

Bangladesh Institute of Labour Studies - BILS

BILS/LO-FTF Project, 2015-18

(Decent Work and Inequality in Bangladesh)

Annual Report-2015

Background situation:

The present phase of BILS/LO-FTF Project (Decent Work and Inequality in Bangladesh) has been commenced on 1st January 2015 and will be completed on 31st December 2018. The project have been designed considering the experiences of the previous phases of BILS LO-FTF project and the present labour market situation in Bangladesh as well as considering some global priorities in workers' rights. In this phase emphasis given on the workplace safety and CSR issue introduced for worker rights, and the Labour law sub-component will be continued.

The achievements of all planned outputs of Jan-Dec 2015 is very much important to carry-out the next 3 years of the project effectively and keeping the view in mind from the beginning, BILS have been trying its best to carry-out all plant activities successfully and achieve the planned outputs as well.

During the reporting period, the project documents and budget have had changes due to inclusion of additional activities in sub-component -1 (output 1.6, 1.7, 1.8 and 1.9) in 2015 and redesigning the sub-component -3 for the total project period with additional budget allocation DKK 800,000 for sub-component-3. BILS actively and successfully supported the LO-FTF council in the revisions and the project document, budget and PIP haven revised accordingly.

From the beginning of the project BILS tried to maintain the progress as planned. However, we had to shift some activities from quarter to quarter due to unavoidable circumstances. On the other hand all the additional activities were planned in the 4th quarter of 2015. As a result, 4th quarter was very much crucial in implementing the activities and we had an extensive action plan involving BILS networks and different national-local structures. To complete the activities within timeframe the project personnel had to work hard during the last quarter i.e. we conducted three programmes simultaneously in three districts on the same date. Through our all-out efforts and with the guidance & technical support from LO-FTF Council, BILS has been able to complete all the tasks successfully within timeframe and achieved the targeted output accordingly.

The major achievements/outputs are as follows;

- BILS continually supported in drafting the Labour Rules and Labour Rules-2015 which have been approved by Government on 15 September 2015.

- A set of recommendation drawn for the improvement and better implementation of the Labour Law amendment-2013 and Labour Rules-2015 and the recommendations discussed with SKOP.
- A BILS-TU advocacy team formed and equipped to advocate on the better functioning of the tripartite bodies.
- BILS and TUs have developed practical advocacy strategy in preventing labour trafficking in the name of labour migration and advocated for.
- The practical situation of fishing workers engaged in hazardous & risky jobs(specially in coastal area and deep sea) have been identified as well as the working scopes for TUs in protecting the fishing workers.
- A network has been developed with 7 universities aiming to work together on labour issues and developing academician on the issue.
- Total 8 university students have completed their internship on labour issues who could contribute in upholding workers rights.
- A pool of 40 plant level TU leaders of RMG sector have been trained on root-level TU management in providing better membership services and demand preparation, side by side 209 root level TU activists have been equipped through the follow up programmes.
- Resource document on OHS and safety manual for the training of safety committee have been produced.
- More than 500 TU activists and workers have been mobilized in organizing through social events and the mobilizing programmes.
- BILS and its member organizations have had steps in CSR and a BILS-TU structure developed

Development and changes in the background situation and political context:

Labour Law is the key instrument in advancing the TU movement as well as ensuring the workers' rights and achieving the democratic labour market. BILS and its member organizations have been working continuously for the improvement and better implementation of the Labour Law.

On 15 September 2015 government approved the Labour Rules-2015 which will contribute for the better implementation of Labour Law amendment-2013. BILS worked as member of the working group for drafting the Labour Rules-2015 and provided all technical and secretarial supports in drafting the rules. Through-out the reporting year, BILS-Working Team on review of the Bangladesh Labour Act amendment- 2013 and Bangladesh Labour Rules- 2015 conducted series of discussion for reviewing the laws and labour rules for further improvement, and a list recommendation have been drawn and discussed with SKOP. The major recommendations are as follows:

- Dissolution of supplying the workers by the "Contractors Organisation" (*Ref: Section 3A of the Bangladesh Labour Act: Registration of Contractors Organization*)
Until its dissolution clear provisions should be incorporated in the Rules regarding the process of continuation and classification of job, Job permanent, Determination of minimum wage and payment of wage, Allowances, exercise of Trade union rights as per labour law etc.
- Inclusion of the representatives of concerned Trade Union and/or Federation and/or Specialists in Sub-committee for investigation of workers' misconduct (*Section 23 of BLA: Punishment for conviction and misconduct and Section 24 of BLA: Procedure for punishment*).
- Increase of benefits and compensation for the transfer of factories & establishment (*Ref: Section 28A of BLA: Employer-worker relationship due to catastrophe or damage beyond control*)
- Incorporation of provisions regarding health facilities for all workers working in the factory (*Ref: Section 89A of BLA: First-aid appliances*).
- Daily work hour should be 8 hours including interval for rest and meal (*Ref: Section 100 of BLA. Daily hours & Section 101 of BLA. Interval for rest or meal*)
- Increase the coverage of Trade Union rights in case of group of establishment (*Section 183: Registration of trade unions in a group of establishment*).
- Dissolution of the provision that requires testimonial of workers for getting registration of the trade union (*Ref: Section 179 of BLA: Requirements for registration*).

New Labour Inspectors have been appointed by the government in the year of 2014 and for the capacity building of the newly appointed inspectors as well as the existing inspectors a comprehensive training programme has been organized by ILO in 2015. The training duration was 21 days. BILS conducted the training and provided all technical support in organizing the training. In 2 batches total 80 labour inspectors have been trained on different aspects of labour issues including the responsibilities of the labour inspectors in proper implementation of labour law in ensuring a democratic labour market and the peaceful industrial relation in advancing the country. The enhanced capacity will contribute in better implementation of Labour Law thus in ensuring the workers' rights.

Govt. approved the factory level 'safety committee' for improving the occupational health & safety. But, the details of formation and functioning of the safety committee has been illustrated in the Labour Rules-2015, so the formations of safety committees have been awaited until the approval of the Labour Rules. So, through the approval of Labour Rules-2015, the obstacles of safety committee formation have been removed. We hope the proposed safety committee will formed soon and BILS will be able to carry-out the capacity building activities in improving the OHS situation.

Objectives and Indicators:

Immediate Objective	Indicators 2015	Progress so far
<p><u>Sub-component 1:</u> BILS and the TU movement have promoted further amendments and implementation of the labour law. Trade union representatives have obtained enhanced capacity to participate and improve the functioning of key tripartite bodies e.g. Labour Courts, National Industrial OHS Council, Minimum Wage Board and Tripartite Consultative Committee.</p>	<p>BILS and TU recommendation on labour law has been discussed in SKOP and TCC</p>	<ul style="list-style-type: none"> - A follow up study to update the research on Labour Law and Labour Rules have been completed and report produced. - Through a series of review workshops and consultation meeting conducted on Labour Law amendment-2013 and labour rules-2015(both in national and divisional level), and a list of recommendations have been drawn for the further improvement and better implementation. - The BILS-TU recommendations have been discussed with SKOP. - The study on the tripartite bodies work for workers has been prepared and finalized - Regular collection of information, processing, updating and dissemination has been continued through-out the year-2015 through regular publications of BILS.
<p><u>Sub-component 2:</u> BILS has supported its member NTUC's with providing assistance to plant level unions and OHS committees (RMG) and area-based local structures (Metal and Construction) to improve industrial relations and OHS situation at the local workplaces.</p>	<ul style="list-style-type: none"> -The membership of the targeted local trade unions has increased -At least 50 safety committees has submitted recommendation to employers/ govt. authorities to improve workplace safety 	<ul style="list-style-type: none"> - The 'BILS- Trainers Team network' has been equipped with the updated knowledge and enhanced skill to conduct plant level training. - Through foundation and intermediate courses and the follow-up activities the factory level TU leaders of RMG sector have been

