

Year report FNV Mondiaal

Indicators of Decent Work, Trade Union Strengthening and Sustainability

Report 2010

Country: Bangladesh

Date: 31 January 2011

This report should be filled in from a country perspective; only those DW objectives will be addressed that are indicated in the country grid (see annex).

Names of the FNV Partner organizations active in country (please include names of GUF affiliates involved as well) over the report year.

Labour NGO's:	Central:	Trade union (mention also GUF to which affiliated):	Membership based organizations:	Other (network, university, NGO):
OSHE		BTGWL (BNC/BLF)	HomeNet Bangladesh (HNSA)	
BLF		ITF		

Decent work

Output

If any, describe at least 3 examples of significant actions by partner organizations as a result from projects that have been supported by FNV over the past year? Please use the format below and indicate clearly under which DW-objective you classify each example. (for orientation see annex for country grid and description of the DW objectives)

Trade union action/ actions of partner organisations

DW objective	2		
Name of partner organisation	Bangladesh Occupational Safety, Health and Environment Foundation (OSHE)		
Sector	Ship Breaking		
Type of action:			
- strike			
- demonstration	Workers Chain (2 Times) 28 April, 2010 – International Commemoration Day (ICD) 7 October 2010 - World Day for Decent Work (WDDW)		
-recollection of signatures			
-writing letters to politicians			
-other:	Policy Advocacy with government and other actors and special petitions to government		
When was the action carried out	Month April, August, September and October	Year 2010	
Who else participated in the action	National Trade Union Centres (BFTUC, JSL, BSSF, BLF, BJSF, JSFB, TUC)		
Number of people involved (distinguish between men and women)	Total 350	Men 280	Women 70
Describe the beneficiaries (in terms of gender, ethnic origin, age, etc.)	Potential union organisers, rank & file level of workers in ship breaking sector organised under the newly registered Trade Unions and Workers Cooperatives (Age group : 18-40/ cutter man, helper, technicians etc.), Local leaders of Member of National Trade Union Centres (BFTUC, JSL, BSSF, BLF, BJSF, JSFB, TUC)		
What makes you or the FNV partners say the action has been successful?	Coverage by electronic and print media drawing attention of various stakeholders on workers demands in ship breaking sector		
Can you describe how FNV has supported the action	Activities were covered under the OSHE/FNV Project		
Additional comments:			

DW objective	2		
Name of partner organisation	BLF/BTGWL		
Sector	Textile, Garment		
Type of action:	Labour reform		
- strike	N/A		
- demonstration	Yes		
-recollection of signatures	N/A		
-writing letters to politicians	Yes		
-other:			
When was the action carried out	Month July	Year 2010	
Who else participated in the action	Trade Union Members		
Number of people involved (distinguish between men and women)	Total 500	Men 300	Women 200
Describe the beneficiaries (in terms of gender, ethnic origin, age, etc.)	Members in the age group of 20 to 45 years, mostly working in garment factories many of whom are from different parts of Bangladesh		
What makes you or the FNV partners say the action has been successful?	Government has formed committee to look into the matter		
Can you describe how FNV has supported the action	Activities are inclusive with the HIV/AIDS project supported by FNV		
Additional comments:			

DW objective	3		
Name of partner organisation	BLF/BTGWL		
Sector	Textile, Garment		
Type of action:			
- strike			
- demonstration	Yes		
-recollection of signatures			
-writing letters to politicians			
-other:	Workshop, Seminar, Organising, Study Circle		
When was the action carried out	Month Jan-Dec	Year 2010	
Who else participated in the action	Trade Union Activists		
Number of people involved (distinguish between men and women)	Total 60	Men 35	Women 25
Describe the beneficiaries (in terms of gender, ethnic origin, age, etc.)	Union members and leaders		
What makes you or the FNV	Was able to highlight HIV/AIDS as a workplace issue		

partners say the action has been successful?	with various stakeholders
Can you describe how FNV has supported the action	Through HIV/AIDS program
Additional comments:	

Outcome

In case these or other actions had effects on government authorities or companies targeted over the past year, please describe them. If possible at least 3. In case there are no examples of effects you can skip this part.

Reactions of government authorities (positive or negative)

DW objective	2		
Name of the government authorities involved	National Ministry of Labour, Ministry of Shipping, Ministry of Environment	Local Department of Labour Department of Labour Inspection Department of Shipping Department of Environment	
Qualify the effects as:	Positive - Govt. has demonstrated public position in favour of rights to organise and collective bargaining at ship breaking sector	Negative - Hidden pressure from the employers side influenced to slow down the process of policy level actions from the part of government bodies	
Indicate the type of effects: -approval of new labour legislation	- The rights to organise and collective bargaining of workers in ship breaking sector has been covered by the amended labour law of Bangladesh (Bangladesh Labour Act-2006)		
-implementation of approved labour legislation	- Labour inspection at the yard partly operational - The newly formed trade union at the sector obtained registration under the BLA-2006 (amended)		
-changes in existing labour legislation	- Extended sectoral coverage: Ship breaking, construction and enterprise having above 5 workers.		
-other:	-		
Describe the major issues that are addressed through the acts of government	- Right to form trade unions and bargain collectively - Coverage of labour inspection - Mandatory probation to Issue service book, identity card to workers - Ensure safety and health at work		
Name the principles of the policies that are formulated	Draft Ship Breaking Policy and Rules of Bangladesh		
No. of people who will benefit from or are affected by this	Total 40,000	Men 40,000	Women -
Describe if and how women will particularly benefit from this or will be affected	no women workers in ship breaking yards		
Describe if and how persons in the informal sector will particularly	-		

