

Editorial

Recently BILS has published a survey report on workplace situation 2017 on the basis of published news on National dailies regarding workplace accident, violence, Industrial disputes and workers movement issues, which shows that 784 workers were died and 517 workers were injured in different cases, marks the sectors where workplace security of workers are not ensured and in which sectors workers are being victim of violence. At the beginning of the year, BILS has started to work with this issue by taking some necessary steps to reduce workplace accident. In line with this, on January, arranging roundtable on CSR, social justice and workers' welfare to ensure workers participation in Corporate Social Responsibility-CSR activities in Bangladesh was considered as an Important Issue. Organising Sarmik Nirapotta Forum Conference 2018 on January with the joint initiatives of human rights and labour movement aimed at establishing a culture of secured, decent and dignified job for all was another notable Issue. Besides, forming human chain and protest rally regarding workers killing, consultation meeting on forming labour solidarity forum, discussion meeting for setting minimum wage structure for RMG workers and several programmes were held during this period.

At present time, the role of women workers are not less than that of male workers, but in some cases their contribution in the economy are not recognized. Observing International Women Day 2018 at different places was considered as an Important Issue to stop torture, violence and to ensure fair wage, compensation and decent workplace for women.

We hope, in near future we will be able to achieve all relevant rights including the right to organise working people, fair wages along with workplace safety.

BILS organised roundtable on CSR, Social Justice and Workers' Welfare



State Minister for Ministry of Finance and Planning M. A. Mannan, MP is delivering speech in the roundtable on CSR

BILS organised roundtable titled CSR, Social Justice and Workers' Welfare on January 2, 2018 at National Press Club VIP Lounge aimed at ensuring workers participation in Corporate Social Responsibility-CSR activities in

Bangladesh.

The roundtable was organised to discuss about CSR basic knowledge, CSR activities in Bangladesh, National and International Standard, BILS-CSR activities and

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International Women Day 2018 observed



Participants in the rally on observation of International Women's Day in front of National Press Club

Rally and roundtable were organised at different parts of the country on the observation of International Women's Day 2018.

Domestic Workers' Rights Network rally: "Time to move forward for establishing rights of

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International Women Day

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domestic workers" with this slogan Domestic Workers' Rights Network-DWRN organised rally on March 8, 2018 in front of National Press Club for observing International Women's Day 2018. In the rally a leaflet titled "Working women in rural areas wake up, get together and move forward" was distributed aimed at demanding to establish domestic workers protection and welfare, moreover their dignity through the implementation of 'Domestic Workers Protection and Welfare Policy 2015', to stop torture-violence, to ensure fair wage, compensation and decent workplace.

Bangladesh Sramik Federation Organising Secretary Rafiqul Islam Pathik conducted the rally while Jatiya Sramik Jote working President Md. Abdul Wahed, General Secretary Md. Nurul Amin, BILS Executive Director Syed Sultan Uddin Ahmmed, Project Coordinator Kohinoor Mahmood and Nazma Yesmin, Woman Leaders Hena Choudhury, Salma Begum, Arifa Akter, Lima Ferdousi, Nurunnahar, Caritas representative Arifa Naznin and Leaders of Network affiliated National Trade Union Federations, Human Rights and workers' rights organizations and two hundred domestic workers of different areas in Dhaka city participated in the rally.

Seminar and rally in Chittagong: BILS, under its DGB-BW project activity, organized a seminar titled "Gender Based Violence at Workplace: Impact and Role of Society" on March 10, 2018 at Chittagong Press Club Auditorium. Creating social awareness among all on gender based violence inside and



Prominent writer and women activist Begum Mustari Shafi addressed with other leaders in the seminar

outside of workplace was the main objective of the seminar. BILS Project Coordinator Kohinoor Mahmood presented a key note paper on the topic named "Gender Based Violence at Workplace: Impact and Role of Society".

Prominent Writer & Women Activist Begum Mustari Shafi was present as chief guest at the programme while Former Vice Chancellor, Feni University Professor Dr. Fasilul Alam, Eminent Women & Right Activist Nurjahan Khan, researcher and Associate Professor, Law Department of Chittagong University Md. Shahin Chowdhury were present as special guests and discussants of the round table. Chittagong Union of Journalists President Nazimuddin Shaymol also participated in the discussion. Chittagong based leading TU leaders, women organizers and CSO representatives were present in the programme.

The speakers opined that due to the lack of awareness, poor enforcement of law, workers and common people especially women are being victimized every now and then inside and outside of their workplace. Both of GO, NGO and other stakeholders should take pro-active role and effective measures to stop violence against working women and

children, they said.

Earlier on March 8, 2018 a rally was organised by BILS-Chittagong LRSC with the participation of Women Trade Union Leaders of BILS affiliated National Trade Union Federations at Central Shaheed Minar Premises observing International Women Day 2018.

The rally was presided over by Jatiyatabadi Sramik Dal Central Committee Member Shahnewaz Choudhury while BILS Jatiya Sramik League Central Committee Joint Secretary Md. Shafar Ali, Bangladesh Jatiyatabadi Sramik Dal Chittagong divisional President A M Nazim Uddin, Bangladesh Trade Union Kendra Chittagong district President Tapan Dutta, Women Trade Union Leaders Rokeya Khanam from BLF, Rekha Borua from BFTUC, Shahnaz Begum from TUC, Lutfur Nahar Sonia from JSL, Nazma Akter from MBSF delivered their speech.

Speaker in the rally mentioned that, without sensitive behavior towards women, protesting all types of violence on women, establishing legal, social and basic human dignity it is impossible to establish a progressive society as well as state.

After the rally a colourful procession moved on different areas of the city from Chittagong Shaheed Minar.

BILS Advisory and Executive Council joint meeting held



BILS Chairman Md. Habibur Rahman Shiraz addressed Advisory and Executive Councils Members in the joint meeting

BILS Advisory and Executive Council joint meeting held on January 1, 2018 at BILS Seminar Hall.

The meeting was chaired by BILS Chairman Md. Habibur Rahman Shiraz while BILS Advisory Council Member Md. Ashraf Hossain, Shah Mohd. Abu Zafar, Mesbahuddin Ahmed, Abdul Matin Master, Abdul Mukit Khan, Roy Ramesh Chandra, Quamrul Ahsan, Naimul Ahsan Jewel, BILS Vice Chairman Md. Moji-

bur Rahman Bhuiyan, Anwar Hossain, Secretary General Nazrul Islam Khan, Joint Secretary General Dr. Wajedul Islam Khan, Md. Serajul Islam, A M Nazim Uddin, Secretary Abdul Kader Hawlader, Abul Kalam Azad, Executive Council Member Kutub Uddin Ahmed, Md. Abdul Wahed, Shakil Akhter Chowdhury, Pulak Ranjan Dhar, Umma Hasan Jhalmal, Nasrin Akter Dina were present in the meeting.

