

Editorial

Various programmes were organised by BILS throughout the year for the betterment of workers' livelihood, ensuring their rights, workplace security and occupational health and safety. In this regard, this period has passed with various significant activities.

Trade Union Solidarity Support Organisations (TUSSO)-Global Union Federations (GUF) Conference was one of the most notable events which was held on August aiming to discuss the recent challenges of trade unions in Bangladesh to determine the need for cooperation in the coming years as well as to develop strategy for focusing Bangladesh Labour Rights globally.

Organising planning and opinion sharing meeting for the development of workers' living standards as well as resolution of gender discrimination at workplace aimed at ensuring workers security, Trade Union challenges, organising social dialogue, discussion on ongoing activities review and progress and setting area based activities were considered as the important events. Consultation meeting regarding Labour Law amendment was also considered as notable event holding in this period aimed at taking decision on amendment of Labour Law and Labour Act, reforming recruitment procedure, allow development of working condition in informal sectors, ensuring workers rights and security, social-economic welfare and establishing justice.

Moreover, organising conference or adaptation of Trade Union Position Paper on Corporate Social Responsibility (CSR), arranging meeting between BILS and National Trade Union Leaders for providing aid to Rohingya Refugees, forming human chain and protest rallies for ensuring workers' security, increasing the amount of compensation and demanding proper investigation and exemplary punishment to the criminals responsible for killing and humiliating domestic workers were also significant activities of this period.

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.

TUSSO-GUF Conference held reviewing challenges and opportunities for Trade Unions



BILS Leaders are in conference for adaptation of Trade Union position paper on CSR

A two-day long Trade Unions Solidarity Support Organizations (TUSSO)-Global Union Federations (GUF) Conference was held on August 23-24, 2017 at Hotel Lake Castle in Dhaka aimed at reviewing

challenges and opportunities for Trade Unions. The conference was jointly organised by BILS, FES Bangladesh, Mondiaal FNV and Solidarity Center.

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Conference for adaptation of Trade Union position paper on Corporate Social Responsibility



BILS Leaders are in conference for adaptation of Trade Union position paper on CSR

BILS organised a conference for adaptation of Trade Union Position Paper on Corporate Social Responsibility (CSR) on July 29, 2017 at Dhaka Ahsania Mission Conference Hall.

The conference was organised aiming to discuss Trade Union position in CSR activities, where workers participation as beneficiaries and their role to develop

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TUSSO-GUF Conference

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Objectives of the conference were to discuss current problems and challenges for Trade Unions in Bangladesh as indicators for what need to be supported in the years to come, to discuss with the partners on how to develop strategy on the opportunity of global focus on Bangladesh regarding workers' rights, to exchange contact details of TUSSO and GUF for further coordination amongst them in order to coordinate and align support of funding and activities, to discuss the Impact of the ILO expert committee and EU sustainability compact recommendation regarding Freedom of Association, to have and update political and labour situation developments in Bangladesh regarding the private sectors in particular, construction, tannery, telecommunication, transportation and RMG.



Part of TUSSO-GUF Conference

Two sessions regarding thematic presentation and group work were conducted in the conference. Some keynote-papers on Public Sector, RMG, Private Sector, especially construction, tannery, telecommunication and transportation, were presented in the thematic presentation to know the present status and situation, identify challenges of Trade Unions, vulnerability at workplace and to take recommendations for further advocacy. Besides, group work session was organised to take an overview of the TUSSO partnership progress and sector-wise chal-



Participants in thematic session regarding Private Sector

lenges, to know the sector-wise strategy, Trade Union rights and challenges, policy advocacy and union infrastructure.

BILS Secretary General Nazrul Islam Khan, ITUC-APRO General Secretary Shoya Yoshida, Mondiaal FNV Policy Advisor Ruben Korevaar were present in inaugural session. UNI Apro Assistant Regional Secretary Rajendra Kumar Acharya, Asst. Professor of Department of Social Work at Jagannath University Mostafiz Ahmed, FES Bangladesh Resident Representative Franziska Korn, Solidarity Center Country Program Director Jennifer Kuhlman, IndustriAll Global Union Regional Secretary-Asia Region Apoorva Kaiwar, UFGW President



Participants in thematic session regarding Public Sector

and BILS Advisory Council Member Roy Ramesh Chandra, Public Service International Sub-Regional Secretary Raman Kannan, 3F Regional Program Coordinator Sten Peterson, Centre for Policy Dialogue (CPD) Research Director Khondokar Golam Moazzem, BILS Vice Chairman and Jatiya Sramik League President Alhaj Sukkur Mahamud, Ministry of Labour and Employment Secretary Mikail Shipar, BILS Executive Director Syed Sultan Uddin Ahmmmed were



Part of the thematic session regarding RMG Sector

present among others in different sessions of the conference.

Besides, Representatives from Trade Union and workers organization at global, regional and national level, representatives from different workers' organisation and different sector including RMG, tannery, construction; participated in the conference.

Conference for adaptation

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livelihood through CSR were also in the points of discussion.

Underscoring the necessity of ensuring CSR in all sectors, discussants in the meeting said, welfare activities have become popular nowadays to extend the goodwill of the business. Ensuring benevolence for workers through CSR activities with their active participation could bring better business for employers as well as sustainable development for the country.

BILS Chairman Md. Habibur Rahman Shiraz presided over the conference, while Secretary General Nazrul Islam Khan delivered welcome speech. BILS Executive Director Syed Sultan Uddin Ahmmmed was present as moderator. Among others, BILS CSR Unit Advisor Advocate Delwar Hossain Khan, BILS Executive Council Secretary Rowshan Jahan Shathi, Chairman of Sociology and Social Work Department at Peoples' University of Bangladesh Md. Habibur Rahman were present in the conference and discussed among others.

BILS Executive Council and Advisory Council joint meeting held



BILS Executive Council and Advisory Council Members in joint meeting

BILS Executive Council and Advisory Council Joint meeting was held on July 27, 2017 at BILS Seminar Hall.

Among BILS Advisory Council Members, Shah Mohd. Abu Zafar, Mesbahuddin Ahmed, Abdul Matin Master, Roy Ramesh Chandra, Badal Khan, Shahidullah Chowdhury, Quamrul Ahsan, and Nalmul Ahsan Jewel were present at the meeting.

