

Jobs fair opens door to world of work for 150 persons with disabilities

Over 150 persons with disabilities successfully found employment at a jobs fair held in Dhaka on 9 December 2017.

Organized by the Bangladesh Business and Disability Network (BBDN) the fair brought together 20 leading companies with over 200 young people with disabilities. Prior to the event, a process took place that saw those looking for work matched with suitable employers. Of those who attended the fair, 80 received letters of appointment as a result of the earlier matchmaking. A further 72 received on-the-spot appointments after having impressed the recruiting companies during the event.

The Bangladesh Business and Disability Network (BBDN) was



Shafiq-ul-Islam, Executive Director of the Centre for the Rehabilitation of the Paralyzed (CRP) hands over an appointment letter to Kazi Billal. Photo credit: Obaidul Arif Rana

launched in 2016 with the support of ILO's Canadian-funded Bangladesh Skills for Employment Project (BSEP). For more information, see <http://bbdn.com.bd>

Bangladesh pledges elimination of all child labour by 2025



Speaking at the Global Conference for the Sustained Eradication of Child Labour in Buenos Aires Argentina in November 2017, Md. Mujibul Haque, State Minister, Ministry of Labour and Employment reaffirmed the Government of Bangladesh's commitment to eliminate hazardous child labour from Bangladesh by 2021, and all forms of child labour by 2025. To realize that commitment, he pledged that the Government would make necessary efforts in strengthening legal and administrative measures, implementing

targeted programmes and promoting awareness raising activities jointly with employers, workers, civil society and other key stakeholders. ILO supported the participation of government, employers and workers representatives in the event.

Srinivas Reddy completes assignment in Bangladesh

ILO Country Director for Bangladesh Srinivas Reddy completed his assignment in Bangladesh on 15 December 2017. He has taken up a new post in ILO HQ in Geneva responsible for ILO's global skills programme. A new country director should take up the post by April.



ILO staff give farewell to Srinivas Reddy (right)

Seeking financing solutions for industrial safety in the ready-made garment sector

ILO joins banks and industry to seek solutions for access to finance to enhance factory safety in the Bangladesh garment sector.

In a workshop held in Dhaka in September 2017, representatives from employers' organisations, banks, development partners and enterprises discussed the barriers to accessing funds, an issue that is hindering remediation work in ready-made garment (RMG) factories.

The participants identified bottlenecks and procedural challenges to accessing finance for remediation and a number of practical recommendations were made by the groups and during interactive sessions at the workshop.

The event was organized by ILO's RMG Programme funded by Canada, Netherlands and the UK.



ILO Country Director Srinivas Reddy addresses the workshop

RMG project first phase results and achievements

Since 2013 the ILO has worked closely together with the Government of Bangladesh, employers and workers organisations to implement the Improving Working Conditions in the Ready-Made Garment Sector programme funded by Canada, the Netherlands and the United Kingdom.

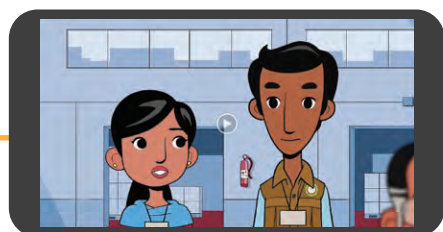
To mark the completion of the first phase in June 2017, ILO has produced a brochure detailing the programme's accomplishments. The second phase of the programme is now underway supported by the same donors. This will build on the achievements made to date as ILO and its partners seek to ensure safety in the RMG sector for the benefit of workers and employers alike.

The brochure can be downloaded from <http://bit.ly/2BI8PQF>

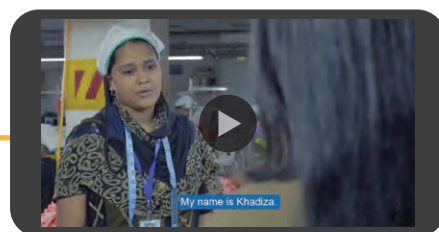


RMG video clips

What does the labour inspectorate do? Watch this animation and find out!



