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### Presentation of Bangladesh Workers' and Trade Unions' Demands for COP-30 through Trade Unions

BILS with support from Mondial FNV and in collaboration with the Bangladesh Labour Foundation (BLF) organised a press conference titled Presentation of Bangladesh Workers' and Trade Unions' Demands for COP-30 through Trade Unions on November 9, 2025, at the National Press Club.

The programme was chaired by Vice Chairman of BILS and

President of the Jatiyata Sramik



Dal Anwar Hossain, and moderated by Senior Programme Officer of BLF Yasin Arafat. The press conference was attended by prominent trade union leaders and civil society representatives, including Joint Coordinator of the Shramik Karmachari Oikko Parishad (SKOP) Abdul Kader Howlader, BILS Executive Director as well as the Chief of Labour Reform Commission-2024 Syed Sultan Uddin Ahmmed, BILS Advisory Council Member as well as the Member Secretary of the National Coordination Committee for Workers' Education (NCCWIE) Naimul Ahsan Jewel, Senior Leader of the Industrial Bangladesh Council (IBC) Amirul Haque Amin and BILS Executive Council Secretary as well as the Member of the Labour Reform

Commission- 2024 Shakil Akhter Chowdhury and various SKOP leaders.

The programme aimed to present the 10-point demands of Bangladeshi workers and trade unions ahead of the 30th UN Global Climate Conference (COP-30), emphasizing workers' inclusion, just transition, and environmental accountability. The goal of the programme was to ensure that workers' voices are included in all stages of climate action, from policy formulation to implementation and monitoring, and to advocate for fair and inclusive climate finance, workplace safety, just transition, gender equality, and accountability in climate commitments. The programme highlighted the need for establishing independent monitoring mechanisms and declared COP-30 as a platform for advancing just transition for workers.

## BILS Strategic Plan Development and Officials Capacity Building Training Programme in Rajshahi

BILS organised a Strategic Plan Development and Officials Capacity Building Retreat and a training programme on Human Rights Due Diligence at National Occupational Safety & Health Training and Research Institute (NOSHTRI) in Rajshahi from 20 to 23 November 2025. National and local trade union leaders, CSO representatives and BILS officials participated in the event.

BILS Secretary General Nazrul Islam Khan inaugurated the programme and delivered welcome speech. BILS Executive Director Syed Sultan Uddin Ahmed hosted the event as Moderator. Among others, BILS Advisory Council Member Badal Khan and Farida Akhter,



Rajshahi University Professor and BILS Advisory Council Member Dr. Jakir Hossain, BILS Executive Council Secretary Nurul Islam Khan Nasim and Shakil Akhter Chowdhury, Executive Council Member Pulak Ranjaz Dhar and Nargis Jahan, Samajtantrik Sramik Front President Razequzzaman Ratan, Joint Inspector General of DIFE Mahfuzur Rahman Bhuiya, Programme Coordinator of 3F Buddhi Acharya, BILS Director Kohinoor Mahmood and Nazma Yesmin also addressed in different sessions. ILO Country Director for Bangladesh Max Tunon and Program Head of ILO Decent Work Enterprise Gunjan Dallakoti joined the online session of the event.

The programme aimed at enhancing the organization's long-term vision and strengthening the skills of its officials, provided an opportunity for BILS staff and leadership to reflect on their current strategies, to identify key areas for growth, and to align their goals with the evolving needs of workers and the labour movement.

Focused sessions were conducted on improving internal governance, fostering



leadership development, and equipping officials with the tools necessary to implement BILS's mission more effectively. This event not only served as a platform for strategic discussions but also emphasized building a cohesive team of leaders who can drive the organization's work forward with greater efficiency and impact. Key topics of the event included enhancing training programmes, expanding BILS's research capabilities, strengthening international collaborations, and ensuring financial sustainability. The event also allowed participants to review progress on existing projects and outline a clear path for the organization's future development.

## Orientation meeting of Fabric of Fairness project

BILS, with the support of Clean Cloth Campaign (CCC) organised the inauguration of the project Fabric of Fairness: Protection of Workers' Rights in the Garments Industry on November 26, 2025 at a hotel in Dhaka.

The event was chaired by BILS Chairman Md. Mojibur Rahman Bhuiyan and the project briefing was presented by BILS Deputy Director Advocate Nazrul Islam. Among others BILS leaders, officials, representatives from partner organizations, and other senior officials' stakeholders from civil society and the



garments sector were participated in the event.

The goal of the programme was to ensure workers' rights, strengthen trade unions, build coordinated relationships among workers, employers, government, and civil society, promote human rights and accountability in the workplace, and create a sustainable and equitable garments industry. The project focuses on protecting workers' human rights, enhancing the capacity of trade unions, promoting research- and data-driven accountability, establishing integrated networks among employers, workers, government, and brands, and ensuring active engagement of policymakers and stakeholders.

## Decent Work Day Event in Tongi

BILS, with the support of CFLI organised a discussion meeting and cultural program on October 31, 2025, at Montage Polytechnic Institute in Tongi to observe Decent Work Day 2025.



The programme was chaired by BILS Executive Director as well as chief of the Labour Reform Commission-2024 Syed Sultan Uddin Ahmmmed. The Chief Guest was Additional Deputy Commissioner of Gazipur Md. Shahriar Nazir. Special guests included Political Counsellor of the Canadian High Commission Marcus Davis,

Gazipur Industrial Assistant Superintendent of Police Sharmin Rahman, Inspector of the Department of Inspection for Factories and Establishments Mehdi Hasan, and Administrative Officer of Gazipur City Corporation Md. Abdul Baten. Also, present were senior government officials, leaders of youth and women trade unions from the ready-made garment sector, representatives of national trade union federations, human rights organizations, journalists, and professional associations. The opening remarks were delivered by BILS Advisory Council Member A.A.M. Foyez Hossain. Welcome speeches were given by BILS Executive Council Member Shakil Akhter Chowdhury and Shamima Ara. The event was moderated by BILS Director Nazma Yasmin, and project progress was presented by BILS Deputy Director Md. Yusuf Al-Mamun.

