

### Study Circle for Youth Trade Union Leaders



BILS organized a study circle on 3 October 2023 at Dhaka Ahsania Mission, Dhanmondi, Dhaka with the support of Friedrich Ebert Stiftung under the project “Encompassing the Leadership Development in the Labour Rights Movement in Bangladesh”. The youth Trade Union members and leaders are the core participants of this study circle. BILS Director Nazma Yesmin, FES Bangladesh Project Officer Kazi Arifur Rahman and eleven youth trade union organizers affiliated with different National Trade Unions Federations attended the event. The topic of discussion was Migration and the Issues of Migrant Workers, and the session was conducted by Md. Khorshed Alam, Youth Secretary, Bangladesh Jatiyatabadi Sramik Dal (BJSD), shed light on- Migration: Context and Scenario, Stages of Safe Migration, Stakeholders in Migration Management, National and International Standard, Challenges and the Role of TU. The preceding circle was held

on 17 April 2023, where the participants discussed Labour Law and Amendment and the Labour Law Amendment Process. At the end, BILS Director Nazma Yesmin urged the participants to bring up this issue in their respective federations and include this as one of their agendas. She also requested the participants to utilize their network and engage in discussions to propel the youth movement forward.



## Consultation meetings held under BILS-ILO Project

Bangladesh Institute of Labour Studies-BILS organised a series of consultation meeting was held on BILS- ILO Project in October to December 2023.

### **Consultation Meeting- 1: (October 25, 2023)**

BILS organized a consultation meeting with the Executive Committee and Advisory Committee to form a Project Steering Committee (PSC) for the BILS-ILO project on 25th October 2023, at the BILS Seminar



Hall. Naimul Ahsan Jewel, Member, Advisory Committee, BILS, presided over the meeting. Kohinoor Mahmood, Director of BILS, was present to brief on the project activities. The main activity of this committee will be to provide necessary guidance in project implementation. PSC will sit quarterly with the project management to monitor, supervise, and evaluate the whole program. Finally, the Project Steering Committee (PSC) has been formed and discussed with the members of the BILS Executive and Advisory Committee. The committee has been formed with five members: Naimul Ahsan Jewel, Member, Advisory Committee, BILS; Shakil Akhter Chowdhury, Secretary, Executive

Committee, BILS; Nasrin Akhther Dina, Member, Executive Committee, BILS; Kazi Rahima Akhther Shathi, Member, Executive Committee, BILS; and Shahidullah Badal, Life Member, BILS.

### **Consultation Meeting- 2: November 25, 2023**

BILS organized the 2nd consultation meeting with the TU Federation Leaders for the selection of participants in the capacity-building training for youth and women trade union leaders on 25th November 2023, at the BILS Seminar Hall. A total of 45 youth and women trade union workers have been selected for the training program from the trade union nominee list. BILS Chairman Md. Habibur Rahman Siraz, presided over the meeting and BILS Secretary Md. Shakil Akhter Chowdhury Facilitated the meeting, Joint Secretary General, BILS Dr. Wajedul Islam Khan delivered the welcome speech and BILS Deputy Director M.A. Mazid introduce and presented the project activities. 30 trade union leaders from different federations and BILS officials were present there. BILS Director Kohinoor Mahmood described the program's nature in brief: how a pool of 45 talented youth and





women TU leaders will be selected and will receive 4 training courses on office management, financial management, basic IT skills, and soft skills, including communication skills.

### Consultation Meeting- 3: December 2, 2023

The 3rd consultation meeting was organized by BILS with the TU Federation Leaders on 2 December 2023, at the BILS Seminar Hall. The objective of the meeting



was to finalize three sectors for policy briefs, case studies, and position papers, setting the criteria for selecting the youth and women teams for the research pool, and selecting 15 youth and female trade union nominees for the research pool. BILS Chairman Md. Habibur Rahman Siraz, presided over the meeting and BILS Secretary Md. Shakil Akhter Chowdhury Facilitated the meeting, Joint Secretary General, BILS Dr. Wajedul Islam Khan and BILS Advisory Committee Member Naimul Ahsan Jewel delivered the welcome speech jointly. BILS Director Kohinoor Mahmood explains how they will form a policy dialogue team and consist of a research pool with BILS youth, BILS former interns, and academic researchers. She presented some proposals to finalize three sectors for policy briefs, case studies, and position papers, which will increase the participation

and engagement of trade unions, as well as women and youth, in platforms for policy dialogues. Three studies will be conducted in three sectors by the selected research pool. She also discussed finalizing three sectors and opined for the sectors of domestic workers and construction, RMG, and informal economy. BILS Director Nazma Yesmin was also present in the meeting.

