raise funds for affected people • Every member of BGMEA and BKMEA must pay at least Tk. 25,000 in this particular fund 	
Treatment	<ul style="list-style-type: none"> • Promised to bear the cost of treatment, food and transportation of the patients • The government is going to take a two-year plan to ensure psychological treatment for the collapse survivors • Treatment will be provided until they recover • Some of the seriously wounded workers would be sent abroad including in Thailand and Singapore for better treatment 		<ul style="list-style-type: none"> • To raise Tk. 100 crore for Savar tragedy victims by Bank Owners' Association • The employees of some 47 banks operating in the country will donate a day's salary to help the families of the deceased workers and support the treatment and rehabilitation of the injured Victims • Meril-ProthomAlo will continue support for the victims through the fund they had raised
Rehabilitation	<ul style="list-style-type: none"> • Would take necessary steps for the rehabilitation of the families of the garment workers, who were killed and injured in the incident • Bangladesh Army has prepared a list of 1,000 garment workers who need to be given jobs, a list of amputated workers who need to be rehabilitated and employed, and a list of severely injured workers 	<ul style="list-style-type: none"> • Measures would be taken for the rehabilitation and arrangement of jobs for the injured workers and special arrangement for workers who lost their limbs • The disabled workers will be rehabilitated and employment opportunities to their able family Members 	

Source: Based on different published documents and newspaper reports.

Table 3.2: List of Commitments for the Rana Plaza Victims: International

Issue	Development Partners	Brands and Buyers (who have business relations with the five factories located at the Rana Plaza)	International Organisations and Development Partners
Compensations		<ul style="list-style-type: none"> • H&M, Inditex, Primark, C&A will spend USD 5 million to the victims • Primark, Loblaw and Bonmarché -- have pledged to compensate families and children of Victims 	<ul style="list-style-type: none"> • ILO assured Bangladesh of providing full support for the victims of the Savar building collapse
Treatment	<ul style="list-style-type: none"> • USA offered to help Savar victims by providing artificial limbs • The US Federal Bureau of Intelligence will provide Bangladesh with the Combined DNA Index System • Assistance will be provided in the transplantation of organs of the victims by Government of India • German government has pledged 2.5 million Euro (around Tk. 25.6 crore) for the victims • Indian and Thai expert teams to arrive in Dhaka soon to provide artificial limbs to the maimed • Netherlands has promised a financial contribution to the victims 		
Rehabilitation	<ul style="list-style-type: none"> • German government pledged that who lost limbs or sustained permanent physical disabilities, will get support for job reintegration measures 		

Source: Based on different published documents and newspaper reports.

3.2 PROGRESS OF THE COMMITMENRS

3.2.1 Rescue Operations of Different Organizations

The rescue operation inside the collapsed building of the Rana Plaza was carried out for over 17 days. A number of government agencies including Fire Service and Civil

Defense authority, the army, police, BGB, official volunteers took part in the rescue operation. A large number of private organisations and individuals took part in different activities in connection with the rescue operation. The 9th Division of the Army located in Savar was in overall charge of the rescue operation. A number of units of the army were involved in the operation which include engineers, medical and infantry. The rescue operation had been carried out with limited available equipments including excavator, dodger, loader (chain), loader (wheel), 160 ton crane, locator, excavator hammer, rod cutter, glass cutter, stonecutter, etc. Because of limited equipments, rescue operation had been slowed down. There was allegation about lack of coordination at the initial phase of rescue operation between different authorities. Similarly, participation of the private organization and individuals, although appreciated, without having specialised training their involvement in the operation was risky. Support from all corners of the society for the rescued workers as well as for the rescue teams are well appreciated. Among the many private initiatives for example, ManusherJonno Foundation and CDD provided cash and medicines to 288 survivors during 24-30 April, 2013. Teachers, students, alumni and others of the Jahangirnagar University provided support through donating blood, volunteering rescue operation and providing ambulance services.

3.2.2 Disbursement of Compensation

Workers of the factories at the Rana Plaza were entitled to get a number of compensation and benefits as per law. First, they were to receive wages and salary for the existing month (April 2013) and other dues (mainly overtime benefit) as per law. Second, they were entitled to receive termination benefit, service benefit and leave benefit as per law. Third, those who died were supposed to get the financial benefit covered under the life insurance scheme (i.e. group life insurance). Fourth, those who are injured are supposed to get the treatment benefit.

Salaries: BGMEA, taking the responsibility of these member factories, has arranged

salaries for workers, overtime benefit and other benefits. According to the information of the BGMEA, a total of 2,759 workers received those benefits, of which 2,438 workers received their benefits from BGMEA and another 321 workers received their payment at hospitals. Since total number of worker is supposed to be 3,900, about 1,150 workers or their families did not receive any kind of benefits because of confusion with the number of missing workers, lack of identification documents in support of dead workers, etc. According to the newspaper report, a total of Tk. 7 crore has been disbursed for the payment of workers' salaries (Table 3.3). It is alleged that workers did not get the full compensation for their overtime work – on average each worker received payments for 60 working hours, although many workers claimed that their payment should be higher. Moreover, payment was delayed because of lack of proper arrangement by the BGMEA.

Dead workers: Families of dead workers were supposed to receive the life insurance benefit of Tk. 1 lakh each. In fact, the announcement of the Prime Minister to pay Tk. 1 lakh for each worker seems to be the insurance claim of firms against dead workers. According to the newspaper report, a total of 777 families of the victim workers have received this benefit from Prime Minister's Relief and Welfare Fund which is amounted to be Tk. 11 crore (Table 3.3). The distribution of fund from the Prime Minister's Office is well appreciated, although a large number of victims' families are yet to receive the benefit, mainly due to the problems arisen in identifying the authentic families of the dead victims. In this regard, the government should be more proactive to disburse immediately the fund to the remaining families of dead workers whose information are available (out of 859).

In this connection, it is important to have clarification on whether the donation of BGMEA to the Prime Minister's Fund (Tk. 3 crore) is the insurance claims of the workers or is it a fresh fund. A simple calculation is: families of 1,132 victim workers are supposed to receive an insurance benefit of Tk. 11.32 crore. Thus the gap means all the workers were not covered under the insurance policy. It is alleged that factories often do not cover

all its workers under group life insurance scheme in order to reduce the cost for insurance. In fact, BGMEA maintains the process of group insurance by providing a lump sum amount. In other words, all the workers in the Rana Plaza are most likely not to be covered under insurance.