The goal of the programme was to highlight the link between decent work and environmentally sustainable productive employment. The discussion emphasized ensuring fair wages, workplace safety, social protection, workers' participation in decision-making, and improved environmental conditions in and around garment factories. Participants also called for urgent

action to address water, air, and noise pollution in Tongi and stressed the importance of collective efforts among government authorities, trade unions, employers, and the community to build a safe, green, and decent working environment.

## National Dialogue on Fisheries Workers to Ensure Recognition and Social Protection

BILS, with the support of FES, organised a national dialogue on ensuring the legal rights and social protection of fisheries workers in Bangladesh on 25 November, 2025 at The Daily Star Centre in Dhaka.



The dialogue was chaired by Convener of the National Fisheries Workers' Rights Forum and BILS Advisory Council Member Naimul Ahsan Jewel, while BILS Deputy

Director Advocate Nazrul Islam presented the project findings and recommendations. The event was attended by key stakeholders including BILS Executive Director Syed Sultan Uddin Ahmmed, President of the Socialist Workers' Front (ALF) Rajekuzzaman Ratan; BILS Executive Council Member Shakil Akhter Chowdhury, Country Director of Solidarity Center Bangladesh A.K.M. Nasim, Additional Director of the Department of Labor Shah Abdul Tariq, Legal Officer of the Department of Inspection for Factories and Establishments Md. Nazmul Islam, Director of the Department of Fisheries; and members of the National Fisheries Workers' Rights Forum Dr. Md. Motaleb Hossain.

The goal of the dialogue was to present research findings and recommendations on fisheries workers' legal rights and social protection, raise awareness about the challenges faced by workers in the fisheries supply chain, and build consensus among policymakers, government officials, trade unions, and civil society actors to promote policy reforms, ensure legal recognition, strengthen social security systems, and safeguard the livelihoods and occupational safety of fisheries workers in Bangladesh.

## **Recommendations:**

- Develop a comprehensive and updated database of fishers and ensure proper issuance and verification of fisher ID (Jele) cards so that only genuine fishers receive benefits.
- Eliminate the exploitative “Dadon” loan system and expand access to formal banking and financial services for fishers to reduce dependency on informal lenders.
- Ensure full legal recognition of fisheries workers under labour law, including the right to form trade unions and access to labour protections.
- Establish sector-specific labour standards for fisheries workers, including fair wages, reasonable working hours, overtime provisions, and workplace safety measures.
- Strengthen social protection programmes for fishers, particularly during fishing ban periods, including food assistance and cash support.
- Introduce accident compensation and pension schemes for fisheries workers and establish dedicated funds to support victims of workplace accidents or deaths.
- Improve fishing vessel safety and registration systems, including simplified and decentralized registration procedures and strict safety compliance.
- Promote alternative livelihood opportunities (such as poultry farming or aquaculture) during fishing bans and environmental shocks to ensure income stability.
- Recognize and support women fisheries workers by formally identifying them in fisher databases and ensuring their inclusion in social protection programs.
- Protect fisheries resources and aquatic ecosystems by preventing river encroachment, controlling water pollution, and promoting sustainable fisheries management.

- Strengthen institutional coordination and monitoring, particularly among government agencies such as fisheries, labour, and inspection authorities.
- Increase awareness, training, and capacity-building initiatives for fishers regarding their rights, labour laws, safety practices, and sustainable fishing methods.

## Roundtable on Prevention of Fire and Chemical Accidents at Workplace

BILS organised a roundtable discussion titled Effective Policy Implementation and Sustainable Workplace to Prevent Fire and Chemical Accidents in the Industrial Sector, on 29 November 2025 at The Daily Star Centre, in collaboration with Bangla Tribune.

The event was attended by distinguished participants, including Joint Secretary of Ministry of Labour and Employment



Mozammel Haque, Country Director of International Labour Organization (ILO) Max Tunon, Technical Specialist on Labour Inspection and Occupational Safety and Health (OSH) of ILO Ron Johnson; BILS Executive Director Syed Sultan Uddin Ahmmed, Member Secretary of NCCWE Naimul Ahsan Jewel, Joint Chief Inspector of Department of Inspection for Factories and Establishments Md. Mahfuzur Rahman Bhuiyan, President of Garments Sramik Sanghati Taslima Akter, Executive Director of Bangladesh Center for Workers Solidarity Kalpona Akter, former DG of Fire Service and Civil Defense Brigadier General (Retd.) Ali Ahmed Khan, Director of the Labour Department Md. Shafiqul Islam; Senior Deputy Secretary of BGMEA Enamul Haque; Fire Service and Civil Defense Director (Operation and Maintenance) Colonel Mohammad Tajul Islam

Chowdhury, Professor of the Department of Chemical Engineering of BUET, Dr. Md. Yasir Arafat Khan, BILS Director Kohinoor Mahmood and Project Coordinator of Karmojibi Nari Rina Amena. The objective of the programme was to promote effective policy implementation and ensure sustainable workplace practices to prevent fire and chemical accidents in the industrial sector.

## Follow-up Meeting with RMG Brands and Buyers

BILS, under its project titled Effective Social Dialogue for Decent Work in the RMG Industry in Bangladesh, supported by Mondiaal FNV, organised a follow-up meeting with brands and buyers on 15 October 2025 at a local hotel in the Capital.



BILS Advisory Council Member Naimul Ahsan Jewel chaired the session, while BILS Director Nazma Yesmin shared the briefing of the

discussion. MBSTU Associate Professor Aurongajeb Akond presented the key findings of a relevant study and received the feedback from Karobee Sultana of H & M, Syed Jonyed Mostofa of Bestseller, Kazy Mohammad Iqbal Hossain of Lindex and Kamrul Alam of Heinrich Obermeyer GmbH. Among others, BILS Deputy Director Yousuf Al-Mamun, Senior Officer Shajib Dey, Advocacy Officer Tawfiq Imtiaz and Assistant Advocacy Officer Takia Chowdhury were also present at the meeting.

