



Performance influence of Labor Contract Society (LCS) on Rural Road Development in Local Government Engineering Department.

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Executive Summary/Abstract

Labor Contracting Society is considered as a landmark in targeting poverty reduction by direct involvement of the poor in embankment activities. Since mid-1980s LCS has been engaged by LGED in different rural infrastructural works. The use of Labor Contracting Societies was introduced in LGED in the mid- 1980s to create opportunities for local laborers to work in development projects directly without intermediaries so that their income would increase.

The routine maintenance of off-pavement including shoulders, slopes, roadside tree plantations, surface water drainage channels, culverts, and bridges is suited to labor intensive methods. The work requires only a few basic hand tools and limited technical expertise. Day-to-day routine maintenance activities can generally be carried out by destitute women laborers formed into a Labor Contracting Society (LCS) on a yearly contract basis. Having no support women laborers living in the nearness of the road to be maintained should be made aware of the maintenance work through local public announcements and applications for participation should be addressed to the Upazila Engineer (UE). The women laborers' age should be between 18 and 40 and they should be mentally and physically sound for their work. Landless and unemployed women having no earning member in the family will get priority in selection.

A small group of four to seven laborers will work on a road to repair damage as per instructions of the Upazila technical staff and the maintenance supervisor. More than one group may be engaged on roads that are more than 7 km in length. They work eight hours per day. Each laborer should ensure to planted trees in his or her assigned

length. The UE will prepare a road-wise estimate considering length of the road, number of laborers required and the wage for seven days a week. The estimate should be based on one laborer for each kilometer of the road length. Costs of small hand tools such as spade, bucket, and basket included in the estimate where necessary. Signboards at both ends of the road may be posted also included the cost of the estimate. The participation of women for rural development is on the rise.

Keywords: LCS, Unemployed, Destitute women, Community Organizer, intermediaries

List of Figures.



Female Group Working at Road shoulder sides



Female Group Working at Road shoulder sides



Supervisor is standby

List of Acronyms.

LCS—Labor Contract Society

AADT – Annual average daily traffic

ADB – Asian Development Bank

EIRR – Economic internal rate of return

GCM – Growth center market

GDP – Gross domestic product

IGA – Income generating activities

LCB – local competitive bidding

LCS – Labor contracting societies

LGD – Local Government Division

LGED – Local Government Engineering Department

LGI – Local government institute

MMC – Market management committee

NGO – Nongovernment organization

PMO – Project management office

RUC – Road user costs

UNR – Union road

UP – Union parishad

UPC – Union parishad complex

UZR – Upazila road



Glossary.

1. Force Majeure: -- Force majeure refers to a clause that is included in contracts to remove liability for natural and unavoidable catastrophes that interrupt the expected course of events and prevent participants from fulfilling obligations.
2. Intermediaries: - Since inter- means "between, among", an intermediary is someone who moves back and forth in the middle area between two sides—a "go-between". Mediator (which shares the medi- root) is often a synonym, and so is facilitator; broker and agent are often others.
3. Empowering: - I think that the mean of empowerment as the empowerment that means people having power and control over their own lives. People get the support they need that is right for them. Empowerment means that people are equal citizens. They are respected and confident in their communities.
4. Hard-up :- Having very little money, especially for a short period of time. They're not really as hard up as they say they are.
5. literate and numerate: - Literate and numerate students better understand and negotiate their world and are able to actively participate in all aspects of society as ethical and informed citizens.
- 6.LCS: - Labor Contracting Society (LCS) is considered as a landmark in targeting poverty reduction by direct involvement of the poor in infrastructural activities. Since mid 1980s LCS has been engaged by LGED in different rural infrastructural works.
- 7.Responsibilities; Authority, Burden, Duty, Guilt, Importance, Liability, Obligation, Power.
- 8.Inventories & Map: - A data inventory is a comprehensive catalog of data assets held by an organization. A well-maintained data inventory includes up-to-date and detailed information regarding the data, as well as the source of the data within the organization.

