

Better Work

Compliance Assessment Tool

Ref#: BWB CAT (Version 6)

Name: BWB CAT (Version 6)_August 2026

Description:

Country: Bangladesh

Section: C - Manufacturing

Division: 14 - Manufacture of wearing apparel

Status: Active

Key Strengths and Process Integrity	
Fact-Gathering Questions	
Q 1 (FGQ)	Key strengths:
Legal Reference:	
Q 2 (FGQ)	Did the employer grant access to the enterprise and provide requested documents in a timely manner?
Legal Reference:	
Q 3 (FGQ)	How many person days were spent on the assessment visit?
Legal Reference:	
Q 5 (FGQ)	Briefly describe the interviews with workers, union leaders, and worker representatives.
Legal Reference:	

Key Strengths and Process Integrity	
Fact-Gathering Questions	
Q 6 (FGQ)	Describe any significant concerns about process integrity
Legal Reference:	
Q 7 (FGQ)	Describe any significant issues not addressed elsewhere in the report.
Legal Reference:	
Learning	
Fact-Gathering Questions	
Q 8 (FGQ)	Has management consulted with elected worker representatives, including trade unions (if present) in determining the training to be offered to workers and their representatives? [pre-stage 2 question]
Legal Reference:	

Child Labour	
Child Labourers	
Q 9 (CQ)	Have you found any workers under the age of 14?
Legal Reference:	ILO Convention 138; Sections 2(Lxiii), 34(1), BLA
Hazardous Work and other Worst Forms	
Q 10 (CQ)	Do workers who are under age 18 work more hours than allowed and/or work at night (between 7.00 p.m. and 7.00 a.m.)?
Legal Reference:	ILO Convention 138; ILO Convention 182; ILO Recommendation 190; Section 41, BLA; Rule 35, BLR
Q 11 (CQ)	Does the employer subject any workers under age 18 to the unconditional worst forms of child labour?
Legal Reference:	ILO Convention 182; Article 34, The Constitution of Bangladesh (forced labour)
Q 12 (CQ)	Do workers who are under age 18 perform work that is hazardous by nature?

Child Labour	
Hazardous Work and other Worst Forms	
Legal Reference:	ILO Convention 138; ILO Convention 182; ILO Recommendation 190; Sections 39, 40, 42, 79 BLA; Rules 36, 63(3), 68(1)(x, xi, xxii, xxiii, xxvii) (3), BLR; MoLE List of Hazardous Works (2013)
Documentation and Protection of Young Workers	
Q 13 (CQ)	Does the employer have a reliable system in place to verify the age of workers prior to hiring?
Legal Reference:	ILO Convention 138; ILO Recommendation 146; Section 36, BLA; Rule 34 and Form 15, BLR

Child Labour	
Documentation and Protection of Young Workers	
Q 14 (CQ)	Does the employer comply with requirements regarding the certificate of fitness for workers under age 18?
Legal Reference:	ILO Convention 138; ILO Recommendation 146; Sections 34, 37 BLA; Rule 34 and Form 15, BLR
Q 15 (CQ)	Does the employer keep a register of workers under 18 years of age?
Legal Reference:	ILO Convention 138; ILO Recommendation 146; Section 9, BLA; Rule 23, and Form 8, BLR

Discrimination	
Fact-Gathering Questions	
Q 16 (FGQ)	Is HIV/AIDS status a factor in hiring, employment, or termination?
Legal Reference:	National Policy on HIV/AIDS and STD Related Issues, Section 11
Race and Origin	
Q 17 (CQ)	Do recruitment materials such as job announcements or job application forms refer to the applicant's race, colour, social status, nationality or origin?
Legal Reference:	ILO Convention 111; Sections 345A, 345B, BLA
Q 18 (CQ)	Is an applicant's race, colour, social status, nationality or origin a factor in hiring decisions?
Legal Reference:	ILO Convention 111; Sections 345A, 345B, BLA

Discrimination	
Race and Origin	
Q 19 (CQ)	Is race, colour, social status, nationality or origin a factor in decisions regarding conditions of work?
Legal Reference:	ILO Convention 111; Sections 345A, 345B, BLA
Q 20 (CQ)	Is race, colour, social status, nationality or origin a factor in decisions regarding pay?
Legal Reference:	ILO Convention 111; Sections 345,345A, 345B, BLA
Q 21 (CQ)	Is race, colour, social status, nationality or origin a factor in decisions regarding opportunities for promotion or access to training?
Legal Reference:	ILO Convention 111; Sections 345,345A, 345B, BLA
Q 22 (CQ)	Is there harassment of workers on the basis of race, colour, social status, nationality or origin?
Legal Reference:	ILO Convention 111; Sections 2(79), 345A, 345B, BLA
Q 23 (CQ)	Is race, colour, social status, nationality or origin a factor in the employer's decisions regarding termination or retirement of workers?
Legal Reference:	ILO Convention 111; Sections 345A, 345B, BLA

Discrimination	
Religion and Political Opinion	
Q 24 (CQ)	Do recruitment materials such as job announcements or job application forms refer to the applicant's religion or political opinion?
Legal Reference:	ILO Convention 111; Sections 345A, 345B, BLA
Q 25 (CQ)	Is an applicant's religion or political opinion a factor in hiring decisions?
Legal Reference:	ILO Convention 111; Sections 345A, 345B, BLA
Q 26 (CQ)	Is religion or political opinion a factor in decisions regarding conditions of work?
Legal Reference:	ILO Convention 111; Sections 345A, 345B, BLA
Q 27 (CQ)	Is religion or political opinion a factor in decisions regarding pay?
Legal Reference:	ILO Convention 111; Sections 345A, 345B, BLA
Q 28 (CQ)	Is religion or political opinion a factor in decisions regarding opportunities for promotion or access to training?
Legal Reference:	ILO Convention 111; Sections 345A, 345B, BLA
Q 29 (CQ)	Is there harassment of workers on the basis of religion or political opinion?
Legal Reference:	ILO Convention 111; Sections 2(79), 345A, 345B, BLA
Q 30 (CQ)	Is religion or political opinion a factor in the employer's decisions regarding termination or retirement of workers?
Legal Reference:	ILO Convention 111; Sections 345A, 345B, BLA

Discrimination	
Religion and Political Opinion	
Gender	
Q 31 (CQ)	Does the employer require pregnancy tests or the use of contraceptives as a condition of employment?
Legal Reference:	ILO Convention 111; ILO Convention 183; Sections 345A, 345B, BLA
Q 32 (CQ)	Does the employer change the employment status, position, wages, benefits or seniority of workers during maternity leave?
Legal Reference:	ILO Convention 111; ILO Convention 183; ILO Recommendation 191; Sections 345A, 345B, BLA
Q 33 (CQ)	Does the employer terminate workers who are pregnant or on maternity leave or force them to resign?
Legal Reference:	ILO Convention 111; ILO Convention 183; Sections 50, 345A, 345B, BLA
Q 34 (CQ)	Is maternity leave excluded from workers' period of continuous service?
Legal Reference:	ILO Convention 111; ILO Recommendation 191; Sections 46(1), 47(3), 117(8)(d), 345A, 345B, BLA
Q 35 (CQ)	Is there evidence of gender-based violence and harassment linked to work, including sexual harassment?
Legal Reference:	ILO Convention 111; ILO Convention 190; Sections 2(12B, 52A, 52B, 79), 332, 345A, 345B, BLA; Rule 361A, BLR

