

**Bipartite Collective Agreement under Section 210(3) of the Bangladesh Labour Act, 2006****Donglian Fashion (BD) Ltd.****Names of the Representatives Present on Behalf of the Management**

1. Ren We Dong  
Chairman  
Donglian Fashion (BD) Ltd.
2. Md. Ragiquil Islam  
Manager, Human Resource  
Donglian Fashion (BD) Ltd.

**Names of the Representatives Present on Behalf of the Workers**

1. Babul Hossain  
President  
Donglian Fashion (BD) Ltd. Somnilito Sramik Union
2. Md. Ziaur Rahman  
Asst. General Secretary  
Donglian Fashion (BD) Ltd. Somnilito Sramik Union

**Names of the Experts Present on Behalf of the Management**

1. Advocate Jafarul Hasan Sharif  
Senior Partner, Attorneys  
Advocate, Supreme Court of Bangladesh

**Names of the Experts Present on Behalf of the Workers**

1. Nazma Akter  
President,  
Somnilito Garments Sramik Federation (SGSF)
2. Khadija Akter  
General Secretary,  
Somnilito Garments Sramik Federation (SGSF)

Date: 26/04/2026

**Brief Description of the facts**

The registered union at Donglian Fashion (BD) Ltd., namely “**Donglian Fashion (BD) Ltd. Somnilito Sramik Union**” (Registration No. Dhaka-5033), submitted a 22-point Charter of Demands to the management on 10/12/2025. For the purpose of bilateral discussions regarding the said Charter of Demands, the management arranged the 1st meeting on 30/12/2025. After discussion on 04 issues of the Charter of Demands, the meeting was declared adjourned. Subsequently, the 2nd and 3rd meetings were held on 08/02/2026 and 26/04/2026 respectively. Following detailed discussions on the remaining demands raised by the Union in the said meetings, the matters were settled in the manner stated below;

**Terms of the Agreement****Charter of Demands Raised by the Workers' Side:**

<b>SL</b>	<b>Demand</b>	<b>Decision</b>	<b>Rmk</b>
<b>01.</b>	<b><u>Annual wage increase:</u></b> All workers and employees of the factory shall be provided an annual wage increase at the rate of 30% on the gross wage. Such wage increase shall be effective from 1 January of every year. Workers who have not completed one year of service shall be entitled to a pro-rata wage increase.	<b><u>Annual wage increase:</u></b> All workers and employees of the factory have been given an annual wage increase at the rate of 12% over the gross salary, which shall remain in force.	
<b>02.</b>	<b><u>Provident Fund:</u></b> In accordance with Section 264 of the Bangladesh Labour Act, 2006, a Provident Fund shall be formed for all workers and employees of the establishment. An amount equivalent to 15% of the workers' basic	<b><u>Provident Fund:</u></b> With effect from 1 July 2026, in accordance with Section 264 of the Bangladesh Labour Act, 2006, a Provident Fund shall be formed for all workers and employees of the establishment.	

	wages shall be deducted monthly. In consultation with the Union, a Trustee Board for the Provident Fund shall be constituted and rules shall be formulated. An amount equivalent to 15% of the workers' basic wages shall be deducted monthly and deposited into the Provident Fund.	An amount equivalent to 8% of the workers' and employees' basic wages shall be deducted monthly. In consultation with the Union, a Trustee Board for the Provident Fund shall be constituted and rules shall be formulated.	
03.	<b><u>Attendance Bonus:</u></b> An attendance bonus of Tk. 1,500/- shall be provided to the workers of the establishment. No attendance bonus shall be deducted on the ground of a worker availing approved leave. Workers shall be allowed a reasonable late attendance of up to 20 minutes and no attendance bonus shall be deducted for such reason.	The demand has been withdrawn.	
04.	<b><u>Lunch Arrangement:</u></b> Proper and hygienic lunch facilities shall be arranged for the workers employed in the establishment.	The demand has been withdrawn.	
05.	<b><u>Tiffin, Night and Iftar Bill:</u></b> (a) If workers are required to perform overtime due to factory necessity, then along with overtime payment, Tk. 50 (fifty) is provided to each worker as tiffin bill, which shall be increased to Tk. 150/- (one hundred fifty) along with provision of improved quality tiffin/snacks. A period of 15 minutes shall be provided for taking snacks.  (b) If workers are required to work on weekly holidays, then along with overtime payment for that day, compensatory leave shall also be provided.  (c) Workers employed in the night shift shall be provided Tk. 200 (two hundred) to each worker as night allowance bill for working at night.  (d) If workers are required to work after 3:00 PM during the month of Ramadan in view of factory necessity, then each worker shall be provided Tk. 150/- (one hundred fifty) as Iftar bill. A period of 1 hour shall be provided for taking Iftar.	<b><u>Tiffin, Night and Iftar Bill:</u></b> (a) If workers are required to perform overtime due to factory necessity, then along with overtime payment, Tk. 50 is provided to each worker as tiffin bill, which shall continue. A period of 15 minutes shall be provided for taking snacks.  (b) If workers are required to work on weekly holidays, then the applicable benefits shall be provided in accordance with the Bangladesh Labour Act, 2006.  (c) Workers employed in the night shift shall be provided Tk. 60/- (sixty) to each worker as night allowance bill for working at night.  (d) If workers are required to work after 3:00 PM during the month of Ramadan in view of factory necessity, then each worker shall be provided Tk. 80/- (eighty) as Iftar bill, which shall continue. A period of 1 hour shall be provided for taking Iftar.	
06.	<b><u>Honorarium Allowance:</u></b> Honorarium allowance shall be provided on a monthly basis, or equivalent facilities shall be provided, to the workers employed in the factory who are members of the Trade Union Executive Committee, First Aid, Fire Fighting, Extinguishing and Search & Rescue Committee, Safety Committee, Sexual Harassment Prevention Committee, and cleaners.	The demand has been withdrawn.	
07.	<b><u>Casual Leave:</u></b> The management shall grant 15 (fifteen) days of casual leave with full wages in a year. No worker shall avail more than five consecutive working days of	The demand has been withdrawn.	

