



LABOUR JUSTICE FELLOWSHIP

Intending to equip youth with values, knowledge and skills for a workers' rights-centric just society, the Bangladesh Institute of Labour Studies-BILS in association with iSocial, Safety and Rights Society, and Karmojibi Nari offers a **Labour Justice Fellowship (LJF)** opportunity for youth who are socially committed and willing to promote labour rights and decent work for a just and equitable society and build career in industrial and labour relations fields. By providing knowledge and skills on labour and social justice issues, along with engagement in research and organisational activities, the programme will empower youth fellows to promote labour rights and advance social justice.

Programme Contents

The programme is designed to equip participants with comprehensive knowledge and practical skills in development, labour rights, and social justice. It provides a thorough understanding of the social, political, economic, and legal factors that shape decent work and equitable work environment. With a focus on organizational engagement and assessment, participants will learn to interact effectively with institutions, evaluate organizational practices, and drive positive change. Through an interactive approach, the programme introduces participants to social research frameworks and methodologies, equipping them to conduct rigorous research and analyse labour-related issues. Special emphasis is placed on recent developments and future challenges in the world of work, with particular reference to the Labour Reform Commission 2024 report. Participants will also engage in fieldwork, report writing, and presentations, allowing them to apply their learning in practical contexts.

Programme Duration

The duration of the programme is 12 weeks (3 months). The first cohort will run from October 25, 2025 to January 25, 2026. The participants will be engaged actively in the fellowship programme including organizational engagement and research field work for at least 30 hours a week (6 hours a day, Saturday to Wednesday).

Location: Fellows will be attached to one of the partner organizations in Dhaka for the whole fellowship period along with at least two-week research field visits outside Dhaka.

Number of fellowships: Up to eight fellowships will be awarded per cohort.

Eligibility Criteria

- Applicants should be Bangladeshi nationals and recent graduates in any broad field of social sciences, or have a background in trade union and labour rights activism.
- The maximum age limit of the applicant is 30 years.
- Participants may apply for the Labour Justice Fellowship, or be self-funded, or nominated/ sponsored by academic institutions, trade unions, or labour rights and development organizations.

Candidates should:

- a. demonstrate interest in promoting labour rights and social justice, with a clear motivation to make a positive impact in their community and society at large;
- b. be committed to the full duration of the fellowship programme and actively participate in orientation sessions, field work, and other interactive programme activities;
- c. demonstrate the ability to work collaboratively in a team, fostering mutual trust and respect, maintaining professionalism and accountability, and showing commitment to promoting decent work and a just, equitable society; and
- d. commit to joining the programme alumni network and supporting its vision, regardless of future role or profession.

Priority will be given to candidates:

- a. from diverse backgrounds, including family members of labour activists, marginalised youth, persons with disabilities, and diverse genders and ethnicities; and
- b. with prior involvement in activism, advocacy, training in labour issues, social research and community service related to labour rights or social justice issues.

Support Mechanisms

- Experienced mentors will provide guidance, feedback, and support in training and research throughout the programme.
- A monthly subsistence fellowship of BDT 8,000 will be provided to limited number of selected fellows.
- A certificate of completion of fellowship will be provided to the participants.

Application Procedure and Deadline

Eligible candidates should submit their applications by October 12 , 2025, using the attached application form, either typed or handwritten. The completed and signed application form should be mailed to labourjusticefellowship@gmail.com or delivered to LJJ Coordinator, Bangladesh Institute of Labour Studies-BILS, House 8/A/KHA, 4th Floor, Razzak Villa, Road 13 (New), Dhaka 1209.

Candidates will be notified about the status of their application. The shortlisted candidates will be invited for interview (online) by October 18, 2025.

For additional information, please contact the LJJ Coordinator via email at labourjusticefellowship@gmail.com or text to +880 1728547561 for a callback.



