

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



**February – December 2012**

**1. BASIC PROJECT DATA**

Project Title :	Decent Work and Poverty reduction in Bangladesh
Project Number :	16
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 :	February – December 2012
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 in Bangladesh
Immediate Objective :	<ol style="list-style-type: none"><li>1. BILS and its member organizations have advocated for improved implementation of labour law and promoted decent work agenda.</li><li>2. BILS has supported teenagers in obtaining professional skills and has promoted the capacity of trade unions to advocate and campaign in order to sensitise other stakeholders on child and adolescent workers rights.</li><li>3. The capacity of BILS member organisations and sectoral teams in the metal sector to represent the workers as well as advocate and campaign for minimum wage standards and better working conditions is increased.</li><li>4. The BILS/NTUC Construction sector team have</li></ol>

	increased skills to advocate for better wage standards, appointment letters, accident compensation, safer and healthier working conditions for construction workers
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## **2. SUMMARY & LESSONS LEARNT:**

The second phase of project ‘Decent Work and Poverty Reduction in Bangladesh’ started in February 2012 and proposed ending was September 2014. But due to strategic change of DANIDA, the period Feb-Dec 2012 of the second phase has been considered as a separate project. Thus the completion report includes only the planned activities, outputs and achievements for the period of February-December 2012.

The second phase is the continuation of the first phase of the project ‘Decent Work and Poverty Reduction in Bangladesh’ and the activities of the 2<sup>nd</sup> phase have been designed in such a way to carry-out advocacy & campaign activities on the position papers, charter of demanded and other arguments developed in the first phase of the project. Side by side, capacity building the BILS associated organizations, sectoral unions and sectoral team/local structure/local committees, developed in the first phase, to carry-out the advocacy activities for promoting decent work, protecting Child labourers and Adolescent workers and improving the living and working condition of hazardous metal and construction sector.

Achievements/Outputs produced during the reporting period include;

- Trade union and members (workers’ group) of Labour Court have formulated recommendations and drew an action plan for advocacy and better functioning of labour courts and recommended for increasing the numbers of labour courts.
- A pool of youth volunteers has been trained to carry-out orientation among the grass-root level workers on decent work and a good numbers of workers already have been oriented.
- A good number of university students have been familiarized with labour issue through internship programme.
- A total of 278 child labourers have received skill training and more than 60% of the trained teenagers are applying their skill for better income.
- A total of 20 child labourers have completed apprenticeship training on motor mechanics and maximum of them have joined in job.
- The sectoral unions of small-transport and hotel-restaurant sector have been mobilized and the local level structure developed to protect the adolescent workers and child labourers.
- NTUCs have an especial focus on Child Labour issue through regular functioning of BILS-NTUCs Child Labour Elimination Network.
- Labour Inspection Dept. has been mobilized for increasing their visit in hazardous metal and construction sector.
- Nation level sectoral team and area base TU structures for the construction sector have been equipped to mobilize the construction workers and a good numbers of workers have been oriented during the project period..
- ‘Nirman Sramik Oikkio Parishad’(construction) submitted their charter of demands to the Honorable, State Minister and Secretary of Labour Ministry as well as to CIFE.

The above mentioned achievements/outputs made during the reporting period are in accordance with the project immediate objective in achieving the development objective. All the planned activities have been carried out and the outputs produced are very much relevant to the project objectives.

### **3. PROJECT BACKGROUND:**

This country component “*Decent work and poverty reduction in Bangladesh 2012-2014*” constitute component two in the LO/FTF Councils regional programme ‘*Support to Decent Work in Asia*’ and is a continuation of the previous country component programme from 2009-2011.

Bangladesh is one the developing countries in the world and a considerable progress have been made in its economic growth and social development during the last two decades. However, more than 40% of the population lives in poverty, with very little income and little hope to improve their lives in near future and it’s the result of inadequate wealth distribution, weak democracies and poor governance.

The government of Bangladesh enacted a new labour law in 2006. The previous labour law was only scantily implemented and the dissemination insufficient. This resulted in a situation where workers and employers were oblivious to the rules, rights and regulations provided by the law. Accordingly, workers did not get benefits from minimum wages, decent occupational health and safety standards, accident compensation, appointment letters etc. In the new labour law many rights have been generated, but with huge conditions which restrict to excurses the TU rights, thus results the continues violation of workers’ rights. However, to harvest the benefits of the new labour legislation it is essential that the labour law is properly enforced and that the workers are aware of the rights and benefits, which they are legally entitled by the labour act-2006 though there are some conditions in the legislation that must be amended. The TUs already have submitted the amendment proposals, where BILS have provided all supports to develop the proposals. On the other hand there is no separate OHS policy in Bangladesh, the OHS issues is indirectly covered through the Labour Law-2006, this result in the OHS is being ignored or in a secondary consideration. However, an OHS national policy is under development where BILS is an active member of the committee.

Even though the workers in substandard job, no job security, no social security in formal economic, an even grater amount of people (more than 80% of the total workforce) face terrible situation in informal economy in the country. Here most of the workers, the majority being women, operate outside the coverage of labour law and are very vulnerable, subject to abuse and suffering from abject poverty, generally they have no organizations or any other authority representing them.

This Bangladesh country component aims to continue on the previous phase by contributing to decent working conditions and poverty reduction through improving implementation of the new labour law. The component complements the ILO campaign for decent work; now recognised as number 1.b of the Millennium Development Goal – “Decent work for all”.

The component will support the Bangladeshi trade union movement in advocating workers rights and to engage the unions in social dialogue with the government and employers to gain concrete benefits and promote proper enforcement of the labour law. It will further support the development of national tri-partite system and local structures representing workers in their efforts to engage in Social Dialogue with employers and local authorities. The

component consists of four sub-components. The first sub-component focus on advocating for improving the performance of labour law enforcement agencies and support the necessary structures within BILS and its member organizations to carry out effective advocacy. This sub-component is complemented by three additional sub-components focusing on promoting legal protection of child labourers and adolescent workers as well as reducing poverty and improving 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. Yet these specific target groups are among the most vulnerable and poor workers in the labour market with limited possibility of improving their working and living conditions.

### **Overview of sub-components and immediate objectives**

<u>Component</u>	<u>Immediate objective</u>
Sub-Component 1: Development of a democratic labour market	By 2011 the capacity of BILS member organisations to formulate policies and advocate actively for concrete mechanisms to implement the labour law is increased.
Sub-Component 2: Promoting protection of child and adolescent workers	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.
Sub-Component 3: Poverty reduction and workers in the hazardous metal sector	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.
Sub-Component 4: Poverty reduction and workers in the hazardous construction sector	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

During the implementation, the project faced some constraints in the concerned focusing areas and the majors constraints are as follows;

- There was no strong union in the metal sector and there were no satisfactory initiatives in the sector to protect the workers. To overcome the situation BILS form two teams, ‘Chittagong Ship-breaking Workers’ TU Forum’ in Chittagong and ‘Re-rolling Mills Workers’ TU Forum’ in Dhaka for implementing the project activities in metal sector.
- Though there is little scope of coordination among the existing unions in the construction sector, all the unions work separately. In this situation, BILS have formed the ‘Nirman Shramik Okkyo Parishad’ as a notional body to initiate united actions for the construction workers’ rights.
- The Labour Inspection Dept. and Labour inspectors were not enough mobilized in inspecting the construction sector. So, it took time to mobilize the inspectors to have proper attention in the construction sector.
- The adolescent workers of the selected sector were not organized and the TUs didn’t have any demands or programme for the adolescent workers, so the project faced difficulties for their participation in the project activities.