	casual leave at a time. However, if more than five days of casual leave are required for reasonable cause, the matter shall be resolved through discussion with the Union and the designated official of the management. Every year, all workers/employees employed in the establishment shall be provided fifteen days of casual leave.		
08.	<p><b><u>Sick Leave:</u></b> The management shall grant 20 (twenty) days of sick leave with full wages in a year. If any worker falls ill, the matter of such illness shall be informed to the company in writing as early as possible, and after joining work, an application for sick leave shall be submitted as early as possible. In the event of absence for more than five days due to illness, a certificate from a registered MBBS doctor shall be submitted along with the application for sick leave.</p>	The demand has been withdrawn.	
09.	<p><b><u>Festival Leave:</u></b> Every worker shall be entitled to avail 30 (thirty) days of festival leave with full wages in a calendar year. The days and dates of festival leave shall be determined by the management, in consultation with the Union, between 15 December and 30 December of the preceding year.</p> <p>(a) No general duty shall be assigned during the additional leave period beyond festival leave for the occasions of holy Eid-ul-Azha and Eid-ul-Fitr. The management currently provides 4 days of leave for each Eid, which shall be increased to 8 days.</p>	<p><b><u>Festival Leave:</u></b> Every worker shall be entitled to avail 15 days of festival leave with full wages in a calendar year. The same shall be determined at the beginning of the year in consultation with the Union.</p> <p>(a) The demand has been withdrawn.</p>	
10.	<p><b><u>Medical Facilities:</u></b> In accordance with Section 89(6) of the Labour Act and Rule 78 of the Labour Rules, a Health Centre shall be established for the workers. During factory operation hours, medical services for all workers and employees of the factory shall be ensured at all times through the required number of MBBS doctors and nurses. If any worker falls ill while working in the factory, all necessary medical treatment shall be provided by the factory management until such worker recovers.</p> <p>(a) In the event of menstruation occurring while working in the factory, immediate arrangement of sanitary napkins shall be made for the concerned worker.</p>	<p><b><u>Medical Facilities:</u></b> During factory operation hours, medical services for all workers and employees of the factory are being provided at all times through the required number of MBBS doctors and nurses. If any worker falls ill or is injured in an accident during working hours in the factory, medical treatment shall be arranged under the supervision of the factory management until recovery.</p> <p>(a) In the event of menstruation occurring while working in the factory, immediate arrangement of sanitary napkins shall be made. Subject to necessity, additional sanitary napkins shall be collected from the factory doctor or nurse.</p>	
11.	<p><b><u>Maternity Benefits and Paternity Leave:</u></b> (a) Female workers shall be entitled to maternity benefits in accordance with the provisions of the Bangladesh Labour Act, 2006. They shall be entitled to avail 6 months, that is 24 (twenty-four) weeks, of leave. For availing this benefit, there shall be no mandatory requirement to take leave before or after</p>	<p><b><u>Maternity Benefits and Paternity Leave:</u></b> (a) Female workers shall be entitled to maternity benefits in accordance with the provisions of the Bangladesh Labour Act, 2006. They shall avail 124 days, that is 17 weeks and 5 days, of leave, which is 4 days more than the entitlement provided under the Bangladesh</p>	