Prime Minister has announced to provide financial assistance up to Tk. 15 lakh in the form of savings certificate to the victim's families. Already 30 families have received on average Tk. 10 lakh. Given the urgency of these families, disbursement should be completed soon. In fact, the benefit so far received by the victims' families could be termed as partial horizontal coverage, and would not be considered as vertical coverage. In order to meet the requirement of the victims' families, disbursement of the announced amount for them should be realised immediately. A 5-year savings certificate of Tk. 10-15 lakh would assure a net monthly benefit of Tk. 10,000-15,000,² which would be helpful for meeting monthly expenses of these families.

Prime Minister's Fund have received donation from government, non-government, private organisations and from individuals. Officials of different ministries, departments, NGOs and banks also donated to the Fund. Prime Minister's Office should make the total fund received for supporting the victims of the Rana Plaza Tragedy public, and reveal the plan for distribution of those funds.

Missing Workers: Families of the missing workers are in the most distressed situation. Because of unidentification of over 260 dead persons as well as a large number of untraced workers, these victims' families have not been recognised under any official process. Although information of 330 missing workers have been collected, however, those were not acknowledged by the BGMEA and other authorities, hence families have been kept outside any formal support as provided to the dead workers (Tk. 20,000 for the burial of the dead body and Tk. 1 lakh for the family; injured workers received Tk. 42,700). According to the field level information, these families have received benefit of

Tk. 15,000-16,000 from one of the buyers ‘Primark’ as part of their commitment to support the victims.

There is no updated information about the progress of the commitments made by international retailers. Although H&M, Inditex, Primark, C&A committed to disburse USD 5 million for the victims’ families, except Primark the progress about meeting the commitment by others yet to be clear. Similarly, no progress is known about the commitment made by the companies which took orders from those factories such as Loblaw, Primark and Bonmarche regarding support to the victims’ families.

Table 3.3: Disbursement of Compensation

Relevant Body	Disbursement/Allocation		Donation to Relevant Fund
	Actual	To be Done/On Process	
Government			
Prime Minister	<ul style="list-style-type: none"> • So far, a total of Tk. 11.97 crore has been provided to 1,016 persons belonging to the families of 777 victims of the SavarRana Plaza tragedy from the Prime Minister's Relief and Welfare Fund • Savings certificates worth Tk. 3.3 crore have been given to 30 injured persons from the same fund (<i>Financial Express</i>, 25 July) 	<ul style="list-style-type: none"> • Victims are being provided financial assistance up to Tk. 15 lakh in the form of savings certificates (<i>BSS</i>, 26 June) • Government allocated Tk. 55 lakh (<i>ProthomAlo</i>, 24 April) 	
Ministry of Finance and banking and financial institutions			<ul style="list-style-type: none"> • Donated Tk. 5.24 crore to the Prime Minister's relief and Welfare Fund
Trade Bodies			
BGMEA	<ul style="list-style-type: none"> • So far, it has disbursed Tk. 7 crore in salaries 		<ul style="list-style-type: none"> • Deposited Tk. 3 crore to the Prime Minister's Relief and Welfare Fund
Local Level Private Initiative (NGOs and Other Organisations)			
Bangladesh Bank along with other commercial banks and NBFIs			<ul style="list-style-type: none"> • Donated around Tk. 90 crore to the Prime Ministers Relief and Welfare Fund (<i>Daily Sun</i>, 11 July)
ProthomAlo Fund	<ul style="list-style-type: none"> • So far spent Tk. 36,83,918 		<ul style="list-style-type: none"> • Has been increased to Tk. 1,98,11,809 (<i>ProthomAlo</i>, 9 July)
CRP			<ul style="list-style-type: none"> • Fund has been increased to Tk. 34,87,886 tk (as of 29

Source: Based on different published documents and newspaper reports.

3.2.3 Commitments and Support Provided to Injured Workers for their Treatment

Injured workers are supposed to receive treatment benefit from the factory authority. There was no official estimate about how many workers were injured and what kinds of support these workers have received from the factory authority. According to the Enam Medical College and Hospital, which provided initial medical support to majority of victims, a total of 1,800 workers got medical treatment of different kinds which cost an amount of Tk. 1.9 crore. Besides, there are 330 workers who are severely injured and are in treatment in different hospitals and clinics. All of these injured workers received all medical services and facilities at free of cost for their initial treatment. About 1,000 workers who were admitted in the Enam Hospital were discharged within a week, another 700 workers were in treatment for one to two months, and 37 workers with severe injury have been shifted to different specialised hospitals such as CRP, Savar, CMH, Savar and Orthopaedic Hospital, Dhaka. Overall, initial treatment support was made to most of the workers.

Concerns Regarding Injured Workers: A large number of injured workers after getting released from the hospital will have to undergo physiological treatment for six months to one year (and even longer). It is found that hospitals and clinics have started charging fees and cost of medicines for those injured workers. These workers will be unemployed for over a year before they would be able to work in any factory. Thus, they have to fully depend on their families for their treatment. Government's commitment for two-year support to the injured workers should consider these aspects. Government should immediately disclose its plan to support the injured workers, ensure long-term treatment facilities without any cost, and take necessary measures for their rehabilitation.

Concerns Regarding Seriously Injured Workers: There were a total of 330 workers who were seriously injured as mentioned earlier and have severe injuries in their hands, legs and backs and a number of them are traumatised. Information of 52 injured workers (mostly injured seriously) collected in early May 2013 revealed that on average each of

them received about Tk. 42,700 from three sources (DC office, Prime Minister’s Office and private sources) (Table 3.4). These workers received financial benefit as well as they are getting medical treatment at free of cost. However, there are allegations about wrong treatment in some instances. But the fact remains that most of these workers even after getting the treatment would either permanently or partially loss their capability to do heavy works, particularly in labour-driven industrial operation. Thus, a large number of ‘efficient’ and ‘productive’ workers have turned to be ‘unemployed’ and would perhaps be ‘dependent’ on their families. Unless proper support is provided to these workers, they would become the ‘burden’ of these families.

