



## Editorial

Various programmes were organised by BILS 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.

Emphasizing on workers' health and safety at workplace in RMG sector BILS-SNV Netherlands Development Cooperation jointly has taken an initiative to implement a project. Inspiring the RMG factories for taking initiatives to implement workplace health and rights related laws and policies is the focal point of the project. Regarding this, arranging a day long assessment tool validation workshop and organising two day awareness training on "Workers' Health, Sanitation and Wellbeing in Workplace : Laws and policies" were notable programmes in this period. In line with this, gender based violence at workplace in RMG sector is the other issue in where BILS is working with the support of Mondiaal FNV by taking some initiatives through organising advance training, area based planning meeting, consultation meeting etc.

Launching BILS Library Study Circle on labour issue on the first Tuesday in every month with a view to create knowledge based society on contemporary issues of Trade Union that will encourage the participants to get ready for future evaluation at workplace and to take direction for their development was an important initiative.

Besides, several activities and initiatives were taken on different issues in Dhaka and Chittagong to protest domestic workers' torture, development of rickshaw-van puller, raising voice of the workers, observing Information Day, ensuring safety and social protection of fishing workers, ensuring decent work.

Our hope and aspiration, 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.

## National Mourning Day Discussion on dignity and rights of working people



*BILS leaders are in discussion meeting observing National Mourning Day*

A discussion meeting was organised by BILS titled "Activities and Direction of Bangabandhu : Dignity and Rights of Working People" on observation of National Mourning Day on August 18, 2018 at BILS Seminar Hall.

The meeting was presided over by BILS Chairman Md. Habibur Rahman Shiraz while BILS Vice Chairman Md. Mojibur Rahman Bhuiyan and Alhaj Sukkur

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## BILS-SNV Netherlands Project launched



*Participants in the certification training programme*

Recently BILS-SNV Netherlands Development Cooperation jointly has taken an initiative to implement a project titled, " To Promote Implementation of Workplace Laws and Policies related Health and

Sexual and Reproductive Health and Rights (SRHR) in RMG Factories". BILS has planned to create the best example through this project by building RMG

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## BILS organised discussion meeting

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Mahamud, SKOP Joint Coordinator Naimul Ahsan Jewel, BILS Executive Council Member Shakil Akhter Chowdhury, BFTUC Secretary Pulak Ranjan Dhar, BJSD representative Siddika Mahal, Md. Khorshed Alam and Md. Sobhan Miah, BILS Life Member Abu Eusuf Mollah, Jatiya Sramik League representative Abdul Halim and Jakiya Nilima, Mahila Sramik League representative Syeda Khairun Nahar Tamrin, Gonotantik Garments Sramik Karmochari Federation representative Bacchu Miah and Md. Sagor Ali, Bangladesh Jatiyatabadi Sramik Dal representative Nusrat Mirja and Jesmin Ahmed, BLF representative Asma Akter Mukti, Khusbu Ahmed Rana and Abul Kalam Azad, BTGWL Vice President Marium Akter, Bangladesh Garments and Shilpa Sramik Federation Savar representative Sumiya Yesmin, JSL representative Sumi Gomes, Farida Yesmin and Mos. Khadija Begum, Hasi Rani Saha, Aklima and A.K.M. Rafiqul Islam, JSJ representative Mostak Ahmed, Jatiya Sramik Federation Office Secretary Kamrul Hasan, TUC representative Mos. Humaira Begum, BILS Executive Director Syed Sultan Uddin Ahmmed, Project Coordinator Kohinoor Mahmood and Nazma Yesmin and BILS Officials participated in the meeting.

Discussants in the meeting discussed about the ideology and contribution of Bangabandhu to improve the workers' life and protect their social dignity as well as rights.

## BILS-SNV Netherlands Project launched

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factory based capacity. Main objective of this project is to inspire the RMG factories for taking initiatives to implement workplace health and rights related laws and policies.

Regarding this, organising a day long assesment tool validation workshop in order to validate the tool on July 14, 2018 at Royal Marrino Hotel this project was launched. The draft tool was shared with stakeholders in that

event and delegates' valuable input and feedback on the tool was received. The tool was shared by the experts' team. A number of participants attended the workshop. Category of participants were representatives from factory management, Experts from Global Sustainable Certification Services Ltd (GSCS), representatives of Bangladesh Apparels Professionals' Society (BAPS), Labour Lawyer and SNV Officials.

As a part of this project activities a two day long awareness training on 'Workers' Health, Sanitation and wellbeing in workplace: Laws and Policies' was held on September 22-23 , 2018 at the conference hall of Royal Marino Hotel in Dhaka With a specific focus on the workers' health and wellbeing of readymade garment sector.

The objective of the training was to reinforce delegates' understanding of existing National and International standards related to health, Sanitation and well-being conditions at workplace, strengthen their competency to conduct workplace assessment by using exclusive tool developed and enable delegates' ability to design, develop and implement effective health, Sanitation and well-being programme in their respective organisations.

The session was conducted by Abdul Mottaleb, Managing Director- Global Sustainable Certification Services Limited-GSCS in which 28 delegates from different garments factories and audit farms attended.

## Opinion sharing meeting on recommendations of minimum wage rate of RMG workers

BILS organised an opinion sharing meeting on recommendations of minimum wage rate of RMG workers on July 4, 2018 at BILS Seminar Hall.

The meeting was organised aiming to present and review the position paper regarding minimum wage for workers which was prepared according to BILS Study report.