SBWTUF formed human chain protesting workers injury and death



Participation of Trade Union Leaders in human chain protesting workers injury and death

Ship Breaking Workers' Trade Union Forum formed human chain protesting recent accidental injury and death at Chittagong Ship Breaking yards on January 12, 2018 at the premises of Hafiz Jute Mill, Sitakunda in Chittagong. Human chain formation program was presided over by Ship Breaking Work-

ers' Trade Union Forum convener Tapan Dutta.

The meeting was addressed among others by Forum Joint Convener labour Leader A M Nazim Uddin, Md. Mosiud-dowla, Mahboobul Alam Rizwanur Rahman Khan, Dilip Kumar Nath, Md.

Training held on protesting gender based violence at workplace



Participants in the training on gender and protesting gender based violence at workplace

A two day training titled, "Gender and Protesting Gender based Violence at Workplace" was organised by BILS, with the support of Mondiaal FNV on January 11-12, 2018 at BILS Seminar Hall aimed at building capacity of Trade Union Leaders for defining role of Trade Union to protest gender based violence at workplace.

Main objectives of the training were to enhance capability among the participants for explaining gender, gender equality and equity, analysing gender based violence, fields of gender discrimination at workplace, describing role of gender, explaining gender equality at workplace, organisation, Trade Union and women empowerment, defining sexual harassment at workplace, analyzing behavior that creates sexual harassment, existing law and punishment and national and international law against sexual harassment, analysing of gender involvement at workplace.

Trade Union Leaders at mid-level who are involved with RMG sector, Leaders of SKOP and BILS affiliated national Trade Union Federations, Industrial Bangladesh Council associated federations, BILS Leaders and Officials participated in the training programme.

Human chain

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in a discussion with Leaders of Forum and Trade Union regarding this issue and assured to communicate urgently with Labour Ministry and Local Administration for implementing the recommendations which were mentioned in the memorandum to solve the problem.

Sramik Karmochari Oikya Parishad-SKOP Joint Coordinator Naimul Ahsan Jewel presided over the human chain while BILS Executive Council Member Md. Abdul Wahed was present as moderator. Sarmik Karmochari Oikya Parishad Joint Coordinator Dr. Wajedul Islam Khan, Bangladesh Labour Federation President Shah Mohd. Abu Zafar, Jatiya Sramik Jote Bangladesh President Saiduzzaman Badsha, BILS Executive Director Syed Sultan Uddin Ahmmed, BFTUS Secretary Pulak Ranjan Dhar delivered their speeches in the protesting rally. Besides, representatives of SNF affiliated different human rights and workers rights organisations and legal aid provider nongovernment development organisations, Leaders of Trade Union Federations at National Level and civil society and representatives of different International private organisations participated in the human chain.

Demanding the immediate implementation of High Court rule to stop illegal stone lifting for closing the death procession of workers in stone quarry leaders in the human chain said, workers are killing in one after one accident through the whole year and this procession of death is increasing day by day.

Protesting Rally

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Islam Khan led the human chain and rally while Jatiya Garhastha Nari Sramik Union Advisor Abul Hossain, Sramik Nirapotta Forum Member Secretary and BILS Executive Director Syed Sultan Uddin Ahmmed, Jatiya Sramik Jote Working President Md. Abdul Wahed, Bangladesh Sramik Federation General Secretary A M Fayeze Hossain, Samajtantrik Sramik Front representative Shamsunnahar delivered their speech.

Besides, representatives of SNF affiliated different human rights and workers rights organisations and legal aid provider nongovernment development organisations, Leaders of National Trade Union Federations and civil society and representatives of different International organisations participated in the human chain. Demanding the immediate implementation of High Court rule to stop illegal stone lifting for closing the death procession of workers in stone quarry, leaders in the human chain said, workers are being killed one after another accident through the whole year. They said, the number of death in last year was 32 according to various news media sources. They also urged to protest workers death in construction sector.

Leaders said, "It is necessary to strengthen inspection system, security and protection at stone quarry immediately without any delay. Otherwise, risk and loss of lives of workers will continue to increase. Besides, they demanded fair investigation and taking necessary legal steps by local administration to implement Labour Law and responsible authorities of Department of

Inspection for Factories and Establishment. They also urged to the concerned people for identifying the responsible people including the employer and bringing them under the law and providing appropriate punishment, providing compensation to the injured workers along with taking steps for the implementation of Labour Law immediately to ensure the security of workers all over the country.

SBWTUF formed human chain

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Nurul Absar, Md. Ali, Abdur Rahim Master, Industri All Global Union Programme Coordinator Md. Shariful Islam. Nearly 192 ship breaking workers took part in the protest and human chain program from different ship yards.

Speakers in the meeting said, due to the improper monitoring and vigilance of government department accidents and injuries are occurring every now and then. The yard owners are careless about improving the existing risky working environment. Moreover, there is absence of TU rights in the yards and the Labour Law is not functioning. So the accidents and deaths are rampant, the speakers claimed. They demanded implementation of minimum wage, workplace safety and TU rights in ship breaking sector. Besides, all the injured and dead workers should be given adequate compensation, they added.

It is to be mentioned that on December 25 and 26, 2017 two workers Md. Manik of M S Trading and Md. Masum of Sagorica Ship Breaking yard died in fatal accidents. A total number of 19 ship breaking workers died in 2017 in various accidents.

