

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



January 2013 – December 2014

1. BASIC PROJECT DATA

Project Title :	Decent Work and Poverty reduction in Bangladesh
Project Number :	16
Sector :	
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 :	January 2013 – December 2014
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 Objectives :	<ol style="list-style-type: none">1. BILS and its member organizations have advocated for improved implementation of labour law and promoted decent work agenda.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.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.4. The BILS/NTUC Construction sector team have

	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 project “*Decent work and poverty reduction in Bangladesh, 2nd phase, 2012-2014*” constitute component two of the LO/FTF Council’s regional programme ‘*Support to Decent Work in Asia*’ and is a continuation of the previous country component programme from 2009-2011.

The second phase of the project ‘Decent Work and Poverty Reduction in Bangladesh’ started in February 2012 and proposed ending was December 2014 including 3 month extension. But due to strategic change of DANIDA, the period Feb 2012-Dec 2014 of the 2nd phase of the project has been separated into two period; February-December 2012 and January 2013-December 2014. The reports of 2012 have been completed earlier and this completion report includes the activities, outputs and achievements for the period of January 2013-December 2014.

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 2nd 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. Side by side, capacity building BILS associated organizations, sectoral unions and sectoral team/local structure/local committees developed in the first phase, to carry-out the activities for promoting decent work, protecting Child Labourers & Adolescent workers and improving the living and working condition of hazardous metal and construction sector.

The project consists of four sub-components, overview of sub-components and immediate objectives as follows

Sub-Component	Immediate objective
Sub-Component 1: Development of a democratic labour market	BILS and its member organizations have advocated for improved implementation of labour law and promoted decent work agenda.
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 and campaign in order to sensitise other stakeholders on child and adolescent workers rights.
Sub-Component 3: Poverty reduction and workers in the hazardous metal sector	The capacity of BILS member organisations and sector 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..
Sub-Component 4: Poverty reduction and workers in the hazardous construction sector	The BILS/NTUC Construction sector team have increased skills to advocate for better wage standards, appointment letters, accident compensation, safer and healthier working conditions for construction workers

Most of planned activities for each component have been carried-out successfully and produced targeted outputs. The outputs are in accordance with the project immediate objective in achieving the development objective.

In 2013, govt. passed the Labour Law amendment-2013. For the amendment Trade Unions prepared a set of recommendations with the support of BILS/LO-FTF project. The recommendations were adopted by the SKOP- the national body of trade union and SKOP submitted it to the government. The government took it into agenda for discussion. But finally a few of the recommendations have been reflected in the Labour Law amendment-2013. However, there are some improvements in the amendment though it's beyond the expectation of the working people.

BILS have been included in the 'Working Group' for drafting Labour Law Rules, headed by a Deputy Secretary of the Ministry of Labour & Employment.. BILS is coordinating the activities of the committee i.e. arrange meeting, logistic & technical support for the meeting etc. Besides BILS is providing all types of secretarial support to the Working Group.

Inclusion of youth volunteer in the project activities was very much important. A good number of youth volunteers have been trained on workers' rights, Labour Law and Decent Work(DW) which will contribute in developing youth leaderships in TU movement, necessary to combat the up-coming challenges in unionism.

Through internship programme the academicians (teachers and students of different universities) have been knowledgeable on labour issues, who will contribute in knowledge management on Labour issues and in developing positive mind set-up about workers' organizations among the academicians and civil society

In 'Promoting protection of child and adolescent workers', the child labourers and adolescent workers of Tongi and Keraniganj areas have received skill training and have had better job with increased income as well as awareness development in the local areas against child-labour, contribute in child labour elimination in the local areas. Besides, NTUCs have an especial focus on Child Labour issue through regular functioning of BILS-NTUCs Child Labour Elimination Network and the NTUCs have included the child-labour issue in their agenda.

In metal sector, the 'Ship-breaking Workers TU Forum' is well recognized in national level as workers' representative for ship-breaking sector. The team is regularly invited by govt. & others in different programmes related to the workers issues in ship-breaking sector. As TU representative the Convener and the Joint-Convener of the forum visited the ship-breaking yards in China with government delegation.

Labour Inspection Dept. has been mobilized through regular advocacy/lobby for increasing their visit in hazardous metal sector, the labour inspectors visited several times in the ship-breaking yard and, as a result the health and safety situation of the ship-breaking workers have been improved.

In construction sector, formation of 'Nirman Shramik Okkyo Parishad (NSOK)', an united platform of unions in construction sector, is the key achievement. The NSOK have been formed with the eight (8) existing unions in the sector affiliated with NTUCs. The NOSK is now a recognized forum for protecting the construction workers; one member of the NSOK has been included in wage fixation committee for construction sector.

The NSOK submitted a 'Common Minimum Demand-CMD' to the 'Ministry of Labour and Employment' with the support of 'BILS/NTUCs Construction Team'. The NSOK and the 'BILS/NTUCs Construction Team' have continued advocacy and lobby with government to

ensure the 5 points of CMD. As a result, the minimum wage of construction workers has been increased in 2013.

In the year 2013, the Ministry of Labour and Employment have initiated a ‘Community Base Insurance Scheme for Construction Workers’ with the support of Labour Welfare Foundation. BILS has been considered as a member of the working group for the scheme.

The advocacy/lobby with different stakeholders i.e. City Corporation., RAJUK, PWD, LGED, RHHAB etc were very much effective as those are the most influential stakeholder in construction sector and contributes in improving the construction workers’ living and working condition.

In both metal and construction sector, huge numbers of root level workers have had increased knowledge on their rights and workplace safety results in improving the workplace situation. Besides, the workers have been mobilized in organizing will contribute in organizing the workers in the sectors.

Moreover, the following outputs/ achievements have contributed in achieving the project development objective;

Sub-component 1: Development of a democratic labour market;

- Trade union and members (workers’ group) of Labour Court have formulated recommendations and drawn an action plan for advocacy and better functioning of labour courts and recommended for increasing the numbers of labour courts.
- Capacity of the democratic institutions of labour market has been strengthened specially the labour inspection and labour judiciary along with the TUs.
- Tripartite dialogues have been initiated by TU and during the reporting period a series of dialogue held among TUs, civil society, employers and Govt for the better implement of labour legislation for ensuring the decent work.
- A pool of 40 youth volunteers has been trained on Labour Law and Decent Work, and a total of 492 grass-root level workers have been oriented on labour law and decent work.
- Through internship programme the academicians (teachers and students of different universities) have been knowledgeable on labour issues, who will contribute in knowledge management on Labour issue and in developing positive mind set-up about workers’ organizations among the academicians and civil society.

Sub-Component 2: Promoting protection of child and adolescent workers;

- A total of 277 child labourers have received non-formal education and a total of 536 child labourers have received skill training and more than 60% of the trained teenagers are applying their skill for better income.
- A total of 35 child labourers have completed apprenticeship training on motor mechanics from BILS-Motor Workshop and maximum of them have joined in different motor-workshops in Dhaka city with better income.
- The sectoral unions of match-factory in Postogola, Dhaka have been mobilized to protect the adolescent workers and child labourers.
- The local community people, local TU and local employers of Tongi and Keraniganj area have been mobilized to protect the child labourers and adolescent workers of the local areas.

Sub-Component 3: Poverty reduction and workers in the hazardous metal sector;

- A total of 35 organizers of metal sector have been equipped on labour law and OHS and carried-out orientation for the root level workers on their rights and occupational health & safety, and mobilized the workers in organizing.
- A total of 994 root level workers of metal sector have received awareness on their rights and occupational health & safety, and mobilized for organizing to protect their rights and improve their living and working condition.
- The OHS house has provided regular Information services and Victim workers Support services. During the reporting period a total of 104 victims received support from the OHS house.

Sub-Component 4: Poverty reduction and workers in the hazardous construction sector;

- A total of 66 have received enhanced skill to carry out campaigns at local level for improving construction workers living and working condition.
- A Total of 44 local leaders/organizers received training on organizing model in construction sector to mobilize the root level workers in organizing in the construction pilot areas.
- During the reporting period, total 2553 root level construction workers have been oriented on LL, MW, AL, ID card, OHS issues and 'Community Base Insurance Scheme for Construction Workers' through evening meeting at different construction sites of Dhaka & Chittagong.

The project has completed its all planned activities efficiently with the effective support from the BILS associated NTUCs and has been able to produce the planned outputs to meet the immediate objectives of the of the projects. Only the impact study of the construction sector have not been completed yet due to critical political situation, however, hope to complete soon, and the base line studies for the next phase are under progress. The effects/impacts of the produced outputs are satisfactory in labour law review and in protecting the vulnerable groups in the hazardous work. The outputs produced are very much relevant to achieve the project development objective.

Lessons Learnt:

During the project period, many important lessons have been learnt that could very much important in design/implementation of future projects. The lessons learnt are as follows;

- In 2013, govt. passed the Labour Law amendment-2013. Though the recommendations from TU side were taken as agenda by the govt. for discussion. But finally a few of the recommendations have been reflected in the Labour Law amendment-2013. However, there are some improvements in the amendment though it's beyond the expectation of the working people, further review in many areas are must including expansion of the coverage by Labour Law. On the other hand, the enforcement of the existing labour legislations is very poor. The TU movement has to fight continuously to have a democratic Labour Law and its proper implementation.
- The Employers of our country are very influential and influence the government against developing workers friendly labour legislations. During the Labour Law amendment, it is

experienced that the employers group of the TCC strongly protested the workers friendly recommendations. So, the workers group in the TCC should be capable enough to fight against the influential employers group.

- In Child Labour elimination and protecting the child labourers & the adolescent workers, TU could contribute substantially in national and local levels along with the existing initiatives by government. & non-government organizations. In this regard, the NTUCs already included the child labour issue in their agenda. So, initiatives by the TUs could be more effective in child labour elimination.
- In construction sector, especially in construction of high-rise infrastructure, there is huge risk, even life-risk for the construction workers. Considering the risk level, special focus must be given in the safety issue of the construction workers and TU should have special attention in the issue.
- Recently, the govt. have taken initiatives to improve the OHS situation, but the concentration given to the RMG sector, keeping this in mind the TUs have to take necessary steps to advocate in concentrating the other sectors as well with importance in improving the OHS situation.
- In metal and construction sector, the awareness raising among the root level workers contribute effectively in improving the workplace condition. So, the awareness raising campaign among the root level workers should be continued.