Discussants in the meeting determined basic salary and other allowance at last

grade of workers and took decision on basic needs, Bangladesh Labour Law 2006, universal human rights declaration, International Labour Organisation : ILO Convention 131, National Nutrition Policy 2015.

BILS Advisory Council Member Roy Ramesh Chandra, Member of Minimum Wage Board (RMG) Shamsunnahar Bhuiyan, SKOP Joint Coordinator Naimul Ahsan Jewel, GSKOP representative Khalequzzaman Lipon, Bangladesh Garments Sramik Oikya Parishad representative Md. Mahtabuddin Sajid, JSJ Working President Md. Abdul Wahed, Garment Sramik O Shilpo Rokkhya Jatiya Sangha representative Abul Hossain, Garment Sramik Karmochari League President Lima Ferdous, Associate Professor of Department of Social Work at Jagannath University Mostafiz Ahmed, BILS Programme Director Nazma Yesmin were present in the meeting.

## Consultation meeting held in Chittagong

BILS, under DGB BW project organised a consultation meeting on September 29, 2018 at Hotel Mishkah in Chittagong aiming to review the ongoing project activities and plan for future programs and all activities.

BILS-DGB BW Project Advisory Committee Chairman and BILS Advisory Council Member Mesbahuddin Ahmed, BILS Joint Secretary General Md. Zafrul Hasan, JSJB President Sifuzzaman Badsha, BFTUC Secretary Pulok Ranjan Dhar, BILS Secretary A. M. Nazumuddin, BILS-LRSC Coordination Committee Member Tapan Dutta, BJSD President Shamim Ara, BJSD Vice President Md. Abul Kalam Azad, Researcher and Associate Professor of Department of Law in Chittagong University Md. Shaheen Chowdhury, BILS Project Coordinator Kohinoor Mahmood and BILS-LRSC Information and Documentation Officer Pahari Bhattacharjee were present in the meeting.



## BILS Executive Council meeting held



*BILS Executive Council members are in the meeting*

A meeting was organised with the participation of BILS Executive Council Members on September 22, 2018 at BILS Seminar Hall.

BILS Vice Chairman Md. Mojibur Rahman Bhuiyan, Shirin Akhter, MP; Anwar Hossain, Secretary General Nazrul Islam Khan, Joint Secretary General Md. Zafrul Hasan and Dr. Wajedul Islam Khan, Finance Secretary Md. Kabir

Hossain, Secretary A M Nazim Uddin, Md. Alauddin Mia, Abdul Kader Howlader, Nurul Islam Khan Nasim and Abul Kalam Azad, Member Kutubuddin Ahmed, Md. Abdul Wahed, Umma Hasan Jhalmal, Pulak Ranjan Dhar, Nasrin Akhter Dina and Kazi Rahima Akhter Sathi were present in the meeting.

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## Launching ceremony of BILS Library Study Circle on labour issues



*Part of Launching ceremony of BILS Library Study Circle*

The inauguration of BILS Study Circle organised by BILS Library with the participation of intern students and youth Trade Union leaders was held on August 12, 2018 at BILS Seminar Hall.

The study circle will be organized regularly on the first Tuesday in

every month in a view to create knowledge based society on contemporary issues of Trade Union that will make them knowledgeable on labour issues, to take direction, suggestions and recommendations from

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## Human chain formed demanding punishment to domestic workers' torturer



*Participants in the human chain in front of National Press Club demanding fair trial and punishment of criminals*

National Domestic Worker Coordination Committee and Domestic Workers Rights Network-DWRN jointly formed a human chain on September 27, 2018 in front of National Press Club demanding proper investigation and trial of inhuman torture on domestic workers and fair trial and exemplary punishment of the criminals in the incident of continuous domestic worker torture across the country.

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## National Domestic Workers Coordination Committee meeting



*Discussants in the Domestic Workers Coordination Committee meeting*

BILS, with the support of Oxfam organised National Domestic Workers Coordination Committee meeting on July 19, 2018 at BILS Seminar Hall. Main objectives of the meeting were to define outline, conducting process of National Domestic Workers Coordination Committee and to implement the recommendations on future activities of this committee.

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## BILS Executive Council meeting held

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Earlier on September 11, 2018 another meeting was held at BILS Seminar Hall where BILS Chairman Md. Habibur Rahman Shiraz, Vice Chairman Mojibur Rahman Bhuiyan, Shirin Akhter, MP; Alhaj Sukkur Mahamud and Anwar Hossain, Secretary General Nazrul Islam Khan, Joint Secretary General Md. Zafrul Hasan and Dr. Wajedul Islam Khan and Md. Serajul Islam, Finance Secretary Md. Kabir Hossain, Secretary Adv. Md. Delwar Hossain, Rowshan Jahan Sathi, Abul Kalam Azad, Member Kutubuddin Ahmed, Md Abdul Wahed, Md. Shakil Akhter Chowdhury, Umma Hasan Jhalmal, B M Zafar, Pulak Ranjan Dhar and Kazi Rahima Akhter Sathi participated.

Earlier on August 25, 2018 another meeting was organised with the participation of BILS Executive Council Members at BILS Seminar Hall. BILS Chairman Md. Habibur Rahman Shiraz, Vice Chairman Md. Mojibur Rahman Bhuiyan, Shirin Akhter, MP; Alhaj Sukkur Mahamud, Anwar Hossain, Secretary General Nazrul Islam Khan, Joint Secretary General Md. Zafrul Hasan, Dr. Wajedul Islam Khan and Md. Serajul Islam, Finance Secretary Md. Kabir Hossain, Secretary Adv. Md. Delwar Hossain, Rowshan Jahan Sathi and Abul Kalam Azad, Member Kutubuddin Ahmed, Md. Abdul Wahed, Md. Shakil Akhter Chowdhury, Umma Hasan Jhalmal, B M Zafar, Pulak Ranjan Dhar, Kazi Rahima Akhter Sathi were present in the meeting.