**5. BUDGET/EXPENDITURE:**

Budget Line	Particulars	Budget	Exp(BDT)
<b>1</b>	<b>Sub-Component 1: Development of a democratic labour market</b>		
<b>1.1</b>	<i>Advocacy with the key stakeholders for improved implementation LL</i>		
1.1.1	Decent Work Conference	345,177	345,177
1.1.2	May Day Seminar	113,392	113,392
1.1.3	Dialouge between TUS & Civil Society	75,678	75,678
1.1.4	Regular Publication	358,692	358,692
1.1.5	Annual Publication on Decent Work	255,802	255,802
1.1.6	Review meetings	31,280	31,280
	<i>Sub-Total</i>	<i>1,180,021</i>	<i>1,180,021</i>
<b>1.2</b>	<i>Youth Leaders Educated and Mobilize on Decent Work</i>		
1.2.1	Training of Youth Trainers	171,791	171,791
1.2.2	Production of Campaign Materials for Orientation	91,538	91,538
1.2.3	Youth Volunteers Training	206,720	206,720
1.2.4	Grassroot Level Workers Orientation	527,167	527,167
	<i>Sub-Total</i>	<i>997,216</i>	<i>997,216</i>
<b>1.3</b>	<i>Bils and its Member Organization have increased capacity Building</i>		
1.3.1	Internship Program	83,956	83,956
1.3.2	Regular Update Library & Documentation	249,578	249,578
1.3.3	Dialouge with Teachers , Students, Researcher	68,372	68,372
1.3.4	Update of BILS Web-site	155,088	155,088
	<i>Sub-Total</i>	<i>556,994</i>	<i>556,994</i>
	<b>Total of Sub-Component -1</b>	<b>2,734,231</b>	<b>2,734,231</b>
<b>2.</b>	<b>Sub-Component 2: Promoting Protection of Child and Adolescent Workers</b>		
<b>2.1</b>	<i>The Existence of three high Quality studies</i>		
2.1.1	Research on working condition on adolescent workers	299,012	299,012
2.1.2	Publication and Dissemination of Research Report	66,552	66,552
	<i>Sub-Total</i>	<i>365,564</i>	<i>365,564</i>
<b>2.2</b>	<i>TUs Activity are equipped with knowledge and skill</i>		
2.2.1	NTUCs Child Labour Cells Meetings	88,352	88,352
2.2.2	Publication of Handbook & Flyer	192,164	192,164
2.2.3	Training workshop of sectroal unions	241,745	241,745
2.2.4	National dialogue with Govt. Law makers	55,136	55,136
	<i>Sub-Total</i>	<i>577,397</i>	<i>577,397</i>
<b>2.3</b>	<i>Adolescent Workers, Employees, TUs and committees increased awareness</i>		
2.3.1	Community based campaign	125,480	125,480
2.3.2	Media Visit	21,062	21,062
	<i>Sub-Total</i>	<i>146,542</i>	<i>146,542</i>

Budget Line	Particulars	Budget	Exp(BDT)
<b>2.4</b>	<i>Non-formal education and basic skills training to teenagers</i>		
2.4.1	Non-formal education to 432 teenagers	909,334	909,334
2.4.2	Basic skills training to 720 teenagers	1,526,160	1,526,160
2.4.3	Health Care and medicine services to 1224 teenagers	174,932	174,932
2.4.4	Operating Motor workshop for 72 teenagers	808,568	808,568
	<i>Sub-Total</i>	<i>3,418,994</i>	<i>3,418,994</i>
<b>2.5</b>	<i>Teenagers Local Employers/Local Parents have increased awarness</i>		
2.5.1	Revision of education materials	5,048	5,048
2.5.2	Establishment of CRFs (batchwise)	15,000	15,000
2.5.3	Cultural and social events which include CRF	64,158	64,158
2.5.4	Rallies	102,202	102,202
2.5.5	Centre Development meeting	33,794	33,794
2.5.6	Parents Meetings in Tongi and Keraniganj	27,480	27,480
2.5.7	Review meetings	31,280	31,280
	<i>Sub-Total</i>	<i>278,962</i>	<i>278,962</i>
	<b>Total of Sub-component -2</b>	<b>4,787,459</b>	<b>4,787,459</b>
<b>3</b>	<b>Sub-Component 3: Poverty reduction and workers in the hazardous metal sector</b>		
<b>3.1.</b>	<i>BILS Metal sector team equiped with knowledge &amp; Skill</i>		
3.1.1	Workshop to draft strategy plan for the future advocacy	152,060	152,060
3.1.2	Joint meeting with TU & LIS	68,834	68,834
3.1.3	National Evaluation Workshop	-	-
3.1.4	Meeting of Shipbreaking	64,980	64,980
3.1.5	Review meetings	31,280	31,280
	<i>Sub-Total</i>	<i>317,154</i>	<i>317,154</i>
<b>3.2</b>	<i>BILS metal sector team have advocated to Govt and Employee</i>		
3.2.1	Advocacy campaign & Tripartie Dialouge	51,583	51,583
3.2.2	Media campaign	45,533	45,533
	<i>Sub-Total</i>	<i>97,116</i>	<i>97,116</i>
<b>3.3</b>	<i>BILS/NTUC Local metal committee have increased capacity</i>		
3.3.1	Reprint production of OSHE Training package	123,064	123,064
3.3.2	Training /Workshop for OSH House Organization	68,488	68,488
	<i>Sub-Total</i>	<i>191,552</i>	<i>191,552</i>
<b>3.4</b>	<i>Metal workers have increased knowledge about workers right</i>		
3.4.1	Running OSHE House	110,247	110,247
3.4.2	Orientation program for Workers	153,734	153,734
3.4.3	Campaign covering International commemoration day	213,392	213,392
3.4.4	Workshop with LIS and TU for devloping tools	45,986	45,986
3.4.5	Lobby for increasing LIS Visit	53,256	53,256