A short video highlights the added emphasis being placed on gender by the labour inspectorate



See how the ILO's RMG programme has supported the reform of the labour inspectorate



Watch the videos at <http://bit.ly/2EOBMFB>

RCC & RMG updates

Updates on the progress and activities of the Remediation Coordination Cell (RCC) and ILO's RMG programme can be found at <http://bit.ly/2ffZiPh>



ILO/IFC Better Work programme together with UNICEF organised a seminar on 25 January 2018 to inform ready-made garment factories about its Mothers@work project. Managers from 30 RMG factories attended the event and 25 enterprises have committed to implement Mothers@work in their factories.

Better Work Bangladesh helps new mothers stay healthy and continue to earn

Malnutrition in children, adolescents and women is a major concern in Bangladesh.



Under a project dubbed “Healthy Mother Healthy Child,” Better Work Bangladesh (BWB) Enterprise Advisors are using their regular factory visits to call on factory management to distribute food among pregnant workers and mothers who breastfeed in the workplace, as well as provide time and space to do so.

The project emphasizes nutritional needs, maternity protection and childcare assistance. It also organises training for the factory clinic’s staff, welfare officers, managers, line supervisors and childcare specialists.

Four months into the project, 11 BWB-affiliated factories—making up a roughly 40,000-person workforce—have started to provide some 300 pregnant women and about 200 breastfeeding mothers with energy-boosting food like bananas, milk, eggs, biscuits and cakes. More information: <http://bit.ly/2EjTBbl>

‘Amplifying Impact’ – Better Work’s ambitious strategy for the next five years

Better Work is to radically extend its impact on the lives of millions of workers in the apparel industry and beyond, in the coming years.

The ILO/IFC Better Work Programme has launched a step-change strategy to significantly increase its impact on the global garment industry. Amplifying Impact, Phase IV of Better Work’s Strategy for 2018 – 2022, aims to magnify the programme’s success in improving working conditions and living standards for three million workers to date, to eight million workers and 21 million of their family members by the end of the period. More details at <http://bit.ly/2BSyPOq>

Better Work Bangladesh

For more information on Better Work Bangladesh, please see <https://betterwork.org/where-we-work/bangladesh>

Employers and workers wrestle with social dialogue

Training builds empathy and breaks down barriers to build better workplace cooperation in RMG sector



Workers and employers wrestle for supremacy

On the word go, battle commences between employers and workers. Amid grunts and giggles, 30 women and men engage in arm-wrestling matches in a spacious room scattered with tables, papers, pens and water bottles. Nazneen Nahar, a trade union activist curls her wrist tightly to swiftly bring down her opponent who is impersonating an employer. Yet neither of them looks elated when the match is over.

Simulating the negotiation process between employers and workers, the game forms part of a Training of Trainers course on Collective Bargaining and Grievance Handling organized by ILO's Social Dialogue and

Industrial Relations project in Bangladesh. The project, which is funded by Sweden and Denmark works to facilitate dialogue between employers and workers with an aim to enhance workplace rights and industrial relations in the ready-made garment (RMG) sector.

Trained as a lawyer, Nahar provides legal advice to union members. "The game taught us that applying force results in only one winner. But if we can negotiate strategically, a win-win solution for both parties can be reached. I have learnt different negotiation techniques during this course which will help me to mediate disputes in the workplace," she says.

Ten members from employer organizations and 20 from worker organizations took part in the training. A representative from Bangladesh Employers Federation (BEF) Md Kamruzzaman remarked that bringing workers and employers in one forum helped exchange new ideas.

He said,

“ We became more open-minded when we understood each other's viewpoints. This will improve our day-to-day interaction in the workplace. ”

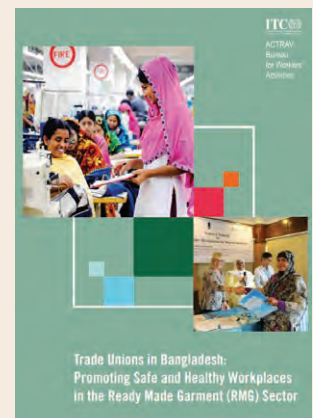


ILO Social Dialogue project handed over 11 laptops and 1 projector to the Department of Labour (DoL) on 5 February, 2018. Mr. Shib Nath Roy, Director General of DoL received the items from Mahandra Naidoo, Chief Technical Advisor of ILO Social Dialogue project.