## Launching ceremony

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experienced persons and to encourage participants to get ready for the future evolution at workplace and to take the direction for their development regarding these issues.

Discussants in the inauguration programme recommended for building an interactive circle, involving students of relevant universities in this circle, publishing a paper from study circle, arranging event based study circle etc.

BILS Advisory Council Member Roy Ramesh Chandra presided over the programme while Columnist Altaf Parvez, BILS Executive Director Syed Sultan Uddin Ahmmed, Programme Director Kohinoor Mahmood were present among others.

In this continuation, the first Study Circle titled 'The Future of Work' with the participation of youth TU leaders was organised on September 4, 2018 at BILS Library. BILS Vice Chairman Md. Mojibur Rahman Bhuiyan was present as the key person at the programme. The nature of future workplace, challenges of workers at workplace in future and the ways to overcome that situation were the main discussed issues, while the discussant shared some ideas of future work among the participants. During the discussion he urged to the youth Trade Union leaders for taking training on technical and technological issues.

Youth Trade Union Leadership from different Trade Union Federations participated in the programme.

## Human chain formed demanding punishment

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BILS Vice Chairman Anwar Hossain, Joint Secretary General Dr. Wajedul Islam Khan, Sramik Karmochari Oikya Parishad-SKOP Joint Coordinator Naimul Ahsan Jewel, Jatiya Garhastha Nari Sramik Union Advisor Abul Hossain, JSL Women Committee General Secretary Shamsunnahar Bhuiyan, Bangladesh Trade Union Centre Office Secretary Shahida Parveen Shikha and Leaders of network affiliated renowned human rights organisations, national based Trade Union Federations and Leaders and Representatives of professional organisations participated in the human chain.

Mentioning important role of domestic workers in daily life speakers in the human chain pointed out sorrows, disturbance and inhuman torture of domestic workers. They also demanded to include 'Domestic Workers Protection and Welfare Policy 2015 in Law immediately for ensuring the protection and welfare of domestic workers.

## National Domestic Workers

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Setting the outline of the committee, defining conducting process, role and action strategy, determining criteria list of the committee were the main discussed issues of the meeting.

National Domestic Workers Coordination Committee Convener Dr. Wajedul Islam Khan, SKOP Joint Coordinator Naimul Ahsan Jewel, Bangladesh Trade Union Centre Office Secretary Shahida Parveen Shikha, JSJ Working President Md. Abdul Wahed, Bangladesh Sramik Federation General Secretary A A M Fayeze Hossain, BSF representative Rafiqul Islam Pathik, BJSF Secretary Shameem Ara and leaders of national Trade Union Federation and Organisers of domestic workers participated in the meeting.

## Coordination meeting held on labour issue in Chittagong

Sramik Shanhoti Forum-Chittagong (SSFC), with the support and assistance of BILS-DGB-BW organised a discussion meeting titled, "National Minimum Wage, Social Safety and Trade Union Rights of the Workers" which was held on September 26, 2018 at the auditorium of Chittagong Press club.

BILS secretary labour leader A M Nazimuddin chaired the meeting while Trade Union leader and sector representatives from RMG, Construction, Health, Hotel and Metal sectors participated in the meeting.

Discussants in the meeting urged for the declaration of countrywide minimum wage for workers which has been proposed BDT. 16,000/-. Besides, they put emphasis to ensure social safety of workers and free trade union rights. Speakers opined to take necessary steps for stopping gender-based violence in and outside of workplace.



## Regular thematic discussion meeting with Youth Trade Union Organisers held



*Participants in the thematic discussion meeting*

BILS, with the support of Friedrich-Ebert- Stiftung (FES) organised a regular thematic discussion meeting titled, "ILC-2018: Agenda and Progress" on July 7, 2018 at BILS Seminar Hall. Developing a set of skilled and committed Youth Trade Union leadership who can play the role in the national Trade Union sector for improving the standard of life and rights of the

working people was the main objective of the programme.

ILO Bangladesh Programme Officer Uttam Kumar Das presented three keynote papers where he discussed about ILO supervisory machinery, ILO main bodies and International Labour Conference and the Core Labour Standards.

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## BILS Journal Advisory Committee meeting held



*Discussants in the BILS Journal Advisory Committee meeting*

BILS, with the support of Friedrich-Ebert- Stiftung (FES) organised a meeting titled, "World of Work and BILS Journal Meeting" on July 22, 2018 at BILS Seminar Hall.

The meeting was organised to discuss about BILS journal 'Labour' and development issues and to mark the areas of forthcoming journals. Besides,

taking directions, suggestions and recommendations for future issues, areas and initiatives from the discussion were also objectives of the meeting. Discussants recommended collecting analytical articles and interviews based on different issues and they suggested adding some

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## Advance training on protesting gender based violence at workplace in RMG sector



*Part of advance training for building capacity to prevent gender based violence at workplace in RMG*

BILS- Social Dialogue, Gender Equality and Decent Work Project, with the support of Mondiaal FNV organised a two-day advance training titled, "Advance Training on Protesting Gender Based Violence at Workplace in RMG Sector" on August 31-September 1, 2018 at BILS Seminar Hall. The training was organised aiming to determine activities and to enhance capability of Trade Union of national Trade Union Federations.