### Project Orientation Meeting

BILS organised a project orientation meeting on 10th November 2023, at the Tannery Workers Union Office in Hemayetpur, Savar, and Dhaka, with the Tannery Workers Union leaders to share about BILS-Solider Suisse project activities and to receive valuable feedback, opinions, and suggestions for future actions to implement the project. The Secretary, Executive Council, BILS, and President, Tannery Workers Union, Abul Kalam Azad, presided and moderated over the meeting. Mr. Abdul Malek, General Secretary of the Tannery Workers Union, provided the opening remarks, while BILS Director Nazma Yesmin delivered the welcome speech. Chowdhury Borhan Uddin, the coordinator of the project, presented and shared the project activities with the participants. Chowdhury Borhan Uddin, the project coordinator of BILS, presented and



shared the project activities with the participants. In an open discussion, senior TU leadership provided feedback and some way-forward plans for union actions. Everyone expected that all joint initiatives and actions would support promoting worker's rights and building a sustainable leather sector in Bangladesh.

## Training Workshop on Women & Youth Leadership

Bangladesh Institute of Labour Studies-BILS organised a series of Training Workshop on women and youth leadership was held on BILS-Solider Suisse Project in November to December 2023

**Training Workshop 1: November 24, 2023:** A training workshop on “Capacity Building for Youth and Women on



Organising” held with the women and youth leaders of the Tannery Workers Union under BILS-Solider Suisse project on November 24, 2023, at BILS Seminar Hall, Dhanmondi, and Dhaka.. The objective of this event was to develop the capacity of the organizers and youth trade unionists on workers’ rights issues so that knowledge could be used in their workplace and union to ensure the rights of the workers. Tannery Workers Union President and BILS Secretary Mr. Abul Kalam Azad, presided over the meeting. BILS director Nazma

Yesmin conferred the welcome speech, while Mr. ABM Sajjad Hossain was present at the event as a resource person. BILS project coordinator Chowdhury Borhan Uddin delivered the introductory speech and shared the objectives of the event and project activities. In the day-long training session, the following issues were mainly discussed:

- TU rights and organizing strategy
- Collective Bargaining and Negotiation
- Rights of the workers as per the Bangladesh Labour Act
- Workplace safety with OHS and the role of all relevant stakeholders

**Training Workshop 1: November 24, 2023:** BILS organised other training workshop on “Capacity building for Youth and Women on Organising” under BILS-Solider Suisse project was held at BILS Seminar Hall on December 29, 2023. The

women and youth leaders of the Tannery Workers Union attended the workshop. The objective of this event was to develop the capacity of the organisers and youth Trade Unionists on workers’ rights issues so that knowledge’s could be used in their workplace and Union to ensure the rights of the workers. Tannery Workers Union President and BILS Secretary Mr. Abul Kalam Azad presided over the meeting. BILS Director Nazma Yesmin delivered the welcome speech. She also

shared the training session plan and the importance of the issues that have been discussed in the training and, Chowdhury Borhan Uddin, coordinator of the project, introduced the project activities to the participants.

Tannery Workers Union President and BILS Secretary Mr. Abul Kalam Azad expressed his gratitude to BILS for implementing such a good event for the organisers of Tannery Workers Union through the project intervention. He also



shared his experiences about his long-run TU movement and the importance of workers organising in TU activities. In his session, he also discussed the rights of TU and basic principles of the TU, the role of TU, and leadership. In his speech, he also highlighted the problems actually facing TU in organizing the workers and joining the TU as well as formation of a Union.

