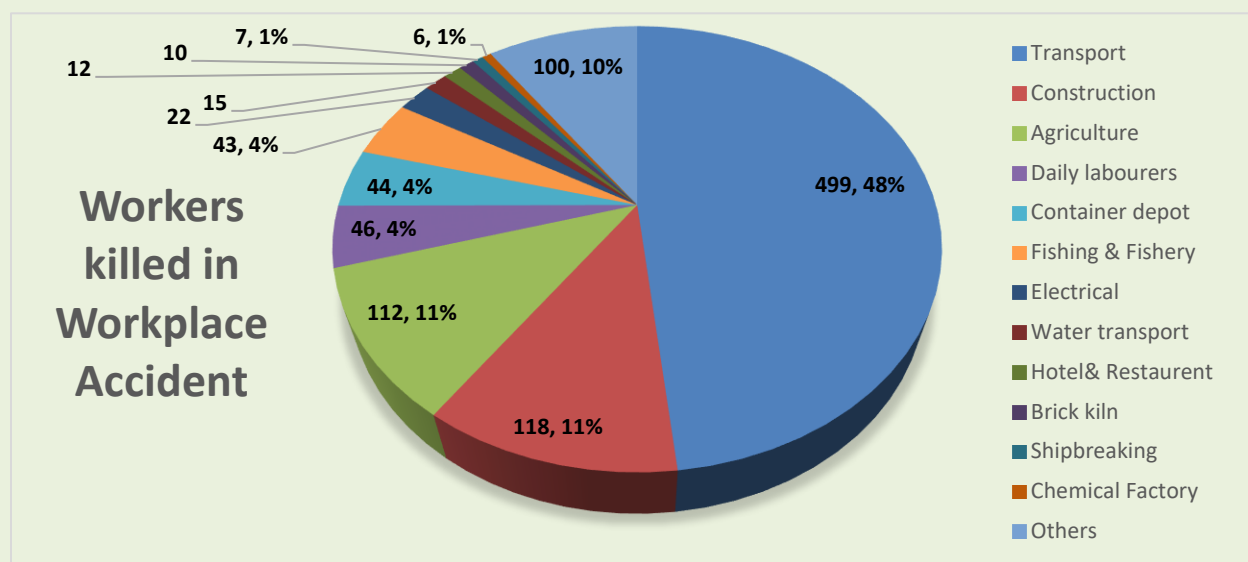


### Bills Survey on Workplace Situation-2022

## At least 1034 workers killed and 1037 injured at workplace in Bangladesh

In 2022 at workplace in Bangladesh, at least 1034 workers killed and 1037 injured in different kind of accidents. This information revealed from national newspaper survey conducted by BILS in 2022. It is also found in the survey that 135 workers also killed and 155 injured due to workplace torture. There were 196 labour unrest in various

third highest number of 112 (11%) workers died in the agriculture sector. Besides 46 daily labourers (less than 5%), 44 in container depot, 43 fish and fishery workers, 22 electrical workers, 15 in water transport sector, 12 hotel restaurant workers, 10 bricklayer workers, 7 shipbreaking industry workers, 6 chemical factory workers and



sectors, out of which 115 labour unrest occurred in the garment sector. The survey highlighted accidents, torture, labour unrest and related issues.

According to survey data, 1,034 workers died in workplace accidents in 2022 (2% less than in 2021), of which 1,027 (99%) were men and 7 (1%) were women workers. By sector, the highest number of 499 (48%) workers died in the transport sector. The construction sector had the second highest number of worker deaths at 118 (11%). The

100 workers in other sectors were killed.

In 2022, 1037 workers were injured in workplace accidents, of which 964 (93%) were men and 73 (7%) were women workers. Maximum 503 (49%) workers were injured in the fisheries sector. 125 people (12%) were injured in the second highest container depot. In the third largest garment sector, 90 (9%) workers were injured. Besides, 87 people (8%) in the transport sector, 86 (8%) in the construction sector, 25 in the water transport sector, 23 in the

ship breaking industry, 15 in the manufacturing industry, 15 in the agricultural industry, 12 in the medicine factory, 9 as day labourers, 7 in steel mills and 40 workers in other sectors were injured.

Road accident, electrocution, lightning, fire, sinking of trawler in stormy sea, injury from falling object, fall on head, poisonous gas, marine accident, wall/roof collapse, cylinder explosion etc. are some of the causes of accidents at work.