Immediate Objective	Indicators 2015	Progress so far
		<p>equipped with knowledge and skill in providing better membership services, improving the occupational health & Safety and organizing the workers. The increased knowledge and skill could contribute in increasing the membership of the targeted unions.</p> <ul style="list-style-type: none"> - The area based TU structures of construction and metal sector have been equipped with updated knowledge and skill through Capacity building trainings. Besides, numbers of area based collective actions and mobilizing programmes have been conducted. Both the activities directly and indirectly effected in increasing the membership. - The Resource documents and checklist on OHS risk and hazards, and workplace safety, and the manual for safety committee training have been produced. - The plant level safety committee formation has been delayed as the Labour Law Rules approved on 15 September 2015 and yet no safety committee formed. So in consultation with LO-FTF Council the activities drooped for 2015.
<p><u>Sub-component 3:</u> BILS and its member NTUCs have enhanced capacity to</p>	<p>BILS and NTUCs have been invited to participate in CSR activities</p>	<ul style="list-style-type: none"> - 'By the 'Study on present CSR situation in Bangladesh and scope of workers

Immediate Objective	Indicators 2015	Progress so far
participate and integrate workers priorities in CSR activities and promote a national framework on CSR in accordance with the UN Declaration on Business and Human Rights and other key CSR instruments.		<p>participation in CSR' BILS initiated its activities in CSR and through the study BILS developed knowledge and resource on CSR.</p> <p>- A BILS-TU CSR structure has been developed.</p>

Conclusion and Recommendations:

The present phase of BILS/LO-FTF Project (Decent Work and Inequality in Bangladesh) has been commenced on 1st January 2015 and will be completed on 31st December 2018. The first year-2015 of the project was very much important as the ground works have been done in this year which will be the basis of carrying-out the project during next three years in achieving the targeted goal. BILS have been able to carry-out the project initial/ground activities smoothly and successfully with the active support of Leadership of BILS & NTUCS, BILS networks & structures and stakeholders of the projects. Side by side, the technical support and all-out cooperation of the LO-FTF Council was most important in successful implementation.

During the reporting period, the project documents and budget have had some changes due to inclusion of some additional activities in sub-component -1 under output 1.6, 1.7, 1.8 and 1.9 with additional budget allocation. Besides, the sub-component -3 have been totally redesigned with the additional allocation of DKK 800,000. As a result, the project document, budget and PIP have been revised several times and BILS actively and successfully supported the LO-FTF council in the revisions.

Including the additional activities, the volume of the activities was high to implement during the timeframe, especially in the 4th quarter of 2015 as all the additional activities of sub-component-1 were planned in this quarter. It was a challenge for BILS to implement all the activities and BILS become able to overcome the challenge by utilizing its national & local structures and networks. All the planned activities have been implemented successfully and produced expected outputs accordingly except the activity of 1.8.4 due to budget constraints.

We faced the budget deficit of BDT 391,495 due to exchange rate; we received BDT 15,061,388 of the approved budget 15,452,883. As a result we had to adjust the deficit amount and we dropped the awareness raising activity titled 'Meeting with Fishing workers and leaflet

distribution-1.8.4'. Though the activity dropped, the purpose of awareness raising have been done partially by distributing leaflets among the fishing workers by our Local NTUCs structure.

The activities under the output 2.5 have not been carried out, but in consultation with the LO-FTF Council the approved budget of output 2.5 has been utilized in implementing some additional activities under output 1.1 on reviewing the approved Labour Rules which approved by the government on 15 September 2015.

The activities of output 2.5 were the capacity building of the factory level safety committee that supposed to be formed in 2015. The details of formation and functioning of the safety committee has been illustrated in the Labour Rules-2015, so the formations of safety committees have been awaited until the approval of the Labour Rules. The Labour Rules have approved by the government on 15 September 2015 creating the scope of safety committees' formation. However, no safety committee formation has been completed within 2015. At the beginning of Oct-Dec 2015 quarter, by observing the progress of safety committee formation it was anticipated that it would not be possible to carry-out the activities of safety committee in 2015. As a result, in consultation with LO-FTF Council the activities dropped and instead some additional activities on Labour Rules-2015 have been implemented under output 1.1.

Recommendations:

- The activities of Labour Trafficking (output 1.6) and Fishing Workers (output 1.8) were designed only for this year. Continuing advocacy on the issues in the following project years could be more effective.
- The activities of Internship (output 1.9) were also designed only for this year. Through these activities a network has been developed with 7 universities. To strengthen the network the internship for the students could be continued in small scale in the following project years. (The budget for this could be arranged within the approved budget as it doesn't need much expense). However, the internship program should be regular activity of BILS as a labour research institute.
- After the Rana Plaza catastrophe, there are many initiatives by national international organizations for the capacity building of the RMG TUs including the initiatives of ILO. Besides, ILO-Bangladesh already has planned to train the safety committee in the RMG sector and others could plan to do so. In this case, BILS activities on safety committee could be overlapped with others, though still we are in confusion in starting the work as no safety committee formed yet.

In the situation, as an alternative we may think to develop RMG area base paralegal support groups in supporting the victims and protesting against the violation of workers' rights and OHS laws in the RMG sector.

During the year 2015 the overall country situation was stable than the previous years; there were no mentionable political unrests, Hartals (general strike), industrial unrests as well as natural disasters that would have hamper the project implementation. The political situation including the TU movement was better but the country democratic situation was beyond the expectation. .So, the year 2015 was favourable for implementing the project activities and accordingly BILS has completed all the planned activities smoothly and successfully and achieved the expected outputs. We hope the next years will be more favourable for the project, for TU movements and for advancing the country.

Annex 1 – Outputs (Jan-Dec 2015)

Outputs planned	Relevant milestones/process indicators (Jan-Dec 2015)	Achievement of outputs as per milestones
Sub-component 1: Labour law and decent work		
<p>1.1 BILS and its member organizations have prepared recommendations for further improvement of 'labour law amendment-2013' and 'Labour Law Rules-2015' as well as improved implementation of the both.</p>	<ul style="list-style-type: none"> ▪ The follow up study to update the research on Labour Law (Special reference on 2013 amendment) completed and report produced ▪ 7 review workshop (3 for LL and 4 for LLR) with TU leaders and other experts held ▪ 4 Consultations (2 for LL and 2 for LLR) with divisional and sectoral level TUs, member of Labour court & TCC conducted ▪ 2 multi stakeholder consultations (1 for LL and 1 for LLR) with divisional and sectoral level TUs, member of Labour court & TCC conducted ▪ 1 orientation seminar for journalist on LL review held 	<ul style="list-style-type: none"> - The follow-up study to update the previous study on Labour Law amendment-2013 and Labour Rules-2015 has been completed and report produced - Total 7 review workshops have been completed. - 4 Consultations with divisional and sectoral level TUs, member of Labour court & TCC have been completed - 2 multi stakeholder consultations completed - 1 orientation seminar for journalist on LL review Completed
<p>1.2 An advocacy paper has been prepared on the need for strengthening the functioning of tripartite bodies especially the Labour Courts, the Tripartite Consultative Committee, the National Industrial Health and Safety Council and the Minimum Wage Board.</p>	<ul style="list-style-type: none"> ▪ Study on 'Making the Tripartite Bodies Work for Workers: Current Status Challenges and Way Forward' completed 	<ul style="list-style-type: none"> - Study on 'Making the Tripartite Bodies Work for Workers: Current Status Challenges and Way Forward' completed and report produced