In the day-long training session following issues were mainly discussed-

- TU rights and organizing Strategy
- Collective Bargaining and Negotiation
- Rights of the workers as per Bangladesh Labour Act
- Workplace safety with OHS and the role of all relevant stakeholders

## Study Circle for Tannery Workers

Bangladesh Institute of Labour Studies-BILS organised a series of Study Circle was held on BILS-Solider Suisse Project in November to December 2023

### **Study Circle- 1: November 29, 2023**

A Study Circle was held on November 29, 2023, at Tannery Workers Union Office, Hemayetpur, Savar, Dhaka, participated by Union Leaders and organizers of the Tannery Workers Union under BILS-Solider Suisse project. Office Secretary of Tannery

Workers Union Sheikh Akram Hossain delivered the welcome speech and Organizational Secretary Mr. Abdul Rahim has conducted the introductory session. BILS project coordinator Chowdhury Borhan Uddin shared about activities of the project with the participants, as well as the objective of this study circle. The main focus of the study circle was to inform the participants about the legal rights of the workers. The following issues were discussed in the session-

- Appointment letter, identity card, wages, leave, overtime
- Formation of Union
- Occupational health and safety at work
- Collective bargaining and Negotiation



**Study Circle- 2: December 23, 2023** BILS organised another Study Circle under BILS-Solider Suisse project at the Tannery Workers Union Office at Hemayetpur, Savar, attended by Union Leaders and organizers of the tannery workers union on December 19, 2023. Tannery Workers Union (TWU) Secretary General and Trainer Md. Kamal Hossen delivered the welcome speech, and Kamal Hossen, Tannery Workers Union (TWU) Secretary, and Trainer Md. Shahid conducted the introductory session. The project coordinator of BILS, Chowdhury Borhan Uddin, has shared about BILS and the activities of the project with the participants,





as well as the objective of this study circle. The main focus of the study circle was to inform the participants about the legal rights of the workers. The following issues were discussed in the session:

- Rights: appointment letter, identity card, wages, leave, overtime
- Formation of Union
- Occupational health and safety at work
- Collective bargaining and negotiation

## Factory Gate Meeting

Bangladesh Institute of Labour Studies-BILS organised two Factory Gate Meetings for Tannery Workers was held on BILS-Solider Suisse Project in November to December 2023.

**Meeting 1: November 29, 2023:** A Factory Gate Meeting was held on November 29,



2023, at the Tannery Workers Union Office in Hemayetpur, Savar, Dhaka, under BILS-Solider Suisse project attended by union members of TWU and factory-level workers. The secretary of the Tannery Workers Union, Sheikh Akram Hossain, and Organizing Secretary, Mr. Abdul Rahim, were present at the meeting. Chowdhury Borhan Uddin, coordinator of the project, was present on behalf of BILS.

Mr. Sheikh Akram Hossain, Office Secretary of TWU, welcomed everyone to join the event. He and the resource person, Mr. Abdul Rahim, facilitated the gate meeting as per the guidelines and schedule. The following issues were discussed in the session:

- Legal rights of women workers in the workplace
- Maternity protection and benefits
- Elimination of child labour
- Gender and GBV

**Meeting 2: November 29, 2023:** BILS arranged another Factory Gate Meeting under BILS-Solider Suisse project on December 19, 2023 at the Tannery Workers Union Office at Hemayetpur, Savar. The Union members of the Tannery Workers Union (TWU) and factory-level workers have participated in the meeting. Tannery Workers Union (TWU) Joint Secretary General and Trainer, Md. Kamal Hossen, delivered the welcome speech in the meeting. He and the resource person, Mr. Abdul Rahim, facilitated the gate



meeting as per guidelines and schedule. The project coordinator, Chowdhury Borhan Uddin, was present there on behalf of BILS. The following issues were discussed in the session:

- Legal rights of women workers in the workplace
- Maternity protection and benefits
- Elimination of child labour
- Gender and GBV

## Training Workshop for Trainers

A Trainers Training workshop was held on December 1, 2023, with Tannery Workers Union leaders at the BILS Office under BILS-Solider Suisse project. Tannery Workers Union President and BILS Secretary, Mr. Abul Kalam Azad, presided over the workshop. BILS Director Nazma Yesmin provided a welcome speech at the event, where Chowdhury Borhan Uddin, Coordinator of the project, and resource person Mr. ABM Sajjad Hossain were present at the workshop. The objective of this workshop was to share contemporary issues and training contents, which will be organized at the field level. The workshop also covered issues of discussion like decent work, social protection of the



workers, and women workers' rights and features of EII and its benefits for the workers.

