

## Editorial

Year 2016 was significant from different perspectives as political and economic situation of the country reflected through a number of happenings this year. Dhaka Summit on Skills, Employability, and Decent Work was held at the end of the year Director General, International Labour Organization attended this summit. BILS leaders in this summit presented a number of papers. Contacts were also signed aimed at providing skill training for the youth. It is also a good news that the Government has enacted "Domestic Workers Protection and Welfare Policy, 2015" this year to protect the rights of domestic workers.

This year, deadliest accident occurred in Tampaco Foil Factory in Tongi that took lives of 39 workers and caused huge damage of the neighbours of the workplace. BILS, apart from giving humanitarian support to victim workers families, started investigation by its own initiative. BILS also represented at the Investigation Committee led by the Chairman of National Human Rights Commission.

At the end of the year more than 80 factories in Savar Ashulia were closed down by the owners, when workers started abstain from work demanding the increase of their minimum wages. a number of cases were filed against the labour leaders and thousands of workers were sacked from jobs. It is needed to go long way on this issue to ensure harmonious Industrial Relations in RMG sector and in this regard number of initiatives to be taken throughout 2017 like awareness raising, lobbying, legal support and negotiation for the workers.

## Discussion meeting held on national standard of compensation for dead and injured workers



State Minister for Labour and Employment Mujibul Haque addressed BILS Leaders in the discussion meeting

Bangladesh Institute of Labour Studies-BILS and Sramik Karmocahri Oikya Parishad (SKOP) jointly organised a discussion meeting titled "National Standard of Compensation for Dead and

Injured Workers at Workplace Accident" on March 21, 2017 at CIRDAP Auditorium, Chameli House, Dhaka. State Minister for Labour and Employment Mujibul Haque, MP was present as

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## BILS observed International Women Day 2017 through rally, discussion meeting and human chain



BILS Vice Chairman Alhaj Sukkur Mahamud addressed others at National Press Club Auditorium observing International Women Day

BILS and its network organised different events including rally, discussion meeting, human chain

and public gathering aimed at observing International Women Day on March 8, 2017

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## Discussion meeting held

(After Page 1)



Part of discussion meeting on national standard of compensation for dead and injured workers

Chief Guest In the meeting, while BILS Vice Chairman Alhaj Sukkur Mahamud was in the chair. Among others, Bangladesh Sramik Kalyan Foundation Director General Dr AMM Anisul Awal, Sramik Karmochari Olkya Parishad Joint Coordinator Mesbahuddin Ahmed, BILS Advisory Council Member Roy Ramesh Chandra, BILS Joint Secretary General Md. Zafrul Hasan, Dr. Wajedul Islam Khan, Bangladesh Employers Federation Labour Advisor Kazi Salfuddin Ahmed, National Human Rights Commission Director Ishrat Hossain Khan, Sramik Karmochari Olkya Parishad Joint Coordinator Choudhury Ashiqul Alam, IndustriAll Bangladesh Chairman Amirul Haque Amin, Secretary General Kutub Uddin Ahmed, Samajtantrik Sramik Front General Secretary Razekuzzaman Ratan, Garments Sramik Karmochari Olkya Parishad Joint Coordinator Quamrul Ahsan and Naimul Ahsan Jewel, Bangladesh Supreme Court Lawyer Barrister Taposh Kanti Baul, Bangladesh Nirman Sramik League General Secretary Sheikh Md. Nurul Haque, Imarat Nirman Sramik Union Bangladesh General Secretary Md. Abdur Razzak, BLAST Deputy Director Advocate Md. Barkat Ali and BILS Executive Director Syed Sultan Uddin Ahmmed participated in the meeting. Besides, BILS affiliated and SKOP associated national Trade Union Federations and BILS leaders, Ministry of Labour and Employment Senior officials, representatives of BGMEA, BEF, experts, Human Rights and Development workers and Trade Union leaders of different sectors were present in the meeting.

In the meeting State Minister said, due to the expansion of industrialization it is very important to fix a national

standard of compensation for workers. He urged organizers for sending the recommendations from the discussion meeting to the Ministry.

Speakers in the meeting urged for strengthening awareness on compensation, ensuring workplace safety and protection of workers, taking recommendations from tripartite committee for fixing national standard of compensation, monitoring regular news of accident, ensuring to provide appointment letter, considering social security and insurance, taking advantages from experiences of other countries, fixing compensation with the proportion of workers income and lifetime, considering rehabilitation, welfare and social safety of their family.

BILS recently conducted a study titled, 'Setting up National Standard of Compensation for Social Safety of Workers' aimed at addressing the issue of compensation for dead and injured workers. In this regard, recommendations were drawn from a roundtable jointly organised by BILS and SKOP on December 18, 2016. In a view to place and discuss those recommendations in presence of all parties and to set up standard for workers compensation, this discussion meeting was organised.

## BILS observed International

(After Page 1)



Leaders participation in human chain observing International Women Day

In the capital and in different parts of the country.

Domestic Workers Rights Network (DWRN) formed a human chain with the participation of woman domestic workers in front of National Press Club in Dhaka. The event was followed by a discussion meeting at National Press Club Auditorium. Speakers at the meeting said, there is no standard to fix the

## Discussion meeting held in Chittagong marking International Women Day 2017



Leaders in discussion meeting marking International Women Day in Chittagong

To mark the International Women's Day 2017, BILS organized a discussion meeting titled "Promises of Women's Day: Safe and Decent work place for Women" on 9th March, 2017 at Chittagong Press Club.

Addressing the meeting, Chief Guest, Faslul Alam, Vice Chancellor of Feni University said that it is the time to reflect on progress made, to call for change and to celebrate acts of courage and determination by ordinary women who have played an extraordinary role in the history of their countries and communities.

Women leader Noorjahan Khan said that women should come forward and they should break the silence to stop all kinds of violence against women.

Centre Coordinator of BILS-LRSC A M Nazim Uddin, Joint Secretary of Central Committee of Jatiya Sramik League Md Shafar Ali, President of Trade Union Centre- Chittagong Tapan Dutta and Project Coordinator of BILS-DGB Project Kohinoor Mahmood also spoke among others at the discussion meeting.

## Opinion sharing meeting

(After Page 6)

Mominul Hasan Shikder from Bangladesh Medical College Hospital, BILS Executive Council Member Shakil Akhter Chowdhury, Executive Director Syed Sultan Uddin Ahmmed, Jatiya Sramik Jote Bangladesh General Secretary Naimul Ahsan Jewel, Professor of Social Work at Jagannath University Mostafiz Ahmed, BILS Project Coordinator Kohinoor Mahmood, Nazma Yesmin were present in the meeting.



