

Bangladesh Institute of Labour Studies - BILS
BILS/LO-FTF Project



15 March 2009 – 31 August 2011

1. BASIC PROJECT DATA

Project Title :	Decent Work and Poverty Reduction in Bangladesh
Project Number :	13
Sector :	Education
Recipient Country :	Bangladesh
Project Area :	All over Bangladesh
Project Executing Organisation :	Bangladesh Institute of Labour Studies-BILS
Project Language :	English
Date of Agreement :	
Project Period :	2009-2011
Development Objective :	By the end of 2015 the working and living conditions for children, women and men in both the formal and the informal economy will have improved substantially by strengthening the democratic institutions in the labour market and through the inclusion of the decent work agenda in the national labour legislation of selected countries in Asia.
Immediate Objective :	<ol style="list-style-type: none"> 1. By 2011 the capacity of BILS member organisations to formulate policies and advocate actively for concrete mechanisms to implement the labour law is increased. 2. BILS has supported teenagers in obtaining professional skills and has promoted the capacity of trade unions to advocate for child and adolescents rights as well as implementation of the labour law. 3.The capacity of BILS member organisations and sectoral teams in the metal sector to advocate for minimum wage standards and better working conditions for workers in the re-rolling, ship breaking, and shipbuilding industries is improved 4.The capacity of BILS member organisations and their affiliated unions in the construction sector to advocate for better wage standards, appointment letters, accident compensation, safer and healthier working conditions for construction workers is improved

2. SUMMARY & LESSONS LEARNT:

Background

Under the running phase (March 2009 – February 2011) of the project, the major areas of activities have been designed to advocate for improving the performance of labour law enforcement agencies as the core component, which is complemented by three additional components focusing on promoting legal protection of child labourers and adolescent workers as well as reduce poverty and improve working conditions for workers in hazardous metal and construction sectors. These specific target groups: child and adolescent workers, metal workers and construction workers have been selected as they play a key role in furthering the continuous economic growth and social development necessary for poverty reduction.

Each of the components has been designed to be implemented directly by BILS with active involvement of trade union activists and leaderships. The components have been included both national and local level actions and to follow the bottom-up strategy.

The project, basically, was supposed to start from March 2009, with this line, although the project preparatory activities commenced from March 2009, the main activities started from July 2009 for delayed approval by LO-FTF Council. Further delay was made due to getting the approval from NGO Affairs Bureau due to bureaucratic complexity. Considering this, some activities of 2009 has been shifted to 2010 and some has been shifted up to 2nd phase through the discussion and decision of Inception Workshop. Side by side some activities were cut off from the planned activities. In this regard, from three industries of the metal component, one particularly Ship building was curtailed after all.

Simultaneously, BILS contributed to the government initiative to review the new labour law and worked as workers group subcommittee of the tripartite review committee. Entrepreneurship activities with ILO were also going on. During the reporting period, BILS network with different labour and social issues continuing and BILS events has been highlighted in the media with due importance.

Political Context of Labour Market

Though at the starting of the year the political situation in context of labour market was stable, but the situation deteriorated during the period of July to September 2010 due to declaration of minimum wage in RMG sector and subsequent unrest of the workers in the sector. Minimum wage of the RMG sectors has fixed Tk. 1662.50 in 2006, which was very low in the national and international standards. To fulfill the growing demand of the workers, the government has formed minimum wage board as part of their election commitment and declared Tk.3000 as minimum wage recommendation. Considering the previous minimum wage declarations (in 1994 & 2006), it was more rapid initiative of the present Government to declare minimum wage within a year. However, the declared rate was not accepted by all the trade unions. Moreover, the delayed effect date (November 2010) created frustration among the workers. As a result subsequent unrest formed by the workers and number of trade union leaders arrested. In this regard, Bangladesh national trade union federations played a constructive role to minimize the situation.

On the basis of lesson learning in 2006, BILS realised the importance to equip the workers representatives as members of the minimum wage board and to raise the common voice of the trade unions in front of the board. In order to do so, BILS has updated the research report of 2006 and in comparison with different countries, formed arguments in favour of the position of the worker members. Besides, BILS has arranged a number of meetings with Minimum Wage Board and Trade Unions together. Two meetings has arranged in BILS office, one with minimum wage board and SKOP and another one with trade union leaders of RMG sector and minimum wage board. Mr. Habibur Rahman Seraz, chairman of BILS and Member of Minimum Wage Board, Mr. Iktedar Ahamed, chairman of Minimum Wage Board, employer's representatives, workers representatives and BILS leaders participated in the meetings, where both SKOP and trade unions of RMG sector raised their common voice in favour of minimum wage of Tk.5000.

During the reporting period mentionable achievement has been made by the Government regarding Labour Policy drafting. After 30 years Government has formed tripartite committee to draft a Labour Policy and published it on the website of Ministry of Labour and Employment for the public comments. As a member of the Labour Policy Draft Committee, BILS has contributed in drafting the

policy. Besides, BILS has been continuing its support in reviewing the Labour Law 2006, in drafting OHS policy as member of technical committee as well as to develop Domestic Workers Convention.

In the period, another mentionable achievement made by the Government in declaring National Child Labour Elimination Policy, 2010 and increased the duration of maternity leave up to 6 months for Government employees. BILS played an effective role to increase the duration of maternity leave through its campaign, advocacy and lobby with the workers, employers and Government over the year. Besides, BILS has been advocating to increase maternity leave for all women workers irrespective of their workplace. Though the decision does not fulfill the demand of majority women, but it will inspire BILS and the TU movement to advocate to extend the facilities for all.

Development and Changes of the Project Activities

During the period, the national daily newspapers of Bangladesh especially the leading newspaper 'The Daily Star' has covered numbers of incidents on occupational health and safety issues in metal and construction sectors, which supported the on going activities of BILS. Besides, BILS has supported the construction sector trade unions to put forward their Common Minimum Demand through a delegate conference.

As part of the Component-3 of BILS/LO-FTF Project, the OHS house has established and started functioning in Sitakundu, Chittagong. During the reporting period, 8 volunteers training has been organised for the workers. Due to unavailability of house to rent in Sitakundu, it was delayed to establish the 'OHS house' on time.

BILS has been working as the secretariat of the Workers' Group Sub-committee of the Tripartite Committee formed by the Ministry of Labour and Employment for reviewing the Labour Law 2006. During the period, BILS hosted several meetings of the Sub-Committee at its office. As the secretariat of Domestic Workers Network Forum, BILS submitted separate recommendations to include the domestic workers in the upcoming labour law.

During the period, number of the project activities has been rescheduled and revised documents developed for no-cost extension period. Moreover, project document for new phase (2011-2015) has been drafted during the period. Due to withdrawn of approved money allocation, all the activities related to the adolescent workers have been shifted to the next phase.

During the period following outputs have been produced along with its effects and impacts:

Output produced	Effects and Impacts
<ul style="list-style-type: none"> - The country study “Decent Work and Labour Law in Bangladesh” has been completed in December, 2010 and published 100 copies of the study report. - BILS has been working as the secretariat of the Workers’ Group Sub-committee of the Tripartite Committee formed by the Ministry of Labour and Employment for reviewing the Labour Law 2006. During the period, BILS hosted several meetings of the Sub-Committee at its office. Still Workers Sub-committee has been using BILS’s technical and secretarial support for reviewing the labour law. Besides, BILS has contributed in drafting of Labour Policy and still contributing in drafting OHS Policy. 	<p>The study report has been published and shared with the trade unions. Through the study findings, the trade union movement of Bangladesh became knowledgeable on decent work agendas and on the basis of the knowledge, developed their position on the issue. Besides, the report will contribute in policy interventions regarding labour rights issues.</p> <p>BILS’s involvement and contribution for reforming of labour law, drafting of Labour Policy and OHS Policy will bring positive effects for the workers in the long run.</p>
<ul style="list-style-type: none"> - A position paper has been developed in August 2011 on the basis of the consultations with relevant stakeholders. The position paper has with recommendations to improve implementation of the labour law. 	<p>The trade union movement of Bangladesh has developed their common position to improve implementation of the labour law especially focusing on juridical, inspection and tripartite systems. The common position of the trade unions brought more strength to advocate to improve implementation of the labour law.</p>
<ul style="list-style-type: none"> - A pool of 37 trainers have been identified and trained. The pool has been conducted a total of 6 training programme, from where 138 activists gained knowledge about the labour law and methods to improve its implementation. 	<p>The trained activists gained knowledge about labour law and started to disseminate their knowledge to other workers. Through the way, number of workers became knowledgeable on labour law.</p>
<ul style="list-style-type: none"> - At least 300 workers have been oriented on decent work and labour law related issues and advocated with govt., employers, professionals through meeting, dialogue, roundtable etc. Besides, awareness raising and campaign activities have been conducted using different campaign materials. 	<p>Decent work agenda has been promoted to the working class. Rights, working and living conditions of the workers has been improved.</p>
<ul style="list-style-type: none"> - A Position Paper on protection of child and adolescent workers has been developed by NTUCs with the support of BILS. Through a consultation meeting BILS associated NTUCs have been adopted the position paper. 	<p>A common position of the national trade unions on child and adolescent workers rights has been introduced. Trouble</p>

<ul style="list-style-type: none"> - A total of 449 teenagers from Tongi and Keranigang centres have been completed their 12 months duration NFE course. After completion of the course, either they are mainstreamed into formal education or referred into basic skill training course. - A total of 867 teenagers have been completed their 6 months duration BST course in 4 selected trades from Tongi and Keranigang centres. After completion of the courses, numbers of teenagers entered into job market or become self-employed. - A total of 50 teenagers have been completed one year duration apprenticeship training in auto workshop. After completion of the training, number of teenager have been entered into job market. 	<p>Significant number of child labour has been withdrawn from workplaces and received NFE. After completion of the NFE either they have been mainstreamed into formal education or referred into basic skill training, which contributed to prevent and eliminate child labour.</p> <p>Comparatively older children have been received BST in selected 4 trades. After completion of the training they have been entered into job market, which brought positive impact in preventing and eliminating child labour.</p> <p>To provide the professional experience and knowledge to the graduates of motor mechanical trade, motor workshop project has been introduced. Through the project the teenagers have been gained such professional skill so that they become able to compete in the job market. After introducing the course, more graduates are getting job.</p>
<ul style="list-style-type: none"> - As part of awareness raising campaign, number of cultural and social events conducted in Tongi and Keranigang areas. Besides, through different campaign activities (e.g. day observation, meeting with guardians, local community people, trade unions etc.) local community people, trade unions, employers as well as teenagers become aware on child labour. 	<ul style="list-style-type: none"> - Local guardians, employers and community people become aware on the negative impact of child labour and started supporting to the project.
<ul style="list-style-type: none"> - Position paper has been developed during this phase. 	<ul style="list-style-type: none"> - A common position has been developed among the national trade unions regarding child labour and adolescent workers issues. There was no such common position of the Bangladesh trade unions ever before on the issues, as a result, trade unions could not bring any positive result in favour of child and adolescent workers rights. So, the position paper development created that opportunity.
<ul style="list-style-type: none"> - A trade union forum has been formed in Chittagong named "TU Forum for Shipbreaking Workers." The Forum has been working in Chittagong as BILS/Metal sector team. On the other hand, a metal sector team has been formed in Postogola, Syampur, Dhaka for re-rolling mills. Both the team are now equipped with knowledge through orientation and workshop. Nowadays, the teams become skill enough to plan a campaign. 	<ul style="list-style-type: none"> - A common platform of the trade unions has been developed for ship breaking and steel re-rolling workers both in Dhaka and Chittagong. The forum/team has been working to mobilising, awareness raising and capacity building of the workers so that they can raise their voice in protecting their rights. Involvement of the trade unions made easy to implement the activities. During the time, number of workers became aware on their rights and started to advocate and campaign in favour of their rights. Before formation of the forum, there was no common platform of the trade unions for ship breaking and steel re-rolling workers. So, employers were very reluctant about the rights of the workers. Now due to the pressure of the Forum,

	<p>employers' started to put attention on major rights of the workers. For the same reason relevant authority of the government started to put attention on workers basic rights.</p>
<ul style="list-style-type: none"> - Through different workshops and meetings with BILS/Metal sector team, a position on minimum wage and OHS has been formulated and adopted by the NTUCs. - 2 tripartite discussions have been conducted between BILS/NTUC Metal Team, government and employers on formation of minimum wage board and OHS issues. - BILS/Metal sector team has been conducted 2 dialogues/lobbying with Labour Inspection Department in Dhaka and Chittagong for increasing inspection in workplaces. 	<ul style="list-style-type: none"> - Major national trade unions of Bangladesh came to a common position on minimum wage and OHS issues for the workers of metal sector. Before that few trade unions were being working in scattered way for the minimum wage and OHS issues of the metal workers. The common position of trade unions on the issues made their voice stronger. - Government as well as employers has been put more attention on the formation of minimum wage board and OHS issues of the targeted workers. Now minimum wage board formation is on process and policy formation on OHS issues got priority to the Government. - Labour inspection department has been increased inspection in the workplaces of metal sector.
<ul style="list-style-type: none"> - Through numbers of orientation, training and workshop, BILS/NTUC local committees have increased knowledge on labour law, workers' rights, OHS issues etc. and skilled to advocate for improving workers living and working conditions. 	<ul style="list-style-type: none"> - Number of trained and skilled local committee's members have been developed, who are disseminating their knowledge and skills to other workers on their rights. Through the process number of workers in metal sector has become knowledgeable and aware on their rights. They already started to advocate with relevant government authority for improving their living and working conditions.

