

**BEFORE THE UNITED STATES  
TRADE REPRESENTATIVE**

**PETITION TO REMOVE BANGLADESH FROM THE LIST OF  
ELIGIBLE BENEFICIARY DEVELOPING COUNTRIES PURSUANT TO  
19 USC 2462(d) OF THE GENERALIZED SYSTEM OF PREFERENCES (GSP)**

filed by

**THE AMERICAN FEDERATION OF LABOR &  
CONGRESS OF INDUSTRIAL ORGANIZATIONS (AFL-CIO)**

**June 22, 2007**

**A. Preliminary Information**

1. Party Submitting Petition:

AFL-CIO, 815 16th St., N.W., Washington, D.C. 20006  
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2. Country Subject to Review: Bangladesh

3. Basis for Petition:

Bangladesh, as explained in detail below, is not taking steps to afford internationally recognized worker rights, including 1) the right of association, 2) the right to organize and bargain collectively, 3) freedom from compulsory labor, 4) a minimum age for the employment of children, and 5) acceptable conditions of work with respect to minimum wages, hours of work and occupational safety and health.

FOA  
FORCE  
CHILD  
MNSTP

4. Previous Petition

Although Bangladesh has been the subject of several prior petitions seeking removal the country from the list of eligible beneficiary developing countries on the basis of serious violations of internationally recognized workers' rights, this request includes substantial new information warranting further consideration.

**B. Introductory Note**

This petition is divided into four sections; 1) Labor Violations in the Export Processing Zones (EPZs), 2) Labor Violations in the Ready Made Garment (RMG) Industry, 3) Labor Violations in the Shrimp and Fish Processing Industry; and, 4) Harassment by Government and Security Forces of Trade unions, workers, and NGOs. As violations of internationally recognized worker rights are pervasive and endemic to each of these industries, we have documented the information by sector/industry rather than by violation.

**C. Background**

Since 1990, the AFL-CIO has filed numerous petitions on violations of internationally recognized workers rights, in law and practice, in Bangladesh. Our initial petition was filed in 1990 and called for the withdrawal of GSP preferential treatment because the Government of Bangladesh (GOB) had refused to apply its labor laws to the Export Processing Zones (EPZs). A second petition was filed in 1999, as the GOB had failed to meet established deadlines to adopt and enforce labor rights in the EPZs. In response to the second complaint, the GOB published a notice in the Official Gazette in January 2001 which provided, in part, that all workers in the EPZs "will have their legal rights and related rights in the Zones and that this will be effective from January 1, 2004."

In December 2004, the AFL-CIO filed a third petition, which highlighted the Bangladesh Export Processing Zones Authority's (BEPZA) decision to review the performance of the Workers Rights and Welfare Committees (WRWCs) in the Export Processing Zones prior to permitting the full exercise of free association and collective bargaining. The AFL-CIO noted that this was inconsistent with the notice in the Official Gazette of January 31, 2004. In 2005, the AFL-CIO again filed a GSP petition as a result of ongoing violations of internationally recognized worker rights in the EPZs.

#### **D. Specific Violations of Workers' Rights**

##### **1. Violations of Domestic and Internationally Recognized Worker Rights in EPZs**

In 2004, the GOB enacted the EPZ Workers' Association and Industrial Relations Act (EWAIRA) with the objective of guaranteeing the rights of workers in Export Processing Zones (EPZs) to form associations of their own choosing. The Act came into force of law on July 8, 2004. Unfortunately, the EWAIRA provided the workers of Bangladesh's EPZs limited labor rights, which fall well short of international standards.

EPZ workers were allowed to exercise these limited rights in two distinct phases. The first phase, which began on July 18, 2004 and ended on October 31, 2006, allowed workers to elect a Workers Representation and Welfare Committee (WRWC) in their respective enterprises/companies/industrial units. In the second phase, which lasts from October 31, 2006 to November 1, 2008, the workers are entitled to form a Workers Association (roughly equivalent to, though without the full powers of, the trade unions outside of the EPZs). Importantly, the Act sunsets on November 1, 2008, with no guarantee of renewal, making the dilatory tactics of the GOB all the more significant.