Table 3.4: Compensation for the Injured 52 Workers (as of May 2013)

Gender	No. of Workers	Compensation per Workers (in Tk.)		
		DC Office	PM	Private
Male	22	1,10,000 (5000)	2,10,000 (9545)	6,20,000 (28182)
Female	30	1,25,000 (4167)	2,70,000 (9000)	11,52,000 (38400)
Total	52	2,35,000 (4519)	4,80,000 (9231)	17,72,000 (34077)

Source: Based on collected documents.

According to the newspaper reports, BGMEA spent about Tk. 2.5 crore for the wounded workers till 25 July 2013. But it is not clear whether the spent amount is provided from the accounts of the factory authority or not. It is important to make the information about the sources of their fund public. BGMEA’s initiative to work with the CRP for supporting injured workers with artificial limbs needs clear timeline for implementation. Similarly, implementation of the commitment to reemploy the injured workers or their family members is not clear.

A number of private sector organisations including hospitals, labourorganisation, banks and insurance companies, and multinational companies have undertaken a number of support measures for the injured workers. Enam Medical College and Hospital provided

the iconic humanitarian service for the injured workers. A total of 1,800 injured workers have received all kinds of treatment facilities since the first day of the collapse till date (one patient is still admitted) at free of cost which needed to bear an expense of Tk. 2 crore by the hospital authority. A part of this expense was met by the financial support provided by different organisations and individuals. Dip Clinic, a Savar-based small hospital has provided treatment facilities to the injured workers at free of cost. Medical treatment for the injured workers has been continuing at CMH, Savar, NITOR (Orthopaedic) Hospital, Dhaka, BIRDEM General Hospital and Japan-Bangladesh Friendship Hospital, Dhaka Medical College, Dhaka. A number of Savar-based hospitals and clinics even with their limited resources provided support to injured workers at free of cost including Upazila Health Complex, new Dip Clinic, Super Clinic and Diagnostic Centre and Afnan Hospital and Diagnostic Centre, etc. In order to continue getting free medical services from these hospitals/clinics, financial support should be disbursed for these organisations.

Bangladesh Institute of Labour Studies (BILS) has set up a support centre at Savar to assist victims and their families with proper information, arrange psychological treatment for injured workers, provide financial support to pregnant victims and their families, and helped the seriously injured workers to get admitted in different hospitals. A number of banks have provided wheel chairs to injured workers. Various other private organisations and individuals including non-resident Bangladeshis and international private organisations extended support (financial and medical) for injured workers. Jahangirnagar University, Savar provided various kinds of assistance during the time of rescue operation (ambulance service, blood donation and volunteer services) and financial support of about Tk. 22.4 lakh to Prime Minister's Fund and CRP. Therefore supportive initiatives for the injured workers outside the government and associations (let alone the factory authorities) are wide and large.

Development partners particularly EU has agreed to provide support to the

permanently disabled workers under an agreement of social contact. German government pledged to provide support for job reintegration measures for workers who lost limbs and sustained permanent disabilities. Indian government has committed to provide support for transplantation of organs to victim families. Experts from India and Thai are supposed to work in this regard. It is important to monitor in the future how those commitments are fulfilled as per announcement. A Canada-based NRB organisation called ‘Young Canadians for Global Humanity’ provided financial support (Tk. 5,000-25,000) to different categories of disabled workers who were admitted at the Enam Medical College and Hospital and CRP, Savar. Terratech, a consortium of private IT service firms providing IT support to the victims by creating and maintaining a database of: a) The deceased; b) The injured; c) The dependents of victims.

Table 3.5: Steps Taken for Treatment and Rehabilitation.

Relevant Body	Steps Taken	
	Measure	Detail
Government		
Ministry of Home Affairs	<ul style="list-style-type: none"> The Investigation Committee opined to sell the land of Rana Plaza and to coordinate the price money of that building to help the victims of Rana Plaza (<i>ProthomAlo</i>, 27 May) 	
State Minister for Local Government	<ul style="list-style-type: none"> Government will acquire Rana Plaza land and take up a long-term plan to rehabilitate the victims’ family members there (<i>Daily Star</i>, 15 May) 	
Health Minister A F M RuhulHaque	<ul style="list-style-type: none"> The government is going to take a two-year plan to ensure psychological treatment of the Savar building collapse survivors (<i>bdnews24.com</i>, 15 May) 	
Trade Bodies		
BGMEA	<ul style="list-style-type: none"> Spent Tk. 2.5 crore on treatment of wounded workers (<i>Daily Star</i>, 25 July) The disabled workers will be rehabilitated including employment opportunities to their able family members (16 June) 	<ul style="list-style-type: none"> Working with CRP to provide artificial limbs to the amputated persons, and also with the spinal cord injury Listed and categorised these injured persons and have started shifting them to CRP for necessary medical and rehabilitation programme
Others		
Japan Bangladesh Friendship Hospital (JBFH) and Association of Medical Doctors of	<ul style="list-style-type: none"> Jointly organised a follow-up medical treatment for the victims of the Savar tragedy on 7 June from 9.00 am to 12.30 pm, says a press release (<i>The Independent</i>, 9 June) 	<ul style="list-style-type: none"> Provide medical treatment free of cost, group psychotherapy, free medicine supplies, and distribution of 800 kg of rice and 200 kg of daal to ensure food security of these victims

Source: Based on different published documents and newspaper reports.

3.2.4 Activities related with Re-employment of Injured Workers

There were a total of 2,400 survivors from the Rana Plaza who are at different physical conditions but will need to be rehabilitated and re-employed over the period of time. The Army of Savar cantonment has prepared several lists of workers categorising into three: a list of 1,000 workers who need to be given jobs, a list of amputated workers who need to be rehabilitated and employed, and a list of severely injured workers. Initiatives from the associations and government are, however, unsatisfactory. Government has made arrangement for employing 100 workers in leather factories. BGMEA's commitment to re-employ the workers or employing the family members of disabled workers is not yet implemented. There is no information on re-employing the workers in different garment factories. According to the Bangladesh Garment and ShilpaSramik Federation, about 60-70 workers have been re-employed as far as the available information. Many workers were found with various kinds of physical condition are not in a position to work in the factories. It is important to make it public about the re-employment initiative of the government and the association.