Human chain and protesting rally regarding death of stone quarry and construction workers



Leaders are in human chain in front of National Press Club demanding implementation of High Court rule to stop illegal stone lifting

Sramik Nirapotta Forum organised human chain and protesting rally on January 7, 2018 In front of National Press Club regarding the Incident of collapsing stone at Jaflong In Sylhet where four workers Including a woman worker were killed and three workers were

Injured and another Incident of roof collapsing of an under construction building at Sripur In Gazipur where a worker was killed and eight workers were Injured. Bangladesh Trade Union Kendra General Secretary Dr.Wajedul

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BILS organised discussion meeting on initiative of setting minimum wage for RMG workers



Discussants in the meeting on initiative of setting minimum wage structure for workers at garments sector

BILS, with the support of Mondiaal FNV organised a discussion meeting titled, "Initiative of setting minimum wage structure for workers at garments Industry: Argument on claim of Trade Union" on February 28, 2018 at BILS Seminar Hall. The meeting was organised aiming to set argu-

ment of defining minimum wage structure and preparing proposal for grade-wise wage for the workers at garments Industry. Main objectives of the meeting was to take opinion, recommendations and way forward from the discussants of the meeting

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Consultation meeting held on forming Labour Solidarity Forum in Chittagong

BILS-LRSC organized a consultation meeting on February 15, 2018 at Hotel Miskah, Station Road, Chittagong to form a common platform named 'Labour Solidarity Forum In Chittagong' aimed at ensuring dignity, respect, safety and rights of labour, amongst the civil society representatives, academicians, journalists, lawyers and NGOs working with Labour Issue.

JSL Joint Secretary Md. Shafar Ali presided over the meeting while BILS-DGB-BW Project Coordinator Kohinoor Mahmood, Researcher and Associate Professor, Law Department, Chittagong University Md. Shahin Chowdhury, Chittagong Union of Journalists President Nazimuddin Shaymol and representatives from similar minded working NGO's and leading Trade Union leaders of Chittagong also participated In the programme.

FNV Project Advisory Committee meeting held

In connection to the recent visit of FNV delegate to Bangladesh, a Policy Advisory Committee meeting was organised on February 13, 2018 at BILS Seminar Hall.

The meeting was chaired by BILS Executive Director Syed Sultan Uddin Ahmmed while Mondiaal FNV Policy Advisor Ruben Korevaar, FNV Project Advisory Committee Member and BILS Life Member Md. Towhidur Rahman, FNV Consultant Shahid Ullah, Project Advisory Committee Member and JSL Women Committee General Secretary Shamsunnahar, Project Coordinator Kohinoor Mahmood and NazmaYesmin were present In the meeting.

Discussion meeting held

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for defining minimum wage structure for workers in order to form argument on the claim of Trade Union. A keynote paper was presented by Associate Professor of Social Welfare Department, Jagannath University Md. Mostafizur Rahman.

BILS Vice Chairman Md. Mojibur Rahman Bhuiyan presided over the meeting, while BILS Advisory Council Member Roy Ramesh Chandra was present as moderator and BILS Executive Director Syed Sultan Uddin Ahmmed delivered the introductory speech. Leaders of Sramik Karmochari Olkya Parishad-SKOP, Industrial Bangladesh Council, Garments Sramik Karmochari Olkya Parishad-GSKOP, Garments Sramik O Shilpo Rokkha Jatiya Mancho, Bangladesh Garments Sramik Olkya Parishad, Garments Sramik Odhikar Andolon, Garments Sramik Mojury Andolon, former and present members of Wage Board participated in the meeting.

Another meeting on setting minimum wage at RMG sector was held on March 15, 2018 at BILS Seminar Hall. Research issues on minimum wage at RMG sector, collecting data, analyzing and presentation process of the research were the main discussed issues of the meeting.

In the meeting some decisions were taken on comparative analyzing of salary and wage of different government and private sectors, setting food expense, determining per capita income and analyzing existing wage and other facilities in international labour market and analyzing owners' capacity.

The meeting was chaired by BILS Advisory Council Member Roy

Ramesh Chandra, while Jatiya Sramik League, Leader and worker's representative at minimum wage board for RMG workers Shamsunnahar Bhuiyan, SKOP representative Naimul Ahsan Jewel, Garments Shilpo O Sramik Rokkha Jatiya Mancho representative Abul Hossain, Industrial Bangladesh representative Salaouddin Swopon, Bangladesh Garments Shilpo Olkya Parishad representative Md. Mahtabuddin Sahid, Jatiya Garments Dorji Sweater Sramik Federation representative Md. Rafique, GSKOP representative Khalekuzzaman Lipon and S.M. Ahsan Habib Bulbul, Jagannath University Associate Professor Mostafiz Ahmed, BILS Project Coordinator Nazma Yesmin, Research Coordinator Md. Monirul Islam participated in the meeting.

Follow up orientation

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utilize Right to Information Act for establishing justice.

Right to Information and people's empowerment, right to information for establishing accuracy and accountability, application and acknowledgment of Right to Information Act 2009, workers' rights, citizen's rights in case of utilizing Right to Information Act were the main discussed issues in the programme.

Information Commissioner of Information Commission Nepal Chandra Sarkar was present as an honourable guest in the inaugural session. Besides, MRDI Executive Director Hasibur Rahman, BILS Executive Director Syed Sultan Uddin Ahmmed and total number of 25 women workers from different sector participated in the orientation programme.

Roundtable in chittagong

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at improving workers occupational health and safety condition.

Industrial Global Union Chairman Md. Mojibur Rahman Bhuiyan presided over the meeting while Industrial Global Union South Asia Office Secretary Apoorba Kalwar, BILS Secretary and SBWTUF Joint Convener Md. Shafar Ali and A. M. Nazim Uddin, Bangladesh OSHE Foundation Chairperson Saki Rezwana, Chittagong Divisional Labour Office Director Md. Glasuddin, DIFE representative Eng. Sharif Md. Azad, Advocate Jane Alam, Chittagong Journalist Union President Nazimuddin Shaymol, Associate Professor of Law Department, Chittagong University Dr. Muhammad Shaheen Chowdhury, Labour Leader Mosluddoula, Sheikh NurulBahar, Shafi Bangali, Kazi Altaf Hossain, Md. Nurul Absar, Dilip Kumar Nath, Md. Ali, Abdur Rahim Master, Rizwanur Rahman Khan and BILS and Industrial Officials participated in the roundtable.

Media briefing held

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Tapan Dutta and BJSD Leader Shaheenaz Chowdhury.

BILS-LRSC Center Coordinator A.M. Nazim Uddin, Coordinator Committee Secretary Md. Shafar Ali, Paralegal Coordinator Rizwanur Rahman Khan, BLF Leader Rokeya Rahman, BFTUC Leader Rekha Barua, JSL Leader Lutfun Nahar Sonia, TUC Leader Kormi Barua and representatives of different print and electronic media were present in the media briefing.

Book review

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Abdullah Sarkar, MD. Mojibur Rahman Bhuiyan and Mesbahuddin Ahmmed recalled their memories in the book.