Discrimination	
Gender	
Q 36 (CQ)	Does the factory have a functioning Grievance Redressal Committee for complaints of discrimination, violence and harassment?
Legal Reference:	ILO Convention 111; ILO Convention 190; Sections 332(1(b), (h), and (i)), 332A, BLA; Rule 361A, BLR

Discrimination	
Gender	
Q 37 (CQ)	Do job announcements refer to the applicant's gender?
Legal Reference:	ILO Convention 111; Sections 345A, 345B, BLA
Q 38 (CQ)	Is an applicant's gender a factor in hiring decisions?
Legal Reference:	ILO Convention 111; Sections 345A, 345B, BLA
Q 39 (CQ)	Is gender a factor in decisions regarding pay?
Legal Reference:	ILO Convention 111; ILO Convention 100; Sections 345, 345A, 345B, BLA
Q 40 (CQ)	Is gender a factor in decisions regarding conditions of work?
Legal Reference:	ILO Convention 111; ILO Convention 190; Sections 332, 345A, 345B, BLA
Q 41 (CQ)	Is gender a factor in the employer's decisions regarding termination or retirement of workers?
Legal Reference:	ILO Convention 111; Sections 345A, 345B, BLA
Q 42 (CQ)	Is gender a factor in decisions regarding opportunities for promotion or access to training?

Discrimination	
Gender	
Legal Reference:	ILO Convention 111; Sections 345A, 345B, BLA
Other Grounds	
Q 43 (CQ)	Is gender identity a factor in hiring, employment, or termination?
Legal Reference:	ILO Convention 111; Sections 345A, 345B, BLA
Q 44 (CQ)	Have all accommodations required by national law been made for persons with physical disabilities?
Legal Reference:	Sections 2(13) (14), 16(1)(m), 34(2), Rights and Protection of Persons with Disabilities Act, 2013
Q 45 (CQ)	Has the employer taken steps to enable workers who become disabled for whatever reason to retain their work?
Legal Reference:	Sections 345A, 345B, BLA

Discrimination	
Other Grounds	
Q 46 (CQ)	Is disability a factor in decisions regarding pay?
Legal Reference:	Sections 345, 345A, 345B, BLA; Sections 16 (1-g, i), (2), 36 (1), Rights and Protection of Persons with Disabilities Act, 2013
Q 47 (CQ)	Is disability a factor in decisions regarding conditions of work?
Legal Reference:	Sections 345A, 345B, BLA
Q 48 (CQ)	Is there harassment of workers on the basis of disability?
Legal Reference:	Sections 345A, 345B, BLA
Q 49 (CQ)	Is disability a factor in the employer's decisions regarding termination or retirement?
Legal Reference:	Sections 345A, 345B, BLA
Q 50 (CQ)	Is disability a factor in decisions regarding opportunities for promotion or access to training?
Legal Reference:	Sections 345A, 345B, BLA
Q 51 (CQ)	Are disabled workers who apply for work evaluated according to their ability to perform the job?
Legal Reference:	Sections 345A, 345B, BLA
Forced Labour	

Forced Labour	
Coercion	
Q 52 (CQ)	Does the employer restrict workers from leaving the workplace?
Legal Reference:	ILO Convention 29
Q 53 (CQ)	Does the employer restrict workers' freedom to come and go from the dormitories and/or the industrial park or zone in which the factory is located?
Legal Reference:	ILO Convention 29
Q 54 (CQ)	Does the employer use violence or the threat of violence to intimidate workers?
Legal Reference:	ILO Convention 29; Sections 2(12a), 345C, BLA
Q 55 (CQ)	Does the employer delay or withhold wage payments in order to coerce workers to work?
Legal Reference:	ILO Convention 29; Sections 30, 123, BLA; Rule 112(4), BLR

Forced Labour	
Coercion	
Q 57 (CQ)	Does the employer deny workers access to their personal documents (such as birth certificates, passports, work permits and ID cards) when they need them?
Legal Reference:	ILO Convention 29
Q 58 (CQ)	Does the employer use threats such as deportation, cancellation of visas or reporting to the authorities in order to force workers to stay at the job?
Legal Reference:	ILO Convention 29
Q 59 (CQ)	Does the employer use any other coercive tactics to overwhelm workers' ability to make decisions in their own interest?
Legal Reference:	ILO Convention 29
Q 60 (CQ)	Are workers free to terminate their employment with reasonable notice, and to leave their jobs when their contracts expire?
Legal Reference:	ILO Convention 29; Section 27, BLA

Forced Labour	
Coercion	
Bonded Labour	
Q 61 (CQ)	Can workers who owe debts to the employer and/or a third party freely leave their jobs?
Legal Reference:	ILO Convention 29; ILO Convention 181

Forced Labour	
Forced Labour and Overtime	
Q 62 (CQ)	Are workers forced to work overtime under threat of penalty?
Legal Reference:	ILO Convention 29; ILO Convention 1; Sections 2 (12a), 345C, BLA
Freedom of Association and Collective Bargaining	
Fact-Gathering Questions	
Q 63 (FGQ)	How many registered unions are there in the factory?
Legal Reference:	
Q 64 (FGQ)	What percentage of workers are union members?
Legal Reference:	
Q 65 (FGQ)	What is the percentage of women serving on the trade union executive committee (for each union)?
Legal Reference:	Section 176(e), BLA

Freedom of Association and Collective Bargaining	
Fact-Gathering Questions	
Q 67 (FGQ)	How many collective agreements are in effect in the factory?
Legal Reference:	ILO Recommendation 91; Section 202, BLA
Q 69 (FGQ)	How many strikes have there been since the last visit?
Legal Reference:	
Q 70 (FGQ)	For each strike, indicate: - why workers went on strike - whether the strike complied with legal requirements, and if not, which requirements were not complied with - whether the strike resulted in violence - the number of days workers were on strike - the number of person days workers were on strike - the outcome of the strike
Legal Reference:	Sections 2(43), 210, 211, 225-227, BLA; Rule 204, BLR

Freedom of Association and Collective Bargaining	
Fact-Gathering Questions	
Freedom to Associate	
Q 71 (CQ)	Does the employer require workers to join a union?
Legal Reference:	ILO Convention 87; Section 195, BLA
Q 72 (CQ)	Can workers freely form and join the union of their choice?