BILS Chairman Md. Habibur Rahman Shiraz, Vice Chairman Md. Mojibur Raham Bhuiyan and Shirin Akhter, MP; Secretary General Nazrul Islam Khan; Joint Secretary General Md.

Zafrul Hasan and Dr. Wajedul Islam Khan; Secretary Adv. Delwar Hossain Khan, Rowshan Jahan Sathi, Abdul Kader Hawlader, Md Shafar Ali and Abul Kalam Azad, Executive Member Kutubuddin Ahmed, Abdul Wahed, Md. Shakil Akhter Chowdhury, Umma Hassan Jhalmal, B. M Zafar, Pulak Ranjan Dhar, Kazi Rahlma Akhter Sathi and Nasrin Akter Dina were present from Executive Council. BILS Executive Director Syed Sultan Uddin Ahmmed also attended the meeting from BILS Management.

Consultation meeting for recommendation on Labour Law and Rules held in Chittagong



Discussants in consultation meeting for recommendation on Labour Law and Rules

A meeting titled "Consultation with Divisional and Sectoral Level TU, Member of Labour Court & TCC" was organised by BILS LO-FTF Project on

August 7, 2017 at the Seminar Hall of Hotel Asian SR, Chittagong. National and local level TU leaders,

Periodical Review Meeting held with BILS Trainers Network



Part of Periodical Review Meeting with BILS Trainers Network

A Periodical Review Meeting with BILS Trainers Network, aimed at developing resource document for Trade Union training & advocacy, was held on July 29, 2017 at Dhaka Ahsania Mission Auditorium.

Objectives of the programme were to enhance capacity to develop teaching aid, to Develop 10 Resource Documents for using in the Trade Union training & advocacy and to Improve team working capacity.

During this meeting, all teams presented their documents through

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Opinion sharing meeting held between Oxfam and DWRN leaders



Participants in opinion sharing meeting

An opinion sharing meeting between Oxfam Australia, Oxfam Bangladesh and Domestic Workers Rights Network-DWRN held on July 18, 2017 at BILS Seminar Hall. The meeting was organised to share the experience of Implemented activities and to set the future activities.

Oxfam Australia Senior Contract Management Coordinator Jessie Meaney

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Consultation meeting

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Labour Court members, Labour Court practitioners, researchers, BILS officials and intern students attended the meeting.

The meeting was presided over by BILS Secretary & BJSD Chittagong President, A M Nazimuddin. BILS Secretary and Labour Court Member Md. Shafar Ali was present as Moderator. BILS Executive Director Syed Sultan Uddin Ahmmed delivered the introductory address focusing on the necessity and importance of the issue. The meeting was addressed among others by BJSD President Anwar Hossain, BILS Executive Council Secretary Adv. Delwar Hossain Khan, TUC Chittagong President and Labour Court Member Tapan Dutta, TUC Chittagong Secretary Md. Mosiuddowla, former Labour Court Member Fayeze Ahmed, Associate Professor of Law department at Chittagong University and researcher Md. Shaheen Chowdhury, Labour court practitioner Adv. Rajib Dey, BILS Project Coordinator Kohinoor Mahmood, BILS Advocacy Coordinator Adv. Nazrul Islam, BILS Information and Training Centre Coordinator Pahar Bhattacherjee.

Speakers in the meeting said, the Labour law and labour rules are needed to be amended with a view to reduce discrimination at workplace, reform recruitment procedures, improve overall working condition in the informal as well as vulnerable sectors, assuring workers safety and rights, for standard living wages of working class and promoting socio-economic welfare and justice for them.

Periodical Review Meeting

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multimedia and these were improved by other participants' comments and inputs. Experts contributed with their valuable comments on these presentations. Issues of these presentations were Occupational Health & Safety, Limitations of the Labour Law & Labour Rules to organise the unorganised, National Minimum Wages, Women Leadership Development & Gender Equality, Decent Work, ILO, International Initiatives and SDG, Women's Reproductive Health & Maternity Protection, Social Security & Compensation, Formation of Trade Union & Collective Bargaining, Development Productivity & participation and Labour Court & Labour Judiciary. BILS Chairman Md. Habibur Rahman Shiraz, Secretary General Nazrul Islam Khan and Executive Director Syed Sultan Uddin Ahmed were present at the meeting as distinguished guests.

Opinion sharing meeting

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Davis, Jatiya Sramik Federation Executive President Quamrul Ahsan, Jatiya Sramik Jote Working President Md. Abdul Wahed, Jatiya Sramik Jote Bangladesh General Secretary Naimul Ahsan Jewel, Jatiya Sramik League Women Committee General Secretary Shamsunnahar Bhuiyan, Oxfam Bangladesh Senior Programme Officer Rokhsana Akter, BILS Project Coordinator Nazma Yesmin and Advocacy Coordinator Adv. Nazrul Islam were present in the meeting.

BILS Trainers Training Module-3 held

A three-day long Trainers Training Module-3 programme was organised by BILS on September 13-15, 2017 at BILS Seminar Hall. The training programme was organised aiming to identify strong and weak points of conducting training, analysing basic principles and functions of participatory training management, explaining importance of organising training programme, identifying strong and weak points of utilizing participatory process and conducting group management.

Identifying strong and weak points to conduct follow up training by achieved knowledge and skill from Module-2, identifying utilization of training process, review and alert features of participatory approach, necessity, importance of training for organising and development of Trade Union, challenges, limitations and actions to conduct training programmes at the organizational level, conducting session by following participatory approach and managing training by preparing plan, checklist, reporting, evaluation and development were the main discussed issues in the training.

BILS Executive Council Member Md. Shakil Akter Chowdhury, Trainer Abu Yousuf Molla, Khandokar Abdus Salam, BILS Executive Director Syed Sultan Uddin Ahmmed, Project Coordinator Kohinoor Mahmood and a number of 16 representatives from different National Trade Union Federations participated in the training.

Half yearly joint media briefing in Chittagong



Discussants in half yearly joint media briefing

Informing media about the ongoing and completed activities of BILS DGB BW, an Half Yearly Joint Media Briefing was held on 11 July 2017 at BILS-LRSC, Chittagong.

BILS-DGB BW Center Coordinator A M Nazim Uddin said that Chittagong city is different for its Industrial belt-ship breaking and

port. Due to continuous lobby with stakeholders, the conditions of different sector workers are improving gradually.