## Opinion sharing and consultation meeting held on the draft of Future Fund Policy-2016 for employed workers in informal sector



Participants in the opinion sharing and consultation meeting

BILS organised an opinion sharing and consultation meeting on the draft Future Fund Policy-2016 for Employed Workers In Informal Sector on January 24, 2017 at BILS Seminar Hall. BILS Chairman Md. Habibur Rahman Shiraz chaired in the meeting, while Secretary of Ministry for Labour and Employment Mikail Shipar was present as Chief Guest. Among others, Bangladesh Trade Union Kendra President

Shahidullah Chowdhury, Jatiya Sramik Jote Executive President Abdul Wahed, BFTUC Secretary Pulak Ranjan Dhar, Bangladesh Free Trade Union Congress President Abdul Mukit Khan, Samajtantrik Sramik Front General Secretary Razekuzzaman Ratan, Bangladesh Labour Federation General Secretary Adv. Md. Delwar Hossain Khan, BTUS

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## Campaign and advocacy meeting in ship breaking sector held



Part of campaign and advocacy meeting

A meeting of BILS Campaign & Advocacy team of Ship Breaking sector was held on January 11, 2017 at 6 pm at Hafiz Jute Mill, Sitakund, Chittagong. The meeting was presided over by JSFB Chittagong District Committee General Secretary as well as Hafiz Jute Mill CBA Secretary Didarul Alam Chowdhury. A total of 24 Ship Breaking workers from different ship yards who are with the BILS Campaign and

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## Young trade union leaders orientation meeting held on RTI



Participants in discussion meeting on Right To Information Act 2009

BILS organised an orientation meeting for young Trade Union leaders on Right To Information Act 2009 on January 9, 2017 at BILS Seminar Hall.

The main objective of the meeting were to inform and discuss with the

young Trade Union leaders about Right To Information act 2009, the process of getting Information from specific sectors as well as to discuss about their activities when Information is not

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## Workshop on training review and planning for BILS trainer network members



BILS Leaders in a workshop on training review and planning for BILS trainer network members

BILS organised a two-day workshop on training review and planning for BILS trainer network members on March 23-24, 2017 at Savar Gonosastho Kendra in Dhaka. The workshop was organised to discuss about setting up sound Industrial Relation, Gender Equality, National Minimum Wage

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## Ship breaking sector campaign and advocacy team meeting held in Chittagong



Part of meeting of BILS-Ship Breaking Sector Campaign and Advocacy Team

A meeting of BILS-Ship Breaking Sector Campaign and Advocacy Team was held at BILS Information and Training Centre, in Chittagong on February 1, 2017.

BILS Member and Ship Breaking Workers Trade Union Forum convenor Tapan Dutta, BILS Secretary and Ship Breaking Workers Trade Union Forum Joint-convenor A M Najimuddin, BILS-Information and Training Centre, Chittagong Coordinator Pahari Bhattacharjee, Infor-

mation and Documentation Officer of BILS DGB Project Ferdous Ara, Paralegal Officer Adv. Rakibuddin Jalal, BILS-Ship Breaking Sector Campaign and Advocacy Team Members namely Md. Ali, K M Shahidullah, Md. Robiul Hossain, Nobil Alam, Mahaboob Alam, Md. Monsur and Jamal Uddin from various ship breaking yards as well as National TU Federations were present at the meeting.

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## Opinion sharing meeting with NTUC held understanding tripartite issues



Participants in opinion sharing meeting on understanding tripartite issues.

BILS, with the support of Friedrich-Ebert-Stiftung (FES) organised an opinion sharing meeting with NTUC titled "Sustainable Tripartite Structure in RMG : Recommendations of Trade Union Federations"

on March 14, 2017 at BILS Seminar Hall.

Discuss about process of formation structure, type of including members and classification, legal jurisdiction for conducting

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## Meeting with sectoral union held understanding tripartite issues



Participants in the meeting with sector union

A meeting with sectoral union understanding tripartite issues was organised by BILS, with the support of Friedrich-Ebert-Stiftung (FES) on March 13, 2017 at BILS Seminar Hall. Sharing opinion on present situation of tripartism in RMG and finding way forward for permanent tripartite forum in RMG were the main objectives of the meeting. BJSKP General

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## Discussion meeting held on strengthening national industry, health and safety council



Part of discussion meeting on strengthening national industry, health and safety council

BILS organised a discussion meeting titled "Strengthening National Industry, Health and Safety Council: Role, Obstacles and way forwards" on March 4, 2017 at BILS Seminar Hall. The meeting was organised to take opinion, recommendations, suggestions and directions from the participants about activities of national industry, health and safety council. JSL President and BILS Vice Chairman Alhaj Sukkur Mahmud chaired the meeting while IG of

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## BILS Executive Council meeting held



*BILS Leaders in Executive Council meeting*

BILS Executive Council meeting held on February 14, 2017 at BILS Seminar Hall.

BILS Chairman Md. Habibur Rahman Shiraz, Secretary General Nazrul Islam Khan, Vice Chairman Shirin Akhter, MP; Mojibur Raham Bhuiyan, Joint Secretary General Md. Zafrul Hasan, Secretary Adv. Md. Delwar Hossain Khan, Abul Kalam Azad, Nurul Islam Khan

Nasim, A M Nazim Uddin, Finance Secretary Md. Kabir Hossain, Executive Council member B M Zafar, Abdul Wahed, Pulok Ranjan Dhar, Kutub Uddin Ahmed, Shakil Akhter Chowdhury were present among others in the meeting. BILS Executive Director Syed Sultan Uddin Ahmmed also attended the meeting.

## Partnership meeting held between BILS and LO-FTF representatives



*Participants in partnership meeting held between BILS and LO-FTF representatives*

A three-day partnership meeting held between BILS and LO-FTF representatives on January 29-31, 2017 at BILS Seminar Hall.

The main objectives of the meeting were to discuss about partner strategy and priorities, strategic partner intervention on

cross-cutting issues (gender equality, youth), capacity and sustainability, partnership collaboration, overall assessment of current programme intervention and lessons learnt and recommendation related to last years' programme implementation.

## Indian delegates visited BILS



*Indian delegates in the meeting BILS Officials*

Indian delegates from Save Social Awareness and Voluntary Organisation visited BILS office on January 29, 2017. They took part in a consultation meeting with BILS officials at BILS Library. The main objective of the meeting was to learn about BILS activities on protesting gender violence at workplace in Bangladesh.

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## FNV officials visited BILS office



*Part of discussion meeting between BILS and FNV Officials*

FNV officials visited BILS office on January 28, 2017. They took part in a discussion meeting with BILS officials on forthcoming programme and planning at BILS Seminar Hall.

FNV Policy Advisor Wilma Roos, Regional Coordinator Prabhu Rajendra, BILS Executive Director Syed Sultan Uddin Ahmmed, Project Coordinator Nazma Yesmin, Project Development Officer M. A. Majid, Information Coordinator Yousuf Al-Mamun were present in the meeting.

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## Opinion sharing meeting held on occupational health and safety



*Participants in opinion sharing meeting on occupational health and safety*

BILS organised an opinion sharing meeting titled "BILS Activities and Future Plan regarding Occupational Health and Safety" on January 18, 2017 at BILS Seminar Hall. Rating BILS activities and future plan in occupational health and safety and taking suggestion on this issue were the main objectives of the meeting. Besides some recommendations were taken from the meeting such as to emphasize on remedial publication for workers, to arrange various training for trainers and workers, to collect all information about occupational health and safety, to introduce experts and give an institutional form in this sector etc.