According to the survey, in 2022, 36 workers were killed and 122 injured while commuting to work. Among the deceased, 13 (36%) were women workers, while 53 (43%) of the injured were also women workers. It should be noted that in 2021, at least 91 workers were killed and 114 workers were injured on their way to work.

According to the survey based on newspapers, 338 workers were victims of workplace torture in 2022. Among them 294 (87%) are men and 44 (13%) are women workers. Of the 338 people, 135 were killed, 155 were injured, 34 were missing, 1 was reported as a suicide, and 13 abducted were later recovered by the police. Among the abductees were 10 fishermen and three bricklayers.

The highest number of 90 (27%) labour victims were in the transport sector, of which 64 were killed and 26 injured. The second highest 66 (20%) workers were subjected to torture in the fisheries sector, out of which 4 were killed, 22 injured, 30 missing and 10 workers were rescued by the police. The third highest number of 33 (10%) domestic workers were victims of violence, of which 12 were killed, 20 were injured, and 1 case of suicide was reported.

Besides, 33 media workers were tortured, out of which 1 was killed and 32 were injured. 29 security personnel were tortured, out of which 10 were killed and 19 injured. 25 workers in the agricultural sector were subjected to torture, of which 18 were killed, 6 injured and 1 missing.

Types of workplace violence include physical abuse, rape, stabbing, murder, mysterious death, kidnapping, beating etc.

According to the survey, 330 workers were subjected to torture outside the workplace in 2022. Among them, 213 people were killed, 74 were injured, 1 person was missing, and 42 people were reported to have committed suicide. Out of 330, 252 (76%) are men and 78 (24%) are women workers.

At least 85 (26%) of the workers were subjected to violence outside the workplace in ready-made garment industry, out of which 40 were killed, 34 injured, 1 missing, 10 cases of suicide were reported. The second highest number of 58 (18%) labour victims were in the agricultural sector, of which 43 were killed, 8 injured and 7 committed suicide. The third highest number of 46 (14%) labour victims were in the transport sector, of which 34 were killed, 7 were injured, and 5 committed suicide. Besides, 21 workers were subjected to torture in the construction sector, out of which 16 were killed, 2 injured and 3 committed suicide. 14 day labourers were tortured, out of which 8 were killed, 3 injured and 3 committed suicide.

85 (26%) of the workers were subjected to violence outside the workplace in ready-made garment industry, out of which 40 were killed, 34 injured, 1 missing, 10 cases of suicide were reported. The second highest number of 58 (18%) labour victims

were in the agricultural sector, of which 43 were killed, 8 injured and 7 committed suicide. The third highest number of 46 (14%) labour victims were in the transport sector, of which 34 were killed, 7 were injured, and 5 committed suicide. Besides, 21 workers were subjected to torture in the construction sector, out of which 16 were killed, 2 injured and 3 committed suicide. 14 day labourers were tortured, out of which 8 were killed, 3 injured and 3 committed suicide.

Types of harassment outside the workplace include physical abuse, rape, gang rape, sexual harassment, stabbing, murder, mysterious death, kidnapping, beating etc.

In 2022, a total of 196 labour unrest occurred in various sectors. The highest number of 115 (79%) incidents of labour unrest occurred in the garment sector. The second highest incidence of labour dissatisfaction at 15 (8%) occurred in the *beedi* industry. The third highest number of 14 (7%) cases of labour unrest occurred in the jute industry. Apart from this, 11 incidents of labour dissatisfaction occurred in transport, 10 in textile industry, 5 in hotel restaurant sector, 4 in railway and 22 in other sectors.

According to the survey, the highest 89 (45%) cases of worker dissatisfaction occurred due to salary arrears. Apart from this, 40 (20) cases of worker dissatisfaction occurred due to demands, 19 (10) due to demands for opening of closed factories, 11 (6) due to demands for salary increase, 7 due to lay-offs, 6 due to demands for bonuses and 24 due to other demands.

10 workers were injured while protesting. Among the injured were 7 men and 3

women workers. All the injured were textile mill workers.

Patterns of labour unrest included demonstrations (104, 53%), highway blockades (35, 18%), human blockades (12, 6%), strikes (9, 5%), walkouts (8, 5%), hunger strikes (5, 3%), distribution of memorandums, rallies etc.

## Consultation Meeting held with National Trade Union Leadership

BILS and CARE Bangladesh Jointly organized a consultation Meeting held with National Trade Union Leadership to Share the progress of ILO convention 190 and seek recommendations and Support for upstreaming on December 21, 2022 at BILS Seminar Hall, Dhanmondi, Dhaka.