Freedom of Association and Collective Bargaining**Freedom to Associate**

Legal Reference:	ILO Convention 87; Sections 175, 176(a), 179, 183, 190, 192, 193, BLA; Rules 167, 176, and Forms 55(A), 61(A), BLR
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Freedom of Association and Collective Bargaining	
Union Operations	
Q 73 (CQ)	Does the employer provide trade union officers paid time off to participate in training, as required under national law?
Legal Reference:	ILO Convention 87; ILO Convention 98; ILO Convention 135; ILO Recommendation 143; Section 348, BLA
Q 74 (CQ)	Does the employer provide the Collective Bargaining Agent with an office at the workplace?
Legal Reference:	ILO Convention 87; ILO Convention 98; ILO Convention 135; ILO Recommendation 143; Section 202(26), BLA; Rule 182, BLR
Q 75 (CQ)	Does the employer comply with requirements regarding union dues deduction and deposit in the union's account?
Legal Reference:	ILO Convention 87; ILO Convention 98; ILO Convention 135; ILO Recommendation 143; Section 204, BLA
Q 76 (CQ)	Do union representatives have access to management and workers in the workplace?
Legal Reference:	ILO Convention 87; ILO Convention 135; R143; Section 196(1), BLA

Freedom of Association and Collective Bargaining**Union Operations**

Freedom of Association and Collective Bargaining	
Interference and Discrimination	
Q 77 (CQ)	Are workers free to meet without management present?
Legal Reference:	ILO Convention 98
Q 78 (CQ)	If there is more than one union, does the employer treat them equally or as stipulated by national law?
Legal Reference:	ILO Convention 98; Sections 202(24), 204, BLA
Q 79 (CQ)	Is a job applicant's union membership or union activities a factor during hiring decisions?
Legal Reference:	ILO Convention 98; Sections 2(78),195, BLA

Freedom of Association and Collective Bargaining	
Interference and Discrimination	
Q 80 (CQ)	Does the employer punish workers for joining a union or engaging in union activities?
Legal Reference:	ILO Convention 98; Sections 186, 195(c, l), 196(A), BLA
Q 81 (CQ)	Does the employer threaten, intimidate, or harass workers who join a union or engage in union activities?
Legal Reference:	ILO Convention 98; Section 195(d), BLA
Q 82 (CQ)	Has the employer terminated workers or not renewed their contract due to the worker's union membership or activities?

Freedom of Association and Collective Bargaining	
Interference and Discrimination	
Legal Reference:	ILO Convention 98; ILO Convention 135; ILO Convention 158; Sections 186, 195(b, d), BLA
Q 83 (CQ)	Has the employer tried to interfere with, manipulate, or control the union(s)?
Legal Reference:	ILO Convention 98; Sections 187, 195, BLA
Q 84 (CQ)	Has the employer punished or changed the conditions of service of a union official in a way that did not comply with the law?
Legal Reference:	ILO Convention 98; Sections 186, 187, 195(k), 228, BLA

Freedom of Association and Collective Bargaining	
Interference and Discrimination	
Q 85 (CQ)	Does the employer provide incentives to workers to keep them from joining a union or engaging in union activities?
Legal Reference:	ILO Convention 98; Section 195(e), BLA

Freedom of Association and Collective Bargaining	
Collective Bargaining	
Q 86 (CQ)	Does the employer consult with worker representatives where legally required?
Legal Reference:	ILO Recommendation 94; Sections 28(a), 90(a), 108, 205, 235 BLA; Rules 32, 81, 90, 110, 184, 227, 228, 240, BLR
Q 87 (CQ)	Does the employer refuse to bargain collectively or refuse to bargain in good faith with the union, worker representatives, union federations or confederations?
Legal Reference:	ILO Convention 98; ILO Convention 135; ILO Convention 154; Sections 202(24), 202A, 203A, 210, BLA

Freedom of Association and Collective Bargaining	
Collective Bargaining	
Q 88 (CQ)	Are the provisions of the collective agreement at least as favourable for workers as the law?
Legal Reference:	ILO Convention 98
Q 90 (CQ)	Has the employer failed to implement any of the provisions of the collective agreement(s) in force?

Freedom of Association and Collective Bargaining	
Collective Bargaining	
Legal Reference:	ILO Convention 98
Strikes	
Q 91 (CQ)	Has the employer tried to prevent any workers from participating in a strike?
Legal Reference:	ILO Convention 98
Q 92 (CQ)	Has the employer hired new workers to replace striking workers during a strike?
Legal Reference:	ILO Convention 98; Section 195(h), BLA

Freedom of Association and Collective Bargaining	
Strikes	
Q 93 (CQ)	Has the employer punished any workers for participating in a strike?
Legal Reference:	ILO Convention 98; Sections 195(h), 211 BLA
Compensation	
Fact-Gathering Questions	
Q 95 (FGQ)	At what rate are piece rate workers paid for overtime work?
Legal Reference:	

Compensation	
Minimum Wages/Piece Rate Wages	
Q 96 (CQ)	Does the employer pay the required stipend for ordinary hours of work to apprentices?
Legal Reference:	Sections 4(2), 148, 149, BLA; Rule 340, BLR; Minimum Wage Gazette for RMG Sector, December 2023; Minimum Wage Gazette for Cotton Textile Sector, April 2024
Q 97 (CQ)	Does the employer pay at least minimum wage for ordinary hours of work to temporary, probationary, badli, and casual workers?
Legal Reference:	Sections 4(8), 148, 149, BLA; Rule 133(1), BLR; Minimum Wage Gazette for RMG Sector, December 2023; Minimum Wage Gazette for Cotton Textile Sector, April 2024
Q 98 (CQ)	Does the employer pay at least minimum wage for ordinary hours of work to permanent full time workers?
Legal Reference:	Sections 148, 149, BLA; Rule 133(1), BLR; Minimum Wage Gazette for RMG Sector, December, 2023; Minimum Wage Gazette for Cotton Textile Sector, April 2024; Increment Circular: Gazette Ref No. 40.00.0000.016.99.009.24-207, Wage Board Branch-MoLE, 5 January 2025.

Compensation	
Minimum Wages/Piece Rate Wages	
Q 99 (CQ)	Does the employer pay piece rate workers correctly for ordinary hours of work when their piece rate earnings exceed minimum wage?
Legal Reference:	Sections 148, 149, BLA; Rule 133(1), BLR; Minimum Wage Gazette for RMG Sector, December 2023; Minimum Wage Gazette for Cotton Textile Sector, April 2024; Increment Gazette, Circular No. 40.00.0000.016.99.009.24-207 Wage Board Branch, MoLE, 05 January 2025.

Compensation	
Overtime Wages	
Q 100 (CQ)	Does the employer pay all workers other than piece rate workers double for all overtime hours worked after working 8 ordinary hours in one day, and/or 48 ordinary working hours in one week?
Legal Reference:	Sections 100, 102 and 108, BLA; Rules 99, 102, BLR; Minimum Wage Gazette for RMG Sector, December 2023; Minimum Wage Gazette for Cotton Textile Sector, April 2024
Q 101 (CQ)	Does the employer pay piece rate workers correctly for all overtime hours worked on regular work days?
Legal Reference:	Sections 100, 102 and 108, BLA; Rule 99, BLR; Minimum Wage Gazette for RMG Sector, December 2023; Minimum Wage Gazette for Cotton Textile Sector, April 2024
Q 102 (CQ)	Does the employer pay workers correctly when they take compensatory days off after working on weekly rest day(s)?
Legal Reference:	Sections 103, 104, 119, BLA; Rule 101, BLR

Compensation
Overtime Wages

Compensation	
Method of Payment	
Q 103 (CQ)	Are workers' full wages paid in cash, by bank cheque, or by electronic transfer?
Legal Reference:	Section 124, BLA; Rule 111(2), BLR
Q 104 (CQ)	Are workers paid on time at least once a month on working days?
Legal Reference:	Sections 122, 123(1, 3), BLA; Rule 112(1), BLR
Q 105 (CQ)	Do in-kind wage payments comply with legal requirements?
Legal Reference:	ILO Convention 95, Art. 4; Sections 125(2)(d, e) and 128, BLA
Wage Information, Use and Deduction	
Q 106 (CQ)	Does the employer provide workers with wage slips prior to paying wages?
Legal Reference:	ILO Convention 95; Rules 111(3, 6(b)), Form 38, BLR