Trade Union Centre Chittagong General Secretary Mosluddoula said that if the Industries would not run properly the economic

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Experience sharing workshop on BILS intervention in ship breaking sector held



Part of experience sharing workshop on BILS intervention in ship breaking sector

BILS under the BILS-LOFTF project organized a workshop on "BILS Intervention In Ship Breaking Sector" which was held on September 13, 2017 at BILS-LRSC, Chittagong.

The workshop was organised aiming to discuss about the object

of a research Initiative of BILS/LOFTF In ship breaking sector mainly focusing on the present status of the Industry, TU scenario, achievements and obstacles in case of organizing the workforce, way forward etc, Participants in the

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Workshop held on protesting gender based violence



Participants in workshop on protesting gender based violence at workplace

BILS, with the support of Mondiaal FNV organised a workshop on protesting gender based violence at workplace on September 16, 2017 at BILS Seminar Hall aimed at setting role and activities of Trade Union including BILS to protest gender based violence at workplace and building capability of National Trade Union organisations and area based committees regarding gender policy.

Main objective of the workshop was to train the participants for explaining gender and gender equality and equity,

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SNF and DWRN formed human chain demanding workers safety and increasing amount of compensation



Part of human chain at National Press Club

Sramik Nirapotta Forum (SNF) and Domestic Workers Rights Network-DWRN jointly formed a human chain on August 26, 2017 at National Press Club urging to stop the death procession of all workers including construction workers, domestic workers, electricians, to ensure safety of all workers by the amendment of Labour Law and to increase the amount of

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Workshop held on protesting

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analysing gender based violence, gender discrimination at workplace, discussing gender, gender equality at workplace, organisations, Trade Union and explaining women empowerment, defining sexual harassment, analysing with the declaration and standard of existing laws and punishment against sexual harassment and national and international laws, involving gender policy at workplace, preparing gender policy at BILS and Trade Union, defining activities of Trade Union to protest gender based violence and formulating gender policy.

BILS Executive Council Secretary Rowshan Jahan Sathi, Jatiya Sramik Jote Working President Md. Abdul Wahed, BFTUC Secretary Pulak Ranjan Dhar, Jatiya Sramik Jote Bangladesh General Secretary Naimul Ahsan Jewel, BMSF Organising Secretary Md. Shahidullah Badal, BSF General Secretary A A M Foyez Hossain, JSL representative Kazi Rahima Akter Sathi, JSL representative Shamsun Nahar Bhuiyan, Bangladesh Labour Federation representative Firoza Mannan, Bangladesh Sramik Federation representative Ambia Khatun Shila, Jatiya Sramik Jote representative Hena Choudhury, Bangladesh Jatiya Sramik Federation representative Salma Akter, JSF representative Shahana Ferdousi, BJSD representative Lutfun Nahar Lata, TUC representative Shahida Parveen Shikha, JSJB representative Umma Hasan Jhalmal, TUC Women affairs Secretary Ayesha Islam, JSL Relief and Rehabilitation Secretary Promila Poddar, JSF President Quamrul Ahsan, BMSF President Lutfu Begum, BFTUC Secretary China Rahman, BJSD representative Nasrin Akter Dina and Hamida Khatun, BJSD representative Shamim Ara, SWF

Half yearly joint media

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development of a country stalled. To run an industry, the owners need to prioritize the well-being of workers. Unfortunately, owners are hostile to provide workers their due facilities as well as the workers are living inhuman life for years after years, he added. He suggested media to run more labour rights reports to improve the present condition of workers.

BILS-DGB BW paralegal coordinator Rizwanur Rahman Khan, Bangladesh Mukta Sramik Federation general secretary Nurul Absar, BILS-LRSC Chittagong coordinator Paharl Bhat-tacharjee were also present at the briefing.

Experience sharing workshop

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workshop shared their experience especially on organizing ship breaking workers, on the attitude of local people, role of employers, function of labour inspection department and other stakeholders.

Speakers emphasized on reforming the existing labour law mainly the present system of recruiting workers on contract basis, declaring the industry as cluster one, implementation of labour law & TU rights, increasing compensation amount up to the living standard, assuring workplace-safety and decent work beside topping deprivation and exploitation of ship breaking workers in numerous ways.

representative Shampa Basu, BILS Project Coordinator Nazma Yesmin were present in the workshop.

Another workshop was held regarding this same issue on September 23, 2017 at BILS Seminar Hall. Leaders of SKOP and BILS affiliated National Federations RMG Trade Union and Industrial associated Federations participated in the workshop.

SNF and DWRN jointly

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compensation.

Speakers in the human chain said that day by day the number of accident at industrial sector in Bangladesh is rising. Workers death procession is also getting bigger in line with this. The workers are falling dead because of mismanagement at industrial sector and for disobeying the Labour Law by the employers.



Participants in the human chain

They said that the proper inspection activities of Department of Inspection for Factory and Establishments are not in progress, so workplace accidents are increasing. One of the main reasons of accidents at construction and electricity sector is not to use safety equipments.

Speakers in the human chain also said that, the amount of providing compensation to injured workers in Bangladesh is insufficient. They urged to bring all the workers under the Labour Law for ensuring their safety.

Bangladesh Jatiya Sramik Dal President Anwar Hossain, Bangladesh Trade Union Kendra General Secretary Dr. Wajedul Islam Khan, Domestic Workers Rights Network-DWRN Coordinator and Sramik Nirapotta Forum Member Secretary Syed Sultan Uddin Ahmmed along with leaders of network and forum affiliated human rights organisations and National Trade Union Federations participated in the human chain.

Human Chain formed demanding exemplary punishment to criminals for killing domestic worker Laili Begum



Participants in the human chain demanding exemplary punishment to criminals

Domestic Workers Rights Network-DWRN organised a human chain on August 5, 2017 in front of National Press Club demanding fair investigation and exemplary punishment to criminals for killing domestic worker Laili Begum at Banasree in the Capital, recent killing of a child domestic worker at Mirpur and continuous torture and killing all

over the country.

Speakers in the human chain said, public discontent has been increasing in absence of fair investigation of torture and killing of domestic workers and exemplary punishment of criminals. As an urgent issue they expressed their opinion to take immediate initiatives for appropriate

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Discussion meeting held on CSR for workers' welfare



Part of discussion meeting on CSR for workers' welfare

BILS organised a discussion meeting with the participation of national Trade Union Federation and sectoral leaders titled "Introducing Corporate Social Responsibility-CSR and CSR for Workers' Welfare" on September 16, 2017 at Khulna BILS Liaison Office.