The goal of this meeting was to revisit the gaps identified in the previous discussion and to review any new initiatives undertaken in the meantime.

## Inception Meeting on Enhancing Trade Union Capacity for Reintegration of Returnee Migrant Workers

BILS, with the support of ILO organised an inception meeting of the project titled Enhancing Knowledge and Capacities of Trade Unions for Inclusive and Sustainable Reintegration of Return Migrant Workers on 30 November, 2025 at the Asia Hotel & Resorts in Dhaka.

The meeting was chaired by BILS Advisory Council Member Naimul Ahsan Jewel and moderated by BILS Advisory Council Member Shakil Akhter Chowdhury. BILS



Director Kohinoor Mahmood delivered the programme briefing, while BILS Senior Officer Md. Osman Goni presented the project overview. Representatives from several organisations—including the National Coordination Committee for Workers' Education (NCCWE), BRAC, Ovibashi Karmi Unnayan Programme (OKUP), WARBE Development Foundation, Refugee and Migratory Movements Research Unit (RMMRU), and Bangladesh Legal Aid and Services Trust (BLAST)—along with trade union leaders, NGO representatives, and other stakeholders, also participated in the meeting.

The goal of the programme was to introduce the project's objectives, planned activities, and expected outcomes while building cooperation among trade unions, NGOs, and government institutions to strengthen support for returnee migrant workers. The project specifically aims to enhance the capacity of trade unions to provide reintegration services, training, and employment opportunities for return migrants and to improve coordination among trade unions, government agencies, and civil society organisations, ensuring more inclusive and sustainable social and economic reintegration of returnee migrant workers in Bangladesh.

## Youth conference of Academy of Work

BILS with the support FES Bangladesh organised a youth conference titled Knowledge Sharing and Networking of AoW Alumni Members, held on 30 November, 2025 at Six Season Hotel, in the capital.

The inaugural session was chaired by BILS Executive Director as well as the Chief of Labour Reform Commission-2024 Syed Sultan Uddin Ahmmed. Resident



Representative of FES Bangladesh Dr. Felix Gerdes delivered the welcome speech. The introductory speech was presented by Joint Coordinator of SKOP and BILS Secretary Abdul Kader Howlader. Among others, Country Director of Solidarity Center Bangladesh A. K. M. Nasim, President of Socialist Labour Front Razequzzaman Ratan, BILS Secretary Shakil Akhter Chowdhury, BILS Director Nazma Yesmin, Programme Advisor of FES Arifa As Alam, General Secretary of Women's Committee of BFTUC Saki Rezwana, Associate Professor of the Department of Criminology & Police Science of MBSTU Md. Aurongajeb Akond also discussed at the session. The participants of this programme were Academy of Work (AoW) alumni, Trade Union senior leaders and academic scholars.

The aim of the programme was to enhance the knowledge, leadership skills, and networking capacity of Academy of Work (AoW) alumni so that they are better prepared to lead, strengthen, and sustain the labour movement in Bangladesh. The programme sought to create a platform for experience sharing, academic enrichment, and stronger collaboration among young trade union leaders, enabling them to effectively advocate for workers' rights and build long-term unity within the trade union movement.

## Social Dialogue for Decent Work in the RMG Industry in Bangladesh

BILS, under its project titled Effective Social Dialogue for Decent Work in the RMG Industry in Bangladesh, supported by Mondiaal FNV, organised a discussion meeting with employers on 20 October 2025 at a local hotel in the Capital.



BILS Executive Council Secretary Abul Kalam Azad chaired the session, while BILS Executive Director as well as the Chief of Labour Reform Commission-

2024 Sayed Sultan Uddin Ahmmed delivered opening remark. MBSTU Associate Professor Aurongajeb Akond presented the key findings of a relevant study and received the feedback from Sheikh Shuchita Jahan Sneha of BGMEA, Farzana Sharmin from BKMEA and Mahbubur Rahman from BEF. Among others, Solidarity Center Country Project Director Adv AKM Nasim, trade union specialist Md. Saidul Islam and BILS Deputy Director Yousuf Al-Mamun also took part in the discussion.

The goal of this meeting was to bring several employers and trade unions together for a concrete discussion.

The objectives of the Meeting were to address the challenges and opportunities for employers to ensure HRDD in the global supply chain, to discuss the initiatives taken by the employers, to define the roles of employers and to draw recommendations on ensuring HRDD in the global supply chain as a joint effort.

## Workshop on Just Transition, Climate Change and Decent Work

BILS organised a three-day workshop for youth titled “Just Transition: Youth Roles in Addressing Climate Change and Ensuring Decent Work” from December 22–24, 2025, at the Conference Hall of the Ganakalyan Trust in Manikganj, with support from Mondiaal FNV.

The programme brought together BILS members, youth leaders from affiliated national trade union federations, members of forums and networks, BILS interns,



students involved in research, and BILS officials. Distinguished trainers and speakers included Alamgir Swapon, senior journalist at Jamuna Television and faculty at Jahangirnagar University; Associate Professor Md. Aurongajeb Akond of Mawlana Bhashani Science & Technology University; Associate Professor Mostafiz Ahmed of Jagannath University; and Sohanur Rahman. The inaugural session featured a welcome speech by BILS Director Nazma Yasmin and an opening address by BILS Advisory Council Member and BILS-FNV Project Advisor Naimul Ahsan Jewel, while the workshop was managed by BILS Senior Officer Monirul Kabir and included a presentation on BILS’s activities on Just Transition by Senior Officer Md. Sayeduzzaman Mithu.