Trade Unions in Bangladesh: Promoting Safe and Healthy Workplaces in the Ready Made Garment (RMG) Sector

ILO's Workers Bureau ACTRAV has produced an advocacy tool highlighting the role and contribution of trade unions in promoting occupational safety and health in the garment sector. Download the publication from <http://bit.ly/2nycDoq>.

The Bangla version of this publication is available at <http://bit.ly/2E2zT8v>.



Trade Unions build familiarity with Standard Operating Procedures (SOPs) on union registration and unfair labour practices

New SOPs are building blocks upon which social dialogue and improved industrial relations will be built

Representatives of the National Coordination Council for Workers Education and the IndustriALL Bangladesh Council discussed new Standard Operating Procedures (SOP)s in an information and knowledge sharing workshop held on 20-21 September, 2017.

Mahandra Naidoo, Chief Technical Advisor of ILO's Social Dialogue and Industrial Relations (SDIR) project summarised the objective of the discussion session. "These Standard Operating Procedures will help facilitate Freedom of Association in Bangladesh. The SOPs have now been in place for a number of months and we wish to gain feedback from the trade unions on how they are working."

Amongst other activities, the workshop also backed the process of social dialogue in Bangladesh by providing inputs to the Terms of Reference for the Tripartite Consultative Committee (TCC) established in May 2017 for the garment sector. The TCC brings together representatives of the



Union members discuss union registration and unfair labour practices

government, employers and workers organisations in order to facilitate dialogue between the parties.

"The Standard Operating Procedures and Tripartite Consultative Committee for the garment sector are building blocks upon which social dialogue and improved industrial relations will be built. Putting them into place is a good achievement. However it is vital that they become operationally

effective as quickly as possible," Mr Naidoo added.

“ These Standard Operating Procedures will help facilitate Freedom of Association in Bangladesh. ”

Union registration and unfair labour practices

ILO's Social Dialogue project funded by Sweden and Denmark assisted the Government of Bangladesh in developing SOPs on trade union registration and unfair labour practices which were adopted by the government in May and August 2017 respectively. The SOP on Trade Union Registration introduces a standardised procedure with fixed steps and times that offer greater clarity and transparency to the process. Likewise, the SOP on Unfair Labour Practices includes a series of steps from the submission of a written complaint to the Department of Labour to ultimately cases being referred to the Labour Court. The SOP on Unfair Labour Practice can be downloaded from <http://bit.ly/2BHg1WV>. The SOP on Trade Union Registration can be downloaded from <http://bit.ly/2E4QbxR>.

Social Dialogue project progress to date

For an update on the progress and activities of ILO's Social Dialogue and Harmonious Industrial Relations project to date go to <http://bit.ly/2r6nYQX>

Competency based qualification framework institutionalised further

Directorate of Technical Education takes steps to institutionalise the National Technical and Vocational Qualification Framework (NTVQF) in the Technical and Vocational Education and Training (TVET) system

TVET institutes are gearing up to introduce more competency based training courses under the NTVQF following a decision by the Directorate of Technical Education (DTE) to provide additional funding for this purpose.

Yet to do so, the institutes need to carry out a comprehensive planning and budgeting process to access the funds from DTE necessary to launch courses.

ILO's Canadian-funded BSEP project and Dhaka Technical Teachers Training College (TTTC) is supporting TVET institute principals and their accountants to develop the budgets and plans needed to introduce and run competency based training.

Kishore Singh, Chief Technical Advisor of the BSEP project said, "A number of competency based courses have been established with the support of the BSEP project. However the decision by the Directorate of



Good qualifications lead to great jobs!