Consultation meeting held on role of private sector in achieving SDGs



CPD Distinguished Fellow Dr. Debapriyo Bhattacharya addressed with others in the consultation meeting

BILS and Center for Policy Dialogue-CPD jointly organised a consultation meeting titled, "The Role of Private Sector In Achieving SDGs" on March 4, 2018 at BILS Seminar Hall. The meeting was

organised to know views as regards decent employment, responsible production and other issues of private sectors with a view to achieve SDGs.

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Experience sharing meeting with FES representatives held



Part of experience sharing meeting at BILS Seminar Hall

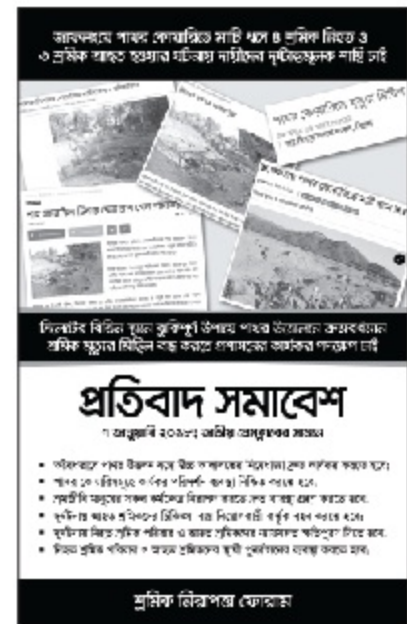
BILS organised an experience sharing meeting with the representatives of Friedrich-Ebert-Stiftung (FES) on February 19, 2018 at BILS Seminar Hall. The meeting was organised aiming to share the area of activities of BILS-FES cooperation with FES Bangladesh Resident Representative Franziska Korn who is leaving for being promoted at higher positing and Tina Blohm who is going to be appointed as FES Bangladesh Resident Repre-

sentative. A keynote paper was presented which introduced BILS activities regarding labour issue and the area of activities with BILS-FES cooperation.

Besides, BILS Executive Director Syed Sultan Uddin Ahmmed, FES Programme Coordinator Aurnuduty Rani, BILS Project Coordinator Kohinoor Mahmood and Nazma Yesmin and BILS Officials were present in the meeting.

BILS Publication

Sramik Nirapotta Forum-SNF published a handbill titled "Want effective steps of administration to stop rising death procession of workers who are involved with lifting stones in a risky way at different places in Sylhet" on January, 2018. A total number of 1500 copies of handbill were distributed.



BILS Ongoing Research

BILS Research Department are conducting three researches on three burning issues to observe the present situation of those sectors and find out the ways of improvement in this sectors.

- Study on 'ACCORD & Safety Alliance in the RMG: Implications on Employment Security'
- Study on 'Decent Work Status in Bangladesh'
- Research/Review of RMG sector minimum wage structure and define contemporary demand
- Position paper regarding RMG sector minimum wage in the upcoming wage review

Defining minimum wage at depermining sectors

Bangladesh government has taken initiatives to form minimum wage board as well as define minimum wage for workers at different sectors considering the living cost at present situation and improving their life standard. Regarding this, RMG, ship breaking, tannery, tailor-ing factory and glass, silicate sectors are mentioned areas.

New wage board formed defining minimum wage for RMG workers

Government has reformed a new wage board to define minimum wage for RMG workers. Besides, a report has to be submitted along with recommendations within six months, said State Minister of Ministry for Labour and Employment Md. Mujibul Haque, MP in a press conference after the meeting which was held on January 18, 2018 at Conference Hall in Ministry aimed at defining the minimum wage at RMG sector.

Minimum wage for workers of ship breaking industry

Government has increased the minimum wage for the workers of ship breaking industry. In this case taka 16,000 has been defined as minimum wage instead of previous minimum wage taka four thousand and six hundred twenty five. An order was issued on February 11, 2018 from Ministry of Labour and Employment by declaring new minimum wage for workers at ship breaking industry. Dividing into four grade, taka 8,000 is defined as basic wage for the workers of last

grade. 16000 taka is defined as monthly wage of a worker including 4000 taka for house rent, 2500 taka for treatment and 1500 for conveyance whereas 615 taka will be fixed as their daily wage.

Minimum wage for tannery workers

The government has announced Tk 12,800 as the minimum monthly wage for the country's tannery workers with an increase by 46 per cent from the existing Tk 8,740.

The government took the initiative to review the wages for tannery workers in April last year by appointing the representatives from the owners and workers to the wage board as the wages of the sector's workers were last reviewed in 2011.

The minimum wage board has finalised its draft proposal for the tannery workers and issued gazette on December 24, last year seeking, if there is any, written objections against or suggestions on the recommendation in 14 days. Later on, as no one had filed any objections or suggestions to the recommendations, the board sent its final recommendations to the labour ministry. In the wage structure, the government incorporated five grades for the workers while four grades were for the staff and employees.

The labour ministry through a gazette notification on February 27 announced that the minimum wage for workers in grade-5 at Tk 12,800 includes Tk 7,000 as basic

pay, Tk 4,200 as house rent, Tk 1,000 as medical allowance and Tk 600 as conveyance allowance.

The government also announced that the minimum wage for the workers in grade-5 and residing in Savar and divisional towns would be Tk 13,500 as they would get Tk 4,900 as house rent.

For grade-4 workers, the wage the ministry has set is Tk 15,710 as monthly gross pay for workers in divisional cities and Savar area and Tk 14,880 for workers in other areas.

Monthly minimum wages have been set at Tk 17,920 for grade-3 workers in divisional cities and Savar area and Tk 16,960 for workers in other areas.

For grade-2 workers, the ministry set Tk 21,150 as minimum monthly wage for divisional cities and Savar area and Tk 20,000 for other areas.

Workers in grade-1 at divisional cities and Savar area would get Tk 25,400 as monthly minimum wage while workers in other areas might get Tk 24,000 per month, the ministry gazette said.

Minimum wage for workers of tailoring factory

A new wage board for workers at tailoring factory has been declared by Ministry of Labour and Employment on March 20, 2018. In this new structure, taka 4 thousand and 850 is defined as minimum wage which has increased 108 percent comparing with the wage structure in 2008. Dividing the workers into 5 grades, taka 4,850 is fixed as minimum wage.