BILS Vice Chairman Shirin Akhter MP chaired the meeting while BILS Secretary General and Executive Director Nazrul Islam Khan delivered the welcome speech. While USAID representative Emelda Mollick, CARE Bangladesh Acting Director Rownak Jahan and National Trade Union Leaders were present the meeting.

Main Objective of the meeting to update the progress of C-190 and seek recommendations for upstreaming the C-190. Haring the progress of C190 and way forward for upstreaming the ratification issues are discuss in the meeting.

Mainly these types of recommendation come up from the meeting, To provide skill development training on ILO convention-190 to National Trade Union Federations for upstreaming the GBVH issues; Organised national level dialogues, lobby advocacy, rally, media campaign and Organised separate programs through Trade Union Federations on ILO Convention-190.

## Consultation meeting with IBC Leadership

A consultation meeting with Industrial Bangladesh Council (IBC) Leadership took place on 26 January 2023 at the BILS seminar hall aiming to Draw recommendations and a way forward to expedite the ratification of ILO convention 190. Md. Amirul Haque Amin, president, IBC, presided over the meeting where Kutubuddin Ahmed, General Secretary, IBC, Ruhul Amin, President, Bangladesh Federation of Workers Solidarity (BFWS), China Rahman, General Secretary, Federation of Garments Workers- FGW, Md. Nurul Islam, General Secretary, United

Federation of Garments Workers (UFGW), and many other prominent IBC leaders were present at the meeting.



Besides Ms. Emelda S. Mullick, AOR, Thrive Activity and Project Management Specialist, USAID Bangladesh, Sazzad Kamal, USAID, Rawnak Jahan, Director (Acting), CARE Bangladesh Babul Azad, acting project director, USAID's Women Thrive in Bangladesh, Kohinoor Mahmood, Director, BILS and some other relevant officials from BILS & CARE were present & contributed at the meeting.

All the participants consented to take effective initiatives at the word of work level for eradicating Gender base violence & harassment as well as for ratifications in Bangladesh.





# Multi-stakeholder consultation meeting to share the progress of C-190

BILS organised a multi-stakeholder consultation meeting with different stakeholders to share the progress of C190 and identify their roles on prevention of harassment at the world of work on March 29, 2023 at Asia Hotel & Resorts, Topkhana Road Dhaka. Mr. Md. Matiur Rahman, Joint Inspector General (Finance and Planning) from Dept. of Inspection for Factories and Establishments - DIFE has delivered a presentation on 'Govt. initiative to reduce discrimination and workplace harassment

## Recommendations from Meeting:

- ☐ A framework needs to be formed with the help of a line Ministry (Labour Ministry) to take it to Cabinet
- ☐ Policy analysis needs for the ratification of C-190
- ☐ Combined effort should be made for ratification
- ☐ Street Activism is necessary
- ☐ Tripartite effort will expedite ratification of C-190



towards protecting Women Workers' and Kohinoor Mahmood, Director-BILS has presented on 'Present Status of Women Workers regarding GBV and actions to be taken for the ratification of ILO Convention 190'. A Total of 38 person participated the meeting among which 16 are female and 22 are male.

Largely four different stakeholder groups participated the meeting which are Govt. official, TU & Employers. They discussed their existing roles & activities and way forward to expedite the the ratification of ILO Convention- 190.

- ☐ TCC is responsible to discuss on ILO Instruments; so TCC representative should have participated the meeting.
- ☐ Mass awareness raising needed (Especially in Social media)
- ☐ Need to identify the specific role of govt. as the ratification authority
- ☐ We need to get prepared so that after ratification we can ensure women workers rights
- ☐ All requirements for the ratification are already in hand. Need specific action.

# Workshop on Sensitization of C-190, gender gaps in legal framework and identify role of IBC Women leadership

BILS organised a workshop on April 17, 2023 at BILS Seminar Hall for IBC Women Committee members with a view to sensitize ILO C-190 and discuss on gender gaps in legal framework; and identify. Kutub Uddin Ahmed, General Secretary-IBC & Member Advisory Council-BILS chaired the workshop. Md. Babul Azad, Acting Project Director, USAID's Women Thrive in Bangladesh Thrive Activity shared the Overview and CARE Contribution to ILO Convention 190 and Ms. Kohinoor Mahmood Kohinoor Mahmood, Director-BILS shared the Gaps in Existing Legal Framework Addressing GBVH in light of the mandates C-190. Kazi Rahima Akter Shathi, Member- BILS Executive Committee; Nasrin Akter Dina, Member, BILS Executive Committee and China Rahman, Women Affairs Secretary-IBC shared their expert opinion on the C-190, gender gaps in legal framework and role of women leadership for prevention of harassment at the world of work with the female leaderships of IBC. A Total of 23 persons participated the meeting among which 19 are female and 04 are male.