	<p>childbirth. Subject to physical capability, the concerned female worker may avail such leave before or after childbirth according to her convenience upon informing the management. During such period, pregnant female workers shall be provided with light, risk-free, and seated work facilities. Upon resuming duty after leave, the concerned female worker shall be assigned to the same work in the previous line.</p> <p>Furthermore, after returning to the workplace following maternity leave, female workers shall be provided with light duties for the first fifteen days and necessary flexibility in shifts to facilitate physical recovery and adjustment. Such support is essential in order to cope with maternity-related physical changes, breastfeeding of the child, and adjustment to the new family situation. If the worker is provided with a pressure-free and healthy working environment during this period, she will be able to return to normal work capacity more quickly, and her stability and productivity towards the workplace will further increase. If implementation of the said demand or any amendment or modification in this regard becomes necessary, the Union and the management shall jointly take decisions through discussion.</p> <p>(b) Nutritious food arrangements shall be made for pregnant women.</p> <p>(c) All workers and employees who become fathers shall be entitled to a total of 15 days of paternity leave before and after the childbirth of their wives.</p>	<p>Labour Act, 2006. However, in case of availing leave before childbirth, the concerned worker must obtain advice from the registered doctor of the company.</p> <p>Furthermore, after returning to the workplace following maternity leave, female workers shall be provided with light duties for the first fifteen days and necessary flexibility in shifts to facilitate physical recovery and adjustment. Such support is essential in order to cope with maternity-related physical changes, breastfeeding of the child, and adjustment to the new family situation. If the worker is provided with a pressure-free and healthy working environment during this period, she will be able to return to normal work capacity more quickly, and her stability and productivity towards the workplace will further increase. If implementation of the said demand or any amendment or modification in this regard becomes necessary, the Union and the management shall jointly take decisions through discussion.</p> <p>(b) The demand has been withdrawn.</p> <p>(c) The demand has been withdrawn.</p>	
12.	<p><b><u>Subsidized Shop or Fair Shop Facility:</u></b> An effective “Subsidized Shop or Fair Shop” facility shall be introduced in the factory for all workers. Arrangements shall be made for subsidized rice, lentils, oil, sugar, and other daily essential commodities for the workers.</p>	The demand has been withdrawn.	
13.	<p><b><u>Employment of Persons with Disabilities and Third Gender Persons:</u></b> The right to employment of persons with disabilities and third gender persons in the factory shall be ensured. Out of the total workforce of the factory, 10% employment shall be provided to persons with disabilities and third gender persons.</p>	<p><b><u>Employment of Persons with Disabilities and Gender Diverse Persons:</u></b> Equal employment rights in the factory shall be ensured for persons with disabilities and persons of any gender, including male, female, and third gender (gender diverse persons). However, in the case of recruitment, opportunities shall be provided on the basis of qualifications with priority consideration. The company shall undertake various training and awareness measures regarding the issue of gender diversity.</p>	
14.	<p><b><u>Termination of Employment by Worker:</u></b></p>	The demand has been withdrawn.	