Jatiyo Sramik Jote President Mesbahuddin Ahmed, Occupational Health and Safety Expert Waliul Islam, A K M Masum Ul Alam from ILO

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## Opinion sharing meeting held on DWRN, advocacy policy and working strategy



*Part of opinion sharing meeting*

BILS, with the support of Oxfam organised an opinion sharing meeting to introduce the activities of DWRN, advocacy, policy and working strategy on January 17, 2017

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## Networking workshop on German partnership for sustainable textile



*Participants in networking workshop on German partnership for sustainable textile*

BILS, in cooperation with FEMNE-TeV, organised a workshop titled "Networking Workshop on German Partnership for Sustainable Textile" on February 18, 2017 at BILS Seminar Hall.

Main objectives of the workshop were reviewing activities and

analyzing future planning of Textile sector and building an effective network among organisations working on Occupational Health and Safety, Wages, Workers Rights, Safety at Workplace and livelihood development.

Discussants at the workshop

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## Get together with DIFE high officials



*BILS Leaders in a get together with DIFE Officials*

BILS organised a get together programme with DIFE high officials on March 4, 2017 at BILS Seminar Hall, where Syed Ahmed and the present IG of DIFE Md. Shamsuzzaman Bhuiyan were present. As a token of gratitude to the whole hearted support Syed Ahmed had provided, BILS

arranged this programme in the honour of former IG. A reception was also given to present IG. In the programme, BILS Leaders discussed about their contribution, and cooperation with BILS and also expressed their heartfelt

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### Opinion Sharing and Consultation Meeting (After Page 3)

General Secretary Choudhury Ashiqul Alam, BJSD Office Secretary Advocate Harun Bhuiyan, Bangladesh Trade Union Kendra General Secretary Dr. Wajedul Islam Khan, Joint Secretary of Ministry for Labour and Employment Md. Aminul Islam, Mahila Sramik League President Rawshan Jahan Shathi, Jatiyo Sramik Jote General Secretary Md. Nurul Amin, Bangladesh Mukto Sramik Federation Organising Secretary Md. Shahidullah Badal, Jatiya Sramik Jote Bangladesh General Secretary Naimul Ahsan Jewel, BILS Advisory Council Member Abdus Salam Khan, Joint Secretary General Md. Zafrul Hasan, Executive Director Syed Sultan Uddin Ahmmed, Project Coordinator Nazma Yesmin were also present in the meeting.

### Young trade union

(After Page 3)

available according to their demand. The meeting was organised to provide practical lesson for making the young leaders enable to practice this act for their necessity and empowerment.

Study Support Australia Founder Director Dr. Abul Wali Islam, BILS Executive Director Syed Sultan Uddin Ahmmed, CBSG Coordinator of Gender and Training Selina Akhter Keya, BILS Project Coordinator Kohinoor Mahmood, Senior Journalist Ataur Rahman, BILS Information Coordinator Yousuf Al-Mamun, Advocacy Officer Adv. Nazrul Islam and representatives of various Trade Union Federations participated in the meeting.

### Campaign and advocacy

(After Page 3)

Advocacy team took part in the discussion meeting. The meeting mainly focused on the necessity of issuing ID cards and appointment letter to the Ship Breaking workers. The meeting was addressed among others by BILS Information & Training Centre Chittagong Coordinator Pahari Bhattacharjee, BFTUC General Secretary and SBWTUF Member K M Shahidullah, Forum member and Rising Steel Workers Union Secretary Md. Ali, Bhatiary Steel worker Md. Elias, Ship Breaking workers Md. Jahed Alam, Md. Alauddin, Md. Jafar, Jibon Chandra Nath, Robiul Hossain and Md. Azizul.

Discussants mainly emphasized on the importance of ID card and appointment letter for the ship breaking workers. They said that ship breaking workers are working in a very unhealthy and risky working environment. They are deprived of proper wages, leave and other legal benefits. Most yard owners do not provide personal protective equipment to the common workers, for which, accidental injuries and death are rampant in this sector.

Employers and contractors in numerous ways deprive general Ship Breaking workers because they do not have identity card and appointment letter. So the campaign and advocacy for all workers ID card and appointment letter is a vital matter, they said.

## BILS Publication

BILS published a leaflet and a poster titled "Develop good relations at home and follow Domestic Workers Protection and Welfare Policy-2015" on January 4, 2017 observing the anniversary of the enactment of Domestic Workers Protection and Welfare Policy-2015. A total number of 12000 copies leaflet and 8000 copies poster were distributed.



BILS published a poster and a leaflet titled "Develop good relations at home and follow Domestic Workers Protection and Welfare Policy-2015" on March 8, 2017 observing International Women Day 2017. A total number of 2000 copies poster and 2000 copies leaflet were distributed.



BILS published a brochure titled "Any violence against women, indecent behavior and sexual assault is contrary to civilization and obvious violation of human rights" observing International Women Day. A total number of 4000 copies brochure were distributed.





## Workshop on training

(After Page 3)

Occupational Health and Safety, SDG, Decent Work and Supply Chain.

BILS trainer network members Umma Hasan Jhalmal, Nasrin Akhter Dina, Chaina Rahman, Promila Poddar, Advocate Harun Bhuiyan, Rizwanur Rahman Khan, Hamida Khatun, Pulak Ranjan Dhar, Abdul Wahed, Naimul Ahsan Jewel, Badruddoza Nizam, Freedom Fighter Md. Mahbubul Islam, Md. Touhidur Rahman, Sahida Parvin, Shakil Akhter Chowdhury, Khandokar A Salam, Md. Shahidullah Badal, Syed Sultan Uddin Ahmmed, Monirul Kabir, Professor Dr. Jakir Hossain, Md. Shariful Islam participated in the workshop.

Earlier on March 19, 2017 a preparatory workshop was organised by BILS with the participation of BILS trainer network members to prepare workshop schedule and to fix the activities for workshop on training review and planning.

## Opinion sharing meeting

(After Page 4)

activities, coordination strategy, opportunities and barriers, determined activities for effective and permanent tripartite structure were the main objectives of the meeting.

BILS Joint Secretary General Md. Zafrul Hasan, Trade Union Center President Shahidullah Chowdhury, Tannery Workers Association President Abul Kalam Azad, BFTUC President Abdul Mukit Khan, JSF Executive President Quamrul Ahsan, JSJ Executive President Md. Abdul Wahed, JSJB General Secretary Naimul Ahsan Jewel, JSF representative Md. Delowar Hossain, BMSF Organising Secretary Md. Shahidullah Badal, SLF General Secretary Razekuzzaman Ratan, BFTUC Secretary Pulak Ranjan Dhar, SLF representative Khalequzzaman Lipon were present in the opinion sharing meeting among others.

## Ship breaking sector

(After Page 4)

The meeting mainly focused on the previous activities of the campaign and advocacy team which includes awareness building campaign meetings, human chain formation programmes, workers rally and others such as day observation programmes.

It is to be mentioned that for providing workers Appointment Letter and ID card issue during October-November 2016, the Campaign and advocacy team was formed in a meeting and aforesaid programmes were undertaken to be implemented with in June 2017.