Wage board for glass, silicate sector workers formed

The government has taken initiative to review the minimum wages for the glass

Meeting with ILO Team on work in Freedom Project



Part of meeting with ILO Team

A meeting with ILO team regarding Work In Freedom Project was held on February 15, 2018 at BILS Seminar Hall. Discussing elaborately about the situation of migrant workers in Bangladesh as well as in abroad, domestic workers situation, role of BILS and Trade Union for Improving their life standard

were the main objectives of the meeting.

ILO Work In Freedom Project Chief Technical Advisor Igor Bosc and National Project Coordinator Surala Banu, BILS Executive Director Syed Sultan Uddin Ahmmed and BILS Officials were present in the meeting.

Evaluation meeting with 3F representatives held



Part of evaluation meeting with 3F representatives

An evaluation meeting with 3F representatives was held on February 15, 2018 at BILS Seminar Hall to discuss about the external evaluation of the Impact of 3F frame programme with Danida in this region. The meeting was organised to discuss about BILS activities and the general situation of labor market in Bangladesh and at garment sector in particular.

Strategy House. DK Partner and Senior Consultant Vibeke Munk Petersen, Associate Partner and Senior Consultant Jens Kare Rasmussen, 3F Asia Regional Programme Coordinator Sten Toft Petersen, BILS Executive Director Syed Sultan Uddin Ahmmed, Project Coordinator Nazma Yesmin were present in the meeting.

Roundtable held on ensuring safety of Ship Breaking workers in Chittagong



Discussants in the roundtable on ensuring safety of ship breaking workers in Chittagong

BILS and IndustriAll Global Union jointly organised a day long roundtable regarding Improving Ship Breaking workers occupational health and safety condition at workplace on February 3, 2018 at Hotel Saint Martin Seminar Hall in Chittagong.

Speakers in the roundtable demanded for improving living standards of workers at ship breaking industry, bringing qualitative

and positive changes to remove the existing risky workplace of ship breaking yards, Implementing Trade Union rights and common labour act for establishing ship breaking sector as a workers friendly, decent and secured industry through overcoming all the challenges. Emphasizing more effective and responsible role of owners and government they finalized the recommendations aimed

Media briefing held in Chittagong

BILS organized a media briefing on March 7, 2018 at the Tai Wah Restaurant of Chittagong under its DGB-BW project activity.

The media briefing was mainly organized to focus on the earlier project activities of BILS at Chittagong covering the duration of previous six months tenure and especially to acknowledge working women and citizens of Chittagong regarding BILS initiatives to observe International Women's Day-2018.

The briefing note was jointly read out by BILS-LRSC Center Committee Member

Workshop on GLU

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that are relevant to Bangladesh and Finalization of new three chapters that are essential for Bangladesh.

GLU Bangla MOOC Coordinator Edlira Xahafa, GLU MOOCs Coordinator Tandwle Gross, GLU workshop Contributor Professor Mark Anner and Stefanie Lorenzen, AoW Advisor and UFGW President Roy Ramesh Chandra, Samajtantrik Sramik Front General Secretary Razekuzzaman Ratan, BILS Senior Trainer Shakil Akhter Chowdhury, AoW Trainer Professor Dr. Jakir Hossain and Aurongajeb Akond, GLU Bangla MOOC Technical Coordinator Abdullah Al Muyid, FES Bangladesh Resident Representative Tina Blohm, AoW Coordinator Afsana Tazrin and Programme Coordinator Arunduty Rani, NTUC Representatives Kanak Barman and Jesmin Juy, BILS Executive Director Syed Sultan Uddin Ahmmed and Project Coordinator Kohinoor Mahmood and Nazma Yesmin participated in the workshop.

Partnership meeting

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Special Consultant of LO-FTF Council, Thailand Jens Aarup, Head of Sub Regional Office Manila, Philippines Peter Lunding, BILS Executive Director Syed Sultan Uddin Ahmmed, Project Coordinator Kohinoor Mahmood and Nazma Yesmin, Consultant Khandokar Abdus Salam, Project Development Officer M. A. Mazid, Information Coordinator Md. Yousuf Al-Mamun, Programme Officer Rezoanul Haque Azom participated in the meeting.

Sramik Nirapotta Forum-SNF

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proper compensation, fair wage, decent workplace, rest, eight working hour, defining a national standard on compensation considering compensation related different verdict of court, ILO Convention 121, experience of Rana Plaza accident, establishing special unit in every hospital as well as specialized hospital for providing treatment to the workers injured by occupational disease and accident, ensuring safe workplace through workplace inspection, bring all workers under insurance, taking awareness programme to ensure proper implementation of Bangladesh Labour Law 2006 and safe migrant of workers were mentioned in the joint statement of the conference. Besides, speakers in the conference urged to the authority, editor, journalists-contributors of all print and electronic media for playing an advanced role by broadcasting and publishing investigative report and follow-up story regarding workplace accident, worker killing and torture to establish workers rights.

The conference was presided over by Sramik Nirapotta Forum Convener Dr. Hameeda Hossain while Human Rights Cultural Foundation Founder President Advocate Sultana Kamal inaugurated the session and Sramik Karmochari Olkya Parishad-SKOP Joint Coordinator Dr. Wajedul Islam Khan delivered the welcome speech. Nijera Kori Coordinator Khushi Kabir moderated the working session of the programme. Sramik Nirapotta Forum Member Secretary and BILS Executive Director Syed Sultan Uddin Ahmmed presented the activities report and forum conducting structure. The draft

Consultation meeting

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CPD Distinguished Fellow Dr. Debapriya Bhattacharya, BILS Advisory Council Member Roy Ramesh Chandra, BTUC General Secretary Dr. Wajedul Islam Khan, JSL Working President Fazlul Haque Montu, IBC Secretary General Md. Towhidur Rahman, Jatiya Sramik League General Secretary Md. Serajul Islam, Bangladesh Trade Union Sangha General Secretary Chowdhury Ashiqul Alam, Socialist Labour Front General Secretary Razekuzzaman Ratan, Jatiya Sramik Jote Bangladesh General Secretary Naimul Ahsan Jewel, Bangladesh Trade Union Kendra Secretary Abul Kalam Azad, CPD Research Fellow Towfiqul Islam, BILS Executive Director Syed Sultan Uddin Ahmmed and Project Coordinator Kohinoor Mahmood and Nazma Yesmin participated in the meeting.