The initiatives at the private sector are rather few. Grameen Phone made an arrangement of mobile phone service business for 300 injured workers with proper training. Trade union associations have been working to get jobs for the workers in different factories. The worker 'Reshma' who was rescued from the debris of the collapsed building after 17 days, got the job of public area ambassador at the housekeeping department of The Westin Dhaka. Thus a large number of workers remained 'unemployed'.

Rehabilitation of the severely injured 350 workers needs adequate attention by the government and associations. The Prime Minister's Office has announced providing financial support amounted to be Tk. 10 lakh in the form of Savings Certificates to the injured workers which would be a source for earning. Government and association should immediately disburse the financial support for rehabilitating these injured workers.

The progress of the commitment made by development partners need to be monitored in the coming months. UK government has committed to provide GBP 18 million to provide training to 1 lakh unskilled workers of garments and constructions. ILO which is committed to spend USD 2 million for rehabilitating garment workers through training needs to be monitored.

Distress of shop owners There were over 100 small shops at the ground and first floors of Rana Plaza which were owned and operated by owners or leased out to others. Workers of the garment factories including those of Rana Plaza were their main clients. With the collapse of the building these shop owners have lost their capital. There is no mention from any quarts about rehabilitating the shop owners through providing financial support.

Table 3.6: Steps Taken for Re-employment

Relevant Body	Steps Taken
Government	
Government	<ul style="list-style-type: none"> • Arrangements to provide jobs to 100 workers in leather and leather goods factories have been made (<i>Financial Express</i>, 1 May)
The Army	<ul style="list-style-type: none"> • Has prepared a list of 1,000 garment workers who need to be given jobs, a list of amputated workers who need to be rehabilitated and employed, and a list of severely injured workers (<i>Daily Star</i>, 14 May)
Trade Bodies	
BGMEA	<ul style="list-style-type: none"> • BGMEA will arrange jobs for except those 100 who have been listed by the government to be employed in leather and leather goods factories (<i>Financial Express</i>, 1 May)
Others	
The Westin Dhaka	<ul style="list-style-type: none"> • Reshma, who survived for 17 days under the Rana Plaza rubble, started life anew by joining as Public Area Ambassador at the Housekeeping Department of The Westin Dhaka (<i>Daily Star</i>, 7 June)
The Garments Worker Association	<ul style="list-style-type: none"> • Has provided support to re-employ 50 workers of Rana Plaza
Grameen Phone	<ul style="list-style-type: none"> • Grameenphone extended its support on 18 July 2013 to the 300 victims of Savar Rana Plaza building collapse (<i>Financial Express</i>, 19 July) • The scheme includes <ul style="list-style-type: none"> - Setting up Flexiloads business facilities for them - Two mobile phone handsets - Set up attractively designed kiosk for each of the 300 victims to start the Flexiload Business • Grameenphone distributors will provide training on operational issues to support their business to grow

elevant Body	Steps Taken
	<ul style="list-style-type: none"> Secretary to the Ministry of Labour and Employment MikailShipar, and Chief Human Resource Officer Quazi Mohammad Shahed handed over the Flexiload SIM and mobile sets to the victims
Development Partners/International Organisations/Others	
UK Government	<ul style="list-style-type: none"> Going to make available GBP 18 million (<i>Daily Star</i>, 7 June) to support a programme for training 100,000 low-skilled garment and construction workers in Bangladesh
ILO	<ul style="list-style-type: none"> It is implementing USD 2 million RBSA programme, under which one component is related with rehabilitation of injured and incapacitated workers in collaboration with the TVET project

Source: Based on different published documents and newspaper reports.

3.2.5 Commitments on Fire Safety

Various initiatives undertaken with regard to building safety and related issues were mainly pursued out of legal obligations (Table 3.7). Five agencies of government have started inspecting factory buildings. A total of 16 factories in Dhaka and two factories in Chittagong have been closed temporarily to improve their infrastructure. A high-powered committee of the Government headed by the Minister for Textiles and Jute, has been working on inspecting the safety and security of factories. A total of 11 teams which comprised officials of factory inspection authority, Fire Service Civil Defense authority, PDB, RAJUK and others have completed inspection of at least 20 factories each, and prepared report for submitting to the above mentioned committee with recommendations for next course of action. Fire Service and Civil Defense authority has also inspected garment factories in Dhaka and Chittagong. To ensure building safety and security, the government has decided not to allow set up of any garment factories in vulnerable buildings in order to ensure the safety of the workers. In an immediate reaction, Ministry of Commerce mentioned that at least 200 factories are to be shut down immediately due to poor physical condition.

BGMEA has committed to inspect the physical condition of the factory buildings, and therefore, asked members to submit building design and soil test reports. Out of 2,425 running factory members of BGMEA 1,819, and out 1,000 running factory of BKMEA 353 have submitted their required papers to the authority. However, it has yet to set any

strategy about how to examine the documents and take appropriate actions. BGMEA has signed a memorandum of understanding (MoU) with the Institute of Planners, Bangladesh and Institute of Architects, Bangladesh to identify the indicators for building standard. BGMEA has ordered its member factories to remove generators placed above the ground floor of the buildings by 30 May. There is no information about the status of implementation of this order. BGMEA should publish by the progress officially. It is also important to inform about the developments of various core committees formed by BGMEA.

Global initiatives are visible with regard to improving the workplace safety and security and factory buildings. US Department of Labour which earlier announced to provide USD 2.5 million for improvements in the enforcement and monitoring of fire and building safety standards to better protect workers in the RMG sector. Applications have to be submitted in early August 2013, and fund to be released in September 2013.

EU has launched a major global agreement for Bangladesh to improve labour rights, working conditions and factory safety for which it will extend technical assistance. Besides, ILO, EU and Bangladesh government has launched global sustainability compact to improve labour rights and working conditions which will be implemented in 2013-14. It has also established the neutral chair for the 'Accord on Fire and Building Safety in Bangladesh'. Under its RBSA programme, a number of initiatives will be undertaken including training of 200 factory inspectors, procurement of equipment for building inspection, workers' education and preparing a full-fledged 'better work programme'. Japan Interactional Cooperation Agency (JICA) has provided Tk. 100 crore to take projects for improvement of building conditions. Progress of these commitments should be made public.