## Recommendations from Meeting:

- IBC Women's Committee can form area-based women's committee for area-based action on different issue like raising awareness in C-190;

- Different awareness raising activities could be done (like distributing leaflets on 'The Prevention of Oppression against Women and Children Act, 2000', National International Day Celebrations etc.
- Preparing an all-federation common position paper on the ratification of C-190;



- A memorandum can be submitted to govt. on the ratification of C-190;
- Organizing different campaign on the ratification on C-2190;
- Support needed for organizing campaign and raising awareness;
- Support needed for organizing tripartite discussion for the ratification of C-190;
- Different workplace-based sensitization on C-190 for the workers;
- Organize different training to increase capacity for raising awareness;
- Advance training for IBC Women's Committee on C-190 and Gender Based Violence (GBV);

# Consultation Meeting with Women Committees Leadership of National Trade Union Centers

BILS organised a consultation meeting with women committees' leadership of national trade union federations on January 30, 2023 at BILS Seminar Hall with a view to draw their recommendations on ratification of ILO convention 190 .

program where Rowshan Jahan Shathi, former MP and member, advisory council, BILS, Nargis Jahan, Member of BILS EC committee and many others women committee leaderships & BILS women leaderships were present & contributed in

Women committees of NTUC is the associate wing of the National Trade Union Centers which are responsible particularly for the organizing of women workers in Bangladesh. They have been unionizing women workers at the factory, regional & national levels as well as conducting awareness-raising discussions, facilitating capacity-building training on collective bargaining & negotiation, grievance handling, maternity protection, gender-based violence & different workers' rights issues among women workers. Undoubtedly the women's committees' leaderships are the potential stakes of the national trade union activities. Regarding their potentiality, BILS & CARE BD considered organizing consultation meetings with the women's committee's leadership to expedite the ratification of ILO convention 190 for drawing their recommendations.

Ms. Shamsun Nahar, MP, a prominent woman trade union leader & secretary, EC committee of BILS presided over the



the meeting. Besides Babul Azad from CARE Bangladesh and Kohinoor Mahmood & Monirul Kobir were present & facilitated the events from BILS.

## The key recommendations of the programme

- Raising self-awareness on Gender-based violence & harassment in the world of work.
- Enhancing the capacity of the women leadership by providing training, workshop
- Open dialogue with the employers & government
- Organizing yard meetings in the industrial zone for raising awareness among the workers
- Enhancing the working relationship between male & female workers



# Workshop with Youth Committee's Leadership of National Trade Union Centers

A workshop took place in Chattogram with Youth Committee leadership aiming to sensitize C-190 and present the gender gaps and identify their roles and approach to mitigate gender gaps in the world of work. M. Nazim Uddin, Chairman of the Center Coordination committee, BILS-LRSC chattogram, and eminent trade union leaders in chattogram presided over the workshop

where Md. Abdul Majid from CARE Bangladesh, Tapan Dutte, a prominent trade union leader in Chattogram,

Kohinoor Mahmood, Director, BILS, and many other Youth trade union leaders were present and spontaneously participated & contributed at the workshop.

## The key recommendations of the programme:

- Developing different types of campaign materials like posters, leaflets, and little magazines and distributing them among the workers, government representatives & human rights activists in chattogram
- Celebration of women's day
- Developing apps-based campaigns

- Capacitating the youth trade union leaders through long time training

Youth Committee is a very important wing of BILS in Chattogram which is famous as a "BILS Youth Trade Union Network". All youth trade union leaders came from NTUC of Chattogram areas. They are very organized and active in the Chattogram



areas on workers' rights & entitlement. The youth network comprised 85 Members. The youth network has its own messenger group and they have been doing lots of activities like grievance handling, workers' compensation collection bargaining, campaign, and mass gathering for awareness raising on different workers' issues in Chattogram. Considering the youth network potentiality, BILS and CARE BD planned to organize a workshop with Youth Network in Chattogram.



