

Research Sharing and Review Workshop on Implementation status of RMG workers rights

A workshop with TU leadership took place on December 31, 2022, at the BILS seminar hall for the sharing of the final study on the implementation status of RMG workers' rights in Bangladesh. Md. Amirul Haque Amin, president, IBC, presided over the

Sramik League, Mr. Abul Kalam Azad, Joint General Secretary-Bangladesh Trade Union Centre, Mr. Abdul Kader Hawlader, President-Bangladesher Jatiyo Sramik Jote, Mr. Quamrul Ahsan, President-Jatiyo Sramik Federation, Mr. Naimul Ahsan Jewel,



Participants at the dissemination workshop held at BILS Seminar Hall

Central Leader-SKOP, General Secretary-Jatiyo Sramik Jote Bangladesh, Mr. ZM Kamrul Anam, President-Bangladesh Textile & Garment Workers League, Ms. Shamim Ara, Chairperson-NCCWE, President-Bangladesh Jatiyo

meeting where Mr. Md. Shakil Akhter Chowdhury, Secretary-BILS, Member Secretary-National Coordination Committee for Workers' Education-NCCWE, General Secretary-Bangladesh Labour Federation, Mr. Shah Md. Abu Jafar, President-Bangladesh Labour Federation, Mr. Chowdhury Ashiqur Alam, Joint Coordinator-SKOP, General Secretary-Bangladesh Trade Union Sangha, Mr. Anwar Hossain, President-Bangladesh Jatiyatabadi Sramik Dal, Mr. Khan Sirajul Islam, Joint General Secretary-Jatiya

Sramik Federation, Ms. Chaina Rahman, General Secretary-Federation of garments Workers, Mr. Abdul Wahed, Acting President-Jatiyo Sramik Jote, Mr. Nurul Islam, General Secretary-United federation of Garments Workers, Mr. AAM Fayeze Hossain, General Secretary-Bangladesh Sramik ferederation, Mr. Pulok Ranjan Dhar, Secretary-Bangladesh Free Trade Union Congress, Mr. Badal Khan, General Secretary-Bangladesh Jatiya Sramik Jote, Mr. Rasadul Islam Raju, Gereral Secretary-Bangladesh Independent Garments Workers

Union ferederation, Mr. Salauddin Shapon, President-Bangladesh Revolutionary Garments Workers Feredertion, Mr. Babdul Akter, General Secretary-Bangladesh Garment and Industrial Workers Federation, Ms. Tahmina Rahman, General Secretary-Bangladesh Appearals Workers federation, Mr. Md. Shahidullah Badal, Acting General Secretary-Bangladesh Mukto Sramik Federation, Mr., Razequzzaaman Raton, President-

Somajtantrik Sramik front Mr. Mir Abul Kamal Azad, General Secretary-Shadhin Bangla Garment Sramik Karmachari federation, Mr. Kamrul Hasan, General Secretary-Akota Garments Workers Federation, Mr. Rokibul Islam Shohag, Garments Tailors Workers

League and many other prominent TU leaders were present at the workshop.

Main objective of the workshop to sharing the final study with national TU leadership of the “Implementation status of RMG workers’ rights in Bangladesh: National and International Requirements vs. Practice”.

Earlier on December 26, 2022 BILS organized another workshop on research sharing and review the implementation status of RMG workers’ rights in Bangladesh at BILS Seminar Hall, Dhanmndi, Dhaka. BILS Vice Chairman Mr. Amirul Haque Amin (Vice Chair of

BILS, Elected Chairperson of IBC from January 2023 onward, President of National Garments Workers’ Federation-NGWF) chaired the inaugural session of the workshop while BILS Director Nazma Yesmin delivered the welcome speech and BILS Secretary Mr. Md. Shakil Akhter Chowdhury Moderated the workshop. While BILS Joint Secretary General Mr. Syed Sultan Uddin Ahmmed, Naitonal



26 December 2022 BILS Seminar Hall, Dhanmondi R/A, Dhaka

Economist and Professor of Dhaka University Dr. M M Akash, Professor-Institute of Bangladesh Studies-IBS, Rajshahi University Dr. Zakir Hossain, Advisor-BILS, Adjunct Faculty-Department of Development Studies, Dhaka University, Formar Secretary-Bangladesh Government Dr. Mahfuzul Haque, Associate Professor, Department of Economics, Mawlana Bhashani Science and Technology University-MBSTU Mr. Moniruzzaman Muzib and National Trade Union Leaders were present the workshop.