Major retailers of USA and EU have signed agreements to work for improvement of factory safety and security in Bangladesh (Table 3.8). About 80 retailers and buyers which

are mostly European have signed accord on fire and building safety under which comprehensive inspections, repairing of factories and training of the workers will be implemented. A delegation has made their first visit in Bangladesh to discuss with the stakeholders about various issues related modus operandi of the initiative. This initiative will be implemented by 2014. On the other hand, 17 leading US and Canadian clothing retailers established a 5-year long Bangladesh Worker Safety Initiative to enforce safer conditions for workers in Bangladesh garment plants. A major issue related to such initiative is to maintain coordination between EU accord, North American alliance and national action plan (NAP) in order to ensure effective implementation of the programme. The proposed 'unified code of conduct' by any means should not be less than the national rules and regulations (i.e. it should be 'national rules' plus). A global initiative is currently ongoing to do a transparency exercise on the governance of the garment industry under 'Garments Industries Transparency Initiative (GITI)'. An index will be prepared for individual major garment producing country, based on a set of indicators such as security against fire, building codes, minimum wage standards, child labour, social security, job security, and transparency of terms and conditions of hiring and firing and working environment. It is important to monitor the progress.

A number of initiatives have been undertaken by the private organization's to provide technical support for improvement of building safety and security. BUET has also signed an MoU with American Architect Association of Bangladesh on 18 May 2013 to identify the causes of the collapse of building to avoid these types of disasters in future. Another MoU is also going to be signed by BUET very soon in this regard. BUET is also preparing a list of equipments which are needed in the time of rescue activities. A panel of experts from BUET has requested immediate evacuation of two factory buildings as those have been identified to be risky upon inspection, and recommended four buildings for immediate assessment for strengthening as those are not at risks to be at the level of immediately evacuated.

Table 3.7: Steps Taken for Building Safety and Security: National

Relevant Body	Decision	Detail
Government		
Ministry of Commerce	<ul style="list-style-type: none"> The all-party legislative watchdog on Commerce Ministry suggested that to protect the country's RMG industry, authorities should close down at least 200 factories, which are in poor condition (<i>Dhaka Tribune</i>, 22 May) 	
Government	<ul style="list-style-type: none"> At least five different Bangladesh agencies have sent teams to begin inspecting the estimated 5,600 Factories 	<ul style="list-style-type: none"> Inspectors and government officials say this will take at least five years
Trade Bodies		
BGMEA & BKMEA	<ul style="list-style-type: none"> To remove the generators from the second and third floors of the buildings by 30 May 2013 (<i>Prothom Alo</i>, 18 May) 	
RAJUK, BUET, BGMEA, BKMEA	<ul style="list-style-type: none"> Several Core Committees have been formed to find out the defective factory buildings (<i>ProthomAlo</i>, 3 May) 	
Others		
BUET	<ul style="list-style-type: none"> A panel of experts from BUET has ordered immediate evacuation of two factory buildings as those have been identified to be risky upon inspection (<i>Daily Star</i>, 7 July) 	<ul style="list-style-type: none"> Recommended four buildings for immediate assessment for strengthening as those are not at the risks to be of immediately evacuated Released test results for 102 of 150 inspected buildings, while the rest are still Underway

Source: Based on different published documents and newspaper reports.

Table 3.8: Steps Taken for Building Safety and Security: International

Relevant Body	Persons/Organisations Involved	Major Activity	Timeframe
Development Partners			
USA	<ul style="list-style-type: none"> The US Department of Labor's Bureau of International Labor Affairs announced a USD 2.5 million competitive grant solicitation (<i>LAB News Release, 13 July</i>) 	<ul style="list-style-type: none"> To fund improvements in the enforcement and monitoring of fire and building safety standards to better protect workers in the RMG sector of Bangladesh 	<ul style="list-style-type: none"> Applications must be submitted by 2 August 2013; All awards will be made by 30 September 2013
EU	<ul style="list-style-type: none"> Launched major global agreement for Bangladesh to improve labour rights, working conditions and factory safety in the country's RMG industry 	<ul style="list-style-type: none"> Extend technical assistance to improve labour standards in Bangladesh and other impoverished countries in the Region 	
Brands and Buyers			
US Brands	<ul style="list-style-type: none"> 17 leading US and Canadian clothing retailers established the Bangladesh Worker Safety Initiative 	<ul style="list-style-type: none"> To enforce safer conditions for workers in Bangladesh garment plants 	<ul style="list-style-type: none"> A 5-year Programme
EU Brands	<ul style="list-style-type: none"> 70 plus (mostly European ones) brands have signed Bangladesh Accord on Fire and Building Safety (<i>Industry: Global Union, 15 May</i>) 	<ul style="list-style-type: none"> To make the RMG industry of Bangladesh safe and sustainable through comprehensive inspections, repairs of factories, training and involvement of workers 	<ul style="list-style-type: none"> Implementation deadline 8 July 2013
International Organisations and Development Partners			
ILO	<ul style="list-style-type: none"> ILO is established as the neutral chair for the <i>Accord on Fire and Building Safety in Bangladesh</i> 		
	<ul style="list-style-type: none"> ILO is implementing USD 2 million RBSA programme 	<ul style="list-style-type: none"> Identification and finalisation of local partners for a preliminary assessment of all factory buildings Procurement of equipment relating to the building Assessments Training of 200 factory Inspectors Workers education for the RMG units Prepare for a full-fledged Better Work programme in Bangladesh 	<ul style="list-style-type: none"> Six month (July – December 2013)

Source: Based on different published documents and newspaper reports

3.2.6. Legal Steps

A number of commitments on legal steps have been made by the government which include special fund for workers to file cases through government legal aid programme, constitute a workers' assistance cell to ensure legal rights of the repressed and oppressed workers (Table 3.9). Besides, government has committed to undertake legal actions to take the responsible persons under punishment; ACC would take legal steps against the owners of the Rana Plaza.

As part of taking action, several investigation committees were formed which submitted their reports with recommendations (Table 3.10). A five member committee was commissioned by the Ministry of Home Affairs which comprised Mr Mainuddin Khandaker, Additional Secretary, Ministry of Home Affairs as the Chief of the Investigation Committee along with Director, Ashulia Industrial Police, Administrative Director of Fire Service and Civil Defense, Chief Assistant Architect, Board of Architect, and Additional District Administrator of Dhaka. The committee submitted its report to the Senior Secretary, Ministry of Home Affairs on 22 May 2013.