Outputs planned	Relevant milestones/process indicators (Jan-Dec 2015)	Achievement of outputs as per milestones
<p>1.3 BILS and TU advocacy team is formed and provided with capacity to advocate for improved implementation of administrative rules and regulations guiding the functioning of tripartite bodies.</p>	<ul style="list-style-type: none"> ▪ BILS-TU advocacy team formation meeting held and advocacy team formed. 	<ul style="list-style-type: none"> - BILS/TU advocacy team formed
<p>1.4 Members of selected tripartite bodies have enhanced knowledge and capacity to fulfill their role for better functioning of the bodies.</p>	<ul style="list-style-type: none"> ▪ A Resource document to orient members of selected TCC developed and finalized. ▪ 1 consultation meetings & dialogues with stakeholders conducted 	<ul style="list-style-type: none"> - The resource document to orient the members of selected TCC bodies has been drafted and finalized. - 1 consultation meetings & dialogues with stakeholders conducted
<p>1.5 Information portal is updated on the functions and achievement of tripartite bodies and other stakeholders.</p>	<ul style="list-style-type: none"> ▪ BILS regular publications published and distributed among the stakeholders ▪ BILS website updated and launched 	<ul style="list-style-type: none"> - BILS regular publications published and distributed among the stakeholders regularly. - BILS website updating on progress.
<p>1.6 BILS and its member organizations have developed realistic advocacy strategy considering the study findings to combat labour trafficking in the name of labour migration and advocated for it.</p>	<ul style="list-style-type: none"> ▪ The study identifying the causes, challenges and possible way out of labour trafficking in the name of labour migration completed and report produced.. ▪ 3 Area based multi-stakeholder consultation conducted ▪ 1 National level multi-stakeholder consultation conducted ▪ 3 Dialogues with the different government bodies conducted ▪ 1 Roundtable with the concern multi-stakeholders held 	<ul style="list-style-type: none"> - The study on labour trafficking in the name of labour migration completed and final report will be produced within January 2016. - Area based multi-stakeholder consultation conducted - 1 National level multi-stakeholder consultation conducted - 3 Dialogues with the different government bodies conducted

Outputs planned	Relevant milestones/process indicators (Jan-Dec 2015)	Achievement of outputs as per milestones
		- 1 Roundtable with the concern multi-stakeholders conducted
1.7 The potential researchers have enhanced knowledge on labour issue to contribute effectively in labour issue.	<ul style="list-style-type: none"> ▪ 2 Researchers completed their 2-mpnths scholarship on ENGAGE Programme ▪ 1 Researcher started his 12-months Scholarship on GLU Masters Programme in Germany 	<ul style="list-style-type: none"> - 2 Researchers completed their 2-mpnths scholarship on ENGAGE Programme - 1 Researcher started and continuing his 12-months Scholarship on GLU Masters Programme in Germany
1.8 BILS and its member organizations have enhanced knowledge on Fishing Workers' employment condition, workplace hazards & risk, scope and challenges of their association, and have capacity to orient the fishing workers and policy development.	<ul style="list-style-type: none"> ▪ The Mapping of 'Fishing Workers' employment condition, workplace hazards & risk, scope and challenges of their association regarding Freedom of Association and Collective Bargaining', completed and report produced ▪ 3 Social Dialogues with local stakeholders (TU, Fishing workers association, Employer, Local Govt representative etc) conducted. ▪ 3 Meetings with the fishing workers conducted ▪ 1 national level and 3 local level Advocacy meeting conducted 	<ul style="list-style-type: none"> - The Study on 'Fishing Workers' employment condition, workplace hazards & risk, scope and challenges of their association regarding Freedom of Association and Collective Bargaining', completed and final report will be produced with in January 2016. - 3 Social Dialogues with local stakeholders conducted - 4 local level Advocacy and 1 divisional level advocacy meeting conducted. -
1.9 BILS and its member organizations have initiated cooperation with different universities for future partnership in labour issues.	<ul style="list-style-type: none"> ▪ 1 Conference among the BILS ex-inturn students, research team members and NTUCs representatives held ▪ 1 Partnership development meeting/workshop among the universities (5 departments of 5 university) and NTUCS leaderships held 	<ul style="list-style-type: none"> - 1 Conference among the BILS ex-inturn students, research team members and NTUCs completed - 1Partnership development meeting/workshop

Outputs planned	Relevant milestones/process indicators (Jan-Dec 2015)	Achievement of outputs as per milestones
	<ul style="list-style-type: none"> ▪ Internship for 10 students completed 	<p>among the universities (7 departments of 7 university) and NTUCS leaderships completed</p> <ul style="list-style-type: none"> - 7 students completed their internship and 1 student is continuing who will complete in February.
Sub-component 2: Industrial relations and safety in the RMG, Metal and Construction sectors		
<p>2.1 BILS functional trainers network is equipped with updated knowledge and skills to conduct training for plant level trade unions and safety committees</p>	<ul style="list-style-type: none"> ▪ 1 Refreshers Training course for BILS-NTUC trainers network members conducted ▪ 1 Periodical Review Meeting 	<ul style="list-style-type: none"> - 1 Refreshers Training course for BILS-NTUC trainers network members conducted - Periodical Review meetings of Trainers' network conducted
<p>2.2 Plant level trade Unions (RMG) and area based trade union structures (metal and construction) have improved capacity to negotiate for better working and living conditions and provide better membership services.</p>	<ul style="list-style-type: none"> ▪ 2 Foundation course for factory level unions (LL, Negotiation , Office admin and membership service) conducted ▪ 2 Intermediate level training course for the same participants of foundation course conducted ▪ 10 Union Meeting conducted ▪ 5 Demand Preparation workshop conducted) 	<ul style="list-style-type: none"> - 2 Foundation course for factory level unions (LL, Negotiation , Office admin and membership service) conducted - 2 Intermediate level training course for the same participants of foundation course conducted - 11 Union Meeting conducted - 5 Demand Preparation workshop conducted.
<p>2.3 Selected area based structures of NTUC - RMG, construction and metal Federations' have updated information to co-ordinate among them, support plant</p>	<ul style="list-style-type: none"> ▪ 2 Capacity building and mobilization programmes for area based structures conducted ▪ 2 periodical review Meetings held ▪ 5 Collective actions by area base structures carried out 	<ul style="list-style-type: none"> - 2 Capacity building and mobilization programmes for area based structures conducted - 2 periodical review and coordination Meetings

Outputs planned	Relevant milestones/process indicators (Jan-Dec 2015)	Achievement of outputs as per milestones
level unions and organize collective action to promote unity.		conducted - 5 Collective actions have been carried out
2.4 BILS has developed OHS checklist and education kits relevant to enhance trade union leaders and activist's knowledge about OHS risks and hazards to improve workplace safety.	<ul style="list-style-type: none"> ▪ Recourse Document on OHS published ▪ Manual for Safety committee training developed and printed 	<ul style="list-style-type: none"> - The Recourse Document on OHS developed and finalized. - The manual for safety committee training has been completed.
2.5 Trade Union safety teams have enhanced capacity to identify OHS risks, report to the management and labour inspection and educate workers in safety.	<p>The activities merged with the activities of output 1.1. with the approval of LO-FTF Council.</p> <p><i>(Note: The Labour Law Rules approved on 15th Sep 2015, which are the guidelines for formation and functioning of the safety committee. As a result the safety committee formation have been delayed and yet no safety committee formed. So the budget of the output has been merged with output 1.1 with some additional activities on recently passed LL rules.)</i></p>	
2.6 Leaders and Organizers from Federations and Solidarity Forum members have enhance capacity to launch advocacy and lobby with authorities and mobilize workers.	<ul style="list-style-type: none"> ▪ 5 Mobilization programmes held 	<ul style="list-style-type: none"> - 3 Mobilization programmes organized (but considering the number of participants 3 programme conducted instead of 5)
2.7 Local trade unions have established networks/alliances with the local communities, media, local government and professional groups to promote collective actions and improve workers working and living conditions.	<ul style="list-style-type: none"> ▪ 1 Workshop among the local communities, media, local government and professional groups held ▪ 2 Social Events on the Occasion of May Day/ Women Day/ Co-memo ration day /others held ▪ 2 Media campaigns held 	<ul style="list-style-type: none"> - 1 Workshop conducted - 2 Social Events organized - 2 Media campaigns conducted