# Project inception of Empowering Women through Civil Society Actors in Bangladesh

BILS has started a new project titled, “Empowering Women through Civil Society Actors in Bangladesh” with the support of OXFAM in Bangladesh & European Union with a view to empower women workers at tea garden. BILS organized the project inception meeting on March 18, 2023 at Asia Hotel and Resort in the Capital.

Shah Mohd Abu Zafar, BILS Advisory Committee Member presided over the

meeting, while Abul Kalam Azad, Secretary, of BILS was present as Moderator. Senior trade union leaders, CSO representatives, human rights activists, OXFAM in Bangladesh, and BILS officials were present and contributed to the meeting.



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Naimul Ahsan Jewel, Member, Advisory Council, BILS, delivered welcome address. He said, tea garden workers are much marginalized, and in the context of rights and decent work conditions women's tea garden workers' situation is worst. He

appreciated the implementation of women workers empowerment project at tea garden sector in Bangladesh by BILS with the help of Oxfam and European Union.

Shahajadi Begum, Feminist Leadership and partnership specialist of OXFAM in Bangladesh briefed the basic of the project. Women workers in the tea garden sector are deprived of their basic rights and discrimination exists in the tea garden sector, she added. She mentioned, OXFAM had been working to reduce discrimination in the sector with BILS.

Monirul kobir, Project Coordinator, presented the project at a glance and described the project goal, outcome, output, activities, and

project locations.

Shamim Ara, Joint Convener, SKOP pointed out that we need to do more for women's rights and empowerment and in this connection we can include ILO Convention 190. She also claimed social funds, and ration for the tea garden workers to the government.

Sanju Goswami, General Secretary of Longla valley thanked BILS and OXFAM in Bangladesh for the project. He complained

that a tea garden worker works from dawn to dusk but there is no provision of washroom for them. The women tea garden workers do get not maternity leave for 4 months, although the government provision is 6 months, he claimed. Women workers usually and even during their pregnancy period carry from 24 to 100 kgs of tea leaf's up to 2 kilometers, he disclosed.

Abdul Kader Howlader, Joint Convener, SKOP mentioned we should not make any difference between men and women workers and we should treat all as workers. He advised the audience, to go to workers as a friend, not as a teacher or supervisors. He added, no issues are included elaborately in the SKOP manifesto, so we need to work together meaningfully for the women tea garden workers in Bangladesh.

In the open discussion session, Badal Khan, General Secretary of Bangladesher Jatyia Shramik Jote, Md. Abul kalam Azad, Vice President of Jatyiatatabadi Sramik Dal, Pulak Ranjan Dhar, Secretary of Bangladesh Free Trade Union Congress, Razekuzzaman Ratan, President of Socialist labour front, Shakil Akhter Chowdhury, General Secretary of Bangladesh labour Federation, Saifuzzaman Badsha, President of Jatyia

Sramik Jote Bangladesh, A M Fayeze Ahmed, President of Jatyia Sramik Federation, Abu Eusuf Mollah, Life Member of BILS, Kazi Rahima Akhter Shathi, General Secretary, of Jatyia Mohila Sramik League, Advocate Sharmin Sultana, Vice President of Bangladesh Labour Court Bar Association, Md Tariquzzaman, Deputy Director of BTS, Sheikh Rumana, Executive director of BOMSA delivered their speech among others.

Speakers mentioned, women workers are vulnerable and marginalized in the context of their rights, working hours, maternity leaves, water and sanitization facilities and they are also less privileged to the government and employers. All the speakers agreed to work for the women tea garden workers to ensure their rights and Decent Work conditions in Bangladesh.

Shah Mohd. Abu Zafar, Chair of the program mentioned, SKOP could include the tea garden worker's rights and Decent Work issues in their 9 points demands and also could submit a memorandum to Bangladesh Tea Estate Association to protect the rights and decent work for the women tea garden workers.



# National dialogue for sharing joint action plan on Decent Work for Domestic Workers

BILS organised a national dialogue with different stakeholders to share the joint action plan on rights, protection and Decent Work for Domestic Workers at Asia Hotel and Resorts on January 31, 2023.



Panelists from policy makers, government, local government, civil society, national trade union federations, employers, domestic workers, international organizations, National Domestic Workers Rights Network (DWRN), media, project partners and members of Consultative Forum formed to support the Securing Rights project were present at meeting.

