

Support for Effective and Inclusive Trade Union in Bangladesh



Capacity Building Training Basic IT Skill

Bangladesh Institute of Labour Studies - BILS organised a series of activities under the "Support for Effective and Inclusive Trade Union in Bangladesh" project in collaboration with the ILO and GIZ, which were held in July, August and September. These activities consist of:

Capacity Building Training on Basic IT Skill: On July 9-11, 2024, BILS organised a capacity-building training session on IT skills at Dhaka Ahsania Mission in Dhanmondi, Dhaka. The training program was conducted under the supervision of PSC Members Naimul Ahsan Jewel and Kazi Rahima Akhter Sathi. Abul Kalam Azad and Pulak Ranjan Dhar were present in the training programme as NCCWE representatives. Afia Rashid from GIZ joined the second day of the training programme as a special guest. The training has been attended by 41 youth representatives from 15 National Trade Unions.

Financial Management Training: BILS organised two Financial Management Training programmes divided into two batches. The first batch of the training was successfully held from July 14th to 16th, 2024, attended by representatives, including Md. Rafiqul Islam Rafiq and Md. Abdur Razzaque from

NCCWE, PSC Members Nasrin Akter Dina and Naimul Ahsan Jewel, and ILO senior programme officer Shipra Chowdhury were also present in the programme. The second batch was held from August 27th to 29th, 2024, attended by representatives, including Firoz Hossain from NCCWE and PSC Members Naimul Ahsan Jewel, Nasrin Akter Dina, Shahidullah Badal and Kazi Rahima Akter Shathi. The training programmes are held at Dhaka Ahsania Mission, Dhanmondi, Dhaka. The training programmes facilitated by resource persons Ahsan Habib Bulbul, Md. Rafiquzzaman and Shakil Akhter Chowdhury. The training has been attended by 44 youth representatives from 15 National Trade Unions.

Workshop on Preparing Trade Union Position Paper for NCCWE:



Action Plan Development Workshop



Workshop on Preparing Trade Union Position Paper

BILS organised a two-day residential workshop on the 18th and 19th September 2024, at the Six Seasons Hotel in Dhaka, for the leadership of NCCWE to address the position of trade unions in the evolving political landscape of Bangladesh. The workshop identified key trade union issues and tackled urgent concerns, scrutinised national and international obligations, emphasised the need for institutional reform, and advocated for a more inclusive tripartite structure. The workshop concluded with a team of 12 members finalising the draft proposal and deciding to submit it by October 2024.

Action Plan Development Workshop for National Trade Union Centre:

Action Plan Development Workshop for National Trade Union Centre organised by BILS under the "Support for Effective and Inclusive Trade Unions in Bangladesh" project held on the 27th and 28th September 2024, at the Hotel Bengal Blueberry in Dhaka. The workshop aimed to strengthen the capacity of national trade union federations by developing comprehensive, gender-

responsive action plans. Trade union leadership from 15 federations participated the programme which focused on governance, advocacy, collective bargaining, and leadership development. A particular emphasis was placed on fostering second-generation leadership, especially among women and youth, to ensure the inclusivity

Consultation Meeting



Consultation Meeting on Zoom

and sustainability of trade unions.

BILS and ILO have initiated two studies- i) An Initial Assessment for Capacity Enhancement Needs within Worker's Organizations on Gender, Care Work, and Care Workers

Organizing and ii) A Rapid Assessment on care work and decent work deficits in care workers under the project 'Support to enhance TU capacity to engage care workers for recognition and representation towards effective participation of workers in social dialogue, skills, and entrepreneurship development for decent work'. BILS organized a consultation meeting with Trade Union Leadership for the initial planning of the studies on 30 July 2024 over the Zoom platform. 9 persons participated in the meeting (Female-4, Male-4). Among the leadership Shakil Akhter Chowdhury, Nargis Jahan, Abul Hossain and Promila Podder were present. Mostafiz Ahmed, principal researcher of the studies, Nazma Yesmin, Director, BILS; Syaduzzaman Mithu, Senior Officer, BILS and Maeha Emannum Tithi, Program Officer, BILS were also present in the meeting.

further implementation plan, and decide on some strategy for better implementation. The event was chaired by BILS Vice Chairman Amirul Haque Amin and moderated by BILS Director Nazma Yesmin. BILS summarised the project activities, and then BILS and ESDO shared the activity progress so far. The core group brainstormed to set strategies to achieve the best results through the upcoming activities.