Budget Line	Particulars	Budget	Exp(BDT)
3.4.6	Manual & booklet development, Reprint and distribution	300,380	300,380
	<i>Sub-Total</i>	876,995	876,995
	<b>Total of Sub-component -3</b>	<b>1,482,817</b>	<b>1,482,817</b>
<b>4</b>	<b>Sub-Comp- 4: Poverty reduction and workers in the hazardous construction sector</b>		
<b>4.1</b>	<i>NTUC and local area committee has enhanced skill to carry out campaign</i>		
4.1.1	Impact Study	-	-
4.1.2	Workshop for developing strategic organising model	56,686	56,686
4.1.3	Area based orientation meeting	22,213	22,213
4.1.4	Development and Training Organization model	183,027	183,027
4.1.5	Reprinting and distribution of campaign materials	164,756	164,756
4.1.6	Training Program covering LL/MW/AL/ID card	262,542	262,542
4.1.7	Orientation workshop for newly formed sectoral team g.	46,464	46,464
4.1.8	Meeting to run NTUC sectoral team	34,825	34,825
4.1.9	Review meetings	31,280	31,280
	<i>Sub-Total</i>	801,793	801,793
<b>4.2</b>	<i>BILS NTUC Construction team has advocated for better working conditions</i>		
4.2.1	Advocacy Lobby and dialogue with City Corporation	58,458	58,458
	<i>Sub-Total</i>	58,458	58,458
<b>4.3</b>	<i>BILS NTUC Local committee have increase knowledge about LL</i>		
4.3.1	Plant level weekend training program	163,230	163,230
4.3.2	Campaign meeting for educating 3300 Workers	364,455	364,455
4.3.3	Booklet Publication/Distribution	213,967	213,967
	<i>Sub-Total</i>	741,652	741,652
	<b>Total of Sub-component-4</b>	<b>1,601,903</b>	<b>1,601,903</b>
	<b>Total Activities (sub-component 1+2+3+4)</b>	<b>10,606,410</b>	<b>10,606,410</b>
<b>2.</b>	<b>Investment</b>		
2.1	Office equipment / Furniture	50,824	50,824
2.2	Office Expenses	198,000	198,000
	<b>Total Investment</b>	<b>248,824</b>	<b>248,824</b>
<b>4.</b>	<b>Local Staff</b>		
4.1	NFE Teacher(04)	332,167	332,167
4.2	BST Trainers (06)	720,165	720,165
4.3	Center Assistant(02)	206,428	206,428
4.4	Security guard(02)	158,753	158,753
4.5	Cleaner(Part time)	48,446	48,446
4.6	Doctor(Part time) (Two)	159,950	159,950
4.7	Health Care Assistant(02)	58,880	58,880
4.8	Workshop Manager	180,000	180,000
4.9	Engine mechanic	120,000	120,000
4.10	Mecanic Denting penting	120,857	120,857

Budget Line	Particulars	Budget	Exp(BDT)
4.10	OHSE Coordinator	144,350	144,350
4.11	OHSE Assistant	60,991	60,991
<b>Total Staff</b>		<b>2,310,987</b>	<b>2,310,987</b>
<b>5.</b>	<b>Local administration</b>		
	Audit Fee (External and Internal)	50,000	50,000
<b>Total Local Administration</b>		<b>50,000</b>	<b>50,000</b>
<b>Total Of BANGLADESH COUNTRY PROGRAMME:</b>		<b>13,216,221</b>	<b>13,216,221</b>

## 6. INPUTS:

The inputs from the LO/FTF Council comprise developing and planning of programme activities and funding of programme activities, staffs and office expenses. Moreover, LO-FTF Council has provided necessary technical assistant and the following inputs for the proper implementation of the project.

- Overall coordination and consultation through the Joint Implementation Management Committee(JIMC)
- Necessary suggestions and decisions as required in implementing the project activities.
- Advices and guidance on different matters arising during the project implementation.
- Development of guidelines and formats for monitoring and reporting the project implementation.
- Technical assistance in financial management of project grant.
- Provide technical assistance and guidance in BILS sustainability and future development.
- Monitor and evaluate the project activities and provide suggestion for improvement.

The inputs/contributions from counterpart-BILS are mainly administrative and management support to implement the project and the supports include the following;

- Facilitate political and advisory support to the project from the BILS leadership.
- Provide logistical support for conducting training, workshop, seminar, conferences, meetings etc.
- Identify the training participants, specific target groups and local areas for implementing the project activities.
- Develop training manual and campaign materials to carry out project campaign activities
- Coordinate the programme activities with the other activities of BILS.
- Maintain liaison with the govt. authorities and meet-up their requirement regarding the project implementation.
- The own contribution from BILS in managing the 30% of salary of the project personnel.

## 7. OUTPUTS:

List of planned and produced output:

<b>Overall Outputs</b>	<b>Output planned in 2012</b>	<b>Output produced</b>
1.1 BILS and its member organisations have increased capacity to advocate on Decent Work and have advocated for improved implementation of the labour law to key stakeholders in Bangladesh	<p>Decent Work Conference held</p> <p>Dialogues between TU, Civil society, Employer &amp; Govt. held</p> <p>The existence of the publication on ‘Decent Work’ situation in Bangladesh”.</p>	<p>- Decent Work Conference held in Dhaka for strengthening the Labour Judiciary, members &amp; leaders (workers’ group) of 7 labour courts participated in the conference to formulate recommendations for better functioning of the labour courts.</p> <p>- A dialogue has been conducted among TUs, Civil society, Employer and Govt. representative to promote decent work.</p> <p>- 1000 copies of Annual Publication on Decent Work has been produced and disseminated.</p>
1.2 Youth Leaders of the Labour Movement are equipped and have mobilized their unions/ regional committees by using the publication on Decent Work and Labour Law.	<p>20 Trainers trained</p> <p>40 Youth volunteers trained for Decent Work Campaign</p> <p>28 grassroots campaigns held and 420 grassroots level workers oriented on decent work</p>	<p>- 20 trainers received TOT to train the youth volunteers and a training manual for youth volunteer training has been developed.</p> <p>- 2 Youth Volunteers Training has been conducted, one in Khulna and one in Dhaka. A total of 44 youth volunteers have been trained.</p> <p>- 26 grass-root level campaigns have been conducted; where a total of 380 grass-root level workers have been oriented on labour law and decent work.</p>

<b>Overall Outputs</b>	<b>Output planned in 2012</b>	<b>Output produced</b>
1.3 BILS and its member organisations have increased resources available for conducting research and knowledge management on issues related to Decent Work	<p>8 university students completed internship on Labour issues</p> <p>Regular updated library</p> <p>1 Seminar for Research report dissemination and dialogue conducted between BILS, Professors, Students and Researchers.</p> <p>Updated BILS Website</p>	<p>- 2 Internship programmes completed . From where 14 students from different universities oriented on labour issues.</p> <p>- Press clipping, OHS survey and other related tasks of Library &amp; Documentation have been updated on a regular basis.</p> <p>- Seminar for Research report dissemination and dialogue has been conducted with Professors, Students(internee) and Researchers.</p> <p>- BILS Website updating is on the process and hope to develop soon.</p>
2.1 The existence of 3 high quality studies for the selected 3 sectors concerning adolescent workers in the labour market are advocated to the public and government	The existence of research report on adolescent workers rights conditions in 3 selected sectors of Dhaka.	- One research on adolescent workers' right of conducted in 3 selected sectors in Dhaka and the report has been disseminated.
2.2 TU activists are equipped with knowledge and skills to advocate for child rights and adolescent workers rights	<p>NTUC Child Labour Cell has been functioned properly.</p> <p>Handbook and flyer published on adolescent workers</p> <p>2 training for sectoral union conducted</p> <p>-1 National dialogue with govt. and law maker held</p>	<p>- 4 Meeting of NTUC Child Labour Cell (network) has been conducted.</p> <p>- 1000 copies booklet and 2000 copies flyer has been published on adolescent workers issues</p> <p>- 2 trainings for local leaders of sectoral union have been conducted in Tongi. A total of 45 leaders/ activists have received training on adolescent issues.</p> <p>-1 National dialogue held among govt. representative, law maker &amp; NTUC leaders for protecting the rights of child labourers &amp; adolescent workers.</p>
2.3 Adolescent workers, local employers, local trade unions, local	Week-long community based campaign on adolescent workers rights held.	-1 Week long community based campaign held on adolescent workers issue for protecting adolescent workers rights in the local area especially for the adolescent