<ul style="list-style-type: none"> - As a focal point for service delivery to the metal workers, an 'OHS House' has been established in Sitakundu, Chittagong. Through the house all the awareness raising campaign and capacity building activities have been organised. - An organiser's team have been formed in local area to organise the orientation programmes. - A total of 21 orientation training has been conducted at the OHS House, Sitakundu, Chittagong. Through the training, a total of 309 Re-rolling and Shipbreaking Workers have been knowledgeable on basic workers rights, minimum wage and occupational health and safety. - As part of campaign at the local level May Day, HR Day, Commemoration Day have been observed with exhibition, discussion, human chain etc. 	<ul style="list-style-type: none"> - There was no such initiative like 'OHS House' ever before in the area. So, the house brought a new and dynamic intervention for knowledge development, capacity building and awareness raising of the workers on their rights, which can be a model for replication in other areas/sector. Before establishing OHS House in Sitakundu, there were difficult to reach the most vulnerable workers of shipbreaking and re-rolling industries. The house provides that opportunity in the area. - Intervention of local team to organise the orientation programmes made the organising process easier. - A workforce, knowledgeable and aware on basic workers rights, minimum wage and OHS has been developed. Through them other workers have been getting the same knowledge and awareness, which contributing to uphold their rights. - Related day observation contributed to orient the workers as well as community people on the importance of the days along with workers rights, which resulted to gain public support in favour of the workers rights as well.
<ul style="list-style-type: none"> - A BILS/NTUC Sectoral (Construction) Team has been formed in Dhaka. - Through participating materials development workshops, the team have enhanced their skills to develop campaign and training materials. 	<ul style="list-style-type: none"> - The sectoral team has been working as the key actor to implement the project related activities. BILS affiliated 8 - Through the achieved skill, the team members themselves started to develop campaign materials.
<ul style="list-style-type: none"> - Through meeting and workshop with Construction Sector Team, a five-point Common Minimum Demand (CMD) on minimum wage, appointment letter, accidental compensation and safer and healthier working conditions for construction workers has been formulated. And through a delegate conference the CMD has been adopted by the NTUCs. On the basis of the CMD, the NTUCs have been advocated with relevant govt. authority including labour inspection department of Dhaka and Chittagong. 	<ul style="list-style-type: none"> - A common position of major trade unions in construction sector has been developed on minimum wage, appointment letter, accidental compensation and safer and healthier working conditions for construction workers, which was not ever before. Then different trade unions had implemented different programmes in scattered way on the issues, which could not bring such positive results. Now the common voice of different trade unions on the mentioned issues making more positive impact to ensure the demands.

3. PROJECT BACKGROUND:

Component - 1

In the last quarter of 2010, the country study “Decent Work and Labour Law in Bangladesh” has been completed. The study has delayed to complete due to involvement of the research team in the regional study. It was supposed to conduct both regional and country studies by a single team as per the decision taken in the inception workshop. The decision has been taken considering some similar factors for both the studies. Following the decision, baseline data of construction sector workers has been collected to use for both the studies. On the other hand, baseline data of metal sector workers has been collected separately. Through the process, all the baseline data has been collected and processed. The same research team (who have conducted the regional study) has been assigned for conducting the study. In addition, an expert team has been assigned for reviewing the inspection, judiciary and tripartite system.

As the research “Decent Work and Labour Law in Bangladesh” and the position paper of the workers have delayed to complete, the strategy of the Activity-1.3 (The NTUC network of trainers have provided 200 activists with knowledge about the labour law and methods to improve its implementation) has been changed as per the recommendation of Project Advisory Committee. In the first stage, a pool of 37 trainers identified and trained. As decent work campaign is the accepted position of the trade union movement of Bangladesh, during the training of the pool of trainers, 8 sectors has identified where anyone of the decent work indicators has the major deficit. Identified sectors are RMG, Service Sector, Plastic & Melamine, Ship breaking, Rice processing, Shrimp processing, Mini transport, hotel & restaurant. Subsequently volunteers’ training has been conducted from the identified sectors.

Rest of the activities under sub-component – 1 e.g. national research conference, roundtable meetings with employers and govt., meetings with ministry, employers, Inspectors, lawyers and NGOs has not been conducted due to withdrawn of allocated budget.

Component – 2

All the activities related to adolescent workers have been dropped due to budget withdrawn. The project has been started just after 2 years emergency period of Bangladesh. As the TU activity was banned during emergency period, most of the TU activists were scattered then and due to their unavailability, some activities related to TU could not be done on time. For the same reason formation of NTUCs Child Labour Cell has been delayed. On the basis of the suggestions of sub-component advisory committee, instead of NTUCs Child Labour Cell, a NTUCs Child Labour Network has been formed consists of 28 members (2 from each BILS associated NTUCs). NFE, BST, MWT has been achieved its planned target. An impact study of CLEP has been conducted during the period [The report of the study is attached herewith].

A sustainability plan of motor workshop has been developed during the period. The major areas of the plan are as follows:

Customer service and Training:

- Provide all type of quality service for customers’ vehicle from our workshop except painting.
- Have a formal contract with a car-painting workshop for painting our customers car.
- Improve the denting section with necessary equipment and experienced mechanic, who can dent customer vehicle as well as provide hand-on training to the selected apprentices.
- Introduce auto-electric section with necessary equipment and experienced mechanic, who can provide auto electric service for customs’ car as well as provide hand-on training to the selected apprentices.
- All teenagers will learn the general works in first four month. Then the teenagers may be divided for learning group, such as, 12 for general and engine section, 6 for denting section and 6 for auto electric section.
- Purchase a old running car for practical training so that the apprentices get hand-on training.

- Purchase a generator and engine crane which may attract the customer also.

Campaign and Local committee:

- Door to door campaign with leaflet mentioning the quality service of our workshop and a appeal like 'get quality services from our workshop and extend your helping hand towards underprivileged teenagers'.
- Communicate with local corporate houses for getting services, which may be a part of their CSR.
- Form a local committee for the workshop consisting local leader, social worker, local elite, local commissioner etc, which may influence customer for getting services from our workshop.
- Organize bi-monthly guardian meeting to share the training progress of their children and they can guide their children to attend the workshop regularly.

To implement this new strategy the following issues are very much important;

- Need some additional budget, 50% of the cost could be managed from workshop income
- A curriculum design
- Agreement with a car-painting workshop
- Form a local committee for the workshop
- Communicate with corporate houses
- Leaflet preparation for door-door campaign
- Appoint denting and auto electric mechanic

The main objectives of the project is to enhance the skill of motor mechanics by providing hand-on training through rendering services to private paying customers. Besides the hand-on training, the sustainability of the project is very much important. It means that the project will be able to earn at least to meet all the expenses related to the workshop. It is expected that within December 2011 we will be able to implement the new strategy and from January 2012 minimum 50% of total expenses related to the workshop will be managed from workshop income and within December 2014 it will be 100%.

An impact study on CLEP has been conducted during the phase. The findings and recommendations are as follows:

Success of Non Formal Education & Basic Skill Training

- In the implementation of the Child Labour Elimination Project, there has been substantive participation by out-of-school adolescents in contributing to programme content.
- In the project, on account of popular demand, NFE and BST programs in literacy and numeric skills was held on a regular basis. Training in vocational skills was sometimes similar to the activities of their father professions. The major findings are;
- Most of the adolescents trained up in vocational skills helped their families to increase income source. Some of them became principal income source for the family economy.
- According to project records, in NFE course with 17 batches the total 1632 children (96 children per batch, 48 boys and 48 girls) children enrolled and 1386 completed the NFE course. On the other hand, in BST course with 35 batches the total 3360 children (96 children per batch, 24 per trade, tailoring and embroidery for girls, Electric work and motor mechanic for boys) enrolled and 3144 children completed the BST course. The BST graduates have received tools/machine and certificate.
- Education and training on child rights enhanced the knowledge of out-of-school adolescents on self-protection, workplace environment and their skills and capacities to access it for improving poverty conditions.

Child Right Forum Building & Awareness Rising

- Youths have acquired drastic change to the behavioral and habitual attitudes in the purpose of their daily life leading and the parents' knowledge of the law prohibiting child labour has also increased manifold.

- During the course period, CRF leaders made a network and performed various exemplary initiatives- protected early marriage, sent younger siblings to formal school and protected taking & selling of drugs. But after completion of their BST courses, they became very busy for their daily lives to survive. So, their functions and roles about child rights had been irregular.
- A number of parents and community leaders committed to protect the girls child of CLEP from being irritated by the wicked boys on the way of the BILS's school and training centre.
- Attitudes of parents on whether to continue employment of children in workplaces have not changed much owing to still living with abject poverty.
- The proportion of parents employing children in hazardous jobs has decreased considerably. Because they do not send their children (boys & girls) to the hazardous work. This is a positive change of parents in line with awareness building of childhood development and child rights fulfillment.

Increasing Employment Opportunity & Family Financial Support

- Maximum member of BST course completed youths has been the key or one of the main earning sources of their respective families.
- About 64.79 % youth (34% self-employed & about 27% employed) from the BST graduates entered into job markets and earning better remuneration utilizing their trained trades and tools/tailoring machines provided by project.

Local Level Institutional Sustainability

- Members were not evolved with participatory monitoring of the project activities.
- CDCs progress meetings were not continued for not having any follow up and proper guidelines with major responsibilities assigned for every members.
- No articulated activity was designed in the project to take place suggestions from CDC members.

Child Labour Issues in TU Movement and Bargaining Areas

- The largest united TU platform 'SKOP' submitted their 9 points demand including child labour issue at the point no. 8 to the Govt. of Bangladesh.
- Child Labour Policy and submitted to Govt. albeit it had not approved.
- Co-ordination for establishing network has been developed regarding child rights between BILS and other organisations.
- CLEP children participated in national conference for working children organised by Child Brigade supported by Save the Children Sweden-Denmark.
- CLEP participated in livelihood skills festival organised by Dhaka Ahsania Mission-DAM funded by UNICEF.

Multi-stakeholder approach

It is clearly evident that the project involved a very wide cross-section of stakeholders, from the local authorities, employers unions, labour organizations, local leaderships, teachers, local NGOs to the community members. The involvement of all stakeholders had fostered commitment and empowerment and had a positive aspect that will ensure sustainability of the project

Sustainability of the Project

The major strengths of the project are that it is community driven and addresses child labour directly at the roots by identifying affected children and giving them alternatives. In order to achieve sustainability, the project had attempted to increase awareness and pave the way of Trade Unions towards child labour issues advocacy and eventually change attitudes at all levels so that elimination and prevention of child labour is internalized in community's social fabric as well as governance structures through resource allocation and legal changes.

Replication of the Project Model

Having been a pilot project for 7 years, the stakeholders perceive that it has been time to replicate the project elsewhere. The opinion of the evaluators is that the project is enough enriched for replication in new areas. Albeit, the project have not yet been fully consolidated into a replicable methodology and there are still gaps of potential immense impact to the project that need to be further refined and properly developed.

Recommendations

Recommendation-1: Drop out from NFE course need to be reduced through establishing participatory monitoring and community initiatives & ownership of the project. One the other hand, drop out from BST course may be minimized reducing gaps between the completing of NFE course and starting the BST course.

Recommendation-2: There is need to improve the equipments at training centers to match the intensive use demand of market and also to ensure that these are effectively used for increasing in-jobs-skill of the apprentices.

Recommendation-3: Just like the HIV/AIDS campaign which is relentless since early 90s.To reach more people and more cost effectively. It is strongly recommended to attribute a strong campaign strategy through radio messages, broadcasting live public discussions, printed media and other visual project activities.

Recommendation-4: After the programme ends, run training for CRF at regular intervals (for example, every three years) to refresh the knowledge of those already trained and to make sure that an understanding of child labour elimination is passed down to younger generations.

Recommendation-5: Make sure awareness-raising resources should be made by durable materials, to ensure that they survive well beyond the life of the programme.

Recommendation-6: It is recommended that need to provide loan support with minimum interest to the skilled youths who can not afford the capital to start business to be self-employed. If the Organisation cannot provide loan support, it should explore possibility of linking them with micro finance institutions.

Recommendation-7: It was noted that parents of working children had to reduce their family expenditure to substitute for withdrawn their child from labour. This had a negative impact on family income and there had needed to devise alternatives to labour demand possibly. Such alternatives would reduce the parents of working children” Child returning temptation from labour.”

Recommendation-8 : In order to strengthen and sustain the functionality of CDCs in the long term, the CDCs’ capacity need to be built in understanding concepts of child labour, the different forms of child labour; the legal framework in place to prevent child labour. A guidebook should be designed in the local languages for their reference; and a concrete system for follow-up and supervision put in place. Partnership should be fostered with local government for sustainability.

Recommendation-9: The project should enhance woman participation in the CDC and work in developing curricula that are considered more attractive for girls at project areas.

Recommendation-10: If the group is not functioning effectively after the first year, hold an open discussion with its members to decide whether to continue it, or to replace it with another mechanism of self-organization

Recommendation-11: Study data show that there was a lack of follow up planning and initiatives in effective communication & coordination among different key stakeholders of the project. Therefore it is recommended that strong coordination is required to address the goals and objectives of the community based project approach.

Recommendation-12: It is strongly recommended that all stakeholders put their heads together to improve the relationship between the key major stakeholders: BILS, NTUCs and District of project areas.