##### **Phase I**

In the first phase, the establishment of the WRWC in almost all enterprises/companies/industrial units was completed under the supervision of the BEPZA. However, once formed, they were systematically prevented from exercising their legal rights under the EWAIRA. In fact, the AFL-CIO is unaware of a single case where a WRWC was allowed to negotiate with the employer on working conditions, remuneration or payment for productivity enhancements in accordance with EWAIRA.

In addition, the removal of WRWC members from different enterprises made it virtually impossible for the WRWCs to work without fear of persecution. In both the Dhaka and Chittagong EPZs, at least 50 WRWC members who tried to exercise their duties were either dismissed or terminated, in many cases on baseless grounds. The dismissed/suspended WRWC members/workers submitted a series of representations to the BEPZA Executive Chairman (EC) requesting that he exercise his power under Section 12 of EWAIRA to take the necessary measures to reinstate them. However, the EC did not order the reinstatement of any of the WRWC members -- despite overwhelming evidence that the grounds for the dismissals and terminations were without merit.

It appears that on a number of occasions BEPZA officials tried to persuade dismissed WRWC members to voluntarily resign. When such efforts failed, the BEPZA EC approved the dismissal of the WRWC members, arbitrarily and without giving them any opportunity for a defense. In only one case, in LSI Industries Ltd., in response to intense international pressure, the BEPZA EC issued a directive to the employer to reinstate the convener. To date, the employer, in violation of the law, has disregarded this order and has not reinstated the employee. The BEPZA EC has acknowledged that the employer has simply ignored his orders, which are legally binding, and no further action has been taken.

## Phase II

The second phase started on November 1, 2006. However, contrary to assurances given to the USTR and the international community, there has been no sincere effort on the part of GOB or BEPZA to implement the next stage of workers associational rights in the EPZs.

In accordance with Section 14 of the EWAIIRA, workers in an industrial unit intent on forming a Workers Association will require not less than 30% (thirty percent) of the eligible workers of an industrial unit to apply, in a prescribed form, to the EC. In section 2(21) of the Act, "prescribed" means to be prescribed by Rules or Regulations that have the force of law. Section 97A states that the Government or BEPZA (with previous approval from the Government) may, by notification in the Official Gazette, make rules or regulations respectively for carrying out the purposes of this Act.

To date, the 'prescribed form' enabling workers to demand the formation of Workers Associations has not been made available through the Official Gazette as was legally mandated to have taken place by November 1, 2006. BEPZA, after revising the document several times, and only through an internal notification dated April 12, 2007, came up with a "prescribed form" for distribution to the workers of EPZs. However, this form was not the result of the prescribed legal process and thus could be changed unilaterally and at any time by BEPZA.

The initial format for the forms violated the EWAIIRA by providing an option for workers to register their opposition to the formation of Workers Associations. The provision of such an option is not permissible anywhere in the EWAIIRA itself. Also, the prescribed forms BEPZA drafted also included a "constitution" that all Workers Associations would be required to adopt if they could successfully be formed. The constitution for an individual Workers Association, however, is to be a creation of the workers in a given industrial unit. These unlawful provisions were withdrawn only after substantial pressure was put on BEPZA to remove it.

## Additional Concerns:

### Unlawful Minimum Age Requirement

The BEPZA EC proclaimed that no one under age 25 could take part in the executive membership of a given Workers Association. This has no basis in law, ignores the demographics of the industry, and restricts the freedom of association of a large portion of the workforce.

### Anti-union Dismissals

In the Second Phase of the EWAIRA, the law provides no protection for workers from being terminated during the formation stage of Workers Associations. Although management is legally entitled to terminate workers at any time by paying them certain benefits, management has already started to terminate workers whom they consider to be 'potential' leaders and not 'loyal' to management.