<b>Overall Outputs</b>	<b>Output planned in 2012</b>	<b>Output produced</b>
government and communities have increased awareness about violations of adolescents' labour rights and knowledge about methods to improve the conditions.	Media persons visit in the local area during community campaign held	workers of Hotel-restaurants.  - 10 journalists of local & national level media visited the local area (Tongi) and have been informed on adolescent workers right during the weeklong campaign
2.4 Teenagers have through participation in non-formal education and basic skills training gained improved future employment and income earning possibilities	144 teenagers have received NFE  288 teenagers have received BST  24 teenagers have competed apprenticeship in auto workshop	- A total of 144 teenagers have received NFE from Tongi and Keraniganj centres.  - A total of 282 teenagers have received BST out of 288 where 142 teenagers form Keraniganj centre and 140 teenagers from Tongi centre.  A total of 20 teenagers have completed the apprenticeship training in auto workshop out of 24 teenagers.
2.5 Teenagers, local employers, local trade unions and parents have increased awareness about child labour and the labour law	2 social and cultural events conducted by Child Rights Forums  2 rally conducted  2 Centre Development Committees conducted  4 parents meeting held	- 2 social and cultural events have been organised on the occasion of World Day against Child Labour.  - 2 rallies have been organized in local areas on the occasion of World Day against Child Labour.  - 2 Centre Development Committee (CDC) meeting have been conducted.  - 4 parents meeting have been conducted.
3.1 BILS Metal sector teams are equipped with capacity to network and skills to plan a campaign for formulation of minimum wage standards and safer working conditions for workers in the re-rolling, and ship-breaking industries.	Strategic plan and recommendation for future campaign drafted  2 Joint meeting with TU and L. Inspection conducted  2 meeting of Ship-breaking TUF held	- A strategic plan and recommendation has been developed for future campaign to organize and improve livelihood of the metal workers.  - 2 joint meeting have been conducted with TU and labour inspection dept. to ensure the visit of labour inspectors in Ship-breaking yard for improving the OHS standard  - 2 discussion meetings of Ship-breaking TUF have been conducted to review the progress of planned activities to protect the workers of ship-breaking sector.

<b>Overall Outputs</b>	<b>Output planned in 2012</b>	<b>Output produced</b>
3.2 BILS/Metal Sector teams have advocated to government and employers for ensuring minimum wage standards, occupational health and safety and a functional LIS	1 Advocacy, Campaign and Tripartite dialogue conducted  Media campaign conducted on TU position	- 1 Advocacy campaign & tripartite dialogue on OHS issue held with the participation of Ship-breaking TUF, L. Inspection dept. and NTUCs.  - A discussion meeting have been conducted with the journalists to update them about the workers rights and OHS situation and the TU position for the sector.
3.3 The BILS/NTUC local metal committees have increased knowledge about the labour law and skills to advocate for improved metal workers living and working conditions.	20 OHS house organizers trained	A total of 15 OHS house organizers have been trained on organizing, training, campaign and others advocacy activities in metal sector.
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	Regular information service and workers support service provided  600 metal workers oriented on their rights and OHS issues through 30 Orientation programmes.  Workshop with LIS conducted  4 Lobby conducted for increasing L. Inspection visit	- Through the OHS House in Chittagong information and workers support services have been providing on a regular basis.  - A total 28 (twenty eight) orientation programmes have been conducted for the ship-breaking & Re-rolling Mill workers, where total 524 general workers have received knowledge on their rights and OHS.  - 1 Workshop with LIS conducted, where labour inspectors and TU leaders participated to develop mechanism/tools for better and effective inspection.  - 4 lobby meetings conducted with labour inspection dept. in Chattagong to increase the visit of labour inspectors in metal sector.
4.1 BILS, NTUCs and local area committees in the construction sector have enhanced skills to carry out campaigns at local level for improving construction workers living and working	2 meeting conducted to run the NTUC Sectoral Team  Strategic model developed for organising campaign developed through workshop	- 2 meeting conducted to run the NTUC Sectoral(construction) Team  - A strategic model has been developed for organizing the construction workers and ensuring their better livelihood.

<b>Overall Outputs</b>	<b>Output planned in 2012</b>	<b>Output produced</b>
conditions and to organise workers.	<p>2 Training conducted for federations and local unions</p> <p>4 Area based orientation meeting conducted</p> <p>Sectoral Team formed and oriented in Chittagong.</p>	<p>- 2 Training conducted for federations and local unions on LL/MW/ID card/ Appointment letter/OHS etc for construction worker</p> <p>- 4 Area based orientation meeting conducted to orient the area base committee in the pilot areas.</p> <p>- An orientation workshop conducted to orient the members of newly formed Chittagong sectoral(construction) team.</p>
4.2 The BILS/NTUC construction sector team has advocated with Govt. and employers to implement Common Demand on minimum wage, accident compensations, and safer and healthier working conditions	6 Advocacy, lobby and dialogue conducted with City Corp., RAJUK, PWD, LGED, RHHAB etc.	<p>- Nirman Sramik Oikko Parishad(NSOP) submitted memorandum of their Comon Minimum Demand(CMD) to the Minister, State Minister and Secretary of MOLE</p> <p>- 5 Advocacy, lobby and dialogue have been conducted with Inspection dept and PWD authority to take necessary action on the submitted CMD.</p>
4.3 NTUCs Sectoral federations and local unions have raised awareness among construction workers and advocated their common demands for minimum wage, better social security, better accident compensations, and safer and healthier working conditions to government authorities and employers at local level.	<p>260 participant trained on LL, MW, OHS etc through 13 plant level week-end training programmes</p> <p>Booklet for workers education produced</p> <p>1200 construction workers educated on their rigjhts and OHS issues through 120 campaign meeting (evening meeting)</p>	<p>- 13 Plant level weekend training programme have been conducted, where a total of 266 TU activists equipped on minimum wage, better social security, better accident compensations, and safer and healthier working conditions for the construction workers</p> <p>- 12000 copies of Booklet for workers education produced for evening meeting of the construction workers</p> <p>- A total of 120 Campaign meeting to educate construction workers on LL, MW, OHS etc where total 1280 construction workers have been knowledgeable on their rigjhts and OHS issues.</p>