Compensation	
Wage Information, Use and Deduction	
Q 107 (CQ)	Does the employer keep only one accurate payroll record?
Legal Reference:	Rule 111(1), Form 38, BLR
Q 108 (CQ)	Has the employer made any unauthorized deductions from wages?
Legal Reference:	Sections 25, 125-130, BLA; Rules 19(6), 115-117, BLR

Compensation	
Wage Information, Use and Deduction	
Paid Leave	
Q 109 (CQ)	Does the employer pay workers correctly for annual leave?
Legal Reference:	Sections 117, 119, BLA; Rule 107, BLR
Q 110 (CQ)	Does the employer pay workers correctly during casual leave?
Legal Reference:	Section 115, BLA; Rule 106, BLR

Compensation	
Paid Leave	
Q 111 (CQ)	Does the employer pay workers correctly during work stoppages?
Legal Reference:	Sections 12, 16, 17, 18 BLA
Q 112 (CQ)	Does the employer pay workers correctly during sick leave?
Legal Reference:	Section 116, BLA; Rule 106, BLR
Q 113 (CQ)	Does the employer pay workers on time and correctly when they take maternity leave?
Legal Reference:	Sections 45 - 50, BLA; Rules 38, 39, Forms 18, 18A, and 19, BLR

Compensation	
Paid Leave	
Q 114 (CQ)	Does the employer pay workers correctly for festival holidays (including compensatory wages when workers work on festival holidays)?
Legal Reference:	Sections 118, 119, BLA; Rule 110, BLR

Compensation	
Paid Leave	
Q 115 (CQ)	Does the employer pay workers on time and correctly when they take miscarriage leave?
Legal Reference:	Rule 38A, BLR
Social Security and Other Benefits	
Q 116 (CQ)	Has the employer properly established a Provident Fund when required, deposited the worker and employer contributions into the Fund, and invested and distributed the Fund as required?
Legal Reference:	Sections 264, 267, BLA; Rules 237, 240, 250(1, 2), 256(2), 257, 258, 261, 263, BLR

Compensation	
Social Security and Other Benefits	
Q 117 (CQ)	Has the employer properly established a Workers' Participation Fund and Welfare Fund, and paid the required amount into the funds each year?
Legal Reference:	Sections 232(1), 233, 234(1)(b), 235, BLA; Rules 227-230, BLR
Q 118 (CQ)	Are the Workers' Participation and Welfare Funds used and distributed as required?
Legal Reference:	Sections 232, 233(1)(i), 241-243, BLA; Rule 233, BLR
Q 119 (CQ)	Does the employer pay the required amount into the sector-based central fund?
Legal Reference:	Section 232(3), BLA; Rules 212, 214(1(a), 2, 3), 217
Q 120 (CQ)	Does the employer pay workers two festival bonuses per year?
Legal Reference:	Section (2A) BLA; Rule 111(5), BLR

Compensation	
Social Security and Other Benefits	
Q 121 (CQ)	Does the employer pay the correct compensation in the event of a worker's death?
Legal Reference:	Sections 14, 19, 49, 99, 131, Schedule V, BLA; Rules 101(5), 118, 119, 136, 137, BLR
Q 122 (CQ)	Does the employer pay workers the correct compensation for work-related accidents and diseases?
Legal Reference:	Sections 30, 82, 89(7), 99, 150-161, Schedules I-V BLA; Rules 74, 134, BLR

Compensation	
Social Security and Other Benefits	
Q 123 (CQ)	Does the employer provide compulsory group insurance for workers?
Legal Reference:	Section 99, BLA; Rule 98, BLR
Contracts and Human Resources	

Contracts and Human Resources	
Fact-Gathering Questions	
Q 124 (FGQ)	How many total workers are employed by the factory?
Legal Reference:	Sections 2(65), 9(1), BLA; Rule 23, BLR
Q 125 (FGQ)	How many of the workers are men?
Legal Reference:	Sections 2(65), 9(1), BLA; Rule 23, BLR
Q 126 (FGQ)	How many permanent workers are employed by the factory?
Legal Reference:	Sections 4(7), 9 BLA; Rule 23, BLR
Q 128 (FGQ)	How many probationary workers are employed by the factory?
Legal Reference:	Sections 4(6), 9 BLA; Rule 23, BLR
Q 130 (FGQ)	How many apprentices are employed by the factory?
Legal Reference:	Sections 4(2), 9 BLA; Rule 23, BLR
Q 132 (FGQ)	How many temporary workers are employed by the factory?
Legal Reference:	Sections 4(5), 9 BLA; Rule 23, BLR
Q 134 (FGQ)	How many casual workers are employed by the factory?
Legal Reference:	Sections 4(4), 9 BLA; Rule 23, BLR

Contracts and Human Resources	
Fact-Gathering Questions	
Q 136 (FGQ)	How many substitute/badli workers are employed by the factory?
Legal Reference:	Sections 4(3), 9 BLA; Rule 23, BLR
Q 138 (FGQ)	How many workers with disabilities are employed by the factory?
Legal Reference:	Form 2, Sections 2(9, 10), 3, Rights and Protection of Persons with Disabilities Act, 2013
Q 139 (FGQ)	How many of the workers with disabilities are men?
Legal Reference:	Form 2, Sections 2(9, 10), 3, Rights and Protection of Persons with Disabilities Act, 2013
Q 140 (FGQ)	How many of the total workforce are migrant workers?
Legal Reference:	
Q 142 (FGQ)	How many supervisors are employed by the factory?
Legal Reference:	
Q 143 (FGQ)	How many of the supervisors are men?
Legal Reference:	
Q 144 (FGQ)	How many of the supervisors are migrants?
Legal Reference:	

Contracts and Human Resources	
Fact-Gathering Questions	
Q 145 (FGQ)	Does the factory use subcontractors to complete all or part of the production process?
Legal Reference:	
Q 146 (FGQ)	Does the factory use contractors to provide services at the factory that are not part of the production process?
Legal Reference:	Section 3a, BLA
Q 147 (FGQ)	Does the employer use repeating fixed term contracts in order to avoid providing benefits to workers?
Legal Reference:	
Q 148 (FGQ)	Has the factory received any notices of noncompliance from the Inspection Department during last twelve months?
Legal Reference:	Section 319, BLA; Rule 351, BLR
Q 149 (FGQ)	How many settlements are in effect in the factory?
Legal Reference:	Sections 2(xxv) and 210(3, 8), BLA; Rule 203 and Form 65, BLR

Contracts and Human Resources	
Fact-Gathering Questions	
Q 150 (FGQ)	For each settlement, indicate: - the parties - the % of the workforce covered - the duration of the agreement - an overview of the issues covered
Legal Reference:	Sections 2(xxv), 210, 222, 223, BLA
Employment Contracts	
Q 151 (CQ)	Do the letters of appointment comply with the labour law, collective agreement and service rules?
Legal Reference:	Section 5, BLA; Rule 19(4)(j), BLR
Q 152 (CQ)	Has the employer provided all workers with a letter of appointment?
Legal Reference:	Section 5, BLA; Rule 19, BLR
Q 153 (CQ)	Do workers understand the terms and conditions of employment?
Legal Reference:	Sections 5, 111 BLA; Rule 19, BLR

Contracts and Human Resources	
Employment Contracts	
Q 154 (CQ)	Do the letters of appointment specify the terms and conditions of employment?
Legal Reference:	Section 5, BLA; Rule 19(4), BLR
Q 155 (CQ)	Do the service rules comply with legal requirements?
Legal Reference:	Section 3, BLA; Rules 3 (1-3), 4, 18 BLR