Technical Education to fund courses is a major step to making NTVQF sustainable and embedding it in the Bangladesh technical education system."

BSEP skills project delivers strong achievements

ILO's Canadian-funded BSEP project works to create a stronger skills system that provides better employment possibilities for men and women while helping meet the needs of industry. To date, BSEP has made a number of key achievements which are captured in a new publication that can be downloaded here <http://bit.ly/2C0khkS>



Directorate of Technical Education highlights disability inclusion success

Success of Directorate of Technical Education (DTE) disability inclusion efforts an example for all other TVET institutes



The success of the DTE in making its Technical and Vocational Education and Training (TVET) institutes disability inclusive is helping people with disabilities gain access to skills training and should be replicated in all TVET institutions,

an event held in Dhaka heard on 28 November 2017. The event was organized by the ILO's Canadian-funded BSEP project in collaboration with DTE to share the DTE approach to disability inclusion with other ministries and government agencies.

As a result of measures taken to enhance disability inclusion, enrolment of students with disabilities at DTE's 118 TVET institutes rose to 357 in the academic session

2015-16, significantly higher than the 56 students enrolled in 2014-2015 prior to DTE initiating these measures with ILO support.

In all there are some 8,000 public and private TVET institutes in Bangladesh overseen by various ministries, agencies and private concerns.

A replication guide highlighting the steps DTE has taken to ensure disability inclusion in its TVET institutes can be downloaded at <http://bit.ly/2jAR1sA>



“Department of Technical Education (DTE) has taken a number of practical steps which have successfully helped boost the number of people with disabilities trained in its TVET institutes. I encourage all other ministries to replicate what DTE has done in order to help meet our policy goal that 5 percent of those studying in all government and non-government polytechnic institutes, technical schools and colleges should be persons with disabilities.”

- Nurul Islam Nahid, Minister of Education

Employment prospects for people with neurodevelopmental disabilities in tourism and hospitality sector highlighted

Tourism and hospitality offer good opportunities for young disabled people

A seminar on 'Employment for Persons with Neurodevelopmental Disabilities in Tourism & Hospitality Sector' was organized by the International Labour Organization's Canadian funded BSEP project in collaboration with the Tourism & Hospitality Industry Skills Council and the PFDA-Vocational Training Center Trust on 28 October 2017.

The event was held to create better awareness of the potential for

disability inclusion in the tourism and hospitality sector and to increase employment opportunities for persons with disabilities.

During the seminar representatives from the hospitality and tourism sector in both India and Bangladesh provided their insight and experience into how they had successfully employed people with neurodevelopmental disabilities.



Rashed Khan Menon, Minister of Civil Aviation and Tourism addresses the event

Skills 21 fine tunes plans

Stakeholders get together to confirm targets and timelines



ILO's EU-funded Skills 21 Project organized a workshop on "Monitoring and Evaluation Training and Assessment" during 13-16 January 2018. All project staff, ILO Dhaka Deputy Director and M&E focal persons of ILO constituents including BTEB, NSDC, DTE, BEF and BMET participated in the workshop held at BRAC CDM, Savar, Dhaka. During this workshop the Log Frame indicators, targets, timelines of the project along with the results chain and M&E plan were discussed and fine-tuned for finalization.

All about Skills 21

A short brochure explaining what the Skills 21 project hopes to achieve has been produced and can be downloaded from <http://bit.ly/2EEVQXm>



Unemployment and decent work deficits to remain high in 2018

The ILO's flagship World Employment and Social Outlook report launched on 22 January 2018 shows that while the global unemployment rate is stabilizing, unemployment and decent work deficits will stay at persistently high levels in many parts of the world.

"Even though global unemployment has stabilized, decent work deficits remain widespread. The global

economy is still not creating enough jobs. Additional efforts need to be put in place to improve the quality of work for job holders and to ensure that the gains of growth are shared equitably," ILO Director-General Guy Ryder said. Check out the full report: <http://bit.ly/2DZ44dB>

Data finder launched

A new DATA FINDER (weso-dashboard.com) has been developed by ILO which allows users to find and download all country and regional data in the WESO report, to compare indicators, countries and regions, generate charts as needed, and share it all easily via email or on social media.