Outputs planned	Relevant milestones/process indicators (Jan-Dec 2015)	Achievement of outputs as per milestones
Sub-component 3 : Trade Unions and CSR		
3.1 Existence of Study Report (s) on present situation of CSR and national & international instruments/implementation framework for CSR.	<ul style="list-style-type: none"> ▪ A Study on CSR situation in Bangladesh completed and report produced. 	<ul style="list-style-type: none"> - 'The Study on present CSR situation in Bangladesh' has been completed and report produced. -
3.7 BILS-TU CSR Unit has been established with necessary resources (Guidelines/booklets, Documents, national international instruments translated in Bangla and campaign materials) and have been supporting the TUs and stakeholders on CSR-Workers Rights issues.	<ul style="list-style-type: none"> ▪ BILS-CSR Unit have established with necessary equipments and furniture in BILS office. ▪ 2 human resources (HRs) for CSR component (1 officer and 1 assistant) appointed and oriented ▪ 2 meeting of CSR Sub-component held 	<ul style="list-style-type: none"> - BILS-CSR Unit have been established with necessary equipments and furniture in BILS office. - 2 human resources (HRs) for CSR component (1 officer and 1 assistant) appointed and oriented - 2 meeting of CSR Sub-component conducted

Annex – 2

Description of activities implemented, (Jan-Dec 2015)

Planned Activities	Implemented Activities				
Budget line and Title of the act.	Types of Participants	No of Participants			Description
		Total	M	F	
<p>1.1.1 Conduct a follow up study to update the research on LL (spl. ref on 2013 amendment)</p>					The follow-up study to update the previous study on Labour Law amendment 2013 has been completed in July and the study have been updated farther in 4 th quarter with the Labour Rules-2015 which approved on 15 th September 2015. The final report is almost completed.
<p>1.1.2 Review workshops with TU leaders, Lawyers and other experts to make recommendations for further amendment of LL (3 x 2days x 20 pax for LL) and (4 x 2days x 20 pax for LLR)</p>	TU leaders, Lawyers, govt. representative and other experts	119	114	05	<p>A series of Review Workshop were organized with the participation of TU leaders, Lawyers and other experts to draw recommendations on the Labour Law amendment-2013 for its farther improvement and to finalize the draft Labour Law Rules at BILS seminar hall on 04, 09, 12, 13 & 20 April 2015. Total 52 TU leaders/lawyers/experts participated in the workshops.</p> <p>A Review Workshop organized with the TU leaders of SKOP on 10 November 2015 at BILS Seminar Hall to review the approved Labour Rules-2015 and to prepare recommendations for further improvement. Total 29 TU leaders participated in the workshop, among the participant 1(one) was female.</p> <p>A Review Workshop held with the TU leaders of the federation affiliated with IndustryAll BC on 13 November 2015 at BILS Seminar Hall to review the approved Labour Rules-2015 and to prepare recommendations for further improvement. Total 19 TU leaders participated in the workshop, among the participant 4 were female.</p> <p>A Review Workshop held with the TU leaders of BILS leadership, lawyers and other experts on 14 November 2015 at BILS Seminar Hall to compile the recommendations developed in the previous</p>

Planned Activities	Implemented Activities				
Budget line and Title of the act.	Types of Participants	No of Participants			Description
		Total	M	F	
					<p>workshops held to review the Labour Rules and to finalize recommendations for further improvement of the Labour Rules-2015. Total 9 experts of Labour Law/ Labour Rules participated in the meeting, among the participant 2 were female.</p> <p>A 2-day consultation and discussion meetings held on 29 & 30 September 2015 at BILS seminar hall on the approved 'Labour Law Rules-2015' that approved by the government on 15 September 2015. The different aspects of the Labour Law Rules-2015 have been discussed in the meeting. Total 19 TU leaders/experts participated in the meeting.</p>
<p>1.1.3. Consultation with divisional and sectoral level Trade Unions, members of Lab. Courts and TCC (2 for LL) and (2 for LLR)</p>	<p>Senior leaders of NTUCs, Senior leaders of SKOP, Lawyers and members of Labour court</p>	102	95	07	<p>Total 3 half-day divisional consultation held respectively on 29 Sep, 03 Oct & 13 Oct 2015 at Hotel Mishka, Chittagong on the approved 'Labour Law Rules-2015' that approved by the government on 15 September 2015. The different aspects of the Labour Law Rules-2015 have been discussed in the meeting. Total Participants were 19.</p> <p>A 1-day divisional consultation held on 02 December 2015 at Hotel Mishka, Chittagong on the approved 'Labour Law Rules-2015' and on the recent improvements and initiatives on labour issue. The different aspects of the Labour Law Rules-2015 have been discussed and a set of recommendations drawn from the consultation. Total participants were 48, among the participants 4 were female.</p> <p>A 1-day divisional consultation held with the local leaders of SKOP on 08 January 2015 at Hotel Mishka, Chittagong on the approved 'Labour Law Rules-2015'. Discussion held on the Labour Rules and the recommendations developed in the previous consultation and a set of updated recommendations developed in the consultations. Total</p>

Planned Activities	Implemented Activities				
Budget line and Title of the act.	Types of Participants	No of Participants			Description
		Total	M	F	
					participants were 35; among the participants 3 were female.
1.1.4 Multi stakeholders consultations (1 x 1 day x 30 pax for LL) and (1 x 1 day x 30 pax for LLR)	National & local leaders of NTUCs, Local leaders of SKOP, Lawyers and members of Labour court	30	23	07	A 2-days Multi stakeholders consultations held with the TU leaders and representatives of other stakeholder at CSS-AVA Center Auditorium, Khulna to review the Labour Law amendment -2013 & Rabour Rules-2015 and to discuss the recent initiatives & improvements on Labour issue. Total 30 persons attended in the consultation meeting, among the participants 7 were female. <i>Note: Instead of two 1-day consultations one 2-days consultation conducted.</i>
1.1.7.1 Orientation seminars for Journalist on Lab. Law, recommendations and dev. (1)	Journalist of different national level print and visual media	27	26	01	An Orientation Seminar was organized for Journalist on Labour Law at BILS Seminar Hall, Dhaka on 20 May 2015. Through the seminar the journalist have been informed on different aspects of Labour Law amendment -2013 in ensuring the workers' rights and have been mobilized to extend their continuous support labour issue especially on labour law and its proper implementation of Labour Law for ensuring worker's rights.
1.2.1 Study on 'Making the Tripartite Bodies Work for Workers: Current Status Challenges and Way Forward.' (1)					Study on 'Making the Tripartite Bodies: Current Status, Challenges and Way Forward' have been completed.

Planned Activities	Implemented Activities				
Budget line and Title of the act.	Types of Participants	No of Participants			Description
		Total	M	F	
1.2.4 Media Campaign: Orientation Program. For journalist, (1)	Journalist of different national level print and visual media	23	22	01	An Orientation program conducted for Journalist on the tripartite bodies especially the Labour Courts, the Tripartite Consultative Committee, the National Industrial Health and Safety Council and the Minimum Wage Board at BILS Seminar Hall, Dhaka on 21 May 2015. Through the program the journalist have been oriented on functions of the tripartite bodies and the present status of the bodies as well as the significance of the bodies in ensuring the workers' rights.
1.3.1 Meetings to form the team and draft Terms of Reference (1)	Senior Leaders of NTUCs and BILS leadership				The meeting held at BILS seminar hall on 30 Sep 2015 and 'BILS-TU Advocacy Team' formed to advocate for the effective functioning of the tripartite bodies, i.e. the Labour Courts, the Tripartite Consultative Committee, the National Industrial Health and Safety Council and the Minimum Wage Board.
1.4.1 Dev. Resource document to orient the members	Members of Tripartite bodies, Senior Leaders of NTUCs and BILS leadership -	-	-	-	A Resource Document have been developed and finalized to support the members of selected tripartite bodies to fulfill their role in the tripartite bodied for better functioning of the bodies especially the Labour Courts, the Tripartite Consultative Committee, the National Industrial Health and Safety Council and the Minimum Wage Board.
1.4.3 Regular Consultation Meetings & Dialogues with stakeholders. (1)	Members of Tripartite bodies, Senior Leaders of NTUCs and BILS leadership -	22	19	03	A 'Regular Consultation Meeting' held on 02 January 2015 at BILS Seminar Hall, Dhaka among the members of selected tripartite bodies, NTUCs leaders and BILS leadership to discuss on the status of functioning of the selected tripartite bodies. Some important decision have been taken in the consultation for the better functioning of the bodies..