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## Coordination meeting held in Chittagong



*Part of coordination meeting of newly formed Sromik Sanghati Forum*

BILS with the support of DGB-BW organised a quarterly coordination meeting of newly formed platform "Sromik Sanghoti Forum"-SSF which was held on August 7, 2018 at Hotel Mishkah Seminar Hall in Chittagong.

The coordination meeting was presided over by BILS Secretary and BJSD Chittagong Division President Labor

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## Regular thematic discussion meeting

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BILS Secretary General Nazrul Islam Khan, Executive Director Syed Sultan Uddin Ahmmed, FES Programme Coordinator Arunduty Rani, BILS Programme Officer Monirul Kobir and Youth Trade Union Organisers from different Trade Union were present in the programme.

## BILS Journal Advisory

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issues on trade agreement, child labour and home based workers in the journal.

BILS Vice Chairman Md. Mojibur Rahman Bhuiyan presided over the meeting while BILS Journal Advisory Committee Member Dr. Monirul I. Khan, Roy Ramesh Chandra, Shahidullah Chowdhury, Rowshan Jahan Shathi, FES Resident Representative Tina Blohm, Former Secretary, Ministry of Labour and Employment Dr. Mahfuzul Haque, TUC Office Secretary Shahida Parvin Shikha, Associate Professor, Journalism and Media Studies Department, Stamford University Bangladesh Md. Mosharrof Hossain, Lecturer, Criminology and Police Science Department, MBSTU Aurongajeb Akond, Assistant Professor, Criminology and Police Science, MBSTU Subrata Banarjee, The Daily Sun Senior Sub-Editor Z.A.M. Khairuzzaman, BILS Executive Director Syed Sultan Uddin Ahmmed and Project Coordinator Kohinoor Mahmood and Nazma Yesmin were present in the meeting.

## Advance training on protesting gender

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Main objectives of the training were to build capacity of the participants for analysing gender, gender based violence and gender discrimination at workplace, analysing existing law and punishments against sexual harassment at workplace according to national and international law, declaration and standard, analysing to acquire knowledge on gender policy in Trade Union and to conduct activities, describing to define the activities of Trade Union in order to protest gender based violence.

SKOP and BILS affiliated senior leaders of national Trade Union Federations participated in the training

## Consultation meeting held in Chittagong

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A M Nazimuddin while BILS Information and Documentation Officer Pahari Bhattacharjee moderated the meeting.

TUC Chittagong President Tapan Dutta, Researcher and Associates Professor of Law Department of Chittagong University Muhammod Shaheen Chowdhury, JSL Central Joint Secretary Md. Shafar Ali, BILS Paralegal Coordinator Rizwanur Rahman Khan, labour leader Dilip Kumar Nath, Shahenewaz Chowdhury, Fazlul Kabir Mintu, Jaheduddin Shahin, Iftekar Kamal Khan, NGO representatives and on behalf of SSF member organisations Sharif Chowhan, Jainab Begum Chy, Jahedul Islam, Md. Rafiqul Islam, Adv. Jannat took part in the discussion.

Speakers said, though in some sectors like ship breaking, health etc. minimum wages has been declared, but it is not being fully implemented. Speakers opined that, mostly informal sector workers of Chittagong are the victim of mismanagement and overall decent work scenario of this region is very worrying. Workers are every now and then being deprived of their basic rights. They are not getting proper wages, leave and other benefits. The job security is not always there. We have to come forward to protect the workers' rights-SSF member organisation representatives said.

## Opinion sharing meeting on existing challenges in ship breaking industry

BILS, under its LO-FTF Project, organised an opinion sharing meeting titled, "Existing Challenges in Ship Breaking Industry and Future Activities" on July 28, 2018 at Hotel Mishkah in Chittagong. SBWTUF Convener Tapan Dutta chaired the meeting while BILS Programme Officer Monirul Kobir was present at the meeting as moderator. Discussants in the meeting said that, although the minimum wage of this sector was declared, it has not been implemented yet. Mobilizing the activities of the Forum, some organising decisions including preparing position paper, claims were taken in the meeting.

## Review and Experience Sharing Meeting of Paralegal Team

BILS, under its DGB-BW project, organized a half-day Review and Experience Sharing Meeting of Paralegal Team on July 25, 2018 at Hotel Mishkah Seminar Hall in Chittagong. The meeting was organised aimed at reviewing earlier activities and enhancing future activities of the team with effectiveness and smoothness.

BILS Programme Director Kohinoor Mahmood, BILS Secretary and BJSD President A M Nazimuddin, Paralegal Team activity Supervisor and Chittagong TUC President and senior TU leader Tapan Dutta addressed the meeting. Team members shared their opinion and experiences. The event was conducted by BILS paralegal Coordinator Rizwanur Rahman Khan.

## Workshop held on training manual development

BILS, with the support of Mondial FNV organised a workshop on manual development titled, "Advance Training on Gender and Gender based Violence" with the participation of area based organisers and Trade Union leaders from SKOP and BILS affiliated NTUC's and IBN cluster committee working in RMG sector on August 11, 2018 at BILS Seminar Hall.

The workshop was organised aiming to develop a training manual on advance training on gender and gender based violence issues for providing training to the participants.

