Expression of Interest (EOI)

BILS is requesting proposal for

"Development of a Booklet on Labour Law incorporating the new provisions of amended Labour Rules 2022"

1) Background and Justification:

Bangladesh Institute of Labour Studies-BILS has been implementing project on workers' issues in Chattogram in partnership with DGB-BW since 2016. The first and second phase of the partnership has already been successfully completed and significantly contributed in protecting workers' rights and promoting decent work in the selected industrial sectors in Chattogram. At present, BILS is implementing the third phase (2022-24) of the partnership titled "Promoting Social justice and decent work through champion role played by Women and Youth TU leaderships".

The project is designed to promote social justice and decent work for the working people of Chattogram through champion role played by the women and youth TU leaderships. In this regard, the women and youth TU leaders/activists have been equipped with basic knowledge on Labour law, in the mid of 2022, as the law is the key legal instrument in protecting workers' rights and promoting decent work in Bangladesh. After the training of women and youth leaders, the Labour Rules amendment process finalized and the amended Bangladesh Labour Rules were published by the Ministry of Labour and Employment in a gazette on 01 September 2022. In the amended Labour Rules, 101 amendments have been made. To further equip the women and youth leaders on Labour Rules amendments a 2-days refresher training has been organized. A booklet on Labour Law, incorporating the new provisions amended Labour Rules, can be a useful document for the women and youth TU leaders in proper utilization of their capacity. In this connection, BILS has taken initiative to publish a Booklet on Labour Law incorporating the new provisions of amended Labour Rules 2022.

2) Objectives:

The objective is to develop of a Booklet on Labour Law incorporating the new provisions of amended Labour Rules 2022, so that the women and youth TU leaders can use this as easy reference.

3) Scope of Work:

The consultant will develop the booklet, based on the Labour Law (amendment 2018) and Labour Rules (amendment 2022), incorporating the basic workers' rights issues. The following issues could be included in the booklet, but not limited to;

- Provisions of appointment and employment

- Working hours, overtime and leave including maternity leave
- Wage, minimum wage, bonus and payment of wage
- Termination/retrenchment and benefits
- OHS in workplace and, safety committee (including formation and function)
- Rights of women workers
- Industrial relation and labour management

5) Step-by-step deliverables:

The consultant has to maintain the following steps to deliver the final output.

- Submission of draft outline of the contents
- Upon approval of the contents and draft outline, a draft booklet will be developed and submitted to BILS.
- Upon submission of the draft booklet, it will be reviewed by BILS and BILS will provide feedback if necessary.
- Final submission of the booklet.

6. Competencies and Expertise Requirement:

- The Consultant shall have very sound, profound and comprehensive knowledge on Workers issues especially on Labour Law and labour rules.
- Consultant for law background will be preferred.

7. Proposal submission Procedure:

Interested consultants are requested to submit a short proposal to **Executive Director, Bangladesh Institute of Labour Studies –BILS, House -20, Road-11 (new) 32(old), Dhanmondi R/A, Dhaka-1209** or through email: bils@citech.net. The consultant must submit the following documents along with the Technical & Financial Proposal:

- CV of the consultants who will undertake the assignment
- Work schedule.
- Budget (including VAT & TAX}

8. Deadline for Proposal submission:

On or before 17.00 hrs. 25 September 2023.

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