Contracts and Human Resources	
Contracting Procedures	
Q 156 (CQ)	Does the employer comply with limits on the period of employment for probationary workers?
Legal Reference:	Sections 4, 277(e), BLA; Rule 338, BLR
Q 157 (CQ)	Do all workers (other than apprentices, substitute/badli or casual workers) have a service book?
Legal Reference:	Sections 6-8, BLA; Rules 20-22, BLR
Q 158 (CQ)	Have you found non-compliance with legal requirements for compensation, contracts, OSH, and/or working time pertaining to non-production workers and/or sub-contracted workers?
Legal Reference:	Sections 2(Lxv), 3a, 5, 121, BLA; Rules 7(1), 8, 16, 17, BLR

Contracts and Human Resources

Contracting Procedures

Contracts and Human Resources	
Termination	
Q 159 (CQ)	Does the employer only terminate or dismiss workers for valid reasons?
Legal Reference:	ILO Convention 158; ILO Recommendation 166; Sections 20, 22, 23, 26, 195, BLA; Form 11, BLR
Q 160 (CQ)	Do workers have an opportunity to defend themselves before they are dismissed or punished based on their conduct or performance?
Legal Reference:	ILO Convention 158; ILO Recommendation 166; Sections 23, 24, BLA; Rule 29, BLR

Contracts and Human Resources	
Termination	
Q 161 (CQ)	Has the employer complied with any orders to reinstate or compensate workers who were found to be unjustly terminated?
Legal Reference:	Sections 23(5), 33, BLA

Contracts and Human Resources	
Termination	
Q 162 (CQ)	Does the employer provide workers proper notice of termination?
Legal Reference:	Sections 16(7), 20, 23, 26, BLA
Q 163 (CQ)	Does the employer comply with legal requirements before laying off workers due to force majeure, and before retrenching workers due to redundancy?
Legal Reference:	ILO Convention 158; Sections 12(8), 20, 28A, BLA; Rules 25(1), 27, 32, BLR
Q 164 (CQ)	Does the employer pay terminated and other separated workers outstanding wages within 7 working days of termination?
Legal Reference:	Sections 120, 123(1,3), BLA; Rule 112(4), BLR

Contracts and Human Resources	
Termination	
Q 165 (CQ)	Does the employer comply with requirements regarding severance pay?
Legal Reference:	Sections 14, 20, 22, 23 and 26, 27, 123, BLA; Rule 112(4), BLR

Q 166 (CQ)	Does the employer provide workers their Provident Funds when they resign or are terminated? (if applicable)
Legal Reference:	Sections 123, 264, BLA; Rules 112(4), 263, 296, 297, BLR
Q 167 (CQ)	Does the employer compensate workers for unused paid annual leave and unused earned compensatory rest day/s when they resign or are terminated?
Legal Reference:	Sections 11, 117, 119(1), BLA; Rule 101(5), BLR; MoLE Circular dated 2 February 2016
Q 168 (CQ)	Does the employer blacklist workers after terminating their employment?
Legal Reference:	Sections 2(78), 195, BLA
Dialogue, Discipline and Disputes	

Contracts and Human Resources	
Dialogue, Discipline and Disputes	
Q 169 (CQ)	Do the disciplinary measures comply with legal requirements?
Legal Reference:	Sections 2(9A), 23-25, BLA; Rules 29, 30, BLR
Q 170 (CQ)	Has the employer failed to fully implement any applicable court orders, arbitration awards and/or settlements?
Legal Reference:	Sections 2(xxv, lvi) and 210, 222, 223, BLA; Rule 203 and Form 65, BLR
Q 171 (CQ)	Does the factory have a functioning Participation Committee?
Legal Reference:	ILO Convention 135; Sections 205-208, BLA; Rules 183-201, BLR

Q 172 (CQ)	Does the factory have qualified welfare officer/s?
Legal Reference:	Section 89(8), BLA; Rules 79, 185 BLR

Contracts and Human Resources	
Dialogue, Discipline and Disputes	
Q 173 (CQ)	Did the employer resolve grievances and disputes in compliance with legal requirements?
Legal Reference:	Sections 33, 124(a), 209-213, BLA

Contracts and Human Resources	
Dialogue, Discipline and Disputes	
Q 174 (CQ)	Have any workers been bullied, harassed, or subjected to humiliating treatment?
Legal Reference:	Sections 2(79), 332, BLA; Rule 37, BLR

Contracts and Human Resources	
Dialogue, Discipline and Disputes	
Occupational Safety and Health	
Fact-Gathering Questions	
Q 175 (FGQ)	If there is an OSH Committee in the factory, indicate the number of employer and worker members, broken down by sex, as well as the number of union representatives on the committee:
Legal Reference:	

Occupational Safety and Health	
Fact-Gathering Questions	
Q 176 (FGQ)	How many work-related accidents and diseases have there been in the factory in the last 12 months?
Legal Reference:	ILO Protocol 155; ILO Recommendation 164; Sections 2(19a), 80, 82, 83, 150, 151, Schedule-1, 2 & 3, BLA; ILO Code of Practice on Safety and Health in Textiles, Clothing, Leather and Footwear, Section 4
OSH Management Systems	
Q 177 (CQ)	Does the factory have a valid business license?
Legal Reference:	Section 325, BLA; Rules 354, 358, BLR; Forms 77, 78
Q 178 (CQ)	Does the employer have legally required construction permits/ structural safety certificates/ fire license?
Legal Reference:	Section 326, BLA; Rules 53, 353, Schedule III, BLR; Forms 32, 76; Fire Prevention and Extinction Act (2003), Sections 4; Guidelines for Assessment of Structural Integrity of Existing RMG Factory Buildings in Bangladesh, Sections 1.4, 7.0, 9.0, 12.0, 14.0, 18.0
Q 179 (CQ)	Has the employer performed an assessment of occupational safety and health risks in the factory?

Occupational Safety and Health	
OSH Management Systems	
Legal Reference:	ILO Convention 155, Art. 16(1, 2); ILO Recommendation 164; Rules Schedule IV, Sections (1)(b), (4), BLR; Guidelines on Occupational Safety and Health Management Systems, ILO-OSH 2001, Sections 3.7.2(b), 3.10.1.1, 3.10.2.2; ILO Code of Practice on Safety and Health in Textiles, Clothing, Leather and Footwear, Section 3.4
Q 180 (CQ)	Has the employer appointed an officer trained in firefighting, rescue and first aid?
Legal Reference:	Rule 55(12), BLR

Occupational Safety and Health	
OSH Management Systems	
Q 181 (CQ)	Does the factory have a functioning Safety Committee?
Legal Reference:	ILO Convention 155, Art. 20; ILO Recommendation 164, Para. 12; Section 90(A)(2), BLA; Rules 81-85, , Schedule IV, BLR; Guidelines on Occupational Safety and Health Management Systems, ILO-OSH 2001, Section 3.2; ILO Code of Practice on Safety and Health in Textiles, Clothing, Leather and Footwear, Section 5.4