Fire Safety Management course launched

Self-learning course covers fire safety and emergency management plans

This course has been designed for employers, workers and others with fire safety related roles and duties to enable them to verify that adequate measures are in place for prevention, detection and safe evacuation in the event of a fire.

The course is an updated version of the Fire Inspectors Course which

was developed in the framework of the Fire and General Building Safety Project implemented by the ILO in Bangladesh and funded by USDOL. The course was modified by ILO's International Training Centre and its LABADMIN/OSH department to include a detailed section on fire

prevention and also to make it more accessible to a global audience. See <https://ecampus.itcilo.org>

**«FIRE
SAFETY MANAGEMENT
COURSE**

Migrant worker social protection good practices from Philippines' and Sri Lanka shared with Bangladesh

Study visits help share experiences to benefit Bangladeshi migrants



The Bangladesh delegation led by Mr. Mohammad Azharul Huq, Additional Secretary, Ministry of Expatriates' Welfare and Overseas Employment and officials of the Philippine Health Insurance Corporation



The Bangladesh delegation led by Mr. Gazi Mohammad Julhash NDC, Director General, Wage Earners' Welfare Board visits the Sri Lanka Bureau of Foreign Employment, Ministry of Foreign Employment

Good practices related to insurance schemes and other social security systems for overseas workers and their possible replication in Bangladesh were shared with representatives of the Bangladesh government, employers and workers organisations during visits to the Philippines and Sri Lanka recently. The trips were organised by ILO's Application of Migration Policy for Decent Work for Migrant Workers project funded by the Swiss Agency for Development and Cooperation.

Like Bangladesh, the Philippines and Sri Lanka are leading labour sending countries. Both have valuable experience in providing social protection and security for overseas workers. During their visits, the Bangladesh delegations were able to discuss these schemes with a variety of stakeholders and consider how lessons learned could be applied for the benefit of Bangladeshi migrants.

Engaging civil society in fight against trafficking

Advocacy workshop seeks to engage civil society in efforts to monitor recruitment practices and reduce human trafficking

A National Advocacy Workshop on "Fair and Ethical Recruitment Practice of Female Migrants Worker in Coordination with National Human Rights Commission Bangladesh" took place in Dhaka on 9 January 2018. The event was supported by the ILO's Work in Freedom project funded by DFID.

During the event participants from a wide range of government agencies, civil society organisations, NGOs and recruitment agencies discussed how civil society actors could support government efforts to implement laws and policies relating to fair and ethical recruitment of female migrant workers.



"I call upon all concerned institutions and people at large to protect the rights of migrant workers by establishing a fair and ethical recruitment process in order to reduce vulnerability and to create decent working conditions for all."

- Gagan Rhajbhandari, Officer in Charge, ILO Bangladesh

Centre of Excellence for Bangladesh Apparel Industry (CEBAI) results and Achievements

The Center of Excellence for Bangladesh Apparel Industry was launched in November 2014 with the support of the ILO, Sweden and leading international fashion retailer H&M. Its achievements as of December 2017 are captured here.



Project activities benefited more than 8,500 women and men in Bangladesh.



CEBAI launched and training centre established in Ashulia.



Comprehensive curricula and competency-based learning materials developed for sewing machine operation, sewing supervising, industrial engineering and sewing machine maintenance.



Certified training

Certified and accredited training implemented in line with the National Skills Development Policy (NSDP) of Bangladesh.



13

13 RMG companies established 'Enterprise Based Training (EBT)' centres in their factory premises.



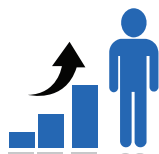
5,113

5,113 new entrants/helpers trained within the industry and placed in operator-level positions in RMG factories.



66

66 factory supervisors trained in key leadership skills and responsibilities including occupational safety and health, disability inclusion and workers' rights.