Chapter-1.0

Literature Review

The Local government engineering department has placed out eligibility criteria for the LCS members, particularly for the women living within a 2-km radius of the work place to include those who are unemployed, divorced or separated from their husbands, widows, having no support in their families, those who do not have more than 0.5 acres of land, including the homestead, and who are adults and physically fit to take on construction work. These poor women have proven that they can build rural roads and markets, and maintain them in the long run better.

The responsibility of the supervisor will be for each road under direction of the UE who will look after the off-pavement maintenance work closely, distribute day-to-day works to the labor group and supervise the group. So that proper work is carried out at the right time in the right place with adequate amount and quality. A contract in writing should be concluded between the UE before starting the maintenance work. Upon satisfactory performance of the supervisor, the contract may be renewed on a yearly basis. If the performance of the supervisor is unsatisfactory, the UE will issue a warning letter up to twice. When and if the UE needs to issue such letter for a third time, the UE will replace the supervisor with a new one. The supervisor must submit a monthly report of works performed by the groups under him or her at the end of each month in the prescribed form to the UE through the Community Organizer of the LGED. The Community Organizer will visit the roads every second week to check whether the tasks are performed in terms of quantity and quality and to provide comments on the monitoring registry. The UE will arrange necessary training for the supervisors to acquaint them with their tasks and responsibilities.

Scheme preparation shall be carried out under the supervision of the UE on the basis of actual measurements of defects and damages determined through a road condition survey. The UE should make the fullest use of the plan books, inventories and maps, condition survey and detailed inspection report, and finally compile a maintenance program using prescribed forms. Details on the quantity and cost estimate shall be prepared using the LGED schedule of rate and standard specification using the Rate Schedule and Estimate Preparation (RSEP) software. Any item of work beyond the LGED schedule of rate shall be defined precisely with justification and sent to the LGED Headquarters for approval. Best use of salvage materials should be ensured by physical inspections on the site while preparing cost estimate of schemes. Salvage materials recovered from the proposed scheme will have to be taken into account and recorded in the scheme estimate. The UE will take care of all preparatory works of the yearly maintenance program at the Upazila level and submit the same to the district Executive Engineer (XEN) within the stipulated date for taking further necessary actions. The study found that the concept of a 'Labor Contracting Society' is a proven successful formula for reaching out to the target groups and implementation of their work. Higher quality of work coupled with an increase in daily labor income and skill development form a strong base for further strengthening and expansion of this model.

Professor Neelormi presented the key findings of the study at an LGED seminar in Dhaka. She put forward a set of recommendations to further improve the LCS. The key recommendations include ensuring gender-friendly working environment in project areas, revising the wage structure in the schedule considering seasonality, location-specific requirements and inflation adjustment; exercising the practice of 'Force Majeure' as contractual agreement; ensuring life and injury insurance during road maintenance and market construction works; and ensuring the use of retro-reflective vests. In an interview, Professor Md Shamsul Hoque of Bangladesh University of Engineering and Technology (BUET) commended the initiative, saying, "It has proved through all projects that the LCS approach of constructing minor infrastructure has not only increased the income of the poor women and men but also enhanced their technical and management skills. The concept of LCS can now easily be embraced in the country's other development programmers as well as other developing nations.

The different ministries and non-governmental organizations are now engaging LCS in different titles in their development activities. Some of them are the Bangladesh Water Development Board, Department of Forest, Department of Disaster Management, Department of Agricultural Extension, Cash for Work Program, World Food Program (WFP), CARE Bangladesh, BRAC and Oxfam International and so on. So best wishing for the LCS in Bangladesh.