Training on Labour Law & Core Labour Standard

BILS organised three batches of one-day training sessions on labour law and core labour standards in Chattogram and Dhaka after finalising the training module through a review meeting with the trainers. Improving the trade union leaders' understanding and proficiency in fundamental labour standards was one of the primary goals. The training's main topics of discussion included:

- Principle Core Labour Standards of ILO, its context, base and necessity
- Core Labour Standard: Contents and Objectives
- Existing Situation of core labour Standards in Bangladesh
- Role of stakeholders to ensure the implementation of core labour standards in Bangladesh

Senior leadership from the National Trade Union Centre, G-SKOP, and the leaders of the Youth and Women committees attended the training. Total 96 participants were received the training where 63 were female and 33 were the male.

Training on Labour Law and Collective Bargaining Agreement:

Core Group Meeting



Core Group Meeting

BILS with the support of FEMNET e.V, organized the second core group meeting of the "Strengthening Due Diligence Implementation in the Textile Sector in Bangladesh" project at BILS Seminar Hall, Dhanmondi, Dhaka, on September 24, 2024. The workshop's purpose was to share the project progress with the group, discuss the



Training Sessions on Labour Law and Core Labour Standards

An expert developed a training module on labour law and collective bargaining agreements for BILS, which was then implemented in four training batches in Chattogram and Dhaka during the reporting period. The training's main goals were to increase participants' understanding of labour law principles and rights, educate them about the rights and protections of women workers, and encourage them to participate in collective bargaining. A total of 114 participants—52 women and 62 men—received the training, which was provided by trade union trainers, trade union leaders, and labour law practitioners.

The training's main topics included:

- The Labour Law and Rules are introduced, together with the essential provisions for safeguarding workers' rights.
- The rights of female employees as stipulated by labour laws and regulations
- A safeguard against harassment and violence against female employees
- Tools and approaches for collective bargaining and negotiation

- Case studies of workplace harassment and violence committed by men and women

Advocacy Planning Meeting:

To design a nationwide campaign plan for up streaming ratifications of ILO convention 190, national trade union leaders met on September 15, 2024, at the Asia Hotel & Resort. Prominent trade union leader and BILS advisory board member Mejbahuddin Ahmed presided over the event, and Sanjida Sultana, Executive Director of Karmajibi Nari was facilitated.



Advocacy Planning Meeting

There were total of 26 attendees at the meeting, with 18 men and 8 women. The meeting was attended by BILS & CAREBD officials, women leaders of national trade union canterers, Naimul Ahsan Jewel, General Secretary of JSJB, Chowdhury Ashiqul Alam, President of Bangladesh Trade Union Shangha, Badal Khan, General Secretary of Bangladesh Jatyia Shramik Jote, Anwar Hossain, President of Bangladesh Jatyatabadi Shramik Dal, and numerous other national trade union leaders.

Following a lengthy debate, the following

advocacy issues were covered in order to move Bangladesh closer to ILO Convention 190.

- Discussion/workshop with stakeholders
- Discussion with advisor and submit memorandum
- Discussion with Employers
- To submit the Memorandum to chief advisor
- Social Dialogue (SKOP, NCCWE, CSO's and ILO)
- Campaign
- Rally
- Requesting to MoLE to call for a meeting and include C190 as an agenda
- To take awareness building activities from National Federations associated with SKOP

leaders Shamim and Nasrin Akhter Dina assisted with the event, while Tapan Datte, an eminent trade union leader, presided over the program. They were first informed on the alliances and network's purpose, goals, and necessity. Following the briefing, the participants engaged in a discussion and demonstrated encouragement and enthusiasm for expanding the network. The meeting was attended by M. Nazimuddin, Charman of the BILS-LRSC Chattogram, women and youth leaders, representatives from the CSO, and staff members from CAREBD and BILS.

Similar to this, a networking and alliance-building meeting was held in Dhaka, which was chaired by Anwar Hossain, President of the Jatyatabadi Shramik Dal, and the vice chairman of BILS. Abul Kalam Azad, Secretary of BILS, moderated the event, and Shakil Akhter Chowdhury, Abdul Kader Hawlader, and Nazma Yesmin, BILS, provided the welcome and introductory remarks.



Networking & Alliance Building Meeting

Networking & alliance Building Meetings:

Networking and forming alliances are important project interventions. Two networking and alliance-building meetings have been arranged by BILS in Chattogram and Dhaka.