Recommendation-13 :If the project achievements are to be sustained: i.e. Child labour agenda should become compulsory and the NTUCs should come out strongly and make the campaign against child labour a priority in their action plan; and put in place the local legislation and enforce it to ensure it.

Recommendation-14: In the final year of the project, offer training for selected group members who have been strongly engaged in project activities and are likely to remain in the community for the foreseeable future, to ensure the sustainability of the programme.

Recommendation-15: Participatory monitoring of the project activities and bye-law formulation for the child labour elimination which have been partially implemented, and.

Recommendation-16: It is strongly recommended including key activities like- loans and post-training support to the BST graduates, IGA (income generating activities) for the parents to fill in the gap left by withdrawn child labour and enhance strategies to ensure change of attitudes of guardians of working children towards child labour.

Component - 3

One of the major activities under this sub-component was 'establish a well functioning OHS House in Sitakunda/Chittagong' but we could not start the house on time due to unavailable house to rent in that area. Though at the beginning of the project, we started to find out a suitable house over there for establishing the centre, but as the area is outside of the main city and few buildings are there, it is difficult to find out a suitable house over. At last, we have selected a house but that was under construction. The project insisted the landlord and after 3 months of construction work we became able to open the centre on August 2010. That means after almost one and half year of the project, we started work related to the centre. Due to that delay out of planned 90 orientation programmes for workers on basic rights, minimum wage and OHS issues, only 19 have been conducted during the period. More 13 orientation programmes can be conducted during this time, but due to budget withdrawn, that not yet been conducted. As it was the main activity of the centre, at present, the centre became underutilized.

Through different meetings, NTUC Sectoral Team (metal), Area wise TU Team has been formed. A study on living wage of metal workers has been completed.

Component – 4

A baseline survey in selected areas in Dhaka on status of construction workers rights and unions has been completed. NTUC Sectoral (Construction) Team has been formed through the meetings.

Through a 2-day workshop a five-point charter of demands to ensure the rights and better wages of the construction workers has been drafted. The 5-point charter of demand has been presented at a delegate conference for consolidation and adoption of the demands. The demands included higher wages and allowance, occupational healthcare facilities, better work-environment and work-hour, leave and leisure, legal rights and social security and welfare. Through the conference the construction workers demanded re-assessment of wage structure, re-structure of announced posts and grades by a wage board, equal wages for men and women, maternity leave for women workers, and regular monitoring of their welfare by government agencies. *[The detailed of 5-point charter of demand will be send separately]*

Due to budget withdrawn most of the activities under this sub-component have been dropped.

4. PROJECT DESIGN:

The project strategy and design was ideal one, though due to some external factors some activities delayed to implement. But the design of sub-component-2 could be more result oriented if the project had the target of sector based child labour instead of all sectors e.g. child labour in motor workshop, child labour in engineering workshop etc. On the other hand, instead of job placement target, self-employment target could be more result oriented. And especially for the graduates of tailoring and embroidery trades, if the project could have a marketing strategy of the products produced that could be more effective to bring better result.

The management structure and institutional framework of the project was good enough. From the BILS point of view, sub-component advisory committees played an effective role in planning and implementing the activities.

The immediate objectives of the project mostly relevant as per the problem addressed. For the protection of vulnerable groups of labour market, the project correctly has identified its four immediate objectives. Considering the lack of knowledge, capacity and skill of the targeted workers, the project correctly have taken objectives to capacity and skill development of target groups, advocacy to ensure better wage, working condition, appointment letter, accidental compensation and OHS for the targeted workers. The immediate objectives are very much related to achieve the development objective and LO-FTF/ strategy for the region as well as Danidas policies and strategies.

5. BUDGET/EXPENDITURE:

Summary of Last Approved Budget (Details in annex)

1.	Activities	Budget (DKK)
		2,523,380
	Sub-Component 1: Development of a Democratic Labour Market	1,014,097
	Sub-Component 2: Promoting protection of Child and Adolescent Workers	678,992
	Sub-Component 3: Poverty reduction and workers in the hazardous Metal sector	435,291
	Sub-Component 4: Poverty reduction and workers in the hazardous Construction sector	395,001
2.	Investments	82,700
	Office equipment, Furnitures and maintenance	82,700
3.	Expatriate staff	-
4.	Local staff	399,052
	Project staff - Training	256,958
	Project staff - Health care	41,175
	Project staff - Motor workshop	63,114
	Project staff - Metal	37,806
5.	Local administration	13,502
	Audit	13,502
	Total project expenses	3,018,635

Major budget Revisions

At the inception year of the project, the LO-FTF Council has been withdrawn a portion of original approved budget for development of video documentary. Then, in 2010, the LO-FTF Council has been withdrawn budget from different planned activities. The major withdrawn activities were volunteer research conference, all the activities related to adolescent workers, most of the follow-up and training activities under sub-component-3 and 4. Furthermore, in 2011, LO-FTF Council has been withdrawn approved budget allocations from production of advocacy and campaign materials, orientation programme for workers, coordination meeting etc. So, during the period, a total of BDT 1,21,97,402 has been withdrawn from the original approved budget.

6. INPUTS:

The support from LO-FTF Council was good enough, except fund disbursement. Delayed disbursement of fund sometimes hampered to conduct some activities. Moreover, sometimes some approved budget allocations have been withdrawn, which hampered to complete programme cycles.

Inputs from regional consultants were extremely helped BILS to conduct the programme. The input from Danish Trade Unions regarding motor workshop and electric workshop was really appreciable.

BILS has been provided all administrative and logistical support to training courses, conferences, meetings etc. In addition, BILS facilitated political and advisory support to the programme, selection of training participants, identification of specific target groups, as well as coordination of the programme activities with the other activities of the organisation. But due to frequent staff turned-over, sometimes implementation of the activities interrupted.

7. OUTPUTS:

List and compare planned and produced output below:

Output planned	Output produced
<p>1.1 The existence of the publication "Decent Work and Labour Law in Bangladesh".</p>	<ul style="list-style-type: none"> ▪ The country study "Decent Work and Labour Law in Bangladesh" has been completed in December, 2010 and published 100 copies of the study report. <i>To follow the decision taken in the inception workshop, the same research team (who have conducted the regional study) has been assigned to conduct the research. In addition, an expert team has been assigned for reviewing the inspection, judiciary and tripartite system. As the research team was engaged to finalise the report of regional study, it's delayed to start drafting of the report of country study "Decent Work and Labour Law in Bangladesh."</i> ▪ As part to examine the decent work condition in the upcoming sector, three studies have been conducted during the period; one titled "Status of Maternity Protection of Women Workers in the Private Hospitals; another one is titled "Indigenous Women Workers in Beauty Parlour: Status, Rights and Living Condition" and other one is titled "Workers Rights in Bangladesh: a situation analysis of the workers in small garment industries of Keraniganj, Dhaka. The study reports have been prepared in Bangla. ▪ BILS has been working as the secretariat of the Workers' Group Sub-committee of the Tripartite Committee formed by the Ministry of Labour and Employment for reviewing the Labour Law 2006. During the period, BILS hosted several meetings of the Sub-Committee at its office. Still Workers Sub-committee has been using BILS's technical and secretarial support for reviewing the labour law. Besides, BILS has contributed in drafting of Labour Policy and still contributing in drafting OHS Policy. ▪ As the secretariat of Domestic Workers Network Forum, BILS submitted separate recommendations to include the domestic workers in the upcoming labour law.
<p>1.2 The trade union movement has with support from BILS drafted position papers containing recommendations to improve implementation of the labour law especially focusing on juridical, inspection and tripartite systems.</p>	<ul style="list-style-type: none"> - A position paper has been developed in August 2011 on the basis of the consultations with relevant stakeholders. The position paper has with recommendations to improve implementation of the labour law.

Output planned	Output produced
<p>1.3 The NTUC network of trainers have provided 200 activists with knowledge about the labour law and methods to improve its implementation</p>	<p>- A pool of 37 trainers have been identified and trained. The pool has been conducted a total of 6 training programme, from where 138 activists gained knowledge about the labour law and methods to improve its implementation.</p> <p>(Due to budget curtail, number of targeted activists reduced)</p> <p><i>As decent work campaign is the accepted position of the trade union movement of Bangladesh, during the training of the pool of trainers, 8 sectors has identified where anyone of the decent work indicators has the major deficit. Subsequently volunteers' training has been conducted from the identified sectors.</i></p>
<p>1.4 BILS and its member organisations have advocated for improved implementation of the labour law to key stakeholders at the national level and in society in general</p>	<p>- At least 300 workers have been oriented on decent work and labour law related issues and advocated with govt., employers, professionals through meeting, dialogue, roundtable etc. Besides, awareness raising and campaign activities have been conducted using different</p>
<p>2.1 The existence of two high quality studies concerning child labour and adolescent workers in the labour market</p>	<p>- All the activities for the adolescent workers have been shifted to the next phase due to withdrawn budget allocation.</p> <p>- An impact study on Child Labour Elimination Project has been conducted. The report is available.</p>
<p>2.2 NTUCs have drafted policy and position papers on legal protection and integration of child labour and adolescent workers issues in CBAs, Charter of demands, constitutions and by-laws</p>	<p>- A Position Paper on protection of child and adolescent workers has been developed by NTUCs with the support of BILS. Through a consultation meeting BILS associated NTUCs have been adopted the position paper.</p>
<p>2.3 Sectoral teams are established and equipped with knowledge and skills to advocate for adolescents rights and monitor implementation of the labour law in local project sites</p>	<p>- The activities have been shifted to the next phase due to withdrawn of budget.</p>
<p>2.4 Adolescent workers, local employers and local trade unions have increased awareness about violations of adolescents' labour rights and knowledge about methods to improve the conditions.</p>	<p>- The activities have been shifted to the next phase due to withdrawn of budget.</p>

Output planned	Output produced
<p>2.5 Teenagers have through participation in non-formal education and basic skills training gained improved future employment and income earning possibilities</p>	<ul style="list-style-type: none"> - A total of 449 teenagers from Tongi and Keranigang centres have been completed their 12 months duration NFE course. After completion of the course, either they are mainstreamed into formal education or referred into basic skill training course. - A total of 867 teenagers have been completed their 6 months duration BST course in 4 selected trades from Tongi and Keranigong centres. After completion of the courses, numbers of teenagers entered into job market or become self-employed. - A total of 50 teenagers have been completed one year duration apprenticeship training in auto workshop. After completion of the training, number of teenager have been entered into job market.
<p>2.6 Teenagers, local employers, local trade unions and parents have increased awareness about child labour and the labour law</p>	<ul style="list-style-type: none"> - As part of awareness raising campaign, number of cultural and social events conducted in Tongi and Keranigong areas. Besides, through different campaign activities (e.g. day observation, meeting with guardians, local community people, trade unions etc.) local community people, trade unions, employers as well as teenagers become aware on child labour.
<p>2.7 NTUCs have disseminated and advocated for policy/position papers on child labour and adolescent workers issues.</p>	<ul style="list-style-type: none"> - Position paper has been developed during this phase. But dissemination and advocacy related activities shifted to next phase due to budget withdrawn.

<p>3.1 The BILS/Metal sector team are equipped with knowledge and skills to plan a campaign.</p>	<ul style="list-style-type: none"> - A trade union forum has been formed in Chittagong named “TU Forum for Shipbreaking Workers.” The Forum has been working in Chittagong as BILS/Metal sector team. On the other hand, a metal sector team has been formed in Postogola, Syampur, Dhaka for re-rolling mills. Both the team are now equipped with knowledge through orientation and workshop. Nowadays, the teams become skill enough to plan a campaign.
<p>3.2 The BILS/Metal sector team position paper on minimum wage standards and occupational health and safety is formulated and advocated to government and employers.</p>	<ul style="list-style-type: none"> - Through different workshops and meetings with BILS/Metal sector team, a position on minimum wage and OHS has been formulated and adopted by the NTUCs. - 2 tripartite discussions has been conducted between BILS/NTUC Metal Team, government and employers on formation of minimum wage board and OHS issues. - BILS/Metal sector team has been conducted 2 dialogues/lobbying with Labour Inspection Department in Dhaka and Chittagong for increasing inspection in workplaces.
<p>3.3 The BILS/NTUC local metal committees have increased knowledge about the labour law and skills to advocate for improving metal workers living and working conditions.</p>	<ul style="list-style-type: none"> -Through numbers of orientation, training and workshop, BILS/NTUC local committees have increased knowledge on labour law, workers’ rights, OHS issues etc. and skilled to advocate for improving workers living and working condictions.
<p>3.4 Metal workers in the re-rolling and ship breaking industries have increased knowledge about basic workers rights, minimum wage and occupational health and safety.</p>	<ul style="list-style-type: none"> - As a focal point for service delivery to the metal workers, an ‘OHS House’ has been established in Sitakundu, Chittagong. Through the house all the awareness raising campaign and capacity building activities have been organised. An organiser’s team have been formed in local area to organise the orientation programmes. -A total of 21 orientation programme has been conducted at the OHS House, Sitakundu, Chittagong. Through the training, a total of 309 Re-rolling and Shipbreaking Workers have been knowledgeable on basic workers rights, minimum wage and occupational health and safety. <p><i>(Due to withdrawn of budget allocation, total number of orientation programmes have been deducted and thus total targeted workers reduced)</i></p> <ul style="list-style-type: none"> - As part of campaign at the local level May Day, HR Day, Commemoration Day have been observed with exhibition, discussion, human chain etc.