A total of 62 people participated the event (F- 25, M- 37). Amirul Haque Amin, Vice Chairman, BILS chaired and Mujibul Haque MP was the chief guest at the event.



## Some important recommendations received from the meeting:

- The issue of domestic workers database development is a matter of lobby with Mayor and CSOs need to take necessary actions;
- Database of domestic workers will solve many problems like (introducing social safety, emergency relief distribution, registration, protection from violence etc.)
- The issue of domestic workers dignity may be included in the education curriculum;
- Domestic workers 'children's education should be ensured by govt. or employer.
- Convention ratification shall impose some bindings on introducing law on this sector;
- Domestic workers can be organized through unregistered union,
- A labour law amendment can be made for just the freedom of association of the domestic workers.
- Religious values are important for the protection of domestic workers from violence and harassments;
- Local ward councilors may play a vital role for the database development of the

domestic workers

- Employers attitude towards domestic workers need to be changed;



# Research dissemination programme on Decent Work for Domestic Workers and Intersections with VAWG/GBV

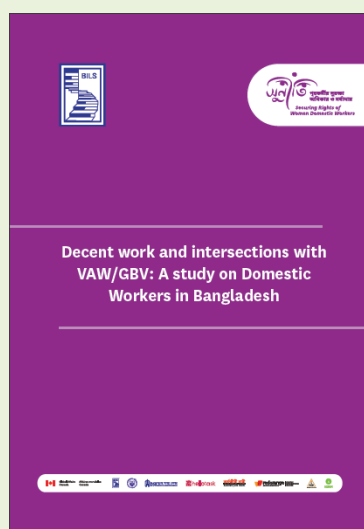
BILS under its Securing Rights project supported by OXFAM in Bangladesh organised a research dissemination programme at the National Press Club Lounge in Dhaka on February 12, 2023. Report of the research titled by “Decent Work and Intersections with VAWG/GBV: A Study on Domestic Workers in Bangladesh” conducted by Dnet for BILS under the project has been shared with government, local government, policy makers, media, trade union, civil society and project partners.



evidence-based advocacy and shall generated knowledge for civil society actions and interventions.

## Objective of the research:

The overall objective of this study is to find the priority issues of domestic workers including during COVID and after COVID issues, analyse the present situation of



overall status of decent work and assess the situation of rights to dignified job for them in the informal sector in Bangladesh addressing an intersection with VAWG/GBV.

Study findings would be the tool for lobby,

## Some Recommendations from media sharing:

- If we can bring this sector under the platform economy/ gig economy it can be a 10.2-billion-dollar local market in Bangladesh where both business, workers and employers all along can be benefitted.
- Inclusion of domestic workers in the labour law and implementation of the DWPWP, 2015 is necessary.
- large sector of 22 lacs workers has no declared wage which is urgent.
- Ratification of ILO convention necessary.
- Beside CSOs govt. must put emphasis on DW issues.

Media can play a very important role to establish this sector to be considered as an industry.

# BILS observed Intl'l Women's Day-2023 with due dignity and respect

On the occasion of International Women's Day 2023 BILS organised different events at Bhashantek Rehabilitation Project in Dhaka on March 1, 2023. Human chain, rally and domestic workers gathering with a discussion meeting followed by *Kobi Gaan* (Folk Song) dedicated for domestic workers were included in the programme. A total of 350 people (F-310, M- 40) participated the event.



At the beginning, domestic workers gathered at the BRP ground, organized and demonstrated a rally starting from BRP ground and it ended at the same place. Then the participants gathered into the BRP auditorium, where Chief Guest of the programme Shamsunnahar Bhuiyan MP, Member, Parliamentary Standing Committee on Ministry of Labour and Employment, Trade Union leaders, CSO representatives and partners discussed on various issues on domestic workers rights

and entitlements and a *Kobi Gaan* was staged live by Baul singer Alom Dewan and his group.



Speakers said there is no alternative to include domestic workers in labour laws to ensure decent work and dignity. The speakers demanded the government to take strict action against domestic violence, increase public awareness and full implement of the Domestic Workers Protection and Welfare Policy, 2015. Apart from this, the system of registration and monitoring of domestic workers, fair working hours and wages, rest, holidays, entertainment and home visits, establishment of support centers in districts and upazilas to prevent violence and torture and inclusion of etiquette towards domestic workers in the curriculum.



## Women's Day event in Chattogram

On the occasion of the day, BILS organised a public meeting and rally on March 8, 2023



at Cheragi Pahar Square in the city and a discussion meeting with the participation of women trade union workers at the Engineer Abdul Khalek Auditorium of Chittagong Press Club demanding an end to all violence and oppression against women.