## 8. ACTIVITIES:

Activities planned	Date & Venue	Types of Participant	No of Participants			Activities implemented
			Total	M	F	
<b>Sub-Component-1: Development of Democratic Labour Market</b>						
<b>1.1.1</b> Decent Work Conference	9-10 Nov12 Hotel-71 Dhaka	Members Labour Courts, BILS & NTUC Leaders, Rep.of Labour NGOs, Lawyers	81	75	6	Decent work Conference held for strengthening Labour Judiciary, where the members (workers group) of the 7 labour courts participated formulate recommendations for better functioning of the labour court
1.1.2 May Day Seminar	2 May 2012, Osmani Auditorium, Dhaka	BILS leaders, NTUC leaders, labour ministry and inspection dept. officials	273	172	101	A seminar has organised as part of May Day observation titled “Reformation of Bangladesh Labour Act, 2006: present situation and way forward.” Minister and Secretary of Labour Ministry participated in the seminar. A recommendation drawn from the seminar.
<b>1.1.3</b> Dialogue with TU, Civil Society, Employer & Govt	30 June 12, Dhaka & 9-10 Nov12 Hotel-71 Dhaka	NTUC leaders, Civil society members, Employers & Govt. representati ve	30	25	5	A dialogue with TU and labour court experts held to identify the way to strengthen labour court. & Discussion held on the promotion of decent work
1.1.4 Regular publication						BILS fortnightly e-bulletin ‘News-Flash’ developed and distributed regularly.  New year card printed and distributed- (500 copies)  Calender of 2013 (2500 copies) and Notebook (1500 copies) published and distributed.  BILS Bangla Bulletin Jul-Sep 2012 published and distributed, 6 issues (3600 copies)

Activities planned	Date & Venue	Types of Participant	No of Participants			Activities implemented
			Total	M	F	
						<p>BILS English Bulletin July-September 2012 published and distributed, 4 issues (2000 copies)</p> <p>BILS Bangla Journal of January-June 2012 published and distributed. 2 issues (1000 copies)</p> <p>BILS English Journal of January-June 2012 published and distributed- 2 issues(1000 copies)</p> <p>Bangla Press Clipping -21 issue</p> <p>English Press Clipping- 10 issues</p>
1.1.5 Annual publication on status of decent work with good examples						Annual Publication on Decent Work has been published and distributed which will be a supportive document to promote the Decent Work. 1000 copies
<b>1.1.6</b> Review Meeting of Sub-Component-1(4 meetings)	Feb'2012, 18 June'12, 20 Sep'12 & 28 Dec'12, At BILS Seminar Hall, Dhaka	Members of Sub-Component -1 Advisory Committee	27	23	4	A total of 4 review meeting held in 2012, where the progress of implementation discussed and suggestion provided for better implementation.
1.2.1 Training of Trainers to train a pool of youth volunteers	28, April & 12-13 May, 2012 BILS Seminar Hall, Dhaka	Trainers and Education Secretary of NTUCs	25	23	02	The 3-days TOT organized in two phase, where 20 NTUCs educators participated and received ToT on LL & DW for conducting youth volunteers training.
1.2.2 Publication of training materials	Feb 2012					Volunteers Training Manual - 50 copies Leaflets 20 thousand copiuies
1.2.3 Youth volunteers training (2 trainings)	26-28 Jun at Khulna & 15-17 Sep at Dhaka	Youth activists, leaders and volunteers of NTUCs	44	32	12	2 youth volunteer tracings have been conducted where a total of 44 youth activities/leaders have received training on LLO & DW to carry-out grass-root level orientation.

Activities planned	Date & Venue	Types of Participant	No of Participants			Activities implemented
			Total	M	F	
1.2.4 Grassroots level workers orientation & campaign (28 orientations)	In Oct-Dec 2012 in Dhaka, Khulna	Grassroots level workers	380	258	122	The trained Youth Volunteers have conducted total <b>26</b> Grass root level orientation in different dates of Sep-Dec'12 and total 380 root level workers participated in the orientations.
1.3.1 Internship programme (2 batches)	<b>Feb-Dec 2012</b>	University students	14	9	5	Total 2 batches internship completed in 2012, where total 14 students have gain knowledge on labour issues.
1.3.2 Regular update Library & Documentation						Some new books and 3 book-shelves have been purchased for the library and other related tasks have been continued to update the library.
1.3.3 Seminar on Research report dissemination	20 Sep 2012, BILS Seminar Hall	University Teacher-Students and Researchers	25	15	10	1 Seminar for Research report dissemination has been conducted with the participation of teachers, students and researchers.
1.3.4 Update BILS Website						BILS Website updating is on process and will be completed soonest. The assigned IT farm supposed to complete the website within Dec 12, but could not to complete within scheduled time.
<b>Sub-Component-2: Promoting protection of child and adolescent workers</b>						
2.1.2 A research study on adolescent issues of 3 selected sector in Dhaka	April-June 2012	-	-	-	-	The Research conducted and the report finalized
2.1.2 Publication and dissemination of research report on adolescent workers	August 2012					The research report on adolescent workers has been printed and disseminated among the NTUCs.

Activities planned	Date & Venue	Types of Participant	No of Participants			Activities implemented
			Total	M	F	
2.2.1 Conduct meetings for NTUCs Child Labour Cells (4 meetings)	June'12 at Tongi and Keraniganj and 25 Sep & 13 Nov at BILS , Dhaka	NTUC Child Labour cells members, Project staff	66	38	28	Total 4 meeting conducted in 2012. In the meeting the participants share there activities of individual NTUC on Child labour and adolescent worker.
2.2.2 Publication of Handbook and Flayer	November 2012					During this quarter a total of 1000 copies booklet and 2000 copies flyer has been published on adolescent workers issues
2.2.3 Training/ Workshop with sectoral union (2 training)	13-14 December and 21-22 Dec in Tongi at IRR center.	Sctoral TU leaders of transport and hotel-restaurant and local representati ve of NTUCs	45	38	7	- 2 trainings have been conducted for sectoral TU leaders and local leaders(NTUCs representative) in Tongi area. A total of 45 leaders/ activists have received training on adolescent issues.
2.2.4 National Dialogue with Government & Law makers	31 Dec 12, BILS Seminar Hall	Rep. of Ministry of Labour & Labour Dept, NTUC leadership and lawyers	21	18	3	1 National dialogue held with govt, law maker & NTUC leaders for protecting the rights of child labourers & adolescent workers.
<b>2.3.1</b> Community based Campaign	23-27 Dec 12, Tongi	Sectoral TU leaders of Hotel-restaurant, adolescent workers and local leaders	128	100	18	- 1 Week long community based campaign held in Tongi area for protecting adolescent workers rights in the local areas especially for the adolescent workers of Hotel-restaurants.
<b>2.3.2</b> Media Campaign	27 Dec 12, Tongi	Local and National journalists	10	8	2	- 10 journalists of local & national level media visited the local rear (Tongi)and have been informed on adolescent workers right.
<b>2.4.1</b> Non formal Education	Feb-Dec 2012	Child Labourer of Tongi and	144	48	96	A total of 144 child labourers have completed the NFE course and 144 child labourers

