

**TERMS OF REFERENCE**  
**OF THE NATIONAL TRIPARTITE CONSULTATIVE COUNCIL,**  
**READY-MADE GARMENT SECTOR TRIPARTITE CONSULTATIVE COUNCIL**  
**AND THE TRIPARTITE CONSULTATIVE COUNCILS' SUPPORT UNIT**

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**Ministry of Labour & Employment**  
**Government of the People's Republic of Bangladesh**

A handwritten signature in blue ink, consisting of a stylized 'K' followed by a flourish.

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## **1.0 PURPOSE**

The ILO recognizes social dialogue as an important to achieving both social and economic goals. It gives stakeholders a voice and stake in their societies and workplaces. This has a number of benefits, including:

- i) Promoting legitimacy and ownership of decisions taken in collective manner.
- ii) Reducing conflict in policy implementation, and therefore allowing for more effective implementation.
- iii) Replacing adversarial relationships with collaborative partnerships.
- iv) Developing a shared understanding of problems, and facilitating the finding of compromises to achieve common responses.
- v) Easing economic and social tensions.

The Government of Bangladesh has recognized the importance of social dialogue, in particular through the establishment of two key social dialogue structures. These are the national Tripartite Consultative Council (National TCC) and the Ready-made Garment Sector Tripartite Consultative Council (RMG TCC).

Giving due consideration to the existing mandates of these important structures, this document proposes measures aimed at their further capacitation, alignment and consolidation. These measures are aimed at enhancing their efficient and effective functioning.

## **2.0 TERMS OF REFERENCE OF THE NATIONAL TRIPARTITE CONSULTATIVE COUNCIL**

Father of the Nation Bangabandhu Sheikh Mujibur Rahman reconstituted the earlier "Provincial Labour Advisory board" as "Labour Advisory Board of Bangladesh" which was consisted of 21 members in February 1975. The culture of Tripartite Consultative system continued from that time. After ratification of ILO Convention 144, the Government formed a Tripartite Consultative Council (TCC). Now TCC is the apex body of Bangladesh for any consultation for labour and industry related issues.

### **2.1 Powers and Functions of the National Tripartite Consultative Council**

2.2.1 The national TCC shall:

- i) Assist and advise the Government on the formulation of laws, rules, regulations, policies and plans in the labour sector, in consideration of recommendations submitted by employers and workers associations.

- ii) Engage on relevant issues tabled by government, employers and unions for discussion.
- iii) Advise the Government on steps and measures for the promotion and development of sound employer- worker relations taking into consideration of available resources and overall socio-economic conditions of the country.
- iv) Assist and advise the Government in consultation with employers and workers organizations on matters presented to the Council for advice.
- v) Inform the Government, in general, on the labour situation.
- vi) Review all child labour activities and advise the Government.
- vii) Advise the Government to increase production through optimum utilization of available resources.
- viii) Review international labour standards, as deemed to be necessary.
- ix) Review progress reports from sectoral tripartite consultative councils, and provide support, guidance and direction as may be required.

## **2.2 Composition of the National Tripartite Consultative Council**

2.2.1 The national TCC shall consist of equal representation of the government, employers and workers as mentioned below.

i) Minister in charge of the Ministry of Labour & Employment, ex-officio, who shall also be its chairman;

ii) 20 members representing employers to be appointed by the Government in consultation with establishments widely representing the employers;

iii) 20 members representing workers, to be appointed by the Government in consultation with trade unions widely representing the workers;

iv) 20 government members who represent the government and are appointed by the Ministry of Labour & Employment;

v) Joint Secretary (labour), Ministry of Labour & Employment, ex-officio, who shall also be its member-secretary;

vi) In the very first meeting three vice-president shall be nominated from the respective three stakeholders.

2.2.2 Each constituency (namely government, employers and workers) shall appoint one of their members as the coordinator for that constituency on





the national TCC who will be responsible for the preparations and related activities of his/her constituency in all engagements of the national TCC.

- 2.2.3 An alternate to a member may be appointed if a member is unable to attend the meeting. The alternative member should be from the respective ministry of the government/ employers federation/workers federation..
- 2.2.4 The membership of any member of any constituency may be terminated by that constituency where member(s) who represent that constituency have failed to attend meetings of the national TCC on three consecutive occasions without good cause.
- 2.2.5 Replacement of any member should be communicated to the government with proper justification and should be notified by the Government upon satisfactory ground.

### **2.3 Proceedings at meetings**

- 2.3.1 The national TCC shall meet at least three times in every financial year.
- 2.3.2 TCC support unit shall provide all sorts of cooperation to arrange national TCC meeting.
- 2.3.3 The Chairperson of the national TCC may convey special meetings as and when deemed necessary.
- 2.3.4 The quorum necessary for all meetings of the national TCC shall be one third of the number of members of the national TCC, provided that amongst those present, at least one third of the number of members representing each of the constituents are present.
- 2.3.5 Written minutes shall be kept of all meetings of the national TCC. Once confirmed, such minutes shall be entered into a bound book and kept as a permanent record by the TCC Support Unit.
- 2.3.6 An attendance register of all members who attend any meeting shall be kept.
- 2.3.7 The national TCC shall, at the end of each financial year, furnish the Ministry of Labour and Employment with an annual report in respect of its activities.
- 2.3.8 All relevant reports of the national TCC, including the annual reports or reports on any proposed legislation or policy relating to or affecting social and economic matters shall be communicated to the relevant Ministries.

### **3.0 TERMS OF REFERENCE OF THE READY-MADE GARMENT SECTOR TRIPARTITE CONSULTATIVE COUNCIL**

The Government of Bangladesh established the RMG Tripartite Consultative Council on 20 April 2017.