3. PROJECT BACKGROUND:

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.

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.

The Project supported 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 further supported 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 the 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.

Development and changes in the background situation:

Development in sub Component-1: Development of democratic Labour Market:

Without a democratic LL (Labour Law) it is not possible to achieve a democratic labour market. Bangladesh TU movement is fighting continuously to have a democratic LL. Trade Unions formed a committee to prepare recommendations for Labour law amendment and BILS provided with all technical and official support to the committee. The recommendations were adopted by the SKOP- the national body of trade union and SKOP submitted it to the government. The government took it into agenda for discussion. After two years long bipartite and tripartite discussions the government prepared recommendation for national Tripartite Committee where not all but many of the recommendations were accepted in the government proposal. But unfortunately the Employers group those who are members of the TCC strongly protested the workers friendly recommendations. Though many of the recommendations were included in the government proposal but finally many of these were ignored

However, there are some improvements in the amendment though the government didn't meet the expectation of workers group.

Problems in the Labour Law amendment- 2013:

- By the definition of worker, a large portion of total workforce is not under the coverage of LL-2013 though some new industrial sectors have been included in the amendment.
- According to the ILO convention 87 & 98 all workers have the rights to be organized and freely elect their office bearer from the committed trade unionist. But the workers those who are recognized as worker by LL-2013 are also suffering to be unionized.
- Workplace health & safety is very much insufficient, though there are some improvements in LL-2013.
- Workers' welfare issues are mostly ignored, though there are some improvement in LL-2013 i.e. permanent health center, appointment of welfare officer, formation of safety committee, group insurance etc.
- The duration of punishment and amount of penalty for employers has been increased but not adequate.
- Compensation for workplace accident is not sufficient. ILO Convention 121 is not considered to fixation of compensation amount.
- Through recognizing of 'Contractor Agency' in the new labour law the workers will face exploitation both from Employers and Contractors.
- Due to amendment in Section 23 "Punishment for conviction and misconduct" the employers may terminate the workers without any financial benefits under the reason 'disorderly behavior in the establishment, riotous activities or vandalizing'.
- The employers may facilitate the Participation Committee and stand against forming trade union in the establishment. The role and responsibilities of the Participation Committee, Safety Committee and Trade Union may raise confusion among the members.

Improvements in the amendment: I

- Agriculture workers and transport workers have been come under the protection of Labour law and the following sectors have been recognized as Industry:
 - a. Ship Building,
 - b. Ship recycling,
 - c. Welding,
 - d. Outsourcing company or establishment of a contractor or subcontractor to supply security employees,
 - e. Port; Port shall mean and includes sea port, river port and land port;
 - f. Mobile operator company, mobile network service provider company and land phone operator company;
 - g. Private radio, tv channel and cable operator;
 - h. Real estate Company, courier service and insurance company.
 - i. Fertilizer and cement producing company
 - j. Clinic or hospital runs for profits.
 - k. Rice mill or chatal,
 - l. Saw mill,
 - m. Fishing trawlers,
 - n. Fish processing industry,
 - o. Seagoing vessel/ship.
- The duration of final decision of an appeal have been reduced to 45 days from 60 days.
- The provision for providing confirmation letter after completion of apprenticeship period has been included.
- A worker who dismissed will have the right to stay in his/her allocated residence until he/she received the dues from employer.
- The provision of consisting an ‘enquiry committee’ with the equal number representatives of employees and employer in case of punishing a worker, will contribute in transparent enquiry.
- The Government will, from time to time, publish in the official gazette, the list of hazardous work, where no adolescent shall be employed.
- Provision included on protection of the handicap workers.
- Provision included on improving the indoor electric system.
- By the inclusion of 3 sub-clauses in section 62, the employers have to take some mandatory initiatives to prevent accident.
- There are some improvements in relation to workers’ welfare i.e. permanent health center, appointment of welfare officer, formation of safety committee, group insurance etc.
- Minimum 10% member will be female in TU Executive Committee if 20% female workers exist in any enterprise.
- Only in the public industries 10% member of TU executive committee can be selected from outsider.
- The duration and amount of penalty for employers have been increased but not sufficient.

- The responsibilities and power of Chief Inspector have been increased which will contribute in improving the workers' safety.

Recommendations prepared in relation to the amendment of LL-2013;

- Inclusion of more workers specially domestic workers in the LL;
- Ensure trade union rights as per ILO convention 87 & 98 and 20% outsider trade unionists in the Executive Committee;
- Inclusion of provision on National Minimum Wage;
- Update and modernize the provisions related to health, hygiene and safety; inclusion of the provision on specific responsibilities for factory and building owner, increase coordination among the approval authorities, mandatory approval from Labour Inspection Department before obtaining approval from any authority for running factories and establishment.
- Upgrading of the labour inspection department;
- Increase compensation for workers for accident in accordance with ILO Convention-121 & Fatal Accident Act 1855;
- Increase the penalty of employers for violation of LL provisions;
- 6 months Maternity leave for workers.

The government considered BILS recommendations partly as follows:

- The government included new sectors in the labour law- 2013 (mentioned in improvement part);
- The new Labour law added some provisions regarding health and safety of the workers which will direct the employers to take appropriate measures for ensuring health and safety of the workers.
- The new LL has strengthened the Inspection mechanisms that will contribute to save workers lives.
- The government increased the penalty of the employers though it's not adequate.
- The government allowed 10% outsider in the TU Executive Committee in the state owned establishment.

Role of BILS in the Working Group formed by the Ministry to frame LL Rules;

Govt. forms a Working Group to draft the Rules for Labour Law, headed by a Deputy Secretary of the Ministry of Labour & Employment. AED of BILS/LO-FTF Project is one of the members of that group. BILS is coordinating the activities of the committee i.e. arrange meeting, document support for the members, documentation, logistic & technical support for the meeting etc. Besides BILS is providing all types of secretarial support to the Working Group.

A pool of 40 youth volunteers have been trained on workers' rights, Labour Law and DW which will contribute in developing youth leaderships in TU movement, necessary to combat the up-coming challenges in unionism. Besides the youth volunteers conducted orientation

for the root level workers, through the orientation a total of 492 workers have been mobilized in organizing.

Development in Sub-component-2: Protection of child and adolescent workers:.

A total of 277 child labourers have received non-formal education and a total of 536 child labourers have received basic skill training(BST) in selected trades from Tongi and Keraniganj area. According to our follow-up report more than 60% of the BST graduates have engaged in job/self-employed who are earning more than their previous income (before joining CLEP).

A total of 35 child labourers have completed apprenticeship training on motor mechanics from BILS-Motor Workshop and maximum of them have joined in different motor-workshops in Dhaka city with better income.

The union leaders of Match Factory industry at Postogola area and the local TU leaders (NTUCs representatives) of the area have been oriented & equipped to protect the adolescent workers in the area. Besides, a week-long campaign held in the local area with the support of the local TU leaders to mobilize the local community on adolescent workers rights. Through the activities, the adolescent workers issues have been included in the agenda of the unions of the Match-Factory sector and local community have been sensitized on the adolescent workers' rights. Actually no new structure developed or no new local union established, but the existing local structures have been oriented & equipped for protecting the adolescent workers.

NTUCs have included the child-labour issue in their agenda. 'BILS-NTUCs Child Labour Elimination Network' functioning through regular meeting to strengthen the capacity of previously established 'Child Labour Cell' of the NTUCs.

Development in Sub-component-3: Poverty reduction and workers in hazardous metal sectors:.

At the beginning of the project, two area committees were formed consisting the local representatives of NTUCs and leaders of sectoral affiliates of NTUCs; 'Ship-breaking Workers' TU Forum' in Chittagong and 'Postogola Re-rolling Workers' TU Team' in Dhaka.

The 'Ship-breaking Workers TU Forum' is now well recognized in national level as workers' representative for ship-breaking sector. The forum is regularly invited by govt. & others in different programmes related to the workers issue in ship-breaking sector. As workers representative the Convener and the Joint-Convener of the forum visited ship-breaking yard in China with government delegation.

The 'Ship-breaking Workers' TU Forum' have conducted a series lobby with the inspection department to increase their visit in the ship-breaking yard. Consequently, the inspectors visiting the ship-yard regularly, that results in improving the workers' health-safety situation.

The 'Postogola Re-rolling Workers' TU Team' is functioning but the achievements of the team are not mentionable except providing support in organizing the follow-up activities to create awareness among the re-rolling mill workers. Due to lack of structured support and political unrest it has not been possible to reach the targeted outputs.

During the period, a total of 994 metal workers have been oriented on their rights and occupational health & safety as well as mobilized in organizing. The oriented workers are aware of their rights and mobilized to the necessity of organizing to protect their rights. As a result, three (3) new unions have been registered in ship-breaking sector in 2013 by the

initiatives of NTUCs associated with IndustryALL. Here BILS/LO-FTF project have contributed through mobilizing the workers in organizing.

The OHS House (BILS Training and Information Center) in Chittagong have been functioning properly from the beginning and a total of 104 victim workers have received different type of supports like information, linkage for treatment, suggestion to get legal support, negotiation with employers, getting proper compensation, linkage with unions etc. Besides, some victim workers of ship-breaking have been provided with limbs and sewing machines with the support from BILS/SSN project.

Development in Sub-component-4: Poverty reduction and workers in the hazardous construction sector:

At the beginning of the project, two construction teams have been formed consisting the leaders of NTUC affiliates; one is the 'Chittagong BILS/NTUCs Construction Team' and the other is the 'BILS-NTUCs Construction Team'.

Among the achievement of the construction component, the formation of 'Nirman Shramik Okkyo Parishad (NSOK)' is most important, an united platform of unions in construction sector. The NSOK have been formed with the eight (8) existing unions in the sector affiliated with NTUCs. The NSOK submitted the 'Common Minimum Demand-CMD' to the 'Ministry of Labour and Employment' with the support of 'BILS/NTUCs Construction Team'. The NSOK and the 'BILS/NTUCs Construction Team' have had many advocacy/lobby with government to ensure the 5 points of CMD.