<p>4.1 NTUCs in the construction sector have enhanced skills to carry out campaigns at national level for improving construction workers living and working conditions.</p>	<p>-A BILS/NTUC Sectoral (Construction) Team has been formed in Dhaka. Through participating materials development workshops, the team have enhanced their skills to develop campaign and training materials.</p>
<p>4.2 The BILS/NTUC construction sector team Common Demand on minimum wage, appointment letters, accident compensations, and safer and healthier working conditions is formulated and advocated to government and employers.</p>	<p>- Through meeting and workshop with Construction Sector Team, a five-point Common Minimum Demand (CMD) on minimum wage, appointment letter, accidental compensation and safer and healthier working conditions for construction workers has been formulated. And through a delegate conference the CMD has been adopted by the NTUCs. On the basis of the CMD, the NTUCs have been advocated with relevant govt. authority including labour inspection department of Dhaka and Chittagong.</p>
<p>4.3 The BILS/NTUC local construction committees have increased knowledge about the labour law and skills to advocate for improving construction workers living and working conditions.</p>	<p>- Due to withdrawn of budget, the Activity shifted to the next phase.</p>
<p>4.4. NTUCs Sectoral federations and local unions have raised awareness of construction workers and advocated their common demands for minimum wage, better social security, better accident compensations, safer and healthier working conditions to government authorities and employers at local level.</p>	<p>- Due to withdrawn of budget, the Activity shifted to the next phase.</p>

8. ACTIVITIES:

Numbers of activities have been dropped due to budget withdrawn and internal and external factors. Due to delay to complete the study “Decent Work and Labour Law in Bangladesh,” some related activities delayed to implement and some are dropped. All activities related to adolescent workers have been dropped due to budget withdrawn. Due to unavailability of a suitable house to rent for OHS house, almost one and half year delayed to start the OHS house in Sitakundu, Chittagong, which hampered to conduct the related orientation programmes of workers on basic rights, MW and OHS issues. As a result, instead of targeted 90 orientation programmes, only of 21 programmes have been conducted, by which, a total of 309 Re-rolling and Ship breaking Workers have been oriented on basic workers rights, minimum wage and occupational health and safety. Most of the activities under sub-component 4 have been dropped due to budget withdrawn.

At the beginning of the project, 2 studies have been undertaken simultaneously under regional and country programmes. Considering some similar factors for both the studies, it was decided to conduct the studies simultaneously by the same research team. The decision made the country study delayed and hampered to carryout its related activities. It was our lesson learned that different team had to be engaged for country study.

Formation of ‘TU Forum for Ship breaking Workers’ was a successful lesson learned. Due to formation of this Forum consisting local and national prominent TU leaders, it became easier to intervene into the ship breaking sector to work for the workers over there. Before this initiative, there was no common platform of TUs to work for the ship breaking workers.

Activity #	Activities planned	Activities Implemented
Sub-Component-1: Development of Democratic Labour Market		
1.1.1	Formation of research team	A research team has been formed and carried out the study “Decent Work and Labour Law in Bangladesh”
1.1.2	4 one-day quarterly consultation meeting	4 quarterly consultation meeting has been conducted for interview with experts and review documents and statistics.
1.1.3	10 half-day Progress monitoring meeting	10 progress monitoring meeting has been conducted on drafting report and recommendations and editing and translation of the study report.
1.1.4	Printing & publication of “Decent Work and Labour Law in Bangladesh”	The study report has been printed as a publication.
1.2.1	1 two-day National Research Conference	The activity has been shifted to the next phase due to budget withdrawn
1.2.2	4 one-day policy consultation meeting	The activity has been shifted to the next phase due to budget withdrawn
1.2.3	2 two-day policy consultation workshop	The activity has been shifted to the next phase due to budget withdrawn
1.2.4	1 two-day national policy conference	The activity has been shifted to the next phase due to budget withdrawn
1.3.1	2 five-day Campaign Devt. Training Workshop (On the basis of training module, 4 day training workshop has been conducted instead of 5)	Two 4-day Campaign devt. Training workshop titled “Decent Workplace: Future Campaign for Effective Implementation of Labour Law” held in BILS Seminar Hall, Dhaka.

1.3.2	2 three-day Material (Manual) Development Workshop	2 three-day long materials development workshops have been conducted. Through the workshops, the volunteers have been trained on developing campaign materials.
1.3.3	10 three-day Volunteer's workshop <i>(Due to budget curtail, number of targeted activists reduced & present target is 6 workshop instead of 10)</i>	A pool of 37 trainers have been identified and trained. The pool has been conducted a total of 6 training workshops, from where 138 activists gained knowledge about the labour law and methods to improve its implementation.
1.4.1	3 x 2-days workshop for production of IEC materials <i>(Due to budget curtail, number of targeted activists reduced and present target is 1 workshop instead of 3)</i>	1 two-day workshop has been conducted for production of IEC materials.
1.4.2	Materials production (Design and Printing)	Different campaign materials have been published during the period. A total of 2000 copies of yearly calendar, 2000 copies of BILS Profile, 2000 copies of notebook, 1000 copies of May Day card, 1000 copies of poster and 1000 copies of Leaflet have been published and distributed.
1.4.3	Orientation Meetings for 3000 workers <i>(Present target is 300 workers. Due to budget withdrawn target number reduced)</i>	At least 300 workers have been oriented on decent work and labour law related issues and advocated with govt., employers, professionals through meeting, dialogue, roundtable etc. Besides, awareness raising and campaign activities have been conducted using different campaign materials.
1.4.4	6 x 1-day Awareness meetings with members – 200 members each (May Day, HR day) <i>(Present target is 3 meeting. Due to budget withdrawn target number reduced)</i>	3 Awareness meetings have been conducted in May Day and HR Day as part of campaign. At least 600 members have been participated in the meetings.
1.4.5	6 Roundtable meetings with employers and government <i>(Present target is 1 roundtable. Due to budget withdrawn target number reduced)</i>	1 roundtable discussion on “Present Status of the Implementation of Labour Law: special focus on construction sector” has been conducted on 9 August 2011 at Dhaka Reporters Unity. A total of 32 participants including NTUC leaders, labour inspectors, human and workers rights organisations attended the meeting.
1.4.6	12 Meetings with Ministry, employers, Inspectors, lawyers & NGOs <i>(Present target is 2 meetings. Due to budget withdrawn target number reduced)</i>	2 meeting with labour inspection department and lawyers and NGOs have been conducted A meeting with lawyers and members of labour court held on 28 June 2011 at BILS Seminar Hall, Dhaka.
1.4.7	Conduct of lobby activities	The activity has been shifted to the next phase due to budget withdrawn
1.4.8	6 Dialogue with professionals	The activity has been shifted to the next phase due to budget withdrawn

1.4.9	6 Meetings with sectoral Trade Unions (3 meeting is revised target)	3 Meeting has been conducted with sectoral trade unions
1.4.10	1 x 1-day Journalist meeting	1 day long journalists meeting held on 30 March 2011 in BILS Seminar hall. A total of 30 journalists from print and electronic media were participated.
1.4.11	3 x half day Columnists meeting	The activity has been shifted to the next phase due to budget withdrawn
1.4.12	Printing of Campaign Materials	A total of 58 issues of Bangla Press clippings and 29 issue of English Press clipping published during the period. Besides, a total of 22 issues of bulletin (Bangla-17, English-5) and 4 issues of Journal (Bangla-2, English-2) published during the period.
1.4.13	1 two-day National Conference	The activity has been dropped due to withdrawn of budget
Sub-Component-2: Promoting protection of child and adolescent workers		
	Activities planned	Activities implemented
2.1.1	1 Impact study on CLEP	1 impact study on CLEP has been completed
2.1.2	1 Research study of working conditions of adolescent workers and violations of labour law in 4 selected sectors in Dhaka.	The activity has been shifted to the next phase due to budget withdrawn
2.2.1	1 x 1-day meeting for formation of NTUCs Child Labour Cells	Through a meeting with NTUCs, a child labour network has been developed consists of 21 members, which includes 14 members from BILS associated NTUCs (1 from each NTUC), 6 sub-component advisory committee members and 1 project officer.
2.2.2	1 x 3-days Policy drafting workshop on child labour and adolescent workers	The activity has been dropped due to budget withdrawn
2.2.3	Develop draft policy	The activity has been dropped due to budget withdrawn
2.2.4	3 x 1-day NTUCs Consultation Review Meetings on adopted policy	1 Review meeting has been conducted and rest 2 has been dropped due to budget withdrawn
2.2.5	Printing & dissemination position/policy papers	The position paper has been printed and disseminated to the NTUCs
2.3.1	3 x half-day sectoral team formation meetings (match, Hotel & Restaurant, Goldsmith & Local transport)	The activity has been shifted to the next phase due to budget withdrawn
2.3.2	Development/production of information and training materials	The activity has been shifted to the next phase due to budget withdrawn
2.3.3	2 x3-day training of 20 volunteers on integrating adolescent workers concerns in CBAs, Charter of Demands, Constitution and By Laws	The activity has been shifted to the next phase due to budget withdrawn
2.3.4	7 x 1-days training of trade union volunteers on	The activity has been shifted to the next phase due to budget withdrawn

	adolescents rights and advocacy issues for 20 persons each	
2.3.5	1 x 3-day Campaign plan workshop	The activity has been shifted to the next phase due to budget withdrawn
2.4.1	Develop and display awareness raising materials like poster, leaflet etc.	The activity has been shifted to the next phase due to budget withdrawn
2.4.2	6 Advocacy meeting with union leaders, employers associations, Local Govt. Authorities etc.	The activity has been shifted to the next phase due to budget withdrawn
2.4.3	Prepare progress report on quarterly basis.	The activity has been shifted to the next phase due to budget withdrawn
2.4.4	6 Experience Sharing meetings on the basis of reports	The activity has been shifted to the next phase due to budget withdrawn
2.5.1	Non-formal education to 384 teenagers in Tongi and Keraniganj	A total of 449 teenagers in Tongi and Keraniganj have been withdrawn from workplaces and received NFE.
2.5.2	Basic skills training to 768 (including NFE graduates) teenagers in Tongi and Keraniganj	A total of 867 teenagers in Tongi and Keraniganj have been received BST in selected four trade and joined into job market.
2.5.3	Operating 1 motor workshop to provide apprenticeship to 48 teenagers	A total of 50 teenagers in Tongi motor workshop have been received apprenticeship and join into job market.
2.5.4	Healthcare and medicine supply to 1200 child labour and teenagers	At least 1000 child labour and teenagers have been received health service from the project.
2.5.5	Development of sustainability plan for motor workshop	A sustainability plan for motor workshop has been developed.
2.6.1	Revision of education materials for child right forums (integrating labour law, CR Safety, leadership and communication)	Different education materials (e.g. booklet, handout etc.) have been revised and republished.
2.6.2	Establishment of CRFs (batchwise)	Due to budget withdraw the activity has been shifted to next phase.
2.6.3	4 cultural and social events (advocacy) organised by CRF	4 cultural and social events organised in both Tongi and Keraniganj areas.
2.6.4	Local rallies	In observing World Day against Child Labour, 2 rallies have been conducted in Tongi and another 2 rallies have been conducted in Keraniganj areas.
2.6.5	8 half day Centre Development Committee meetings including community discussions	The activity has been dropped due to unavailability of the Committee's members. <i>(Due to the emergency period and ban of TU activities, most of the members of the Committee became scattered and inactive. Initiatives have been taken to re-organise them, but that did not bring positive result. At present, new Committee</i>

		<i>formation is under process.)</i>
2.6.6	8 Parents Meetings (4 in Tongi and 4 in Keraniganj)	A total of 8 parents meetings (4 in Tongi and 4 in Keraniganj) have been conducted during the period.
2.7.1	3 Orientation Seminars AWR CLE (P, K,T, L, Tg, N. Market-Nilkhet)	The activity has been dropped due to budget withdrawn
2.7.2	1 Roundtable Discussion with NGOs, civil society (50 participants)	The activity has been dropped due to budget withdrawn
2.7.3	4 dialogues with govt for enforcement of labour law and enhance the inspection mechanism	The activity has been dropped due to budget withdrawn
Sub-Component-3: Poverty Reduction and Workers in the hazardous metal sector		
	Activities planned	Activities implemented
3.1.1	1 baseline study to determine living wage	A baseline study to determine living wage has been completed. Report is available.
3.1.2	1 x 1-day Meeting to form NTUC Sectoral (metal) team for 20 participants	1 one-day meeting held in Chittagong on March 2009 to form NTUC Sectoral (metal) team. Through the meeting a team has been formed consists of 23 members, afterwards, number of members has been increased up to 35.
3.1.3	3 x 1 day meetings to form Area-Wise Trade Union Teams (15 pers each)	2 one day meeting has been conducted to form Area-wise trade union teams. Through the meeting, an area-wise trade union team has been formed in Postogola, Syampur, Dhaka for workers in re-rolling industries.
3.1.4	1 x 1-day 1 Country Programme orientation workshop on sub- component 3	On 09 October 2009, an orientation workshop has been conducted in Chittagong with Metal Sector Team and Trade Union Forum for Shipbreaking Workers. Through the workshop related trade union leaders became oriented on the activities of the project.
3.1.5	3 x 2-days workshops for formulating argument on minimum wage standards	Due to budget withdraw, the activities have been dropped.
3.1.6	1 x 5-days workshop on Developing a Campaign / Advocacy <i>(Revised target is 1 two-day workshop)</i>	1 two-day workshop held in Chittagong on 25 June 2011 to develop an advocacy plan. Other than TU Forum for Ship breaking Workers, number of professionals, NGO representatives, labour Inspection department representatives attended in the workshop. Considering the opinions and comments of the participants, an advocacy plan has been develop to advocate in favour of the rights of the workers of shipbreaking industries.
3.2.1	2 x 2-days workshops on preparation of position paper on minimum wage and OHS issues <i>(Revised target is 1 one- day workshop)</i>	A day-long workshop has been conducted to develop NTUC sectoral position paper on fixation of minimum wage and OHS standards. Leaders of Trade Unions Forum for Shipbreaking Workers and local trade unions representatives participated in the workshop. Through the workshop a content of the position paper has been drafted, which has been finalised afterwards.
3.2.2	3 x 1 day meetings (in between workshops) on preparing the Position	1 one-day meeting meetings on preparing the Position Paper on Minimum Wage and OHS issues held on 6 February 2010 at BILS Seminar Hall, Dhaka.