The participants at the meeting said, it is a common trend of Ship Breaking owners not to provide Appointment letters and ID card to Ship Breaking workers. In most cases, workers are financially and socially deprived because of not getting ID card. Workers face problem in labour court during filing case, when they do not have ID card. Even law enforcement agencies harass innocent workers as they fail to show ID card in some cases.

Discussants emphasized on the importance of continuation of BILS campaign and advocacy initiatives so that more and more workers could be made aware of the importance of Appointment Letter and ID cards.

Later, a decision was taken to organise an awareness development meeting at Kumira, Sitakunda, in Chittagong on February 17, 2017, where a total of 100 Ship Breaking workers are expected to attend.

## Discussion meeting

(After Page 4)

DIFE Md. Shamsujjaman Bhuiyan, National Industrial Health and Safety Council Member Brigadier General Abu Nayeem Md. Shahidullah (retd), JSL representative Abdus Salam Khan, Occupational Safety Board of Bangladesh Institution of Engineers Engr. M Hafizur Rahman, BILS Joint Secretary General Md. Zafrul Hasan and Dr. Wajedul Islam Khan, Finance Secretary Md. Kabir Hossain, NSH and Safety Council Member Engr. Taibur Rahman, BILS Advisory Council Member Mesbahuddin Ahmed, Executive Council Member Umma Hasan Jhalmal and Shakil Akhter Chowdhury, JSL representative Shamsun Nahar, JSJB General Secretary Naimul Ahsan Jewel, JSF Executive President Quamrul Ahsan, JSJ Executive President Md. Abdul Wahed, BFTUC Secretary Pulak Ranjan Dhar, BILS Executive Director Syed Sultan Uddin Ahmmed were present among others in the meeting.

Participants recommended to form particular safety committee for particular sectors, prepare a general checklist for all relevant laws, make harmonization of work among all the Inspectors of various departments and prepare a particular checklist for each of their responsibilities, arrange training programme regarding safety by outsourcing to train a large number of workers within a short time, prepare particular case study for every sector, prepare checklist for particular risks and take initiatives according to the risks, ensure participation and accountability of owners.



## Get together

(After Page 6)

thanks and appreciation to Syed Ahmed, wished for his successful journey, and also welcomed Md. Shamsuzzaman Bhuiyan.

BILS Advisor Md. Israfil Alam, MP, Joint Secretary of Ministry of Labour and Employment Md. Aminul Islam, BILS Advisor Mesbahuddin Ahmed, Vice Chairman Alhaj Sukkur Mahmood, Joint Secretary General Dr. Wajedul Islam Khan, BTUC representative Dewan Muhammad Ali, JSL Executive President Fazlul Haque Montu, JSJ representative Shamsunahar, BILS Executive Council Member Umma Hasan Jhalmal and Shakil Akhter Choedhury, JSJB General Secretary Naimul Ahsan Jewel, BILS Executive Director Syed Sultan Uddin Ahmmed, Project Coordinator Kohinoor Mahmood and Nazma Yesmin, Administrative Officer Niamat Ali were present in the get together. Besides BILS and DIFE officials were participated in the programme.

## Meeting with sectoral

(After Page 4)

Secretary Hadayetullah, BIGUT Vice President Rashedul Alam Raju, BFWS Joint Secretary Yeasin Ahmed, SCRSF Vice President Momotaj Begum, BRGWF President Salauddin Shapon, GTWL General Secretary Badruddoza Nizam, BTGWL representative Morium Akter, BAWF President Md. Touhidur Rahman, BGIWF President Babul Akhter, IBC Secretary General Kutubuddin Ahmed were present in the meeting among others.

## Indian delegates

(After Page 5)

Save Social Awareness and Voluntary Organisation Executive Director A. Viyakula Mary, Coordinator M. Felix Jeya Kumar, Stree Joyonti Samiti Secretary and Save Social Awareness and Voluntary Organisation Gender Expert Geeta Menon, BILS Project Coordinator Kohinoor Mahmood and Nazma Yesmin, Administrative Officer Niamat Ali, Senior Trainer Kh. A. Salam, Asst. Programme Officer Shariful Islam and Syaduz-zaman, CSR Officer Jesmin Juy were present in the consultation meeting.

## DWRN, advocacy

(After Page 6)

at BILS Seminar Hall. The meeting was held under BILS-Oxfam Cooperation Project titled "Enhancing Incomes, Empowerment and Opportunities for Domestic Workers in Bangladesh.

NDWWU Advisor Abul Hossain, BILS Executive Director Syed Sultan Uddin Ahmmed, Cities Alliance representative Ajay Suri, Oxfam representative Afroz Mahal, ASK CRU Coordinator Ambica Roy, BLAST Staff Lawyer Mehbuba Jui, Laboni Akter, Bondhon representative Ferdous Tamanna, Moriom Begum, Nipa Akter, Nari Maitree Project Coordinator Farha Zakia, Social Mobilizer Amena Begum, Fatema Khatoon, Trade Training Officer Surayia Sharmin Ankhi, representatives of Domestic Workers Rights Network affiliated Trade Union Federations and domestic workers participated in the meeting.

## Partnership meeting

(After Page 5)

LO-FTF International Programme Consultant/ Head of Manila Office Lone Illum Christiansen, Special Consultant Jens Aarup, BILS Chairman Md. Habibur Rahman Shiraz, Joint Secretary General Md. Zafrul Hasan, BILS Advisor Roy Ramesh Chandra, Executive Council Secretary Adv. Delwar Hossain Khan, Executive Director Syed Sultan Uddin Ahmmed, Project Coordinator Kohinoor Mahmood, Project Development Officer M. A. Majid and BILS Officials were present in the meeting.

## Networking workshop

(After Page 6)

the role of Trade Union, Human Rights organisations and German Partnership to forming Network for Sustainability in Textile.

BILS Vice Chairperson Shirin Akhter, MP Chaired the inaugural session of the workshop, while BILS Executive Director Syed Sultan Uddin Ahmmed was present as Moderator. Sramik Nirapotta Forum (SNF) Convener Dr. Hamida Hossain, FEMNET Project Officer Marie Luise Lammle, GIZ Representative Werner Lange, FES Residential Representative Franziska Korn, BILS Advisory Council Member Roy Ramesh Chandra, Vice Chairman Alhaj Sukkur Mahamud and IBC Chairman Amirul Haque Amin were present at the meeting among others. discussed on different issues including Sustainable Textile in Bangladesh, present status and challenges



## BILS observed International

(After Page 2)

wage of domestic workers, while they are deprived from their right of taking rest, weekly vacation, sick leave, even maternity leave. As domestic workers did not get recognition in Bangladesh Labour Law 2006, therefore, recognised rights of the workers are not applicable for them, even government does not have any social protection activities for them. In this case, speakers emphasized to implement Domestic Workers Protection and Welfare Policy-2015. Besides, they demanded protection of domestic workers and expected the conversion of the Policy into law for their recognition.