## Social Protection and Employment Injury Insurance



BILS organized two half-day workshops on December 27, 2023 at the Tannery Workers Union Office, Hemayetpur, Savar on Social Protection of Workers and Employment Injury Insurance under the BILS-Solider Suisse project. The workshops were conducted by tannery workers union co-general secretary and trainer, Md. Kamal Hossain, and organizing secretary, Md. Sahid, of this same organization. Project Coordinator Chowdhury Borhan Uddin was present on behalf of BILS. The main objective of this event was to inform the workers about the EII scheme and another social protection scheme as per law and other provisions. The training also helps the participants understand the enrollment process for the scheme and the benefits it offers with regard to short-term or long-term injury or any other disease or illness. The main discussion points in the workshop are as follows:

- Social security and protection
- Features of Employment Injury Insurance
- Basic principles of employment injury insurance and coverage



- Benefits of Employment Injury Insurance
- Limitations of that scheme and draw recommendations for implementing that scheme at the field level

## Rights Protection & Mechanism for Tea Sector Workers

BILS and Friedrich-Ebert-Stiftung Bangladesh (FES) organised an exchange visit focused on workers' situation and rights protection mechanism for Tea sector



workers in Sylhet from October 27, 2023, to November 01, 2023. On October 27, 2023, leaders from Bangladesh, Nepal, and India attended a meeting at a local Restaurant at Gulshan-2, Dhaka. The attendees included Tridibesh Talukder, Organising Secretary, NUPW, India, Sanjay KR Chowdhury, Secretary, NUPW (INTUC), India, Mani Kumar Darnal, Gen. Secretary, National Union of Plantation Workers, West Bengal, India, Sitadevi Sapkota, All Nepal Tea Workers Union (ATUF), Dipak K. Tamang, Nepal Tea Garden Labour Union – Nepal, Ram Hari Nepal, GEFONT, Shahidullah Badal, Acting General Secretary, BMSF. During the meeting, the participants

introduced themselves and discussed the rights and union statuses in the tea sector in Bangladesh, India, and Nepal. After that, a visit to Sylhet from October 29, 2023 – November 1, 2023 took place. The leaders from Nepal and India met with the central leadership from the Bangladesh Chaa Sramik Union and discussed issues and ways forward to protect the rights of the tea sector workers.

## Lobby Meeting with Industrial Police

With the support of DGB-BW, BILS organised a lobby meeting with one of the most vital government organ and stakeholder-Industrial Police, Chattogram authority at Chattogram Police Commissioner Office on 11 October 2023. Four of senior most IP officials including the Police Super and 3 other Additional Police Supers on behalf of IP and seven of BILS & TU representatives jointly attended the meeting

The meeting was chaired by Chattogram Police Super/IP Md. Solioman. In the beginning BILS senior officer Pahari Bhattacharjee briefed all about the aim and object of the lobby meeting and BILS senior officer Rizwanur Rahman Khan narrated on the activities of BILS at Chattogram under the running project phase. They also focused on problems faced by the workers like abuse, illegal termination, termination



without pay, difficulties faced in numerous ways in settling disputes, lawlessness in some mills and factories of Chattogram and role of stakeholders, about probable role that could be played by IP to settle industrial disputes between employers and workers were discussed by trade union leader Uzzal Bishwash, Shahenewaz Chowdhury, Md. Ali and Fazlul Kabir Mintu.



Finally, Md. Solioman- Police Super/IP, Ctg. in his concluding speech assured that IP will keep a regular touch with BILS and BILS-connected trade unions of Chattogram to work on the labour issues. He admitted that still now many workers and trade unions are unaware about the function of IP in industrial sectors. We have to convey the messages to all concerned that any victim worker or trade union can seek the support and assistance of IP in case of necessity.