Activities planned	Date & Venue	Types of Participant	No of Participants			Activities implemented
			Total	M	F	
		Keraniganj				teenagers have been continued NFE course in Tongi and Keraniganj
<b>2.4.2</b> Basic Skill Training-BST	Feb-Dec 2012	Child labourer of Tongi and Keraniganj	282	92	190	A total of 282 teenagers have completed their BST training and another 144 teenagers have been continued their BST training in Tongi and Keraniganj.
<b>2.4.3</b> Primary Health Care	Feb-Dec 2012	Child labourers of Tongi and Keraniganj	748	290	458	A Total of 748 patients (child labours) have received primary health care support from Tongi and Keraniganj centre.
<b>2.4.4</b> Motor workshop for apprenticeship	Tongi	Child labourers	20	20	-	A total of 20 teenagers have completed their apprenticeship from BILS-Motor Workshop and 22 teenagers have been continued their apprenticeship training
<b>2.5.1</b> Revision of Education Materials for CRF						The educational materials of CRF have been revised.
<b>2.5.2</b> Establishment of CRF	Tongi	CRF leaders	26	8	18	A meeting of the CRF leaders has been organized to discuss on their activities on the elimination of child labourers.
2.5.3 Cultural and social events (2)	12 June, 2012 Tongi & Keraniganj	Child Labour, Local community and guardians	400	277	123	Two cultural events have organized in Tongi and Keraniganj on the occasion of International Child Labour Elimination Day.
2.5.4 Rally (2)	12 June 2012 Tongi & Keraniganj	Child Labour, Local community and guardians	200	145	55	Two rallies have organised in Tongi and Keraniganj areas on the occasion of International Child Labour Elimination Day.
<b>2.5.5</b> Half-day Centre Development Committee(CDC) meetings	Tongi and Keraniganj	Members of CDC	28	22	6	2 CDC meeting held, 1 in Tongi and 1 in Keraniganj to discuss on the BILS-Child Labour Elimination activities.

Activities planned	Date & Venue	Types of Participant	No of Participants			Activities implemented
			Total	M	F	
including community discussions (2 meetings)						
2.5.6 Parents meeting (4 meetings)	23 April, 9 June, 26 Sep and 10 Dec 2012	Guardians of Child Labourers	226	93	133	4 parents parent meetings conducted with the parents/guardians of the child labourers enrolled in NFE & BST .
2.5.7 PAC meeting of Sub-component-2 (4 meeting)	BILS Seminar Hall, Dhaka	Advisory Committee members and project staff	22	20	2	A total of 4 review meeting held in 2012, where the progress of implementation discussed and suggestion provided for better implementation.
<b>Sub-Component-3: Poverty Reduction and Workers in the hazardous metal sector</b>						
3.1.1 Workshop to draft Strategy plan for Future Advocacy	28 June 2012 BILS Seminar Hall, Dhaka	BILS and NTUCs leaders, Project staff	18	17	01	A workshop has conducted to develop a strategic plan for future advocacy.
3.1.2 Joint Meetings of Trade Unions and Labour Inspection Dept. (2 meeting)	25 Jun'12 and 4 Dec'12 in Chittagong	Ship-breaking TUF and labour inspectors	24	24	0	2 joint meetings held in Chittagong between members of ship-breaking TUF and labour Inspectors. The members of TUF drew the attention of inspectors to increase their visit in shiupbreaking yard for improving OHS standard and protecting the workers' rights.
<b>3.1.4</b> Meeting of Ship breaking Workers T U Forum (2 meeting)	11 May & 26 Nov'12 in Chittagong	Members of Ship breaking TUF	25	25	0	2 meeting held. The major decision of the Forum were:- 1.To form a monitoring team for monitoring the follow-up activities.2.To organise a meeting on HR Day and 3.To collect data on metal re-cycling sector
3.1.5 PAC meeting, Sub-Component-3 (4 meeting)	28 Dec, 18 Jun, 20 Sep and Feb 2012 at BILS,	Members of Sub-Component-3 Advisory Committee	22	22	0	4 meeting held, where the advisors reviewed the progress of implementation and suggested for better implementation of project

Activities planned	Date & Venue	Types of Participant	No of Participants			Activities implemented
			Total	M	F	
	Dhaka					activities.
3.2.1 Advocated Campaign & tripartite dialogue	30 June 2012 Hotel Miska, Chittagong	Ship-breaking TUF, L. Inspection dept. and Journalist	12	12	0	A tripartite dialogue between Shipbreaking TUF, Labour Inspection dept. and Journalist held in Chittagong.
3.2.2 Carry Out Media Campaign	Oct-Dec'12	Journalists of different news media	10	7	3	Journalists of News Media informed on the present status of BILS activities focusing Ship breaking & Re-rolling Mills workers, activities carried out by Ship breaking Workers TUF and the OHS house in Chittagong.
3.3.1 Reprint production of OHS & Workers Rights Training Package	Nov'12		500 copies			Training Package of OHS & Workers Rights reprinted for the orientation Sitakunda, Chittagong and Postogola-Sympur-Dhaka
3.3.2 Training for OHS house organizer	21-22 Sep 2012, Hotel Miska, Chittagong	Organizer working for Metal sector & project staff	15	15	0	A total of 15 organizers attended the training and have been trained on OHS issues of metal workers.
3.4.1 Running OHS House ( Regular Info.service, Media Campaign & Victim workers Support services)	Shitakundu, Chittagong					Continuing regular information and support service of OHS House.
3.4.2 Orientation Programmes for workers of Ship breaking & Re-rolling Mills( 30 Orientation)	01 Jun, 22 Jun, 13 Jul, 03 Aug, 31 Aug, 7-8 Sep, 28 Sep and different dates in Oct-Dec 12 in Chittagong	Workers of ship-breaking sector	524	524	-	Total 28 Orientation programmes carried-out and a total 524 Ship breaking workers has been oriented on their rights and OHS issues.
3.4.3 Campaign	4 May, at OHS house,	TU leaders, workers	62	62	0	As part of campaign a discussion meeting organised at

Activities planned	Date & Venue	Types of Participant	No of Participants			Activities implemented
			Total	M	F	
covering Int. Commemoration Day & May Day (1)	Chitagong					OHS house, Chittagong. Workers rights condition was the focused area of discussion.
<b>3.4.4</b> Workshop with LIS for Dev. Tools for effective Inspection	20 Dec'12 BILS, S Hall	Labour Inspectors, NTUCs Leaders	12	10	2	To check & verify the present Inspection Format and recommendations for better & effective Inspection.
<b>3.4.5</b> Lobby for Increasing LIS visit (4)	15 Nov & 06 Dec, 25 Apr, 9 Sep12 in Chittagong	Leaders of Ship breaking TUF and labour inspection dept.	30	30	0	4 lobby meeting with the labour inspection dept. has been conducted by the Ship breaking TUF, where leader urged the govt. authority to increase site visit to ensure the rights of metal workers and to take proper legal initiative in case of workers rights violation.
<b>Sub-Component-4: Poverty Reduction and Workers in the hazardous Construction sector</b>						
4.1.2 Workshop for developing strategic model	2 - 3 June 2012 BILS Seminar Hall, Dhaka	Sectoral TU leaders and activists	15	15	0	A strategic model for organizing in construction sector has been developed.
4.1.3 Area based orientation meetings (4 meeting)	8 Sep at Shampur & Bonosree, 23 Nov at Postogola and 12 Dec at Lalbagh, Dhaka	Leaders/activists of local area of construction sector	69	61	8	4 Area based orientation meeting held for the local leaders of pilot areas in the construction sector.
4.1.4 Training on organizing model in construction sector (2 training)	27-28 Jul , 3-4 Aug, Dhaka & 24-28 Nov, Chittagong	Local Leaders and organizers of NTUCs	36	31	5	2 training held on the organizing model for the leaders and organizers of construction.