The NOSK is now a recognized forum for protecting the construction workers, one member of the NSOK has been included in wage fixation committee for construction sector. In the year of 2013, the minimum wage of construction workers, one of the 5 point demand in CMD, have been increased, which is a result of continuous advocacy and lobby supported by the project.

In the year 2013, the Ministry of Labour and Employment have initiated a 'Community Base Insurance Scheme for Construction Workers' with the support of Labour Welfare Foundation, BILS, TUs and Jibon Bima Corporation. BILS has been considered as a member of the working group, which is the recognition of BILS initiatives in construction sector through BILS/LO-FTF project.

The local Area Committees of pilot areas have been functioning and contributing in organizing the evening campaign meeting for creating awareness among the construction workers on their rights and workplace safety. Through the evening meeting a total of 2553 root level construction workers have been aware on their rights like LL, MW, AL, ID card, workplace safety, compensation etc and mobilized in organizing for ensuring their rights which will lead to organizing the construction workers.

During the implementation, the project faced some constraints and the majors constraints are as follows;

- The main constraints in implementing the project were the continuous political unrest in the country. There were lots of Hartal (general strike), Aborodh (movement of transport not allowed), clashes all over the country and lots of people were killed. Also there was industrial unrest, especially in the garments sector. Among the industrial accident 'Rana Plaza Catastrophe' and 'Tazreen Fire' are mentionable.

- 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.
- There was no 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 existing TUs of the selected sector (small transport, hotel-restaurant and match factory) were not concerned in the adolescent workers issue. So, the project faced difficulties to incorporate the unions in protecting the adolescent workers of the selected sectors.

4. PROJECT DESIGN:

The project strategy and design was ideal one, though due to some unavoidable external factors i.e. political unrest, industrial unrest, industrial accidents etc, some activities delayed to implement. In the sub-component-1 more activities related to capacity building of TCC & Labour Judiciary could have been more effective. The design of sub-component-2, the inclusion of adolescent workers issue was very effective to mobilize the TU with the issue. The TUs have included the Child Labour & Adolescent workers issue in their agenda and there are scopes for the TUs to contribute in protecting the Child Labourers & Adolescent Workers in national level as well as in local areas. In sub-component-4, no especial focus on the female workers in the construction sector who are more vulnerable than the male workers, though the project tried at best to incorporate female workers, as much as possible, in the activities according to the gender policy of BILS. However, especial focus could have been more effective to protect the female workers in the construction sector.

The management structure and institutional framework of the project was good enough. The guidance and efficient support from the ‘Joint Implementation & Monitoring Committee-JIMC’ was most important to implement the project successfully within the timeframe. From the BILS point of view, sub-component advisory committees played an effective role in planning and implementing the activities. On the other hand, the metropolitan committees and local area committees played the main role in implementing the projects activities especially in the metal and construction sectors.

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 identified its four immediate objectives. Considering the lack of knowledge, capacity & skill of TUs in carrying-out advocacy & social dialogue for a democratic labour law and protecting the vulnerable groups in both formal and informal sectors, the project perfectly have developed its objectives..

The immediate objectives of the project have accordance with the regional programmes of LO/FTF Council. Besides, the design and strategy of the project is very much related to LO-FTF strategy for the region as well as Danida formulated policies and strategies.

5. BUDGET/EXPENDITURE:

B. Line	Particulars	Budget 2013-14	Expenses 2013	Expenses 2014	Total Expenses 2013-14
Sub-Component-1, Development of democratic Labour Law					
	Advocacy with the key stakeholders for improved implementation of LL(1.2)				
1.2.1	Decent work Conference	0			
1.2.2	May day seminar(1daysx3yearx120P)	214744	107372	107372	214744
1.2.3	Dialogue with TU & Civil Society, Govt.	378390	75678	305212	380890
1.2.4	Regular Information	817384	328692	486692	815384
1.2.5	Annual Publication on decent Work	511604	255802	255802	511604
1.2.6	Review Meeting of Sub Component AC	46396	31280	15116	46396
	Sub-Total	1968518	798824	1170194	1969018
	Youth Leader Educated and Mobilized on decent Work(1.2)				
1.2.7	Training of Trainers Workshop	0	0	0	0
1.2.8	Production for Advocacy materials	0	0	0	0
1.2.9	Youth Volunteer Training	206720	206720	0	206720
1.2.10	Grass root level Workers Orientation	510308	510308	0	510308
1.2.11	Evaluation	270682	0	252682	252682
	Sub-Total	987710	717028	252682	969710
	BILS and its Member Organization have increase capacity for labour market research(1.3)				
1.2.12	Internship Program	169556	83956	77289	161245
1.2.13	Regular Updates Library & Documentation	424156	249578	182578	432156
1.2.14	Seminar for research report dissemination	136744	68372	68372	136744
1.2.15	Update of BILS Website	0	0	0	0
	Sub-Total	730456	401906	328239	730145
	Total Sub-Component 1	3686684	1917758	1751115	3668873
	Sub-Component-3, Metal				
	BILS metal sector Team equipped with knowledge and skills				
1.2.16	Workshop to draft strategy plan	0	0	0	0
1.2.17	Joint meeting with TU and LIS	137668	68834	68834	137668

*BILS/LO-FTF Project, Decent Work and Poverty Reduction in Bangladesh, Jan 2013-Dec 2014
Completion Report*

B. Line	Particulars	Budget 2013-14	Expenses 2013	Expenses 2014	Total Expenses 2013-14
1.2.18	National Evaluation Workshop	89064	0	102564	102564
1.2.19	Meeting of Shipping TUF	98155	64980	33175	98155
1.2.20	Review meeting AC	45812	30696	15116	45812
	Sub-Total	370699	164510	219689	384199
	BILS metal sector Team have advocated towards Govt & Employer(3.2)				
1.2.21	Advocacy campaign & Tripartite dialogue	155247	101498	53749	155247
1.2.22	carry out media campaign	91066	45533	52033	97566
	Sub-Total	246313	147031	105782	252813
	BILS NTUC local metal committee have increased capacity(3.3)				
1.2.23	Reprint Production	0	0	0	0
1.2.24	Training workshop for OHS House Organizers	117352	58676	58676	117352
	Sub-Total	117352	58676	58676	117352
	Metal workers have increase knowledge about workers rights(3.4)				
1.2.25	Running OSH house	222530	110248	116012	226260
1.2.26	Orientation program for workers	341000	153050	191250	344300
1.2.27	campaign covering International commemoration day & May day	448904	224452	224452	448904
1.2.28	Workshop with LIS and TU for developing tools	0	0	0	0
1.2.29	Lobby for increasing LIS visit	107012	53256	51556	104812
1.2.30	Manual Reprint/Booklet/Publication	130000	0	120000	120000
	Sub-Total	1249446	541006	703270	1244276
	Total Sub-component 3	1983810	911223	1087417	1998640
	Sub-Component-4, Construction)				
	NTUC and Local Area committee has enhanced skill to carry out campaign				
1.2.31	Impact study	393570	0	393570	393570
1.2.32	Workshop for developing strategic plan	0	0	0	0

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B. Line	Particulars	Budget 2013-14	Expenses 2013	Expenses 2014	Total Expenses 2013-14
1.2.33	Area based meeting to orient in major construction site	22212.5	22213	0	22213
1.2.34	Developing and Training on org model(4x3daysx16p)	151708	76146	75562	151708
1.2.35	Reprinting & distribution of campaign material	8615	8615	0	8615
1.2.36	Training program covering LL/MW/ID card	250000	0	245000	245000
1.2.37	Orientation for NTUC Leaders AC	0	0	0	0
1.2.38	Meeting to non NTUC sectoral team	70234	35117	37617	72734
1.2.39	Review meeting sub-component committee	45812	31280	14532	45812
	Sub-Total	942151.5	173371	766281	939652
	BILS NTUC Construction team has advocated for better working conditions				
1.2.40	Advocacy Lobby and Dialogue	97413	58458	40355	98813
	Sub-Total	97413	58458	40355	98813
	BILS/NTUC Local committee have increased knowledge about LL(4.3)				
1.2.41	Plant Level weekend training program	224845	163230	61615	224845
1.2.42	Campaign Meeting for educating	617877	364455	262422	626877
1.2.43	Booklet publication/Distribution (12000)	100437	10867	89570	100437
1.2.44	Base line studies 4 (next phase prep.)	720000	0	710000	710000
	Sub-Total	1663159	538552	1123607	1662159
	Total Sub-component 4	2702724	770381	1930243	2700624
	Sub-Component-2, Child Labour & adolescent workers				
	The Existence of three high quality studies (2.1)				
1.3.1	Research on working condition on adolescent workers	0	0	0	0
1.3.2	Publication & Dissemination of Research Report	0		0	0
	Sub-Total	0	0	0	0
	TU Activity are equipped with knowledge and skill(2.2)				

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B. Line	Particulars	Budget 2013-14	Expenses 2013	Expenses 2014	Total Expenses 2013-14
1.3.3	Meeting of NTUCs Child labour cell	117278	78352	34926	113278
1.3.4	Publication of Handbook & Flyer	0	0	0	0
1.3.5	Training/Workshop with sectoral Unions	123976	123976	0	123976
1.3.6	National Dialogue with Govt/Law makers/Employers	108436	55136	63300	118436
	Sub-Total	349690	257464	98226	355690
Adolescent workers, Employers, and communities have increased awareness(2.3)					
1.3.7	Community based campaign	250960	125480	131180	256660
1.3.8	Media Visit	42124	21062	23062	44124
	Sub-Total	293084	146542	154242	300784
Non-formal education and basic skills training to teenagers(2.4)					
1.3.9	Non-formal education	1241064	895740	342824	1238564
1.3.10	Basic skills training	2523220	1554050	953670	2507720
1.3.11	Health Care and medicine services	309530	196590	106140	302730
1.3.12	Operating 1 motor workshop to provide apprenticeship training	1260220	742740	498980	1241720
1.3.13	Follow-up on the developed MWTP Sustainability plan	41205	30105	0	30105
	Sub-Total	5375239	3419225	1901614	5320839
Teenagers Local Employers /Local TU/Parents have increased awareness(2.5)					
1.3.14	Revision of education materials	0		0	
1.3.15	Establishment of CRFs (batch wise)	20000	15000	5000	20000
1.3.16	Organize cultural and social events which include CRF advocacy activities	127876	64188	63688	127876
1.3.17	Rallies	211512	105756	105756	211512
1.3.18	Centre Development meeting	51941	33794	21647	55441
1.3.19	Parents Meetings in Tongi and Keraniganj	41220	27480	16940	44420
1.3.20	Review Meeting AC	45812	30696	15116	45812
	Sub-Total	498361	276914	228147	505061