## Meeting with the Youth Network

BILS organized a half yearly meeting with the youth network that has been held on 18<sup>th</sup> December 2023 at the conference hall of Asian SR Hotel, Chattogram. BILS-LRSC CC Committee Chairman labour leader A M Nazimuddin presided over the meeting.



The inaugural speech was delivered by BILS-LRSC CC Committee member and BTUC Chattogram president senior trade union leader Tapan Dutta. BILS-LRSC CC Committee member-secretary Md. Safar Ali thanked all the team members on behalf of BILS in the meeting.

The inaugural session was also addressed by Rabiul Huq Shimul, Organizing Secretary of BLF Central Committee.

Speakers in the meeting said, our workers are playing a pivotal role to keep national economic growth well and they are playing key role in our national economic development too. But it is sad to say that workers are often being deprived of their basic human rights and also from the rights and entitlements as worker. Youth trade union activists need to come forward to protect workers' rights and entitlements.

Supporting victim workers and standing beside them is also the responsibility of youth network members-all said. Senior trade unionists opined that if youth network members are united and remain active and vocal then the employers will be bound to come forward to take pro-worker initiatives regarding the workers' rights and



entitlements.

The meeting briefly reviewed the earlier initiatives of each team member and the activities of youth network in details and the meeting concluded on the understanding of what is to be done in the project year 2024.

## Health Camp in Chattogram

BILS organized a health camp for providing medical treatment facilities to the sick workers and their family members with the support of DGB-BW which has been held on 13<sup>th</sup> October 2023 at Bandar-Patenga I/A, Chattogram.



BILS-LRSC CC Committee Chairman and eminent trade union leader BJSD Chattogram president A M Nazimuddin, as chief guest inaugurated the health camp while other local TU leaders were also present.

A total number of 122 workers and their family members were provided with medical treatment facilities during the day-long health camp.

Of them 60 were male and 62 were females. 2 doctors, 1 of medicine and

another gynecologist provided the overall day-long treatment facility.

The inaugural session was presided over by Md. Nurul Absur, Secretary-BMSF, Chattogram. During the inaugural session BILS-LRSC CC Committee Chairman and eminent trade union leader BJSD Chattogram president A M Nazimuddin said, providing health care facilities to the workers is the responsibility of the state as well as of employers. Getting medical treatment facility of any worker is a law covered as well as a basic human right. We cannot deny it. He further added that we have to ensure workplace safety and create a pro-worker working environment.

During the day-long health camp at Bandar-Patenga I/A, Chattogram local trade union leaders and BILS team members took part in numerous voluntary activities like bring the sick workers to the camp venue, providing them medical treatment and medicines, food and giving them advisory support regarding their health issues.

Other trade union leaders present during the health camp said accidents, injuries and

## 16 Days Activism

sickness is very common in our workplaces. We have to ensure a secure and better working environment for the workers. They hope that the employers will come forward to take pro-worker initiatives regarding the occupational health and safety of the workers. BILS health camp initiative was praised by local trade unions and social leadership.

BILS organized a series of program with women and youth TU to observe 16 Days Activism and International Day for the



Elimination of Violence against Women in October to December 2023

**Program 1:** A meeting was held on 17 October 2023 with Dhaka-Mirpur area based TU leadership, specifically with youth and women leadership at BILS Seminar Hall to share the study findings on 'Effectiveness of Role Played by Complaint Committee to Protect the Sexual Harassment at Workplace' and to prepare future plan of action of TU area based TU leadership and organizer regarding the issue.

**Program 2:** BILS organized four meetings with four cluster level (Dhaka-Mirpur, Gazipur, Savar- Ashulia and Narayanganj cluster) women and youth TU organizers on 28 and 29 November 2023 to observe 16 Day Activism and International Day for the Elimination of Violence against Women. BILS research findings on 'Effectiveness of Role Played by Complaint Committee to Protect the Sexual Harassment at Workplace' were placed there and determined the TU role enhancing the functionality of Anti-harassment committee at factory level.