More than 100 women workers of 8 trade union federations involved with BILS participated in the program.

Senior labour leader and Bangladesh Trade Union Center Chittagong district president Tapan Dutta was present as the chief guest at the meeting, while Chairman of BILS-LRSC Chittagong Management Committee, labour leader AM Nazimuddin was the special guest. Bangladesh Free Workers Federation-BMSF's Chittagong Metropolitan President Nazma Akhtar presided over the meeting, while Aduri Kona, women organizer of Bangladesh Trade Union Center acted as Moderator. Among others, spoke at the discussion meeting. Nasreen Akhter of Sramik League, Lutfunnahar Sonia and Golzar Begum of Bangladesh Labour Federation, Jinnat Akhter of Bangladesh Free Trade Union Congress, Shahana Akhter of Jatiya Sramik Jote and

Munni Akhter of Bangladesh National Sramik Federation.

In the meeting, women trade union leaders said that although there are provisions to protect women from sexual harassment and physical and mental abuse, often these rights are being violated. Freeing women workers from exploitation, torture, harassment, violence and discrimination is one of the challenges of today's International Women's Day, they added.

## Women's Day event in Sylhet

BILS also celebrated International Women's Day on March 19, 2023 at Shathgaon area in Moulvibazar with the support of OXFAM in Bangladesh & European Union aiming to empower women workers in the tea garden sector. The day was observed through a discussion meeting and colorful rally. BILS planned to start the programme from Bangladesh Cha Sramik Union office, Sreemangal but due to heavy downpour, the programme was shifted to shatgaon.



The program started at 11.30 am and 110 people from different tea gardens were present where 102 are women.

Srimoti Naek, Vice President of Shathgaon Garden Panchayat committee presided over the discussion meeting where Mitali Datte. Vice chairman of Sreemongal upazila Parishad, Rambhajan Koiri, Upazila



Vice Chairman, komolgonj Upazila, and former Executive Adviser of Bangladesh Cha Sramik Union, Nripen Pal, General Secretary (Acting) were present as guests of honour. Besides Poresh Kalindi, Organizing Secretary, Bangladesh Cha



Sramik Union, Korno Tati. Organizing Secretary, Bali Shira valley, Sudip Koiri, General Secretary, Shathgaon Garden Panchayat Committee were present at the programme.

The objective of the event was to disseminate the women workers' unity and motivate the women tea garden workers and Bangladesh Cha Shramik Union towards the spirit of international women's Day.

Potential leadership of Bangladesh cha shramik union committee, Valley Committee, and Panchayat Committee emphasized the BILS-OXFAM initiatives for



empowering the women tea garden workers in Moulvibazar. Women tea garden workers and community people were informed detail about the spirit of international women's Day at the meeting. Monirul Kobir, project coordinator of BILS EWCSA project facilitated the meeting.

## Introducing Digital Financing System for Domestic Workers

BILS under its Digital Financial System for Domestic Workers (Shuchona) organised 8 meetings with the employers of domestic workers and 5 meetings with domestic workers on DFS issue during January-March, 2023 quarter. A total of 148 women employers and 102 domestic workers joined the meetings being part of the discussion. The main objectives of these meetings were to motivate the employers to provide salary for their DWs through DFS and to motivate the DWs for introducing DFS for salary reception.

BILS also distributed 208 Health & Hygiene package to the Domestic Workers who have received their salaries through DFS.



# Study Circle organised in Mymensingh

BILS organized a study circles for youth trade union members and leadership on March 18 2023, at ASPADA Training



Academy, Mymensing as part of Academy of Work Courses supported by Friedrich Ebert Stiftung (FES).

M.A. Aftab Uddin, President, Jatiya Sramik League, Mymensing, Md. Mofidul Islam Mohan, General Secretary, Bangladesh Jatiyatabadi Sramik Dal, Mymensing, Mahbub Bin Saif, President, Trade Union Centre, Mymensing, Kazi Arifur Rahman, Project Officer, FES-BD and Md. Meem Nur Hosain Turzo, Programme Officer, BILS participated the study circle as key persons.

BILS already

organized the first study circle earlier here. This was the follow-up round of the study circle. All the participants from different trade union federations who joined the first programme were also participants of this one.