SKOP Joint Coordinator Naimul Ahsan Jewel, Jatiya Sramik Federation President Quamrul Ahsan, BILS Life Member Md. Touhidur Rahman, FNV representative Mohammad Shahidullah, Jatiya Sramik League Savar area General Secretary Adv. Abdul Aoual, BILS Executive Council Member Kazi Rajima Akter Sathi, Jatiya Sramik League Women Committee Secretary Shamsunnahar Bhuiyan, BJSD representative Hamida Khatun, BFTUC representative Chaina Rahman and BILS Project Coordinator Kohinoor Mahmood and Nazma Yesmin participated in the workshop.



## Consultation meeting on violence and harassment prevention laws towards women in educational institution



Participants in consultation meeting for taking opinion and defining advocacy strategy to prevent violence

Gender Platform Bangladesh, with the support of BILS organised a consultation meeting for drafting of violence and harassment prevention laws towards women in educational institution and workplace on July 14, 2018 at BILS Seminar Hall.

Taking opinion and specific recommendations from Trade

Union leaders on proposed draft law and defining advocacy strategy were the main objectives of the meeting.

The consultation meeting was presided over by BILS Vice Chairman Shirin Akhter, MP while BILS Executive Director Syed Sultan Uddin Ahmmed was present at the

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## Opinion sharing and consultation meeting of SBWTUF



Chittagong labour leaders in the opinion sharing and consultation meeting

BILS, with the support of BILS LOFTF Project organised an opinion sharing and consultation meeting between different Trade Union Federations Central leaders and Ship Breaking Workers Trade Union Forum leaders on September 29, 2018 at meeting room of Hotel Asian S R in Chittagong.

SBWTUF Convener and TUC district President Tapan Dutta chaired the meeting while BILS Advisory council

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## Workshop on finalizing demand and memorandum for rickshaw-van puller



Part of workshop on finalizing demand and memorandum for rickshaw-van puller

A workshop titled, "Finalizing Demand and Memorandum for Rickshaw-Van Puller to include in the Citizen Charter" was held on September 27, 2018 at BILS Seminar Hall. Main objective of the workshop was to finalize the charter of demand for the Rickshaw-Van Puller to include into

the citizen charter of different government Ministry and Dhaka North and South City Corporation.

Finalizing the draft demands as memorandum to submit the Ministries and City Corporations to include in their Citizen Charter and

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## Partnership meeting with LOFTF Council representatives



LOFTF Council Special Consultatnt Jens Aarup addressed BILS Officials in partnership meeting

A six-day partnership meeting between BILS Officials and LOFTF Council representatives held on September 15-20, 2018 at BILS Seminar Hall. The meeting was organised aiming to review the project activities and determine the future activities.

LOFTF Council Special Consultant Jens

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## Consultation meeting on violence and harassment

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meeting as moderator. Professor of Anthropology Department at Jahangirnagar University and Gender Platform Bangladesh Coordinator Ainun Nahar PhD delivered the introductory speech. Leaders of Sramik Karmochari Oikya Parishad-SKOP, NCCWE, IndustriAll Bangladesh Council, Garments Sramik Karmochari Oikya Parishad(GSKOP), BILS Working Team and BILS leaders, Lawyers and representatives of Gender Platform affiliated organisations participated in the meeting.

## Workshop on finalizing demand and memorandum

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finalizing a poster and sticker text as campaign materials were the main discussed issues.

Sramik Karmochari Oikya Parishad- SKOP and BILS associated national Trade Union Federations Presidents and General Secretaries, BILS Executive Council Members and leaders of Rickshaw-Van Workers Federations participated in the workshop.

Earlier on September 22, 2018 another workshop on drafting citizen charter for rickshaw-van puller was held at BILS Seminar Hall. Main objective of the workshop was to draft charter of demand of the rickshaw puller to include in to the citizen charter of different Government Ministry and North and Sought area of Dhaka City Corporation.

Identifying department and organisations to submit the demands as memorandum for advocacy, selecting demands of rickshaw-van puller to include in the citizen charter and preparing draft campaign materials such as poster, sticker were the discussed issues in the workshop. BILS and BILS affiliated Trade Union leaders, academicians and BILS Officials participated in the workshop.

Another workshop on finalizing the contents of training manual for Trade Union organisers to equip with knowledge and skills for organising the rickshaw and van puller in order to protect their rights was held on August

30, 2018 at BILS Seminar Hall. BILS Project Coordinator Kohinoor Mahmood, Consultant K. A. Salam and BILS Training Network Members participated in the meeting.

## Opinion sharing and consultation

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member and Jatiya Sramik Jote President Mesbahuddin Ahmed, BILS Joint Secretary General Md. Zafrul Hasan, Jatiya Sramik Jote Bangladesh Central President Saifuzzaman Badsha, Bangladesh Free Trade Union Congress Secretary Pulak Ranjan Dhar, Bangladesh Jatiya Sramik Federation President Shameem Ara, Bangladesh Jatiyatabadi Sramik Dal Vice-President Md. Abul Kalam Azad, BILS Secretary A M Nazimuddin and Project Coordinator Kohinoor Mahmood were present among others in the meeting.

## Partnership meeting with LOFTF Council

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Aarup, BILS Joint Secretary General Md. Zafrul Hasan, Director and Project Coordinator Kohinoor Mahmood and Nazma Yesmin and BILS Officials were present in the meeting.

## Refreshers training of Young Trade Union Organisers held in Chittagong

BILS, with the support of DGB BW organised a three-day refreshers training for Young Trade Union Organisers on September 4-6, 2018 at Conference room of Hotel Asian S R in Chittagong.