FEMNET Delegation visits BILS office



Delegates with BILS officials

A delegate team of FEMNET e. V. arrived in Bangladesh on February 6, 2023, and the BILS team met and greeted them at their hotel (Hotel Holiday Inn, 23 Shahid Tajuddin Ahmed Sharani, Dhaka 1208), followed by dinner. The particulars of the delegate team of FEMNET. e.V are Dr. Gisela Burckhardt, Chairwoman-Board of Directors, Coordinator-Campaigns, Ms. Johanna Thomas-Hergt, Managing Director, Ms. Daniela Wawrzyniak, Coordinator-International Projects.



Delegates with TU leader & workers

Later as per their planned 7 February 2023 BILS organized a meeting with TU leader and workers in RMG sector at Ashulia. The meeting organized at United Federation of Garments Workers Federation office at Ashulia area. Workers, Trade Union 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 response in terms of workers rights and environmental issues. The TU leaders and workers shared their experiences as per questions from the delegate team members.

In this sequences a consultation meeting between BILS officials and FEMNET e.V team held on 12 February 2023 at BILS office. The objective of this meeting was to discuss the ongoing project progress and future cooperation. As per project proposal 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 Ashulia area.

Publications

Before April 2023, declaration of Minimum Wage Board for RMG workers wage fixation TU continued their movement and implement the campaign and mobilization activity at field level where core demand was to form the board and declare the new wage. As per SKOP & IBC leaderships suggestion BILS published the RMG wage



Cover photo of publication

report (conducted by BILS with the support of FEMNET. e.V) with the short policy brief to support their ongoing demand with prepare argument and activity design & implementation. In that connection BILS published the Research report titled “RMG Sector Minimum Wage: Proposition, Calculation and the Rationale”. The report



Publication

and policy brief has already been distributed among the all SKOP and IBC associated & affiliated federations. This also been playing a vital role in national-level advocacy with relevant stakeholders.

Participations

As recommended by FEMNET. e.V BILS officials enrolled online MSP training (Multi- Stakeholder-Partnership Training

Programme for Civil Society Organizations) program which is conatining different modules. This training partiapiated by different level of partiapiants from the different organizations and country who are actually experienced about the Multi Stakeholders Partnership projects.



BILS officials in online training with FEMNET

Workshop with Women Committee of IndustriALL Bangladesh Council

BILS organised a workshop with IBC Women Committee members with a view to sensitize ILO C-190 and discuss on gender gaps in legal framework; and identify on April 17, 2023 at BILS Seminar Hall. 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



Workshop with the Women's Committee

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. During the workshop three questions were given to the participants for their opinion, comments and recommendations and some workshop cards were given to write their opinion down. The workshop ended with a wrap up session of the discussion on the recommendations collected from the participants and they are as follows:

Recommendations from Meeting:

Role of Women Leaders of IBC

- IBC Women committee can organize different campaign on ILO C-190;
- IBC Women committee can organize women workers and make them aware of the C-190.

- IBC Women's Committee can form area-based women's committee for area-based action on different issue like raising awareness in C-190;
- IBC Women committee representatives can form women's committee for their own federation;
 - 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.
 - Organizing yard meetings for raising awareness on C-190.