### Legal Institutions not yet Created

Under the EWAIRA, the GOB is supposed to establish EPZ Labor Tribunals and EPZ Labor Appellate Tribunals to oversee due process in the EPZs. Though almost three years have passed, these institutions have yet to be constituted. The absence of the tribunals means that the workers have been unable to enforce their legal rights against their employers and/or BEPZA. This also means that a vital component relating to Workers Associations has not been implemented, showing the BEPZA/GOB's unwillingness to guarantee the right of freedom of association to workers of EPZs in the manner previously committed to and legally required.

### Rejecting Complaints Filed with Assistance of NGOs

In numerous cases, workers in the EPZs have sent complaints to BEPZA using as their address either the Bangladesh Center for Workers Solidarity (BCWS, a worker rights NGO) or of the Savar Workers Education Center (S-WEC). In Chittagong, the address of a lawyer as the 'contact address' was included in their representation. BEPZA, however, has categorically refused to provide any remedy to those workers simply because they have used the addresses of BCWS and S-WEC as their contact address. When the matter was brought before BEPZA, they stated that they would not respond to any request from workers if they were found to be involved with any organization/NGO outside of the EPZs. In many cases, workers do not have a reliable permanent address and, having often moved from rural areas of the country, cannot count on their home address to provide a reliable avenue of communication with BEPZA.

### Wages Improperly Calculated

Under Instruction No. 2 of 1989, Article 4, the wages of the workers should first be calculated in U.S. dollars and then paid in Bangladeshi currency. Also, as BEPZA has provided in a circular dated October 10, 2005, all enterprises of the EPZs should apply the official exchange rate of the first working day of the respective month. Finally, EPZ workers should receive a wage increase of 10% (calculated in US dollars) for each year of service.

In accordance with Instruction No. 2, a worker whose salary was fixed at \$20 ten years ago should now, under the law, be receiving roughly \$50. However, EPZ companies are not following those instructions and workers in most cases are getting a much lower salary than legally prescribed. Thus, workers have been deprived of their due wages under law for years.

For example, an individual working in Hyopsin Co. Ltd. since November 12, 1997 had his wages fixed at Tk. 1130.00 (US\$ 27). Following the widespread workers agitation in the EPZs in May 2006, management, effective July 01, 2006, increased and fixed his wages at Tk. 4250.00 (US\$ 63) from the existing Tk. 2,487.00. Management did not pay him any arrear wages, which he was entitled to covering the period from 1997 to 2006 in accordance with the provisions of Instruction No. 2. Thereafter, on July 20, 2006 the management terminated him from his service and paid him Tk. 47803.00 as termination benefits. On September 06, 2006, he sent a letter to Hyopshin Co. Ltd. (with a copy to BEPZA) to pay him the arrear wages complying with the provisions of Instruction 2. Neither Hyopshin nor BEPZA responded to his request.

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### Sample Cases of the Violation of Freedom of Association in the EPZs:

Section 12 of the EWAIRA provides a greater level of “protection” from workplace discipline for WRWC Conveners than for other rank and file employees in the EPZs. It reads:

*The Convener or any member of a Committee (WRWC) shall not be suspended, removed or otherwise discharged from employment without the prior approval of the Executive Chairman. The employer of a Company/Industrial Unit shall be entitled to suspend the Convener or any elected officer of the Committee or draw up disciplinary proceedings against him/her on allegations of “unfair labor practices” prohibited under this Act, rules or regulations. In that event, however, the Executive Chairman must rule on the legitimacy of any action of the employer so as to uphold or set aside and/or to direct a reinstatement of the officer to his position and to reimburse him his unpaid wages and benefits.*

Article 19 of BEPZA Instruction 1 of the EWAIRA also requires that a worker be given a written response regarding the decision to retain or dismiss him/her. Given that BEPZA has not yet met its legal obligations to provide a Labor Tribunal and Labor Appellate Tribunal, this remains the only significant recourse to EPZ workers who have been suspended or terminated.