BILS Secretary and Bangladesh Jatiyatabadi Sramik Dal Chittagong divisional President A M Nazimuddin inaugurated the training programme while Bangladesh Trade Union Centre Chittagong district President Tapan Dutta, BILS-DGB BW Project Coordinator Kohinoor Mahmood, Jatiya Sramik Jote Bangladesh International Affairs Secretary Monirul Kobir, BILS Paralegal Coordinator Rizwanur Rahman Khan conducted different sessions in the training programme.

## Review and Coordination Meeting of Young Organisers Team

As a part of BILS-DGB Project activity, a quarterly periodical review and coordination meeting of young organisers was held on September 12, 2018 at the Seminar Hall of Hotel Rax in Chittagong. Strengthening the efforts by the team members and encouraging them to organise and form newer Trade Unions in selected sectors of Chittagong.

In the meeting, a keynote paper was presented by JSJB Central Committee International Affairs Secretary Monirul Kobir which focused on the role and responsibility of young Trade Union organisers and leadership in terms of effectively functioning within the Trade Union managing time properly.

The major topic of discussion in this coordination meeting was basically on the formation and function of Trade Union, time-management by the Trade Union members and leadership, effective way of Trade Union functioning through proper time management, role of Trade Union leadership

BILS-LRSC Coordination Committee Chairman and BJSD, Chittagong President A M Nazim Uddin presided over the meeting while BILS-LRSC Paralegal Coordinator Rizwanur Rahman Khan, Programme Assistant Fazlul Kabir Mintu conducted different sessions of the programme. A total number of twenty two young organisers from different National Trade Union Federations participated in the programme.

Earlier on July 25, 2018 another meeting on same issue was organized at Hotel Mishkah Seminar Hall in Chittagong. BILS Secretary and BJSD President A M Nazimuddin, Chittagong TUC president and senior TU leader Tapan Dutta addressed the meeting. Team members shared their opinion and experiences.



## Consultation meeting on training manual development



Part of consultation meeting for developing training manual on advance training

BILS, with the support of Mondiaal FNV organised a consultation meeting on training manual development regarding advance training for organisers and Trade Union leaders at RMG sector on July 18, 2018 at BILS Library.

Preparing the participants on Trade Union management as well as effective management, participation

in collective bargaining, negotiation and effective social dialogue, taking steps for planning and defining strategies for implementation through identifying area based problems were the main objectives of the meeting.

BILS Executive Director Syed Sultan Uddin Ahmmed, IndustriAll

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## Area based planning meeting held

BILS, with the support of Mondiaal FNV organised an area based planning meeting with the participation of Trade Union Leaders of Tongi-Gazipur area on August 30, 2018 at BILS Seminar Hall.

Main objectives of the meeting were to coordinate area based committees regularly, to contribute in protesting violation of workers' rights and gender based violence at workplace through the implementation of social activities and active participation in social dialogue.

Forming Union in garments sector, identifying challenges of Trade Union, organising social programmes as well as social dialogue and protesting gender based violence at workplace were the discussed issues in the meeting.

BILS Joint Secretary General Md. Zafrul Hasan delivered the welcome speech while BILS-FNV Project Advisory Committee Member Shamsunnahar

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## Workshop held on determining advocacy and community outreach



Participants in the workshop on determining advocacy and community outreach

BILS, with the support of Mondiaal FNV organised a workshop on determining advocacy and community outreach on August 11, 2018 at BILS Seminar Hall.

Taking recommendations from the concerned leaders on workers' social safety, improvement of

livelihood, social dialogue, health safety, compensation, insurance, inequality and dignity of women workers at workplace, setting an outline regarding probable advocacy activities for the implementation of community

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## Human chain formed raising voice against the violation of rights instantly

BILS, with the support of DGB BW formed a human chain to raise voice against the violation of rights instantly on August 12, 2018 at the premises of Chittagong Press Club. The human chain was formed aiming to ensure labour rights and decent work, protect workers' job security especially of Glaxo Smith Kline of Chittagong Factory.

TUC Chittagong District Committee President Tapan Dutta presided over the human chain while JSL Central Joint Secretary Md. Shafar Ali, BILS Secretary and BJSD Chittagong President A M Nazimuddin, Glaxo Smithkline Employees Union CBS Secretary Md. Azam, Consumers Association of Bangladesh Chittagong Organising

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## Consultation meeting

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Bangladesh Council Secretary General Md. Towhidur Rahman, BILS Executive Council Member Shakil Akhter Chowdhury, Bangladesh Supreme Court Advocate A. K.M. Nasim, Bangladesh Biplobi Garments Sramik Federation President Salauddin Swopon Samajtantrik Sramik Front Office Secretary Khalekuzzaman Lipon, BILS Project Coordinator Kohinoor Mahmood and Nazma Yesmin, Senior Trainer Khandokar A. Salam, Federation of Garments Workers Organiser Iffatara Shely were present in the meeting among others.

## Workshop held on determining advocacy

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outreach strategy was the main objective of the workshop.

Setting type and activities of probable advocacy, determining probable target group, identifying weakness of laws and policy, identifying probable advocacy strategy and stakeholder, determining probable perspective and issues were the discussed issues in the workshop.

BILS-FNV Project Advisory Committee Members, Coordinators of SKOP and IndustriALL Bangladesh Council Cluster Committee and BILS Officials participated in the workshop.

## Area based planning meeting held

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Bhuiyan was present as moderator. Besides, Sramik Karmochari Oikya Parishad-SKOP Joint Coordinator Naimul Ahsan Jewel, IndustriALL Bangladesh Council Secretary General and Tongi-Gazipur Cluster Committee Coordinator Salauddin Swopon, BILS Director and Project Coordinator Nazma Yesmin and SKOP affiliated and BILS associated national Trade Union Federation and IndustriALL affiliated Federations Local Trade Union Leaders related with RMG of Tongi-Gazipur area, BILS Leaders and Officials participated in the meeting.