## Issues: covered in the study circle

- Labour Law Introduction and Functionality
- Collective Bargaining and Workers Protections
- Women Workers Rights and Maternity
- Occupational Health and Safety
- Social Security and Welfare Management
- Migrant Workers Rights
- National Minimum Wage Indicators
- Harmonious Industrial Relations & Dispute resolutions
- Significant ILO Conventions





# Policy briefing workshop on VAWG/GBV Study

A policy briefing workshop on the study titled, “Decent Work and Intersections with VAWG/GBV: A Study on Domestic Workers in Bangladesh” was held on March 30, 2023 at Dhaka Ahsania Mission Auditorium, Dhanmondi, Dhaka. The workshop was

A total 30 people (F- 11, M- 19) participated the meeting.

Some important recommendations received from the meeting to finalise the policy brief are given below:



organised by Securing Rights of Women Domestic Workers in Bangladesh project implemented by BILS with support of OXFAM in Bangladesh and Global Affairs Canada.

The objective of the policy brief meeting was to finalise the draft policy brief received from the VAWG research conducted by the research team. Project partners and different stakeholders' and representatives like trade union, civil society, development organisations and academia were present at the meeting to discuss on the policy recommendation on the basis of the findings of the study which contributed to finalise the policy brief.

- Apart from including domestic workers in labour law a direction to be given to make a separate law for domestic workers;
- Other country best practices in domestic

workers law should be reviewed.

- Capacity development needed to organise workers;
- Policy needs a huge publicity for reaching out general people;
- Oxfam can cooperate TUs for organising domestic workers if specific proposals are placed;
- For potential migrant domestic workers govt. has a lot to do.

Govt. & CSOs & TU should work on domestic workers digital inclusion and financial inclusion.



# Discussion meeting with DOL and DIFE on monitoring mechanism of NAP on DWPWP

A couple of Meetings between BILS Securing Rights project, the Department of Inspection for Factory and Establishments (DIFE) and the Department of Labour (DoL) were held at *Srama Bhaban* at Paltan in the Capital on March 28, 2023.

- In the district level, DCs have a routine discussion on domestic workers. CSOs may join this discussion and jointly work at district level.
- DIFE cannot do promotional activities while DoL can do it.



The second meeting was held at DoL office, where a total of 19 People (F- 4, M- 15) participated and most of the participants were govt. officials.

Some important discussion points of the discussion meeting are given below:

The objective of the meetings were to follow up about the monitoring mechanism for National Action Plan (NAP) on the implementation of Domestic Workers Protection and Welfare Policy, 2015 developed and submitted previous year.

- A proposal might be given to the Training Section of DoL regarding domestic workers' occupational training.
- It is needed to identify the gaps and to take action to reduce those.

The first Meeting was held at DIFE, where a total of 14 People (F-5, M-9) participated. Most of the participants were govt. officials. Some important discussion points of the meeting are given below:

- For the implementation of the submitted NAP developed under the Securing Rights project, Ministry of Labour and Employment must be involved. Upon Ministry approval DIFE can work on this issue.
- Monitoring Cell must be revised and DIFE need to be added to the Cell.



The government can ratify the ILO convention on Decent Work for Domestic Workers (C-189) if the necessary process is completed.

## FEMNET e.V delegation visited BILS office

A delegation of FEMNET. e.V visited Bangladesh between February 6 to 12, 2023. During this visit they attended in a

response in terms of workers' rights and environmental issues. The TU leaders and workers shared their experiences as per questions from the delegation members.



meeting at BILS office. Dr. Gisela Burckhardt, Chairwoman-Board of Directors, Coordinator-Campaigns, Johanna Thomas-Hergt, Managing Director and Daniela Wawrzyniak, Coordinator-International Projects were among others in the delegation.

A consultation meeting between BILS officials and FEMNET e.V team held on February 12, 2023 at BILS office. The objective of this meeting was to discuss the ongoing project progress and future cooperation. As per the intent the

new project phase expected to start from June 2023. In the new project BILS will work on Worker Based Monitoring (WBM) part where ESDO will implement Community Based Monitoring (CBM) both interventions field level operational work will implement at Ashuila area.

The team arrived Bangladesh on February 6, 2023. BILS organized a meeting for them with TU and workers in RMG sector at Ashuila on February 7, 2023. The meeting organized at United Federation of Garments Workers office at Ashuila area. Workers, Trade Union leaders and BILS officials participated the meeting. The main objective of this meeting was to know about the workers rights situations, workers demand, challenges and community



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