The aim of the programme was to strengthen youth engagement on Just Transition, enhance their understanding of climate change and decent work issues, and build a core group of young leaders capable of analyzing, advocating, and acting on Just Transition at both national and international levels. The workshop sought to increase the capacity of youth in trade unions and related networks, promote meaningful participation in the transition process, and develop a guidebook to

further strengthen the skills and advocacy of the core group. The programme concluded with the distribution of certificates to all participants, recognizing their active participation and learning.

## Training on Labour Rights and HRDD

BILS, with the support of Clean Clothes Campaign (CCC) organised a two-day training programme on Labour Rights and Human Rights Due Diligence (HRDD) commenced on 28 December 2025 at DAM Auditorium, Dhanmondi, Dhaka. The training was designed to strengthen the knowledge, skills, and advocacy capacity of trade union organisers in promoting labour and human rights within supply chains in the garment sector.

The training was inaugurated by BILS Vice Chairman Amirul Haque Amin, who highlighted the gap between brands/buyers and employers on one side and workers on the other. He stressed the importance of strengthening workers' voices and building the capacity of trade union organisers on labour rights and Human Rights Due Diligence (HRDD).



In the opening session, BILS Director Nazma Yesmin emphasised the important role of the younger generation in carrying forward trade union movements and noted that the training aimed to equip young TU organisers with knowledge and skills to strengthen advocacy on labour rights and HRDD. BILS Deputy Director Advocate Nazrul Islam also spoke at the session. Associate Professor of the Department of Criminology and Police Science at Mawlana Bhashani Science and Technology University Aurongajeb Akond took a technical session on HRDD. A

total of 26 trade union organisers from national trade union federations have been participating in the training.

The goal of the programme is to develop a core group of skilled trade union organisers capable of effectively advocating for labour rights and HRDD at both national and sectoral levels through interactive discussions and expert-led sessions.

## Lesson Learned Dissemination Workshop on Care Workers

BILS, with the support of ILO, organised a lesson learned dissemination workshop under the project Support to Enhance Trade Union Capacity to Engage Care Workers for Recognition and Representation Towards Effective Participation of Workers in Social Dialogue, Skills, and Entrepreneurship Development for Decent Work on 4 November, 2025 at Asia Hotel & Resorts, Dhaka.

The event brought together representatives from trade unions, care workers, government, NGOs, and academicians to share project outcomes, experiences, and policy insights.



The goal of the workshop was to disseminate the lessons learned, outcomes, and experiences of the project among key stakeholders and create a platform for dialogue and knowledge sharing. It aimed to strengthen trade union engagement with care workers for their recognition and representation, promote decent work and skills development, and encourage the effective participation of workers in social dialogue. The workshop also sought to identify policy recommendations and collaborative pathways among trade unions, government, NGOs, and academicians to advance the rights, recognition, and development of Bangladesh's growing care economy.

## Events on Building Sustainable Leather Sector

BILS, under the project “Building a Sustainable Leather Sector in Bangladesh,” organised a series of training programmes, study



circles, factory-level meetings, community mobilization sessions, and consultation workshops aimed at strengthening workers’ leadership, promoting labour rights, enhancing occupational safety and social protection, and improving industrial relations in the tannery sector.

### **Training on Capacity building on Youth & women Leadership**

A day-long training programme titled “Capacity Building for Youth & Women Leadership” held on 14 November 2025 at the Tannery Workers Union Office in Hemayetpur, Savar, Dhaka. The President and General Secretary of the Union, along with other union leaders and project personnel, were present at the event. A total of 26 participants from 12 tanneries attended the programme, including union leaders and organizers of the Tannery Workers Union, of which 20 were male and 6 were female.

The goal of the training was to strengthen the leadership capacity of youth and women trade unionists so that they could effectively promote and protect workers’ rights within their workplaces and union structures.

### **Meeting on Study Circle for Tannery Workers**

Two Study Circle meetings held on 7 November & 19 December 2025 at the Tannery Workers Union Office in Hemayetpur, Savar, Dhaka, focusing on basic labour rights and Occupational Safety and Health (OSH) topics, including fire safety, machine safety, electrical safety, chemical safety, ergonomics, and the use of personal protective equipment (PPE). The meetings were attended by union

leaders and organizers of the Tannery Workers Union. The sessions were facilitated by the Tannery Workers Union Trainers Team along with the Project Coordinator from BILS. A total of 32 participants took part in the meeting, of which 17 were male and 15 were female.

The main goal of the Study Circle meetings was to increase workers' awareness of basic labour rights and Occupational Safety and Health (OSH), enabling them to better protect their rights and promote safer working conditions through collective discussion and shared learning.

### **Factory Level Meeting**

Two Factory Level Meetings held on 7 November & 19 December 2025 at the Tannery Workers Union Office in Hemayetpur, Savar, Dhaka, focusing on maternity rights, elimination of child labour, gender equality, and prevention of gender-based violence (GBV) at the workplace. The meetings were attended by union leaders and organizers of the Tannery Workers Union. The sessions were facilitated by the Tannery Workers Union Trainers Team along with the Project Coordinator from BILS. A total of 32 participants took part in the meeting, of which 17 were male and 15 were female.

The main goal of the Factory Level Meetings was to raise awareness among union leaders and workers about women's legal rights, maternity protection, elimination of child labour, gender equality, and prevention of gender-based violence (GBV) in the workplace, so that they can promote a safe, inclusive, and rights-based working environment in the tannery sector.

### **Meeting on Community and workplace mobilization on Employment Injury Insurance (EII) and Access to Social Protection**

Two meetings on Community and workplace mobilization on Employment Injury Insurance (EII) held on 8 November & 20 December, 2025 at Tannery State Hemayetpur, Savar, Dhaka. The Programme Participated by Union Leaders and organizers of the Tannery Workers Union. All programmes are conducted by Tannery workers union Trainers Team & also conducted by Project Coordinator of BILS. A total of 32 participants took part in the meeting, of which 17 were male and 15 were female.