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B. Line	Particulars	Budget 2013-14	Expenses 2013	Expenses 2014	Total Expenses 2013-14
	Total Sub-component 2	6516374	4100145	2382229	6482374
	TOTAL ACTIVITIES	14889592	7699507	7151003	14850510
2.	Investment				
2.1	Office equipment / Furniture (OHSE House)	40000	40000	0	40000
	Total OSHE House	40000	40000	0	40000
4.	Local Staff				
4.1	NFE Teacher(04)	538090	362473	175617	538090
4.2	BST Trainers (08)	1653523	785543	819980	1605523
4.3	Center Assistant(02)	499506	240786	258720	499506
4.4	Security guard(02)	372169	173733	192000	365733
4.5	Cleaner(Part time)	106431	49271	56759	106030
	<i>Primary Health Care</i>				
4.6	Doctor(Part time) (Two)	382400	224000	135000	359000
4.7	Health Care Assistant(02)	183750	134250	45000	179250
	<i>Motor workshop</i>			0	
4.8	Workshop Manager	301300	149500	151800	301300
4.9	Engine mechanic	275000	143000	115000	258000
4.1	Mechanic Denting Painting	143000	143000	0	143000
	<i>Metal</i>				
4.10	OHSE Coordinator	358944	150475	185130	335605
4.11	OHSE Assistant	154314	64480	85392	149872
	Total Local Staff	4968428	2620511	2220398	4840909
5.	Local administration				
5.1	Office Expenses	402410	200410	210950	411360
	Total Local Administration	402410	200410	210950	411360

B. Line	Particulars	Budget 2013-14	Expenses 2013	Expenses 2014	Total Expenses 2013-14
TOTAL PROJECT COST (BDT)		20300429	10560428	9582351	20142779

Major Budget Revisions:

Initially, The Lo-FTF Council approved the project budget for the period of Jan 2013 to Sep 2014, but unfortunately in the budget of 2014, there was no allocation for local staffs and local administration. So, the budget of Jan-Sep 2014 has been revised including the costs for local staffs and local administration. Besides, the project have been extended for three months with some additional allocation for the period of Oct-Dec 2014 and finally the budget have been revised for the period of Jan-Dec 2014 including the additional amounts.

6. INPUTS:

The inputs/supports from LO-FTF Council were as much as necessary to implement the project. The continuous cooperation and efficient supports from the regional and sub-regional office of LO-FTF Council were sufficient to implement the project. The cordial and efficient supports from the technical personnel were very much helpful not only in project implementation but also in BILS development and other areas.

The main inputs from the LO/FTF Council comprise developing the project, funding for the project and technical assistance to implement the project. Moreover, LO-FTF Council has provided the following inputs for the proper implementation of the project.

- Overall coordination, suggestions and decisions through the ‘Joint Implementation Management Committee(JIMC)’ in implementing the project,
- Guidance on different matters arising during the project implementation.
- Development of guidelines for monitoring and reporting.
- 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 form counterpart-BILS are mainly administrative and management support to implement the project and the supports include the following;

- Facilitate political and advisory support form BILS leadership
- Provide all type of administrative and logistic supports
- Identify the training participants, specific target groups and local areas
- Develop training manual and campaign materials,
- 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.
- Contribute in 30% salary of the project personnel.

7. OUTPUTS:

List of planned and produced output: (2013-2014)

Outputs(2012-14)	Output planned in 2013-14	Output produced
<p>1.1 BILS and its member organizations have increased capacity to advocate on Decent Work and have advocated for improved implementation of the labour law to key stakeholders in Bangladesh</p>	<p>5 Dialogues between TU, Civil society, Employer & Govt. held</p> <p>The existence of the publication on ‘Decent Work’ situation in Bangladesh”. -2 publications</p>	<p>- During the period, total 5 dialogues held among TU, Civil society, Employer & Govt. on DW through improved implementation of Labour Law. key discussion issues of the dialogues are as follows;</p> <ul style="list-style-type: none"> - Strengthening the Labour Judiciary, specially the workers’ group. - Recommendations of TU on drafted Labour Law Rules - Labour Law amendment-2013 - Occupational Health and Safety - Strengthening Labour Inspection System <p>- Annual Publication on Decent Work has been produced and disseminated.</p>
<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>	<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>Evaluation of DW Campaign conducted</p>	<p>- 2 Youth Volunteers Training has been conducted, one in Chittagong and one in Dhaka. A total of 40 youth volunteers have been trained on Decent Work and Labour Law.</p> <p>- The trained Youth Volunteers have conducted total 26 Grass root level orientation to orient the root level workers on DW and Labour Law. Total 492 root level workers participated in the orientations.</p> <p>- An Evaluation Workshop held to evaluate the project activities on DW campaign. In the Workshop, discussion held on the achievements and failures of the DW campaign and way-forward for future campaign</p>

Outputs(2012-14)	Output planned in 2013-14	Output produced
<p>1.3 BILS and its member organisations have increased resources available for conducting research and knowledge management on issues related to Decent Work</p>	<p>16 university students completed internship on Labour issues</p> <p>Regular updated library</p> <p>2 Seminar for Research report dissemination and dialogue conducted between BILS, Professors, Students and Researchers.</p>	<ul style="list-style-type: none"> - Total 22 university students have completed their internship in 4 internship batches on Different Labour issues. - Press clipping, OHS survey and other related tasks of Library & Documentation have been updated on a regular basis. - During the reporting period 2 Seminar held to disseminate the research findings of internship course among teachers, students, researchers and BILS leadership.
<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</p>		
<p>2.2 TU activists are equipped with knowledge and skills to advocate for child rights and adolescent workers rights</p>	<p>NTUC Child Labour Cell has been functioned properly and 6 meet held</p> <p>1 training for sectoral union conducted</p> <p>-2 National dialogue with govt. and law maker held</p>	<ul style="list-style-type: none"> - During the project period, total 6 meeting conducted. In the meetings the participants share there activities of individual NTUC on Child labour and adolescent worker. Also the present situation of BILS-CLEP activities and phase-out of CLEP were discussed in the meeting and through the meetings the NTUCs were requested to think for continuing the BILS-Child-labour activities after phase-out by LO-FTF.. - One training for the leaders of sectoral (Match Factory) union has been conducted in Postogola, Dhaka. A total of 22 leaders/ activists have received training on adolescent issues. - Total 2 National Dialogue have been conducted among the TU leaders, govt representatives, law makers. In the dialogues the NTUCs leaders expressed their concern to the Govt and policy-makers to take

Outputs(2012-14)	Output planned in 2013-14	Output produced
		initiatives in protecting the adolescent workers.
2.3 Adolescent workers, local employers, local trade unions, local government and communities have increased awareness about violations of adolescents' labour rights and knowledge about methods to improve the conditions.	2 Week-long community based campaign on adolescent workers rights held. 2 Media persons visit in the local area during community campaign held	- During the reporting period 2 'week-long community based campaign' held, one in Postogola area of Dhaky city for protecting adolescent workers rights in the local areas especially for the adolescent workers of Match Factory and another in Tongi area. - 2 'media visit' conducted, one in Postogola area where a total of 6 journalists of local & national level media attended, another in Tongi area where a journalist team visited the project activities in Tongi area and they attended a discussion meeting with community people and TU activists.
2.4 Teenagers have through participation in non-formal education and basic skills training gained improved future employment and income earning possibilities	288 teenagers have received NFE 576 teenagers have received BST 48 teenagers have competed apprenticeship in auto workshop	- A total of 277 child labourers out of 288 have received NFE from Tongi and Keranigaj centers. - A total of 536 child labourers have received BST out of 576 form Tongi and Keraniganj centres. - A total of 35 teenagers out of 48 have completed the apprenticeship training on 'Motor Mechanics' from the auto workshop, Tongi.
2.5 Teenagers, local employers, local trade unions and parents have increased awareness about child labour and the labour law	4 social and cultural events conducted by Child Rights Forums 4 rally conducted 3 Centre Development Committees conducted 6 parents meeting held	- Total 4 'social and cultural events' have been organized on the occasion of World Day against Child Labour in the Tongi and Keraniganj local areas. Through the events more than 500 local employers, local trade unions, parents and local community people had increased awareness about child labour and the labour law. - Total 4 rallies have been organized on the occasion of World Day against Child Labour in the Tongi and Keraniganj local areas. More than 600 Child labourers, local employers, local trade unions, parents and local community people participated in the rallies to increase among the local people on

Outputs(2012-14)	Output planned in 2013-14	Output produced
		<p>child labour elimination.</p> <ul style="list-style-type: none"> - Total 3 Centre Development Committee (CDC) meeting have been conducted. In the meetings, discussion held on the progress of the activities and the future activities after phase-out. - Total 6 parents meeting conducted. Where 465 guardians were informed the progress of the courses for their children. Side by side, different issues of child laborers also discussed in the meeting.
<p>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.</p>	<p>4 Joint meeting with TU and L. Inspection conducted</p> <p>3 meeting of Ship-breaking TUF held</p> <p>National Evaluation conducted</p>	<ul style="list-style-type: none"> - In 2013 & 2014, total 4 Joint meeting held in Chittagong among ‘Ship breaking TUF, Labour Inspection dept and lawyers of Labour court. A general consensus came out from the meetings to increase inspection in ship break yard on regular basis and the meeting urged for better response from the lawyers of Labour Court to finalize the pending cases and to support the victims effectively in getting proper compensation. - Total 3 discussion meetings of Ship-breaking TUF have been conducted to review the progress of planned activities to protect the workers of ship-breaking sector. - A National Evaluation Workshop conducted with the participation of members of ‘Ship-breaking Workers TUF’ & ‘Re-rolling Mills Workers TUF’, BILS leadership and ‘BILS-NTUC Metal Team’. The participants evaluate the project activities in metal sector and a set of recommendation have been brought out for future activities in the metal sector.