Necessary Action for

Ratification of ILO Convention 190:

- 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;
- A press conference can be organized by IBC women's committee
- Organizing different campaign on the ratification on C-2190;

Expectation to BILS/Care Bangladesh (for the implementation of the recommendations mentioned above)

- Support for organizing campaign and raising awareness;
- Support 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;
- Support needed to prepare the memorandum to be submitted to govt.
- Advance training for IBC Women's Committee on C-190 and Gender Based Violence (GBV)

Empowering Women through Civil Society Actors in Bangladesh

The orientation meeting with Juri Valley committee leadership took place on May 9, 2023, aiming to orient the project goals, objectives, and activities and make recommendations from the valley-level



Organizer & participants of orientation meeting

leadership of Bangladesh Cha Sramik Union to accelerate the project interventions in the Juri Valley. Sri Komol Chandra Bunarji, president of Juri Valley, presided over the orientation meeting, while Sri Ratan Kumar Pal, General secretary of Juri

Valley, moderated the program. At the start of the program, Sri Komol Chandra Bunarji, president of Juri Valley, welcomed participants and guests to the meeting. He said. It is our pleasure that BILS has been implementing a project with the support of OXFAM in Bangladesh and the European Union to empower women workers in the tea garden sector in Juri, Longla, Monodholai, and Balishira Valley. He requested the leadership of the meeting's active participation in a more efficient implementation of the project activities. After the introductory speech of the chair, Ratan Kumar Pal, General Secretary of the Valley and moderator of the program, requested that participants introduce themselves one by one. After the introduction, the moderator asked Monirul Kobir to outline the event objectives and the

details of the project activities in the meeting. Monirul Kobir mentioned the project title, objective, activities, and ultimate goal of the intervention. Subsequently, Srivoti Bouri, Vice President of the Juri Valley, started her speech as a designated discussion. We want our fair rights, we want to reach our destination, and we will stand up for the Tea Garden workers with our own skill and knowledge, she said in her speech at the meeting. She mentioned we never fall again into

inequality; rather, we go forward. Then Rambhajan Koiri, a Prominent Tea worker Leader, former General Secretary and Executive Advisor of Bangladesh Cha Sramik Union, and Upazila Vice Chairman

of Komol Gonj Upazila, said, BILS has been working for Tea Garden Workers with transparency. BILS works to create awareness and ensure the rights of the tea garden workers. He mentioned, Do earn the knowledge for the struggle and survival. Afterward, in the open discussion session, Sumon Ghosh, President, Ratna Tea Garden, said that Women tea garden workers are very vulnerable groups and are deprived of many basic rights due to their unconsciousness. He mentioned that BILS intervention will help the women tea garden workers build their capacity for future leadership, creating awareness, and determination to achieve their rights. Sojal Bauri, advisor to the Juri Valley Committee, said we need more participation of women tea garden workers in training, seminars, and other interventions that BILS will be doing in the Juri Valley. Mosber Ali, President of Shilura Tea Garden, mentioned that I recognize the women workers' contribution to the garden because they are fulfilling their responsibility through hard work. The women tea garden workers start their work at 8 a.m. and close at 6 to 7 p.m. daily, he briefed. Mohon Rickmun, President, Pathalia Tea Garden, requested to ensure the inclusion of women leaders of the panchayat committee in the BILS training program in the valley. After the open discussion, the chair of the program said, We are very happy for your spontaneous participation and have provided some significant recommendations that will

ensure the efficiency of our project intervention. He wishes for all kinds of support for the implementation of the project activities and closes the event by giving thanks again to all.

Key Achievements

- Potential leaders of the Valley Committee oriented about the “Empowering Women Tea Garden Workers in the Tea Garden Sector in Bangladesh” project title, goal, objective, and activities.
- Valley Leadership Convinced towards empowerment of the women tea garden workers and willingness to support the project activities at the valley level
- Women leaders of the meeting felt encouraged to raise their voices to promote their rights and decent work