benefit from this or will be affected	
Can you specifically describe how the pressure exercised through activities by FNV partners has influenced the behaviour of the authorities in this regard	Regular policy interactions between government bodies and OSHE
Additional comments:	

DW objective	3		
Name of the government authorities involved	National Ministry of Labour	Local	
Qualify the effects as:	Positive YES	Negative	
Indicate the type of effects: -approval of new labour legislation	- Govt attitude has changed - undertaking reform programs		
-implementation of approved labour legislation	Yes (BLA 2006)		
-changes in existing labour legislation	Yes		
-other:	Committee formed to change the labour legislation		
Describe the major issues that are addressed through the acts of government	- OHS/Fire Safety Policy - HIV/AIDS policy		
Name the principles of the policies that are formulated	- Betterment of the workers - Establish Trade union rights		
No. of people who will benefit from or are affected by this	Total 3000,000	Men 1000,000	Women 2000,000
Describe if and how women will particularly benefit from this or will be affected	Women form the major part of the workforce in garment		
Describe if and how persons in the informal sector will particularly benefit from this or will be affected	25%		
Can you specifically describe how the pressure exercised through activities by FNV partners has influenced the behaviour of the authorities in this regard	BLF with support of various national centres was able to highlight the issue of HIV/AIDS through various activities and also lobby with government		
Additional comments:			

DW8: Social Dialogue

(only applicable for Colombia, Peru, India, Ghana, Brazil, Guatemala, Bangladesh, Nepal, Serbia, Kosovo and Nigeria)

Output

Active involvement of partner organizations in Social Dialogue over the past year

Name of partner	Name of social dialogue structure partner is involved in	What is the reason for the partner to take part in this	Contribution of partner within the social dialogue structure over the past year
OSHE	National Consultation Committee on Ship breaking sector The partners are Ministry of Labour, Bangladesh Ship breakers Association and Labour Rights NGOS/Group (i.e. OSHE, BELA and YAPSA)	To draft the national policy on ship breaking and consultation of framing the draft rules of the sector	The social dialogue structure is not properly operational due to lack of political will from the part of government.

Social Dialogue

Can you give examples of social dialogue (that are both effective and highly regarded by unions) with governments and/or companies/employers (per type) involving FNV partner organizations, over the past year?

Name of structure for dialogue	National Consultation Committee on Ship breaking sector, Tripartite Consultation Committee (TCC)
Actors involved	National Consultation Committee on Ship breaking sector: Government, employer and Civil society organisations Tripartite Consultation Committee (TCC): Government, employer and trade unions
Division of actors in percentages	At National Consultation Committee on Ship breaking sector: 60% govt. rep, 20% employer rep and 10% civil society rep.
Agreed objective(s) of the social dialogue	To Discuss on Framing policy and rules for ship breaking sector as per order of the Appellate Division of Bangladesh Supreme Court (August, 2010).
Themes discussed	- Promotion of safe work at ship breaking sector - Environmental compliance.
Year in which social dialogue was started	2007
Describe how the social dialogue is organised	At present Ministry of Environment is chairing and coordinating the work of National Consultation Committee on Ship breaking sector. TTC is managed by Ministry of Labour
Frequency of meeting	2/3 times a year
Products and results of the dialogue this year	Draft policy and rules for the sector
Problems	Lack of Political Wheel from the side of government
Additional comments:	

Democratic Processes

Can you give one or more examples of improving democratic processes with the involvement of partner unions.

Name of structure that promotes the process	
Actors involved	
Objective	
Results	
Problems	
Year in which process was started	
Additional comments:	

Organisational Strengthening of Trade Unions

Successful and effective unions or membership based organisations

Output

Examples of organizational strengthening of trade unions

Describe initiatives taken on organizational strengthening of unions over the past year

Organizational analysis	8 Partner National Trade Union Centres under the framework of OSHE/FNV Project in Ship breaking sector
Training of leaders and staff	Leadership training on Labour Law provided in 2010
Introduction of measures for management improvement	Partner TUs developed organisational Action Plans for improvement of management within the organisations
Innovations of internal democracy	Leaders of the newly registered Ship Breaking Workers Federation (under Bangladesh Labour Act-2006) and Ship Breaking Workers Cooperative Associations (under cooperative society Act) got elected through their founding council conference.
Proposals for restructuring like unifications of company unions or unification of centrals	The union is covering the sectors (located in one particular geographical location at Chittagong /Bangladesh)
Other:	

Examples of alliances

Think of bilateral and multilateral cooperation with trade union centrals, membership organisations, GUFs, company networks, universities, NGO's, etc that have been effective this past year.