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Regular thematic discussion programme for youth organisers of national federations



Participants in regular thematic programme for youth organisers of national federations

BILS, with the support of Friedrich-Ebert-Stiftung (FES) organised a regular thematic discussion programme for youth organisers of National Federations on September 23, 2017 at BILS Seminar Hall.

The programme was conducted aiming to create a group of skilled and promising organisers in labour movement, those who will play an effective role in the development of

living standards of working people and protecting their rights through their active contribution in self organisations and labour movement. Uttara Bank Limited Employees General Secretary Md. Imran Khan, BLF Youth branch Dhaka Metropolitan General Secretary Md. Hussain Ahmed, Bangladesh Sramik Federation Central Committee Executive

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Discussion meeting between ILO and BILS representatives held

A discussion meeting held between ILO and BILS representatives on July 23, 2017 at BILS Seminar Hall. The meeting was organised to discuss about compensation scheme for workplace injury and further discussion on the draft legal framework for the Employment Insurance Injury Scheme and bridging solution.

Global Programme for Employment Injury –Insurance and Protection Senior Actuary Hiroshi Yamabana, Senior Legal Expert & Consultant Douglas Stanley, Senior Actuary & Consultant Gilles Binet, National Employment Injury Compensation Project National Programme Officer of ILO Noushin Safinaz, BILS Executive Director Syed Sultan Uddin Ahmmed, Project Coordinator Nazma Yesmin and Advocacy Coordinator Adv. Nazrul Islam were present in the meeting.

Human Chain formed

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measures and punishment to the criminals. Speakers demanded, exemplary punishment to criminals, to provide legal aid to domestic workers case and to provide proper compensation to the family of domestic worker Laili Begum. They also demanded for Implementation of "Domestic Worker Protection and Welfare Policy 2015" to protect domestic workers.

Speakers also urged for taking departmental action against those professionals, artists, sportsmen and members of law enforcing agencies who torture domestic workers. They also called for raising awareness in different sectors, professions, workplaces, housing and flat associations. They demanded to stop appointing child domestic workers, raising awareness and consciousness among the family members regarding value of human rights and ensuring fair wages, fixed working hours, treatment, rest and leave.

Jatiya Srammik Jote Bangladesh President Shirin Akhter, MP; Bangladesh Jatiyatabadi Sramik Dal President Anwar Hossain, Bangladesh Trade Union Kendra General Secretary Dr. Wajedul Islam Khan, Bangladesh National Women Lawyers Association Executive Director Advocate Salma Ali, Sramik Karmochari Olkya Parishad Joint Coordinator Naimul Ahsan Jewel, Domestic Workers Rights Network Coordinator Syed Sultan Uddin Ahmed, Jatiya Garhastha Nari Sramik Union Advisor Abul Hossain delivered speech in the human chain. Representatives of BLAST Nari Maltree and Domestic Workers Rights Network affiliated human rights organisations and leaders of National Trade Union Federations and professional organisations expressed solidarity in the human chain.

Discussion meeting held

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The meeting was organised aiming to inform the leaders of Trade Union Federations of Khulna region regarding CSR and to discuss as well as review the activities on BILS CSR issue.

Another discussion meeting regarding CSR Training for Workers' Welfare was held on September 17, 2017 at Khulna BILS Liaison Office. Main objectives of the meeting were to involve the owners authority and leaders of Trade Union Federations Khulna region with CSR activities and to discuss about BILS CSR activities.

BILS Executive Council Secretary Adv. Delwar Hossain Khan, Executive Council Member B M Jafar, Jatiya Sramik Federation Khulna District Committee Vice President Md. Khalilur Rahman, BFFEA Director S. Humaun Kabir, JSF Khulna District Committee President Monir Ahmed, Jatiya Sramik Jote Bangladesh Khulna Metropolitan President Md. Chan Miah, TUC representative H. M Shahdat, Jatiya Sramik Federation Khulna City General Secretary S. M. Faruque-Ul-Islam, BMSF Khulna General Secretary Farhana Sultana Urme, BFTUC Khulna Zilla President Choudhury Habibur Rahman, BLF Khulna Women Committee Secretary Doly, BMFS Khulna Women Committee member Asma Khatun, TUC Khulna City Committee General Secretary Rongolal Mridha, BLF Khulna District General Secretary Adv. Siddiqur Kalam, BFTUC Vice President Shirina Akter, JSL Khulna representative S. K. Pir Ali, JSL representative Monira Sultana, BILS Programme Officer Monirul Kobir and CSR Officer Jesmin Juy were present among others in the discussion meeting.

RTI Day Observed



BILS participated at Right to Information Day event organised by Information Commission in front of National Press Club

Regular thematic discussion

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member Humaun Kabir Mujib, Jatiya Sramik Federation member Md. Tofaz-zeel Islam, Jubo Sramik League member M A Malek Khan, Bangladesh Jatiya Sramik Federation member Sri Debol Chandra Das, Jatiya Sramik League member Sumi Gomej, BLF Youth branch Dhaka Metropolitan member Shariful Islam, BJSF member Kishoyara Nur, JSJ member Bacchu Miah and Md. Sagar Ali, BJSD member Shafiq Ahmed Chowdhury, JSJB Gazipur Metropolitan member Md. Monir Hossain, BJSJ member Md. Mostafizur Rahman, TUC member Mosa. Humaira Begum and Mill Akter, Dhaka University Fourth Class Employee Union member Md. Rezaul Islam, JGSJB member S M Salam, Jubo Sramik League Dhaka Metropolitan member A K Azad, BJSD member Md. A. Sobhan Miah and Nusrat Mirza, Jatiya Jubo Sramik League Central Committee Md. Shahjahan Patwari, BILS Executive Council member Shakil Akhter Chowdhury, Executive Director Syed Sultan Uddin Ahmed, Project Coordinator Kohinoor Mahmood, FES Programme Coordinator Aurunduty Rani and BILS Programme Officer Monirul Kobir were present in the programme.

Consultation meeting held on development of training manual on gender and protesting gender based violence at workplace



Discussants in consultation meeting on gender and protesting gender based violence at workplace

BILS, with the support of FNV organised a consultation meeting on development of training manual protesting gender and gender based violence at workplace on July 16, 2017 at BILS Seminar Hall.