Outputs(2012-14)	Output planned in 2013-14	Output produced
<p>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</p>	<p>3 Advocacy, Campaign and Tripartite dialogue conducted</p> <p>2-Media campaign conducted on TU position</p>	<ul style="list-style-type: none"> - During the reporting period total 3 Advocacy, Campaign and Tripartite dialogue Conducted. A lobby meeting held at Inspection Dept. Chittagong for increasing visit to different ship breaking yards. A tripartite dialogue held among Ship-breaking TUF, Labour Inspection dept. and Employers at BILS Seminar Hall, Dhaka. A advocacy campaign has been conducted with employers association. - During the reporting period, 2 campaign meeting organized with the journalist, where total 15 journalists of National Print Media have been supported in their reporting on metal industry by providing updated data and information.
<p>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.</p>	<p>40 OHS house organizers trained</p>	<ul style="list-style-type: none"> - Total 35 OHS house organizers have gained knowledge about the labour law and skills to advocate for improving metal workers living and working conditions, as well as organizing the metal workers . -
<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>	<p>Regular information service and workers support service provided</p> <p>1400 metal workers oriented on their rights and OHS issues through 70 Orientation programmes.</p> <p>8 Lobby conducted for increasing L. Inspection visit</p>	<ul style="list-style-type: none"> - The OHS house provided regular Information services and Victim workers Support services for victim workers. In 2013 & 2014 total 104 victim workers received support from the OHS house. - - During the reporting period, total 994 metal workers have received knowledge on their basic rights, minimum wage and occupational health and safety . - Total 8 lobby meeting conducted with Labour Inspection Dept. of Dhaka & Chattagong to increase the visit of labour inspectors in ship-breaking yard and Re-rolling Mills for improving the OHS situation.

Outputs(2012-14)	Output planned in 2013-14	Output produced
<p>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 conditions and to organise workers.</p>	<p>Existence of Impact Study report</p> <p>4 meeting conducted to run the NTUC Sectoral Team</p> <p>2 Training conducted for federations and local unions</p> <p>4 Area based orientation meeting conducted</p>	<ul style="list-style-type: none"> - The impact study started in July 2014, but due to the critical political situation the impact study report has not been completed yet. - In 2013 & 2014, total 4 meeting of NTUC sectoral team have been conducted. Discussion held on the workplace situation of construction sector, organizing the evening meeting in construction site and the initiative of group insurance of the construction workers. - In 2013 & 2014, 2 refreshers training conducted on organizing model, one in Dhaka and another in Chittagong, for the federation and local union leaders, through the training 44 leaders have received knowledge on LL/MW/ID card/ AL /OHS etc for construction worker. - In 2013, 4 orientation meeting conducted to orient the area base committee in the pilot areas of construction sector, where 66 members of area based committee have received skill for organizing evening meetings of construction workers at work site..
<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</p>	<p>9 Advocacy, lobby and dialogue conducted with City Corp., RAJUK, PWD, LGED, RHHAB etc.</p>	<p>- During the project period, total 9 advocacies/ lobby meetings conducted the with govt. representative, RAZUK, DCC, REHAB and employers in Dhaka and Chittagong. Discussion mainly held on safe & healthier working condition, accident & compensation, appoint letter, ID card and the 5-points Common Minimum Demand-CMD. Also discussion held on the responsibilities of different stakeholder for proper implementation of ‘Community Base Insurance Scheme for Construction Workers’ and it is urged to govt. to increase the coverage of the scheme gradually.</p>
<p>4.3 NTUCs Sectoral federations and local unions have raised awareness among</p>	<p>380 participant trained on LL, MW, OHS etc through 19 plant level week-end training</p>	<p>- A total of 16 plant level weekend training programme conducted by the trained organizers. A total of 310 participants trained on on LL, MW, OHS etc, who will</p>

Outputs(2012-14)	Output planned in 2013-14	Output produced
<p>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>	<p>programmes</p> <p>Booklet for workers education produced</p> <p>2100 construction workers educated on their rights and OHS issues through 210 campaign meeting (evening meeting)</p>	<p>organize the Campaign meetings (evening meeting) for the construction workers.</p> <p>- The booklet that printed last year have been distributed among the local Leaders and TU activists and construction workers also some booklet reprinted in 2014.</p> <p>- During the reporting period, total 2553 root level construction workers have been oriented on LL, MW, OHS issues & ‘Community Base Insurance Scheme for Construction Workers’ through 166 evening meeting at different construction sites of Dhaka & Chittagong. 163 Campaign meetings (evening meeting) conducted to educate construction workers on LL, MW, OHS issues etc at different construction sites of Dhaka & Chittagong,</p>

8. ACTIVITIES:

Activities planned	Date & Venue	Types of Participants	No of Participants			Activities implemented
			Total	M	F	
Sub-Component-1: Development of Democratic Labour Market						
1.2.2 May Day Seminar –(2 seminars)	2 May 13, Osmani Auditorium & 01 May 14, Press Club Auditorium, Dhaka	BILS leaders, NTUC leaders, Lawyers, Civil Society members, Officials of Labour Ministry and Inspection Dept. officials	434	289	145	<p>In 2013 a seminar, titled ‘Workplace Safety: Role & Task of different Stakeholders’, was organized as a part of May Day observation. Mr. Mekile Shipar, Secretary, Ministry of Labour & Employment, was the chief guest of the seminar.</p> <p>In 2014 another May Day seminar, titled ‘Way Forward of TU Movement of Bangladesh’ conducted by BILS at Press Club Auditorium, Dhaka, where the key note paper presented by Manjurul Ahsan Khan.</p> <p>From the seminars lots of valuable recommendations has been drawn on workplace safety and combating the future challenges in TU movement.</p>
1.2.3 Dialogue with T U, Civil Society, Employer & Govt.-(4 dialogues)	30 Sep 13 and 12 Feb, 07 Apr, 23 Apr & 19 Aug 14 in Dhaka and Chittagong	NTUC leaders, BILS leadership, Govt & employer’s representative and members of labour courts.	99	80	19	<p>In 2013, a dialogue was conducted among TUs, members of labour courts, & Govt. representative to obtain recommendations on the rules of LL-2013. The meeting decided to include the members of all labour courts in preparing recommendations for the rules of LL-2013.</p> <p>In 2014, total 3 dialogue has been conducted, where discussion held on ‘Draft Labour Law Rules and ensuring decent work in Bangladesh.</p>

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Activities planned	Date & Venue	Types of Participants	No of Participants			Activities implemented
			Total	M	F	
1.2.4 Regular publication						<p>-Calendar of 2014-15; 4500 copies published and distributed</p> <p>-Note-book of 2014-15; 4000 copies published and distributed</p> <p>Bangla Bulletin : 9 issues, 5400 copies published and distributed</p> <p>BILS English Bulletin:7 issues, 3500 copies published and distributed.</p> <p>Bangla press clipping: 48 issues, prepared and distributed</p> <p>English press clipping: 24 issues prepared and distributed.</p> <p>BILS News-flash: 24 issues</p> <p>BILS Journal(Bangla), 1 issue; 500 copies.</p> <p>BILS Journal (English): 1 issue, 500 copies .</p>
1.2.5 Annual publication on status of decent work with good examples (2 publications)						Decent Work Annual Publications of 2012 and 2013 has been printed and distributed respectively in 2013 and 2014.
1.2.6 Review Meetings of Sub-Component-1 (6 meetings)	6 Apr, 08 May, 30 Sep & 21 Dec 2013 and 18 Feb & 24 Jun 2014 in BILS seminar hall	Advisory Committee members and project staffs	40	37	3	During the period total 6 review meetings held. In the meetings, project progress has been discussed and some necessary decisions have been taken for the better implementation of the project activities.
1.2.9 Youth Volunteers Training	05-06 June 2013, Dhaka and 27-28 June 2013, Chittagong	Youth Volunteers	40	28	12	A total of 40 youth volunteers received the training on different issues of labour law and proper implementation of labour law in promoting decent work.

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Activities planned	Date & Venue	Types of Participants	No of Participants			Activities implemented
			Total	M	F	
1.2.10 Grassroots level workers orientation & campaign (26 orientations)	In July-Dec 2013 in Dhaka and Chittagong	Grassroots level workers	492	396	96	The trained Youth Volunteers have conducted total 26 Grass root level orientation in different dates of July-Dec'13 and a total 492 root level workers participated in the orientations.
1.2.11 Evaluation Workshop on DW Campaign	27 Sep 2014, BILS Seminar Hall, Dhaka	Advisory Committee members, NTUCs leaders Youth volunteers and project staffs	30	28	2	In the Workshop, discussion held on the achievements and failures of the DW campaign and way-forward for future campaign.
1.2.12 Internship programme (4 batches @ 4 student)	Jan-Dec 2013 and Jan-Dec 2014	University students of Dhaka University and Jagannath University.	22	11	11	<p>In first batch of 2013 a total of 6 university students have been completed their internship on <u>'Situation of workers' rights in Tannery Sector and Political Connection in Hawker profession'</u>)</p> <p>In 2nd batch of 2013 a total of 7 university students have been completed their internship on <u>'Industrial Dispute and unrest in Bangladesh: Newspaper survey 2013'</u></p> <p>In first batch of 2014 a total of 3 university students have been completed their internship on <u>'Domestic Workers' Right Network and Tea Garden Trade Union'</u></p> <p>In 2nd batch of 2014 a total of 6 university students have been completed their internship on <u>'Industrial Dispute and unrest in Bangladesh: Newspaper survey 2014'</u></p>
1.2.13 Regular Update,						Press clipping, documentation and other related tasks have