BILS observed International

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observe International Mother Language Day. BILS Executive Council Member Md. Abdul Wahed, Leaders from different National Trade Union Federations, Youth Trade Union Leaders from two batches of Youth Study Circle, Fellows of academy of Work and BILS Officials participated in the programme.

statement, recommendation and future planning were presented by BILS Vice Chairman and Jatiya Sramik League President Alhaj Sukkur Mahmud. Besides, BILS Advisory Council Member Shah Mohd. Abu Zafar, Shahidullah Chowdhury participated in the discussion and forum associated various organisations representatives were present in the conference.

Meeting with FNV Delegates held



Part of meeting with FNV delegates on monitoring project progress

A meeting between BILS and FNV delegates held on March 20, 2018 at BILS Seminar Hall. Monitoring project progress and reporting requirements was the main objective of the meeting.

Mondlaal FNV Finance Officer Peter Pietersen, Project Finance Officer Bertine Lamers, Consultant

Shahid Ullah, BILS Executive Director Syed Sultan Uddin Ahmmed, Project Coordinator Nazma Yesmin, Senior Accountant Md. Jahangir Alam, Programme Officer Md. Syaduzzaman and Chowdhury Borhan Uddin participated in the meeting.

Workshop on GLU Bangla MOOC development and finalization of contents held



Discussants in the workshop on GLU Bangla MOOC development and finalizing contents

A two-day workshop on Global Labour University-GLU Bangla MOOC development and finalization of contents held on March 24-25, 2018 at BILS Seminar Hall. The workshop was organised aiming to decide on the conceptual framework of the Bangla MOOC based on an assessment of the existing MOOCs which will be more relevant for the context of

Bangladesh, An assessment of what new units need to be developed in Bangla, and existing units which may need substantial adaptation, an assessment of the best strategy of mixing existing and new units.

Main objectives of the workshop were finalization of three chapters from ongoing MOOC courses

» Page 10, Column-1 »

Partnership meeting between BILS and LO-FTF Council



Part of partnership meeting between BILS and LO-FTF delegates

A two-day partnership meeting between BILS Officials and LO-FTF Council delegates was held on March 18-19, 2018 at BILS Seminar Hall.

Discussing about partner strategic and priorities, strategic partner Intervention on crosscutting issues such as gender equality, youth, capacity and sustainability of partner organisation, partnership collaboration, future planning were the main objectives of the meeting.

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Follow up orientation programme on women's advancement getting information



Participants in follow up orientation programme on women's advancement getting information

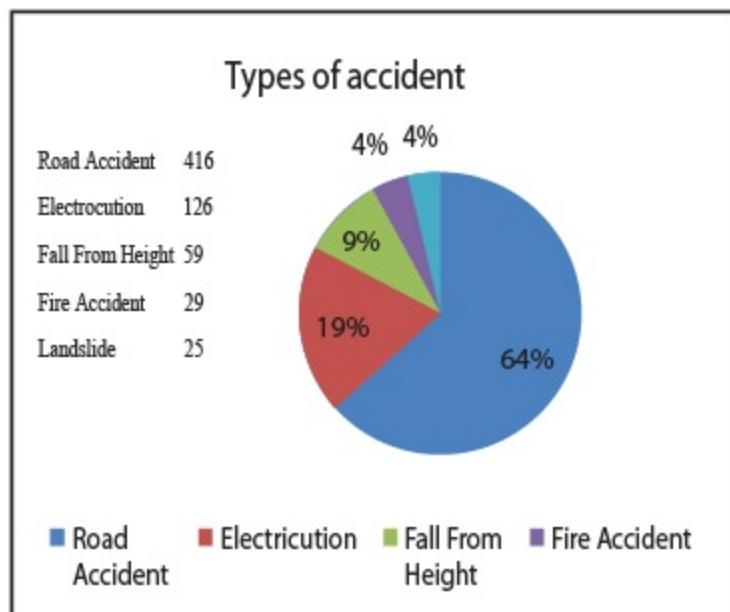
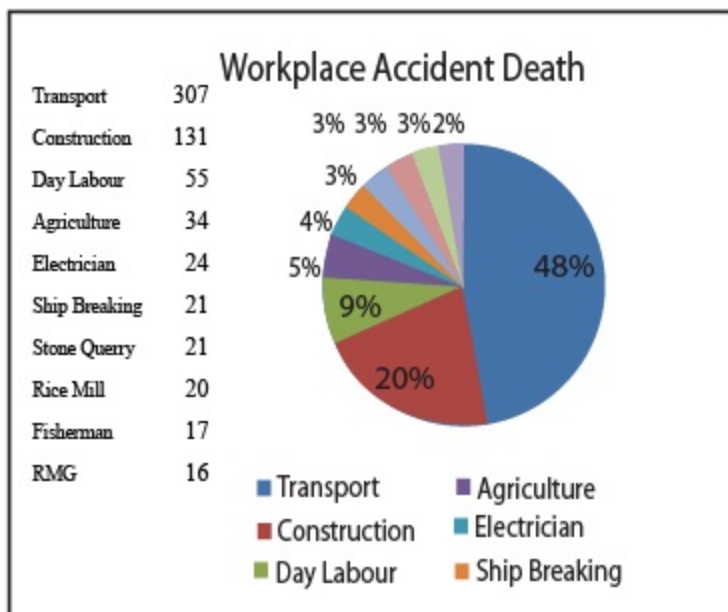
MRDI, with the support of BILS organised a follow up orientation programme titled "Women Advancement of getting Information, Follow up Orientation for Women Workers at Formal Sector" on March 22, 2018 at BILS Seminar Hall. Main objective of the programme was to protect rights of women workers and to

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Workplace Situation Report -2017