The meeting was organised aiming to develop a training manual on gender and protesting gender based violence at RMG sector. Besides, conception and analysis of gender and gender based violence, gender discrimination and sectors, protesting sexual harassment,

existing laws and penalties against sexual harassment were discussed in the meeting.

Umma Hasan Jhalmal from Jatiya Sramik Jote Bangladesh, Nasrin Akter Dina and Hamida Khatun from Bangladesh Jatiyatabadi Sramik Dal, Rahima Akter Sathi from Jatiya Sramik League were present at the meeting among Trade Union Leaders. Besides, BILS Project Coordinator Kohinoor Mahmood and Nazma Yesmin, Programme Officer Syaduzzaman Mithu participated at the meeting.

Area based planning meeting held

BILS, with the support of FNV organised several area based planning meeting aimed at coordinating area based committees regularly, implementing social programmes, protesting violation of workers' rights and gender discrimination at workplace through the participation of social dialogue. Main objectives of the meeting were to discuss about forming union at RMG sector, Trade Union challenges, organising social dialogue and gender discrimination at workplace

An area base planning meeting was organised with the participation of Savar- Ashulia Trade Union Leaders at RMG Sector on September 21, 2017 at BILS Seminar Hall.

Another meeting was organised on September 26, 2017 at BILS Seminar Hall with the participation of Dhaka-Mirpur area Trade Union Leaders at RMG Sector regarding this same issue. Jatiya Garments Sramik Federation president and BILS Advisory Council Member Amirul Haque Amin presided

Foundation workshop for leadership development at RMG



Participants in foundation workshop for leadership development at RMG

BILS, with the support of Mondiaal FNV organised a four-day long foundation workshop titled "Leadership Development at RMG Sector" on September 11-14, 2017 at BILS Seminar Hall. The workshop was organised aiming to protect workers' rights and contribute effectively in union through developing skill of organisers at field level who are working in RMG sector.

The main objectives of the workshop were building the capability of the participants to play an effective role for workers deserving rights, identifying violations and preventions, to involve themselves actively in self union and union activities, to take solution plan and set implementing strategy jointly through identifying area based problems.

BTGWL Joint Secretary Mosa. Taslima Khatun, UFGW Organising Secretary Sheheli Afroj Lately, BPSF Organising Secretary Humayun Kabir Mujib, BRGWF Organiser Mosa. Moumoni Akter, Bangladesh Sramik Federation Trade Union Vice President Md. Swopon Ahmed, SBSWF member Md. Jewel, BJSWSF representative Md. Khusbu Ahmmed Rana, Bangladesh Mukto Garments Sramik Union Federation representative Md. Asaduzzaman Asad, BGLWF representative Md. Shahidul Islam, SLF representative Faruk Hossen,

Area based planning

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over the meeting while BILS Executive Director Syed Sultan Uddin Ahmmed delivered the opening speech. BILS Executive Council member Kazi Rahima Akter Sathi, Project Coordinator Nazma Yesmin and Industrial affiliated Federations and SKOP and BILS associated Trade Union Federations Leaders related to RMG sector of Dhaka-Mirpur area participated in the meeting.

Earlier on August 25, 2017 an area based planning meeting was organised at IRI Auditorium, Tongi, Gazipur. Another meeting regarding this issue was held on September 21, 2017 at Bangladesh Jahangir Federation Training and Cultural Center, Borofkal Ghat Khanpur, Narayanganj.

SKOP and BILS affiliated and Industrial All associated Federations and Trade Union Federations Leaders related to RMG sector of different areas participated in the meeting.

Meeting between BILS

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to inform the clause of labour law amendment 2013 on arbitration issue were taken in the meeting. BILS will prepare and publish an easy booklet to distribute among the workers and relevant stakeholder.

FNV Mondiaal representative Prabhu Rajendran, BILS Executive Director Syed Sultan Uddin Ahmmed, Project Coordinator Nazma Yesmin, FNV Consultant Shahidullah, Programme Officer Rezoanul Haque Azom and Syaduzzaman Mithu were present in the meeting.

Foundation workshop

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FGW Organising Secretary Iffatara Shely, BGTLWF Organising Secretary Md. Sumon Islam, BJSKP representative Md. Saddam Hossain, GTWL representative Shamsul Alam, BFWS Joint Secretary Yeasin Ahmed, Jatiya Garments Sramik Federation representative Md. Mamun Ali, Jatiya Sramik Jote Bangladesh representative Md. Monir Hossain, Bangladesh Jatiya Sramik Federation representative Md. Abbas Uddin, Jatiya Garments Sramik Jote Bangladesh representative M A Salam, AGWF representative Md. Saiful Islam, Sammilito Garments Sramik Federation representative Doly Akter, BFTUC Secretary Yesmin Akter, BJSD representative MD. Rajibul Islam, Sadhin Bangla Garments Sramik Federation representative Rehana Begum, Mukto Sramik Federation representative Rahima Akter, MGSF representative Md. Motiur Rahman participated in the workshop.

Workshop held on ongoing

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Kamruzzaman Helal, Sramik Dal Joint Secretary Md. Liton Khan and Finance Secretary Abu Bakkar Siddik, TUC General Secretary Md. Siddik Ali Biswas and Sentu Mia, Treasurer Liton Mia and Joint Secretary Anwara Begum, JSF President A.S.M. Jakaria, INSUB President Md. Humaun Kabir, BBWF General Secretary Sheikh Anwar Hossain, BJSF Organising Secretary Abu Hanif, Jatiya Sramik Dal General Secretary Iman Hossain, Nirman Sramik League President Md. Ramjan Ali, General Secretary

SNF and DWRN jointly

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It appears that the authorities have huge negligence on this matter. For this negligence several accidents are occurring and workers along with neighbors and pedestrians are also getting injured. Speakers demanded to strengthen inspection system of factories. They also urged concerned authorities for proper investigation of the incidents and giving appropriate punishment by bringing the offenders under law, providing enough compensation and proper treatment to the families of deceased as well as injured workers and taking effective initiatives immediately to implement labour law for ensuring safety of lives of the workers all over the country.