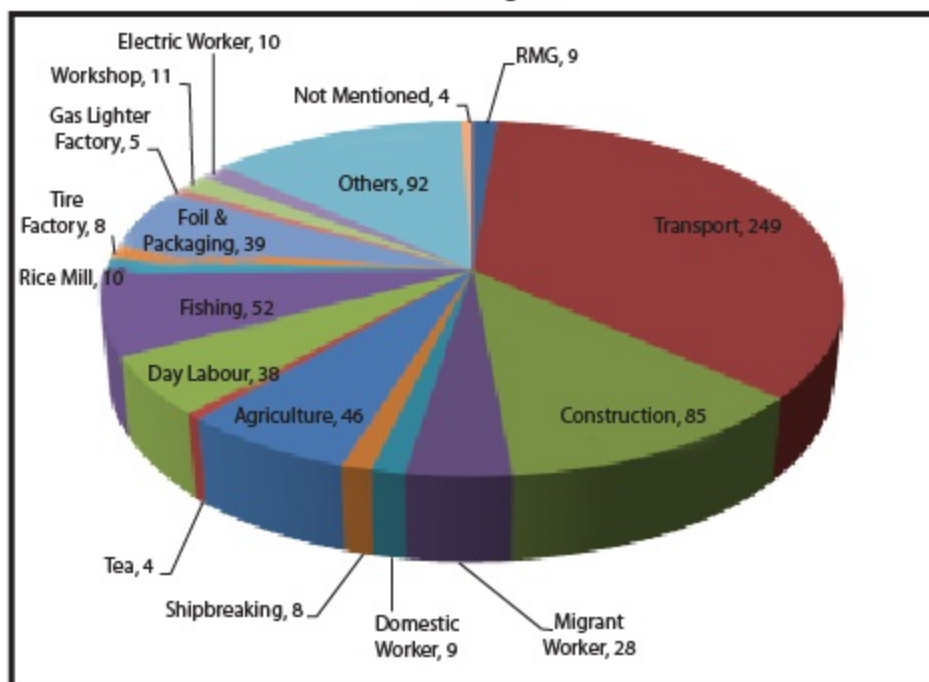
BILS Vice Chairman and Jatiya Sramik League President Alhaj Shukkur Mahamud chaired the meeting, while Member of Parliamentary Standing Committee on Ministry of Labour and Employment Md. Israfil Alam, MP; BILS Vice Chairman and Jatiyatabadi Sramik Dal President Md. Anwar Hossain, BILS Joint Secretary General Md. Zafrul Hasan and Dr. Wajedul Islam Khan, Jatiya Garhastha Nari Sramik Union Advisor Abul Hossain, Jatiya Mohila Sramik League President Shamsunnahar Bhulyan, Karmojibi Nari Executive Director Rokeya Rafique Baby, Awaz Foundation Executive Director Nazma Akter, Oxfam representative Rokhsana Akter, BILS Executive Council Member Umma Hasan Jhalmal and DWRN Coordinator and BILS Executive Director Syed Sultan Uddin Ahmmmed spoke on this occasion. Leaders of different National Trade Union Federations, representatives of different Human Rights organisations and a total of three hundred domestic workers from different parts of the city were present at the meeting.

A cheque of Tk. 50,000 received from Sramik Kalyan Foundation was handed over to the mother of victim child domestic worker Jannat.

Later, leaders of BILS and network affiliated organizations participated in woman workers gathering organised by Social Protesting Committee at Central Shahid Minar.

## BILS completed newspaper survey report on workplace

(After Page 16)

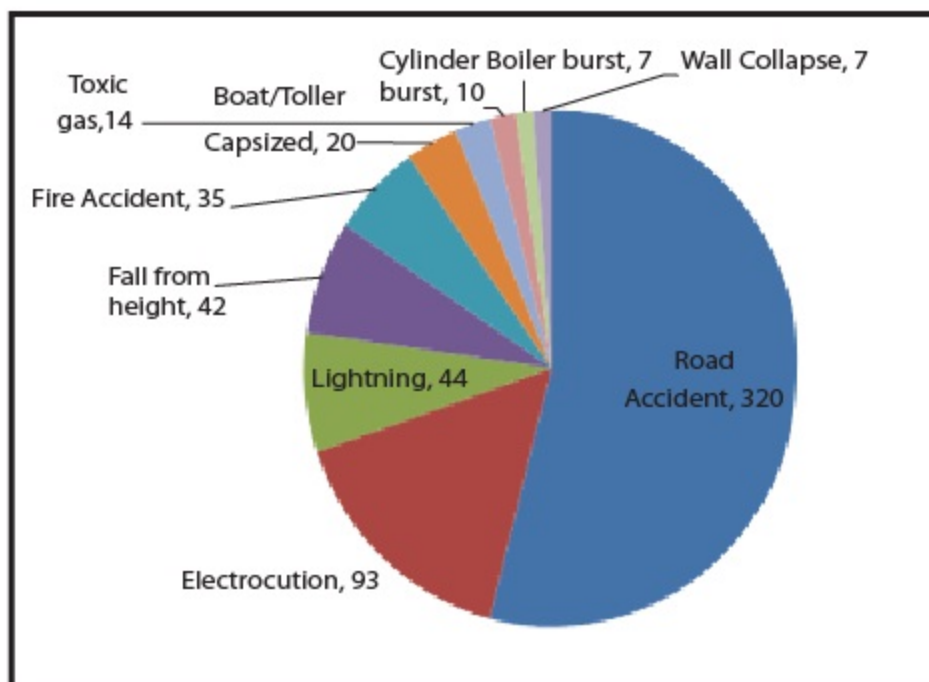


Number of workers killed according to sectors

In workplace accident, 699 workers were killed. Among them 671 were male and 28 workers were female. The estimated number of injuries in accidents totaled at 703, where 529 were male and 174 workers were female. Besides, workplace violence caused death to 189 workers among which 153 were male and 40 workers

were female. The total estimated injuries in violence numbered at 390 where 309 were male and 81 workers were female.

Additionally, in road accident 149 workers were killed where 115 were male and 34 were female workers and 96 workers were



Patterns of workplace accident



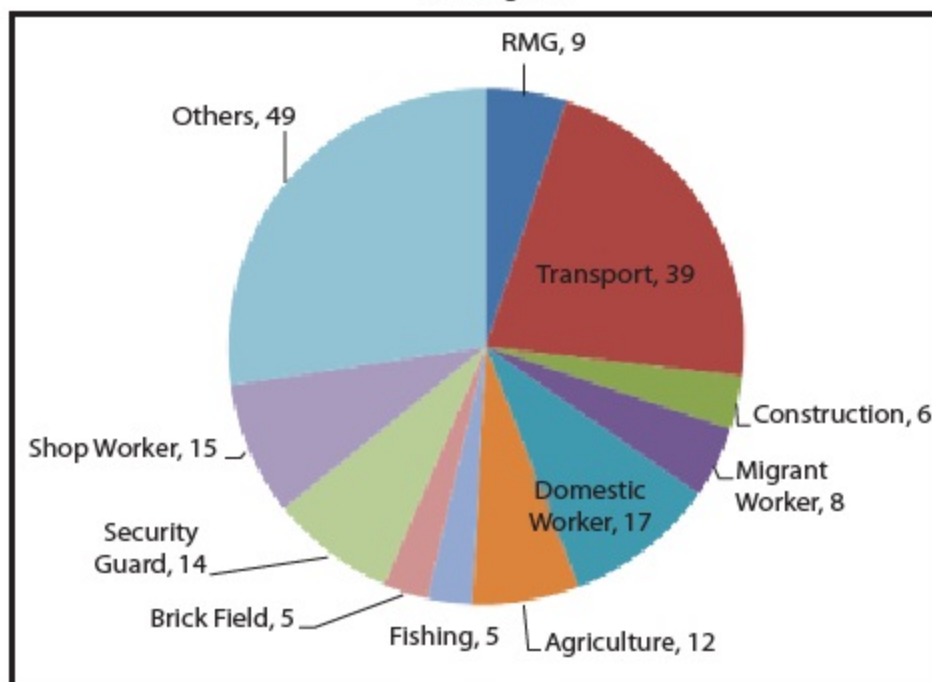
## Workers Death and Injury due to Accident and Violence