	Paper on Minimum Wage and OHS issues (Revised target is 1 one-day meeting)	
3.2.3	1 x 1-day policy meeting for adoption of position paper	A day long policy meeting has been conducted with NTUCs in BILS Seminar Hall, Dhaka on 22 August 2011. Different issues of the position paper have been discussed in the meeting and at last it adopted by the NTUCs.
3.2.4	Submission of representation to the government for the Minimum Wage Board formation	TU Forum for Ship breaking Workers has been submitted a representation to the Ministry of Labour for formation of minimum wage board for the workers of ship breaking industries.
3.2.5	1 x 1-day Roundtable Discussion with the different stakeholders	The activity has been dropped due to budget withdraw
3.2.6	8 tripartite discussions/social dialogues between BILS/NTUC Metals Teams, government, and employers on Minimum Wage Board formation and OHS issues (Revised target is 4 discussion)	4 tripartite discussions has been conducted in Dhaka and Chittagong between BILS/NTUC Metal Team, government and employers on MW Board formation and OHS issues. 3 discussion held in Chittagong and 1 in Dhaka.
3.2.7	3 x 2 days National Consultation and evaluation meetings (Revised target is 1 one-day meeting)	A national consultation and evaluation meeting held in BILS Seminar Hall, Dhaka on 11 August 2011.
3.2.8	Development, production and distribution of 25,000 copies of brochures on minimum wage and OHS issues	A total of 25,000 copies of brochures on minimum wage and OHS issues has been developed, produced and distributed during the period.
3.2.9	Press Conference	On 20 April, 2010, a Press Conference held by the Shipbreaking Workers Trade Union Forum at the national press club, Dhaka. The convener of Ship Breaking Workers Trade Union Forum, Babu Tapan Datta placed demands including formation of a high power committee for investigating the causes of accident and monitoring of the implementations of the labour law.
3.2.10	Carry out Media campaign activities (publications in newspapers, features, articles, etc.)	Arranged visit for journalists in Dhaka and Chittagong aiming to publish investigating report on hazardous metal sector (Ship breaking & Re-rolling) on different English and Bengali national dailies. 4 reports have been published on The Daily Independent, The Daily Jugantor, The Daily Janakantha and The Daily News Today. Besides, all the campaign related activities covered by different print and electronic medias.
3.3.1	1 x 2-day orientation programme for trainers	One 1-day orientation programme for training organising team held on 4 November 2010 in OHS house, Sitakundu, Chittagong. Afterwards, another one 1-day orientation programme for the trainers has been conducted on 31 March, 2011 in OHS

		House, Chittagong, where 25 participants participated.
3.3.2	2 x 3-day workshop for Development and production of OHS and workers rights Training Package	2 workshops held in Chittagong for development and production of OSH and workers rights training package. First one held on 28 March 2011 for one day and another one held on 29-30 March 2011 for two days.
3.3.3	3 x 5-day workshops for members of the Area - Based Committee on Basic Labour Law and Workers' Rights, OHS issues <i>(1 workshop dropped due to budget withdraw)</i>	2 five-day training workshops for the area based committee has been conducted on Basic Labour Law and Workers' Rights and OHS issues. One training held on 21-24 March in Chittagong and another one on 26-29 April, 2010 in Dhaka
3.3.4	3 x 4-day workshops for local teams on campaign, negotiation, dialogue and other advocacy activities <i>(2 workshop dropped due to budget withdraw)</i>	1 two-day workshop for local team held in Chittagong on 19-20 August 2011 on campaign, negotiation, dialogue and other advocacy activities.
3.4.1	6 x 1-day Network meetings with other local level stakeholders <i>(3 meetings dropped due to budget withdraw)</i>	3 Networking meeting has been conducted with other local level stakeholders. First meeting held in Chittagong with the members of federations, Second meeting held at R.K Match Factory Workers Union Office, Postogola, Dhaka and last meeting held at Re-rolling mills local union office, Postogola, Dhaka. Local metal team and trade union leaders participated in the meeting.
3.4.2	5 x 1-day Dialogues/lobbying D Implemation L.L & OHS situation at workplaces <i>(3 dialogues dropped due to budget withdraw)</i>	As part of the dialogue/lobby with Inspection Department, 2 meeting has been conducted with the Deputy Chief Inspector, Chiattagong at his office. First meeting held on 29 August 2010 and another one held on 25 August 2011. Both the meeting focused on regularizing and filing the cases against the violation of labour law.
3.4.3	6 Area - wise seminars/dialogues at LL multi sector <i>(4 dialogue dropped due to budget withdraw)</i>	Two area-wise dialogues have been conducted at local level multi sector. Fist dialogue held at Mohammadia Calendaring Union Office, Dhaka with local level multi sector participants. Another dialogue held at Postogola, Dhaka with local multi sector trade union participants.
3.4.4	Establish a well functioning OHS House in Sitakunda/Chittagong	An OHS House has been established in Sitakundu, Chittagong named "BILS Information and Training Centre." During the period, number of meeting, orientation, training and campaign activities have been conducted from the centre.
3.4.5	90 x Half - day orientation progr. for workers on basic rights, minimum wage and OHS issues (90 x20 pers = 1800) <i>(Revised target is 32 orientation)</i>	A total of 21 orientation programmes have been conducted at the OHS House, Sitakundu, Chittagong. Through the training, a total of 309 Re-rolling and Shipbreaking Workers have been knowledgeable on basic workers rights, minimum wage and occupational health and safety.
3.4.6	Produce 20,000 copies of leaflets and 20,000 copies of flyers	In consultation with the sub-component advisory committee and sectoral metal team, a leaflet and a flyer have been designed and produced 20,000 copies of leaflets and 20,000 copies of flyers. During the time, produced leaflet and flyers

		have been distributed.
3.4.7	Local campaign through distribution of campaign materials- May Day celebration, Human Rights day (4 meeting)	Two May Day and Two Human Rights Day have been observed during the period. Different campaign activities (e.g. rally, human chain, exhibition etc.) have been conducted to observe the day. Produced campaign materials have been distributed in the events.
3.4.8	Review meetings	6 (4 in Dhaka and 2 in Chittagong) project review meetings have been conducted during the period.
3.4.9	Coordination meetings	3 Coordination meetings have been conducted during the period.
Sub-Component-4: Poverty Reduction and Workers in the hazardous Construction sector		
	Activities planned	Activities implemented
4.1.1	1 Baseline survey in selected areas in Dhaka on status of construction workers rights and unions	A baseline study in selected areas in Dhaka on status of construction workers rights and union have been completed. Study report is available.
4.1.2	1 x 1-day meeting to form the NTUC Sectoral (Construction) Team	1 one-day meeting has been conducted in Syampur, Dhaka with NTUCs to form Sectoral (Construction) Team. Through the meeting Construction Workers TU Team has been formed consists of 16 members.
4.1.3	2 x 3-days Materials Development Workshop for developing training manuals on Labour Law and Minimum Wage, Appointment Letters, Building Code, Occupational Health and Safety, and Accidents & Compensation, Gender Issues	A 2-day manual development workshop has been conducted on 27-28 March 2011 in BILS Seminar Hall, where 10 participants attended. <i>[As one 2-day workshop covered most of the areas, another workshop has been dropped]</i>
4.1.4	2 x 3-days Materials Development Workshop for developing training manuals on Campaigns and Advocacies <i>(1 workshop dropped due to withdrawn of budget)</i>	
4.2.1	1 x 2-day workshop to draft Common Demand	A 2-day workshop for preparation of Common Demand has been conducted on 16-17 April, 2010 at BILS Seminar hall, Dhaka.
4.2.2	4 x half-day meetings to complete draft Common Demand for 8 persons	4 half-day meeting held for preparation of Common Minimum Demand held on 8 May, 15 May, 12 June and 20 June 2010 at BILS Seminar Hall, Dhaka.
4.2.3	1 x 1-day BILS/NTUC Construction Team Leadership Conference for consolidation and adoption of common demands and campaign plan(s)	On 31 July 2010, a construction sector delegate conference for the consolidation and adoption of draft common minimum demand held at BIM, Dhaka. A total of 132 (male-127, female-05) participants from different federations/institutions participated in the conference. Through the conference the draft Common Minimum Demand has been finalised and adopted by the NTUCs.

4.2.4	Press conference on common demand	<p>1 press conference held on 9 August 2011 at Dhaka Reporters' Unity on NTUC Common Minimum Demand. Leaders of 8 unions of the construction workers and leaders of 2 human rights bodies attended in the press conference.</p> <p>To draw the attention of government and policy makers as well as to form public opinion in favour to ensure construction workers health and safety, a human chain has been organised on 26 July 2011 in front of national press club, Dhaka.</p>
4.2.5	Development and production of 40,000 copies of leaflets and 20,000 copies of flyers	During the reporting period, a total of 40,000 copies of leaflets and 20,000 copies of flyers developed, printed and distributed.
4.2.6	Submission of Common Demands to govt. authorities & employers' associations	The activity has been shifted to the next phase due to budget withdrawn
4.2.7	1 Round Table Discussions with different stakeholders for 50 participants (Trade Unions, Employers, NGO's, Govt. authorities (concern ministries), Inspection Dept., Academics, Economists, Professional groups like journalists, Lawyers etc.)	The activity has been dropped due to withdrawn of budget
4.2.8	8 dialogues / tripartite discussions with different government authorities, labour inspectorates, and employers groups on common demand (<i>Revised target is 2 dialogues</i>)	<p>Two dialogues have been conducted with labour Inspection department in Dhaka and Chittagong. First dialogue held with the Deputy Chief Inspector, Chiattagong on 28 August 2010 and another one held on 25 August 2011 at BILS Seminar hall, Dhaka. In both the dialogues, representatives of trade unions put emphasize on increasing inspection in different construction sites. The trade union representatives shared their five-point charter of demand to ensure their rights, which includes better wages, occupational healthcare facilities, better working environment etc.</p> <p>3 joint meeting of sub-component advisory committee and construction team members held during the period. First meeting held on 2 June 2011, second meeting held on 29 June 2011 and the third meeting held on 16 August 2011 at BILS Seminar Hall, Dhaka.</p>
4.3.1	1 day Country programme orientation workshop in construction component for NTUC Construction local area based committee covering Labour Law, Minimum Wage, Appointment letters, Gender Issues, Building Code, Occupational Health and Safety, and Accidents & Compensation.	The activity has been dropped due to withdrawn of budget

4.3.2	BILS-NTUC Sectoral team Workshop for developing Advocacy Plan	The activity has been dropped due to withdrawn of budget
4.4.1	1 x 5-days training programme covering Labour Law / Minimum Wage/Appointment letters/Id cards, Gender Issues, Building Code, Occupational Health and Safety, and Accidents & Compensations for federations and the local unions.	The activity has been dropped due to withdrawn of budget
4.4.2	20 x 2-day plant level week-end programmes covering Labour Law / Minimum Wage, Appointment letters, Gender Issues, Building Code, Occupational Health and Safety, and Accidents & Compensations. 400 participants (20 x 20=400 participants)	The activity has been dropped due to withdrawn of budget
4.4.3	200 campaign (site) meetings (evening) for educating 2000 workers on Labour Law / Minimum Wage/Appointment letters/id cards, Gender Issues, Building Code, Occupational Health and Safety, and Accidents & Compensations (2000 participants)	The activity has been dropped due to withdrawn of budget
4.4.4	6 dialogues with the local government representatives, labour department and employers for evaluating implementation of the Common Demand in pilot areas including inspection mechanism on OHS situation at workplaces. <i>(Revised target is 3 dialogues)</i>	A dialogue titled "Occupational Safety of Construction Workers" has been conducted with Govt. Labour Inspection Department on 20 August 2011 at BILS Seminar Hall, Dhaka. A total of 24 participants including labour inspectors and officials, BILS and national trade union leaders participated in the dialogue.
4.4.5	10 meetings with the city corporation for integration of social clauses in the government construction contracts in compliance with the labour law. <i>(Revised target is 2 meeting)</i>	As the city corporation did not provide time schedule for meeting, revised targeted 2 meetings could not taken place during this phase

4.4.6	Production of Advocacy materials (posters, booklet, flyers, brochure, handbook)	Different advocacy materials have been produced on the rights of construction workers. A total of 2000 copies of poster and 2000 copies of brochure have been published and distributed.
-------	---	--

9. EFFICIENCY:

Though the annual plans of action were realistic, but during 2 years emergency period of the country and ban on trade unions activities, most of the trade unions leaders became unorganized and scattered. As a result, in the inception year, the project could not implement major planned activities related with trade unions. But it has been covered by the following years.