Activities planned	Date & Venue	Types of Participants	No of Participants			Activities implemented
			Total	M	F	
Library and documentation						been done on a regular basis.
1.2.14 Seminar for Research Dissemination and dialogue with teachers, students & researchers (2 seminars)	26 Oct 2013 and 18 Jun 2014 at BILS Seminar Hall	University Teachers, Students and Researchers	50	31	19	During the project period, total 2 Seminars conducted for the dissemination of Research report of Internship programme.
Sub-Component-2: Promoting protection of child and adolescent workers						
1.3.3 Conduct NTUCs Child Labour Cells meeting (6 meetings)	18 Apr, 27 Jun, 05 Oct & 14 Dec 2013 and 09 Apr & 09 Aug 2014 at BILS Seminar Hall, Dhaka	Members NTUC Child Labour cells and Project staff	97	71	26	- During the reporting period total 6 meeting conducted. In the meetings the participants share there activities of individual NTUC on Child labour and adolescent worker. Also the present situation of BILS-CLEP activities and phase-out of CLEP were discussed in the meeting and through the meetings the NTUCs were requested to think for continuing the BILS-Child-labour activities after phase-out by LO-FTF.
1.3.5 Training /Workshop with sectoral unions	21-22 May 2013, Postogola. Dhaka	Sctoral TU leaders of Match factory local representati ve of NTUCs	22	20	2	- The training/Workshop has been conducted for sectoral TU leaders of Match Factory and local TU leaders (NTUCs representative) of Postogala area. A total of 22 leaders/ activists have received training on adolescent issues.
1.3.6 National Dialogue with Govt representative and law makers(2 dialogues)	07 Dec 2013 and 18 Sep 2014 at BILS Seminar Hall	Rep. of Ministry of Labour & Labour Dept, NTUC leadership and	45	40	5	A National dialogue held in 2013 with govt, law maker & NTUC leaders for protecting the rights of child labourers & adolescent workers. Another National dialogue held in 2014 and the present child labour situation has been

Activities planned	Date & Venue	Types of Participants	No of Participants			Activities implemented
			Total	M	F	
		lawyers				discussed. Specially the TU leaders expressed their opinion to take initiatives to include the adolescent workers under the coverage of LL. in the dialogue
1.3.7 Community based Campaign (2 campaigns)	08-13 Dec 2013 at Postogola, Dhaka and 27 Aug -01 Sep 2014, Tongi	Sectoral TU leaders, Local leaders, NTUC representatives, adolescent workers and local community people	242	210	32	- In 2013, a Week-long community based campaign held in Postogola area of Dhaky city for protecting adolescent workers rights in the local areas especially for the adolescent workers of Match Factory. - In 2014, a Week-long community based campaign held in Tongi area for protecting adolescent workers rights in the local areas
1.3.8 Media campaign (2 campaign)	13 Dec 2013 at Postogola, Dhaka and 27 Aug 2014, Tongi	Local and National journalists	11	10	1	- A team of 6 journalists of local & national level media visited the Postogola area and have gain knowledge on the situation on adolescent workers in the local area specially in the Match Factory sector. - Another journalist team visited the project activities on adolescent workers rights in Tongi area and they attended in a discussion meeting with community people and TU activists.
1.3.9 Non formal Education (for 288 child labourers)	Tongi and Keraniganj	Child Labourer	277	88	189	A total of 138 child labourers out of 144 have completed the NFE course from CLEP in 2013 and a total of 139 child labourers out of 144 have completed the NFE course from CLEP in 2014
1.3.10 Basic Skill Training -BST (576 child	Tongi and Keraniganj area	Child labourers	536	169	367	A total of 275 child labourers out of 288 have completed their BST course from CLEP in 2013 and 261 child labourers

Activities planned	Date & Venue	Types of Participants	No of Participants			Activities implemented
			Total	M	F	
labourers)						out of 288 have completed their BST course from CLEP in 2014.
1.3.11 Primary Health Care	Tongi & Keraniganj	Child labourers	666	238	428	During the reporting period, a total of 666 patients (vouchers) received health care service among the child labourers enrolled in BST, NFE, MW and EW.
1.3.12 Motor workshop for apprenticeship training (48 Teenagers)	Tongi	Child labourers	35	35	0	During the reporting period, total 35 teenagers have completed their apprenticeship training on Motor Mechanics in April 2013 and a total of 24 teenagers have been continuing their apprenticeship training.
1.3.15 Establishment of CRF	28 December 2013, Tongi	CRF leaders	24	8	16	A meeting of the CRF leaders has been organized to discuss on their activities on the elimination of child labourers.
1.3.16 Cultural and social events (advocacy) organized by CRF (4 events)	12 June 2013 in Tongi & Keraniganj and 12 June 14 in Tongi	Child Labour, Local community people and guardians	475	170	305	In 2013, two cultural events were organized, one in Tongi and one in Keraniganj in the occasion of International Child Labour Elimination Day. In 2014, the Child Rights Forum has conducted a discussion meeting in Tongi area in the occasion of International Child Labour Elimination Day.
1.3.17 Rallies (4 rallies)	12 June 2013 in Tongi & Keraniganj	Child Labour, Local community people and guardians	325	85	240	In 2013, two rallies were organized, one in Tongi and one in Keraniganj areas in the occasion of International Child Labour Elimination Day. Banners and festoons were hoisted in the local areas to observe the day. In 2014, a rally have been organized by CRF in Tongi area to observe the International Child Labour Elimination Day.
1.3.18 Half day CDC	01 Nov 13 in	CDC members of	45	37	08	During the reporting period total 3 meetings held In the

Activities planned	Date & Venue	Types of Participants	No of Participants			Activities implemented
			Total	M	F	
meetings (3 meetings)	Keranignj, 27 Dec 13 in Tongi and 23 Sep 14 in Tongi	Tongi center and project staffs				meetings, discussion held on the progress of the activities and the future activities after phase-out.
1.3.19 Parents Meetings (6 meetings)	30 Apr & 28 Sep 13 in Tongi and 27 Jun & 21 Dec 13 in Keraniganj. 30 Mar 14 in Keraniganj and 26 Jul 14 in Tongi	Guardians of Child Labourers	465	151	314	During the reporting period total 6 parents meeting conducted. The guardians were informed the progress of the courses for their children and they were requested to ensure the regular attendance of their children in the CLEP centers. Side by side different issues of child laborers also discussed in the meeting.
1.3.20 Sub-Component-2 committee Meeting(6 meetings)	06 Apr, 08 May, 30 Sep & 21 Dec 2013 and 18 Feb & 24 Jun 2014 at BILS Seminar Hall	Advisory Committee members and project staffs	34	34	0	During the reporting period total of 6 review meeting held, where the progress of implementation discussed and suggestion provided for better implementation.
Sub-Component-3: Poverty Reduction and Workers in the hazardous metal sector						
1.2.17 Joint Meetings of Trade Unions and Labour Inspection Dept. (4 meetings)	21 May 13 at LIS & 06 Oct 13, Hotel Miska Chittagong. and 26 Jan 14, Hotel Miska & 10 Jun 14 at LIS, Chittagong	Ship breaking TUF, Officials of Labour Inspection dept, Lawyers of Labour court	49	49	0	In 2013, two joint meeting of Ship breaking TUF and Labour Inspection dept. held at Chittagong. A general consensus came out from the meetings to increase inspection in ship break yard on regular basis. In 2014, two joint meeting held. Discussion held to way-out for better response in improving the health and occupation situation in ship-breaking sector. The meeting urged for better response from the lawyers of Labour Court to finalize the pending cases and

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Activities planned	Date & Venue	Types of Participants	No of Participants			Activities implemented
			Total	M	F	
						to support the victims effectively in getting proper compensation.
1.2.18 National Evaluation Workshop	20 September 2014 BILS Seminar Hall	Members of Ship-breaking TUF, BILS leadership, Govt. representative and NTUCs	28	28	0	Through the workshop, the participants evaluate the project activities in metal sector and a set of recommendation have been brought out for future activities in the metal sector.
1.2.19 Meetings of Ship Breaking TUF (3 meetings)	13 Jun, 30 Sep 13 at Hotel Miska & 26 Apr 14 at BILS OHS house, Chittagong.	Members of Ship breaking TUF	47	47	0	In 2013, two meeting held to discuss the progress of organizing the ship-breaking workers. also discussed the safety issues of the workers as a priority as well as the visit of inspection dept. In 2014, one meeting held and a work plan has been developed in the meeting for including new unions.
1.2.20 Review Meetings of Sub Component-3 Advisory Committee (6 meetings)	06 Apr, 08 May, 30 Sep & 21 Dec 2013 and 18 Feb & 25 Jun 2014 at BILS	Advisory Committee members and project staffs	35	35	0	During the reporting period total 6 meetings held, where the advisors reviewed the progress of implementation and suggested for better implementation of project activities.
1.2.21 Advocated Campaign & tripartite dialogue, (3)	09 Jun 13 at LIS, Ctg & 01 Oct 13 at BILS and 7 Apr14 at BILS Office	Members of Ship breaking Workers T U Forum, Inspectors of Ctg, local journalists, NTUCs Leaders and rep. of employers	41	34	7	A lobby meeting held at Inspection Dept. Chittagong for increasing visit to different ship breaking yards for improving the OHS situation. A tripartite dialogue held among Ship-breaking TUF, Labour Inspection dept. and employers in Dhaka An advocacy campaign has been conducted in April with employers association and govt. representatives
1.2.22	Oct-Dec 13	Journalists	15	10	5	During the reporting period

Activities planned	Date & Venue	Types of Participants	No of Participants			Activities implemented
			Total	M	F	
Media Campaign	and Jul-Sep 14	of different news media				total 15 journalists of National Print Media have been supported in their reporting on ship-breaking industry by providing updated data and information related to ship-breaking.
1.2.24 Training/ Workshops for OHS House Organizers	29 Jun 2013 and 8 Apr 2014 at BILS OHS house, Chittagong	Members of OHS House Organizing Committee	35	35	0	In 2013, a workshop/meeting held among the members of OHS House Organizing Committee. The participants have reviewed the present activities & performance of the OHS House Organizers and made some recommendations for better functioning of the Committee. In 2014, training for OSH House organizers conducted for 23 organizers for organizing the metal workers, especially in the ship-breaking sector.
1.2.25 Running OHS House (Regular Info. service, Media Campaign & Victim workers Support services)	Shitakundu, Chittagong	Workers, Organizers, TU leaders and activists	104	104	0	The OHS house provided regular Information services and Victim workers Support services regularly. In 2013 total 72 victims and in 2014 32 victims received support from the OHS house.
1.2.26 Orientation Programmes for workers of Ship breaking & Re-rolling Mills(70 orientations for 1400 workers)	Different dates of 2013 & 2014 at BILS OHS House, Chittagong	Workers of ship-breaking sector	994	994		In 2013, total 28 orientation programmes carried out where total 467 workers and in 2014 total 29 orientation programmes carried out where total 527 workers of the Ship-breaking sector attended and gained knowledge on workers' rights and OHS issue.
1.2.27 Campaign covering Int. Commemoration Day (2 campaign)	4 May 13 and 12 May 14 at Press Club, Chittagong	Workers, TU leaders, Ship-breaking TUF, Govt.	158	129	29	In 2013, a campaign meeting organized at Press Club, Chittagong to observe the Int. Commemoration Day. But due to heavy rain the maximum