Q 182 (CQ)	Does the employer have arrangements in place for workers to report an imminent and serious danger to their life or health?
Legal Reference:	ILO Convention 155, Arts.13, 19(f); ILO Recommendation 164, Para.16(d); Sections 61A (1, 2),BLA
Q 183 (CQ)	If there are two or more employers working in the workplace, do they collaborate to ensure OSH?
Legal Reference:	ILO Convention 155, Art. 17; ILO Recommendation 164, Para. 11; Section 338(2A), BLA; Rule 55(15, 16, 17) BLR; ILO Code of Practice on Safety and Health in Textiles, Clothing, Leather and Footwear, Section 2.3(15)

Occupational Safety and Health	
OSH Management Systems	
Q 184 (CQ)	Does the employer record work-related accidents and diseases and inform the governmental authorities as required by law?
Legal Reference:	ILO Convention 155, Art. 11(c); ILO Protocol 155; ILO Recommendation 164, Para.15 (2); Sections 80-82, Schedule-II BLA; Rules 69-74, BLR; ILO Code of Practice on Recording and Notification of Occupational Accidents and Diseases, Section 5.2; ILO Code of Practice on Safety and Health in Textiles, Clothing, Leather and Footwear, Section 4.3
Q 185 (CQ)	Has the employer taken legally required steps to account for violence and harassment and related psychosocial risks in OSH management?
Legal Reference:	ILO Convention 190; Sections 2(79), 332(1), BLA

Occupational Safety and Health	
OSH Management Systems	
Chemicals and Hazardous Substances	
Q 186 (CQ)	Does the employer have the legally required license for storage and use of acids in the factory?
Legal Reference:	Section 16, Acid Control Act 2002; Rules 18, 19, 23(1-E), 25, 26, Acid Rules 2004; Rule 69, Liquid Petroleum Gas (LPG) Rules, 2004; Rule 140, Petroleum Rules, 2018, Rules 39, 41, Gas Cylinder Rules, 1991

Occupational Safety and Health	
Chemicals and Hazardous Substances	
Q 187 (CQ)	Are chemicals and hazardous substances properly labelled?
Legal Reference:	ILO Convention 155, Art. 16(2); ILO Convention 170, Arts. 7, 10; ILO Recommendation 177, Art. 8; Rule 33, Acid Rules (2004); ILO Code of Practice on Safety and Health in Textiles, Clothing, Leather and Footwear, Section 9.3.1(5, 6)
Q 188 (CQ)	Does the employer have chemical safety data sheets for the hazardous chemicals used in the workplace?
Legal Reference:	ILO Convention 155, Art. 16(2); ILO Convention 170, Art. 10(1); Rule 68(10), BLR; ILO Code of Practice on Safety and Health in Textiles, Clothing, Leather and Footwear, Section 9.3.1(4, 8)
Q 189 (CQ)	Does the employer keep an inventory of chemicals and hazardous substances used in the workplace?
Legal Reference:	ILO Convention 155, Art. 16(2); ILO Convention 170, Art. 10(4); Section 90 BLA; Rule 80 (1)(a), BLR; Rule 32, Acid Rules (2004); ILO Code of Practice on Safety and Health in Textiles, Clothing, Leather and Footwear, Section 9.4
Q 190 (CQ)	Are chemicals and hazardous substances properly stored?

Occupational Safety and Health	
Chemicals and Hazardous Substances	
Legal Reference:	ILO Convention 155, Art. 16(2); Guidelines for Assessment of Fire and Electrical Safety of Existing RMG Factory Buildings in Bangladesh, Section 2.8.1; Rule 21, Acid Rules (2004); ILO Code of Practice on Safety and Health in Textiles, Clothing, Leather and Footwear, Section 9.4
Q 191 (CQ)	Does the employer provide adequate washing facilities and cleansing materials in the event of exposure to hazardous chemicals?
Legal Reference:	ILO Convention 155, Art. 16(2); ILO Convention 170, Art. 13(2); Rule 77(5)(s), BLR; ILO Code of Practice on Safety and Health in Textiles, Clothing, Leather and Footwear, Section 9.3.6(4)
Q 192 (CQ)	Has the employer effectively trained workers who work with chemicals and hazardous substances?
Legal Reference:	ILO Convention 155, Arts. 16(2), 19(d); ILO Recommendation 164, Para. 10(b); ILO Convention 170, Art. 15; Section 78A (3), BLA; Rules 67(2), 85, Schedule IV, BLR; ILO Code of Practice on Safety and Health in Textiles, Clothing, Leather and Footwear, Section 9.3.4
Q 193 (CQ)	Has the employer taken action to assess, monitor, prevent and limit workers' exposure to chemicals and hazardous substances?
Legal Reference:	ILO Convention 155, Art. 16(2); ILO Convention 170, Arts. 12, 13; ILO Recommendation 177; Sections 53, 78, BLA; Rules 46, 80(b), BLR

Occupational Safety and Health	
Chemicals and Hazardous Substances	
Worker Protection	
Q 194 (CQ)	Is the workplace overcrowded?
Legal Reference:	Section 56, BLA; Guidelines for Assessment of Fire and Electrical Safety of Existing RMG Factory Buildings in Bangladesh, Sections 2.9.3 (note), 2.9.6
Q 195 (CQ)	Has the employer taken legally required measures to protect workers from falls from heights?
Legal Reference:	Section 69, BLA; Rules 54 (4, 5), 60, BLR

Occupational Safety and Health	
Worker Protection	
Q 196 (CQ)	Do workers incur any expenses for OSH measures?
Legal Reference:	ILO Convention 155, Art. 21; Section 160(1) BLA
Q 197 (CQ)	Does the employer provide workers with all necessary personal protective clothing and equipment?
Legal Reference:	ILO Convention 155, Art. 16(3); ILO Recommendation 164, Para. 10(e); Section 78(a) BLA; Rules 46, 67, BLR; ILO Code of Practice on Safety and Health in Textiles, Clothing, Leather and Footwear, Section 15
Q 198 (CQ)	Are workers effectively trained and encouraged to properly use personal protective equipment, machines and equipment?
Legal Reference:	ILO Convention 155, Art. 19(d); ILO Recommendation 164, Paras. 10(b, c), 16; Section 78A BLA; Rules 57, 67, BLR

Occupational Safety and Health	
Worker Protection	
Q 199 (CQ)	Are proper guards installed and maintained on all dangerous machines and equipment?
Legal Reference:	ILO Convention 155, Art. 16(1); ILO Recommendation 164, Para. 10(a); ILO Convention 119; Sections 63, 67, 70(3), BLA; Rules 61, 62 (1-d), 64, BLR
Q 200 (CQ)	Do the technicians for electrical installations and boiler operators have the legally required license/ certification?
Legal Reference:	Sections 9, 10 & 12 Boiler Act 2022; Rules 39, 51, Boiler Rule 2025; Rule 48(1), Electricity Rules, 2020
Q 201 (CQ)	Are boilers registered or certified, as legally required?
Legal Reference:	Sections 18-19 Boiler Act, 2022; Rule 24, Boiler Rules, 2025; Sec. 27-29 of Bangladesh Energy Regulatory Commission Act, 2003; Rule 9 of Bangladesh Energy Regulatory Commission License Regulations, 2006; Rule 8 (1,3) of Bangladesh Energy Regulatory Commission License (amendment) Regulations, 2016

Occupational Safety and Health	
Worker Protection	
Q 202 (CQ)	Does the employer comply with ergonomic requirements?
Legal Reference:	ILO Convention 155, Art. 16(1); ILO Recommendation 164, Para. 10(a); Section 74 BLA; Rule 63, BLR; Ergonomic Checkpoints: Practical and easy-to-implement solutions for improving safety, health and working conditions. 2d ed. ILO 2010, Checkpoints 6, 9, 54, 58, 59
Q 203 (CQ)	Are electrical wires, cables, switches, plugs and equipment (e.g. transformer, generator, electrical panel, circuit breakers, electrical boilers) properly installed, grounded (for equipment), maintained, and certified?
Legal Reference:	ILO Convention 155, Art. 16(1); ILO Recommendation 164, Para. 10(a); Rule 58 (1, 3, 7, 8), BLR; Chapters IV, Electricity Rules, 2020; Assessment of Fire and Electrical Safety of Existing RMG Factory Buildings in Bangladesh 4.9.1; ILO Code of Practice on Safety and Health in Textiles, Clothing, Leather and Footwear, Sections 6.4.2.2(3, 4), 11.6
Q 204 (CQ)	Are appropriate safety warnings posted in the workplace?