Though the project organisation and management had a good quality, some problems have been faced by the BILS regarding service charge. While some activities could not be implemented due to external factors, BILS had not get service charge from that activities. Then, it became difficult for BILS to manage administrative costs, staff salary etc.

It was not considered in the project design under assumptions that the trade union leaders could be unavailable at the inception period of the project, which may hamper the project implementation. Besides, unavailability of a suitable house for rent for establishing OHS House had not been considered in the design under assumptions.

10. FULFILMENT OF OBJECTIVES:

Development Objective	Indicators of Achievement	Achievement (so far)
By the end of 2015 the working and living conditions for children, women and men in both the formal and the informal economy will have improved substantially by strengthening the democratic institutions in the labour market and through the inclusion of the decent work agenda in the national labour legislation of selected countries in Asia.	<p>Compared to baseline data, the final impact studies indicate that :</p> <ul style="list-style-type: none"> -At least 15.000 workers in the re-rolling and ship-breaking industries have benefited from the new minimum wage. -At least 500 metalworkers have improved working conditions through implementation of labour law provisions concerning appointment letter, provision of safety devices and safe drinking water in at least 20 re-rolling mills, 5 ship breaking and 5 shipbuilding yards. -More than 200 adolescent workers in selected sectors have gained more secure employment conditions through development and implementation of appropriate labour inspection tools and systems. -At least 1000 construction workers in pilot project construction sites have obtained better wages, 	<p>The initiative for achieving this development objective is satisfactory, though output is not visible accordingly. During the project period, capacity of the democratic institutions of labour market has been strengthened.</p> <p>Bangladesh labour Act, 2006 is on the process to amend especially the sections that contradict with the Decent Work agendas of ILO. BILS and its affiliated NTUCs have a great contribution in the process of reformation of law. BILS is an active member of Labour law reformation committee formed by the ministry of labour and employment of Bangladesh Government. Along with NTUCs, BILS submitted a set of recommendations for amendment. During the time, minimum wage in the garments sector has been established. Side by side, fixing of living wage in different sectors got priority both in government and policy makers level. Moreover, the overall TU participation, especially women involvement has been increasing rapidly. And organize the workers of informal sector became prioritized issue of BILS and SKOP. However, the progress trend indicates target may be achieved with condition to more integrated initiatives.</p>

	<p>appointment letters, and compensation in relation to workplace accidents.</p> <p>-At least 1400 (including NFE, BST, and MWT) teenagers trained in BST and MWT have obtained income earning jobs within their field of skills training.</p>	
Immediate Objectives	Indicators of Achievement	Achievement (so far)
<p>1. By 2011 the capacity of BILS member organisations to formulate policies and advocate actively for concrete mechanisms to implement the labour law is increased.</p>	<p>-Position papers developed by the trade union movement to improve the juridical, inspection and tripartite system have been presented and discussed with government and employers.</p> <p>-At least 3000 workers in local workplaces have increased awareness about the content of the labour law and the NTUCs recommendations to improve enforcement of the law.</p> <p><i>(As per the latest revised PIP, indicator of achievement re-settled 300 workers instead of 3000)</i></p>	<p>-A position paper has been developed by trade union movement to improve the juridical, inspection and tripartite system. On the basis of the position, the trade unions have been discussed with relevant government authority as well as employers.</p> <p>-At least 300 workers have been oriented on decent work and labour law related issues and advocated with govt., employers, professionals through meeting, dialogue, roundtable etc. Besides, awareness raising and campaign activities have been conducted using different campaign materials.</p> <p>-BILS has been working as the secretariat of the Workers' Group Sub-committee of the Tripartite Committee formed by the Ministry of Labour and Employment for reviewing the Labour Law 2006. During the period, BILS hosted several meetings of the Sub-Committee at its office. Still Workers Sub-committee has been using BILS's technical and secretarial support for reviewing the labour law.</p> <p>-As the secretariat of Domestic Workers Network Forum, BILS submitted separate recommendations to include the domestic workers in the upcoming labour law.</p> <p>Through Women Workers Development Programme (WWDP), BILS submitted a recommendation to ensure more women rights and equality.</p>

<p>2. BILS has supported teenagers in obtaining professional skills and has promoted the capacity of trade unions to advocate for child and adolescents rights as well as implementation of the labour law.</p>	<p>-1152 teenagers have gained professional qualifications through participation in non-formal education and basic skills training.</p> <p>-48 adolescents have improved professional skills through completion of apprenticeship as motor mechanics.</p> <p>-Position paper for improving legal protection of child and adolescent workers have been developed by NTUCs and discussed with government and employers.</p>	<p>- A total of 1316 (NFE-449 & BST 867) teenagers have gained professional qualifications through participation in non-formal Education and basic skills training.</p> <p>- A total of 50 adolescents have improved professional skills through completion of apprenticeship as motor mechanics under the motor workshop project.</p> <p>- A Position Paper on improving legal protection of child and adolescent workers has been developed by NTUCs with the support of BILS. Through a consultation meeting BILS associated NTUCs have been adopted the position paper.</p>
<p>3. The capacity of BILS member organisations and sectoral teams in the metal sector to advocate for minimum wage standards and better working conditions for workers in the re-rolling, ship breaking, and shipbuilding industries is improved.</p>	<p>-Position paper for formation of minimum wage board in selected metal sectors has been developed by the BILS/NTUC Sectoral Metal team and discussed with the government and employers.</p> <p>-A total 1,800 metalworkers within the re-rolling, ship breaking and shipbuilding have been trained in OHS, minimum wage and labour law.</p>	<p>- Through different workshops and meetings with BILS/Metal sector team, a position on minimum wage and OHS has been formulated and adopted by the NTUCs.</p> <p>2 tripartite discussions have been conducted between BILS/NTUC Metal Team, government and employers on formation of minimum wage board and OHS issues.</p> <p>BILS/Metal sector team has been conducted 2 dialogues/lobbying with Labour Inspection Department in Dhaka and Chittagong for increasing inspection in workplaces.</p> <p>A total of 21 orientation programme has been conducted at the OHS House, Sitakundu, Chittagong. Through the training, a total of 309 Re-rolling and Shipbreaking Workers have been knowledgeable on basic workers rights, minimum wage and occupational health and safety.</p> <p>(Due to withdrawn of budget allocation, total number of orientation programmes have been deducted and thus total targeted workers reduced)</p>
<p>4. The capacity of BILS member organisations and their affiliated unions in the construction sector to advocate for better wage standards, appointment letters, accident compensation, safer and healthier working conditions for construction workers is improved</p>	<p>-Common demand for better wage standards, compensation and OHS have been developed by BILS/NTUC Sectoral Construction team and discussed with the government and employers.</p> <p>-At least 2,000 construction workers have been trained in labour law, building code, gender issues and OHS.</p>	<p>Through meeting and workshop with Construction Sector Team, a five-point Common Minimum Demand (CMD) on minimum wage, appointment letter, accidental compensation and safer and healthier working conditions for construction workers has been formulated. And through a delegate conference the CMD has been adopted by the NTUCs. On the basis of the CMD, the NTUCs have been advocated with relevant govt. authority including labour inspection department of Dhaka and Chittagong.</p> <p>The activity has been dropped due to withdrawn of budget</p>

Most of the assumptions were valid except few. The political leadership of the NTUCs, local unions and BILS leadership were being committed to the programme objectives, trade union activists were available for training, The BILS and NTUCs had capacity to formulate positions papers and carry out advocacy targeting key stakeholders in the labour market, BILS pool of training materials developers were available and operational etc.

But the assumption that 'govt. will not carry out legislation, activities or decisions' were not valid. Rather, Government has been taken initiative to reform existing Labour Act, 2006 to amend the sections that make obstacles for access the rights of the workers. Besides, Government has been formulated child labour elimination policy, 2010, labour policy and going to formulate OHS policy. In addition, government has been supporting to establish trade unions in different sectors. BILS has an active involvement on the policies enactments and law review.

Major Content of Position Paper on Improve Implementation of Labour Law

Through a policy development workshop, a position paper has been finalized by the NTUCs for improved implementation of Labour Law. The main positions are as follows:

- All sort of barrier should be removed from the law for the trade union activities and workers should be given the full freedom to choose their representatives.
- Active enforcement efforts are needed from the side of the government. In this regard, government enforcement must be the cornerstone of viable response to workplace violations.
- New strategies should be adopted to address current reality of industrial and labour relations. In this regard pro-active "investigation driven" enforcement rather than reacting to complaints should be introduced.
- Enhancement of resource, power and coverage is also necessary for effective enforcement.
- Strict and severe penalties for labour law violation must be introduced. A system of significantly strengthened and updated penalties to ensure compliance and deterrence should be initiated.
- The role of the government including the concerned ministries should be strengthened to gear up social dialogue through formal bipartite and tripartite bodies to ensure workers voice to balance the conflicting relations, which will lead to achieve decent work for all.
- Participation Committees and Trade Unions in the establishments should be formed according to the true sense of the term and they should be made responsible to serve both the interest of the employers and the employees.
- The negative attitude of the establishment/factory owners regarding the formation and operation of trade unions to be avoided and the use of hooligans to threaten the union leaders should be stopped.
- Representation of workers at all levels should be popular, participatory and elected not by the employers' choice or political preference. Only such representation will be meaningful and the mechanisms envisaged in the labour law will be contributory to the achievement of decent work in the workplaces.
- The scope of inspection to be expanded so that all workers both in formal and informal sectors can be brought under the inspection system and the law can be applied equally to enforce workers' rights, workplace safety, and welfare measures irrespective of post and employment status of the work force.
- Provisions related to the powers, functions, and responsibilities of department of inspection should be specific, focused, and clear in the labour law so that the Chief Inspector, to operate the cases effectively, can prepare a list of the empowered persons, and update it over time. The government should publish this list as gazette.
- The offices of the department of inspection should be established at district levels and in industrial belts, with sufficient manpower and logistics.

- Information cell should be setup at all labour inspection offices to make the workers aware of labour law provisions and rights, to submit allegations easily, to collect and preserve information, and to prevent labour unrest and undue accidents.
- A research cell should also be established to conduct regular research on workplace pollution and chemical impact so that the current situation of occupational health and safety can be developed.
- To ensure workers' right to access to judiciary, some major change should be brought in the Bangladesh Labour Law 2006 through the amendment and addition of some provisions.
- The procedure of filing cases for the workers needs to be made easier. The courts are to be brought nearer to workers. Corruption practices regarding the case filing should be eradicated and government must pay heed to monitor strongly so that the poor workers are not deprived of their due justice.
- To deliver justice in the time frame indicated in the labour law, the number of labour Courts, the number of judges, and the number of court sessions should be increased. The labour courts should be given the status of a regular court of justice and to be affiliated to the main stream judiciary of the country.
- Te labour courts should be upgraded and developed with the addition and attachment of modern equipments and providing with physical and other logistic facilities.
- The process and procedure of delivering justice to be made shorten and quicken so that the disputed parties can get settlement and solution through award/verdict of cases filed in the specified time as indicated in the labour law. Steps to be taken to stop the malpractice from the part of the lawyers and parties involved to ask for time extension which prolongs the overall judicial process.
- Provisions need to be added to the labour law to change the attitude of the labour court members so that they avoid negligence to attend the court sessions and to ensure their presence remuneration and incentives to be increased.

Major Content of Position Paper on Protection of Child and Adolescent Workers

- Ratification of ILO Convention C-138 and proper implementation of C-182;
- Finalization of the list of hazardous sector/work;
- Strict implementation of the provision of banned work for children through monitoring and labour inspection;
- Strengthening and sensitizing labour inspection department so that the department put emphasis on implementation of child labour related laws;
- Amend some provisions of labour law that provide opportunity for employers to engage children (below 14) in work;
- Adolescent workers should be protected by labour law and TU should organise them;
- Each of the NTUCs need to develop a cell for dealing child labour issues;
- Especial protection to be ensured for the child workers in informal sector;
- Child labour should get priority in access of skill development training provided by the government;
- To initiate time bound programme by the government for eliminating worst forms of child labour.

Major Content of Position Paper on Minimum Wage and OHS issue of Metal workers

Metal is a fast growing sector in Bangladesh. A huge metal industries have grown up recently as part of construction. The sector covered steel re-rolling, ship breaking, ship building, welding and related works. In all types of metal works, the workers human rights condition is worst. The presence of trade unions is very limited over there. Area wise forum of BILS represent the TU in the sector. Through several workshops and meetings, a position paper has been developed by the NTUCs sectoral TU team. The major position of the TU is as follows:

- The metal sector should be declared as a hazardous sector where there will be no child labour;
- To reduce the working hour in steel re-rolling industries and that should be incorporated in the law;
- To take special measures for the health and safety of metal workers specially welding and other small metal works;
- To arrange regular health check-up of the workers in metal sector;
- Using of safety equipments need to be compulsory for all metal workers;
- To bring the small electrical metal works, welding works and re-rolling works under the provision of *prothistan punja* so that area based single TU can be formed.
- Considering the types of metal workers, minimum wage board need to be formed and revised the minimum wage rate time to time;
- Labour inspection should be strengthened to oversee the metal workers health, safety and wage payment.

Formation of Minimum Wage Board (Metal)

A tripartite discussion has been conducted regarding formation of a minimum wage for the metal workers. The wage board has been formed recently for only steel re-rolling works. But the board yet not starts its work.