Bangladesh Jatiyatabadi Sramik Dal President Anwar Hossain, Garhastha Nari Sramik Union Advisor Abul Hossain, Jatiya Sramik Jote Bangladesh General Secretary Naimul Ahsan Jewel, Jatiya Sramik Federation Bangladesh President Quamrul Ahsan, SNF Member Secretary as well as DWRN Coordinator Syed Sultan Uddin Ahmmed along with leaders of SNF and DWRN affiliated organisations, National Trade Union Federations and professional organisations participated at the human chain.

Din Islam Liton and Joint General Secretary Md. Motiur Rahman, Jatiya Sramik League Women Committee Member Secretary Majeda Begum, Jatiya Sramik League Tongi Women Committee Convener Suraiya Farzana Happy, Jatiya Garments Sramik Federation Joint General Secretary Md. Moniruzzaman, JSJB Tongi area President Shahin Akter, Tongi SKOP Coordinator Shamsunnahar Bhuiyan participated in two workshops.

Workshop held on ongoing area based advocacy programme and collective action



Part of workshop on ongoing area based advocacy programme and collective action

BILS organised a workshop titled "Ongoing Area based Advocacy Programme Follow up" on September 24, 2017 at Railway Shishu Niketon, Rail Gate, Tongi, Gazipur. The workshop was organised aiming to form safety committee at Tongi Industrial area and to make it effective for ongoing area based advocacy programme.

A planning workshop of the area based national Trade Union

Centers on collective action was held on same date. Identifying problems and challenges of Tongi BSCIC and adjacent Industrial area, preparing future plan for observing Human Rights Day 2017 and setting a plan for upcoming activities were the main objectives of the planning workshop.

BTUC Vice-President Talyobur Rahman and General Secretary

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Meeting between BILS officials and FNV delegates

In connection to the recent visit of FNV delegate Prabhu Rajendran to Bangladesh, a meeting was organized on July 3, 2017 at BILS Office-Dhaka to share experiences and discuss the BILS-FNV Cooperation.

The meeting was organised to discuss about progress of BILS-FNV activities, Implementation strategies of the ongoing project activities and project development for next three years (2018-2020).

Some decisions such as to organise a meeting within current month along with NTUCs, Industrial and BILS Leadership to avail their opinion regarding activities on Paralegal Support for workers, to organize a multi-stakeholder workshop with Trade Union leaders, Workers, and victims regarding arbitration Issues on next month and

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SNF and DWRN jointly formed human chain protesting workers killed in Gazipur and domestic workers tortured in Dhaka



Part of human chain formed in front of National Press Club

Sramik Nirapotta Forum (SNF) and Domestic Workers Rights Network (DWRN) jointly formed a human chain on July 4, 2017 in front of National Press Club protesting 10 workers killed and nearly hundred workers injured as a result of boiler blast in Gazipur and domestic workers tortured in Mirpur DOHS

and Paribag in the capital. Speakers in the human chain said, "Now boiler accident has become a regular incident. Such types of accidents are continuing to occur despite of several warning of safety management development and protection.

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Opinion sharing meeting held on BILS-FNV project activities



Discussions in opinion sharing meeting on implementing BILS-FNV project activities

BILS organised an opinion sharing meeting with the participation of National Trade Union Federations leaders, Industrial Bangladesh and BILS leaders regarding Implementation of BILS-FNV project activities on August 12, 2017 at BILS Seminar Hall.

The meeting was organised aiming to

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Opinion sharing meeting

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discuss about ongoing activities and progress of BILS-FNV project, to fix workout for conducting area based activities under BILS-FNV project and to discuss about objectives of foundation, intermediate and advance training course under the project.

Discussants in the meeting recommended focusing RMG sector to fix BILS affiliated Trade Union Federations and Industrial Bangladesh associated four regions (Savar-Ashulia-Tongi-Gazipur and Narayganj) for implementing project activities, to identify Mirpur area as a project implementation area for conducting project activities, to organise social events such as conducting mobile-health camp by Workers Welfare Centre at industrial areas, establishing public toilet and park with the initiative of City Corporation at selected areas under the project.

BILS Advisory Council Member Roy Ramesh Chandra, Jatiya Sramik League representative Shamsunnahar Bhuiyan, BRGWF representative Salauddin Swopon, BJKP representative Hedayetullah, Jatiya Sramik League representative Kazi Rahima Akter Sathi, SGSF representative Khadija Akter, BILS Executive Director Syed Sultan Uddin Ahmmed were present among others in the meeting.



BILS published and distributed 500 copies of journal named Labour among the stakeholders on September.

BILS Publication

BILS, with the support of Friedrich-Ebert-Stiftung (FES) published a booklet titled "Practicing Tripartism at RMG Sector in Bangladesh and Opportunities of Affordable Industrial Relations" on September 2017. A total number of 500 copies of booklet were distributed.



BILS published a booklet titled "Corporate Social Responsibility (CSR) : Role of Government, Owner and Union" on August 2017. A total number of 1000 copies of booklet were distributed.



BILS published a position paper titled "Trade Union Position Paper on Corporate Social Responsibility (CSR)" on August, 2017. A total number of 100 copies of position paper were distributed.



BILS, with the support of FNV published a booklet titled "Labour Law : Workers Deserve Rights" on September, 2017. A total number of 1000 copies of booklet were distributed.



BILS, with the support of FNV published a brochure, a poster and a leaflet titled "Equality of Men and Women is a Human Right" on September, 2017. A total number of 10,000 copies of brochure, 8000 copies of poster and 10,000 copies of leaflet were distributed.



Progress of Labour Law amendment process and recent labour situation review and way forward



Part of meeting on progress of Labour Law amendment process and recent situation review and way forward

BILS organised a meeting with the participation of members of SKOP affiliated Federations and Tripartite Committee regarding progress of Labour Law amendment process and recent labour situation review and way forward on September 20, 2017 at Dhaka Ahsania Mission Seminar Hall.

BILS Advisory Council member Roy Ramesh Chandra and Abdul Matin Master, BJSF President Rafiquzzaman, Bangladesh Jatiyatabadi Sramik Dal President Anwar Hossain, BILS Executive Council member Kazi Rahima Akter Sathi, BFTUC Secretary Pulak

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Workshop on amendment proposal for Bangladesh Labour Act 2006



Discussants in workshop amendment proposal for Bangladesh Labour Act 2006

Bangladesh Labour Court Bar Association and BILS jointly organised a workshop on Amendment Proposal for Bangladesh Labour Act 2006 on September 30, 2017 at BILS Seminar Hall.