Earlier on August 29, 2018 another meeting on same issue was organised at Bangladesh Jahaji Federation Training and Culture Centre in Narayanganj.

Sramik Karmochari Oikya Parishad-SKOP

Joint Coordinator and BILS Vice Chairman Alhaj Sukkur Mahamud delivered the welcome speech while IBC, Narayanganj Cluster Committee Coordinator and Bangladesh Jatiya Garments and Textile Sramik Karmochari Parishad President Hedayetul Islam, representatives from SKOP Narayanganj area Coordination Committee and Trade Union Leaders of Narayanganj area participated in the meeting.

## Human chain formed raising voice

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Secretary Jannatul Ferdous, COATS Bangladesh Limited Workers Union President Sheikh Md. Abdul Mannan participated in the human chain.

Speakers said, it is very unfortunate and sad to say that Glaxo Smithkline has been running business in Bangladesh since many decades with enormous profit and goodwill. But all of a sudden in the beginning of August the company management declared to close its' Chittagong factory without any previous notice. Thus hundreds of workers and employees of the company lost job and fell into severe uncertainty of livelihood. Speakers asked the honorable prime minister to take off the factory and run it as earlier.

## Sramik Nirapotta Forum meeting held

Sramik Nirapotta Forum organised a planning meeting on July 29, 2018 at BILS Seminar Hall, Dhanmondi, Dhaka. It was organised aiming to take SNF members recommendations on finalizing SNF Operational Guideline and joint declaration, finalizing SNF management system and determining future activities of SNF.

Sramik Nirapotta Forum Convener Dr. Hameeda Hossain chaired the meeting while BILS Joint Secretary General Dr. Wajedul Islam Khan, SKOP Joint Coordinator Naimul Ahsan Jewel, JSJ Working President Md. Abdul Wahed, BLAST Deputy Director Advocate Barkat Ali, Awaj Foundation President Momotaj Begum, ASK Advocacy Officer Anirban Saha, BNWLA Legal Officer Ferdous Niger, Safety and Rights Services Executive Director Sekender Ali Mina, Action Aid Bangladesh SRAMIC

Project Manager Afroza Akhter, Nari Pokkho Member Kamrun Nahar, Karmojibi Nari Programme Director Sanjida Sultana, BILS Executive Director Syed Sultan Uddin Ahmmed and Programme Director Nazma Yesmin were present in the meeting.

## Consultation Meeting for Drafting TU Position Paper on Ship breaking

BILS under its' LO-FTF project organised consultation meeting for drafting Trade Union position paper on Ship breaking on August 28, 2018 at Seminar hall of BILS-LRSC, Chittagong.

The consultation meeting was presided over by Ship breaking Workers Trade Union Forum Convener Tapan Dutta. Researcher on labour issues and Associate Professor of Department of Law at Chittagong University Muhammed Shaheen Chowdhury presented a primary draft on which discussants discussed in details. The meeting was addressed among others by SBWTUF Joint Convener A M Nazimuddin, Treasurer Rizwanur Rahman Khan, Members of the Forum namely Md. Mosiuddowla,, Md. Nurul Abser, K M Shahidullah, Abdur Rahim Master, Md. Ali. On behalf of BILS, Pahari Bhattacharjee and Fazlul Kabir Mintu were also present during the meeting.

In the consultation, national laws and regulations on ship breaking were the focal discussion issues. Besides, existing trade union scenario, OSH situation, role of the stakeholders were also discussed in the meeting. SBWTUF leadership unanimously agreed to add the followings in the TU position paper yet to be finalized.

Discussants in the meeting recommended to enhance pro-activeness of environment directorate and the department of explosives officials of DIFE in case of implementing labour and environment laws and rules in ship breaking sector, to clarify the formation and function of one stop service in this sector, to prepare a customized guideline for ensuring workers safety, to ensure free and fair Trade Unionism in this sector, to take steps for modernizing the existing yards and banning the illegal allotments to form new ship breaking yards, to shift this in dry docks in near future.



## BILS participation on observing Right

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Secretary Md. Mohibul Hossain and representatives from various NGOs participated in the rally.

Mentioning Right To Information as an approach of free flow of information which creates a good relationship between the state and its people Information Minister said that, this right spreads out information and knowledge and prevents propaganda.

Chief Information Commissioner said that, Right To Information Act is the only Act which is applied on state and its concerned organisations by the people. Being informed about this Law people will be able to establish their rights, he added.

## Roundtable held on Rohingya Refugee

(After Page-12)

Corporation Mayor Muzibur Rahman (Mujib) said that, local people are now facing various obstacles due to the influx of Rohingyas. Local laborers are losing jobs, our surroundings and the overall natural environment is being rapidly changed with the long term stay of the refugees. We have to send them back in Myanmar peacefully as soon as possible. For this TU leadership all over the world and civil society should create a pressure upon autocratic Burmese government. Discussants recommended engaging the political and cultural leadership and administration largely in such discussions and dialogue.

BILS Secretary and Chittagong JSL Joint Secretary Md. Shafar Ali, BILS Secretary and BJSD, Chittagong Divisional Committee President A M Nazim Uddin, BILS-LRSC Centre Coordination Committee Member Tapan Dutta, BILS-LRSC Information and Documentation Officer Pahari Bhattacharjee and local leadership of Trade Unions participated in the roundtable.

