



ONLINE

OCCUPATIONAL SAFETY AND HEALTH

TRAINING OF TRAINERS ON EMPLOYMENT INJURY INSURANCE IN BANGLADESH (1)

7 – 11 MARCH 2021

Information Note



International
Labour
Organization



SHUROKKHA
Advocacy for
Employment
Injury Insurance



Implemented by
giz Deutsche Gesellschaft
für Internationale
Zusammenarbeit (GIZ) GmbH



International Training Centre

INTRODUCTION

Currently Bangladesh's civil law bases its compensation system on an employers' liability regime, whose basic approaches are highly fragmented, inefficient and their implementation is not sufficiently monitored. Reimbursements can only be claimed by means of long and non-transparent procedures. An equal legal claim for all those affected cannot be warranted. With a view towards continual improvements in the livelihood of workers the Government of Bangladesh, through the Ministry of Labour and Employment (MoLE), signed a Letter of Intent, with the International Labour Organization (ILO) Country Office, Dhaka and the Federal Ministry of Economic Cooperation and Development, Germany (BMZ) on the 6th of October 2015 with the aim to establish a national Employment Injury Insurance (EII) scheme.

Different projects and organizations (EIPS Project¹ and the ILO Project²) have been collaborating in the support of the Government and social partners of Bangladesh for the development of an EII scheme in Bangladesh. Among other things, the EIPS project was working on promoting multi stakeholder dialogues to achieve broad social consensus for the introduction of the EII scheme in the country. To achieve this objective, it is necessary to raise awareness and increase the knowledge on EII among the tripartite stakeholders comprising government, employer and employee representatives. While top-level stakeholders have been exposed to several EII proposals, there is still a lack of knowledge and understanding among the workers, the intended beneficiaries of EII schemes, and society as a whole.

The C&A Foundation (currently named, the Laudes Foundation) and the EIPS project joined hands to raise awareness and knowledge among workers on the benefits and functioning of a national EII system. Together with the International Training Centre of the ILO (ITCILO), a workshop was delivered for trainers from trade unions and operators of local civil society organizations covering the above-mentioned objectives in October 2019. In 2020, the Laudes Foundation commissioned GIZ the implementation of the project Shurokkha (Advocacy for Employment Injury Insurance) with the general objective to build a political consensus for the adoption of an EII in Bangladesh. The project intends to foster grassroot support for an EII, create awareness regarding the benefits of an EII among workers and citizens, and strengthen the capacity of the civil society organizations as well as media representatives for effective agenda-setting.

ITCILO is collaborating with the Shurokkha project in the development of didactic resources, and the organization, delivery and evaluation of training activities for the following target groups: representatives of workers' organizations, media, civil society organizations, employers' organizations, and government institutions.

¹ [EIPS Project- Employment Injury Protection Scheme for the Workers in the Textile and Leather Industries](#), GIZ (German Society for International Cooperation).

² ["Developing a National Employment Injury Insurance \(EII\) Scheme for the Bangladesh Ready-Made Garment Sector"](#), ILO (International Labour Office).

The Shurokkha project recognizes workers' organizations as privileged partners in achieving its purposes. The role of trainers from workers' organizations (master trainers) is key to enhance knowledge raising awareness, disseminate information among workers and federation leaders on the existing compensation approaches and the benefits of an effective EII. In addition of sharing language, worries, interest, and motivations with the workers, they are a trusted source with more chances to successfully getting the message across for the workers and federation leaders. This workshop, organized by ITCILO and GIZ for representatives of selected organizations of workers from Bangladesh, would provide the competences, knowledge and resources to allow them to organize and deliver training activities and training sessions for promoting the introduction of an effective EII of Bangladesh.

PARTICIPANTS' PROFILE AND PREREQUISITES

The workshop is targeting 25 master trainers from Bangladesh. The master trainers will be selected on the basis of their previous activity and involvement on health and social protection issues among workers, and their commitment to promote the introduction of an EII.

The following prerequisites are necessary for the participation in this workshop:

- Access to an office with a device connected to internet
- Access to an email address
- Understanding of English

OBJECTIVES

GENERAL OBJECTIVE

The general objective of the workshop is to enhance the competences of participants to design and deliver training courses and sessions to promote an agenda for the adoption of an EII in Bangladesh.