Occupational Safety and Health	
Worker Protection	
Legal Reference:	ILO Convention 155, Art. 16(1); ILO Recommendation 164, Para. 10(a); Section 90 BLA, Rules 66, 80, BLR; ILO Code of Practice on Safety and Health in Textiles, Clothing, Leather and Footwear, Section 7.9(3)
Q 205 (CQ)	Are workers required to work in situations that they believe present an imminent and serious danger to life or health, or punished if they remove themselves from such situations?
Legal Reference:	ILO Convention 155, Arts. 13, 19(f); ILO Recommendation 164, Para. 16(d); Section 17; Section 61A, BLA; Rules, Schedule IV, Sections (2), (12)(c), BLR; ILO Code of Practice on Safety and Health in Textiles, Clothing, Leather and Footwear, Section 2.4.10

Occupational Safety and Health	
Working Environment	
Q 206 (CQ)	Are the temperature and ventilation acceptable?
Legal Reference:	ILO Convention 155, Art. 16(1); ILO Recommendation 164, Para. 10(a); Section 52, BLA; Rule 45, BLR; ILO Code of Practice on Safety and Health in Textiles, Clothing, Leather and Footwear, Sections 7.2, 11.9, 11.10
Q 207 (CQ)	Is the workplace adequately lit?
Legal Reference:	ILO Convention 155, Art. 16(1); ILO Recommendation 164, Para. 10(a); Section 57, BLA; Rule 49(1), BLR; ILO Code of Practice on Safety and Health in Textiles, Clothing, Leather and Footwear, Section 11.3
Q 208 (CQ)	Are noise levels acceptable?
Legal Reference:	ILO Convention 155, Art. 16(1); ILO Recommendation 164, Para. 10(a); Sections 51, 60 BLA; Rules 40-43, 52, BLR; ILO Code of Practice on Safety and Health in Textiles, Clothing, Leather and Footwear, Section 7.3
Q 209 (CQ)	Is the workplace clean and tidy?
Legal Reference:	ILO Convention 155, Art. 16(1); ILO Recommendation 164, Para. 10(a); Sections 51, 60 BLA; Rules 40-43, 52, BLR; ILO Code of Practice on Safety and Health in Textiles, Clothing, Leather and Footwear, Section 7.3

Occupational Safety and Health	
Working Environment	
Welfare Facilities	
Q 210 (CQ)	Does the workplace have adequate day care facilities?
Legal Reference:	Section 94, BLA; Rules 94, 95, BLR
Q 211 (CQ)	Does the employer provide workers enough free safe drinking water?
Legal Reference:	Section 58, BLA; Rule 50, BLR; ILO Code of Practice on Safety and Health in Textiles, Clothing, Leather and Footwear, Section 17.2
Q 212 (CQ)	Does the workplace have an adequate lunch room, and/or canteen?
Legal Reference:	Sections 92 and 93, BLA; Rules 87-92, BLR

Occupational Safety and Health	
Welfare Facilities	
Q 213 (CQ)	Does the workplace have adequate washing facilities and adequate soap?
Legal Reference:	Section 91, BLA; Rule 86, BLR; ILO Code of Practice on Safety and Health in Textiles, Clothing, Leather and Footwear, Section 17.3
Q 214 (CQ)	Does the workplace have adequate accessible toilets and washrooms?
Legal Reference:	Section 59, BLA; Rule 51, Schedule II, BLR; ILO Code of Practice on Safety and Health in Textiles, Clothing, Leather and Footwear, Section 17.3

Occupational Safety and Health	
Health Services and First Aid	
Q 215 (CQ)	Does the employer comply with national policy on HIV/AIDS?
Legal Reference:	National Policy on HIV/AIDS and STD Related Issues, Section 11
Q 216 (CQ)	Does the employer address safety and health risks to pregnant or nursing workers?
Legal Reference:	ILO Convention 183; ILO Recommendation 191; Section 45(3), BLA; Rules 37(b, c), 63 (3), BLR; ILO Code of Practice on Safety and Health in Textiles, Clothing, Leather and Footwear, Section 16.2
Q 217 (CQ)	Has the employer ensured that there are a sufficient number of readily accessible first aid boxes/supplies in the workplace?
Legal Reference:	ILO Convention 155, Art. 18; Section 89, BLA; Rule 76, BLR; ILO Code of Practice on Safety and Health in Textiles, Clothing, Leather and Footwear, Section 3.6.2 (6, 7)
Q 218 (CQ)	Does the employer comply with legal requirements regarding medical checks for workers?
Legal Reference:	ILO Convention 148; ILO Recommendations 177 and 156; Section 79(c), BLA; Rules 68 (1, 4, 5-8), BLR

Occupational Safety and Health	
Health Services and First Aid	
Q 219 (CQ)	Does the employer provide required health facilities and staff?
Legal Reference:	Section 89, BLA; Rules 77, 78, BLR

Occupational Safety and Health	
Health Services and First Aid	
Q 220 (CQ)	Has the employer trained workers on first aid and formed a first-aid team?
Legal Reference:	ILO Convention 155, Arts. 18, 19(d); Section 2(35A), 89(2, 4), BLA; Rule 55(10), BLR; ILO Code of Practice on Safety and Health in Textiles, Clothing, Leather and Footwear, Section 3.6.2 (2, 3)

Occupational Safety and Health

Health Services and First Aid

Occupational Safety and Health	
Worker Accommodation	
Q 229 (CQ)	Does the accommodation have adequate cooking and storage facilities?
Legal Reference:	ILO Recommendation 115
Q 230 (CQ)	Does the accommodation offer workers adequate privacy?
Legal Reference:	ILO Recommendation 115; ILO Code of Practice on Safety and Health in Textiles, Clothing, Leather and Footwear, Section 17.7
Q 231 (CQ)	Is the accommodation separate from the workplace (even though it may be in the same compound/industrial park)?
Legal Reference:	ILO Recommendation 115; ILO Code of Practice on Safety and Health in Textiles, Clothing, Leather and Footwear, Section 6.3.3(10)
Q 232 (CQ)	Is the accommodation protected against fire?
Legal Reference:	ILO Recommendation 115; ILO Code of Practice on Safety and Health in Textiles, Clothing, Leather and Footwear, Section 17.7
Q 233 (CQ)	Has the employer adequately prepared for emergencies in the accommodation?
Legal Reference:	ILO Convention 155, Art. 18