	In accordance with Section 27 of the Bangladesh Labour Act, 2006, the same shall be made effective for all workers and employees of the establishment. Workers and employees who terminate their employment from the factory under the said provision shall be paid compensation equivalent to 15 days' wages for service from 1 year to below 5 years, 30 days' wages for service from 5 years to below 10 years, and 50 days' wages for service above 10 years. All dues shall be paid on the last working day.		
15.	<b><u>Festival Bonus:</u></b> Workers of the establishment shall be provided with 2 festival bonuses in every calendar year equivalent to 1 month's gross wages as festival bonus on the occasions of holy Eid-ul-Azha/Eid-ul-Fitr for followers of Islam and Puja or other major festivals for followers of other religions. Any worker who works for a part of a calendar year shall be entitled to bonus for that year on a proportionate basis. Since all management personnel in the factory are provided festival bonus equivalent to their gross wages, such discrimination shall be removed.	<b><u>Festival Bonus:</u></b> Workers of the establishment shall be provided festival bonus in every calendar year on the occasions of holy Eid-ul-Azha/Eid-ul-Fitr for followers of Islam and Puja or other major festivals for followers of other religions at the rate of 35% for workers having less than 3 months of service, at the rate of 60% for workers having more than 3 months but less than 6 months of service, and full basic wages as bonus for workers having more than 6 months of service.	
16.	<b><u>Discontinuation of Deduction of Bank Card Charges:</u></b> The monthly wages of the workers in the factory are paid through banks. Workers withdraw their wages from the bank by using bank cards (ATM cards). Charges are deducted from all cardholding workers for such cards, therefore such deduction of charges shall be discontinued.	<b><u>Discontinuation of Deduction of Bank Card Charges:</u></b> Necessary measures shall be taken regarding deduction of bank charges through discussion with the bank authorities.	
17.	<b><u>Welfare Measures:</u></b> <b>Day-Care Centre:</b> A day-care centre shall be established at a safe place in the factory for the children below six years of age of all female workers. Necessary arrangements for nutritious food, sports and educational learning facilities shall be provided for the children staying at the day-care centre. However, if there is no arrangement for keeping children in the children's room, then a community-based child day-care centre outside the factory shall be established for such workers' children, or a child allowance of Tk. 2,000/- per month shall be provided for such workers' children. This facility shall be applicable to the children of all female workers.	<b><u>Welfare Measures:</u></b> <b>Day-Care Centre:</b> A day-care centre shall be established at a safe place in the factory for the children below six years of age of all female workers, which shall come into effect from 1 June 2026.  Necessary arrangements for nutritious food, sports and educational learning facilities shall be provided for the children staying at the day-care centre.	
18.	<b><u>Climate Change / Just Transition:</u></b> Climate change is a global issue, as a result of which excessive heat/excessive cold and the level of environmental pollution are continuously increasing, causing deterioration of the physical and mental health of all workers and employees of the establishment and exposing them to various negative experiences at the workplace. As a result, adverse impacts are being created on the overall production of the factory and on the health of the workers,	<b><u>Climate Change / Just Transition:</u></b> Climate change is a global issue, as a result of which excessive heat/excessive cold and the level of environmental pollution are continuously increasing, causing deterioration of the physical and mental health of all workers and employees of the establishment and exposing them to various negative experiences at the workplace. As a result, adverse impacts are being created on the overall production of the factory and on	

	<p>particularly female and pregnant workers, which are causing various complications and other adverse effects on them and their unborn children.</p> <p>For this purpose, a permanent committee shall be formed by the management to address any adverse situation. The said committee shall be formed with representatives from both the Union and the management. <b>The said committee shall formulate its own rules of procedure and undertake necessary measures to address adverse situations arising from climate change, including holding regular meetings and carrying out necessary activities for raising awareness among factory owners and workers.</b></p> <p>Furthermore, every year workers are being affected by heat stroke during extreme heat, and incidents of death are also occurring. In order to reduce this risk, mandatory heat stress safety management measures shall be introduced from March to October. Daily monitoring of temperature and heat index, adequate ventilation, cold drinking water, and rest facilities shall be ensured. If any worker becomes ill due to heat stroke, immediate first aid, prompt medical assistance, and emergency medical treatment arrangements shall be ensured. If the temperature reaches a dangerous level, decisions regarding reduction of production or taking necessary measures considering the situation shall be taken in consultation with the committee. In the event of any accident caused due to negligence, the responsibility shall be borne by the management.</p>	<p>the health of the workers, particularly female and pregnant workers, which are causing various complications and other adverse effects on them and their unborn children.</p> <p>For this purpose, a permanent committee shall be formed by the management to address any adverse situation. <b>The said committee shall be formed with representatives from both the Union and the management. The said committee shall formulate its own rules of procedure and undertake necessary measures to address adverse situations arising from climate change, including holding regular meetings and carrying out necessary activities for raising awareness among factory owners and workers.</b></p> <p>Furthermore, every year workers are being affected by heat stroke during extreme heat, and incidents of death are also occurring. In order to reduce this risk, mandatory heat stress safety management measures shall be introduced from March to October. Daily monitoring of temperature and heat index, adequate ventilation, cold drinking water, and rest facilities shall be ensured. If any worker becomes ill due to heat stroke, immediate first aid, prompt medical assistance, and emergency medical treatment arrangements shall be ensured. If the temperature reaches a dangerous level, decisions regarding reduction of production or taking necessary measures considering the situation shall be taken in consultation with the committee. In the event of any accident caused due to negligence, the responsibility shall be borne by the management.</p>	
<p>19.</p>	<p><b><u>Essential Engagement:</u></b> The management authority shall grant permission for the involvement of trade union officials in the following activities, and in such cases the concerned officials shall be deemed to be on duty of the establishment.</p> <p>(a) Participation of a maximum of 20 union officials in any seminar or workshop relating to labour and labour management matters.</p> <p>(b) Participation of officials in any joint meeting between the management authority and the trade union.</p> <p>(c) Presence of a maximum of 6 (six) trade union officials on any working day at any court, government</p>	<p><b><u>Essential Engagement:</u></b> The management authority shall grant permission for the involvement of trade union officials in the following activities, and in such cases the concerned officials shall be deemed to be on duty of the establishment.</p> <p>(a) Participation of a maximum of 12 union officials in any seminar or workshop relating to labour and labour management matters.</p> <p>(b) Participation of officials in any joint meeting between the management authority and the trade union.</p>	