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Activities planned	Date & Venue	Types of Participants	No of Participants			Activities implemented
			Total	M	F	
		and non govt. officials				participants could not join the meeting. So, some informal discussion instead of planned programme schedule. Total 50 banners hoisted in the major cities; Dhaka, Chittagong, Khulna, Rajshahi & Dinajpur in the occasion of Int. Commemoration Day-2013. In 2014 a human chain organized by local TUs in the occasion of Int. Commemoration Day-2014.
1.2.29 Lobby for increasing LIS visit (8 lobbies)	26 May 13 in Ctg, 05 Jun 13 in Dhaka & 23 Sep, 25 Nov 13 and 13 Apr, 21 May, 13 Jul & 03 Sep 2014 in Chittagong	BILS leaders, Ship breaking Forum Leaders, Media representatives and labour inspectors	63	61	2	-In 2013, 2 programmes conducted (1 in Dhaka and 1 in Chittagong) with media persons and they have been informed the present OHS situation of Ship breaking Industry & Re-rolling Mills and they were requested to write articles and features on OHS situation of workers. -In 2013, 2 lobby meeting with the labour inspection dept. conducted by the Ship breaking TUF, where leaders urged the inspectors to increase their visit in the ship-breaking yard. -In 2014 total 4 lobby meeting conducted with the labour inspection dept. to increase their visit in the ship-breaking yard.
1.2.30 Manual Development for trainers network to use in next LO-FTF project 2015-18	December 2014	Members of BILS trainers network	36	23	13	A programme conducted to develop the trainers network in updates of labour legislations, contemporary labour issues with a special focus on workplace safety. During the three day training the manual for the trainers network have been updated and 50 copies of the updated manual produced

Activities planned	Date & Venue	Types of Participants	No of Participants			Activities implemented
			Total	M	F	
						and distributed among the trainers..
Sub-Component-4: Poverty Reduction and Workers in the hazardous Construction sector						
1.2.31 Impact Study						The impact study of construction sector has been started in July 2014, but due to the critical political situation some important information yet to be collected. Hope to complete the report soon.
1.2.33 Area based orientation meetings to orient construction site (4 orientation)	25 May, 25 Nov & 26 Nov 2013 in Lalbagh, Dhaka and 15 Jun 2013 (Pahartolly, Chittagong)	Local Construction Leaders & the participants who attended the 5-days training programmes in 2012	66	54	12	Total 4 areas based Committee Meetings of Construction organizers held at Dhaka & Chittagong for organizing evening meetings of construction workers at work site.
1.2.34 Workshop/ training on Organizing Model (2 training)	01-02 Nov 2013 at Pahartolly, Chittagong & 12-13 Apr 2014, BILS Seminar	Organizers of Chittagong area & Organizers of Dhaka area	44	37	7	In 2013, a 2-days refreshers training conducted on organizing model for the leaders and organizers in Chittagong area. In 2014, a 2-days refreshers training conducted on organizing model for the leaders and organizers in Dhaka area.
1.2.35 Reprinting & Distribution of Campaign Materials on OHS and Labour Law	Different construction site in Dhaka city.	Construction workers				The Campaign Materials that were printed last year-2012 have been distributed among the construction workers.
1.2.36 Capacity Building of BILS training network on updates & the contemporary	25-27 December 2014, BILS Seminar	Members of BILS trainers network	36	23	13	A three day training programme conducted to develop the trainer's network in updates of labour legislations, contemporary labour issues with a special focus on

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Activities planned	Date & Venue	Types of Participants	No of Participants			Activities implemented
			Total	M	F	
labour issue with especial focus on safety. (Training programme covering LL, MW, EL, ID card, OHS etc for of construction workers)						workplace safety. During the period the manual for the trainer's network also updated to use in LO-FTF project 2015-18.
1.2.38 Meetings to run NTUC sectoral team (4 meeting)	22 Jun & 22 Aug 2013, 14 Feb 2014 at BILS Office and 09 Sep 2014 in Chittagong	Members of NTUC Sectoral team, Project staffs and the representatives of insurance company.	34	31	1	In 2013, 2 meeting held on the workplace situation of construction sector, organizing the evening meeting in construction site and the initiative of group insurance of the construction workers. In primary level 1000 workers will be included in the group insurance. In 2014, 2 meeting held on the proper implementation of 'Community Base Insurance Scheme for Construction Workers' and some important decisions have been taken regarding the scheme'
1.2.39 Review Meetings of Sub Component-4 Advisory Committee (6 meeting)	6 Apr, 8 May, 30 Sep & 21 Dec 2013 and 18 Feb & 24 Jun 2014 at BILS Seminar Hall, Dhaka	Advisory Committee member of Sub Component-4 and project staffs	48	46	02	Discussion held on the implementation progress of the planned activities and especially on the 'Community Base Insurance Scheme for Construction Workers'.
1.2.40 Advocacy, Lobby and Dialogues with Government (9 lobbies)	15 May, 02& 03 Oct, 04 Nov in Dhaka & Ctg and 14 Feb & 15 Sep 2014 in Dhaka	Construction Team Members & Sub-Component Advisory Committee Members	66	65	1	In 2013, total 6 advocacies/ lobby held the with govt. representative, RAZUK, DCC, REHAB and employers in Dhaka and Chittagong. Discussion mainly held on safe & healthier working condition, accident & compensation, appoint letter, ID card and the 5-points Common Minimum Demand of Construction Workers, which was submitted

Activities planned	Date & Venue	Types of Participants	No of Participants			Activities implemented
			Total	M	F	
						to the Hon'ble Minister, Ministry of Labour & Employment In 2014, total 2 lobby meeting held. Discussion held on the responsibilities of different stakeholder for proper implementation of 'Community Base Insurance Scheme for Construction Workers' and the meeting urged to govt. to increase the coverage of the scheme gradually.
1.2.41 Plant level weekend training programmes (19 prog.)	26 & 27 Jun 2013, Chittagong 11& 12 Apr, 27 & 28 May, 7 & 24 Aug, 30 Nov and 07 Dec 2013 in Dhaka and 14, 18, 19 & 22 Feb 2014 in Dhaka	Local Leaders and TU activists and	310	266	44	A total of 16 plant level weekend training programme conducted by the trained organizers. A total of 310 participants trained, who will organize the Campaign meetings (evening meeting) for the construction workers.
1.2.42 Campaign Meetings(evening meeting) for construction workers (210 campaign meetings)	Apr-Dec 2013 and Jan-Sep 2014 at different construction sites of Dhaka & Chittagong and 24 Apr, 17 May, 15 Jun 2014, Bashaboo, Mugda and Khilgaon and Demra of Dhaka	Root level construction workers	1905 +648	1537 + 434	368 +214	During the reporting period except Apr-Jun 14 quarter total 163 Campaign meetings (evening meeting) conducted to educate construction workers on LL, MW, OHS issues etc at different construction sites of Dhaka & Chittagong, where total 11905 construction workers participated. In the Apr-Jun 14 quarter, 3 big programme conducted instead of planned 30 programme. The programme jointly organized with Labour Welfare Foundation to inform the workers on 'Community Base

Activities planned	Date & Venue	Types of Participants	No of Participants			Activities implemented
			Total	M	F	
	City					Insurance Scheme for Construction Workers' as well as the regular issues of evening meeting also discussed. Total 648 construction workers attended in the 3 programmes.
1.2.43 Booklet publication and distribution	May-June 2013, in Dhaka and Chittagong March 2014 in Dhaka and Chittagong	Local Leaders and TU activists and Construction workers				In 2013, The booklet that printed last year have been distributed among the local Leaders and TU activists and construction workers. In 2014, some booklet reprinted and distributed among the local Leaders and TU activists and construction workers.
1.2.44 Base Line studies- 4 studies(On the status of area based structures in construction & metal sector , Legal Services of workers by Labour court , Safety committees in RMG Sector & the CSR of Corporate bodies)	Oct-Dec 2014					The base line studies on 4 different issues have been continuing, the field information have been collected. The reports of the studies are in progress and hope the complete soon.

In general there are no discrepancies between the planned and actually implemented activities. However, in some follow-up activities, the numbers of the implemented activities a little less than the planned activities, but the coverage of the workers are not less than the targeted workers. For example- Budget Line 1.2.42, Campaign Meetings (evening meeting) for construction workers (210 x 10 pax), where total 2553 workers participated, but targeted workers was 2100.

During the extension period, Oct-Dec 2014, some additional activities included as the preparatory activities for the next phase 2015-18. Only one budget line 1.2.44 created for the base line studies and, the existing budget line 1.2.36 used for 'Capacity Building of BILS training network on updates & the contemporary labour issue with especial focus on safety' and 1.2.30 used for 'Manual Development for BILS trainers network to use in the next LO-FTF project-(2015-18)'

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 through improved implementation of labour legislations and to protect the vulnerable groups in labour market through carrying out effective campaign, advocacy, lobby and, for effective participation in social dialogue & policy intervention. Side by side, awareness rising among the grass root-level workers was very much effective in protecting the vulnerable groups.

The project organization and management was good enough and, through their efficient supports it has been possible to implement the huge project activities within the project period. The BILS leadership and the senior leaders of BILS associated NTUCs have provided necessary guidance, support and suggestion for proper implementation, 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 BILS leadership and NTUCs leaders. On the other hand, BILS had to face some problems to manage administrative costs and staff salary by the project service charge, the rate of service charge should be increased to comply with the present market situation

10. FULFILMENT OF OBJECTIVES:

The planned activities of 2013-14 have been carried-out successfully and the planned outputs have been produced accordingly, have contributed in achieving the development objective of the project.