Name FNV Partner	Bangladesh Occupational Safety, Health and Environment Foundation (OSHE)
Name alliance that partner is involved in (mentioning names of organisations as well)	OSHE is specialized labour foundation. Major national trade union centres of Bangladesh (BFTUC, JSL, BLF, BSSF, BJSF, TUC, JSFB, JSJ) are founder and working together. OSHE has good alliance with the ITUC, NGO Platform on Ship Breaking and the relations with the IMF is evolving. OSHE is founding organisation of the NGO Platform on Ship Breaking (global network of NGOs working in Ship breaking sector based in Belgium)
Year partner joined the alliance	2006
Main accomplishments of the alliance this year	Joint campaigns
Additional comments:	-

Name FNV Partner	Bangladesh Labour Welfare Foundation (BLF)
Name alliance that partner is involved in (mentioning names of organisations as well)	BTGWL, SEWA, BJTWF, BGWF
Year partner joined the alliance	1997
Main accomplishments of the alliance this year	Through the program the trade union activities have been increased, the alliances are now organised, capacity on bargaining has been build up.
Additional comments:	-

Representation

Percentage of workers organised i.e. members of a trade union in the country	
Comments	

Negotiation capacity

Number of workers under collective bargaining agreement	
Comments	

Democracy and transparency

Describe an example of a union or central that has implemented innovations in terms of democracy and transparency	All the partners National Trade Union Centres are governed by its own constitution and its leadership are elected though bi-annual council Conference.
Describe in what way FNV-support has been important for this.	Capacity Building Support (under the form education, training and awareness raising actions etc.)

Sustainability

Membership:

(In case of GUF state information of affiliates that participate in the FNV project)

Name of trade union (and GUF affiliated) or central	Bangladesh Textile & Garment League (partner of BLF)
Number of members of trade union, confederation or central	52000
In/decrease in membership over de past year	-

(for additional tables on reactions government authorities **copy paste the above table**)

Representativeness

Membership trade unions/membership base organizations: women

Name of organisation:	Bangladesh Textile & Garment League
Sector/area/company:	Textile, Garment & Leather
Number of employees/workers in the sector or area or company that is covered by the organization/ in your country.	-
Number of women in that sector or area or company covered by the organization/ in your country	-
Number of members of the organization / trade union members?	52000
Number of female members of the organization?	17000
Number of union leaders?	300
Number female union leaders?	60
In case of federation: Number of union leaders at federation level (of GUFs)?	30
In case of federation: Number of female union leaders at federation level?	25

(for additional tables on reactions government authorities copy paste the above table)

Membership trade unions/membership base organizations: youngsters

Name of organisation:	Bangladesh Textile & Garment League
Sector/area/company:	Textile, Garment & Leather
Number of employees/workers in the sector or area or company that is covered by the organization?	-
Number of youngsters(<35) in that sector or area or company covered by the organization?	-
Number of young (<35) members of the organization?	41600
Number of young (<35) union leaders?	240
In case of federation: Number of young (<35) union leaders at federation level?	24

(for additional tables on reactions government authorities copy paste the above table)

Legal position of the FNV partner organisation

(you can group those organizations to whom the same story is applicable)

Name organisation	Bangladesh Occupational Safety, Health and Environment Foundation (OSHE) and Bangladesh Labour Welfare Foundation (BLF)
Describe the legal position	Registered with NGO Affairs Bureau, Government of Bangladesh
Most important changes over the past year in the legal position of the organization	-

(for additional tables on reactions government authorities **copy paste the above table**)

International solidarity

International solidarity has contributed to maintaining or improving the position of the trade union movement this year.	Yes	
If yes, explain:	OSHE maintains good liaison with the ITUC and ILO on development matters on descent work labour rights, OSH and environmental issues.	
Important changes in international solidarity over the past year:	Interaction and Collaborations are growing with the ITUC, GUFs and labour rights NGOs in the region on global campaign issues related to labour rights.	

Priority in labour and trade union issues according to trade union leaders:

Issue	Priority	Improvement	Activity
	indicate 1st, 2nd 3rd , 4th and 5th priority by putting 1, 2, 3,4 or 5 (you have to choose between 1, 2 3, 4 and 5, you cannot repeat)	Indicate on a scale from 5 to 1 from most improvement you observe in society (5) to hardly any improvement (1) and no improvement (0), and when things have gone worse over the past year you can use a negative number (you can fill in a number in each box)	Indicate on a scale from 5 to 1 in which field you have developed most activities (5) hardly any activities (1), or no activities (0).)You can fill in a number in each box)
Employment stability		0	2
Workweek		0	0
Health care		0	3
Social security		0	2
Salaries	2	1	0
Collective bargaining agreement	3	0	3
Eradication of discrimination	5	1	3
Equal opportunities at work		1	3
Health and safety	4	0	4
Trade union freedom	1	-1	2
Child Labour		0	2
Forced Labour		0	2
Reduction of informal employment		-2	3
Job creation		0	0