Sector	Death						Injury					
	Accident		Total	Violence		Total	Accident		Total	Violence		Total
	Male	Female		Male	Female		Male	Female		Male	Female	
RMG	9	-	9	6	3	9	61	145	206	62	29	91
Transport	249	-	249	39	-	39	57	-	57	40	-	40
Construction	84	1	85	5	1	6	91	6	97	28	-	28
Migrant Worker	28	-	28	7	1	8	7	-	7	2	-	2
Domestic Worker	2	7	9	-	17	17	-	2	2	1	39	40
Ship breaking	8	-	8	-	-	-	14	-	14	-	-	-
Agriculture	46	-	46	12	-	12	2	-	2	-	1	1
Tea	3	1	4	-	-	-	1	-	1	2	1	3
Day Labour	37	1	38	3	-	3	52	-	52	7	-	7
Fishing	52	-	52	5	-	5	19	-	19	37	-	37
Brick Field	2	-	2	4	1	5	2	-	2	17	5	22
Electric Worker	10	-	10	-	-	-	-	-	-	4	-	4
Rice Mill	9	1	10	2	-	2	10	-	10	1	-	1
Security Guard	4	-	4	14	-	14	8	-	8	2	-	2
Cleaner	2	-	2	3	1	4	-	-	-	-	-	-
Paper Mill	2	-	2	-	-	-	-	-	-	-	-	-
Painter	2	-	2	1	-	1	-	-	-	-	-	-
Leather	2	-	2	-	-	-	3	-	3	-	-	-
Sales representative	2	-	2	-	-	-	-	-	-	-	-	-
Tire Factory	7	1	8	-	-	-	-	-	-	-	-	-
Still Mill	1	-	1	-	-	-	4	-	4	-	-	-
Gas Lighter Factory	-	5	5	-	-	-	-	21	21	-	-	-
Tannery	1	-	1	-	-	-	-	-	-	-	-	-
Spinning Mill	-	2	2	2	-	2	5	-	5	1	-	1
Textile	4	-	4	1	1	2	12	-	12	30	-	30
Water Transport	7	-	7	2	-	-	2	-	2	33	-	33
Tube-well	1	-	1	-	-	-	-	-	-	-	-	-
Workshop	11	-	11	-	-	-	11	-	11	-	-	-
Hawker	4	-	4	3	-	3	-	-	-	2	-	2
Oil Mill	1	-	1	-	-	-	10	-	10	-	-	-
Shop worker	5	-	5	15	-	15	5	-	5	2	-	2
Mechanic	6	-	6	-	-	-	-	-	-	-	-	-
Plastic factory	3	-	3	-	-	-	1	-	1	-	-	-
Foil and packaging	33	6	39	-	-	-	40	-	40	-	-	-
Hotel/Restaurant	4	-	4	2	-	2	4	-	4	1	-	1
Dyeing Factory	5	-	5	-	-	-	12	-	12	-	-	-
Power Loom	1	-	1	-	-	-	-	-	-	-	-	-
Tiles Worker	1	-	1	-	-	-	-	-	-	-	-	-
Washing Factory	1	-	1	-	-	-	5	-	5	-	-	-
Plumber	1	-	1	-	-	-	-	-	-	-	-	-
Cold Storage	-	1	1	-	-	-	-	-	-	-	-	-
Cement	1	-	1	-	-	-	-	-	-	-	-	-
Chemical	1	-	1	-	-	-	-	-	-	-	-	-
Poultry	2	-	2	-	-	-	-	-	-	-	-	-
Mobile Refill	2	-	2	-	-	-	-	-	-	-	-	-
Tailor	1	-	1	2	-	2	-	-	-	-	-	-
Filling Station	1	-	1	-	-	-	2	-	2	-	-	-
Journalist	-	-	-	-	-	-	-	-	-	5	-	5
Saloon	-	-	-	3	-	3	-	-	-	-	-	-
Mobile Banking Agent	-	-	-	2	-	2	-	-	-	11	-	11
TU Leader	-	-	-	3	-	3	-	-	-	1	-	1
Others	8	-	8	18	2	20	10	-	10	16	6	22
Not Mentioned	4	2	6	1	-	-	77	-	77	6	1	7
<b>Total</b>	<b>671</b>	<b>28</b>	<b>699</b>	<b>153</b>	<b>40</b>	<b>189</b>	<b>529</b>	<b>174</b>	<b>703</b>	<b>309</b>	<b>81</b>	<b>390</b>



## BILS completed newspaper survey report on workplace

(After Page 10)

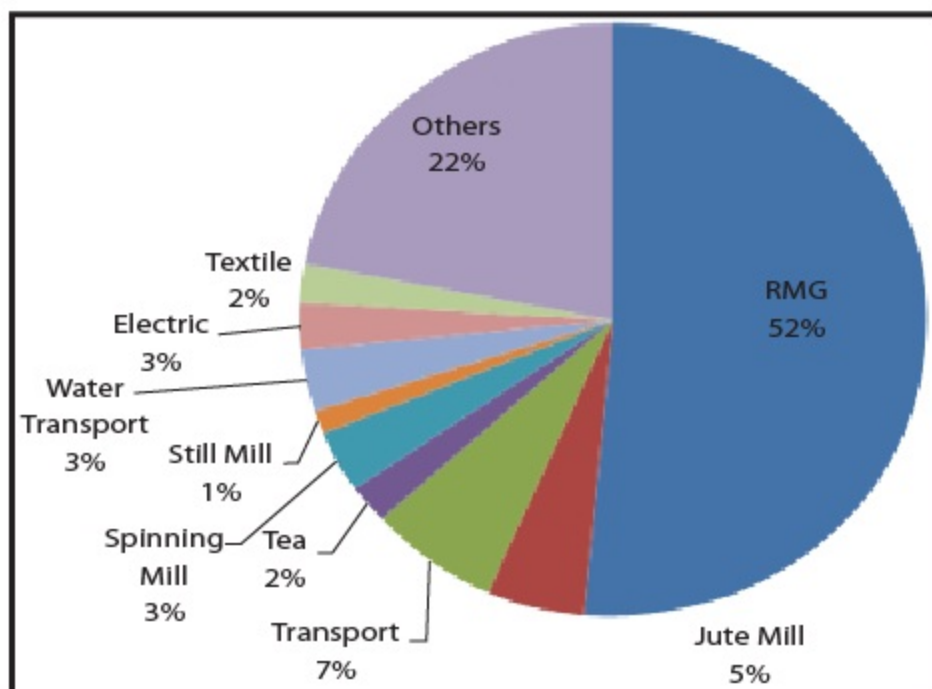


Workplace violence

Injured among which 84 were male and 12 were female workers.