The main goal of the programme was to increase awareness among union leaders and workers about Employment Injury Insurance (EII) and other social protection schemes, enabling them to understand their legal entitlements, benefits, and coverage, and to promote effective implementation of EII at the workplace level through informed advocacy and stakeholder engagement.

### **Consultations/Negotiations Meeting: (Improving labour rights and industrial relations of workers in the tannery industry)**

Two discussion meetings on improving labour rights, workplace safety, and industrial relations in the tannery industry, held on 12 October & 30 December, 2025. The events brought together tannery owners, union representatives, CSOs, stakeholders, and trade union leaders. A total of 32 participants took part in the meeting, of which 17 were male and 15 were female.

The main objective was to promote a sustainable and responsible leather industry by ensuring workers' rights, fostering strong industrial relations, and emphasizing environmental protection as well as the health and safety of workers and the local community.

## **Workshop on Collective Bargaining & Negotiation for Factory-Level Trade Union Leaders**

BILS, with the support of FEMNET e.V, organised day-long workshop on Collective Bargaining and Negotiation for factory-level trade union leaders, on 17 October & 05 December, 2025, at CCDB Hope Foundation, Ashulia.

On 17 October A total of 19 factory-level trade union members and organizers participated, including 10 female and 9 male participants from



various factories. In addition, three area trade union leaders, who are members of the core group, also attended.

On 5 December a total of 25 factory-level trade union members and organizers participated, from four unionized factories. In addition, three area trade union leaders, who are members of the NGWF, also attended.

The workshop aimed to strengthen the capacity of trade union members from unionized and emerging factories to effectively engage in social dialogue, advocate for workers' rights, and apply constructive collective bargaining strategies at the factory level.

## Workshop on Decent Work, Workplace and Industrial Relation with the Factory Worker

BILS, with the support of FEMNET e.V., organized series of a day-long workshop on “Decent Work, Workplace and Industrial Relations with Factory Workers” on 31 October, 07 November, 14 November & 29 December, 2025 for factory-level trade union leaders.

On 31 October and 7 November 2025, events were held in Kashful Restaurant & Party Center at Palli Bidyut Bus Stand, Ashulia, Savar. On 31 October, a total of 22 factory-level workers



and organizers participated, including 12 female and 10 male participants from various factories, along with three area trade union leaders from the core group. On 7 November, a total of 21 factory-level workers and organizers participated, including 9 female and 12 male participants from various factories, with three area-level trade union leaders from the core group also in attendance.

On 14 November and 29 December 2025, events were held at CCDB HOPE Foundation, Jalsuka Road, Ashulia. On 14 November, a total of 22 factory-level workers and organizers participated, including 12 female and 10 male participants from various factories, along with 4 area trade union leaders from the core group. On 29 December, a total of 27 factory-level workers and organizers participated,

including 16 female and 11 male participants from various factories, with 4 area trade union leaders from the core group also in attendance.

The workshop aimed to strengthen the capacity of trade union members from unionized and emerging factories to effectively engage in social dialogue, advocate for workers' rights, and apply constructive collective bargaining strategies at the factory level.

## Follow-up Workshop on Experience Sharing and Way Forward of HRDD Training

BILS organised a follow-up workshop on experience sharing and way forward of HRDD training on October 9, 2025 at the Auditorium of Dhaka Ahsania Mission, Dhanmondi, Dhaka. Youth and women organizers under IBC and G. SKOP were present in the workshop.



The goal of the workshop was to review and evaluate the outcomes of the previous HRDD training, share participants' experiences, identify existing gaps in understanding and implementation, and discuss practical

ways to strengthen awareness and application of human rights principles among workers. The workshop also aimed to explore future directions and promote simple and accessible communication of HRDD concepts.

## National Consultation to Finalize the Policy Brief on Ensuring Legal Rights and Social Safety for Fishing

BILS organised a half-day National Consultation under the project titled Advocacy for Fishing Workers' Rights in Bangladesh, supported by Friedrich Ebert Stiftung (FES), on 4 November 2025 at Hotel Asia & Resorts, Dhaka.

The consultation brought together members of the National Fishing Workers' Rights Forum and key stakeholders from government, trade unions, NGOs, and development



organisations. A total of 20 participants attended the programme, including 16 male and 4 female participants. Resident Representative of FES Bangladesh Dr. Felix Gerdes, BILS Executive Director Syed Sultan Uddin Ahmed, BILS Advisory Council Member and Convener of National Fishing Workers Forum Naimul Ahsan Jewel, BILS Secretary and member National Fishing Workers' Rights Forum Shakil Akhtar Chowdhury, President of Samajtantrik Sramik Front (SLF) Rajequzzaman Ratan, Senior Manager of Manusher Jonno Foundation Sheikh Gias Uddin Ahmed, President of National Coordination Committee for Workers' Education (NCCWE) and member of National Fishing Workers' Rights Forum Badal Khan, President of BJSF and Member, National Fishing Workers' Rights Forum Shamim Ara, General Secretary of Samajtantrik Sramik Front (SLF) and Member of National Fishing Workers' Rights Forum Ahasan Habib Bulbul, Law Officer of DIFE & MOLE Masum Billah, BILS Director Nazma Yesmin, BILS Deputy Director Adv. Nazrul Islam, Programme Advisor of Friedrich-Ebert-Stiftung (FES) Bangladesh Arifa As Alam, other members of National Fishing Workers' Rights Forum, representative from Solidarity Center Bangladesh, BILS Senior Officer Rezoanul Haque Azam and Syduzzaman Mithu, and BILS Project Coordinator Mousumi Nishat Shimul, were present and contributed to the programme.

### Objective of the National Consultation

- Identify specific gaps and propose concrete policy recommendations to improve and effectively implement the existing policy framework (social security, occupational safety, and working conditions).
- Develop an actionable roadmap for the joint advocacy and campaign strategy to achieve the proposed policy and legislative reforms.
- Strengthen the capacity of the fishing workers' TU movement to collectively lobby for their rights and ensure they can claim and enjoy the benefits of labour law protections once coverage is extended.