Common Minimum Demand of Construction Workers

A 5-points Common Minimum Demand has been developed by the Construction Team. The major demands are as follows:

1. Wage/ Allowance

- a) The wage structure should be revised considering the present market rate;
- b) The previous wage board declaration regarding designation and grade should be revised;
- c) Equal wage should be paid to male and female for the same work;
- d) The wage rate should be increase according to the increased price of daily necessity;
- e) The daily basis workers should be paid on daily basis;
- f) Unskilled workers should get minimum 400 taka per day.

2. Occupational Health, safety and workplace condition

- a) Employers should provide necessary safety equipment especially for hazardous works;
- b) In case of accidental death of worker, compensation should be minimum 10,00,000 taka to be paid to the family of the victim worker;
- c) In case of accidental injury, all treatment should be ensured. In case of partial disability the compensation should be minimum 12,50,000 taka.
- d) To prohibit to take more than 30 kg. weight load for male and 20 kg. weight load for female;
- e) Govt. should take initiative for regular check-up of the construction workers. Govt. hospital should provide treatment free of cost for the construction workers;
- f) Pure drinking water should be provided in workplaces;
- g) Available toilet facility should be ensured differently both for male and female workers;
- h) To take measures for the security of female workers in the workplaces.

3. Working hour, leave and leisure

- a) To stop to work more than 8 hours a day for construction workers. In case of overtime work, overtime wage should be provided as per law;
- b) Employers should have provision of weekly holyday, festival leave and national holyday for workers with wage;
- c) Provision for sufficient leisure time should be ensured as per labour law;
- d) Provision of maternity leave should be ensured;

4. Law and Rights

- a) A separate chapter needs to be included in Labour Act, 2006 incorporating definition, working conditions and rights of the construction workers;
- b) To ensure the rights to organise
- c) To bring the construction workers under the provision of *Prothastan punja*;
- d) Workers' presence register should be introduced in the workplaces;
- e) All active workers should be provided with identify card and wage slip;

5. Social safety net/welfare

- a) To formulate separate welfare fund for construction workers which will be operated by trust;
- b) All workers should be entitled for insurance;
- c) Every district town should allocate a place to gather the construction workers;
- d) Labour colony should be established for living of the workers;
- e) Modern training should be arranged for skill development of the worker;
- f) To arrange ration system for construction workers;
- g) Aged construction workers should be entitled for old-aged allowance of government.

11. SUSTAINABILITY:

- One of the main target groups of the project is trade unions. So, the project can not be sustained until trade unions own the project or its activities. During this phase, the project concentrated on mobilizing and capacity building of the national, local and sectoral trade unions. Besides, some advocacy and campaign related activities have been undertaken. Different committees and teams have been formed by the trade unions. Through different activities, numbers of trade unionists have been mobilized and capacitated. They have already started to mobilize other workers. Though some local committees have started acting with an ownership to the project, but rests are not reached in that stage. It will take some more time to develop ownership among other stakeholders.
- During the period, capacity of BILS has been increased. National Trade Union Centres became more active to the project. Four sub-component advisory committees have been formed by the NTUCs leaders. The planned activities under each sub-component have been implemented by the guidelines of its advisory committee. Besides, an OHS House has been established in Chittagong, which started its functioning. In the mean time, the house able to draw attention of the workers over there. Through different activities of the OHS House, numbers of unionists and workers became knowledgeable, which will sustain even after completion of the project period.
- In the child labour activities, local community has been playing a positive role. Local centre development committees, parents and numbers of community people became aware on the negative impact of child labour. Through them other stakeholders will be knowledgeable day by day, which will continue even after completion of the project period.
- Child Rights Network has been formed consists of different NTUCs representatives. This network will sustain in the long run.
- Through the achieved knowledge and skill trade unions will continue their mobilization and advocacy related activities in future.

12. IDENTIFICATION OF ALTERNATIVES:

The objectives of the project could be achieved in more effective or relevant way, if the projects design and strategy could consider the following areas:

- In the project planned activities, there were very few activities with journalists e.g. press conference, opinion sharing meeting etc., which was just to cover the news of the

implemented activities. But if the project could include more activities with journalists related to advocacy, then journalists could involve in media advocacy instead of only news coverage, which could contribute to create more pressure on government and employers to put more attention to ensure the rights of the workers. Nowadays, media advocacy is more effective way in Bangladesh to ensure rights of the people especially rights of the vulnerable workers. As part of the media advocacy, some live dialogues/talk show could take place, where different stakeholders could participate directly.

- As part of the capacity development of the trade unions, it could be more effective, if the project could have initiative to equip the secretariats of BILS affiliated NTUCs with modern information technology so that the trade unionists/workers can access different information services, which could make the trade unionists more capable. That means they themselves could develop their capacity.

In this regard, number of orientation and training for trade unionists on IT could be undertaken.

- Regarding child labour activities, sector based approach instead of area/community based approach could be more effective to prevent and eliminate child labour. For example, to make child labour free RMG sector, the initiative of ILO got success and now RMG sector is almost child labour free.
- Under the child labour activities, number of graduates from tailoring and embroidery trade becomes self-employed. But due to lack of marketing capacity of their developed product, they could not be self-dependent. So, it could be more effective, if the project could have activities for marketing of their product. In this regard, 2 showrooms could be established in the respective areas.

13. NEED FOR FURTHER ASSISTANCE:

- Due to withdrawn of fund by LO-FTF Council from different planned activities, some follow-up or linked activities have been dropped and could not complete its programme cycles. So the programme cycles need to be completed to get result from those planned activities. Otherwise, the previous implemented activities might not bring any result.
- Different advocacy related activities e.g. dialogues/workshop/roundtable etc. with government, employers and other stakeholders could not be undertaken during this phase. As a result, no such positive impact (other than labour law reformation) found as an output of advocacy, though mobilisation, campaign and capacity building of TU etc. brought more or less positive impact. So to conduct the advocacy related activities, there is no alternative to extend the project.

14. OTHER DOCUMENTATION OF PROJECT RESULTS

Evaluation Workshop

With the support of LO-FTF Council, BILS has been conducted a project titled “Decent Work and Poverty Reduction in Bangladesh” which started on 14 March 2009 and ended on 30 August 2011. At present, the project going on bridging phase. On February 2012, the project will start its second phase. Last 28 January, 2012 an evaluation workshop has been organised in BILS Seminar Hall, Dhaka with a view to identify the justifications, achievements, limitations and obstacles of activity process of first phase of the project.

Objectives of the Workshop:

- To identify the justifications, achievements, successes, limitations and obstacles to implement the activities as per the objectives of 4 sub-components of the project;
- To explore the project contribution towards achieving overall aims and objectives of BILS;

- To explore the project contribution towards the overall development and progress of BILS associated organisations;
- To examine the contribution of the project towards fulfilling the rights of the working people as well as to improve their livelihood conditions;
- To draw recommendations for the next phase in light of identified limitations and obstacles.

Mechanism of the Workshop

The workshop has been conducted totally on informal way. Each of the sub-component advisory committee provided their opinion through a developed format on achievement, limitation, obstacles and experience.

Participants:

A total of 20 participants (15 male and 5 female) attended the workshop, which included Tina Kristensen, International Consultant, LO-FTF Council, 8 members of 4 sub-component advisory committees, 6 related staff of BILS-Child Labour elimination activities, Project related staff of BILS head office.

Major findings of the workshop are as follows:

Sub-component – 1

Limitations:

As much as the Labour Law supposed to be amend that may not be happened due to –

- Lack of active TU activists;
- Lack of public support creation;
- Lack to influence the human rights organisations, civil society and government on the issue;

Recommendations

- The scope of TU should be expanded
- Need to raise more awareness to the basic union level
- To gain public support in favour of labour law amendment as well as to increase advocacy programmes with related government/non-government human rights organisation and civil society;
- To increase communication with Labour Ministry and Law Ministry;
- To make the TU registration process of easier;
- To work at the grassroots level to increase the involvement of basic unions;
- To overcome the barrier in selecting leaders and to incorporate rules to carry out trade union activities during office time.

Sub-component - 2

Limitations:

- Higher-paid job placement in local garments makes obstacles to get sufficient beneficiaries for NFE and BST;
- Limited corporate customer for motor workshop;

Recommendations:

- To increase the amount of monthly stipend;
- To establish showroom for selling products produced by the trained child of tailoring and embroidery trades and to take initiative for advertising of the products;
- To increase the duration of basic skill training from 6 months to 1 year;
- To arrange meeting with different employers to eliminate child labour;

Sub-component - 3

Limitations:

- Workers can be dismissed anytime due to lack of identity card and appointment letter;
- Lack of freedom of association;
- Local gang leaders/*mastan* and contractors make obstacles to work in site.

Recommendations

- To take initiative to develop a pool of TU organisers through training;
- To discuss with employers on implementation of law, TU rights and safety at workplace;
- To work to ensure workers' compensation as per the judgment of court (5 lacs);
- To create welfare schemes or fund for workers;
- To provide training to the workers on OHS and besides health camp can be organised;
- To arrange for legal protection, medical team and minimum wage board for the workers;
- To include ship building sector in the next phase of the project.

Sub-component – 4

Limitations:

- Due to budget withdrawn most of the planned activities under this sub-component could not be achieved;
- Limited coverage of construction sector by the project

Recommendations:

- To take the construction sector under *Prothistan punja*;
- Who will be the employer- that need to be predetermined and clear;
- To organise holistically at the grassroots level;
- To increase coordination among unions;
- To expand the working area;
- National federations should encourage their respective unions in construction sector;
- To increase lobby, advocacy and awareness raising campaign of the workers on legal protection, identity card, accidental compensation, safe workplace etc.

Annexure:

Budget

BUDGET	15/3-2009 - 14/3-2011	2009	2010	2011	TOTAL	TOTAL
Component 2 - Bangladesh		15/3-31/12	1/1-31/12	1/1-14/3	24 months	24 months
		BDT	BDT	BDT	BDT	DKK
	<i>1DKK = 11.85 BDT</i>	<i>11.85</i>	<i>11.85</i>	<i>11.85</i>		
1	Sub-Component 1: Development of a democratic labour market					
1.1	The existence of the publication "Decent Work and Labour Law in Bangladesh"					
1.1.1	Formation of research group DW & L.L Revi / Als. LL with ILS insp, judiciary, tripartite	717,552	707,440	-	1,424,992	120,252
1.1.2	Quarterly Consultation Meetings	91,680	91,680	-	183,360	15,473
1.1.3	Progress Monitoring Meetings	55,025	116,725	-	171,750	14,494
1.1.4	Printing/Publication of "Decent Work & L L Bangladesh"	-	300,243	-	300,243	25,337
	Sub total	864,257	1,216,088	-	2,080,345	175,557
1.2	Position paper on implementation of the labour law drafted					
1.2.1	National Research Conference	-	203,570	-	203,570	17,179
1.2.2	BILS / NTUC Policy Meetings	-	184,928	-	184,928	15,606
1.2.3	BILS / NTUC Policy Development Workshop	-	257,712	-	257,712	21,748
1.2.4	BILS/NTUC Policy Conference	-	175,620	-	175,620	14,820
	Sub total	-	821,830	-	821,830	69,353
1.3	Training of NTUC network of trainers and activists					
1.3.1	Campaign Devt S.Training 20 members of Camp. Core Group	-	354,384	-	354,384	29,906
1.3.2	Conduct of Materials Development Workshop	-	204,824	-	204,824	17,285

1.3.3	Volunteers Workshops for 200 volunteers	-	553,900	-	553,900	46,743
	Sub total	-	1,113,108	-	1,113,108	93,933
1.4	Advocacy and awareness raising for implementation of the labour law					
1.4.1	Production, information, education, & campaign (IEC) materials workshop	-	275,682	-	275,682	23,264
1.4.2	Materials Production, Poster, Bulletin, Journal, Brochure	202,214	250,925	-	453,139	38,240
1.4.3	Orientation Meetings	-	1,140,870	-	1,140,870	96,276
1.4.4	Awareness Meetings with members (May Day, HR Day, others)	-	341,696	-	341,696	28,835
1.4.5	Round Table Discussions with employers and government	-	742,944	-	742,944	62,696
1.4.6	Meeting with Ministry, employers, Inspector, Lawyers & NGOS	-	383,928	-	383,928	32,399
1.4.7	Conduct of Lobbying Activities	-	79,176	-	79,176	6,682
1.4.8	Dialogue with professionals	-	174,324	-	174,324	14,711
1.4.9	Meeting with Trade Unionists	-	316,389	-	316,389	26,699
1.4.10	Journalists Meeting	-	120,945	-	120,945	10,206
1.4.11	Columnists Meeting	-	62,445	-	62,445	5,270
1.4.12	Campaign Materials	166,915	670,048	-	836,963	70,630
1.4.13	Two-day National Conference	-	-	-	-	0
1.4.14	Conduct of Field Survey	-	-	-	-	0
1.4.15	Conduct of Evaluation Workshop 1 day	-	233,480	-	233,480	19,703
1.4.16	Volunteers' Conference 2 Day	-	-	-	-	0
1.4.17	Campaign activities - Cultural exchange	-	592,500	-	592,500	50,000
1.5	Prepare report for NGO, Govt, Council	-	-	-	-	0
1.6	Campaign Video & Broadcasting	2,247,285	-	-	2,247,285	189,644
	Sub total	2,616,414	5,385,351	-	8,001,765	675,254
	Total Sub-Component 1	3,480,671	8,536,377	-	12,017,048	1,014,097