1. WRWC Convener of Shasha Denims Ltd.

Case ①

This individual, by his letter dated December 24, 2006 requested the BEPZA EC to make available the prescribed form for the workers of EPZs through Official Gazette notification, in order for him and his workers to register their interest in forming Workers Associations.

After receiving the letter, some BEPZA officials, in the early part of January and on different subsequent dates, contacted this Convener and threatened him to be prepared to face dire consequences for sending such a letter. Officials told the Convener that so far BEPZA had spared him but this time BEPZA would make sure that the police arrested him for provoking workers to engage in destructive activities. He also told the Convener that most of the workers in the EPZs were agreeable to continue with the WRWC set up for another year and had no interest in exercising their legal rights to form Workers Associations. He further alleged that the Convener, along with the AFL-CIO's offices, was instigating the workers to form Workers Associations in their factories and thus jeopardizing the peaceful atmosphere of EPZs. He told the Convener that the AFL-CIO office in Savar, just outside of the Dhaka EPZ, had become a place of conspirators and that BEPZA would be required to take action against the AFL-CIO Savar Office in the near future.

threat  
Det.

2. WRWC Convener of Jeans 2000 Ltd.:

Case ②

This individual was a WRWC Convener of Jeans 2000 Ltd. On April 05, 2007 the management officials of the company terminated him from his service. He initially refused to receive the letter of termination from the management as it was without merit and issued almost immediately after he had sought prescribed forms from his workplace to register interest in forming a Workers Association at the company. Thereafter, he and other members of the WRWC rushed to the CEPZ office (the body in Chittagong which oversees the administration of that city's EPZ) and raised the matter with CEPZ officials. CEPZ officials refused to interfere in the matter and one CEPZ Industrial Relations Officer informed them that the BEPZA EC had specifically given his permission to terminate the leaders from their services. When the Convener asked CEPZ officials to provide a copy of the BEPZA EC's order they refused to provide one.

Soon after, the paramilitary Rapid Action Battalion (RAB) entered into the factory, which was illegal, and under threat of violence forced two labor leaders to resign, to accept their termination letters and benefits, and not to return to the Chittagong EPZ. The leaders were fearful enough to then accept their terminations. Both leaders had been involved in an attempted formation of a Workers Association in the factory.

2. Violations of Domestic Labor Laws and Internationally Recognized Labor Standards in the Ready Made Garment (RMG) Industry

Case ③

In 2006, workers, employers and the GOB agreed to a 12-point Tripartite Agreement, following the worst violence in the RMG sector in the history of Bangladesh (see

Addendum). However, the agreement has been widely ignored -- by the government's own admission. The provisions of this agreement included a new minimum wage of Tk. 1,662.50, the provision of appointment letters, timely pay, and payment of wage arrears. The Government's own spokespeople acknowledge that anywhere between 30-60% of all factories have not implemented this agreement to date.

Failure to Register Unions

Although the law entitles workers to form unions in their respective establishment, those unions shall not be entitled to function without obtaining registration from the Joint Director of Labor (JDL). The workers of different factories after forming the following unions submitted applications for registrations before the JDL.

	Name of the Union	Date of Submission of Application for Registration.
1	Lufa Garments Workers Union	September 11, 2006
2	Max Ambo Workers Union	September 11, 2006
3	Ashik Dress Design Workers Union	October 18, 2006
4	Dekko Accessories Workers Union	October 18, 2006
5	MN Sweater Workers Union	November 26, 2006

After receiving the applications, the JDL raised several objections. The unions, after satisfying those objections, sent their replies to the JDL. The JDL did not accord registrations to the unions and did not even bother to inform the unions of its decision within the specified time.