The main goal of the programme was to finalise a comprehensive policy brief aimed at improving the lives and livelihoods of fishing workers by identifying gaps in existing policies, proposing concrete recommendations for stronger legal protection, social security, and occupational safety, and developing a coordinated advocacy and campaign strategy to ensure the inclusion of all categories of fishing workers within the legal and policy framework of Bangladesh.

## Consultation Meeting with the Local TUs Leaders and Relevant Stakeholders

BILS organised a consultation meeting under the project titled Advocacy for Fishing Workers' Rights in Bangladesh, supported by Friedrich Ebert Stiftung (FES), on 12 October 2025 at Hotel Beach Way, Kalatali, Cox's Bazar.

The meeting brought together key stakeholders including local trade union leaders, representatives from government departments such as the Ministry of Labour and Employment (MoLE), Department of Labour (DoL), Department of Fisheries (DoF), Department of Inspection for Factories and Establishments (DIFE), SKOP, and other relevant organisations. A total of 22 participants attended the programme, including 15 male and 7 female participants.



BILS Advisory Council Member and Convener of National Fishing Workers Forum Naimul Ahsan Jewel, President of Women Chamber of Commerce Zahanara Islam, Deputy Inspector General of DIFE Morteja Morshed, Director of Cox's Bazar Chamber of Commerce & Industries Mohammad Ali, Labour Inspector of DIFE Ahammad Ullah, District Fisheries Officer of DoF Md. Nazmul Huda, National Project Manager of ILO Sirajul Islam, Advisor of Cox's Bazar District Fishing Boat Workers Union Mizanur Rahman Bahadur, BILS Deputy Director Nazrul Islam, BILS Project Coordinator Mousumi Nishat Shimul, BILS Research Officer Rabeya Khanom, and other local senior TU Leaders and members were present and contributed to the programme.

#### **Objective of the Orientation Programme**

- To facilitate a consultation among local TU leaders, government officials, fishing community representatives, and NGOs.
- To identify specific gaps and barriers in the implementation of national and local policies related to the fishing sector.
- To understand and document the key vulnerabilities faced by fishing workers, including economic, social, and environmental risks.
- To generate actionable recommendations for policy improvements and stronger enforcement mechanisms.

The main goal of the programme was to facilitate a multi-stakeholder consultation to identify gaps in existing policies and their implementation affecting fishing workers, understand their economic, social, and environmental vulnerabilities, and generate practical recommendations to improve legal protections, social safety, and working conditions in the fisheries sector.

## **Trade Union Initiatives for Greening the RMG Sector**

BILS, with the support of CFLI, under the project Trade Union Initiatives for Greening the Ready-Made Garment (RMG) Sector in Tongi organised a series of programmes including Advocacy meeting, lobby meeting to promote environmentally sustainable and worker-friendly practices in the RMG sector through active trade union engagement. The project aims to raise awareness among workers, trade union leaders, and factory management about environmental protection, green workplace practices, and sustainable production.

## Advocacy Meeting

BILS, with the support of CFLI, organised an advocacy meeting between young trade union organisers and local community representatives on Saturday morning, October 11, 2025, at the Municipal Community Center in the Tongi ready-made garment industrial area. The meeting was chaired by BILS Advisory Council Member Naimul Ahsan Jewel. Among others City



Corporation official Abdul Baten; Waste Management Supervisor Nasir Islam Shawon; garment industry employer Shahnoor Alam; lawyer Jebunnesa Chumki; Imam Abdus Salam of Khoilkuri Mosque; school teachers Rani Akter, Mahbub Rashid, and Badiuzzaman; entrepreneur Mousumi Kabir; third-gender representative Arovi; community leader Ataur Rahman; TV journalist Fazlur Rahman; social worker Tanzilur Rahman Soumik; journalist Olidur Rahman Oli; Shamsuddin Jewel were participated in the meeting. The session was moderated by Trade Union Organiser Sakhina Akter of Green Social Network.

The aim of the programme was to bring together trade union leaders, community representatives, employers, and government officials to collaboratively ensure environmental and social standards in the Tongi ready-made garment industrial area. It focused on promoting coordinated action to address industrial waste, pollution, and climate-related challenges, strengthening community-based waste management, encouraging tree plantation and urban greening, and increasing awareness and accountability to create a cleaner and more sustainable environment.



An advocacy meeting was held between young trade union organizers and local community representatives on Saturday afternoon, October 11, 2025, at

Montex Polytechnic Institute in the Tongi ready-made garment industrial area. The meeting was chaired by BILS Advisory Council Member A.A.M. Foyez Hossain.

Teachers from various educational institutions, local and national media journalists, lawyers, businesspeople, religious leaders, homeowners, sanitation workers, and people from different segments of society attended the event.

An advocacy meeting was held on Friday morning, October 24, 2025 at the auditorium of Montage Polytechnic Institute. The meeting brought together youth and women trade union leaders and representatives from



various professions in the Tongi area, and was chaired by General Secretary of the Jatiyatabadi Mohila Sramik Dal Nasrin Akter Dhina.

At the event, speakers including Organizing Secretary of the National Workers' Alliance Shahin Akter; Programme Coordinator Helal Uddin; former President of Tongi Press Club Syed Atik; BILS Programme Officer Jhakia Begum Neelima; cultural organiser Shahjahan Shovon; Maulana Mufti Alamgir Hossain; Abul Kashem Khan Swapan; Matiur Rahman Master; Kamrul Islam; and Poly Gomez shared their views on promoting greening initiatives and preventing environmental pollution. The speakers emphasized the need to take proper initiatives to green the ready-made garment industry in Tongi by involving the administration, media professionals, and respected members of society along with people from different occupations who were present at the event.