Later, another project orientation meeting



Organizer & participants of orientation meeting

with longla Valley committee leaders hold on 10 May 2023 at longla valley office in Bramman Bazar in Kulaura. The key objective of the meeting was to share the project goal, objectives, activities, and

expected results among the valley leadership and draw their recommendations for the betterment of the project intervention. Sri Sanju Ghosh, General Secretary of the valley committee presided and moderated over the meeting. At the start of the program, the chair and moderator honored the participants, BILS, and OXFAM in Bangladesh. He mentioned we are very happy because we got an opportunity to enhance the women's leadership of the tea garden sector. 51 % of women exist among permanent workers and 60+% women among temporary workers in the tea garden sector. So, it is significantly justified to specific activities for women's leadership development in the tea garden sector in Bangladesh. He committed to all kinds of support for the better implementation of the project activities in longla valley. After that, he requested participants and guests to introduce themselves one by one. Then Monirul Kobir from BILS delivered the project purpose and detailed activities in the program and requested participants to their opinion and suggestions for the effective implementations of the project in longla valley. Manik lal bauri, President of Chanbagh tea garden suggested increasing the quantity of training and participation within the project budget and mentioned many garden-level leaders will manage the venue in the garden without venue rent. Kollyan Bunarji, a prominent panchayat leader of olichura tea garden said I think this program will help to enhance the women's leadership in the tea garden sector. He requested to expand the locations of the project. Afterward, Sudip koiri, General Secretary, Udali tea garden mentioned, it will a very significant initiative to capacitate women's leadership development in the tea garden sector and we will be ready to support BILS and OXFAM in Bangladesh in their interventions. After

long discussions, the chair and moderator of the program delivered his concluding remarks, he mentioned, I think BILS and OXFAM in Bangladesh will be implementing a good project for the tea garden workers. We are very glad and desire to assist with the implementations in longla as well as in another valley. He gave thanks to the participants for their participation and BILS for organizing this orientation meeting.

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BILS- Social Dialogue for Decent Work in RMG Project

Consultation Meeting with Workers Representatives of Tripartite Consultative Council held on 22 and 28 May 2023 at BILS Seminar Hall. The meeting was chaired by the respected Nazrul Islam Khan, Secretary General & Executive Director of BILS and facilitated by Shakil Akter Chowdhury, Secretary-BILS. The meeting's discussion was steered based on the contemporary issues of worker's rights, status, potential way forwards for trade

union and how the TCC members can play an effective role in the process. Considering the gravity of the discussion, the program was differed to another date on 28 May 2023 including other respected SKOP leadership as an extended meeting unanimously.



Consultation meeting with workers representatives

Meeting Agendas

- ✓ Labour Law Amendment process and our expectation
- ✓ RMG wage Board formation and activities
- ✓ Social protection for the workers
- ✓ Ratification of ILO convention 190
- ✓ 4th Industrial revolution and workers
- ✓ Platform economy/Gig economy
- ✓ Tripartite Consultative Council will sit together for setting up a specific discussion agenda before the schedule meeting of TCC
- ✓ Workers Representatives of Tripartite Consultative Council will prepare meeting agenda and call for a meeting with the TCC. SKOP will take necessary initiatives.

- ✓ SKOP will take necessary decisions and initiatives to organise a consultation meeting with all parties of the TCC.
- ✓ Based on the discussion and major decisions of the meeting a presentation paper will be prepared for the discussion in the TCC meeting. BILS will provide necessary support to prepare the presentation paper.

✓ All

Workers
Representatives of
Tripartite
Consultative
Council will select
a spokesman
unanimously from
the

Representatives who discuss about the agenda with TCC on behalf of all representatives. Other member can supplement if as required. This endurance will continue later.

- ✓ Workers Representatives of Tripartite Consultative Council will place a concern to the TCC for at least one week prior notice before the schedule date of TCC meeting.
- ✓ The meeting has decided to include as an agenda of ratification of ILO 190 for the next TCC meeting.
- ✓ Declaration of national minimum wage and to form of minimum wage commission for others sector will be included in the presentation paper
- ✓ Demands of including the formation of minimum wage commission act in the labour law will be placed as an agenda for discussion in the TCC meeting.