The workshop was organised aiming to reform Bangladesh

Labour Act 2006 specially to identify its explanation and application weakness and to finalize the amendment. Presenting the progress of ongoing amendment activities of Labour Law, identifying weakness and legal compliant and

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BILS/LO-FTF planning meeting held

BILS/LO-FTF organised a planning meeting on September 17, 2017 at BILS Seminar Hall.

Tripartite committees formation, strength, function as well as role and recommendations of its weakness and preventions, recommendations implementation process and defining activities of workers members of tripartite committees and BILS for playing more effective role, setting future activities of committees and worker's representatives to ensure more protection and welfare for the workers were the main discussed issues of the meeting.

BILS Advisory Council Member Roy Ramesh Chandra, Bangladesh Jatiyatabadi Sramik Dal President Anwar Hossain, Bangladesh Trade Union Kendra President Shahidullah Chowdhury, Industrial Bangladesh Council Secretary General Md. Touhidur Rahman,

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Training for organisation based Leaders on CSR issue



Part of Training for organisation based Leaders on CSR issue

A training programme titled "Corporate Social Responsibility-CSR, CSR for Workers' Welfare" was organised by BILS for organisation based Leaders on September 27, 2017 at Chittagong BILS Office Seminar Hall.

The training programme was organised aiming to raise awareness among the

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BILS Ongoing Research

BILS Research Department have completed a to assess the Implication of working hours In five private business sector titled "May Day Implications and Practices In Bangladesh's Five Popular Labour Intensive Sectors" on last 30 April 2017. Apart from this, another research titled "Situation Analysis of Workers' Rights, Livelihood and Trade Union in the Selected Industrial Sectors of Chittagong" submitted successfully. Besides, A Position Paper on RMG Sector Minimum Wage Is just wait for final touch during this duration of time.

Progress of Labour Law

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Ranjan Dhar, BLF President Shah Mohd. Abu Zafar, BFTUC President Abdul Mukit Khan, JSF President Quamrul Ahsan, BSF General Secretary A A M Fayed Hossain, Samajtantrik Sramik Front General Secretary Razekuzzaman Ratan, Industrial Bangladesh Council Secretary General Md. Touhidur Rahman, BTUC President Shahidullah Chowdhury, Jatiya Sramik Jote Working President Md. Abdul Wahed and General Secretary Md. Nurul Amin, Jatiyatabadi Sramik Dal Secretary Md. Mohiuddin, Trade Union Sangha General Secretary Choudhury Ashiqul Alam, TUC Office Secretary Shahida Parveen Shikha, JSJB Education affairs Secretary Umma Hasan Jhalmal, BJSF General Secretary Shamim Ara, BILS Executive Director Syed Sultan Uddin Ahmed were present in the meeting.

Workshop on amendment

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finalizing amendment recommendations were the main objectives of the workshop.

SKOP Joint Coordinator Dr. Wajedul Islam Khan Inaugurated and delivered the

Training on CSR issue

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organisation based Leaders through this training programme and to plan activities for continuous advocacy programme to conduct CSR activities. BILS Secretary and Jatiya Sramik League Joint Secretary Md. Shafar Ali, Bangladesh Trade Union Kendra Chittagong district President Tapan Dutta, Unilever BD Limited Chittagong President Akhtarujjaman, Estan Refinery Limited Organisational Secretary Md. Nurul Absar, Jenson and Nicholas Limited President Md. Rasel, Agrani Bank Limited Chittagong representative Azizur Rahman, Md. Jahangir Alam, Krishi Bank Union Chittagong Vice-President Akbar Hossain, Karnafull Fertilizer Company-KAFCO Chittagong representative Md. Ataul Karim Babul, Janata Bank Limited Chittagong representative Md. Sarwar Uddin, Md. Mofizur Rahman, Bangladesh Krishi Bank Chittagong representative Md. Jahangir Alam, BILS Executive Director Syed Sultan Uddin Ahmed, BILS Information and Training Center Chittagong Coordinator Pahar Bhat-tacharjo were present in the training programme.

welcome speech. Besides, Labour Court Bar Association President Advocate Mahabubul Haque, Bangladesh Supreme Court Advocate Nesar Ahmed, Advocate A.K.M. Nasim, Bangladesh Legal Aid and Services Trust-BLAST Deputy Director Advocate Barkat Ali, BILS Executive Director Syed Sultan Uddin Ahmed and Labour Court Bar Association Lawyer representatives, Sramik Karmochari Oikya Parishad representatives, BILS Leaders, Labour Court workers representatives, Labour Court case conducting organisations representatives and Sramik Nirapotta Forum representatives were present in the workshop.

Planning and Review meeting with FES

BILS, with the support of Friedrich-Ebert-Stiftung (FES) organised a planning and review meeting with project Advisory Committee on September 20, 2017 at BILS Seminar Hall for planning the programmes of next year.

FES Bangladesh Resident Representative Franziska Korn, Bangladesh Trade Union Centre General Secretary Dr. Wajedul Islam Khan, Jatiya Sramik Jote President Mesbahuddin Ahmed, Bangladesh Jatiyatabadi Sramik Dal President Anwar Hossain, BILS Executive Director Syed Sultan Uddin Ahmed, Project Coordinator Nazma Yesmin, FES Programme Coordinator Aurunduty Rani and BILS Programme Officer Monirul Kobir were present in the meeting.

BILS/LO-FTF planning

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Jatiya Sramik Federation President Quamrul Ahsan, BTUC Office Secretary Shahida Parveen Shikha, Jatiya Sramik League Women Committee General Secretary Shamsunnahar Bhuiyan, Jatiya Sramik Jote Education affairs Secretary Umma Hasan Jhalmal, BJSF representative Nasrin Akter Dina, BMSF Organising Secretary Md. Shahidullah Badal, BILS Advisory Council Member Kazi Rahima Akter Sathi, Executive Director Syed Sultan Uddin Ahmed, Project Coordinator Kohinoor Mahmood were present in the planning meeting.