The meeting was held on 6 December 2025 at the Pourashava Community Centre in Tongi. The meeting was chaired by BILS Executive Committee Member



Pulak Ranjan Dhar, and the opening remarks were delivered by BILS Executive Committee Member Nargis Akter. Participants included youth and women trade

union organizers, former Tongi City Corporation Councillor Momin, local government official Atik Shahriar, teachers, journalists from local and national media, lawyers, business representatives, religious leaders, landlords, sanitation workers, and other community members.

The goal of the programme was to raise awareness and build collective action among trade unions, community representatives, and local authorities to address climate and environmental challenges in Tongi through practical initiatives such as greening, waste management, tree plantation, policy enforcement, and the formation of implementation committees for sustainable environmental protection.



An advocacy meeting was held on 29 November 2025 at the Pourashava Community Centre in Tongin. The meeting was chaired by BILS Advisory Council Member A. A. M. Foyez Hossain and attended by youth and women

trade union organizers, local community representatives, business owners, landlords, journalists from local and national media, and BILS officials.

The goal of the programme was to raise awareness among workers and the community about environmental and climate issues in Tongi, promote collective action with local authorities to address problems such as waterlogging, waste management, river pollution, and unplanned industrial activities, and ensure sustainable industrial practices while involving trade unions in active monitoring and advocacy.

The final advocacy meeting of the project was held on December 23, 2025 in Tongi, Gazipur. The meeting was attended by youth and women trade union leaders, local worker representatives, community leaders, journalists, and BILS officials, including BILS Executive Council Member Pulak



Ranjan Dhar and BILS Deputy Director Md. Yusuf Al-Mamun, who presented the project progress.

The goal of the programme was to review the achievements and limitations of previous advocacy and lobbying initiatives, develop a future action plan, and strengthen coordinated efforts among trade unions, factory owners, and the community to promote environmentally friendly production, protect workers' rights, improve occupational health and safety, and ensure sustainable industrial development.

### **Lobby meeting**



A lobby meeting was held on 27 November, 2025 at the Gazipur office of the Department of Environment. The meeting was attended by youth and women trade

union organisers from the Green Social Network, BILS officials, and led by BILS Advisory Council Member A. A. M. Foyez Hossain.

The goal of the programme was to present recommendations from local communities and trade union leaders to the Department of Environment to promote sustainable practices in the RMG sector, including ensuring factory compliance, proper use of effluent treatment plants, environmental protection of rivers, mandatory greening of factories, awareness for future generations, waste management, promotion of solar energy, and safe chemical storage.



A meeting was held on December 23, 2025 at the Gazipur City Corporation Office, led by BILS Executive Committee Member Pulak Ranjan Dhar, and participated in by representatives of the Green Social Network—comprising youth and women trade union organisers as well as local community leaders and worker representatives.

The goal of the programme was to strengthen collaboration with the City Corporation to address key environmental challenges—such as waste management, river pollution, drainage, dust control, planned urbanization, and mandatory factory compliance—through coordinated action, policy enforcement, and community-based initiatives for sustainable urban and industrial development.



A meeting on 11 December 2025 at the Department of Inspection for Factories and Establishments (DIFE) office in Tongi, led by BILS Executive Committee Secretary Shamima Ara and participated in by representatives of the Green Social

Network comprising youth and women trade union organizers—as well as local community leaders. During the meeting with Deputy Director Md. Arefin Badal, the delegation presented the activities of the CFLI-supported project titled trade union initiatives for greening the Ready-Made Garment industry” and submitted recommendations from local community members and trade union leaders.

The goal of the programme was to advocate for stronger regulatory monitoring and compliance to address environmental and climate challenges in Tongi, including proper use of ETPs, prevention of river pollution, mandatory factory greening, improved workplace facilities, regulated industrial establishment, and effective waste and chemical management to ensure sustainable industrial development.

A visit to the Region-1 Office of the Gazipur City Corporation in Tongi on November 30, 2025. The programme brought together youth and women trade union organizers from the Green Social Network, local community leaders, and BILS representatives led by Executive Committee Member Nasrin Akter Dina.



The aim of the programme was to raise awareness about environmental and climate issues in the Tongi industrial area, promote collaboration between trade unions, local communities, and government authorities, and present practical recommendations to improve sustainability and environmental compliance in the ready-made garment sector. During the visit, participants met with Revenue Officer Marzina Khanom to brief her on the project's objectives and handed over recommendations from local community members and youth and women trade union leaders regarding the current environmental and climate situation in Tongi.

## Draft Research Findings Consultation Meeting on Climate Change Impacts and Just Transition

BILS organised a consultation meeting titled “Consultation Meeting on Draft Research Findings and Stakeholder Recommendations on the Assessment of Climate Change Impacts and Green and Just Transition Implementation in Bangladesh's Ready-Made Garment and Rice Mill Industries and the related impacts” on 30 November 2025 at Aspada Training Academy, located in Mymensingh.

The meeting brought together a wide range of stakeholders, including trade union leaders and representatives, factory owners, journalists, workers, and government representatives, to review the draft research findings and provide feedback and recommendations for improving the final report.

The event brought together a diverse group of stakeholders, including trade union leaders and representatives, factory owners, journalists, workers, and government representatives, to discuss the draft findings of a research study on climate change impacts and the implementation of a Green and Just Transition in Bangladesh's Ready-Made Garment (RMG) and Rice Mill sectors.

The meeting was chaired by Md Abu Sayeed, while the Chief Guest was Mahbub Bin Saif. Special guests included Md Abdul Motaleb and Md Firoz Moon. The session was facilitated by Md. Manirul Islam, who presented the draft research findings and guided the consultation process.

The goal of the consultation was to present the draft research findings to relevant stakeholders and gather their feedback and recommendations to improve the quality, relevance, and policy



impact of the final research report. The meeting also aimed to encourage collaborative dialogue between workers, employers, and policymakers on climate change challenges and the need for a green and just transition in key industrial sectors.