Consultation meeting with workers representatives



Orientation workshop on BILS-Web Based System

Earlier, another Consultation Meeting with worker Representatives of the RMG Tripartite Consultative Council was held on May 21, 2023, at BILS Seminar Hall. In a meeting chaired by Nazma Yesmin, Director, BILS, Shajib Dey, Research Officer, BILS, presented the RMG wage research key findings and the study conducted by BILS. On May 9, 2023, the government formed a new wage board to review garment workers' minimum monthly wages from the existing Tk 8,000 fixed in 2018. According to the circular, Bangladesh National Garments Workers Employees League President Sirajul Islam Rony has been appointed workers' representatives for the wage board. The objective of this meeting was to share the study findings with Workers representatives and identify the missed opportunities for preparing the argument paper.

After an organized series of workshops with SKOP and IBC leadership, a Trade Union Position paper on Social protection for RMG Workers has been prepared and published. The TU position paper was also distributed among all SKOP and IBC federations for mass-level campaigns and awareness about workers social protection.

In the same way, an orientation workshop on the BILS-Web-Based System for Data Entry, Preservation, and Analysis was held on May 10, 2023, at the BILS Seminar Hall,

where all officials of BILS joined the workshop. This event aimed to orient the officials on MEAL, the data entry process, and analysis. All project information will be entered into the web-based system, and the progress and designated report will be updated accordingly.

Later, a draft Study Report sharing the effectiveness of the role played by the complaint committee to Protect Sexual



Study report sharing with member organizations

Harassment at work was held on May 29, 2023, in BILS Seminar Hall. The event was moderated by Nazma Yesmin, Director, BILS. Draft report presented by Mostafiz Ahmed, Associate Professor, Department of Social Work, Jagantah University Member organizations of Gender Platform Bangladesh and members joined the event. The objective of this event was to share the draft report and draw recommendations for finalizing the report and the next course of action.

Workshop with Youth TU Network

BILS organized a workshop with different TU network representatives to share the progress of C190 and identify their roles in the prevention of harassment in the world of work on May 29, 2023, at BILS Seminar Hall, Dhanmondi, Dhaka. Shamim Ara, Joint Convener, SKOP, and Secretary, BILS, chaired the workshop. Babul Azad,



Figure 1: Youth TU Representatives of Dhaka was discussing in a Sensitization workshop on ILO C-190.

Acting Project Director, USAID's Women Thrive in Bangladesh, presented A Snapshot of ILO Convention 190 for a Conceptual Review. Kohinoor Mahmood, Director-BILS, has presented on 'Gaps in the Existing Legal Framework Addressing GBVH in Light of Mandates C-190'. A Plenary discussion session was held to draw recommendations from TU. A Total of 26 people participated in the meeting, among whom 16 were female and 10 were male.

Recommendations:

- Participating TU leaders should utilise the Knowledge of this workshop to raise awareness among the members of their affiliate union and sector-based federation. Preparing a TU Position on this issue.

- BILS/CARE may provide financial support to unions or federations for capacity development.
- Training for the youth TU network so that they can stop GBV and harassment at the world of work.
- Area based rally/human chain chain

could be organized to mobilise on this issue through Campaign, IEC materials of media mobilization.

- TU combined effort to take action for ratification of C-190.

- Youth Network should be strengthened by them and they

should improve interactive relationship with senior leadership.

- Demonstration, protest and cooperation should be increased on GBV issue.
- Awareness rising on C-190 and GBV should be increased.
- Area based committee formation to aware workers at their community level.
- Need to provide materials on C-190 so that leaders and unions can mobilise on this issue.
- Signature campaign for ratification of ILO C- 190
- More sensitization work should be organised for TU on the upcoming new burning issues like C- 190.

Study Circle for Youth Trade Unionist



Study Circle

Bangladesh Institute of Labour Studies-BILS has been implementing a project to encompass leadership development in the Labour Rights movement in Bangladesh and the Academy of Work Courses. This project is supported by the Friedrich Ebert Stiftung. Apart from this project intervention BILS organizes study circles in different project locations on a regular basis. On 17 April 2023, a study circle took place at Dhaka Ahsania Mission, Dhaka. The Youth Trade Union member and leaderships are the core participants of this study circle.