**Program 3:** BILS organized a press

conference under Gender platform Bangladesh on last 09 December 2023 at Tofazzal Hossain Manik Mia Hall, Press club, Dhaka. All Gender Platform member organizations were present on that occasion. In that event Gender platform Bangladesh placed seven (07) points of demands specifically focused on enactment of law to prevent sexual harassment at workplace and ratification of ILO convention 190. Bangladesh Women's Lawyers Association President Salma Ali chaired over the conference and Awaj Foundation Executive Director Nazma Akter acted as moderator while BILS Director Nazma Yesmin read the press briefing. Fair Wear Foundation Country Manager Bablur Rahman, ETI Country Manager Abil Bin Amin and IndustriALL Bangladesh Council General Secretary Kutub Uddin Ahmed participated in the discussion and question-answer session.

**Program 4:** Another successful consultation meeting was scheduled on last 18 December Social Protection for RMG Workers: Existing Mechanism, Challenges and Way Forward at BILS seminar hall.



Prominent national level trade union leaderships were joined at the event and placed their respective remarks for ensuring social protection for RMG workers in Bangladesh.

BILS organised a national-level round table with relevant stakeholders as part of the BILS-FES cooperation and the project titled

## National-level Round Table



"Accelerate TU Role to Strengthen Institutional Mechanisms to Ensure Workers' Rights in Bangladesh" on October 19, 2023, at Asia Hotel and Resorts, Topkana Road, and Dhaka. Naimul Ahsan Jewel, Advisor, BILS, and the Convener of the National Fishing Worker Rights Forum presided over the event, and Abul Kalam Azad, Secretary, BILS, moderated the discussion. BILS Director Nazma Yesmin delivered the welcome speech and shared the agenda of the meeting with the discussants.

Representatives from the Ministry of Labour and Employment, the Department of Labour (DoL), leadership from Sramik

Karmachari Oikya Parishad (SKOP), and BILS Associated National Trade Union Federations, researchers, and journalists joined the event. Jagannath University Associate Professor Mostafiz Ahmed gave a detailed presentation where he shed light on the legal and policy architecture pertaining to the fishing sector and its workers, social protection, livelihood shocks, and vulnerabilities. He pointed out the inconsistencies in the government records and the lack of segregated data.

He recommended that the working pattern of each type of worker be defined first to come to a standard. He also found that the plethora of policies and acts in this sector have only reflected the desire to conserve and increase production; they are not focused on worker rights. The types of social protection and its coverage found in different research are also discussed.

## Project Orientation Meeting

BILS and FEMNET e.V. have jointly launched a project titled "Strengthening Due Diligence Implementation in the Textile Sector in Bangladesh". The project began



officially in September 2023, and BILS



organized a project orientation meeting with national and sectoral-level trade union leaders on December 15, 2023. The purpose of the meeting was to inform National and Sectoral level leaderships about the details of the project activities and also to get their suggestions for better implementation at the field level. The meeting was chaired by BILS Vice Chair Amirul Haque Amin, and moderated by BILS Secretary Abul Kalam Azad. 41 National and Sectoral-level leadership, including Kutubuddin Ahmed, Babul Akhter, Naimul Ahsan Jewel, Mesbah Uddin Ahmed, etc. were present at the meeting. . BILS Director Nazma Yesmin delivered the welcome speeches then introduced the program and its participants. BILS introduced the concept of Worker-Based Monitoring and the project objectives, plan, schedule, and measures. The leaders pledged to assist BILS with expertise and necessary support at the field level. The chair of the event, Amirul Haque Amin said, generally, our focus remains on improving the working conditions. It is commendable that this project is prioritizing both worker rights and environmental pollution caused by garments in the Savar and Ashulia region. The core group thus includes both Workers and Community. He thanked leaders from SKOP, IBC, and G-SKOP affiliated federations for joining the event and also appreciated BILS and FEMNET e.V. for taking the initiative.

After an engaging open discussion among the Trade Union leadership, followings are commonly agreed core decisions-

- The leaders unanimously agreed that every federation will cooperate with BILS in this endeavor.
- They will fill up the form and send it to BILS. The federations that work in the

region will nominate a focal with whom BILS can connect.

