



ONLINE

OCCUPATIONAL SAFETY AND HEALTH

# WORKSHOP ON EMPLOYMENT INJURY INSURANCE FOR CIVIL SOCIETY ORGANIZATIONS IN BANGLADESH

16 – 18 FEBRUARY 2021

*Information Note*



International  
Labour  
Organization



**SHUROKKHA**  
Advocacy for  
Employment  
Injury Insurance



german  
cooperation  
DEUTSCHE ZUSAMMENARBEIT

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 Project<sup>1</sup> and the ILO Project<sup>2</sup>) 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 intend to foster grassroots 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 (CSOs), employers' organizations, and government institutions.

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

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

CSOs are very important platforms for raising awareness of fundamental rights of vulnerable groups and monitoring violations and shortcomings of public policies. They also stimulate the public debate on issues surrounding the formulation and implementation of public policies. The Shurokkha project recognizes CSOs as privileged partners in achieving its purposes. This workshop, organized by ITCILO and GIZ for representatives of selected CSOs, would provide the competences, knowledge and resources allow them to advocate effectively for the introduction of an EII of Bangladesh.

## PARTICIPANTS' PROFILE AND PREREQUISITES

The workshop is targeting 22 officials of CSOs from Bangladesh. The CSOs and their representatives are selected on the basis of their previous activity and involvement on health and social protection issues of 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 the strengthening of the motivation and the capacity of the CSOs 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.
- Justify the advantages of the EII model over the current employers' liability model.
- Describe international standards, experiences and national good practices in the administration and the provision of quality services (medical care, rehabilitation and prevention) of EII models.
- Establish conclusions and recommendations on the feasibility of applying the models and experiences discussed at the national context.

Among the expected outputs of the workshop, there is the generation of a repository by the participants of an argumentary for promoting EII and audiovisual resources (videos or podcasts) on testimonials of injured and sick workers or compensation system's operators.

# 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

### Assignments

- Interviewing: Touch base with injured or sick workers or compensation system's operators
- Collaborative work: Building an "argumentary"<sup>3</sup>

## 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

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<sup>3</sup> "Argumentary": List of arguments on a certain issue shared by a group (political party, group of interest, etc.) so that individuals defend the group's position on that issue using the reasoning contained there.

## 2ND DAY

### **Session 5 (90 minutes)**

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

### **Session 6 (90 minutes)**

- Presentation and discussion: EII model and the prevention of occupational accidents and diseases and the quality of medical care and rehabilitation. International experiences.

### **Session 7 (90 minutes)**

- Presentations & discussion: The governance and financing of the social insurance model. Feasibility Assessment of an EII Scheme in Bangladesh

### **Session 8 (60 minutes)**

- Participants' presentations: Testimonials of injured and sick workers or operators of the workers' compensation system

## 3RD DAY

### **Session 9 (90 minutes)**

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

### **Session 10 (90 minutes)**

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

### **Session 11 (75 minutes)**

- Presentation and discussion: Building an "argumentary"
- Working group exercise and presentations: What works on getting the message across in Bangladesh

### **Session 12 (75 minutes)**

- Presentation of the WG conclusions
- Plenary discussion: The way forward

## METHODOLOGY

The workshop will include two parts: A preparatory part and a face-to-face 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 Employment Injury Insurance (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 assignments connected with exercises in the face-to-face part. This is in order to understand the situation of the workers' compensation system of Bangladesh. 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 **face-to-face 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. The lesson 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 view about the training.

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

# TIMETABLE

Preparatory part Online modules	Day/Time	Tuesday 16 February Online lessons	Wednesday 17 February Online lessons	Thursday 18 February Online lessons
<b>Modules</b> <b>Module 1:</b> Introduction to the main concepts of Employment Injury Protection <b>Module 2:</b> A comparison between Employers' Liability and Employment Injury Insurance approaches <b>Module 6:</b> OSH and health related issues <b>Module 7:</b> Financial and rating systems <b>Module 9:</b> Main elements of an EII legal framework <b>Module 10:</b> Governance and institutional issues <b>Module 13:</b> Linkages between prevention, compensation and return to work <b>Assignments</b> <b>1. Interviewing:</b> Touch base with injured or sick workers or compensation system's operators <b>2. Collaborative work:</b> Building an "argumentary"	9.00 – 10.30	8.45 Technical arrangements 9.00 Opening. Introduction to the course, projects involved and the participants. Expectancies Presentation and discussion: <b>Workers' Compensation system in Bangladesh: law and practice</b> <i>Mr. Arafat Khan</i>	Presentation and discussion: <b>Occupational safety and health: Relevant concepts and fundamentals for EII</b> ILO Video: <b>The face of decent work</b> <i>Mr. Felix Martin Daza</i>	Presentations and discussion: <b>The international labour standards and EII Social dialogue and EII schemes</b> <i>Mrs. Anne Marie La Rosa</i>
	11.00 – 12.30	Presentation and discussion: <b>Administrative procedures and legal processes for compensation on occupational accidents and diseases</b> <i>Mr. Arafat Khan</i>	Presentation and discussion: <b>EII model and the prevention of occupational accidents and diseases and the quality of medical care and rehabilitation. International experiences.</b> <i>Mr. Felix Martin Daza</i>	Presentation and discussion: <b>The proposed trial on EII in the RMG sector</b> <i>Mrs. Anne Marie La Rosa</i>
	12:30 – 14:00	<b>Break</b>		
	14:00 – 15:15	Presentation and discussion: <b>Challenges of litigating compensation claims under BLA 2006</b> <i>Mr. Taqbir Huda, BLAST</i> 14.45 Presentation and discussion: <b>Experiences of compensation in Bangladesh from the Rana Plaza accident</b> <i>Mrs. Anne Marie La Rosa</i>	Presentations and discussion: <b>The financing of the social insurance model</b> <b>Feasibility assessment of an EII Scheme in Bangladesh</b> <i>Mr. Raphaël Imbeault</i>	Presentation and discussion: <b>Building an "argumentary"</b> <i>Mr. Felix Martin Daza</i> Working group exercise: <b>What works on getting the message across in Bangladesh</b>
	15:45 – 17:00	Presentation: <b>The EII model: Characteristics and differences with the current model</b> <i>Mrs. Anne Marie La Rosa</i> 16.30 Working group exercise: <b>Gap analysis</b> <i>Mr. Felix Martin Daza</i>	Presentation and discussion of the preparatory part assignment: <b>Testimonials of injured and sick workers or operators of the workers' compensation system</b> <i>Mr. Felix Martin Daza</i>	Presentation of WG conclusions <i>Felix Martin Daza</i> Plenary discussion: <b>The way forward</b> Closing

# INFO

**FOR FURTHER INFORMATION  
PLEASE CONTACT**

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