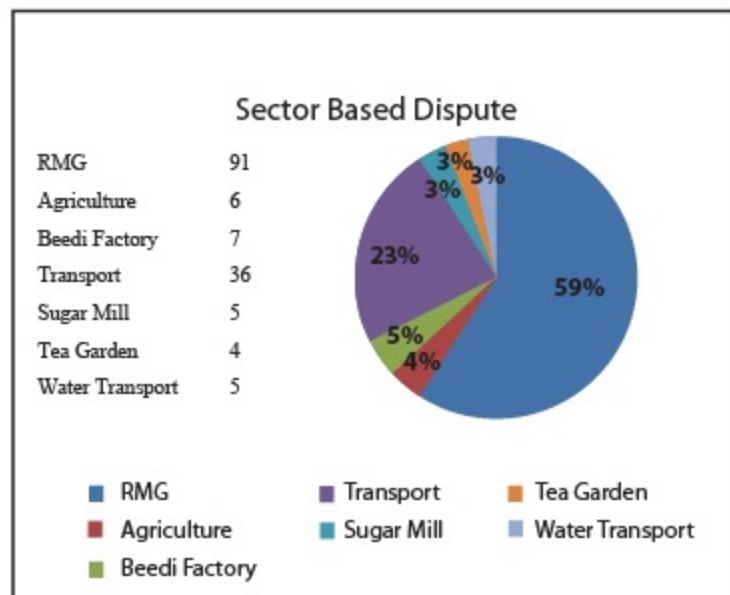
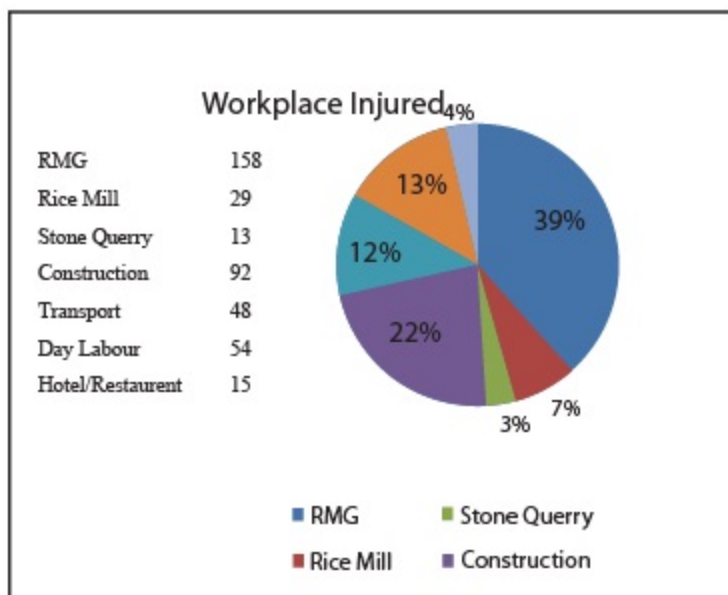
(After Page 16)

517 workers were injured at workplace, among them 109 workers were women. Among these 158 workers In the largest number was In garments Industry, 92 workers In construction sector, 48 workers In transport sector. Reason behind the accidents showed that 416 were occurred by road accident, 126 were occurred by electrocution, 59 incidents were happened by falling from height, 29 were occurred by fire accident and 25 were occurred by landslide.



In addition, 258 workers were killed and 120 workers were injured by violence which happened between January to December. 27 suicide case were happened and 27 workers were missing during this period.

In last year, 181 Industrial disputed were occurred whereas 91 were in RMG sector, 36 were in transport sector, 7 were in Biri Industry, 6 in agriculture sector and 5 disputed were occurred in each sector of water transport. Due wage, over time, compensation, factory closed without notice, workers retrenchment were the main reasons behind the Industrial disputed. In this regard 68 protests and 21 human chain were occurred. In addition, 18 strike, 15 road blocked, and 12 rally were happened.



Workplace Accident-2017

Sector	Death			Injured			Missing		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
RMG	16	1	17	66	92	158			
Jute Mill	1		1	5		5			
Migrant Workers	16		16	4		4			
Rice Mill	20	5	25	28	1	29			
Security Guard	6		6						
Ship Breaking	21		21	21					
Stone Quarry	21	1	22	13		13			
Water Transport	2		2	4		4			
Workshop	19		19	10		10			
Construction	131	3	134	91	1	92			
Brick Kiln	8		8	1		1			
Cleaner	6	1	7	1		1			
Coil Factory	1		1						
Domestic Worker	2		2						
Textile	6	1	7	2		2			
Pharmaceuticals				3		3			
Hawker	5		5	2		2			
Poultry Industry	1		1						
Re- rolling				5	4	9			
Transport	307		307	48		48	2		2
Shop Keeper	2		2						
Printing & Packaging	4		4						
Railway	2		2						
Salesman	4		4						
Spinning Mill	2		2	5		5			
Shoe Factory	4		4	4		4			
Steel Mill	3		3	4		4			
Tailoring	2		2						
Agriculture	34	2	36	3		3			
Day Labourer	55	4	59	53	1	54	2		2
Electrical	24		24	3		3			
Other factories	15	3	18	37	10	47			
Fisherman	17		17	1		1	2		2
Hotel Restaurant	2		2	15		15			
Paper Mill	4		4						
Total	763	21	784	408	109	517	6		6

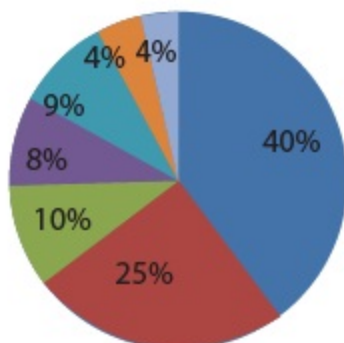
Workplace Situation Report -2017

(After Page 12)

In last year 56 disputes were caused by due wages, 35 were caused by rights and claims while 14 for lay off, 12 for workers beaten, 13 for workers repression, 6 for overtime and 5 for compensation.

Causes of Dispute

Due Wages	56
Rights & Claim	35
Lay Off	14
Workers Beaten	12
Workers Repression	13
Overtime	6
Compensation	5

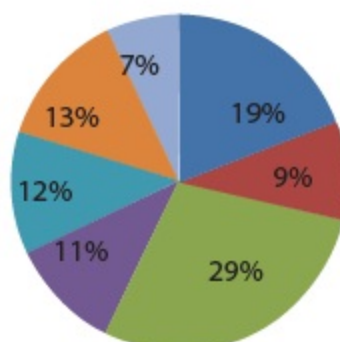


■ Due Wages ■ Lay Off ■ Workers Repression
■ Rights & Claim ■ Workers Beaten

The highest number of violence was occurred in transport sector which was 29% whereas domestic workers 9%, RMG sector 19%, security guard 11%, agriculture 12%, day labour 7% and others was 13%. In garment sector 39 workers were died whereas the number of domestic workers were 19, 58 in transport, 22 in security guard, 24 in agriculture, 14 day labour and 27 workers were died in other sectors.