Activities planned	Date & Venue	Types of Participant	No of Participants			Activities implemented
			Total	M	F	
<b>4.1.5</b> Reprinting & Distribution of Campaign Materials on OHS and Labour Law ( Leaflet, Flyer & Posters)	Oct-Dec'12	20000 Leaflet, 2000 Posters				Leaflet & Poster reprint and distributed amongst the Construction Unions and workers
4.1.6 Training programme covering LL, MW, EL, ID card, OHS etc for of construction workers (2)	28-29 Sep & 5-6 Oct in Dhaka and Chittagong	Local Leaders and organizers of NTUCs	42	36	6	2 trainings haave been conducted to equip organizers with LL, MW, EL, ID card, OHS etc of construction sector.
4.1.7 Orientation Workshop for newly formed sectoral team in Chittagong	30 June 2012 Hotel Miska, Chittagong	Sectoral team members	10	10	0	Project activities and the present situation of OHS in construction sector was the focused area of the orientation.
4.1.8 Meeting to run NTUC sectoral team (2 meeting)	20 Sep & Feb at BILS Seminar Hall	NTUC Leaders of sectoral team	13	13	0	2 meetings have been conducted toi discuss the progress of activities.
<b>4.1.9</b> Review Meeting of Advisory committee of Sub-Component-4 (4 meeting)	28 Dec, 20 Sep, 02 Jun and Feb 2012 at BILS seminar Hall	Members of Sub-Component-4 Advisory Committee	27	27	0	4 review meeting held, where the progress of the sub-component planned activities reviewed and suggestion given for better implementation.
<b>4.2.1</b> Advocacy, Lobby & Dialogues with Government (6 lobby)	6,12 &19 Nov'12 9 & 17 Dec'12, 13 Apr' 12 in Dhaka	Advisory Committee Members & Construction Team	22	22	0	6 Advocacy, Lobby & Dialogues held in Dhaka with Inspection Dept.& PWD authority to take necessary action on the submitted Common Minimum Demands. Nirman Sramik Oikko Parishad submitted memorandum to the minister, secretary of MOLE

Activities planned	Date & Venue	Types of Participant	No of Participants			Activities implemented
			Total	M	F	
<b>4.3.1</b> Plant Level Weekend Training Programme (13 training)	Oct-Nov 12 in Dhaka and Chittagong	TU activists of Construction sector	266	210	56	13 plant level weekend training programme held in different dates of Oct-Nov 2012 in Dhaka and Chittagong to equip/train the TU activist who will conduct the evening meeting for the workers.
<b>4.3.2</b> Evening Meetings (Campaign) for grass root construction workers as follow-up (120 meeting)	Oct-Dec 2012 in Dhaka and Chittagong	Grass root construction workers of construction sector	1280	920	360	A total of 120 Campaign (evening meeting) meeting to educate construction workers on LL, MW, OHS etc where total 1280 construction workers participated.
<b>4.3.3</b> Booklet Publication & Distribution	Nov 12	12000 Booklet				Booklet published for evening meetings of construction site as follow-up activities.

## 9. EFFICIENCY:

The annual plans of action were realistic in achieving the objectives of the project where the capacity building of workers' organizations, both in national and sector level, have been focused to promote the decent work and to protect the vulnerable groups in labour market through carrying out effective campaign, advocacy, lobby, negotiation with govt. & employer and participation in social dialogue & policy intervention. Side by side, awareness rising among the root-level workers was very much rational in protecting the vulnerable groups.

The volume of the planned activities for the reporting period were more than the provided support and project period, so BILS had to provide additional efforts to complete the tasks within the timeframe. On the other hand, considering the deepness of the problems addressed, one separate project focusing each of the focused sectors (metal/construction/adolescent workers/decent work) could be more effective.

The project organization and management have a good quality and through their quality and effective supports it has been possible to implement the huge project activities within the project period. The BILS leadership and the senior leadership of BILS associated NTUCs have provided their guidance, support and suggestion for proper implementation of the project activities, which was most important to achieve the project outputs.

The outputs produced during the period of course justify the project cost, even in some cases the produced outputs are more than the expectation within the cost, as lots of voluntary supports have been provided by NTUCs and Leadership. On the other hand, BILS had to face some problems to manage administrative costs and staff salary by the service charge received

for the project implementation, the rate of service charge, fixed earlier, does not comply with the present market situation, the rate should be increased.

### **10. FULFILMENT OF OBJECTIVES:**

The 2nd phase of project was designed to conclude in August 2014 and the objectives and the indicators were designed accordingly, where total activities and outputs were divided within three years. The planned activities of 2012 have been carried-out successfully and the planned outputs have been produced entirely, will contribute to the development objective of the project.

The assessment of the indicators shows that the progress of the project in achieving the development is satisfactory.

<b>Development Objective</b>	<b>Indicators (for Feb12 to Aug 14)</b>	<b>Verification</b>
<p>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 in Bangladesh</p>	<p>Existence of functional mechanisms for implementation of labour law (labour inspection, juridical and tripartite systems)</p> <p>Compared to baseline data, the final impact study indicates that:</p> <p>At least 15.000 workers in the re-rolling and ship-breaking industries have benefited from the new minimum wage.</p> <p>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.</p>	<p>During the project period, capacity of the democratic institutions of labour market has been strengthened specially the labour inspection and labour judiciary along with the TUs.</p> <p>Tripartite dialogues have been initiated among TUs, civil society, employers and Govt on better implement of labour legislation ensuring the decent work.</p> <p>Labour Judiciary have been mobilized on the Decent Work agenda for better functioning of labour courts through Decent Work conference.</p> <p>The Labour Inspection Department, specially the labour inspector have been mobilized for increasing their visit for protecting the workers in metal and construction sector.</p> <p>Enterprise level workers of metal and construction have been oriented on their rights and OHS and the workers have been mobilized in organizing.</p> <p>The NTUCs already have incorporated the adolescent workers issue in their agenda.</p>

<b>Development Objective</b>	<b>Indicators (for Feb12 to Aug 14)</b>	<b>Verification</b>
		The sectoral unions of the selected sector have been oriented & trained and they have initiated activities to protect the adolescent workers rights in the local areas.