Thereafter, as per the advice of the JDL, Lufa Garments Workers Union, Max Ambo Workers Union and Dekko Accessories Workers Union again submitted applications for registration on December 19, 2006, December 19, 2006 and January 07, 2007 respectively. To date, these unions did not receive their registration from the JDL. In all but one example, the application for registration of the trade unions in question occurred prior to the commencement of the State of Emergency. Since the State of Emergency, all trade union activities have been forbidden and the Ministry of Labor has refused to register new trade unions.

The GOB also shown a serious lack of commitment to ensuring that labor laws are being applied in the garment industry. According to the Chief Inspector of Factories in the capital city of Bangladesh, Dhaka, there is only one inspector for roughly every 1,000 factories.

3. Violations in the Shrimp and Fish Processing Industries

Case 4

This largely unregulated industry, based primarily in Khulna and Chittagong, is the country's second largest in terms of exported goods. It is also known for labor rights



MNSTA  
Child

violations. Indeed, the labor conditions in the shrimp industry in Bangladesh are among the worst observed in Asia, including dangerous child labor. Living conditions also resemble the “company towns” of coal miners in the U.S. in the late 19<sup>th</sup> century, including ownership of workers’ hovels, and debt-bondage of the local stores selling food to the workers.

The roughly twenty cases filed on behalf of workers in Khulna by an international labor rights NGO in Bangladesh demonstrate the wide array of violations of workers’ fundamental rights, including widespread terminations without notice, dismissals following accidents sustained in the workplace, and serious injuries as a result of occupational health and safety violations. However, despite these cases, there is no evidence whatsoever that the GOB has responded to address these violations. Indeed, some labor inspectors have stated that that the more proactive they are, the more likely that the Government will transfer them to another industry and/or region.

This industry has no official minimum wage. Appointment letters, proper payment or documentation of overtime, recourse for verbal and physical harassment and proper quality control are almost unheard of.

As recently as May 2007, 13-year old child laborers were discovered to be working in Sobi Fish Processing Ind. Ltd. Workers 14 and older can work in the industry, but only in non-hazardous employment and with certain time restrictions. This has not been the case. Moreover, protective clothing is not provided to workers except in those cases when quality control representatives from the buyers visit the workplace. Several factories in Khulna, Bangladesh, including Sobi Fish Processing, hire children through a labor subcontractor. These workers thus do not appear in the company list of employees, but are providing their services.

Finally, employer groups have told the GOB that they do not believe that domestic law applies to them. Indeed, they believe that they should be considered an EPZ region, for which there is no basis in law.

4. Harassment and Violence by Government Security Forces against Trade Unions, Workers, and Labor Rights NGOs

Since January 11, 2007, the country has been under a state of emergency. This has restricted the exercise of all civil liberties, including, and intentionally, “trade union activities.” However, it is unclear what activities are considered “trade union activities” and thus prohibited. Regardless, the GOB is using the state of emergency as a pretext to violate a labor laws and to commit violence against labor activists. It is important also to note that the restrictions on trade union activities has, in real terms, no corresponding restriction on management’s right to exercise all manner of abuses of power against the workforce.

As of this writing, new trade unions are not being registered by GOB despite unions going through all legally mandated requirements. Even specific inquiries as to the non-

payment of wages have not been addressed on the basis that these complaints revolve around trade union matters, which in the current climate are strictly prohibited. Even prior to the current state of emergency, however, it was clear that the Ministry of Labor was taking measures to ensure that no new trade unions would be registered. The AFL-CIO is aware of more than ten examples in November 2006 alone when this is the case. Offices of unions and labor NGO have been routinely visited and patrolled by Special Branch services, often at the behest of BEPZA. The Bangladesh Garment Manufacturers and Exporters Association (BGMEA), with no objection from the GOB, routinely calls for the removal of international NGOs advocating on behalf of workers. In the EPZs and RMG industry, management, in collusion with police forces, routinely force trade union or worker leaders in a given factory to forcibly resign under threat of violence. Recently, the much-feared Rapid Action Battalion (RAB) actually went into the Chittagong EPZ, entered a peaceful factory, seized leaders of the factory at gunpoint, and forced them to resign under threat of grave physical punishment.