453

453 workers assessed through the Recognition of Prior Learning (RPL) process, with a view to improving their wages.



1,891

1,891 Enterprise Based Training (EBT) participants or workers who took Enterprise Based Training (EBT) assessed at Sewing Machine Operator NTVQF Level-1.



274

274 EBT Competency Based Training and Assessment Level-IV trainers and assessors trained and achieved certification from Bangladesh Technical Education Board.



1140

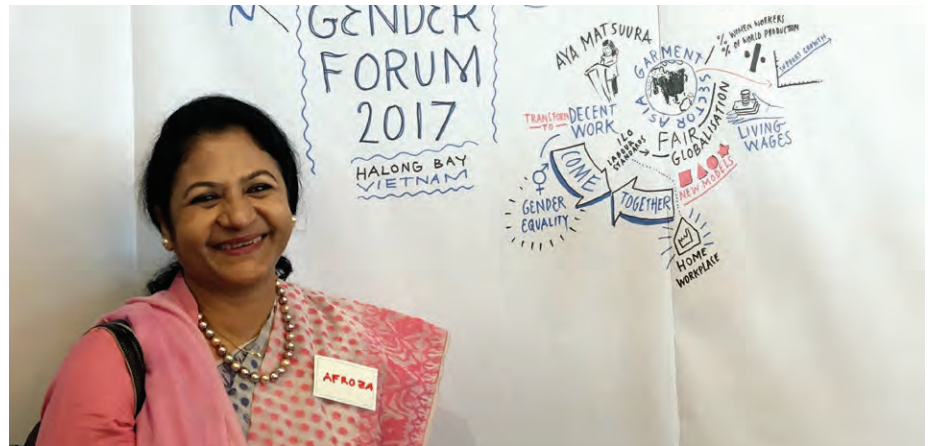
1140 workers trained by UCEP, Muslim Aid, DAM and Bangladesh-Korea Technical Training Centre (BKTTTC) and placed in RMG factories.



The majority of CEBAI beneficiaries are women and five percent people with disabilities.

Ending gender based violence in global garment supply chains

Participants from ILO's RMG programme and Better Work Bangladesh took part in the Fair Wear Foundation's Gender Forum in Vietnam from 2-4 October 2017. Ms Afroza Khan, Bangladesh Labour Secretary played an active role in the forum which sought to end gender-based violence and discrimination in global garment supply chains. The event brought together a wide range of stakeholders from the region to share knowledge, experiences, and ideas.



Labour Secretary Afroza Khan took part in the Gender Forum

ILO Bangladesh puts gender at the heart of operations

A Gender Equality and Diversity Committee (GEDC) has been established to help mainstream gender equality and diversity throughout ILO's operations in Bangladesh.

Comprising members of ILO management, staff and the Staff Union, the Committee works to build awareness and foster greater understanding of gender equality and discrimination while embracing diversity. Actions will take place to mainstream gender equality, diversity and inclusivity into ILO's programming. Ensuring zero tolerance to harassment and discrimination in ILO's work environment is another priority while efforts will also be made to support recruitment processes to increase the numbers of women staff as well as foster women's leadership. A two-year workplan for the period 2018-2019 has been developed and approved which will be reviewed regularly.

ILO staff mark 16 Days of Activism



Staff of ILO Bangladesh helped mark the 16 Days of Activism Against Gender Based Violence with open and honest discussion on the nature of sexual harassment and how we can all act to stop it. Staff from various ILO offices also marked the occasion by dressing in orange and pledging to help stop gender violence.

ILO activities in Bangladesh take place with the support of

Canada



Kingdom of the Netherlands



Schweizerische Eidgenossenschaft
Confederation suisse
Confederazione Svizzera
Confederaziun svizra



NORWEGIAN EMBASSY



Australian Government

Department of Foreign Affairs and Trade



The ILO country office in Bangladesh has moved to a new location

Our temporary address from 1 January 2018 is
**House - CEN (B) 16, Road - 99, Gulshan - 2
Dhaka - 1212, Bangladesh**

For more information

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