SPECIFIC OBJECTIVES

At the end of the workshop, participants will be able to:

- Describe the functioning of the national system for the compensation of injured and sick workers and identify the shortcomings.
- Explain the alternative experiences of compensation of injured and sick workers in Bangladesh and the proposed trial on EII in the ready-made garment (RMG) sector.
- Describe international standards, experiences and selected national good practices in EII models.
- Design, design and evaluating training activities using participant-centered, learning and participatory approaches.
- Plan and deliver training sessions presenting the advantages of an EII model over the current employers' liability model.

CONTENTS

PREPARATORY PART (ONLINE MODULES)

- Module 1: Introduction to the main concepts of Employment Injury Protection
- Module 2: A comparison between Employers' Liability and Employment Injury Insurance approaches
- Module 6: OSH and health related issues
- Module 7: Financial and rating Systems
- Module 9: Main elements of an EII legal framework
- Module 10: Governance and institutional issues
- Module 13: Linkages between prevention, compensation and return to work

Assignment

- Preparation of a 12-minute presentation to be delivered in the microteaching sessions of the face-to-face part.

FACE-TO-FACE PART (CLASSROOM & ONLINE SESSIONS)

1ST DAY

Session 1 (90 minutes)

- Introduction to the course, projects involved and the participants. Expectances
- Presentation and discussion: Current compensation system of occupational accidents and diseases in Bangladesh: law and practice

Session 2 (90 minutes)

- Presentation and discussion: Administrative procedures and legal processes for compensation on occupational accidents and diseases

Session 3 (75 minutes)

- Presentation and discussion: Challenges of litigating compensation claims under BLA 2006
- Presentation and discussion: Experiences of compensation in Bangladesh from the Rana Plaza accident

Session 4 (75 minutes)

- Presentation and discussion: The social insurance model. Main characteristics and differences with the current Employers' Liability model
- Working group exercise: Gap analysis

2ND DAY

Session 5 (90 minutes)

- Presentation and discussion: Occupational safety and health: relevant concepts and fundamentals for EII

Session 6 (90 minutes)

- Presentations & discussion: The international labour standards and EII. The social dialogue and EII schemes

Session 7 (90 minutes)

- Presentations & discussion: Financing of an employment injury insurance scheme: The case for Bangladesh in light of the feasibility study of the ILO

Session 8 (60 minutes)

- Presentation and discussion: The proposed trial on EII in the RMG sector

3RD DAY

Session 9 (90 minutes)

- Presentations & discussion: What is learning? How do we learn?
- The Learning Management Cycle

Session 10 (90 minutes)

- Towards participatory learning. From trainer-centered to learner-centered approaches in adult learning
- Myths on participatory learning

Session 11 (75 minutes)

- Learning styles and learning design. Learning styles: self-assessment
- Characteristics of the target group
- Assessing the learning needs

Session 12 (75 minutes)

- Learning design. Components and coherence of learning design: formulating objectives, selecting content

4TH DAY

Session 13 (90 minutes)

- Learning design (cont'd): Knowledge sharing and facilitation methods
- Debrief on presentation techniques

Session 14 (90 minutes)

- Towards implementation: Facilitating participatory learning
- Application of participatory group facilitation and knowledge sharing techniques

Session 15 (75 minutes)

- Facilitating participatory learning (cont'd) Top 100 facilitation tips
- Towards learning evaluation: Assessing learning
- Approaches and methods for measuring change

Session 16 (75 minutes)

- Applying the learning. Review the learning management cycle.
- Organizing the microteaching Sessions

5TH DAY

Session 17 (90 minutes)

- Microteaching Sessions³

Session 18 (90 minutes)

- Microteaching Sessions

Session 19 (75 minutes)

- Microteaching Sessions

Session 20 (75 minutes)

- Microteaching sessions
- Closing

³ The microteaching Sessions provide participants the opportunity to practice different teaching methods and receive constructive feedback in a supportive, low-risk environment. Participants are given 12 minutes to teach mini-lessons, followed by 5 minutes of self-reflection and peer feedback. The group of participants will be divided in two, with half of participants for the delivery of microteaching Sessions in 2 separate break-up rooms.

METHODOLOGY

The workshop will include two parts: A preparatory part and a webinar part.