Planned Activities	Implemented Activities				
Budget line and Title of the act.	Types of Participants	No of Participants			Description
		Total	M	F	
1.5.1 Regular collection of information, processing and updating information portal on the functions and achievement of tripartite bodies and other stakeholders.					Information on different labour issues has been collected processed and updated through-out the year-2015 through regular newspaper survey. During the reporting period, Bangla and English press clippings developed and disseminated among different national-international stakeholders. <ul style="list-style-type: none"> • Bangla Press Clipping- 24 issues • English Press Clipping- 12 issues
1.5.2 Information Dissemination through regular publications: Bulletin, Journal, Calendar etc					During the year-2015, with the support of BILS-LO-FTF project the following BILS publications have been published and disseminated among the different stakeholders; <ul style="list-style-type: none"> • Bangla Bulletin: <ul style="list-style-type: none"> - Jan-Mar 15 issue-1000 copies - Apr-Jun 15 issue-1000 copies - Jul-Sep 15 issue-1000 copies • English Bulletin: <ul style="list-style-type: none"> -Jan-Mar 15 issue-1000 copies -Apr-Jun 15 issue-1000 copies -Jul-Sep 15 issue-1000 copies • Journal: Jul-Sep 15 issue, 260 copies • Calender-2016: 2500 copies • Notebook-2016 : 2500 copies
1.5.3 Develop and update the website					We have provided our last inputs on the dummy website in the first week of December 2015 and the responsible person assured to complete the task within December 2015, but unfortunately he had to left the country handing-over his responsibility to a new one. We have had a meeting with the new person and waiting for the final output.

Planned Activities	Implemented Activities				
	Types of Participants	No of Participants			Description
		Total	M	F	
1.6.1 Comprehensive study identifying the causes, challenges and possible way out of labour trafficking in the name of labour migration					Data collection and all the field activities already have been completed. Data analyzing and reporting are in progress and hope to receive the final report within January 2016
1.6.2 Area based multi-stakeholder consultation with the victims, law enforcement agency, local representatives , CSOs and communities based on the study findings (3)	NTUCs leaders, Local TU leaders, Govt. Official, HR activists, Victim of labour trafficking, migrant workers, journalists etc.	33	33	00	An 'area based multi stakeholder consultation' held on 26 December 2015 at Hotel Nimontran, Serajganj to learn the actual scenario of sufferings from the victims (who survived and returned to country) of labour trafficking and to draw the attentions of the local stakeholders in the issue and, to mobilize the local stakeholders on their roles and responsibilities in combating the labour trafficking in the name of labour migration. Some important recommendations have been drawn from the consultation.
	NTUCs leaders, Local TU leaders, Govt. Official, HR activists, Victim of labour trafficking, migrant workers, journalists etc.	36	30	06	An 'area based multi stakeholder consultation' held on 26 December 2015 at Muktijoddha Shangsad Auditorium, Narayanganj to learn the actual scenario of sufferings from the victims (who survived and returned to country) of labour trafficking and to draw the attentions of the local stakeholders in the issue and, to mobilize the local stakeholders on their roles and responsibilities in combating the labour trafficking in the name of labour migration. Some important recommendations have been drawn from the consultation

Planned Activities	Implemented Activities				
Budget line and Title of the act.	Types of Participants	No of Participants			Description
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	NTUCs leaders, Local TU leaders, Govt. Official, HR activists, Victim of labour trafficking, migrant workers, journalists etc.	31	20	11	An 'area based multi stakeholder consultation' held on 26 December 2015 in Manikganj to learn the actual scenario of sufferings from the victims (who survived and returned to country) of labour trafficking and to draw the attentions of the local stakeholders in the issue and, to mobilize the local stakeholders on their roles and responsibilities in combating the labour trafficking in the name of labour migration. Some important recommendations have been drawn from the consultation.
1.6.3 National level multi-stakeholder consultation to adopt the advocacy strategy to fight against human trafficking in the name of labour migration (1)	Leaders of NTUCs, ILO representatives, MoEW&OE representative, National level HR activists, Research team	31	26	5	A 2-days national Level multi stakeholders consultation workshop' titled 'Safe migration, decent work and Combat Trafficking' held on 30-31 December 2015 at BILS Seminar Hall to develop advocacy strategy and action plan for TUs & BILS to combat human trafficking in the name of labour migration. National International laws/instruments & government initiatives, rights of migration workers, role of national international TUs and others related issues discussed in the workshop. An advocacy strategy and action plan for TU and BILS has been develop from the workshop.
1.6.4 Dialogue/lobby meeting with the different government bodies (3)	TU leaders and respective representatives of government bodies.				Total 3 Lobby meeting held with the different govt. bodies on preventing the human trafficking in the name of labour migration at national and local level as follows; <ul style="list-style-type: none"> With the Ministry of Labour and Employment on 24th December 2015 on the Domestic Workers' Protection Policy-2015. But the TU leaders attended in the meeting had on special focus of recent tragic information of human trafficking in the name of labour migration.

Planned Activities	Implemented Activities				Description
Budget line and Title of the act.	Types of Participants	No of Participants			
		Total	M	F	
					<ul style="list-style-type: none"> • With the Ministry of Labour and Employment on 29th December and 5th January 2015 on the protection of Construction workers. Where an especial focus given on the migration of construction workers and recent tragic information of human trafficking in the name of labour migration. • With the representative of District Administration, Shatkhira on 27th November 2015. The Local TU leaders had a meeting with the RDC of Shatkhira on the different issue of human trafficking in the name of labour migration and taking initiatives in preventing the labour trafficking. • On 18 December Govt. organized a Migration Fair, BILS participated in the fair with stall as a part of advocacy on human trafficking in the name of labour migration.
1.6.5 Roundtable with the concern multi-stakeholders (1)	Leaders of NTUCs, ILO representatives, MoEW&OE representative, National level HR activists, Research team and Victims.	56	39	17	A Roundtable conducted on 29 December 2015 at National press club auditorium titled 'Safe migration, Decent Work and Combat Human Trafficking; Way Forward'. The victims shared their fearful experiences and appealed to the concern authorities to prevent human trafficking in the name of labour migration and ensuring safe migration. Some important recommendation drawn from the roundtable exploring the scopes of advocacy with the TUs, HR organizations, international & regional organizations and other related stakeholders of the migrant workers receiving countries.
1.6.6 Printing research reports and Advocacy paper and distribution					The research report yet to be finalized and we expect the final report within January 2015. The report will be printed Immediately after getting the final report and for the purpose we already made arrangements with our regular publishers.