Another probe committee was formed by the Ministry of Labour and Employment which submitted its report to Secretary of the Ministry on 27 May 2013. It was composed of Director of Labour Department, Chief Investigator of Factory and Institution of Inspection Directorate, Senior Additional Secretary of BGMEA, Deputy Secretary of Ministry of Labour and Employment and General Secretary of Garment Workers' Federation. The committee made by Export Promotion Bureau (EPB) submitted its preliminary report to the Ministry of Commerce on 2 May 2013. It is a four-member committee headed by the Director General, EPB. Another committee was formed by the DC office Dhaka which submitted its report to the Cabinet Minister's department.

All the reports have almost the same view regarding the causes of the incident of Rana Plaza. Most of the reports have accused similar set of persons responsible for the event which include owner of the Rana Plaza, owners/shareholders/chairmen of

five factories, concerned officials of Savar Pourashava including the then-chairman, upazila administrative officer, Savar.

Table 3.9: Legal Steps

Relevant Body	Measure	Details
Government		
Government	<ul style="list-style-type: none"> An amended Labour Law got passage in parliament to boost worker rights and ensure freedom to form trade unions (<i>Daily Star</i>, 16 July) 	<ul style="list-style-type: none"> Allows up to five trade unions in each factory Owners cannot interfere in how trade unions will be formed If 20 per cent of workers are women, there should be a women union leader in a factory Owners cannot change factory layout plan without the permission of factory inspectors No exit can be locked
	<ul style="list-style-type: none"> The National Occupational Health and Safety (OHS) Policy are at final stage for adoption. 	
	<ul style="list-style-type: none"> The government on 5 June 2013 announced the new wage board for fixing minimum pay of the RMG workers (<i>Daily Star</i>, 6 June) 	
	The registration process of Trade Union in the RMG sector has been improved and 29 trade unions (Dhaka 21, Chittagong 8) have been given registration in first six months of 2013.	
	<ul style="list-style-type: none"> Government has taken steps to reduce tax on fire fitting equipments (fire extinguisher, leadlight, fire door/windows, busbartrunking) in current budget (2013-2014). To strengthen the department of fire service and civil defense the Government has approved taka 162 corers to procure fire fitting equipments. 	
	<ul style="list-style-type: none"> Criminal cases have been filed against the owners of the building and the owners of 5 garments factories housed in the building 	<ul style="list-style-type: none"> The police have arrested the owners of the building, owners of the factories and the Engineers of Savar Pourashava. All the cases are under investigation.
RAJUK	<ul style="list-style-type: none"> The RAJUK has also filed a case against Savar Pourashava 	<ul style="list-style-type: none"> In addition to that The DIFE has filed 11 cases with The Labour Court against the owners of the building and the factories under the provision of Labour Law. The cases are under trial Ministry of Labour & Employment has suspended 7 Inspector level officers of the DOL and DIFE in connection with Rana Plaza incident and departmental proceedings against them is under process. Meanwhile new Chief Inspector has been given charge of DIFE in place of previous one.

Relevant Body	Measure	Details
	the Tazreen fire and Rana Plaza collapse (<i>Financial Express</i> , 26 July)	on Fire Safety in the RMG Sector signed on March 24, 2013 in response to the Tazreen factory fire and the Joint Tripartite Statement adopted on May 4 last in the wake of the Rana Plaza tragedy.
Ministry of Home Affairs	• Has made Five Member Committee to investigate the Rana Plaza incident	• Report Submitted to C. Q. K. Mustaq Ahmed, Senior Secretary, Ministry of Home Affairs on 22 May 2013
Ministry of Labour and Employment	• Has constituted a five-member body to investigate the collapse of Rana Plaza	• Report submitted to secretary of the ministry on May 27, 2013
Export Promotion Bureau (EPB)	• Has constituted four-member committee to investigate the collapse	• Report Submitted to submitted to the Ministry of Commerce on 2 May 2013
Trade Bodies		
BGMEA	• BGMEA formed three separate committees to oversee rescue and rehabilitation activities of the Savar tragedy victims	• Report submitted on 26 June 2013 • Identified nine reasons for collapse

Source: Based on different published documents and newspaper reports.

A number of private organisations have taken legal steps in support of injured and deceased workers (Table 3.11). The organisations such as Ain o Salish Kendra (ASK) and Bangladesh Legal Aid and Services Trust (BLAST) have submitted several writ petitions to get court orders on timely and full payment of workers from the account of the factory owners, to issue a Rule Nisi on the concerned authorities asking them to show cause as to why the collapse victims should not be compensated, SuoMotu rule called upon BGMEA, SohelRana, the owner of Rana Plaza, Chairmen and Managing Directors/Chief Executive Officers of the five garment factories located in Rana Plaza to explain their position as to why they shall not be held liable for the horrific incident and why they shall not be prosecuted for their failure to protect the lives of the workers of the said garment industries, Rule Nisi was issued calling on the respondents SohelRana, the owner of Rana Plaza, BGMEA, Phantom Tak Garments Factory Limited and its owner and Managing Directors of the five other garment factories located in Rana Plaza to show cause why they failed to take necessary steps to discharge their statutory duties under the Labour Act 2006, OgniProtirodh O NirbaponAin, 2003 [Fire Safety Act], Factories Rule 1997 with respect to safety measures in Rana Plaza, The court also asked other respondents of the petition, who are government authorities, to explain why they should not be directed to initiate criminal proceedings against the owner of RanaPlaza

and Chairman of Phantom Tak Garments Factory Limited and the Managing Directors of the five other garment factories located in Rana Plaza, arrest them in 24 hours and why necessary guidelines for building construction should not be given to RAJUK and land/building owners. The court has given directives to take actions in favour of the petitions.

