



ONLINE

OCCUPATIONAL SAFETY AND HEALTH

WORKSHOP ON EMPLOYMENT INJURY INSURANCE FOR EMPLOYERS IN BANGLADESH

3 – 4 NOVEMBER 2021

Information Note



International
Labour
Organization



SHUROKKHA
Advocacy for
Employment
Injury Insurance



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



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 intend to foster grassroot support for an EII and create awareness regarding the benefits of an EII among government and social partners representatives, as well as the society as a whole.

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

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).

for representatives of employers' organizations, would provide the competences and knowledge to prepare them in looking for a consensus on the introduction of an EII of Bangladesh under the social dialogue processes.

PARTICIPANTS' PROFILE AND PREREQUISITES

The workshop is targeting 15 employers' representatives from Bangladesh.

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 capacity of the employers' organizations to foster a consensus among tripartite constituents supporting the introduction 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.

CONTENTS

ONLINE MODULES AND ASSIGNMENT

- Module 1: Introduction to the main concepts of Employment Injury Protection
- Module 2: A comparison between Employers' Liability and Employment Injury Insurance approaches
- Module 4: Social dialogue and EII schemes
- Module 6: OSH and health-related issues
- Module 7: Financial and rating Systems
- Module 10: Governance and institutional issues

CLASSROOM AND ONLINE SESSIONS

1ST DAY

Session 1 (90 minutes)

- Introduction to the course, projects involved and the participants. Expectances
- Presentation and discussion: Workers' Compensation system in Bangladesh: law and practice (i)

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: Experiences of compensation in Bangladesh from the Rana Plaza accident

Session 4 (75 minutes)

- Presentation: The social insurance model. Main characteristics and differences with the current Employers' Liability model

2ND DAY

Session 5 (90 minutes)

- Presentation and discussion: Occupational safety and health and health related issues

Session 6 (90 minutes)

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

Session 7 (75 minutes)

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

Session 8 (75 minutes)

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

METHODOLOGY

The workshop will include two parts: A preparatory part and a classroom 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). A test will verify the level of understanding of such contents. Additionally, participants will be presented with pertinent documentation in order to expand their knowledge about the specified topics.

The **classroom part** will take place in a classroom in a hotel in Dhaka. The presentations will be delivered by selected international experts (including simultaneous interpretation) and by local experts. The lesson will consist in the presentation of the technical contents of the workshop. Questions and comments of participants 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.

The materials used in the classroom 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

Day/Time	Wednesday 3 November Classroom sessions	Thursday 4 November Classroom sessions
9.00 – 10.30	<p>8.45 Technical arrangements</p> <p>9.00 Opening. Introduction to the course, projects involved and the participants. Expectances</p> <p>Presentation and Discussion: Workers' Compensation system in Bangladesh: law and practice <i>Mr. Arafat Khan</i></p>	<p>Presentation and Discussion: OSH and health related issues <i>Mr. Felix Martin Daza</i></p>
11.00 – 12.30	<p>Presentation and discussion: Administrative procedures and legal processes for compensation on occupational accidents and diseases <i>Mr. Arafat Khan</i></p>	<p>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></p>
12:30 – 14:00	Break	
14:00 – 15:15	<p>Presentation and Discussion: Experiences of compensation in Bangladesh from the Rana Plaza accident <i>Mrs. Anne Marie La Rosa</i></p>	<p>Presentation and Discussion: The international labour standards and EII <i>Mrs. Anne Marie La Rosa</i></p>
15:45 – 17:00	<p>Presentation: The social insurance model: Main characteristics and differences with current model <i>Mrs. Anne Marie La Rosa</i></p> <p>Social dialogue and EII schemes <i>Mrs. Anne Marie La Rosa</i></p>	<p>Presentation and Discussion: The proposed trial on EII in the RMG sector <i>Mrs. Anne Marie La Rosa</i></p> <p>Closing</p>

INFO

**FOR FURTHER INFORMATION
PLEASE CONTACT**

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