Planned Activities	Implemented Activities				
	Types of Participants	No of Participants			Description
		Total	M	F	
1.7.1 Scholarship on ENGAGE Programme (2 Months), South Africa Visit (Rezoanul Haque Azom and Md. Syaduzzaman Mithu)- 2 Researchers	Staff of BILS-LOFTF Project and BILS-SSN project	02	02	0	Rezoanul Haque Azom and Md. Syaduzzaman Mithu completed two months scholarship on ENGAGE programme in South Africa during Oct-Dec 2015.
1.7.2 Scholarship on GLU Masters Programme (One Year)-Germany (Md. Aurongajeb Akond) for 1 researcher	Staff of BILS-LOFTF Project	01	01	0	Md. Aurongajeb Akond, Senior Research Associate, BILS-LO-FTF project joined in the 12 months scholarship on GLU masters programme in Germany from October 2015 and continuing the course.
1.8.1 Mapping the Fishing Workers' employment condition, workplace hazards & risk, scope and challenges of their association regarding Freedom of Association and Collective Bargaining (in 3 coastal districts of Khulna, Chittagong and Barishal Division)					A mapping/study have been conducted to analyze the situation of fishing Workers' employment condition, workplace hazards & risk, scope and challenges of their association regarding Freedom of Association and Collective Bargaining. Initially, it was planned to conduct the study in 3 coastal districts Khulna, Chittagong and Barishal Division (one district from each division), but considering the practical situation we had to cover 8 districts (cox's bazar, Chittagong, Barishal, Borgona, Bhola, Khulna, Shathkhira, Bagerhat) to enrich the study with more realistic information as the situation of the fishing workers differs in different locations. The field activities and data collection, data analysis and reporting in progress and hope to have the final report within January 2016.
1.8.2 Social Dialogue with local stakeholders (TU, Fishing workers association, Employer , Local Govt	TU leaders, representative of Fishing workers	54	43	11	A Social dialogue held on 29 November 2015 at Muktijoddha Shangshad Auditorim , Shathkhira with local stakeholders (TU, Fishing workers association, Employer , Local Govt representative etc) to share the experiences on the situation of fishing workers and to take

Planned Activities	Implemented Activities				
	Types of Participants	No of Participants			Description
		Total	M	F	
representative etc) to share the findings of mapping and initiative for developing network/alliance to improve & secure livelihood for the fishing workers. (3)	association, govt. official, relevant HR activists, Journalist				initiative for developing local level network/alliance to improve & secure livelihood for the fishing workers.
	TU leaders, representative of Fishing workers association, govt. official, relevant HR activists, Journalist	37	37	0	A Social dialogue held on 01 December 2015 at Press Club Auditorium, Bagerhat with local stakeholders (TU, Fishing workers association, Employer , Local Govt representative etc) to share the experiences on the situation of fishing workers and to take initiative for developing local level network/alliance to improve & secure livelihood for the fishing workers.
	TU leaders, representative of Fishing workers association, govt. official, relevant HR activists, Journalist	30	27	03	A Social dialogue held on 04 December 2015 at Dist. Council Auditorium, Bhola with local stakeholders (TU, Fishing workers association, Employer , Local Govt representative etc) to share the experiences on the situation of fishing workers and to take initiative for developing local level network/alliance to improve & secure livelihood for the fishing workers.
1.8.3 Development and printing of leaflet (4000 copies)					A leaflet containing the message rights of OHS issues for the fishing workers has been developed and 4000 copies of the leaflet have been printed. The leaflets were distributed among the fishing workers through the local structures of NTUCs.

Planned Activities	Implemented Activities				
Budget line and Title of the act.	Types of Participants	No of Participants			Description
		Total	M	F	
1.8.4 <i>Meeting with the fishing workers and leaflet distribution (3)</i>					<i>We had to drop the activities due to budget constraint, but we distributed leaflet among the fishing workers as a part of awareness raising among the fishing workers. (Note: Due to exchange rate we faced the budget deficit of BDT 391,495.)</i>
1.8.5 Advocacy meeting in local level and national level (4)	Employer, TU leaders of Fishing association, government Official, Journalist, others local rights based organizations and fishing workers.	402	387	15	Total 4 local level advocacy meeting held with local employers, related govt. authorities, Leaders of fishing workers Association and journalist to improve & secure livelihood for the fishing workers as follows; <ul style="list-style-type: none"> • 06 December 2015 at the office of Fishing Workers Samity, Pathorghata, Borgona. Total 180 fishing workers participated in the meeting. • 03 December 2015 at Shitakundu, Chittagong. Total 37 fishing workers participated in meeting. • 22 December 2015 at Social Welfare Auditorium, Barishal. Total participants was 44 where female was 7. • 31 December 2015 at District Council Auditorium, Chittagong. Total participants was 62 where female was 1. <p>A divisional level advocacy meeting held on 23 December 2015, at AVA Centre, Khulna with employers, related govt. authorities, Leaders of fishing workers Association and journalist of different district to improve & secure livelihood for the fishing workers Total participants was 79 where female was 7.</p>
1.9.1	Ex-and present	34	25	09	A conference organized on 28 December 2015 at VIP lounge of Press

Planned Activities	Implemented Activities				
	Types of Participants	No of Participants			Description
		Total	M	F	
Conference among the BILS ex-intern students, research team members and NTUCs representatives related with the researches to develop a communication network (1)	intern students, research team members and NTUCs representatives				club, Dhaka with the participation of ex-intern students who completed their internship on different labour issues in BILS. The purpose of the conference was to develop a communication network among the interns that could contribute in knowledge management on labour issue. A total of 34 ex-inter participated in the conference where 9 were female.
1.9.2 Partnership development meeting/workshop among the universities (5 departments of 5 university) and NTUCS leaderships for future partnership/ co-operation in labour issue (1)	University teachers, senior leaders of NTUCs, researchers, journalists and BILS research team members	58	45	13	A conference organized on 28 December 2015 at VIP lounge of Press club, Dhaka to increase relationship and communication among academicians and workers' organization (NTUCs associated with BILS) thus leads to develop future partnership/cooperation and to develop skill researchers and academicians on labour issue will contribute in future knowledge management as well as to carry-forward the BILS internship programme more effectively. Teachers of 7 universities and senior NTUCs leaders along with researchers, journalist and BILS research team participated in the conference.
1.9.3 Internship for 10 students	Students of different universities.	8	06	02	Total 6 students of different universities out of 8 completed their 3-months internship with different departments of BILS and rest 2 students have started their internship from 1 st December 2015 who will complete on 29 th February 2016. (This is first time we appointed full-time interns, but the proposed budget was for the internship provided in the previous project phases, so considering the budget constraints we had to reduce the number of interns to 8 instead of 10)
2.1.1 Refreshers Training course for BILS-NTUC trainers network members (1)	Members of the BILS-NTUCs trainers network	23	12	11	A 3-days refreshers training course for the members of BILS-NTUC trainers network to equip them with occupational health & safety issue and to update them with the updates on national-international labour issues at BILS Seminar Hall, Dhaka on 15-17 April 2015.

Planned Activities	Implemented Activities				
Budget line and Title of the act.	Types of Participants	No of Participants			Description
		Total	M	F	
					Through the refreshers training course the trainers team have been equipped to conduct capacity building training for the factory level trade union leaders and members of safety committee in RMG sector
2.1.2 Periodical Review Meeting (1)	BILS leadership, the project staffs and the members of BILS trainers network	17	15	02	A periodical review meeting held on 11 August 2015 at BILS Seminar hall, Dhaka to review the progress of the implementation of planned activities. Especial attention given to the trainers' network activities as the network has huge involvement to implement the activities of sub-component -2.
2.2.1.1 Foundation course for factory level unions (LL, Negotiation , Office admin and membership service (2 x 2days x 20 pax)	Leaders of factory level unions in RMG sector	36	23	13	A '2-days Foundation Course' conducted at BILS seminar Hall on 11-12 June 2015 for the leaders of Factory level union in RMG in RMG with a view to enhance the capacity of RMG Union Leaders in building active Trade Unions in attaining rights & preventing rights violation of RMG workers. Total 18 factory level leaders participated in the course where 7 were female. Another '2-days Foundation Course' conducted at BILS seminar Hall on 26-27 September 2015 for the leaders of Factory level union in RMG sector to enhance their capacity on labour Law, negotiation, office administration, membership service for building strong union in RMG sector as well as ensuring the rights of RMG workers. Total 18 factory level leaders participated in the course where 6 were female.
2.2.1.2 Intermediate course for the same	participants of the foundation	35	26	09	A '2-days Intermediate Course' conducted at BILS seminar Hall on 08-09 November 2015 for the participants of the foundation course who