Trade union leaders have been beaten by authorities and kept in overnight detention. Additionally, management in the RMG industry routinely, and with the collusion of government authorities, files complaints against workers in criminal court rather than in labor courts, (the latter being the proper forum for such complaints). The expenses associated with criminal cases are beyond the means of most workers to contest, making it exceedingly difficult to defend themselves. Moreover, the cases often drag on indefinitely, carry heavier sentences than labor court cases, and serve to intimidate workers into opting not to advocate for trade unions, or, in the case of the EPZs, WRWC or Workers Association rights.

The following are just a few of the examples of inquiries, threats and/or intimidation by police, intelligence or other security forces in recent months.

- Case*
- ③ • On March 29, 2007, 8-10 police officers from Ashulia Police Station, came to the Workers Education Center (WEC), Savar to arrest some of the Aysha Fashion Ltd. workers. *Det*
  - ④ • On April 11, 2007, Police, RAB, Army and Intelligence came to the Bangladesh Center for Workers Solidarity (BCWS) at West Rampura, Dhaka to search the BCWS office. As the office was locked, they forcibly entered the premises to conduct a search. *Assault*
  - ⑤ • On April 17, 2007, Mr. Mukta, a DGFI Officer (Intelligence Service) from Tongi, Kaligonj came to the Bangladesh Independent Garment Workers Union Federation (BIGUF) Office & the WEC at Gazipur. The officers asked about BIGUF, its activities, its source of funds, objectives of the donor in giving the funds, BIGUF leadership, name and address and other personal information of all of the office staff. The officers took some booklets and leaflets used in the trainings for the workers. On April 24, Mr. Mukta returned and asked the same questions.

- ① • On April 26, 2007, Mr. Salauddin, in charge of Savar, Ashulia and Damrai Police Stations, went to WEC, Savar and inquired about its activities, the May Day Program, and sought some printed materials.
- ② • On April 29, 2007, Mr. Ismail, Assistant Sub Inspector and unidentified colleague from Rapid Action Battalion (RAB) Headquarters in Dhaka came to BIGUF Mohakhali Office. The officers asked about BIGUF, its activities, its registration, its source of funding, BIGUF leadership, name and address and other personal information of all the office staff, information about the salary they received and topics of training for the workers. They also asked about BIGUF's Mirpur office and WEC, as well as the whereabouts of BLAST's office at Mirpur.
- ③ • On May 20, 2007, three RAB Officers came to BIGUF Gazipur office and WEC at 2:00 pm. They took Mr. Monirul Islam, BIGUF Joint Secretary and organizer as well with them. He was taken to the Shimultali Camp under Gazipur District. He was kept there until 10:00 pm. The RAB officers questioned him for about one hour and a half. During this time, 4 or 5 RAB officers questioned him one by one. They asked about BIGUF's activities, information of BIGUF officers and organizers, the source of funding, relations with funders, BIGUF's involvement in the May 2006 unrest in the RMG sector.
- ④ • On May 22, 2007, 5-6 Army Officers visited BIGUF Gazipur's office and WEC at 10:30 am. The office was closed at that time. They did not talk to anyone and left the place. On the same afternoon an army jeep and a van stood on the road in front of the office for an hour.
- On May 28, 2007, Mr. Zinnatullah from Ashulia Special Branch came to the WEC, Savar and attended the seminar which was on "Health and Hygiene" conducted by WEC Manager Ronjit Halder. He also talked to some workers and asked some general questions such as how they knew to come to the Center.
- On May 28, 2007, Inspector Kismat Ali from Rajendrapur Cantonment called Ms. Asma, BIGUF President. Ms. Asma was out of the city at that time. The Inspector wanted to know about the WEC activities, address and phone number. Three days later, Inspector Kismat Ali again called Ms. Asma. He told her that he wanted to meet the WEC staff. He also said that he would visit BIGUF Gazipur and WEC offices in the future.
- On June 01, 2007, One Inspector from DGFI (who refused to identify himself) called Ranjit, WEC, Savar Manager at about 11.45 AM over mobile phone and told him that they had information that Solidarity Center's Gazipur Office (BIGUF and WEC office) was responsible for the recent unrest in the Gazipur Area. He also said that although the Savar area is now calm, if any unrest occurs they will take actions are taken against Ranjit. He also reminded Ranjit that he belongs to a minority community, so he should remain careful.