Earlier, BILS had already organized the first study circle here. This was the follow-up round of the study circle. All the participants from different Trade Union Federations who joined the first programme also joined this one. Some participants were changed by the federations as the programme demands the youth group from the federations, so age is a significant consideration.

The study circle started with the opening session. In this session, Ahsan Habib Bulbul, General Secretary, SLF, Nazma Yesmin, Director, BILS, Iqbal Hossain, Programme Advisor, FES-BD, and Md. Meem Nur Hosain Turzo, Programme Officer, BILS, participated. The session included the entire study circle programme moderated by Nazma Yesmin, Director, BILS.

The programme started with the welcome remarks from Nazma Yesmin. She shared her greetings to all the participants and also her expectations from this programme. With this programme young Trade Union leaderships and members would get a scope to learn about the subject matters which is relevant to workers' rights. He also requested all the participants to have concentration to the session discussion and also share their thoughts regarding the discussion topic. In the earlier study circle BILS prepared a list of subject matters that the participants from Dhaka desires to learn.

From that list one topic has been finalized for this session. This year the Labour Law reformation process is ongoing and earlier Dhaka participants were interested to learn about this one. So, BILS decided to conduct a session on Bangladesh Labour Law 2006.

Followed by Iqbal Hossain shared his words with the participants. He mentioned about the Academy of Work and its details. He describes the details about AoW and the enrollment process. AoW expects participants from these study circles. He

also shared that, with this AoW the participants would get huge access to learning's those issues regarding to workers' rights. After that, Md. Meem Nur Hosain Turzo came up with the Objective & Context of the Program. In his discussion he mentioned about the background of the study circle. With this study circle the local level Trade Union



Participants share their experiences

As Dhaka is surrounded by different industrial zone and huge numbers of workers are working in this area so youth Trade Union leadership from this area should have the knowledge of the Labour Law. In the opening session Ahsan Habib Bulbul also had some words. He appreciated BILS and FES for their initiative. The youth Trade Union leadership from different sector has their field level experiences but they should also have some proper knowledge and learning from experts regarding different issues to Labour Market and Labour Rights. BILS has taken that initiative to share knowledge to the local level Trade Union members and leaderships. With this initiative in future the Trade Union movement would have some experienced leaderships.

leadership and members will have better knowledge and understanding about different issues and subject matters relevant to labour rights. On the other hand among them which participants are capable off and interested to join the Academy of Work they will have the scope to join there. In every study circle BILS tries to accommodate resource persons/ trainers from BILS trainer's pool who are very much acquainted with different labour issues and can easily connect with the participants. He also shared the further plan with the participants that this study circle will continue in future so, who have participated here they should continue in future.

Study Circle Discussion

The core session on the Bangladesh Labour Law Amendment 2018, conducted by Ahsan Habib Bulbul, shed light on;

- Labour Law Introduction and Functionality
- Collective Bargaining and Workers Protections
- Women Workers Rights and Maternity
- Occupational Health and Safety
- Social Security and Welfare Management

The session on the Bangladesh Labour Law 2006: Amendment 2018 was highly informative and provided valuable insights on the law's introduction and functionality. The resource person, Ahsan Habib Bulbul, delved into various aspects of the law, including collective bargaining and workers'



Study circle group work

protection. The session also highlighted the challenges faced by workers in the country and the need for better enforcement of the law to ensure their well-being. Overall, it was an insightful and thought-provoking session that left participants with a deeper appreciation of the importance of labour rights and protections in Bangladesh.

Later, resource person organized a group work task for the participants. He divided the participants into four groups. Then asked them to discuss among them and write the key sections that a Trade Union member or local level leadership should learn at least.