Chapter-1.1

Objectives of LCS

The ultimate aim of the Labor contract society (LCS) is to assist the poor to overcome the poverty through increased income. The objectives of introducing LCS in different infrastructural activities are as Creating scope of employment for the poor and thereby generating the income · Ensuring direct involvement of local people in development activities and developing their sense of ownership. Developing the skill and capacity of local poor through training for effective involvement in small functional. Eliminating intermediaries and increasing income of the poor laborers. Extend the scope of employment for the poor Hard-up women. Ensuring fair wages for the laborers. Encouraging local community to work with gender equity .Ensuring income for the poor during the slack period of employment. Empowering the poor men and women and put them in a process to get involved in broader sector of work.

Chapter-1.2

Schedule of work to LCS group

The UE will ensure routine off-pavement maintenance of all the roads taken under a manual maintenance program in his Upazila for the whole year by engaging LCS with the close involvement of supervisors. The Upazila technical staff will monitor the performance of supervisors at least on a two weeks interval in the field. The UE will supply required number of register to each maintenance group, where the supervisor will record the tasks performed by the group day -to- day. The supervise day-to-day works in off-pavement maintenance in the field and one supervisor can be assigned for every fifteen to twenty maintenance laborers normally on master role basis. The supervisor will be either a male or female member from the locality assigned by the UE. She will be mobile, able to follow instructions from the Upazila technical staff and follow instructions to the laborers. One supervisor can be appointed in one Union. Like maintenance laborers, the supervisor should be selected from the nearness of the road and low income groups, who have basic knowledge in earthwork in road off pavement and able to ride a bicycle by skilled.

Chapter-1.3

Skilling

Skilling is an integral part of the maintenance works using Labor contract society. While the UE will arrange to skilling for all LCS laborers including the supervisor as well as Community Organizer of the concerned Upazila will take an active part in organizing training courses. The UE should consult with XEN (Training) of the concerned district and delegate the execution of the training to the Upazila Assistant Engineer, who is officially assigned in training. Training subject matter will be as follows that the Roles and responsibilities of LCS laborers, supervisor, LGED staff, off-pavement routine maintenance, distributing works among the LCS laborers, legislation of LCS group, Mitigate internal problems of LCS, Salary distribution and etc.

Chapter-2.0

Governance:

To monitor the routine off-pavement maintenance activities closely for each group is supplied by the UE through the respective supervisor. The group leader keeps the register at the work site. The group leader takes daily attendance of the laborers on the standard master-roll form and the supervisor counter-signs it to certify the attendance of the laborers.

The supervisor visits daily all the roads under his responsibility. During these visits, he should spend considerable time with each group and take account of all the works assigned to the group on the previous day and record them in the register. Meanwhile that he will set the target for the current day and also take necessary steps to resolve any problems.

The concerned Sub-Assistant-Engineer and Community Organizer will visit the roads every two weeks to check the tasks performed by the group in terms of quantity and quality and give his comments on the monitoring

register. CO will report to the UE for necessary action. The supervisor will prepare a monthly summary report on works done of each road using the prescribed form and submit it to the CO. The SAE will check and verify the report submitted by the supervisor and forward it to the UE for necessary action.

The UE will review the monthly report, which is randomly checked at the work site and comments are provided and forwarded to the XEN for paying the monthly bill in full or part according to the UE's observations. The XEN will take necessary action for paying the monthly bill on the basis of the report from the UE and give advice to the UE for implementation of the work.

Chapter-2.1

Wage System.

Wage to the labor contract society group will be made by the UE through a check once a month to the group account that is opened under the joint name of LCS Chairperson and the Secretary in a nearby bank. The monthly bill will only be paid against satisfactory performance of works assigned to the group. Payment to the individual laborer will be made from the LCS group account subject to receipt of the payment from the treasury against satisfactory and approved work. The bill will be prepared by the concerned SAE with relevant documents such as contract, monthly summary report, and attendance records, and duly signed by the UE before being forwarded to the XEN of the district. The XEN will check the submission of the relevant documents and send the bill to the treasury for payment. Upon receiving the check issued by the treasury. The LCS chairperson and secretary will draw money from the joint account and distribute wages among the laborers in the presence of the supervisor and the Community organizer. The projects in selecting laborers for routine off-pavement maintenance only.