In this time, the highest number of workplace related accidental deaths happened in Transport sector. A total of 249 workers were killed in this sector. Second highest 85 deaths happened in

Construction sector while third highest sector was Fishing sector, where 52 workers were killed. Besides, 46 Agriculture Workers, 39 Foil and Packaging Workers, 38 Day Labourers, 28 Migrant Workers, 11 Workshop Workers, 10 Electric Workers,



Sectors of unrest

10 Rice-mill Workers, 9 RMG Workers, 9 Domestic Workers, 8 Ship-breaking Workers and 8 Tire Factory Workers were killed in different types of workplace accidents. In this year, major types of occupational accidents were road accident, falling from height, electrocutions and fire. This year 320 road accidents occurred, while 93 incidents of electrocution, 44 incidents of lightning, 42 incidents of falling from height, 35 incidents of fire, 14 incidents of toxic gas emission, 10 incidents of cylinder burst, 7 incidents of boiler burst and 7 other incidents of wall collapses also took place.

In case of workplace violence, the highest number of deaths occurred in Transport Sector. At least 39 workers killed in different types of workplace violence. Second highest 17 deaths happened in case of Domestic Workers, while 15 Shop worker, 14 Security Guard, 12 Agriculture Workers, 9 RMG Workers and 8 Migrant Workers were killed in violence and brutal attack.

This is to be mentioned that 15 Domestic Workers also committed suicide during this year.

This year, a number of industrial disputes were happened in different sectors. The number of total workers uprise were 237.

During this time, RMG workers went on uprise at least 122 times. Transport was in the second place, while 16 incidents were happened there. Jute Workers demonstrated 12 times. Workers in Spinning mill and Waters Transport sector did their action for 8 times, while in Electric sector it was happened for 9 times. Tea and Textile sector workers demonstrated for 5 times.



## Training Workshop held on capacity building and mobilizing support for area based structure



Part of training workshop regarding capacity building and mobilizing support for area based structure

BILS organised a Two-day training workshop titled "Capacity Building and Mobilizing Support for Area Based Structure" on March 21-22, 2017 at Railway Shishu Niketon, Tongi in Gazipur. The main objectives of the workshop were to strengthening area based structure at Tongi BSCIC Area, to fix ways and policies to organise workers

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## Orientation course for Trade Union Members of Tripartite Consultation Committee held



Part of orientation course of Trade Union Members of TCC

BILS organised an orientation course for Trade Union Members of Tripartite Consultation Committee (TCC) aimed at strengthening Tripartite Committee on March 15, 2017 at BILS Seminar Hall. The programme was organised to identify ways and meanings increase of developing TCC more effectively, to finalize agenda for discussion in

## Discussion meeting held on strengthening national health and safety council



BILS Leaders in the discussion meeting on strengthening national health and safety council

BILS organised a discussion meeting titled "Strengthening National Health and Safety Council : Role, Challenges and Way Forward" on March 4, 2017 at BILS Seminar Hall. The meeting was organised to discuss about activities of National Industrial Health and Safety Council, challenges and way forward,

current initiatives on the workplace safety and health and role of the council, analyse the position of implementation of the recommendations adopted in 2015.

In the meeting, participants recommended to increase activities of National Industrial Health and Safety Council, to inform the Members about OSH related activities conducted in different ways, to arrange for coordinated effort on OSH training and other activities, to enforce labour law, rules and other safety laws properly and to form a National Monitoring Committee for looking after the OSH education.

BILS Advisor Mesbahuddin Ahmed, JSL President Alhaj Sukkur Mahmud, National Industrial Health and Safety Council Member Brig. Gen. Abu Nayeem Md Shahidullah (retd) and Engr. Taibur Rahman, DIFE IG MD. Shamsuzzaman Bhuiyan, JSL representative Abdus Salam Khan, Occupational Safety Board of Bangladesh Institution of Engineers Engr. M. Hafizur Rahman, BILS Finance Secretary Md. Kabir Hossain Executive Council Member Shakil Akhter Chowdhury, were present in the meeting.

TCC and to discuss about recent workers and Trade Union challenges. BILS Vice Chairman and Jatiya Sramik Jote Bangladesh President Shirin Akter, MP chaired the programme while Jatiyo Sramik Jote President Mesbahuddin Ahmed, JSL President Alhaj Sukkur Mahmud Bangladesh Jatiyatabadi Sramik Dal President Anwar Hossain, Jatiya Sramik Federation President Quamrul Ahsan, BFTUC President A.A. Mukit Khan, BILS Advisory Council Member Roy Ramesh Chandra, SLF General Secretary Razekuzzaman Ratan, BLF General Secretary Adv. Delwar Hossain Khan, BILS Executive Director Syed Sultan Uddin Ahmmed, Project Coordinator Kohinoor Mahmood, Senior Trainer Khandokar A. Salam were present in the programme.



## Capacity Building and Mobilizing

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to identify industries to form safety committee and to make a plan of action for a safe workplace.

In the workshop the trainers discussed about analysing the trends and attitude of workers, employers and the local administration regarding industrial relation, progress monitoring, study about the inspection of Tongi SKOP after Tampaco Foils Factory fire, planning for advocacy, lobby and days of commemoration and future action plan for creating safety committee in the area.

Some recommendations came from the workshop such as factory visit towards formation of safety committee, lobby with DIFE for hazardous factory inspection, forming legal aid committee, printing and publishing poster/leaflet, informing the workers about Tongi SKOP Support Centre.

Jatiya Sramik League Women Affairs Secretary Shamsun Nahar Bhuiyan, Jatiya Sramik Federation Member A.S.M. Jakaria, Jatiya Sramik League Tongi Area Publicity Secretary Md. Billal Hossain, TUC Vice Secretary Anawara Begum, Gazipur District Construction Worker President Md. Humaun Kabir, BLF Gazipur District President Md. Siddikur Rahman, Jatiya Sramik Federation General Secretary Md. Humaun Kabir, Bangladesh Nirman Sramik League Convener Md. Ramjan Ali, Mohila Sramik League Tongi Area Convener Suraiya Farzana Happy, BTUC General Secretary Kamrujjaman Helal, BTUC Vice President Tayobur Rahman, INSUB Working President Abdur Rahman, Gazipur Metropolitan Nirman Sramik Federation General Secretary Anwar Hossain were present among others in the training workshop.

## Coordination meeting held with trainers network



*Participants in the in the coordination meeting with trainers network*

BILS organised a coordination meeting with trainers network the trainers for future training needs on March 29, 2017 at BILS Seminar Hall. aimed at enhancing capability of

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## Training workshop held on advance leadership and advocacy planning



*Participants in training workshop on advance leadership and advocacy planning*

BILS organised a two-day training workshop titled "Advance Leadership and Advocacy Planning" on March 25-27, 2017 at BILS Seminar Hall.