Table 3.10: Initiatives Undertaken

Issues	Organisations taking initiatives	What kinds of initiatives?	Please provide information in Detail	What is the decision of the court?	Sources of Information
Initiatives for taking legal actions with regard to payment of victim workers' wages and other benefits	ASK and BLAST	Writ Petition No. 4390 of 2013	The Court issued a Rule Nisi on the Concerned authorities asking them to show cause as to why the collapse victims should not be compensated.	The salaries of the workers should be paid from the accounts of the owners of Rana Plaza and RMG factories, which were located there, under BGMEA's supervision.	Court order and writ Petition
Initiatives for taking legal actions with regard to compensation for deceased workers	ASK and BLAST	Writ Petition No. 4390 of 2013	The Court issued a Rule Nisi on the Concerned authorities asking them to show cause as to why the collapse victims should not be compensated.	Interim Directions on the Bangladesh Bank to issue a circular on Concerned commercial banks imposing restrictions on withdrawal or transfer of money by the owners of Rana Plaza in Savar and by owners of the five	Court order and writ Petition

Source: Based on collected documents

The Rana Plaza Tragedy has placed the RMG sector of Bangladesh in the front stage of the world and has bound all the players of this global value chain to be accountable regarding their roles, responsibilities, commitments and pledges with regard to the workers of these factories in particular, and all factories in general.

It is hard to imagine how big the event is – in terms of death, injury, sufferings; in terms of negligence, irresponsibility; in terms of people's participation in the rescue operation; in terms of global focus and initiatives.

To address all of these aspects, it requires huge operation from all the stakeholders including suppliers, associations, governments and buyers. As like earlier, all the parties have made commitments, undertook various initiatives and so on and so forth. However, those commitments were rather scanty against the required needs of the victims and the sector. In contrast, local and foreign private organizations and individuals came out spontaneously with huge support. International organizations, retailers have appeared with a number of initiatives. Therefore the monitoring exercise of the civil society did not confine only within the tracking of the status of fulfillment, rather to monitor various other initiatives undertaken with a view to focus on both horizontal and vertical aspects.

The activities of different organisations can be monitored under four time periods – immediate, short (less than three months), medium (3-12 months) and long-term (over 12 months). The immediate activities particularly were found to be well appreciated with the collaborative effort of all organisations and individuals of the society. The short-term measures, particularly targeting to support the deceased workers, injured workers and missing workers and their families were found to be implemented on an average level where government's role is appreciated although role of BGMEA is questionable. The medium-term is increasingly becoming uncertain as there is lack of strategies from the government to address the needs of the injured workers, families of the missing workers, children of the dead/missing workers families; the role of the BGMEA is quite frustrating in terms of addressing the needs of the workers. There is a positive indication from global initiatives targeting medium to long-term issues, which need close examination in the upcoming months.

Table 3.11: List of Steps

Issues	Suggestions	Responsible Organisations	Timeframe
Compensation to the workers/ families	<ul style="list-style-type: none"> Number of workers' must be estimated properly In case of extra hours of work, BGMEA should pay the remaining Amount 	BGMEA	Immediate
Support for the dead workers	<ul style="list-style-type: none"> Government should announce its long term plan to support the families of the deceased worker 	Government	Short
	<ul style="list-style-type: none"> to make it public how much donation have been collected in the Prime Minister's Fund to support the victims 	Government	Immediate
	<ul style="list-style-type: none"> International organization should update implementation of their Commitments 	International Organizations	Immediate
Support for the missing workers	<ul style="list-style-type: none"> to complete the processing checking the DNA matching and provide necessary support 	Government	Short term

Issues	Suggestions	Responsible Organisations	Timeframe
Support for the injured workers	<ul style="list-style-type: none"> Necessary fund should be allocated to local national and private clinic's to provide free medical treatment support till they become fit for work and get their job Government should disclose its two year plan to support the injured workers for their treatment and rehabilitation Completion of giving savings Certificate 	Government, hospitals, clinics, NGOs/private organizations (Terratech)	Immediate/short/medium
Support for seriously injured workers	<ul style="list-style-type: none"> Those organizations which committed to provide support should implement their pledges BGMEA should disclose how it will support families of the disabled workers and how it will implement That 	BGMEA EU	Immediate/short
	<ul style="list-style-type: none"> Completion of giving saving Certificate 	Government	Immediate

Source: CPD (2014)

Compensation to the workers/families: About 750 workers did not receive compensation benefits from the BGMEA because of various complications including delay in identifying dead workers who were already buried and a large number of missing workers. The workers' overtime benefit was not properly estimated. In case of extra hours of work, BGMEA should pay the remaining amount.

Support for the dead workers: About 350 families of deceased workers did not get the full support as committed by the Prime Minister and about 330 families of missing workers did not get the compensation from the BGMEA. Government should take immediate measures to complete the DNA matching exercise of the deceased workers and complete paying the remaining families. In case of providing long-term support to rehabilitate these families, Prime Minister's announcement of providing Savings Certificates of Tk. 15 lakh should be completed soon. Government should announce its long-term plan to support the families of the deceased workers. It is important to make it public how much donation have been collected in the Prime Minister's Fund to support the victims of Rana Plaza and how much is spent so far. International organisations which have committed to support the victims' families should update implementation of their commitments.

Support for the missing workers: Families of the missing workers are in a dire state now. Other than a nominal amount of Tk. 15,000, these families did not receive any financial benefits; even these families were deprived of getting the compensation benefit from the BGMEA. It is of high priority to complete the DNA matching process and provide necessary support.

In case of delay, authorities should be generous to provide the benefit to all the families of the missing workers for which a list has been prepared.

Support for the injured workers: A major medium-term challenge for the injured workers relates to continuation of their treatment after getting released from the clinic/hospitals.

Necessary fund should be allocated to local national and private clinics to provide free medical treatment for the injured workers. Besides, these workers need long-term support till they become fit for work and get back to a job. The announcement of the Prime Minister's Office to provide Savings Certificates should be implemented immediately. In this context, the amount of the Savings Certificates should be such an amount that it would ensure a monthly income equivalent to 1.5 times of what was earned while they worked in the Rana Plaza. Government should disclose its two-year plan to support the injured workers for their treatment and rehabilitation.

Support for seriously injured workers: Various commitments which have been made to provide artificial limbs have not yet been implemented. A number of organisations including BGMEA, German government, Indian government and Thai experts have committed to provide support for the injured workers who lost their limbs. Government should provide financial support to the hospitals where these workers are currently taking treatment in order to ensure their long-term treatment at free of cost. Many injured workers (and also rescue volunteers) are suffering from psychological trauma as well. Considering their disability, those organisations which committed to provide support such as BGMEA and EU should implement their pledges. BGMEA should disclose how it will support families of the disabled workers and how it will implement that. Prime Minister's Office should immediately implement the commitment of providing savings certificate to address the long-term needs of the workers.