Study circle group work

protections, women's workers' rights and maternity, occupational health and safety, and social security and welfare management. Through this two-hour session, participants gained a better understanding of the labour law and its implications for workers' rights and

In this part of the discussion, the resource person arranged a group work for the participants regarding the labour law. With a countdown, he divided the entire participants into four groups and then assigned them a group task to write down the list of those sections or articles, a mid-level Trade Union leader or member should know must. In addition, figure out the way forward to learn them. After that those four groups took some time and then completed their task and had a poster presentation with poster. From the group the

participants shared their desire from the labour law session.

At the end of the session, the participants were encouraged to share their learning's with their respective organizations and to continue advocating for workers' rights. The event was a successful half-day program



Participants sharing them ideas

that provided valuable insights into the national minimum wage and helped empower selected youth trade union organizers.

In conclusion, the Study Circle for Selected Youth Trade Union Organizers was a significant event that aimed to educate and engage selected youth trade union organizers in a discussion about the Bangladesh Labour Law 2006: Amendment 2018. The participants gained knowledge and insights into the formation process of the Labour Law and the role of trade unions in advocating for workers' rights. The event was successful in empowering selected youth trade union organizers and encouraging them to continue their advocacy efforts.

Finally at the end of the discussion participants were asked to share their demands on the topic for future study circle. With the thoughts from the participants below topics were taken for future study circle in Mymensing.

➤ Occupational Health and Safety.

- Just Transition and Labour rights situation.
- 4th Industrial revolution and future of work
- Migrations and Migrant Workers Rights
- Harmonious Industrial Relations & Dispute resolutions
- Significant ILO Conventions

At the end of the session, Iqbal Hossain shared his thanks to all the participants for joining the study circle. She also suggested all the participants to be connected and be regular in further sessions. He also explained the participants about the AoW and the process of its enrolment. Most of the participants were highly motivated to joining the Academy of Work programme.

Finally, with the concluding remarks from Nazma Yesmin, the study circle ended. She shared her gratitude to BILS and FES to undertaking this study circle initiatives for the betterment of the Trade Union leadership.

Youth Study Camp



Youth Study Camp Workshop

Bangladesh Institute of Labour Studies- BILS has been implementing activities such as Leadership Development in the Labour Rights Movement in Bangladesh and Academy of Work (AoW) Courses. Friedrich Ebert Stiftung (FES) is supporting these interventions. Apart from this project intervention, BILS organizes events in different project locations on a regular basis. On May 26–27, 2023, a Youth Study Camp took place at Dream Square Resort, Gazipur. The youth Trade Union members and leaders who belong to the Dhaka zone were the participants in this camp.

BILS organizes a youth study camp every year as part of the project's activities. This year, this study circle was organized with the participation of the youth Trade Union

leadership and members from the Dhaka zone. Along with the participants in this youth study camp, Mesbah Uddin Ahmed, Project Advisory Committee member, BILS-FES Project; Shakil Akhter Chowdhury, BILS Executive Committee member, Nazma Yesmin, Director, BILS; Iqbal Hossain, Programme Advisor, FES-Bangladesh; and Khorshed Alam, AoW Alumni, joined in different sessions. Other BILS officials were also part of this youth study camp. With the inaugural speech from Mesbah Uddin Ahmed, PAC Member, BILS's two-day-long youth Study Camp got a kick start.

The youth study camp started after reaching the venue with a short introductory session. In this session, all the participants

introduced themselves. From BILS, Nazma Yesmin had the welcome remarks to all the participants. After that, Shakil Akhter

nation.

In session two, Shakil Akhter Chowdhury



Mesbah Uddin Ahmed, Project Advisory Committee member, giving his speeches

Chowdhury gave his opening remarks to the participants. Then Iqbal Hossain shared his welcome words with the participants. After the opening session, Meemnur Hosain Turzo helped the participants to create four different groups among them and assigned different responsibilities to each group. After that, the lunch break took place. After the break the first session started.

once again took the stage, this time to enlighten participants about the crucial topic of "Workplace Health & Safety." With his expertise and passion for the subject, Chowdhury led an engaging and informative session that left a lasting impact on all in attendance.