### Key Recommendations:

During the discussion session, participants provided a number of important recommendations:

- Ensure fair wage compensation, including the regular, timely, and complete payment of wages owed to workers.
- Provide adequate medical facilities and health insurance for all workers to improve occupational health protection.
- Promote formal employment practices, including issuing official appointment letters and maintaining proper employment documentation.
- Ensure effective implementation of trade unions to strengthen workers' ability to negotiate their rights and workplace conditions.
- Strictly maintain Occupational Safety and Health (OSH) standards in workplaces.
- Implement effective accident compensation mechanisms for workers affected by workplace injuries or incidents.
- Improve environmental infrastructure, including ensuring that factory chimneys maintain a minimum height of 120 feet to reduce pollution.
- Install emission control systems, such as water sprinklers or scrubbers, to control smoke and harmful gases released from factories.
- Ensure proper industrial location planning, with new factories established in designated industrial zones away from densely populated areas.
- Protect workers from climate-related risks, such as excessive heat and sunlight, by providing masks, safe drinking water, and appropriate personal protective equipment (PPE).
- Enhance boiler safety, including employing trained and certified operators and replacing outdated boilers with modern and safer technologies.
- Strengthen monitoring and enforcement mechanisms through regular inspections by relevant government authorities to ensure compliance with labour, safety, and environmental standards.

## Key outcomes:

- Successfully disseminated draft research findings to a broad spectrum of stakeholders.
- Captured comprehensive feedback and identified emerging workplace and environmental challenges not previously documented.
- Conducted an in-depth exploration of the underlying factors affecting worker welfare and environmental sustainability.
- Formulated critical action points focused on labor rights, occupational safety, and environmental compliance.
- Strengthened stakeholder collaboration and trust through transparent, open dialogue.

**Meeting held in Gazipur:** BILS also organised a consultation meeting on 10 December 2025 at the Conference Hall of Tongi Zone-1 Gazipur City Corporation, located in Gazipur.

The meeting brought together a diverse group of stakeholders, including trade union leaders and representatives, ready-made garment (RMG) workers, journalists,



NGO workers, government officials, and representatives from research institutions.

**Meeting held in Dinajpur:** Another consultation meeting held on 27 November 2025 at Tourism Motel Dinajpur, located in Dinajpur.

The meeting brought together 22 participants from different stakeholder groups, including rice mill workers, journalists, trade union leaders and representatives, and government officials. The session was



chaired by Md. Mostakim, with Shafiqul Islam attending as the Chief Guest.

Special guests included Robiul Awal Khoka, Md. Hamidur Rahman, and Md. Abu Taiyab Ali Dulal.

**Meeting in Savar:** Another meeting held on 11 December 2025 at the 6-Tola Stand Sromik Dal Office, Ashulia, Savar.

The meeting brought together a wide range of stakeholders, including trade union leaders and representatives, journalists, workers, local



government representatives, factory owners, and representatives from research institutions. The session was attended by Md. Robiul Islam as the Chief Guest, while Khairul Mamun Mintu and Ahmed Jibon joined as Special Guests. The consultation was facilitated by Md. Manirul Islam, Deputy Director of Research at Bangladesh Institute of Labour Studies (BILS), who presented the draft research findings and guided the discussion.

## Workshop on Developing the Trade Union's Advocacy Strategy

BILS organised a workshop titled “Workshop on Developing the Trade Union's Advocacy Strategy” on 30 November 2025 at Aspada Training Academy, located in Mymensingh.



The workshop brought together trade union leaders and representatives, workers, labour activists, and other relevant stakeholders involved in trade union activities and labour rights advocacy. Representatives from labour-related institutions and organizations, including Bangladesh Institute of Labour Studies (BILS) and Sramik Karmachari Oikya Parishad (SKOP), also participated in the discussion.

The goal of the workshop was to develop a comprehensive advocacy strategy for trade unions by identifying key challenges, discussing possible solutions, setting clear objectives, and designing practical strategies and activities for effective advocacy. The workshop aimed to strengthen the capacity of trade unions to influence labour policies, protect workers' rights, and build stronger collaboration with relevant institutions and stakeholders.

The workshop successfully achieved the following outcomes:

- Comprehensive Problem Identification: Key challenges facing trade union advocacy were identified and documented
- Solution Framework: Consensus was reached on practical solutions to address identified problems
- Clear Objectives: SMART goals and objectives were established to guide advocacy efforts
- Stakeholder Mapping: Power analysis revealed key actors and their influence on advocacy outcomes
- Strategic Direction: Concrete strategies were developed to achieve advocacy goals
- Advocacy Strategy: The process resulted in a formalized advocacy strategy draft, establishing the essential strategic direction and milestones for future mobilization.

**Workshop in Dinajpur:** BILS organised a workshop titled “Workshop on Developing the Trade Union’s Advocacy Strategy” on 27 November 2025 at Parjatan Motel Dinajpur, located in Dinajpur.

The workshop brought together trade union leaders and representatives, workers, and other stakeholders involved in labour rights and trade union activities. The session was facilitated by Md. Monirul



Islam from Bangladesh Institute of Labour Studies (BILS), who guided participants through the strategic planning process and encouraged active participation throughout the workshop.

**Workshop in Dhaka:** BILS organised a workshop titled “Workshop on Developing the Trade Union’s Advocacy Strategy” on 13 December 2025 at the Dhaka Ahsania Mission Seminar Hall, located in Dhaka.

The workshop brought together key trade union leaders from SKOP and G-SKOP, workers, and representatives from labour rights organizations, NGOs, and related stakeholders. The session was facilitated by Md. Monirul Islam, with opening remarks by Kohinoor Mahmood. Shah Mohammad Abu Jafar and Naimul Ahsan



Jewel also played key roles in moderating discussions and guiding participants through the strategic sessions.

# Bangladesh Institute of Labour Studies-BILS

House 8/A/KHA; Road 13, Dhanmondi, Dhaka-1209

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