2	Sub-Component 2: Promoting protection of Child and Adolescent Workers					
2.1	Existence of three studies concerning child labour and adolescent workers					
2.1.1	Impact study on CLEP (previous and on-going project experiences)	-	207,620	-	207,620	17,521
2.1.2	Research on adolescent issues LL Tongi and Keranigan	-	-	-	-	0
2.1.3	Impact study of efforts related to adolescent workers	-	-	-	-	-
	Sub total	-	207,620	-	207,620	17,521
2.2	NTUCs have drafted and adopted position/policy declarations					
2.2.1	Meeting for formation of NTUCs Child Labour Cells	-	28,728	-	28,728	2,424
2.2.2	Policy Drafting Workshop on adolescent workers	-	-	-	-	0
2.2.3	Draft the Position/policy Paper on adolescent workers	-	12,205	-	12,205	1,030
2.2.4	NTUCs Consultation Review Meetings on adopted policy	-	105,915	-	105,915	8,938
2.2.5	Printing & dissemination Position/Policy Paper, including NTUC policy CL	-	31,580	-	31,580	2,665
	Sub total	-	178,428	-	178,428	15,057
2.3	Establishment and capacity building of sectoral teams					
2.3.1	Team Formation Meeting (Sec1 Teams /Volunteers)	-	-	-	-	0
2.3.2	Development/Production of information and training materials	-	-	-	-	0
2.3.3	Training of volunteers in CBAs, (Sectoral Teams)	-	-	-	-	0
2.3.4	Training of TU volunteers in adolescents rights	-	-	-	-	0
2.3.5	Campaign Plan Workshop	-	-	-	-	0
	Sub total	-	-	-	-	-
2.4	Awareness raising - adolescent workers, local employers and trade unions					

2.4.1	Awareness activities (leaflet, flyer, brochure, group discns, posters banner)	-	-	-	-	0
2.4.2	Advocacy meetings with TU leaders, employers, Local Govt. Authorities.	-	-	-	-	0
2.4.3	Prepare report on quarterly basis	-	-	-	-	0
2.4.4	Experience Sharing meetings on the basis of reports	-	-	-	-	0
	Sub total	-	-	-	-	-
2.5	Non-formal education and basic skills training to teenagers					
2.5.1	Non formal education to 384 teenagers	900,965	1,145,356	151,880	2,198,201	185,502
2.5.2	Basic skills training to 768 teenagers	1,166,721	1,627,092	236,426	3,030,239	255,716
2.5.3	Operating 1 motor workshop to provide apprenticeship to 48 teenagers	403,292	774,436	79,867	1,257,595	106,126
2.5.4	Health Care and medicine services to 1200 teenagers	140,600	385,069	39,439	565,108	47,688
2.5.5	Development of sustainability plan for motor workshop	-	42,381	-	42,381	3,576
	Sub total	2,611,578	3,974,334	507,612	7,093,524	598,610
2.6	Local awareness raising campaign on child labour					
2.6.1	Revision of education materials	-	5,048	-	5,048	426
2.6.2	Establishment of CRFs (batchwise)	-	-	-	-	0
2.6.3	Organise 4 cultural and social events which include CRF advocacy activities.	-	84,285	-	84,285	7,113
2.6.4	Rallies	-	140,848	-	140,848	11,886
2.6.5	Centre development committee meetings	-	79,735	-	79,735	6,729
2.6.6	Parents Meetings	9,570	20,197	-	29,766	2,512
	Sub total	9,570	330,113	-	339,683	28,665
2.7	NTUCs have advocated for position/policy papers					
2.7.1	Orientation Seminars AWR CLE (P, K,T, L, Tg, N. Market-Nilkhet)	-	58,967	-	58,967	4,976

2.7.2	Roundtable Discussions with NGOs and civil society (Dhaka)	-	99,100	-	99,100	8,363
2.7.3	Dialogues with govt. For enforcement of L.L.	-	68,735	-	68,735	5,800
2.7.4	National Conference (NTUCs TU activists) on child labour/adolescent	-	-	-	-	0
	Sub total	-	226,802	-	226,802	19,139
	Total Sub-Component 2	2,621,148	4,917,297	507,612	8,046,057	678,992
3.	Sub-Component 3: Poverty reduction and workers in the hazardous Metal sector					
3.1	Capacity building of NTUC metal sector team					
3.1.1	Carry out baseline study to determine living wage	42,715	273,252	-	315,967	26,664
3.1.2	Meeting to form NTUC Sectoral (Metals) Team	25,735	-	-	25,735	2,172
3.1.3	Meetings to form Area - Wise Trade Union Teams	52,990	-	-	52,990	4,472
3.1.4	Country programme orientation workshop	52,578	-	-	52,578	4,437
3.1.5	3 workshops on formulating arguments on M. W. S	-	203,199	-	203,199	17,148
3.1.6	BILS/NTUC metal Team Workshop for developing an Advocacy Plan	-	198,640	-	198,640	16,763
3.1.7	Impact Study	-	-	-	-	0
3.1.8	Revise mapping of metal sector	-	-	-	-	0
3.1.9	Area-wise evaluation workshops				-	0
3.1.10	National Evaluation Workshop				-	0
3.1.11	Drafting of the Strategic Plan 1day workshop				-	0
3.1.12	National Conference Strategic Plan Organizing				-	0
3.1.13	Printing and Distribution of Strategic Plan for Organizing				-	0
	Sub total	174,018	675,091	-	849,110	71,655

3.2	Drafting and advocating for position paper for metal sector at national level					
3.2.1	Workshops on Preparation of Position paper on Minimum Wage	-	217,088	-	217,088	18,320
3.2.2	Meetings (bet. 2 workshops) Position Paper on Minimum Wage	-	66,164	-	66,164	5,583
3.2.3	BILS/NTUC Metal Team Policy Meeting for adoption of Position Paper	-	86,960	-	86,960	7,338
3.2.4	Submission of representation govt Minimum Wage Board formation	-	5,480	-	5,480	462
3.2.5	Roundtable Discussion with the different stakeholders	-	100,392	-	100,392	8,472
3.2.6	Tripartite discussions/ social dialogues on minimum wage and OHS	-	237,917	-	237,917	20,077
3.2.7	National Consultation and Evaluation Meetings	-	140,520	-	140,520	11,858
3.2.8	Development, production and distribution of 25,000 copies of brochures	-	144,256	-	144,256	12,174
3.2.9	Press Conference	-	50,480	-	50,480	4,260
3.2.10	Media campaign activities (publications in newspapers, features, articles, etc.)	-	439,720	-	439,720	37,107
	Sub total	-	1,488,977	-	1,488,977	125,652
3.3	Capacity building- local BILS/NTUC metal committees					
3.3.1	Orientation programme for trainers	-	62,200	-	62,200	5,249
3.3.2	Workshops for development of training packages	41,795	213,960	-	255,755	21,583
3.3.3	Workshop for Area-based committee	-	402,052	-	402,052	33,928
3.3.4	Workshops on campaign, negotiation, dialogue and advocacy	-	239,582	-	239,582	20,218
	Sub total	41,795	917,794	-	959,589	80,978
3.4	Local advocacy and awareness raising					
3.4.1	Network meetings with other local level stakeholders	-	200,330	-	200,330	16,905
3.4.2	Dialogues/lobbying D Impletion L.L & OHS	-	81,317	-	81,317	6,862

	situation at workplaces					
3.4.3	Area-wise seminars/dialogues at LL multi sector participation	-	120,179	-	120,179	10,142
3.4.4	Establish OHS House(s) in Sitakundu	-	258,660	21,555	280,215	23,647
3.4.5	Orientation progr. for workers on basic rights and OHS issues	-	459,985	138,817	598,802	50,532
3.4.6	Produce 20,000 copies of leaflets and 20,000 copies of flyers	-	126,464	-	126,464	10,672
3.4.7	Local campaign meetings (May Day, Human Rights Day)	79,761	113,470	-	193,230	16,306
3.4.8	Review meetings	-	82,793	-	82,793	6,987
3.4.9	Coordination meetings	-	177,186	-	177,186	14,952
	Sub total	79,761	1,620,384	160,372	1,860,517	157,006
	Total Sub-Component 3	295,574	4,702,246	160,372	5,158,193	435,291
4	Sub-Component 4: Poverty reduction and workers in the hazardous Construction sector					
4.1	NTUC in construction sector have enhanced skills to carry out campaigns at national level					
4.1.1	Baseline survey of Dhaka on construction workers	-	428,253	-	428,253	36,139
4.1.2	Meeting to form NTUC Sectoral (Construction)Team	50,404	-	-	50,404	4,254
4.1.3	Materials development workshops on LL, minimum wage	140,989	-	-	140,989	11,898
4.1.4	Materials development workshops on campaign and advocacy	-	275,088	-	275,088	23,214
4.1.5	Impact Study	-	-	-	-	0
4.1.6	National Evaluation Workshop	-	-	-	-	0
4.1.7	Drafting of Strategic Plan for Organizing Workers in Construction Sector	-	-	-	-	0
4.1.8	National Conference adoption strategic plan	-	-	-	-	0
4.1.9	Printing & distribution of (adopted) strategic organizing plan	-	-	-	-	0

	Sub total	191,393	703,341	-	894,734	75,505
4.2	Drafting and advocating for Common Demand					
4.2.1	Two - Day Workshop to prepare Common Demands	-	106,112	-	106,112	8,955
4.2.2	Meetings/Workshops to finalise drafts of Common Demands	-	64,008	-	64,008	5,402
4.2.3	BILS-NTUC Team Leadership Conference for adoption of demands	-	311,856	-	311,856	26,317
4.2.4	Press Conference on Common Demands	-	33,480	-	33,480	2,825
4.2.5	Development and production of 40.000 leaflets and 20.000 flyers	-	345,896	-	345,896	29,190
4.2.6	Submission of Com Demands to govt. authorities & employers' associations	-	-	-	-	0
4.2.7	Round Table Discussion with Stakeholders	-	123,400	-	123,400	10,414
4.2.8	Dialogues & tri-partite meetings	-	168,970	-	168,970	14,259
	Sub total	-	1,153,722	-	1,153,722	97,361
4.3	Capacity building of NTUC local committees					
4.3.1	Country Programme Orientation Workshop on Construction Component	-	48,480	-	48,480	4,091
4.3.2	BILS-NTUC Sectoral Team Workshop for developing Advocacy Plan	-	172,017	-	172,017	14,516
	Sub total	-	220,497	-	220,497	18,607
4.4	Advocacy and awareness raising on Common Demand					
4.4.1	Training programme on Labour Law/Minimum wage	-	158,869	-	158,869	13,407
4.4.2	Plant level weekend programmes	-	293,380	-	293,380	24,758
4.4.3	Campaign evening meetings	-	431,780	-	431,780	36,437
4.4.4	Dialogues with local govt. Labour departments, employers	-	200,024	-	200,024	16,880
4.4.5	Meetings with city cooperation	-	301,860	-	301,860	25,473
4.4.6	Production of Advocacy Materials	-	1,025,890	-	1,025,890	86,573

	Sub total	-	2,411,803	-	2,411,803	203,528
	Total Sub-Component 4	191,393	4,489,363	-	4,680,756	395,001
	TOTAL ACTIVITIES	6,588,786	22,645,284	667,984	29,902,054	2,523,380
2.	INVESTMENTS					
2.1	Office equipment / Furniture (OHSE House - Metal)	34,632	204,951	10,417	250,000	21,097
2.2	Maintenance	296,527	403,473	30,000	730,000	61,603
	TOTAL INVESTMENTS	331,159	608,424	40,417	980,000	82,700
4.	LOCAL STAFF					
4.1	NFE Teacher(04)	215,976	336,870	45,219	598,065	50,470
4.2	BST Trainers (08)	608,953	947,181	127,278	1,683,412	142,060
4.3	Center Assistant(02)	123,711	245,728	30,218	399,657	33,726
4.4	Security guard(02)	102,587	159,785	21,460	283,832	23,952
4.5	Cleaner(Part time)	31,679	42,260	6,047	79,986	6,750
	Primary Health Care					
4.6	Doctor(Part time) (Two)	87,400	189,040	29,740	306,180	25,838
4.7	Health Care Assistant(02)	59,350	105,654	16,735	181,739	15,337
	Motor workshop					
4.8	Workshop Manager	114,750	137,250	21,000	273,000	23,038
4.9	Engine mechanic	87,800	115,100	17,000	219,900	18,557
4.10	Mechanic denting panting	-	110,500	17,000	127,500	10,759
4.11	Trainer	-	110,500	17,000	127,500	10,759
	Metal					
4.12	OHSE Coordinator (BDT 10000 *24month) + (Bonus BDT 10000*4)	-	250,000	30,000	280,000	23,629
4.13	OHSE Assistant (BDT 6000 *24month) + (Bonus BDT 6000*4)	-	150,000	18,000	168,000	14,177

	TOTAL LOCAL STAFF	1,432,206	2,899,868	396,697	4,728,771	399,052
5.	Local administration					
	Audit Fee	60,000	80,000	20,000	60,000	13,502
	TOTAL LOCAL ADMINISTRATION	60,000	80,000	20,000	160,000	13,502
	BANGLADESH COUNTRY PROGRAMME: (BDT)	8,412,151	26,233,576	1,125,098	35,770,824	3,018,635
	BANGLADESH COUNTRY PROGRAMME: (DKK @ rate 11,85)	709,886	2,213,804	94,945	3,018,635	