Planned Activities	Implemented Activities				
Budget line and Title of the act.	Types of Participants	No of Participants			Description
		Total	M	F	
participants of 2.2.1.1 (2 x 2 days x 20 Pars)	course(factory level TU leaders of RMG)				<p>have completed their follow-up activities 'Union meeting'. Through the intermediate course the participants equipped with in-depth knowledge on Labour Law, TU rights, Workers rights, Occupational Health & Safety, Collective bargaining etc. A total of 17 factory level TU leaders of RMG sector attended in the training where 4 were female.</p> <p>Another '2-days Intermediate Course' conducted at BILS seminar Hall on 21-22 December 2015 for the participants of the foundation course. Through the intermediate course the participants equipped with in-depth knowledge on Labour Law, TU rights, Workers rights, Occupational Health & Safety, Collective bargaining etc. A total of 18 factory level TU leaders of RMG sector attended in the training where 5 were female.</p>
2.2.2.1 Union Meeting (10)	Members of RMG factory level TU	209	107	102	<p>Total 11 union meeting conducted as the follow-up of foundation course as follows;</p> <ul style="list-style-type: none"> ▪ Green line Cithers Ltd. Sramik Karmachary Union: held on 26 June 2015, Total participants -20(M-18, F-2). ▪ Friends Stylewear Sramik Union: held on 26 June 2015, Total participants -12(M-09, F-03). ▪ Freedom Garments Sramik Union: held on 27 June 2015, Total participants -27(M-04, F-23). ▪ NRS Garments Sramik Union: held on 27 June 2015, Total participants -26(M-06, F-20). ▪ Mahim Garments Sramik Union: held on 02 July 2015, Total

Planned Activities		Implemented Activities				
Budget line and Title of the act.	Types of Participants	No of Participants			Description	
		Total	M	F		
					participants -20(M-18, F-02) <ul style="list-style-type: none"> ▪ Shinah Fabrics Sramik Union: held on 23 Oct 2015, Total participants -20(M-18, F-02) ▪ A plus Industry Ltd. Sramik Union: held on 23 Oct 2015, Total participants -11(M-4, F-7) ▪ Kingbarly Sramik Union: held on 30 Oct 2015, Total participants -20(M-15, F-05) ▪ Natural Sweeter Sramik Union: held on 31 Oct 2015, Total participants -20(M-13, F-07) ▪ Toyo Happy Sramik Union: held on 31 Oct 2015, Total participants -19(M-12, F-07) ▪ Islam Garments Ltd Sramik Union: held on 06 November 2015, Total participants -14(M-03, F-11) 	
2.2.2.2 Demand Preparation through workshop (5)	Members of RMG factory level TU & federation leaders	113	91	22	Total 3 Demand preparation workshop conducted as the follow-up of Intermediate course as follows; <ul style="list-style-type: none"> ▪ Natural Sweeter Sramik Union: held on 23 November 2015, Total participants -35(M-34, F-1). ▪ Mahim Garments Sramik Union: held on 05 December 2015, Total participants -25(M-15, F-10). ▪ Toyo Happy Sramik Union: held on 02 January 2016, Total participants -21(M-19, F-2). The above mentioned 'Demand preparation workshops' conducted	

Planned Activities	Implemented Activities				
Budget line and Title of the act.	Types of Participants	No of Participants			Description
		Total	M	F	
					<p>with the leaders of factory level unions and it was experienced that the workshops with the factory level participants were not effective for demand preparation. So, for effective demand preparation it was decided to support the respective federation in conducting conduct 'demand preparation workshop' with their affiliated unions participated in the intermediate course. And accordingly 2 workshop held as follows;</p> <ul style="list-style-type: none"> ▪ United Federation of Garments Workers (UFGW) conducted a 'Demand preparation workshop' on 05 January 2016 with their affiliated unions who participated in the intermediate course. Total 22 participated in the programme. ▪ Bangladesh Garments & Shilpa Sramik Federation(BG&SSF) conducted a 'Demand preparation workshop' on 05 January 2016 with their affiliated unions who participated in the intermediate course. Total 20 participated in the programme.
2.3.1.1 Capacity building and mobilization support for area based structure (2)	Leaders of area base structure of construction sector in Dhaka	36	35	1	<p>A Review and Planning Meeting conducted with the leaders of area based structure in construction sector at BILS seminar hall, Dhaka on 18 April 2015 to review the progress of previous phase activities, assess the present situation and way-out for better functioning of the area base structure in protecting the workers of construction sector. Total 18 leaders participated in the meeting.</p> <p>An orientation Training organized for the leaders of construction area based structure in Dhaka for the better functioning of the structure in protecting the construction workers and mobilizing the workers in organizing as well as organizing collective action to promote the</p>

Planned Activities	Implemented Activities				
Budget line and Title of the act.	Types of Participants	No of Participants			Description
		Total	M	F	
					protection of the construction workers. Total 18 leaders participated in the meeting.
2.3.1.2 Periodical Review and coordination Meeting (2)	Members of Ship breaking TUF,	13	13	0	<p>A periodical review meeting held among the members of Chittagong Ship breaking TUF on 16 September 2015 at Hotel Mishka, Chittagong to discuss the progress of different initiatives taken by the forum.</p> <p>Another periodical review meeting held among the leaders of 'Chittagong Ship breaking TUF' on 08 October 2015 at Hotel Mishka, Chittagong to discuss for organizing a press conference for demanding the proper compensation and treatment support for the victims of the accident in Shital Ship-breaking yard dated 5th September 2015.</p> <p>A consultation meeting held on 19 December 2015 at BILS Seminar Hall with the participation the TU leaders of the construction sector to discuss on the formation of area base safety committee.</p>
2.3.1.3 Collective Action area based (5 prog.)	Members of Ship breaking TUF & representatives of inspection dept.	20	20	0	<p>A joint discussion meeting organized among the TU leaders, Employers and representatives of Inspection Department on 05 August 2015 at the office of inspection department, Chittagong to discuss the following issues</p> <ul style="list-style-type: none"> - Recent industrial accidents and situation of the victims of the accidents regarding compensation and rehabilitation support. -better implementation of Labour Law in ship-breaking yard ensuring

Planned Activities	Implemented Activities				
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					the workers' rights -immediate starting of the hospital operated by BSBA (Bangladesh Ship Breakers' Association' for the health support of ship-breaking workers
	Representatives of Chittagong Divisional Inspection Department, Fishing-Boat Workers TU and Fish load-unload workers TU	07	07	00	A discussion meeting organized on 23 August 2015 in Chittagong by BILS-OHS house among the Fishing-boat workers TU, Fish load-unload workers TU and the representatives of Inspection Department. The following issues discussed in the meeting- - The risk and hazards of the fishing workers and taking initiatives to reduce the risk and hazards - The life risk and social security for the fishing workers in sea - taking initiatives to improve the livelihood of the fishing workers
	Members of Ship breaking TUF	12	12	0	A discussion meeting held on 14 August 2015 in Chittagong among the members of Chittagong Ship-breaking TUF to discuss the progress of different initiatives taken by the forum for the accident in 'Shital Ship-breaking Yard' where 4 workers died among the 8 seriously injured workers. Besides discussion held on the draft of 'Bangladesh Ship-recycling Act-2015' and the forum appreciate the government for approving the comprehensive act.
	Members of Ship breaking TUF	12	12	0	A joint team of 'Chittagong Ship-breaking TUF' and BELA visited the burn-unit of Chittagong Medical College Hospital to observe the practical treatment situation of 4 seriously injured workers burnt in the accident of RA Ship-breakers Ltd at Shitakundu. The team members talked with the responsible doctors on the progress of