Occupational Safety and Health	
Emergency Preparedness	
Q 234 (CQ)	Does the workplace have adequate stairways that can be used in case of emergency?
Legal Reference:	Sections 62(1), 72, BLA; Rule 54(3-9), BLR
Q 235 (CQ)	Are there enough adequate emergency exit doors?
Legal Reference:	ILO Convention 155, Art. 18; ILO Recommendation 164, Para. 3(m, q); Section 62(1, 3), BLA; Rule 54(1, 2), BLR; Guidelines for Assessment of Fire and Electrical Safety of Existing RMG Factory Buildings in Bangladesh, Sections 2.9.2, 2.9.6, 2.9.13, 2.9.15; ILO Code of Practice on Safety and Health in Textiles, Clothing, Leather and Footwear, Section 6.4.2.4.
Q 236 (CQ)	Has the employer trained workers on fire fighting and rescue, and formed firefighting and rescue teams?
Legal Reference:	ILO Convention 155, Art. 18; ILO Recommendation 164, Para. 3(m, q); Section 62, BLA; Rule 55(10-12), BLR; ILO Code of Practice on Safety and Health in Textiles, Clothing, Leather and Footwear, Section 6.4.2.5

Occupational Safety and Health	
Emergency Preparedness	
Q 237 (CQ)	Does the workplace have adequate fire-fighting equipment?
Legal Reference:	ILO Convention 155, Art. 18; ILO Recommendation 164, Para. 3(m, q); Section 62(1), BLA; Rule 55(1-7, 15-17), BLR; Guidelines for Assessment of Fire and Electrical Safety of Existing RMG Factory Buildings in Bangladesh, Sections 2.8.1, 3.5; ILO Code of Practice on Safety and Health in Textiles, Clothing, Leather and Footwear, Section 6.4.2.5
Q 238 (CQ)	Are possible sources of ignition appropriately safeguarded?
Legal Reference:	ILO Convention 155, Art. 18; ILO Recommendation 164, Para. 3(m, q); Section 78, BLA; Rule 66, BLR; Guidelines for Assessment of Fire and Electrical Safety of Existing RMG Factory Buildings in Bangladesh, Sections 2.8.1, 3.7.48, 3.9; ILO, Fire Risk Management (2012); ILO Code of Practice on Safety and Health in Textiles, Clothing, Leather and Footwear, Section 6.4.2.2

Occupational Safety and Health	
Emergency Preparedness	
Q 239 (CQ)	Does the workplace have a fire detection and alarm system?
Legal Reference:	ILO Convention 155, Art. 18; ILO Recommendation 164, Para. 3(m, q); Section 62(5), BLA; Guidelines for Assessment of Fire and Electrical Safety of Existing RMG Factory Buildings in Bangladesh, Sections 3.4, 3.7.12; ILO Code of Practice on Safety and Health in Textiles, Clothing, Leather and Footwear, Section 6.4.2.3
Q 240 (CQ)	Are emergency exits and escape routes clearly marked and posted in the workplace?
Legal Reference:	ILO Convention 155, Art. 18; ILO Recommendation 164, Para. 3(m, q); Section 62(4), BLA; Rule 55(8) BLR; Guidelines for Assessment of Fire and Electrical Safety of Existing RMG Factory Buildings in Bangladesh, Sections 2.9.1, 2.9.14; ILO Code of Practice on Safety and Health in Textiles, Clothing, Leather and Footwear, Section 6.4.2.3
Q 241 (CQ)	Are the emergency exits and escape routes accessible, unobstructed and unlocked during working hours, including overtime?
Legal Reference:	ILO Convention 155, Art. 18; ILO Recommendation 164, Para. 3(m, q); Sections 62(3, 6), 72, BLA; Rules 54, 59, BLR; Guidelines for Assessment of Fire and Electrical Safety of Existing RMG Factory Buildings in Bangladesh, Sections 2.9.2, 2.9.5; ILO Code of Practice on Safety and Health in Textiles, Clothing, Leather and Footwear, Section 6.4.2.4.

Occupational Safety and Health	
Emergency Preparedness	
Q 242 (CQ)	Are flammable and combustible materials safely stored?
Legal Reference:	ILO Convention 155, Art. 18; ILO Recommendation 164, Para. 3(m, q); Sections 72(c), 78, BLA; ILO, Fire Risk Management (2012); ILO Code of Practice on Safety and Health in Textiles, Clothing, Leather and Footwear, Section 6.4.2.1
Q 243 (CQ)	Does the employer conduct periodic emergency drills?
Legal Reference:	ILO Convention 155, Art. 18; ILO Recommendation 164, Para. 3(m, q); Section 62(7, 8), BLA; Rule 55(14), Form 22(a) BLR; ILO Code of Practice on Safety and Health in Textiles, Clothing, Leather and Footwear, Section 6.4.2.4(10, 11)
Working Time	
Fact-Gathering Questions	
Q 244 (FGQ)	Does the employer provide breaks for breastfeeding mothers?
Legal Reference:	ILO Convention 183, Art. 10; ILO Recommendation 191

Working Time	
Regular Hours	
Q 245 (CQ)	Does the employer provide required daily break periods?
Legal Reference:	Section 101, BLA
Q 246 (CQ)	Do regular daily or weekly working hours exceed the legal limit (8 hours per day, 48 hours per week)?
Legal Reference:	Sections 100, 102, BLA; Rule 99(1), BLR
Q 247 (CQ)	Do workers have at least one day off per week?
Legal Reference:	Section 103, BLA; Rule 100, BLR
Q 248 (CQ)	Do the working time records reflect the hours actually worked?
Legal Reference:	Rules 102(2, 4), 363, BLR, Form 34
Overtime	
Q 249 (CQ)	Is overtime voluntary?
Legal Reference:	Rule 99(1), BLR

Working Time	
Overtime	
Q 250 (CQ)	Does the employer inform workers about overtime at least 2 hours in advance?
Legal Reference:	Rule 99(1), BLR
Q 251 (CQ)	Does the employer get written consent from women to work at night?
Legal Reference:	Section 109, BLA; Rule 103, BLR; Forms 35, 35(a)
Q 252 (CQ)	Does the employer comply with limits on overtime hours worked?
Legal Reference:	Sections 2(66), 100, 102, BLA; Rule 99(1), BLR
Q 253 (CQ)	Does the employer provide compensatory days off when workers work on weekly rest days?
Legal Reference:	Sections 103, 104, BLA; Rule 101, BLR

Working Time	
Overtime	
Leave	
Q 254 (CQ)	Does the employer provide 10 days of casual leave per year?
Legal Reference:	Section 115 , BLA; Rule 106, BLR
Q 255 (CQ)	Does the employer provide 14 days of sick leave per year?
Legal Reference:	Sections 47, 116, BLA; Rule 106, BLR

Working Time	
Leave	
Q 256 (CQ)	Does the employer provide required annual leave?
Legal Reference:	Section 117, BLA; Rules 107 (1, 2), 108, BLR
Q 257 (CQ)	Does the employer provide required time off for miscarriage leave?
Legal Reference:	Rule 38A, BLR
Q 258 (CQ)	Does the employer provide required time off for maternity leave?
Legal Reference:	Sections 45-47, BLA; Rules 38, 39, BLR

Working Time	
Leave	
Q 259 (CQ)	Does the employer provide workers at least 13 festival holidays per year (or substitute holidays when workers work on festival holidays)?
Legal Reference:	Section 118, BLA; Rule 110, BLR