<b>Immediate Objectives</b>	<b>Indicators (for Feb12 to Aug 14)</b>	<b>Verification</b>
1. BILS and its member organizations have advocated for improved implementation of labour law and promoted decent work agenda.	Mechanisms and/or MOUs for dialogue established for effective inspection and strengthening tripartite system and judiciary for ensuring decent work	<p>Labour Judiciary have been mobilized on the Decent Work agenda for better functioning of labour courts through Decent Work conference.</p> <p>Tripartite Dialogues have been initiated among TUs, civil society, employers and Govt ensuring decent work</p> <p>A pool of volunteers of NTUCs have been developed and trained on decent work issues to promote the decent work among the grass-root level workers. The youth volunteer mechanism will contribute in developing youth leadership in unions besides promoting the decent work.</p> <p>Through internship programme the academicians (potential students of different universities) have been knowledgeable on labour issues and decent work, who will contribute in future in knowledge management on Labour issue.</p>
2. BILS has supported teenagers in obtaining professional skills and has promoted the capacity of trade unions to advocate and	<p>Trade unions have taken practical steps to represent the interests of adolescents workers e.g. changes in by-laws to include adolescent workers in trade unions</p> <p>Trade unions have in cooperation with government, guardians,</p>	<p>Through 'BILS-NTUCs Child Labour Elimination Network' NTUCs have had especial attention on child labour and adolescent workers issues and the issues have been included in their agenda by NTUCs.</p> <p>The NTUCs leaders expressed their concern to the Govt and Law Makers for protecting the adolescent workers in the national dialogue organized by the project.</p>

<b>Immediate Objectives</b>	<b>Indicators (for Feb12 to Aug 14)</b>	<b>Verification</b>
campaign in order to sensitise other stakeholders on child and adolescent workers rights.	employers and community generated advocacy activities in the local community on child labour	<p>The sectoral TU leaders/activists has been equipped on the adolescent workers issue and they have participated in the week-long campaign in local area for protecting the adolescent workers of Hotel-Restaurant sector.</p> <p>Local TU leaders/activities have participated in social/cultural events, rallies, parents meeting and different activities in the local area along with the guardians, employers, govt. representatives and community people.</p>
3. The capacity of BILS member organisations and sectoral teams in the metal sector to represent the workers as well as advocate and campaign for minimum wage standards and better working conditions is increased	<p>An increasing number of metalworkers have visited the OHS house in Sitakunda to gain knowledge about OHS.</p> <p>The BILS/Metal Sector Team have participated in a negotiation with the Government, the Labour inspectorate and employers for ensuring minimum wage and occupational health and safety.</p>	<p>Information and support services have been provided to the metal workers on a regular basis from OHS house. Day by day the numbers of visited metal workers are increasing. The OHS house also provides services to the workers family members in case of death, legal support, compensation etc.</p> <p>‘Chittagong Ship-breaking TUF Forum’ and ‘Re-rolling Worker’s TU Team’ are jointly working as BILS/Metal Sector Team. Chittagong Ship-breaking TUF Forum participated in joint meetings with Labour Inspection Dept to increase the LIS visit in the ship-breaking yard ensuring the rights and OHS standard for ship-breaking workers. Side by side, the BILS/Metal Team conducted several lobby meetings for increasing LIS visit in the re-rolling mills. Moreover, the team visited number of workplace with the labour inspectors.</p>
4. The BILS/NTUC Construction sector team have increased skills to advocate for better wage standards, appointment letters, accident compensation,	<p>The trade unions in the pilot areas have through negotiation with the employers obtained ID cards/employment contracts for construction workers.</p> <p>Initial organising activities have taken place within the construction sector.</p>	<p>Local TU leaders of the pilot areas have been oriented, who are negotiating with the employers to ensure the ID cards, employment contract, minimum wage and safety for the construction workers.</p> <p>‘Nirman Sramik Oikkio Parishad’ submitted their charter of demands to the Minister &amp; the State Minister and Secretary of Labour Ministry.</p> <p>The ‘Construction Workers’ TU Team’ have</p>

<b>Immediate Objectives</b>	<b>Indicators (for Feb12 to Aug 14)</b>	<b>Verification</b>
safer and healthier working conditions for construction workers		<p>conducted advocacy, Lobby &amp; Dialogues with Inspection Dept.&amp; PWD authority to take necessary action on the submitted charter of demands.</p> <p>Strategic model and organizing model to organize the workers of Construction sector have been developed. A pool of organizers has been trained on LL, MW, AL, ID card, and OHS for the construction workers.</p> <p>Through evening meeting (campaign) a total of 1280 construction workers oriented on LL, MW, AL, ID card, OHS</p>

Most of the assumptions mentioned in the project document were valid. 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 utilized their capacity to formulate positions papers and carry out advocacy targeting key stakeholders in the labour market. BILS Trainers Team, training materials were available and operational.

#### **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 activities. During the period, project concentrated on capacity building of the national, local and sectoral unions to carry-out advocacy on the developed policy, charter of demand and others arguments formulated in the previous phase of the project. Accordingly the unions/teams/committees have carried-out the planned advocacy and campaign. They have already started to mobilize the workers for organizing and the ownership will be developed among the trade union through organizing the workers, though it will take some time.
- During the period, a pool of youth volunteers of NTUCs have been developed and trained to carry-out orientation for the grass-root level workers on decent work. The sectoral unions have been trained on adolescent workers' rights of Hotel-restaurant and small transport sector to carry-out campaign in the local area on adolescent workers' right. Sector based unions of metal and construction sector, NTUCs sectoral teams and the local structures have been oriented /trained to mobilize the workers. OHS house organizers have been trained to mobilize the workers of Ship-breaking sector. Besides a good numbers of workers have got awareness on their rights. After the project completion, the sectoral team, Sectoral unions and the youth volunteers will continue their activities utilizing their capacity and structure developed in 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, who will share their knowledgeable in the local community, even after completion of the project period.

- NTUCs-Child Labour Elimination Network has been formed including the representatives of all NTUCs. This network will sustain after the project completion.
- The academicians who have been knowledgeable on labour issues by the project are the potential academicians on labour issues.

## **12. IDENTIFICATION OF ALTERNATIVES:**

The design and strategy was quite good and effective to achieve the objectives of the project. However, the following designs could have been more effective to achieve the project objective;

- In the project planned activities, there was only one study on the adolescent workers, more research/study could have been included in the activities, especially in each year a study on decent work deviation could be more supportive to the yearly decent work publication. Moreover, the study findings could be useful in the policy development on decent work.
- Nowadays, media advocacy is more effective in Bangladesh to ensure rights of the people especially rights of the vulnerable workers, though there was no media campaign in the project designed activities on decent work. If the project could have included some activities of media campaign on decent work, both in print and visual media, could be more effective to promote the decent work in national level.

As part of the media advocacy, some live dialogues/talk show could have been organized with the participation of different stakeholders.

- To conduct the follow-up activities for construction sector no training methodology developed in the programme cycle, so BILS trainers' team and project staff had to provide support to conduct the follow-up activities, which will not function after the project completion. Therefore, developing training methodologies in the programme cycle could have been more effective in achieving the project objectives as well as functioning after the project completion.

## **13. NEED FOR FURTHER ASSISTANCE:**

- Developing training methodologies is very important in the programme cycle of sub-component-4 to sustain the campaign activities among the workers after project completion. So, it will better if some activities could be included for Developing training methodologies for in the next year of the project.
- Inclusion of one study on decent work deviation in the next year activities will be very useful in decent work publication as well as making arguments in the policy development on DW.