Support for the children of the deceased/missing workers families: There were about 25 per cent male and 33 per cent female workers who died in the Rana Plaza who have left one or more children. These children are in most distressed situation. Necessary financial support should be made available for these children which will ensure long-term requirements for their rearing. BGMEA took charge of 300 orphans who lost their parents. Organisations which are working on these children (such as Ahsania Mission) should get adequate support. Information of these children should be made available to these organisations.

Support for re-employment of workers: BGMEA should officially inform about how many workers of the Rana Plaza have so far availed jobs. Based on the list prepared by the Army of 1,000 workers ready to go back to jobs, BGMEA should make it public about their re-employment to different factories. Given the shortage of workers as claimed by BGMEA, there is no reason that these workers will remain unemployed for long time. BGMEA has planned to re-employ 1,107 survivors in different garment factories. Government should also inform about the re-employment plan. Since a number of development partners including UK government have committed to support victims with training to get jobs, their programme could be linked with that of ILO and of the government.

Support for the shop owners: A total of over 100 shop owners who lost their capital and physical assets due to collapse of the building should be brought in the support structure.

These shop owners (those who really operate a business) should get a minimum capital to initiate their business along with subsidised credit facility under SME credit scheme.

Ensuring Building and Fire Safety: BGMEA should inform the progress about assessing the building structures based on the soil test report and architectural design. It should immediately set the work plan with the private technical organisations under the tripartite agreement. There should be a separate unit in the RAJUK, DCCA, CCCA and KCCA which will deal with industrial buildings and will give permission about industrial buildings. Local authorities' existing power to give permission to industrial buildings should be handed over to the above mentioned authority. However, local authority may continue enjoy its other regulatory authority to set up an industrial building. Considering the limited technical capacity to examine the factory building in the existing institutions such as BUET, government should allocate necessary financial support to extend the operation of these institutions.

CHAPTER IV
CONCLUCTION AND ASSESSMENT LEARNING

My presentation is designed to move the discussion beyond issues of compliance to address the sources of the Rana Plaza crisis and explore what corrective measures can be taken.

My presentation will cover the following issues:

ASSESSMENT FEEDBACK

- Failures of governance.
- The political dimensions of the crisis.
- The workings and consequences of an unjust.
- Competitive pressures of globalization.
- Injustice in the global economic order.
- What can we do about addressing the sources of the Rana Plaza crisis.
- Longer term structural responses within Bangladesh.
- Reconstructing the global economic order.

Failures of governance

- No legal land title: Issues of land grabbing.
- Approval of deficient building plan.
- Inappropriate permission to expand floors.

- Installation of generators without proper survey or clear permission.
- Absence/failures of factory inspectors.
- No inspections on behalf of buyers on the compliance status in sub-contracted enterprises.
- Ineffective role of BGMEA in exercising oversight over compliance issues.

The political dimension of the crisis

- SohelRana as face of democratic politics at the grassroots level.
- Rana patronized by MP as his godfather.
- Use of local power and patronage to ensure Rana's rapid rise to affluence.
- No oversight by party organization over political players such as Rana.
- Rana demonstrated his political loyalty by keeping factories in his building open during hartal.

The workings and consequences of an unjust society

- Compulsion to meet export orders given priority over safety of workers.
- Compulsion to keep down costs through reducing overheads using lower rental sub-

standard buildings.

- Expansion of factory capacity without concern for safety of the workers.
- Violations of Bangladesh National Building Code (BNBC), at the risk of workers safety.
- No scope for collective bargaining for workers.
- Dependence on casualisation of labour force so that they can be hired and fired at will depending on availability of work orders.
- Individual workers called up by supervisor and threatened with disemployment if they did not go to work.

Competitive pressures of globalization

- Walmart: 63%
- Walmart's global vendor: 8.3%
- Local RMG exporter: 28.7% *
- Material costs 15.5%
- Wage bill 5.11%

- Factory costs & profit share 8.1%
- (Local Buying house 2.6%)
- RMG owners share of profit increases by 2.6% if global vendor contracts orders directly with the RMG owner, bypassing local buying house.

Injustice of the global economic order

- Do the margins of 63% appropriated by Walmart and other major global retail corporates reflect real costs?
- Does the share of corporates include rents extracted on account of the workings of an unjust global economic order?

What can we do about addressing the sources of the Rana Plaza Crisis?

- Compliance measures largely address symptoms of the problem.
- Can compliance codes be enforced on sub-contractors?
- Do promised global contributions from buyers cover one-off investments to ensure compliance or will this be a regular source of financing for ensuring compliance?
- Will such external inflows be adequate to meet compliance obligations at all.
- levels of the RMG supply chain?
- BGMEA oversight .

- Is process of accountability clear?
- Can it be enforced on members by BGMEA?
- Issues of who controls BGMEA among various tiers of RMG owners
- Prime contractors oversight.
- Will they agree to take responsibility for enhancing and improving capacity in its supply chain?
- Will they be able to enforce compliance from their sub-contractors?

Civil society (CS) responses

- Weakness of CS in seeing any initiative to its conclusion.
- What can CS do about addressing the sources of the Rana Plaza crisis?
- CS initiatives.
- Providing longer term public oversight over promised actions by key players
- Will CS initiatives be taken seriously by government/industry?

Longer term structural responses within Bangladesh :

- Establishing the right to form trade union (TU)
- Workers as stake holders in RMG enterprises.

- Opportunities to become equity partners in their place of work. Its advantages:
- Stability in the composition and continuity of work force.
- Opportunity and incentive for owners to invest in upgrading the skills of their work force and to invest in skill development.
- Integrating sub-contractors into supply chain.
- Emergence of large scale enterprises as in Cambodia and Vietnam with minimal need for subcontracting.
- Moving a more skilled industry into the higher end of the global value chain for RMG.
- Role of government and RMG owners.

Reconstructing the global economic order

- Direct shareholding by the members of supply chain in Wal-Mart.
- Major exporters in Bangladesh collectively invest in establishing a global retail supply chain.
- Uses and abuses of GSP/EBA/AGOA.

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