The main objective of the training workshop was to achieve the capability of explaining about wage, minimum wage, wage board and National –International Standards, health and safety at workplace and its remedy, identify labour law and rules related to workers rights, explaining functions and procedures of the labour judiciary and

role and importance of women leadership and basics of gender equality.

ILO OSH Specialist Albert Cerda, BILS Secretary General Solidarity Centre Advocate AKM Nasim, Labour Court Lawyer Adv. Nesa Ahmed, BLF General Secreatry Adv. Delwar Hossain Khan, Jatiya Sramik Jote Bangladesh General Secretary Naimul Ahsan Jewel, BLF Joint General Secretary Shakil Akhter Chowdhury, JSJB Women Affairs Secretary Umma Hasan Jhalmal, BJSD Joint Women Affairs Secretary Hamida Khatun,

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## Inauguration of month-long

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State Minister for Ministry of Labour and Employment Mujibul Haque, MP addressed others in the rally

Mentioning the policy which is made by the government to protect the domestic workers rights as a major achievement, the State Minister for Labour and Employment Mujibul Haque MP said, "Domestic workers were recognised by the state." He urged all citizens of State to follow this policy.

State Minister for the Ministry of Labour and Employment Mujibul Haque, MP was present as Chief Guest to inaugurate the campaign programme while BILS Chairman Md. Habibur Rahman Shiraz was in the chair. BLAST Deputy Director Advocate Borkot Ali was the Moderator in the programme. Among others, Joint Secretary of Ministry of Labour and Employment Md. Aminul Islam, Oxfam Bangladesh Acting Country Director M B Akhter, BILS Joint Secretary General Dr. Wajedul Islam Khan, Jatiya Garhostha Nari Sramik Union Advisor Abul Hossen, BILS Executive Director Syed Sultan Uddin Ahmmed, DWRN Member Secretary Nazma Yesmin along with leaders of network affiliated National Trade Union Federations and representatives of Human Rights organisations, representatives of Central Monitoring Cell for implementation of "Domestic Workers Protection and Welfare Policy, 2015" and representatives of Oxfam Bangladesh were present in

the programme. The Programme was followed by rally and cultural event. More than 200 Domestic Workers participated at the programme.

## German delegation

(After Page 16)

Standard which was organised by BILS on February 13, 2017 at BILS Seminar Hall. They informed BILS leaders about "Sustainable Public Procurement in North Rhine-Westphalia" and got information about policy and practice on above mentioned issues.

Member of Parliament of North Rhine-Westphalia Andrea Asch, Renate Hendricks, Frank Herrmann, Werner Jostmeier, Caroline Kremer and Josef Neumann, Representatives of newtrade nrw, Office for Sustainable Procurement of the State Chancellery of North Rhine-Westphalia Dr. Lale Akgun and Tim Stoffel, Journalist with "Development and Cooperation" Sabina Barbara Balk, Head of Procurement, City of Solingen Roland Blank, Member of the Board at Fairtrade Germany Claudia Bruck, Sudwind representative Dr. Sabine Feren-schild, Engagement Global representative Felicitas Schuldes and Ann-Kathrin Voge, German Development Institute (DIE) Senior Researcher Dr. Andreas Stamm, Craftwork for Sustainability (Association) representative Timothy Vincent, BILS Secretary General Nazrul Islam Khan, Joint Secretary General Md. Zafrul Hasan, Secretary A M Nazim Uddin, FES Residential Representative Franziska Korn, Program Coordinator Aurunduty Rani, BILS Executive Director Syed Sultan Uddin Ahmmed and Project Coordinator Nazma Yesmin participated in the meeting among others.

## Coordination meeting held

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The main objectives of the meeting were to identify limitations of the training networks, to select issues for future training, to enhance capability of the trainers by updating Nazrul Islam Khan, Vice Chairman Shirin Akhter, MP; Dhaka University Professor M.M. Akash and Tania Huq, training materials and to fix strategy to build a new generation trainers team for the next two years. JSJ Working President Md. Abdul Wahed, BLF Joint Secretary Shakil Akhter Chowdhury, JSJB Training Secretary Umma Hasan Jhalmal, BFTUC Secretary Pulok Ranjan Dhar, BJSD General Secretary Nasrin Akter Dina and Office Secretary Advocate Harun Bhuiyan, BJSD Women affairs Joint Secretary Hamida Khatun, BTUC Office Secretary Shahida Parveen, BFTUC Secretary Chaina Rahman, JSL Women Committee General Secretary Shamsunnahar Bhuiyan, BILS Trainer Khandokar A. Salam were present in the meeting among others.

## Training workshop held

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Bangladesh Labour Federation President Syeda Azizunnahar, Jatiya Sramik League Women Affairs Secretary Shamsunnahar Bhuiyan BTUC Office Secretary Shahida Parveen, GTWL Office Secretary Badruddoza Nizam, BJSD Office Secretary Advocate Harun Bhuiyan, BJSF Vice President Md. Nur Mostofa, BILS Executive Director Syed Sultan Uddin Ahmmed, Trainer Md. Towhidur Rahman and Khandokar A. Salam, BFTUC Joint General Secretary Chittagong Division Rizwanur Rahman Khan, BFTUC Secretary Pulok Ranjan Dhar, FGW General Secretary Chaina Rahman, SC Advisor A. K. M. Nazim participated among others in the workshop.



## BILS Ongoing Research

A study on "Situation Analysis of trade union Worker's Livelihood status and Rights in selected industrial Enterprises of Chittagong" is conducted successfully and study is finalized. In the reporting period DGB has financed this research. Among ongoing works, developing a trade union position paper on revised minimum wage structure for RMG sector workers and developing an advocacy strategy on setting of national standard for compensation to industrial victim are main. Apart from this, Piloting ID card issuance to 550 construction workers is finally at its complete shape.

## BILS completed newspaper survey report on workplace situation in 2016

BILS has completed a survey report on workplace accident, violence, industrial dispute and workers action in 2016 based on news published in different national Dailies. According to the survey report, 888 workers were killed and 1093 workers were injured in workplace accident and violence between January and December in last year. Besides, 73 workers were kidnapped, 22 committed suicide and 3 workers were missing.

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## Inauguration of month-long campaign programme held observing the anniversary of the enactment of Domestic Workers Protection and Welfare Policy-2015



State Minister for Ministry of Labour and Employment Mujibul Haque, Mp addressed others in month-long campaign programme

Domestic Workers Rights Network organised a month long campaign programme observing the anniversary of the enactment of "Domestic Workers Protection and Welfare Policy, 2015" on January 4, 2017 at National Press Club Auditorium. The main objectives of

this campaign programme are to create awareness about "Domestic Workers Protection and Welfare Policy, 2015", to take recommendations for future activities and to prepare programme plan and strategy.

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## German delegation visited BILS office



German delegates in the discussion meeting with BILS leadership

A German delegation, as part of their "Dialogue Tour to Bangladesh", visited BILS office and participated in

a discussion meeting with BILS leadership on Public Procurement, Ecological and Social

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