



Speech by Mr. Md. Nazmul Hassan Sohail, Vice President (Admin & HR), LFMEAB at the workshop on "Bangladesh Labor Rules 2015: Procedures to follow HR and Compliance Requirements on 14th January 2016.

On behalf of Leathersgoods and Footwear Manufacturers & Exporters Association of Bangladesh (LFMEAB), it is indeed my pleasure to welcome you at the workshop on "Bangladesh Labor Rules 2015: Procedures to follow HR and Compliance Requirements.

- Social Compliance is an important parameter in international business today, and buyers from major markets are increasingly insisting on adherence to social compliance norms in sourcing factories
- It is the measure of a factory's state of being mindful of the emerging social concerns of internal & external stakeholders, which is reflected in the factory's verifiable commitment to certain factors such as looking for better ways to protect the health, safety, and fundamental rights of our employees, and to protect and enhance factory environment in which we operate
- Bangladesh is a sourcing destination for many international brands for leather products and as sourcing by some large European Buyers, it necessitated the implementation of social compliance programs in the leather goods & footwear exporting factories.

Within the above context, Association has launched

- “Compliance for Success Program” to address compliance issues to make its factories fully compliant with existing labor laws of Bangladesh since June 2013. Our all compliance programs are aimed at ensuring legal compliance to laws of the country and going beyond that for improving workers’ conditions in the export-oriented factories.
- Through the CFS, our member factories were trained on various Operational Safety and Health (OSH) issues, labor laws, structural & fire safety and national standards with the aim of equipping the member factories to ensure workplace safety issues within respective factories.
- In order to increase member awareness about social compliance issues and facilitating social audit certifications, Association has formed a separate compliance cell, which provides advisory services and auditing to the individual member companies.

To some extent, Labor Law -2006 and its amendments were not clear and detailed. To have some more clear concepts and specific information, we should be aware of Labor Rules - 2015. So, we need to have some clear knowledge on Labor Law. Labor Rules workshop will help to gain the complete knowledge of latest Labor Laws. This workshop is designed as to share clear ideas about labor laws and labor rules, which is required in the workplace.

From the workshop, participants will learn recent Labor Rules -2015. Particularly:

- Employment practices
- Extended scope and applicability
- Maintenance and preservation of safety record book
- Introduction of group insurances
- Provisions for provident funds
- Misconduct and punishment
- Approval of factory plan and any extension

I hope that this workshop will be productive in many ways:

- Complete knowledge on Labor Laws and Rules will be gained by the participants
- Participants will be aware of the impact of the related labor laws in the workplace
- Behavior of the employees will be improved
- Legal obligation will be met up

On behalf of Leathergoods and Footwear Manufacturers & Exporters Association of Bangladesh (LFMEAB), I extend my best wishes to the participants. I also convey special thanks to our Compliance Team who are working relentlessly for the promotion of compliance in our member factories.

I wish all the best for this workshop!

Thank you