Workshop held on role

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campaign programme to implement these recommendations. BILS Advisory Council member Shah Mohd. Abu Zafar, Mesbahuddin Ahmed, Abdul Matin Master, Abdul Mukit Khan and Roy Ramesh Chandra, BILS Chairman Md. Habibur Rahman Shiraz, Vice Chairman Alhaj Shukkur Mahamud, Secretary General Nazrul Islam Khan, Joint Secretary General Dr. Wajedul Islam Khan, JSJ General Secretary Md. Sirajul Islam, Bangladesh Jatiya Sramik Dal President Anwar Hossain, BFTUC Secretary Pulok Ranjan Dhar, BJSF President Rafiquzzaman, BILS Executive Council member Kazi Rahima Akter Sathi, BMSF Organising Secretary Md. Shahidullah Badal, BJSD Advisor Md. Mohiuddin, JSF President Quamrul Ahsan, Jatiya Sramik Jote Working President Md. Abdul Wahed, JSJ General Secretary Md. Nurul Amin, BILS Trainers Md. Touhidur Rahman, Bangladesh Trade Union Sangha General Secretary Choudhury Ashiqul Alam, BLF General Secretary Adv. Md. Delwar Hossain Khan, Samajtantrik Sramik Front General Secretary Razekuzzaman Ratan, Bangladesh Sramik Federation General Secretary A A M Fayeze Hossain, BTUC Office Secretary Shahida Parveen Shikha, JSL Women Committee General Secretary Shamsunnahar Bhuiyan, BJSF General Secretary Shamim Ara, JSJB Education affairs Secretary Umma Hasan Jhalmal, BJSD representative Nasrin Akter Dina, Resource Person TIM Nurunnabi Khan, BILS Executive Director Syed Sultan Uddin Ahmed were present in the workshop.

Opinion sharing and discussion

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MP were present as chief guest and Parliament Member Advocate Sofura Begum, Secretary of Labour and Employment Ministry Mikail Shipar, Lalmonirhat District Council Chairman Motiar Rahman, Police Super S M Rashidul Haque, Patgram Upozila Chairman Md. Ruhul Amin Babul were present as special guests. Among others, Upozila Executive Officer, Municipal Mayor, officials of the Department of Inspection for Factories and Establishment, Chairman of different Union Parishads, Trade Union Leaders, academicians, doctors, representatives of professional organisations and journalists of different print and electronic media participated in the meeting.

BILS Advocacy Coordinator Adv. Mohammad Nazrul Islam presented a keynote paper on BILS activities with Silicosis affected people. Lalmonirhat Civil Surgeon described the present situation of Silicosis patients. Patgram Upozila Chairman discussed about present physical condition of Silicosis-affected people. Leaders and officials of different organisations also discussed about various problems and remedy for workers.

The State Minister suggested workers to use mask at their working time and declared to provide mask from Labour Ministry. Besides, he committed to set up hospital for workers with the support of Labour Welfare Center where workers will get free treatment. He ordered officials of DIFE for monitoring the factories located at Patgram.

Opinion sharing meeting

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Cox's Bazar district Jatiya Sramik League President Jahirul Islam, Jatiya Sramik Jote Bangladesh Cox's Bazar district President Md. Abdul Jabbar, General Secretary Pradeep Das, Jatiya Sramik League Cox's Bazar district member Faridul Alam and Mohammad Abdullah, Brihottor Salkat Hawkers' Sramik League Cox's Bazar district General Secretary Mohammad Yunus, BRGWF representative Syed A. Jalil, Minhar FI. Ltd. BESIC Cox's Bazar President Soyduul Haque, General Secretary Md. Imran Hossain, Bangladesh Jubo Maltree Cox's Bazar district General Secretary Md. Belal Hossain, Bangladeshi Forth Class Govt. Employee Samity Cox's Bazar district Publicity Secretary and Coordination Council member Anwarul Haque, Jatiyatabadi Sramik Dal Cox's City Corporation General Secretary Md. Iqbal Hossain, Painter Sramik League Ramu Convener Pradeep Dhar, Joint Convener Abdur Rashid and Salamat Ullah, Nari Sramik League Ramu Convener Sufia Khatun, Joint Convener Golzar Begum, Jatiya Sramik League Joint Convener Md. Ariful Islam, BILS Executive Director Syed Sultan Uddin Ahmed were present in the meeting.

Orientation programme

(After Page 16)

women workers and to utilize Right to Information Act for establishing justice.

Information Commissioner of Information Commission Nepal Chandra Sarkar was present as an honourable guest in the inaugural session. Besides, a total number of 25 women workers from different sectors participated in the orientation programme.

Meeting with BILS and National TU Leaders for providing aid to Rohingya refugees

BILS organised an opinion sharing meeting with the participation of BILS and National Trade Union Leaders for providing aid to rohingya refugees on September 29, 2017 at BIWTA Inspector Banglow of Kostur Ghat In Cox's Bazar. Identifying problems of local people, maintaining law and order both inside and outside of the camp, raising awareness among the local people specially boatmen and fishing workers, promoting campaign programme for creating public opinion through CSR activities were the discussed issues in the meeting.

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Orientation programme on women's advancement getting information



Information Commissioner Nepal Chandra Sarkar addressed with others in orientation programme

MRDI, with the support of BILS organised an orientation programme titled "Womens' Advancement to get Information, Orientation for Women at Formal Sector" on September 18, 2017 at BILS Seminar Hall. Main objective of the programme was to protect rights of

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Workshop held on role of trade unions to strengthen tripartite committee for ensuring workers rights



BILS Leaders in workshop on strengthening tripartite committee for ensuring workers rights

BILS organised a workshop titled "Role of Trade Unions to Strengthen Tripartite Committee for Ensuring Workers Rights" on September 19, 2017 at Dhaka Ahsania Mission Seminar Hall.

The workshop was organised to take recommendations from the

concerned workers representatives for removing challenges and limitations from self sectors, to prepare a final recommendation and to take way forward for organising real based long term campaign programme to implement these recommendations.

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Opinion sharing and discussion meeting with silicosis-affected workers



State Minister for Labour and Employment Md. Mojibul Haque, MP addressed others in the opinion sharing meeting

An opinion sharing and discussion meeting was organised on July 20, 2017 at Deputy Commissioner's Conference Room In Lalmonirhat district. The meeting was organised for raising awareness at local level to protect occupational health of workers engaged in stone crushing

Industry at Burlimari and setting role of concerned all.

Lalmonirhat Deputy Commissioner Abul Fazal Md. Alaaddin Khan presided over the meeting while State Minister for Labour and Employment Md. Mojibul Haque, MP were present

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