In Chattogram, notable women's trade union

- Institutes (NTUC & CSO's) will be the member of the Network
- BILS will be the secretariat
- BILS developed a SOP and share among the participants
- Participants from the NTUC's and CSO's make comments on SOP and send to BILS

- After consensus of all parties, the network will perform as an network to upstream ratification ILO convention 190.

Capacity Building Training for Youth and Women

A training workshop on “Capacity building for Youth and Women on Organising” was held on September 28, 2024, participated by the women and youth leaders of the Tannery Workers Union.



Capacity Building Training for Youth & Women

Tannery Workers Union President and BILS Secretary Abul Kalam Azad presided over the meeting. Abdul Malek, General Secretary of Tannery Workers Union provided the opening speech while Nazma Yesmin, director of BILS kept the welcome speech. Chowdhury Borhan Uddin, coordinator of the project, introduced the project activities among the participants.



Workshop for Women & Youth Leadership

The training session conducted by the resource person ABM Sajjad Hossain; and he discussed all of the issues in the sessions as per the training schedule and based on the training manual.

The objective of this event was to develop the capacity of the organisers and youth Trade Unionists on workers' rights issues so those knowledges could be used in their workplace and Union to ensure the rights of the workers.

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

- TU rights and organising 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

Recommendations:

- Youth and women leaders should engage more to protect labour rights at the field level.
- Participants were interested to know more leadership & Labour Law which is linked with their practical work life.

Workshop with NCCWE Youth Leaderships

BILS is implementing a project 'Support to enhance TU capacity to engage care workers for recognition and representation towards effective participation of workers in social dialogue, skills, and entrepreneurship development for decent work' with the support of International Labour Organization (ILO). BILS organized a workshop with NCCWE Leaderships on September 2, 2024 to develop the plan for capacity building of Trade Union for organizing care workers and identify the key strategic areas. 30 participants joined



Workshop with the Youth Leadership

the workshop, among them 14 were male, and 16 were female. 21 youth trade union leaders from 13 federations joined the programme (12 males and 9 females). Among the senior leadership, Shakil Akhter Chowdhury, General Secretary, BLF, Nargis Jahan, Vice President, Women's Committee, BJSD and Ahsan Habib Bulbul, General Secretary, SLF were present and acted as facilitators. Anne Drong, National Programme Officer and Aminul Islam, Administrative and Finance Assistant-Care Work were present from ILO. From BILS, Syed Sultan Uddin Ahmmed, Executive Director, Syaduzzaman Mithu, Senior Officer, and Maeha Emannum Tithi, Program Officer was also present in the meeting. Syed Sultan Uddin Ahmmed, Executive Director of BILS kept welcome remarks towards the participants while Anne Drong, National Programme Officer of ILO Bangladesh kept a brief remark.

and using PPE were held on 12 July 2024, 16 August 2024 and 20 September 2024 at Tannery Workers Union Office, Hemayetpur, Savar, Dhaka.

The tannery workers union leaders and tannery workers attended the study circle programme as participate and the programme facilitated by tannery workers union leadership and BILS Project Coordinator,



Study Circle Meeting 12 July 2024

Chowdhury Borhan Uddin.

Project Coordinator Chowdhury Borhan Uddin briefed the participants on the project's operations, as well as the responsibilities and activities of the project and explained the goal of the study circle.

The sessions discussed on the following issues-

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

Study Circle for Tannery Workers

BILS organised series of study circle meetings on basic labour rights such as appointment contract, ID, minimum wage, working hour and other welfare facilities and OSH related as fire safety, machine safety, electrical safety, chemical safety, ergonomics



Study Circle Meeting 20 September 2024

Recommendations from the participants-

- Women's participation should be increased in training at the factory level to be educated about their rights
- Long-time training based on specific issues
- Campaign Activity
- Increase training participants

Training on Labour Law for TU Leadership

BILS organised three separate training on Labour Law for trade union leadership held on 1-2, 6-7 and 9-10th July 2024 at Hotel Rose Garden, Chattogram. Each training programme was conducted over two days and eight sessions. The sessions were conducted by BILS Youth Team Members and Trainers Fazlul Kabir Mintu, Advocate Md. Iqbal Hossen, Lutfun Nahar Sonia, Anwarul Azim Sobuz, BILS-LRSC official Rizwanur Rahman



Training on Labour Law

Khan and Pahari Bhattacharjee on topics of introduction on Bangladesh labour law & rules, trade union and industrial relation, employment of workers: obstacles and way forward, the process of ending relationship in between employer & employee, welfare initiatives and occupational health related issues for the workers, leisure and leave of the workers, maternity leave for female workers. BILS-LRSC CC Committee Chairman labour leader A M Nazimuddin was also present during the training programs.