## CONCLUSION

The previous petitions filed by the AFL-CIO against the Government of Bangladesh were based primarily on violations of workers' rights in the RMG industry, on child labor, and, most recently, the EPZs. The USTR accepted these petitions for review, and, in the case of the complaints on the EPZs, put pressure on the GOB to enact change in the Zones. These reviews have had a positive impact, as the GOB began to take the EPZ issue seriously and made some modest changes. However, as has been widely documented, while some laws were enacted on paper, the GOB has not implemented these laws in good faith. The GOB, BEPZA, and management continually violate these laws and intimidate and harass workers to keep them from exercising their rights under the law.

For almost two decades, the GOB has refused to in any substantial or meaningful way make real changes to improve worker rights in their country. And by the documentation in this petition, the situation is objectively moving backward. The AFL-CIO urges the USTR to remove GSP benefits from Bangladesh until such time as they can demonstrate real, substantial and good faith improvements in these broad areas of workers' rights.

## ADDENDUM

### Memorandum of Understanding

Under the Chairmanship of Mr. Amanullah Aman, Hon'ble State Minister, Ministry of Labour and Employment and in presence of Mr. Abdul Mannan Bhuiyan, Hon'ble Minister, Ministry of Local Government, Rural Development and Co-operatives, Mr. Abdulla Al Noman, Hon'ble Minister, Ministry of Fisheries and Livestock and Mr. Hafizuddin Bir Bikram, Hon'ble Minister, Ministry of Commerce and Water Resources, the following decisions have been adopted on the basis of the understanding and consensus with the attendance of Sramik Karmachari Okkaya Parishad (SKOP), representative organizations of Garment Workers, representatives of BGMEA and BKMEA. Today on 12/06/2006, formal memorandum is signed on the said understanding.

1. Severely condemning the unwarranted situations happened in different areas and regretting the loss of the properties, a consensus was reached to end the same immediately.
2. All cases lodged in Gazipur, Tongi, Savar and Asulia Police Stations against the workers concerning the recent agitations in garment industries shall be withdrawn and the arrested persons will be released and cases shall be withdrawn.
3. No agitating worker shall be terminated from service.
4. All factories shall be opened for the sake of normalizing the situation.
5. All workers shall be provided with appointment letters and ID cards.
6. No obstruction will be imposed in the free trade union works and collective bargaining.
7. In accordance with the prevailing labour laws one-day leave in a week shall be provided. All other leaves shall be ensured in accordance with the prevailing labour laws.
8. Overtime allowances shall be paid if regular wage-paid workers are made to work in excess of 8 (eight) hours.
9. In accordance with the prevailing laws maternity leave with pay shall be provided.
10. For re-fixing the wages Minimum Wage Board shall be constituted.

Within three months from the date of constitution of the Board, recommendations shall be declared and implemented. Steps to be taken within one month for the implementation of other matters.