In the **preparatory part**, participants will be given access to the E-Learning platform some weeks before the workshop for the revision and study of selected online modules and other resources. The purpose is to introduce participants to the main concepts of the EII and the present situation of the workers' compensation system of Bangladesh. A test will verify the level of understanding of such contents. Participants will be instructed in the preparation of an assignment connected with the delivery of a microteaching session in the face-to-face part. Additionally, participants will be presented with pertinent documentation in order to expand their knowledge about the specified topics. Participants will have access to the E-Learning platform after the workshop.

The **webinars part** will take place in a classroom in Dhaka. The presentations will be delivered via zoom by international experts (including simultaneous interpretation) and by local experts. Some of the lessons will consist in pre-recorded capsules on the technical contents of the workshop. Questions and comments of participants through chats or direct questioning will follow and resource persons will reply and interact with participants. It will allow a concentration towards the topics of the participants' interests. A facilitator will stimulate the dialogue and interactive discussion will take place during the lessons in order to enable a better comprehension of the various topics. Participants will be instructed for the working group exercises. Discussion and the presentation of conclusions will take place in the classroom.

The materials used in the online lessons would be translated into Bangla and will be available in advance in the E-Learning platform. The teaching team will be selected according to its professional experience and knowledge on the subjects.

EVALUATION AND CERTIFICATION

A permanent monitoring of the learning process will be conducted throughout the training by the coordinator. At the end of the workshop, a knowledge acquisition test will be used to verify the level of knowledge increase of the participants. An individual end-of-course evaluation questionnaire will be used to allow participants to express their level of satisfaction about the training provided.

Participants who successfully complete the activities of the programme will be awarded with a certificate of participation of the ITCILO.

TIMETABLE

Day/Time	Sunday 7 March Online lessons	Monday 8 March Online lessons	Tuesday 9 March Online lessons	Wednesday 10 March Online lessons	Thursday 11 March Online lessons
9.00 – 10.30	8.45 Technical arrangements 9.00 Opening. Introduction to the course, projects involved and the participants. Expectances Presentation and discussion: Workers' Compensation system in Bangladesh: law and practice <i>Mr. Arafaat Khan</i>	Presentation and discussion: Occupational safety and health: Relevant concepts and fundamentals for EII <i>Mr. Felix Martin Daza</i>	What is learning? How do we learn? The Learning Management Cycle	Learning design (cont'd) Knowledge sharing and facilitation methods (a jigsaw exercise) Debrief on presentation techniques	Micro-teaching sessions
11.00 – 12.30	Presentation and discussion: Administrative procedures and legal processes for compensation on occupational accidents and diseases <i>Mr. Arafaat Khan</i>	Presentations & discussion: The international labour standards and EII Social dialogue and EII schemes <i>Mrs. Anne Marie La Rosa</i>	Towards participatory learning From trainer-centered to learner-centered approaches in adult learning Myths on participatory learning	Towards implementation: Facilitating participatory learning Application of participatory group facilitation and knowledge sharing techniques	Micro-teaching sessions
12:30 – 14:00	Break				
14:00 – 15:15	Challenges of litigating compensation Claims under BLA 2006 <i>Mr. Taqbir Huda, BLAST</i> 14.45 Presentation and discussion: Experiences of compensation in Bangladesh from the Rana Plaza accident <i>Mrs. Anne Marie La Rosa</i>	Presentation and discussion: The proposed trial on EII in the RMG sector <i>Mrs. Anne Marie La Rosa</i>	Learning styles and design Learning styles: self-assessment Characteristics of the target group Assessing the learning needs	Facilitating participatory learning (cont'd) Top 100 facilitation tips Towards learning evaluation: Assessing learning Approaches and methods for measuring change	Micro-teaching sessions
15:45 – 17:00	Presentation: The EII model: Characteristics and differences with the current model <i>Mrs. Anne Marie La Rosa</i> 16.30 Working group exercise: Gap analysis <i>Felix Martin Daza</i>	Presentations and discussion: Financing of an employment injury insurance scheme: The case for Bangladesh in light of the feasibility study of the ILO <i>Mr. Raphaël Imbeault</i>	Learning design Components and coherence of learning design: formulating objectives, selecting content Review of the day Capture the learning	Applying the learning Review the learning management cycle Organizing the microteaching sessions Review of the day Capture the learning	Micro-teaching sessions Conclusions Closing

INFO

**FOR FURTHER INFORMATION
PLEASE CONTACT**

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