Orientation Programme for Interns



Orientation Programme with Intern

BILS organised two orientation programmes for the BILS-LRSC interns that were held at the BILS Chattogram office on 11 and 12 July 2024. 14 interns from different public and private universities participated in the programme. BILS Youth Team Members and Trainers Fazlul Kabir Mintu, Advocate Md. Iqbal Hossen, Lutfun Nahar Sonia, Anwarul Azim Sobuz, and BILS-LRSC official Pahari Bhattacharjee also participated and contributed to the programme. The two-day's orientation programme conducted focused on workers' rights issues. The programmes were facilitated by Julia Parvin, Professor, Premier University, Chattogram.

Experience Sharing Meeting



Experience Sharing Meeting

BILS organised two experience-sharing meetings under the BILS-DGB BW project held on August 11 and 12, 2024, at Hotel Saint Martin, Chattogram. Members from different trade union federations participated in the meeting.

A M Nazimuddin, Chairman, BILS-LRSC CC Committee; Tapan Dutta, Member, BILS-LRSC CC Committee; Labour Leader S M Jamal, BJSD; Robiul Huq Shimul, BLF; Kazi Anwarul Huq BFTUC; Iftekhar Kamal Khan, TUC; Jaheduddin Shahin, BJSF; Rizwanur Rahman Khan, Senior Officer, BILS-LRSC; and Pahari Bhattacharjee, Senior Officer, BILS-LRSC, presented and contributed in the meeting. The meeting especially discussed the issues of sectorial contexts, obstacles and ways forward.

Workshop on Gender Justice

BILS organised a workshop on legal rights of women workers, gender equality and prevention of gender-based violence with the participation of tannery workers union leaders on 28 August 2024, at tannery workers union office in Savar, Dhaka. The objective of the workshop was the ensuring basic legal rights of women workers, gender equality, elimination of gender based violence and decent work in the tannery sector.

President of Tannery Workers Union and BILS Secretary Md. Abul Kalam Azad presided over the workshop; General Secretary of Tannery Workers Union Abdul Malek provided opening remarks while BILS Director Nazma Yesmin kept a welcome speech among the participants. Project Coordinator Chowdhury Borhan Uddin described the project's activities and introduced the participants then OSHE Foundation Director and BSLSB Project Head Alam Hossain conducted the training session.

Recommendations from the workshop:

- Arrange more workshops regarding gender issues.
- Campaign on discrimination against



Workshop on Gender Justice & Legal Issues for Women Workers

- women and gender-based violence.
- Involvement of tannery workers in project awareness-raising activities.
- Informing owners & management authorities about actions to elimination of gender discrimination

Factory-level Meeting with Tannery Workers



Factory Meeting

BILS is Organised a series of factory-level meeting on the issues of maternity, elimination of child labour, gender equality and prevention of GBV at workplace were held on 12 July 2024, 16 August 2024 and 20 September 2024 at Tannery Workers Union Office, Hemayetpur, Savar, Dhaka.

The tannery workers were participated the meeting and the meetings were facilitated by tannery workers union and BILS Project Coordinator. Project Coordinator Chowdhury Borhan Uddin briefed the participants on the project's operations, as well as the responsibilities and activities of the project and explained the meeting concept, goals and expected outputs.

The session was discussed on the following issues-

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

Capacity Building Training for Tea Workers

BILS has been implementing a project titled "Accelerate TU capacity to ensure workers' rights in Bangladesh" with the support of Friedrich Ebert Stiftung (FES) for the period from May to November 2024. As part of this project intervention, BILS organised a series of training programmes for the Tea Garden Trade Union Leadership, which were held in September. These activities consist of:

8 September 2024: A day-long Training Programme for Valley Level Tea Garden Trade Union Leadership on Collective Bargaining, Negotiation & Workers' Rights Issues held on 8 September 2024, at BRAC Learning Centre Sreemangal, Moulvibazar, Sylhet. Besides the valley level tea garden TU leadership, Ram Bhajan Koiri, Former President, Bangladesh Chaa Shramik Union,



Capacity Building Training

Iqbal Hossain, Programme Advisor, Friedrich-Ebert-Stiftung (FES), Bangladesh, Abu Eusuf Mollah, Senior Trade Union (TU) Trainer and Consultant, Nasrin Akter Dina, General Secretary, Women's Committee, BJSD and Trade Union Trainer and Mousumi Nishat Shimul, Programme Officer, BILS were



Capacity Building Training for Tea Workers

present and contributed to the programme. The training programme had been arranged into four sessions. The sessions focused on the labour law, the rights of the tea workers, collective bargaining, negotiation, and child labour issues.