Sector Wise Violence (Death)

RMG	39
Domestic Worker	19
Transport	58
Security Guard	22
Agriculture	24
Others	27
Day Labour	14



■ RMG ■ Security Guard ■ Others
■ Domestic Worker ■ Agriculture ■ Day Labour
■ Transport

Book review

The book titled "Trade Union Andolon O Bangladesh Sadhinota Sangram Smritir Pata Theke Itihas" has been published jointly by Bangladesh Institute of Labour Studies-BILS and Angkur Prokashoni.



The book is contained with the interviews of the leaders who were involved with the workers movement at different times after 71, the journey of revolution of independent Bangladesh. The memories of organizing armed liberation war for the purpose of freedom fighting and direct participation in the battle field have come out in the book. Additionally, their experiences which they gathered by virtue of involving into labour movement, being in friendship with the happiness-sorrows and pleasure-pains of workers also came out inevitably. In the book the writers expressed their expectations regarding they want to see the independent Bangladesh. Everyone expressed their determination to march forward with the Bangladesh as expected by the labours as well as to establish an exploitation free society and social justice on the basis of fundamental principles of freedom.

Prominent Labour Leader Abul Bashar, Shafiqur Rahman Mojumdere, Monjurul Ahsan Khan, Haider Akbar Khan Rano, Hafizur Rahman Bhuiyan, Shahidullah Chowdhury, Shah Mohd. Abu Zafar,

BILS organised roundtable

(After Page 1)



Part of roundtable on CSR, Social Justice and Workers' Welfare

BILS-CSR guideline (draft).

BILS Advisory Council Member Roy Ramesh Chandra presided over the meeting while BILS Executive Director Syed Sultan Uddin Ahmmed was present as moderator. State Minister for Ministry of Finance and Planning M A Mannan, MP was present as chief guest in the roundtable.

Appreciating BILS role to prepare recommendations for Trade Union in CSR activities the State Minister said, "It is advisable to represent Trade Union in CSR policy formulation committee with the initiative of the ministry." He also said that CSR should be managed from net profit after fulfilling all the workers' demands. Discussants in the roundtable said that transparency and accountability should be ensured in case of utilizing CSR activities for actual underprivileged workers. Defining CSR amount on the basis of business capital or investment distribution should be mandatory, they added. They emphasized on bringing CSR under the compulsory of legal framework. They also demanded to the organisations which are conducting CSR activities for maintaining a tripartite framework.

Professor Law Department at Unlversity of Dhaka of Dr. Nakib M. Nasrullah,

BILS Vice Chairman Anwar Hossain, Joint Secretary General Md. Serajul Islam, BILS Executive Council Secretary Advocate Delwar Hossain Khan, Unilever Employees Union Chittagong President Md. Aktaruzzaman and Leaders of BILS and BILS affiliated National Trade Union Federations were present in the roundtable among others.

Recommendations from this roundtable:

- Forming a CSR monitoring committee and taking initiatives to involve Trade Union in this committee.
- Preparing CSR leaflet, sticker for campaign
- Arranging job for retired person through CSR
- Allocations for construction and RMG workers on the basis of priority
- Forming tripartite committee on CSR
- Allocating half of the allocated fund of CSR for the workers
- Participation of Trade Union representative in the discussion with government in case of policy making
- Determining CSR percentage of dividend
- Providing training among the workers and Trade Union on CSR consciousness
- Arranging campaign programme for workers and owners on CSR
- Presenting annual report



BBS Survey: Number of unemployed people increased after 13 lakh new jobs

Bangladesh Statistics Bureau (BBS) published a survey report on labour force of 2016-17 fiscal year on the basis of quarterly report. In the report it mentioned that, in last fiscal year, the number of newly employed people were 13 lakh while 6 lakh and 8 thousand people work in exchange for wages. Among them 4 crore 22 lakh are men and 1 crore and 86 lakh are women. According to the survey of BBS, the number of unemployed people has increased. At the end of the fiscal year 2016-17, there are 26 lakh and 77 thousand people are unemployed all over the country. According to the International Labour Organisation (ILO) principle, people who get chance to work less than an hour in a week in return for wages are considered as unemployed.

According to the labour force survey, there are 6 crore 35 lakh working people at the age between 15 to 64 in the country who are always prepared for work. Regarding this, they are not included into labour force who are studying, sick or not prepare for work for any other reason.

Defining minimum wage

(After Page 8)

and silicate industry workers in accordance with the labour act as the wages for the sector were last reviewed six years ago. Recently, the labour ministry has issued a gazette notification appointing the representatives from workers and owners to the wage board. The board would determine the wages considering the cost of living and the paying capacity of the factory owners.

Workplace Situation Report 2017

Bangladesh Institute of Labour Studies-BILS published a survey report on the basis of publishing news of 2017 in National dailies regarding workplace accident, violence, industrial unrest and workers movement issues.

According to the survey report 784 workers were died whereas 21 were women workers.

Conferring to the sector, most workers were killed in the transport sector where the number was 307. Besides, 131 workers in construction sector, 55 day labour, 34 agriculture workers, 24 electricians, 21 ship breaking workers, 21 in stone quarry, 20 in rice processing, 17 fishing workers and 16 workers in RMG sector were died.

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BILS observed International Mother Language Day



Rally towards Shaheed Minar for paying homage

BILS paid glowing tributes to the 1952 language martyrs by placing wreaths at the altar of the monument of Central Shaheed Minar on February 21, 2018 to

» Page 10, Column-3 »

Decent Work Underscored at SNF Conference 2018



Sramik Nirapotta Forum Members are in Forum conference 2018

"Joint Initiative of human rights and labour movement aimed at establishing a culture of secured, decent and dignified job for all" following this slogan Sramik Nirapotta Forum-SNF conference 2018 was held on January 30, 2018 at National Press aimed at taking final decision on SNF constitution, allover activities, structure review,

committee formation and future plan.

Aiming to ensure legal protection including all workers regardless of formal and Informal as worker through Bangladesh Labour Law 2006 amendment for taking necessary steps to ensure workplace safety for workers

» Page 10, Column-2 »

Human chain formed and memorandum submitted protesting workers death at stone quarry collapsed in Sylhet



Trade Union Leaders are in the human chain protesting workers death procession at stone quarry collapsed in Sylhet

Sramik Nirapotta Forum formed human chain and protesting rally regarding workers death at stone quarry collapsed in Sylhet on March 4, 2018 in front of National Press Club. On behalf of Sramik Nirapotta

Forum a memorandum was submitted to Inspector General of Department of Inspection for Factories and Establishment. Inspector General participated

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