## Workshop held on trade union participation

(After Page-12)

discuss on fundamental rights of the workers, concept of living wage, tools and techniques of effective negotiation, social dialogue and mapping.

Trade Union Official for International Affairs Agriculture, Food and Industry, Mondiaal FNV Rene Kouwenhoven, Mondiaal FNV Policy Advisor Ruben Korevaar, IndustriALL Bangladesh Council Secretary General Md. Salauddin Shapon, BILS-FNV Project Advisory Committee Member Shamsunnahar Bhuiyan, FNV Bangladesh Consultant Md. Shahidullah, BILS Executive Council Member and Senior Trainer Md. Shakil Akhter Chowdhury, Project Coordinator Nazma Yesmin and Cluster based RMG TU Leaders from 12 Union and Federations affiliated with SKOP and 12 Unions and Federations affiliated with IndustriALL participated in the workshop.

## Workshop with Different Stakeholders

(After Page-12)

and Fishing cooperative leadership was the main objective of the workshop.

Khudra Fisheries Co-operative Society, Bangladesh President Harun-Or-Rashid presided over the workshop while TUC, Barishal President and SKOP Barishal Convener A. K. Azad, JSL, Barishal President Shajahan Howladar, JSF, Barishal President M. G. Faruque and General Secretary Jahangir Hossain, SSF Barishal Advisor Dr. Monisha Chakraborti and Trade Union leaders, Journalists and workers with fishing participated in the workshop.

Participants in the workshop recommended for ensuring transparency to select the Fishing Workers card, ensuring transparency of government food support scheme

during distribution, raising voices to formulate any special bank or fund scheme to provide interest free loan, developing GPRS tracking system for the workers with fishing in deep sea, ensuring radio frequency in the boat and establish radio system in the off shore, establishing cold stores for preserve fish in the landing point, formulating rehabilitation scheme for river corrosion fisherman, raising awareness about the ocean law to fishing workers, creating floating shelter home on the deep see.

Another workshop on same issue was held on July 28, 2018 at the Hotel Mishkah Seminar Hall in Chittagong. The workshop was presided over by BILS Secretary and JSL Central Joint Secretary Md. Shafar Ali and conducted by BILS Program officer Monirul Kobir while Chittagong SKOP Convener Tapan Dutta, BILS Secretary A M Nazimuddin, BILS Executive Director Syed Sultan Uddin Ahmmed FES Programme Coordinator Arunduty Rani and representatives of NGO's, fishing workers union and NTUC's participated in the meeting.

Discussants in the meeting urged to build a strong network comprising of fishing workers organizations, NGOs, CSOs and individuals in true sense with a view to protect the rights and interests of the fishermen.

Earlier on July 17, 2018 another workshop was organised at BILS liaison office in Khulna with the same issue. Developing a regional network among Trade Union and workers with fishing of three districts Khulna, Sathkhira and Bagerhat, for their safety and protection, importance of the network, network structure, scope and challenges were the discussed issues of the workshop.

Senior prominent Trade Union leader B M Jafar chaired the workshop while senior Trade Union leadership from Khulna, representatives of fisheries cooperative from Bagerhat and Khulna, FES Programme Coordinator Arunduty Rani and BILS Programme Officer Monirul Kobir participated in the workshop.

**Workshop held on trade union participation in effective negotiation and social dialogue ensuring Decent Work**



Participants in workshop on effective negotiation and social dialogue ensuring decent work

BILS, with the support of Mondiaal FNV organised a workshop titled, "Trade Union Participation in Effective Negotiation and Social Dialogue Ensuring Decent Work" on September 10, 2018 at BILS Seminar Hall. Capacity building of the Trade Union Leaders on negotiation process and effective dialogue in order to ensure decent work was the main objective of the workshop. The workshop was organised aiming to

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**Workshop with Different Stakeholders on ensuring the safety and social protection of Fishing Workers**



Chittagong labour leaders in workshop for ensuring safety and social protection of fishing workers

BILS, with the support of Friedrich-Ebert-Stiftung (FES) organised a workshop titled, "Workshop on Safety and Social Security of Fishing Workers" on September 12, 2018 at Hotel Silver Spoon in Barishal aiming to form a network for the safety and protection of the workers with fishing. Creating a regional network among trade Union

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**BILS participation on observing Right to Information Day**



Information Minister Hasanul Haq Inu, MP is in the Rally with the participants observing Right To Information Day 2018

BILS participated in a rally held on September 30, 2018 in front of National Press Club on observing Right to Information Day. Besides, a fair was organised at Music and Dance Auditorium of Shilpokola Academy aiming to create awareness regarding Right To Information Act where BILS along with various NGOs participated with their publication on Right To Information.

Chief Information Commissioner Martuza Ahmed presided over the rally where Information Minister Hasanul Haq Inu, MP was present as chief guest. Among others Additional Secretary of Ministry of Information Md. Abual Hossain, Information Commissioner Nepal Chandra Sarkar and Suraiya Begum, ndc and Information Commission

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**Roundtable held on Rohingya Refugee crisis and its impact in local labour market**



Discussants in the roundtable for discussing on labour market due to influx of Rohingya refugees

BILS, with the support of DGB BW organised a roundtable titled, "The Rohingya Refugee Crisis: Impact on Local Labour Market, Role of Trade Union" on September 15, 2018 at the seminar hall, the district council auditorium of Cox's Bazar in Chittagong. Creating awareness

among the local leadership and citizens regarding the impact on labour market due to the influx of Rohingya refugees was the main objective of the roundtable.

In the meeting Cox's Bazar City

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