	office, or elsewhere for the purpose of trade union activities, which shall not exceed 6000 hours individually or jointly in any calendar year.	(c) Presence of a maximum of 10 (ten) trade union officials on any working day at any court, government office, or elsewhere for the purpose of trade union activities, which shall not exceed 1500 hours individually or jointly in any calendar year. If more than 1500 hours are required, the same shall be provided subject to discussion.	
20.	<p><b><u>Role of the President and General Secretary in Settlement of Disputes:</u></b></p> <p>In relation to the conduct of workers or management officials, or any other dispute/matter relating to labour issues of the establishment, the President and General Secretary shall have the right at all times to discuss such matters with the management or to take any other necessary measures. For such activities, the President/General Secretary shall be deemed to be on duty.</p>	<p><b><u>Role of the President and General Secretary in Settlement of Disputes:</u></b></p> <p>In relation to the conduct of workers or management officials, or any other dispute/matter relating to labour issues of the establishment, the President and General Secretary shall have the right at all times to discuss such matters with the management or to take any other necessary measures. For such activities, the President/General Secretary shall be deemed to be on duty.</p>	
21.	<p><b><u>Application of Existing and Future Benefits and Provisions of Law:</u></b></p> <p>(a) Any benefits or facilities not mentioned in this Charter of Demands, or which are currently being provided to the workers by the management on its own initiative or under any previous settlement agreement, or any existing rules of the establishment which are favourable to the workers, shall not be changed, cancelled, or reduced by the establishment.</p> <p>(b) In respect of all other matters which are not specifically described in this Charter of Demands, the management shall faithfully follow and apply the prevailing laws, rules, and regulations of the country.</p>	<p><b><u>Application of Existing and Future Benefits and Provisions of Law:</u></b></p> <p>(a) Any benefits or facilities not mentioned in this Charter of Demands, or which are currently being provided to the workers by the management on its own initiative or under any previous settlement agreement, or any existing rules of the establishment which are favourable to the workers, shall not be changed, cancelled, or reduced by the establishment.</p> <p>(b) In respect of all other matters which are not specifically described in this Charter of Demands, the management shall faithfully follow and apply the prevailing laws, rules, and regulations of the country.</p>	

**Conditions for Implementation of the Agreement:**

1. The said settlement agreement was signed by both parties on this 26/04/2026 and shall remain effective for 02 (two) years from the date hereof. Thereafter, either party may raise a Charter of Demands if they so desire.
2. The Union shall not raise any new Charter of Demands within the next two years.
3. In the event of any difference of opinion arising between the parties regarding implementation of the settled demands, both parties shall review and resolve the said demands through discussion.

**Signatures of the Representatives Present on Behalf of the Management**

- [Signature Illegible]*  
1. Ren We Dong  
Chairman  
Donglian Fashion (BD) Ltd.

- [Signature Illegible]*  
2. Md. Ragiql Islam  
Manager, Human Resource  
Donglian Fashion (BD) Ltd.

**Names of the Experts Present on Behalf of the Management**

- [Signature Illegible]*  
1. Advocate Jafarul Hasan Sharif  
Senior Partner, Attorneys  
Advocate, Supreme Court of Bangladesh

**Signatures of the Representatives Present on Behalf of the Workers**

- [Signature Illegible]*  
1. Babul Hossain  
President  
Donglian Fashion (BD) Ltd. Somnilito Sramik Union

- [Signature Illegible]*  
2. Md. Ziaur Rahman  
Asst. General Secretaty  
Donglian Fashion (BD) Ltd. Somnilito Sramik Union

**Names of the Experts Present on Behalf of the Workers**

- [Signature Illegible]*  
1. Nazma Akter  
President,  
Somnilito Garments Sramik Federation (SGSF)

- [Signature Illegible]*  
2. Khadija Akter  
General Secretary,  
Somnilito Garments Sramik Federation (SGSF)

**Copies forwarded for kind information to:**

1. Labour Director, Dhaka Division
2. President, BGMEA
3. General Secretary, IndustriALL Global Union
4. President and General Secretary, Combined Garments Workers Federation

**(This Bipartite Collective Agreement consists of a total of [07] pages.)**