- IBC and GSKOP can share with BILS the list of unionized factories and also the non-unionized factories, the workers of which have a rapport with the federations.
- The people who will get training from this project intervention will ultimately contribute to their own federation. So, the federation will take responsibility for monitoring them.
- Since the training is day-long, the content should be much focused. The contents should be on core areas of Labour & TU rights based on the Bangladesh Labour Act. Negotiation skills and collective bargaining should be largely highlighted in the training sessions.
- To create mass awareness among the workers and Trade Union, publication materials (Factsheet, poster, Leaflet & booklet, etc.) should be developed and prepared & disseminated to the target audiences. Issues of workers' rights could be highlighted in the publication materials where they can also understand what the problem is and how they can act for solutions.
- BILS will follow the recommendations that came from the meeting and act accordingly.

## Training workshop on Environmental Impact held in Gazipur

Under the initiative of BILS in collaboration with GIZ, a two-day training workshop on "Environmental Impact and Social Risks of RMG Industry" was held on 19 and 20 December 2023 at Bangladesh Open University, Gazipur. Shamsunnahar Bhuiyan MP, Member of the Parliamentary Standing Committee on Ministry of Labour and Employment, spoke as the chief guest

in the inaugural session of the event chaired by the Chief Trainer ABM Sajjad Hossain. BILS Director Nazma Yesmin delivered welcome speech on the occasion. BILS Project Coordinator and Deputy Director Md Yousuf Al Mamun introduced the project.



In her speech, the chief guest said that by developing the capacity of garment workers in setting social and environmental standards, they should develop their leadership in this regard so that they can make the people of the society aware of it. At the same time, she pointed out that the national level trade unions also have the responsibility to raise the issue of social and environmental standards of workers at the policy-making level.

In the training session 29 youth and women TU leaders from Gazipur and Tongi participated (Men 16, Women 13), while ABM Sajjad Hossain, Khandaker Abdus Salam and Ahsan Habib Bulbul conducted different sessions.

**Goal of the training:** To acquire knowledge and skills about the environmental impact and social risks of the

garment industry in the surrounding area and to enable the trade union organization to build public opinion in improving the quality of life and to play an active role in controlling environmental pollution.

**Action plan:** At the end of the training, participants are grouped together with

those who live in the same local area and are able to communicate with each other. They prepared an action plan to prevent environme

ntal pollution in the surrounding area of the garment factories, which can be implemented successfully. In the plan there were steps on what activities would be implemented, how, in how many days and the result of their initiatives.





## RMG Workers rally held in Tongi on the occasion of World Decent Work Day-2023

On the occasion of World Decent Work Day-2023, BILS, in cooperation with GIZ, organized a RMG workers rally and procession on October 15, 2023 at Tongi Railway Shishu Niketan and adjacent areas. Shamsunnahar Bhuiyan MP, Member of the Parliamentary Standing Committee on Ministry of Labour and Employment spoke as the chief guest, while local councilor Rakhi Sarkar spoke as special guest. Apart from this, Gazipur Journalist Union President Ataur Rahman, BILS Director Nazma Yesmin, Deputy Director and Project Coordinator Md. Yousuf Al Mamun and local trade union leaders belonging to SKOP and G-SKOP also spoke. Local leaders, journalists and BILS officials were present in the event.

The chief guest mentioned in her speech that awareness should be strengthened at the national level as well as at the grass root level to deal with the crisis of climate change. She said that it is the responsibility of every person to keep the environment clean and tidy. From industrial factories to residential waste, all the mismanagement that is generated needs to be tackled in an integrated manner. In this regard, she emphasized that the trade union should take a leading role in creating awareness among the local people. She said that it is not possible of the government alone to deal with this crisis unless there is a change in people's mentality and awareness. She stressed the importance of making each person aware as well as making others aware of the crisis of

environment and climate change.

After the workers' rally, the procession went round various important places in the city.



**Bangladesh Institute of Labour Studies-BILS**

House 20; Road 11 (New) 32 (Old); Dhanmondi R/A Dhaka-1209

Telephone: +880-2-41020280-3; E-mail: [bils@citech.net](mailto:bils@citech.net); Website: [www.bilsbd.org](http://www.bilsbd.org)