Chapter-2.2

Scope of Work

Scope of employment for the poor & generating the income. Direct involvement of local people in development activities and developing their sense of ownership. The skill and capable of local poor through training for effective involvement in small infrastructural component of the project. There are scope to increasing income of the poor laborers. The scope of employment for the poor indigent women and fair wages for the laborers as well as disclose local community to work with gender equity. During the slack period of employment that there are scope to ensuring income for the poor and empowering the poor women and put them in a process to get involved in broader work.

Chapter-3.0

LCS and Financial limit

LCSs are classified in two types. One for construction work and other for maintenance work. Both construction and maintenance type of work will be implemented by labor contract society following LGED current practice. The maximum financial limit for earthwork is Tk. 10.00 lacs and that for other construction work is Tk.35.00 lac and Tk. 10 lac for maintenance work. But the amount may be increased depending on the size and volume of work. Based on the requirement, scheme estimate will be prepared jointly by concerned project staff and UE office, LGED following LGED current procedure and be forwarded to the Project Director, through respective XEN for approval.

Chapter-3.1

Selection Criteria

A Labor Contracting Society is a group of adult persons having homogeneity in respect of gender, physical strength, skill and socio-economic status, who come from a household of landless laborers and who depend on manual labor as their main source of income. The number of members in an LCS will depend on nature of works to be carried out within a given time frame. For selection of LCS, following steps may be followed: (1) Wide publicity in the work areas shall have to be made for the selection of LCS. The field level officer of the LGED and project including the Chairman and or the members of the Union Council will be involved for this publicity to form LCS. (2) The field level officer of the LGED shall select the requisite number of LCS labors on the basis of selection criteria. The villages adjacent to the scheme areas are to be identified for selection of labors with the purpose of including them as the LCS members. (3) Field level officer of the LGED shall prepare one list on the basis of the inventory and the interviews taken and in accordance with the selection criteria will send the said list to the concerned selection Committee for finalization.

Chapter-4.0

Agreement with LCS

The Executive engineer will take a contract to the LCS but no security money will be taken from LCS group. A contract agreement to undertake the work shall be signed by concerned staff of LGED on behalf of the project and the Chairman and the Secretary of the LCS on behalf of the LCS group using the contract agreement on a non judicial stamp of Tk. 300.00 for the works. After signing of the contract agreement, XEN shall issue a letter to the LCS Group for work to proceed.

Chapter-4.1

Account for LCS

The labor contract society must have a bank account in the name of respective LCS group. Name, location of the bank and the account number etc. must be submitted to concern officer of LGED with a copy to concerned UE. All payments should be through account payee check by mentioning account number. The Community Organizer will guide the LCS group to open a bank account in the bank. At the time of opening a bank account the group will make a resolution in such a way that the Chairman and the Secretary of the group can not draw money from the bank without request letter from the UE. The group will inform the bank Manager about it and submit a copy of resolution to the bank at the time of account opening. Activities are going on.

Chapter-4.2

Conclusion: - From this study that it is the high time to take necessary steps for the planned development of this sector by strictly following the Rules & Regulations. A thorough study may be conducted regarding various types of peoples and their behavior that we may meet the main goals. A labor contract is considered to be concluded if the parties have reached agreement on all the essential provisions of a labor contract. Legislation in force permits a labor contract to be in writing. Labor contract society (LCS) is to assist the poor to reduce the poverty through increased income source. The main goals of LCS in different infrastructural activities are as Creating scope of employment for the poor to generating the income.

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- 7.Haor Development Board (HDB)

8.Department of Environment (DoE)

9.Water Development Board (WDB)

Appendix-

It is clarified from the study that Labor Contract Society under the observation of different Department/Organization. They observed that the Wage system, Scope of work of Female sex, financial ability, Selection criteria, Contract with LCS & their accounts.