Here ends the session of day-01. With an informal cultural session and dinner, day-01 of the youth study camp successfully ended.

The first session of the youth study camp started with an insightful and thought-provoking presentation on "Labour Rights in Bangladesh." The session, led by the esteemed Shakil Akter Chowdhury, a renowned expert in the field, aimed to shed light on the challenges and opportunities surrounding labour rights in Bangladesh. As the participants gathered with anticipation, they were eager to delve into the complexities of this crucial issue that affects millions of workers across the



The session, led by the esteemed Shakil Akter Chowdhury

Among the four groups, one group came up with the recap presentation of the day-01 in the opening of the sessions of day-02. With the presentation every participant had a clear understanding and a good recap of the entire topic they covered in day-01.



The third session, led by the esteemed Nazma Yesmin

In the third session, under the guidance of expert facilitator Nazma Yesmin, the participants eagerly gathered for the enlightening session on "ILO Convention 190: Present Status and Role of Trade Unions." The session aimed to provide a comprehensive understanding of the significance of ILO Convention 190 and the pivotal role that trade unions play in promoting workers' rights and achieving a fair and just work environment.

Nazma Yesmin commenced the session by introducing the participants to the International Labour Organization (ILO) and its mandate to promote social justice and internationally recognized labor rights. She shed light on the historical context leading to the adoption of ILO Convention 190, which specifically addresses violence and harassment in the world of work. Participants were acquainted with the core principles and provisions of the convention, which emphasize the need for preventive measures, protection, and redress against all forms of violence and harassment in the workplace.

Furthermore, she emphasized the crucial role that trade unions play in advocating for workers' rights, including the implementation of ILO Convention 190. She highlighted the power of collective bargaining and the importance of solidarity among workers in ensuring fair wages, safe working conditions, and protection against any form of discrimination or violence. Participants were provided with practical examples and case studies that highlighted the positive impact of trade unions in empowering workers and influencing policy reforms.

In the fourth session Khorshed Alam took the stage and the session on "Climate Change: Impact on Labour and Role of

Trade Union" brought participants together to explore the intersection between environmental challenges and workers' rights. This session aimed to deepen their understanding of the far-reaching effects of climate change on the labor force and the vital role that trade unions can play in addressing these issues.

Iqbal Hossain had begun session five by emphasizing the significance of effective communication in personal and professional contexts. He explored various communication styles, active listening



Fifth session & group work

techniques, and the importance of clarity, empathy, and non-verbal cues in conveying messages. Through engaging discussions and interactive exercises, participants gained practical insights and tools to improve their communication skills.

and expressed his appreciation for the dedication and enthusiasm shown by the participants. Iqbal Hossain, in his closing speech, commended the participants for their active participation and their willingness to learn and grow. He



Youth Study Camp Closing Day

In the closing session of the two-day program, esteemed speakers including Nazma Yesmin, Director of BILS; Shakil Akhter Chowdhury, Secretary of BILS; and Iqbal Hossain, Programme Advisor of FES-Bangladesh, delivered their closing speeches. Mesbah Uddin Ahmed, a Project Advisory Committee Member of BILS, chaired the session.

Nazma Yesmin, in her closing speech, expressed her gratitude to all the participants for their active engagement and their commitment to furthering the cause of workers' rights. She highlighted the importance of the topics covered in the program and encouraged participants to apply the knowledge and skills they gained in their respective fields. Shakil Akhter Chowdhury, in his speech, reflected on the valuable insights shared during the sessions

emphasized the significance of effective communication and networking in driving positive change. Hossain encouraged participants to stay connected, build strong professional networks, and continue learning and advocating for workers' rights beyond the program.

Finally, Mesbah Uddin Ahmed, as the chairperson, thanked the speakers, organizers, and participants for their valuable contributions to the program. He acknowledged the importance of the topics covered in the sessions and emphasized the need for sustained efforts in promoting and protecting workers' rights. Ahmed expressed his hope that the program would serve as a catalyst for continued learning, collaboration, and activism in the field of labor rights.

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