LABOUR JUSTICE FELLOWSHIP Application Form

A. PERSONAL DETAILS	
Name	
(in Bangla)	:
(in English)	:
Date of Birth	:
NID number	:
Contract Address:	Holding/House no: Post office: Post code: Upazilla: District: Mobile Number Email
Current Involvement	☐ Student [name institution] ☐ Employee [name organization.....] ☐ Volunteer [name organization.....] ☐ Others [specify type of involvement and organization]]

B. ACADEMIC DETAILS

Certificate / Exams	Board/ Institution	Year of Completion	Subject	Grade/GPA/ CGPA

C. WORK EXPERIENCE/VOLUNTARY WORK

Name of Organization	Start date	End date	Position	Task Performed

D. LANGUAGE PROFICIENCY

	Speaking	Reading	Writing
Bangla	☐ A ☐ B ☐ C	☐ A ☐ B ☐ C	☐ A ☐ B ☐ C
English	☐ A ☐ B ☐ C	☐ A ☐ B ☐ C	☐ A ☐ B ☐ C
Others [specify.....]	☐ A ☐ B ☐ C	☐ A ☐ B ☐ C	☐ A ☐ B ☐ C

Note: A = Proficient B = Intermediate C = Basic

E. COMPUTER / IT PROFICIENCY: ☐ Word ☐ Excel ☐ SPSS ☐ STATA
☐ Power Point ☐ Others.....

F. EQUITY AND INCLUSION CONSIDERATIONS (OPTIONAL)

The Labour Justice Fellowship Programme encourages applications from individuals belonging to marginalised groups, including persons with disabilities, individuals of diverse genders and ethnicities, marginalised youth, and family members of labour activists. Please indicate how your background fits within these priority groups and why this should be taken into account in assessing your application.

G. SPONSORSHIP INFORMATION

☐ Applying for LJJ – participation contingent on funding

☐ Willing to self-fund participation if LJJ funding is unavailable

☐ **Organization supported**

Name of the organization

Contact Details

(Please submit letter of support from the Sponsoring organization)

H. REFERENCES: Please provide two referees who can be contacted for reference

SL	Name and Designation	Organization	Contact number (Mobile)	Email Address
1				
2				

I. ANALYTICAL ESSAY

Please respond to the questions provided below by writing your answers in the given space.

Q.1 নিচের যেকোনো একটি প্রশ্নের উত্তর দিন (২০০ শব্দের মধ্যে)।

- ক) সাম্প্রতিক বাংলাদেশের ৮৫% শ্রমিক অপ্রাতিষ্ঠানিক খাতে নিয়োজিত। কিন্তু এদের জন্য কোন মজুরি নির্ধারণের সুনির্দিষ্ট মানদণ্ড নেই এবং তারা শ্রম আইনের সুরক্ষার আওতার বাইরে। এ পরিস্থিতিতে অপ্রাতিষ্ঠানিক খাতের শ্রমিকদের জন্য কি ধরনের ঝুঁকি, নিরাপত্তাহীনতা এবং বৈষম্য সৃষ্টি করছে তা আলোচনা করুন।
- খ) বাংলাদেশের সরকারি চাকুরিতে কর্মরত নারী শ্রমিকরা ৬ মাসের মাতৃত্বকালীন সুবিধা পেয়ে থাকেন। বেসরকারি খাতের জন্য এ ছুটি ১৬ সপ্তাহ এবং অপ্রাতিষ্ঠানিক খাতের নারী শ্রমিকদের জন্য এ বিধান প্রয়োগযোগ্য নয় বললেই চলে। এ ক্ষেত্রে মাতৃত্বকালীন ছুটির বিধানের এই বৈষম্য কাজে নারীর অংশগ্রহণ ও সামগ্রিকভাবে সমাজে কি ধরনের প্রভাব ফেলছে বর্ণনা করুন।

Q.2 Please explain the significance of the Labour Justice Fellowship for the youth of Bangladesh. In your response, discuss how this programme can contribute to promoting a just and equitable society (in 200 words).

Applicant's Signature.....Date.....