### Employer's Representatives

1. Tipu Munshi, President, BGMEA
2. S M Fazlul Huq, BGMEA
3. Anisul Huq Ex-President, BGMEA
4. Abdus Salam, Vice-President, BGMEA.
5. S A Bast, Director, BGMEA
6. Fazlul Huq, President, BKMEA
7. Vice-President, BGMEA

### Worker's Representative.

1. Ray Romesh Chandra, General Secretary, Jatiyo Sramil League.
2. Zafrul Hasan, General Secretary, Bangladesh Jatiyotabadi Sramik Dal.
3. Nurul Islam, President, Bangladesh Trade Union Kendro,
4. Shafiqur Rahman Majumdar, President, Jatiyo Sramik Federation.
5. Abdul Kader Hawlader, President, Jatiyo Sramik Jote Bangladesh.
6. Shafiuddin Ahmend, General Secretary, Jatiyo Sramik Federation Bangladesh.
7. Muklesur Rahman, Sanjukto Sramik Federartion.
8. Mesbauddin Ahmed, President, Jatiyo Sramik Jote.
9. Ashikul Alam Chowdhury, General Secretary, Bangladesh Trade Union Shangho.
10. Shah Md. Abu Jafar, MP, President, Labour Federation.
11. Abdulla Sarkar, President Samajtantric Sramik Front.
12. Majibur Rahman Bhuiyan, General Secretary, Mukto Sramik Federation.
13. Mamunur Rashid Chowdhury, General Secretary, BFTUC.
14. Dr. Wajedul Islam Khan, Coordinator, Sramik Karmochari Okhya Parishad.
15. Jakir Hossain, Bangladesh Jatiyo Sramik Federation.
16. Abul Kashem Chowdhury, Acting President, Bangladesh Jatiyotabadi Sramik Dal.
17. Shahjahan Khan, MP, President, Jatiyo Sramil League.

May be mentioned that the leaders of the following organizations garment were present at the time of reaching consensus:

1. Samnilito Garments Darji Federation
2. Bangladesh Jatiotabadi Garments Sramik Dal.
3. Bangladesh Sanjukto Garments Sramik Federation.
4. Bangladesh Janasadhin Garments Federation.
5. Karanigonj Apparels Workers Union.
6. Jatiyo Poshak Shilpo Sramik Federation.
7. Jatiyo Garments Darji Sramik Karmochari Kendro.
8. Bangladesh Garments Sramik Karmochari Federation.
9. Jatiyo Garments Sramik Federation.
10. Bangladesh Garments Sramik Jote.
11. Bangladesh Textile Garments Workers Federation.
12. Bangladesh Jatiyotabadi Garments Sramik Federation.
13. Jatiyo Garments Sramik Karmochari Federation.
14. Bangladesh Garments Sramik Federation.
15. Bangladesh Poshak Shilpa Sramik Federation.
16. Jatiyo Garments Sramik League.
17. Bangladesh Jatiyo Garments Sramik Karmochari League.
18. Bangladesh Textile and Garments Workers League.
19. Garments Tailors Workers Federation.
20. Bangladesh Mukto Garment Sramik Union Federation (BIGUF).
21. Swadhin Bangla Garments Sramik Karmochari Federation.
22. Samnilito Garments Sramik Federation.
23. Bangladesh Textile and Garments Workers Federation.
24. Bangladesh Garments Sramik Federation.
25. Textile Garments Workers Federation.
26. Jago Bangladesh Garments Sramik Federation.
27. Bangladesh OSK Garments Sramik Federation.
28. Jatiyo Garments Sramik Jote Bangladesh.
29. Ganatantric Garments Sramik Federation.
30. Jatiyo Garments Sramik Jote.
31. Jatiyo Garments Sramik Kalyan Federation.
32. Bangladesh Garments Textile Federation.
33. Jatiyo Garments Karmochari Jote.
34. Jatiyo Garments O Darji Sramik Karmochari Federation.
35. Bangladesh Garments Sramik Tradu Union Kendra.
36. Bangladesh Garments Darji Federation.
37. Garments Sramik Okkyo Forum.
38. Bangladesh Garment and Industrial Federation.
39. Bangladesh Garments Textile Leather Workers.

Amanullah Aman, MP,

State Minister,

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