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

Development Objective	Indicators	Verification
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	Existence of functional mechanisms for implementation of labour law (labour inspection, juridical and tripartite systems) Compared to baseline data, the final impact study indicates that: At least 15.000 workers in the re-rolling and ship-breaking industries have benefited from the new minimum wage. More than 200 adolescent workers in selected sectors have gained more secure employment conditions through	The Labour Inspection department, Labour judiciary and labour law practitioners have been mobilized for the improved implementation of Labour Law. A set of recommendation formulated for the better functioning of labour court and increasing the numbers of labour court. Tripartite dialogues have been initiated by TUs with employers and Govt on better implement of labour legislation ensuring the

Development Objective	Indicators	Verification
<p>labour market and through the inclusion of the decent work agenda in the national labour legislation in Bangladesh</p>	<p>development and implementation of appropriate labour inspection tools and systems.</p>	<p>decent work.</p> <p>Labour inspection dept. has been up-graded and the power of Chief Labour inspector has been increased. Besides, a good number of labour inspectors have been appointed which will contribute in better functioning of Labour Inspection System, results in better implementation of labour law.</p> <p>The minimum wage for the construction sector has been increased in 2013. The OHS standard has been improved in the ship-breaking sector due to the increased visit of labour inspectors in the ship-breaking yard. Also the OHS standard increased in the construction sector..</p> <p>More than 5000 enterprise level workers of metal and construction have been oriented on their rights and OHS, and have been mobilized in organizing.</p> <p>A National Plan of Action (NPA) for 2012-2016 have been developed by Govt. to implement the National Child Labour Elimination Policy-2010</p> <p>The NTUCs have included the child labour and adolescent worker issue in the working agenda.</p> <p>The adolescent workers of the three selected sector have gained awareness about their rights and the TUs of the selected sector have been mobilized in protecting the adolescent workers in their respective sector.</p>

Immediate Objectives	Indicators of Achievement	Verification
<p>1. BILS and its member organizations have advocated for improved implementation of labour law and promoted decent work agenda.</p>	<p>Mechanisms and/or MOUs for dialogue established for effective inspection and strengthening tripartite system and judiciary for ensuring decent work</p>	<p>A series of consultation were organized with the Labour Inspection department, Labour court members and labour law practitioners on the improved implementation of Labour Law. A set of recommendation formulated for the better functioning of labour court and increase numbers of labour court.</p> <p>Dialogues have been initiated by TUs with employers and government institutions to advocate the better implementation of labour law in promoting the decent work agenda.</p> <p>Govt. forms a working group to draft rules for new LL-2013, headed by a Deputy Sectary of the Ministry of Labour & Employment. BILS is an active member of the group and providing all types of secretarial and technical support to draft rules for new LL. During the reporting period numbers of meeting conducted with different stakeholders and lots of valuable recommendations obtain to finalize the labour law rules.</p> <p>Through internship programme the university students, teachers and researchers have been knowledgeable on labour issues and decent work.</p>

Immediate Objectives	Indicators of Achievement	Verification
<p>2. BILS has supported teenagers in obtaining professional skills and has promoted the capacity of trade unions to advocate and campaign in order to sensitize other stakeholders on child and adolescent workers rights.</p>	<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, employers and community generated advocacy activities in the local community on child labour</p>	<p>The NTUCs included the child labour and adolescent workers issue in their working agenda and the NTUCs have been continuing their activities in child labour issues through their ‘Child Labour Cells’ and the ‘BILS-NTUCs Child Labour Network’</p> <p>In the National Dialogues, the NTUCs leaders expressed their concern to the Govt and Law-makers to take necessary steps in protecting the adolescent workers..</p> <p>The leaders/activists of sectoral union of Small Transport, Hotel-Restaurant and Match-Factory sector has been equipped on the adolescent workers issue and the local TU leaders/activists actively participated in the local advocacy/campaign for protecting the adolescent workers.</p>
<p>3. The capacity of BILS member organizations 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>	<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 providing to the metal workers on a regular basis from OHS house in Sitakundu. Day by day the numbers of visited metal workers are increasing. During the period the OHS house provided services to 104 victims workers..</p> <p>A pool of 35 OHS house organizer has been trained on the OHS issue for organizing the metal worker, specialty the ship-breaking workers. Besides, a total of 994 metal workers have gained knowledge on their rights and improving the OHS situation.</p> <p>TU Forum for Ship-breaking Workers has been working as BILS/Metal Sector Team and the Metal Team participated in joint meetings with govt. & employers and conducted advocacy/lobby</p>

Immediate Objectives	Indicators of Achievement	Verification
		with Labour Inspection Dept to increase their visit in the metal industry for ensuring the minimum wage and improving the OHS situation for the metal workers.
<p>4. The BILS/NTUC Construction sector team have increased skills to advocate for better wage standards, appointment letters, accident compensation, safer and healthier working conditions for construction workers</p>	<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>The NTUC-Local Area Committee in the pilot areas of construction sector have contributed in awareness raising among the construction workers on their rights and workplace safety. During the period a total of 2553 root level construction workers have been oriented on LL, MW, AL, ID card and workplace safety through the evening meeting. The awareness raising will lead to organizing the construction workers.</p> <p>BILS/NTUC Construction Team have negotiated with many employers to provide the victims workers with proper compensation.</p> <p>The BILS/NTUCs Construction Team has conducted advocacy/lobby with government to ensure the 5 points of CMD (submitted to Ministry of Labour in last year-2012) for the construction workers and as a result the minimum wage of the construction workers have been increased in 2013.</p> <p>The Ministry of Labour and Employment have initiated a ‘Community Base Insurance Scheme for Construction Workers’ with the support of Labour Welfare Foundation, BILS, TUs and Jibon Bima Corporation. As member of the working group for the scheme BILS is contributing in the scheme utilizing its experiences in construction sector.</p>

Most of the assumptions mentioned in the project document were valid. The political leadership of the NTUCs, local unions and BILS leadership were committed to the programme objectives, the union leaders and activists were available in implementing the activities. BILS and NTUCs utilized their enhanced capacity to advocate for the improved implementation of labour law in promoting the decent work. BILS Trainers Team, training materials were available and operational.

The assumption that ‘govt. will not carry out legislation, activities or decisions’ were not valid. Rather, Government has passed the Labour Law amendment-2013, initiatives taken to strengthen the Labour Inspection dept including appointment of new labour inspectors, OHS issue have been prioritized and the OHS policy-2013 passed by the govt. Besides, Government has been formulated child labour elimination policy, 2010 and national action plan to implement the policy.

The assumption that, ‘the employers cooperate the TU on the revision and implementation of Labour Law’ is not valid. The TU recommendations on labour law review were considered by the govt for discussion in TCC, but the Employers group those who are members of the TCC strongly protested the workers friendly recommendations. As well as the employers group influenced the govt to include some clauses against the workers rights. On the other hand the employers are very much reluctant to implement the labour law.

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 improved implementation of labour legislations on the 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. During the period, thousand of grass root level workers have been mobilized in organizing and the initial organizing have been started. Through organizing the workers ownership will be developed among the trade union. On the other the enhanced capacity of the TUs will contribute in combating the upcoming challenges of TU movement.
- During the period, a pool of 40 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 of Hotel-restaurant, small transport and Match Factory sector have been trained on adolescent workers’ rights of to carry-out campaign in the local areas. 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 more than 6000 grass-root level workers have got awareness on their rights. After the project completion, the sectoral team, Sectoral unions, local structures, the youth volunteers, local organizers will continue their activities utilizing their capacity and support from the NTUCs.
- 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.

- BILS associated NTUCs formed individual 'Child Labour Cell' and included the Child Labour & Adolescent Workers issue in their working agenda. 'BILS/NTUCs-Child Labour Elimination Network' network formed and functioning, and child labour elimination activities will sustain through the network.
- Through internship programme the academicians (teachers and students of different universities) have been knowledgeable on labour issues, who will contribute in knowledge management on Labour issues and in developing positive mind set-up about workers' organizations among the academicians and civil society

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;

- Nowadays, Campaign in visual media is very much effective in Bangladesh as all the country is under the coverage of the visual media, specially the television; even the vulnerable groups have scope to watch television regularly. So, the campaign in visual media in promoting the workers rights could be more effective. In this project there is some media campaign for the journalist to disseminate the updated labour issues among the journalist. Considering the effectiveness of campaign in visual media could be in future initiatives.

As part of the media campaign/advocacy, some live dialogues/talk show could be organized with the participation of different stakeholders. Side by side, broadcasting some campaign video in television could contribute more effectively to motivate/sensitize the society in promoting workers rights.

- The project concentrated in many areas i.e. Labour Judiciary, Labour Inspection, TCCs for the improved implementation of labour legislations to protect the workers rights. Besides, including the three sectors for 'adolescent workers issue' total 5 sectors have been focused in the project. But concentration in specific area like Labour Judiciary and specific sector could be more result oriented.
- Basic Skill Training (BST) for the child and adolescent workers was successful in terms of job placement/self employment with increased income. But the skill training provided by BILS not recognized in national level. So, follow the national curriculum for vocational training with the approval from the 'Board of Technical Education & Vocational Training' could more effective for the recognition of the skill training.
- In the project there was no programme that could contribute in adding more values in the capacity of the senior leadership of BILS and its associated NTUCs. In this connection, participation of the senior leadership in various regional and international programmes could be useful as well as scopes to represent the BILS and Bangladesh TU movement in broader level. The senior leadership could utilize the experiences in taking better initiatives for the working people of Bangladesh.

13. NEED FOR FURTHER ASSISTANCE:

- In 2013, govt. passed the Labour Law amendment-2013. Though the recommendations from TU side were taken as agenda by the govt. for discussion, a few of the recommendations have been reflected in the Labour Law amendment-2013. Further review in many areas is must including expansion of the coverage by Labour Law. On the other hand, the enforcement of the existing labour legislations is very poor. So, BILS need to continue its support for the associated NTUCs to continue the advocacy in achieving a democratic labour law and its proper implementations .
- The Ministry of Labour and Employment have initiated a ‘Community Base Insurance Scheme for Construction Workers’ with the support of Labour Welfare Foundation. BILS is a member of working group for the scheme. The scheme is in the initial stage and initially only 1000 unionized construction workers will be covered. To harvest the benefit of the scheme, the coverage must be increased. In this regard, BILS need to support its associated NTUCs and their affiliates in construction sector to carry-forward the scheme with increased coverage through effective advocacy with govt. employers and other stakeholders of the scheme. Side by side, TUs can utilize the scheme for organizing the construction workers.