9 September 2024: Another day-long Training Programme for Valley Level Tea Garden Trade Union Leadership on Collective Bargaining, Negotiation & Workers' Rights Issues held on 9 September 2024, at Heed Bangladesh, Kamalganj, Moulvibazar, Sylhet. Besides the valley-level tea garden TU leadership, Dhana Bauri, President, Manu-Dalai-Valley, Bangladesh Chaa Shramik Union, Gayatri Raaj Bhar, Vice-President, Manu-Dalai-Valley, Bangladesh Chaa Shramik Union, Iqbal Hossain, Programme Advisor, Friedrich-Ebert-Stiftung (FES), Bangladesh, Abu Eusuf Mollah, Senior Trade Union Trainer and Consultant, Nasrin Akter Dina, General Secretary, Women's Committee, BJSD and Trade Union Trainer and Mousumi Nishat Shimul, Programme Officer, BILS were present and

contributed to the programme. The training programme has been arranged into four sessions. The sessions focused on the labour law, the rights of the tea workers, collective bargaining, negotiation, and child labour issues.

23 September 2024: Next day-long Training Programme for Valley Level Tea Garden Trade Union Leadership on Collective Bargaining, Negotiation & Workers' Rights Issues held on 23 September 2024, at Four Star Jaman Hotel, Bibir Hat, Fatikchhari,



Capacity Building Training for Chattogram Tea Valley Workers

Chattogram. Besides the valley-level tea garden TU leadership, Nironjon Nath, President, Chattogram Valley, Bangladesh



Capacity Building Training for Tea Workers

Chaa Shramik Union, Dina, Vice-President, Chattogram Valley, Bangladesh Chaa Shramik Union, Iqbal Hossain, Programme Advisor, Friedrich-Ebart-Stiftung (FES), Bangladesh, Md. Iqbal Hossain, Advocate, District Judge and Labour Court, Chattogram, Nasrin Akter Dina, General Secretary, Women's Committee, BJSD and Trade Union Trainer and Mousumi Nishat xShimul, Programme Officer, BILS were present and contributed to the programme. The training programme has been arranged into four sessions. The sessions focused on the labour law, the rights of the tea workers, collective bargaining, negotiation, and child labour issues.

24 September 2024: Subsequently, a day-long Training Programme for Valley Level Tea Garden Trade Union Leadership on Collective Bargaining, Negotiation & Workers' Rights Issues held on 24 September 2024, at Four Star Jaman Hotel, Bibir Hat, Fatikchhari, Chattogram. Besides the valley-level tea garden TU leadership, Nironjo n Nath, President, Chattogram Valley, Bangladesh Chaa Shramik Union, Joton Kormokar, General Secretary, Chattogram Valley, Bangladesh Chaa Shramik Union, Md. Iqbal Hossain, Advocate, District Judge and Labour Court, Chattogram, Nasrin Akter Dina, General Secretary, Women's Committee, BJSD and Trade Union Trainer and Mousumi

Nishat Shimul, Programme Officer, BILS were present and contributed to the programme. The training programme has been arranged into four sessions. The sessions focused on the labour law, the rights of the tea workers, collective bargaining, negotiation, and child labour issues.

Objective of the Training

- Enhancing the skills of valley and garden-level organisers and trade union leaders in collective bargaining, negotiation, and labour rights.
- Strengthen the role of trade unions in protecting the rights of tea workers at the valley and garden levels.



Capacity Building Training for Tea Workers



Capacity Building Training for Tea Workers

Few suggestions/ demands from the participants

- Collective bargaining and labour law are very crucial topics for TU leadership, but one-day training is insufficient to fully comprehend and retain the information.



Capacity Building Training for Tea Workers

- Since tea worker laws differ from other laws, and it is important for tea worker TU leadership to have knowledge of the laws as well as issues regarding collective bargaining and women's rights, we would like to request FES and BILS to create a handbook for us that will cover tea worker labour law, rights, and collective bargaining issues.
- In order to properly train us on these topics, we would also like to request FES and BILS to take the initiative and begin a long-term training process.

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