Planned Activities	Implemented Activities				
Budget line and Title of the act.	Types of Participants	No of Participants			Description
		Total	M	F	
					treatment. The team also met the family members of the victims and assured them for providing all types of support s in carrying-out treatment and getting compensation.
	Members of SNF and other HR activists	25	18	07	Marking the tree years of Tazreen Fire incident ‘Sramik Nirapatta Forum’ paid respects by placing flowers and observes one minute silence by the graves of those killed in Tazreen Fire in 2012, with the support of LO-FTF project.
2.4.1.1 Recourse Document on OHS (200 pages 500 copies)					The resource document on OHS has been completed.
2.4.1.2 Manual for Safety committee training. -printing					The manual for safety committee training has been completed which will be used from 2 nd year of the project 2016.
2.6.3 Mobilizing program (poster , evening meetings, awareness raising rallies (5 x half day x 15 part) (Considering the number of participants in the conducted programmes, 3 programmes held instead of 5 programme to manage the approved budget allocation)	Construction Workers	25	22	03	An evening meeting held on 08 June 2015 in a construction site of Tongi area by the local area base structure of construction sector, Dhaka to raise awareness among the about on their rights and safety issue and the importance of organizing in ensuring their rights. Total 25 construction workers attended in the meeting, among the participants 3 were female.
	Members of SNF and other worker and human rights activists.				With the support of LO-FTF project , ‘Sramik Nirapatta Forum-SNF’ paid their respect by placing flowers by the graves of the death workers of ‘Rana Plaza Catastrophe on 24 th April 2015, and the forum have had a road march from Jurain graveyard to Rana Plaza, Savar, leaflets were distributed during the road march in increasing

Planned Activities	Implemented Activities				
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					the awareness on workers' rights and safety.
	Members of Ship breaking TUF and Divisional TU leaders and HR activists and workers	107	97	10	A human chain have been organized on 10 September 2015 at Chittagong press club by 'Chittagong Ship-Breaking Workers' TU Forum' demanding the proper compensation and treatment support for the victims of the accident in Shital Ship-breaking yard dated 5 th September 2015
2.7.1 Workshop/meeting (1 x 1day x 15pax)	Members of Ship breaking TUF, representatives of BELA, OSHE Foundation & IPSHA	12	12	0	A opinion sharing meeting organized on 12 & 13 September 2015 at BSBA office, Chittagong among 'Chittagong Ship-Breaking Workers' TU Forum' and BELA, OSHE Foundation & IPSHA to ensure the proper compensation, treatment support and rehabilitation for the victims of the accident in Shital Ship-breaking yard dated 5 th September 2015. At the last moment the OSHE Foundation & IPSHA could not attend the meeting.
2.7.2 Social Events on the Occasion of May Day/ Women Day/ Co-memoration day/ others (2x 1day x 150 pax)	Members of NTUCs Women Committee, members of ship-breaking TUF, TU activists and human rights activists	247	53	194	A series of programs have been organized to observe the 'International Women Day-2015' as follows <ul style="list-style-type: none"> ▪ Rally in Dhaka: A rally was organized on 8 March 2015 in Dhaka with the participation of NTUCs Women Committee members on 8 March to observe the 'International Women Day-2015'. Total 100 women participated in the rally. ▪ Human Chain in Chittagong: A Human Chain was organized by 'Chittagong Ship breaking TUF' on 8 March 2015 on the occasion of 'International Women Day-2015'. Representatives from 3

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					<p>humanrights organization (Positive Bangladesh, Bijoy 71 and Wish Foundation) participated in the human chain to express their solidarity. Total 100 TU activists and human rights activists participated in the human chain where 43 were female.</p> <ul style="list-style-type: none"> ▪ Leaflet published and distributed: 2000 copies of leaflet on 'Demands of Working Women & Role of TU' has been published and widely disseminated ▪ Banner hanging: Banners with different Slogans were prepared and hanged in different public places of the Chittagong City to create mass awareness of the public, specifically working people on the demand and rights of working women ▪ Seminar and cultural programme: A seminar titled 'Review the common minimum demand & Planning for implimentation' followed by cultural programme organized as a part of obsewrving the International Women Day-2015. Total 47 women participated in the seminar and cultural programme.
	Member of NIHSC, Govt. representatives (MoLE, DIFE, DoL), NTUC Leaders, Employer representatives, Representatives of CSO and	120	115	05	<p>In celebrating the ' Historic May Day- 2015' BILS carried-out the following programmes:</p> <ul style="list-style-type: none"> ▪ Banner hanging: As a part of celebrating the 'Historic May Day-2015' a good number of Banners have been hung in different important points/places of Dhaka city on 01 May 2015 to greet the mass working population in the occasion of historic may day. All the banners were prepared with greetings and slogans. ▪ Seminar: A seminar titled `Strengthening National Industrial Heath and Safety Council: Role, Challenges & way forward' has

Planned Activities	Implemented Activities				
Budget line and Title of the act.	Types of Participants	No of Participants			Description
		Total	M	F	
	media personel.				been arranged to identify the challenges of NIHSC and to prepare recommendation for strengthening the role of National Industrial Health and Safety Council on 04 May 2015 at VIP Lounge, National Press Club, Dhaka. Total 120 persons attended in the seminar where 5 were female.
2.7.3 Media Campaign (2)	Members of Ship breaking TUF, TU leaders, Journalist, Workers	40	38	02	<p>A press conference organized on 14 October 2015 at Chittagong Press Club by the 'Chittagong Ship-breaking TUF' in protesting the accident of 'Shital Ship-breaking Yard' occurred on 5th September 2015 and demanding compensation BDT 10,000,00 for each worker passed away die due to the accident. Total 8 workers seriously burnt in the accident, among them 4 workers died.</p> <p>Besides, as a part of media campaign, during the reporting year 2015 numbers of press releases have been forwarded to different media by the 'Chittagong Ship-breaking TUF' and some journalists have been assigned to publish some issue-based report and 2 exclusive reports have been published in newspapers on the violation of workers' rights in Chittagong area.</p>
3.1.1 Studies on present CSR situation in Bangladesh and exploring the scope of integrating workers issue in CSR.					The study titled 'Present CSR situation in Bangladesh and exploring the scopes of workers participation in CSR' has been completed and final reported produced. The general scenario of the present CSR situation in Bangladesh have been analyzed clearly and the analysis of national-international laws/instruments for CSR including a set of recommendations for TU participation in CSR are the key output of the study.

Planned Activities	Implemented Activities				
Budget line and Title of the act.	Types of Participants	No of Participants			Description
		Total	M	F	
3.7.1 BILS-TU CSR Unit set-up with necessary equipments and furniture in BILS office.					BILS/TU CSR Unit has been established in BILS Office with necessary equipment and furniture.
3.7.2 Appoint human resources (HRs) (1 officer and 1 assistant)					One officer appointed in the position of 'CSR Desk Officer' who will coordinate all the activities of CSR component of BILS/LO-FTF project as well as the activities of BILS/TU CSR unit. And one assistant appointed in the BILS/TU CSR unit to support the 'CSR Desk Officer'.
3.7.3 Orientation / Training for the appointed HRs and visit 10 CSR practiced industry/cooperate house					An orientation meeting has been organized to orient the appointed staffs in the BILS/TU CSR Unit. Besides, as a part of orientation the 'CSR-Desk Officer' has been visited 7 CSR practiced organizations.
3.7.6 Running BILS-TU CSR Unit					BILS/TU CSR Unit have been continued as per plan.
3.7.10 Sub-component-3 advisory committee meeting (2)	Member of the advisory committee of sub-component-3	13	09	04	The first meeting of Sub-component-3 advisory committee held on 06 December 2015 at BILS Library. In the first meeting the advisory committee has been briefed on the sub-component-3; CSR and TU and the progress of activities planned in 2015. Members of advisory committee and project staffs attended in the meeting. Another meeting of Sub-component-3 advisory committee held on 30

Planned Activities	Implemented Activities				
Budget line and Title of the act.	Types of Participants	No of Participants			Description
		Total	M	F	
					December 2015 at BILS Library. The meeting discussed on the progress of the planned activities of 2015 and implementing the activities of next year-2016. Some important decisions have been taken for implementing next year activities.