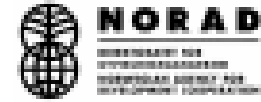
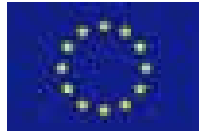


Rights, benefits and social justice: Status of female workers engaged in the shrimp processing industries of Bangladesh

Md. Nuruzzaman

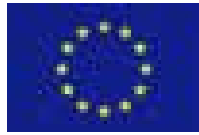
National Expert, Better Work and Standards Program – Better Fisheries Quality (BEST- BFQ), UNIDO

e-mail:nuruzzaman07@gmail.com



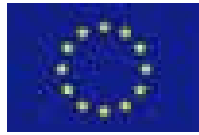
We mourn and pray

For the 412+ workers died from the building collapse
Express our solidarity with the sufferings and
deprivations bereaved families..

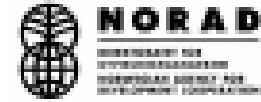


Outline of the presentation

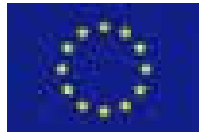
- Introduction – about the industry
- Admissible rights & benefits for the workers
- Baseline status
- Interventions & outcomes
- Results
- Challenges
- Conclusion



Introduction



- Shrimp processing industry is considered economically vital for export earnings, employment generation
- There are (54+32+4) 90 shrimp processing industries running in Bangladesh
 - In Khulna 42 EU + 12 Non-EU
 - In Chittagong 21 EU + 11 Non-EU
 - In Dhaka 4 EU
- Over 50,000 labor working in shrimp factories, about 80% are women (**formal sector**)



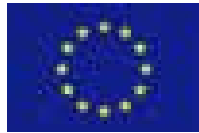
Introduction



NORAD
NORWAY
INTERNATIONAL DEVELOPMENT COOPERATION

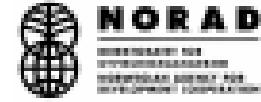
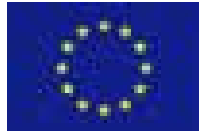


- There are 220,000 shrimp farms covering 247,187 ha land in sw districts (Khulna, Satkhira, Bagerhat, Jessore Narail & Cox's Bazar)
 - Over 120,000 *Bagda* farms, average farm size: 1.4 ha
 - Over 100,000 *Golda* farms, average farm size: 0.58 ha
- There is no good statistics on no. of labors engaged in this part of the industry (**informal sector**)



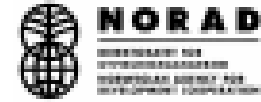
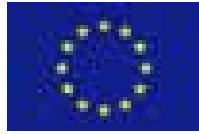
NORAD
NORWEGIAN AGENCY FOR
DEVELOPMENT COOPERATION





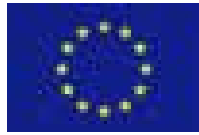
Rights and benefits – BLA 2006

- Rights
 - Appointment letter & ID
 - 8 hours duty
 - Paid leaves under BLA
 - Minimum wage
 - indiscriminated wage
 - Joining /formation of Trade Union



- **Benefits**

- Overtime at double rate
- Cash against accumulated AL
- Maternity benefit
- Gratuity & Provident fund
- Share of net profit
- Compensation for accidents
- Compensation for job termination



Baseline status

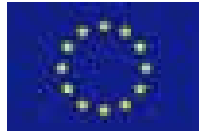


NORAD
NORWEGIAN
OVERSEAS ASSISTANCE
PROGRAMME



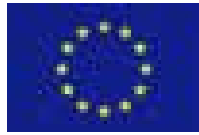
- Strong criticisms locally and internationally for gross non-compliance of labor rights and benefits – visible inability to embrace recent growth
- UNIDO's technical collaboration with GOB assisted financially by EU and NORAD undertaking baseline & TNA/Gap Analysis
- Engagement of NGOs & signing of MOU with BFFEA



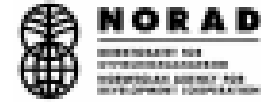


The Interventions

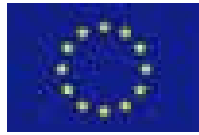
- Development of Training Manual
- Robust baseline study
- Training of Trainers (TOT)
- Follow up Training
- Assessment of Compliance Status
- Factory based Labor Laws training for workers and staffs
- Personal interview of over 1500 workers (62% female)



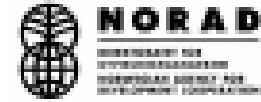
Activities



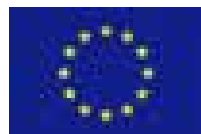
- Baseline study covering 2000 female workers from 37 processing factories
- Baseline status shared through 4 stakeholder workshops in 4 districts
- Organized 4 TOT where 78 officials were trained (using a customized Tr Manual)
- Organized 10 Follow-up training where 217 mid-level officials from 51 processing factories attended



Activities



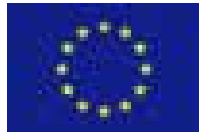
- 50 batches of 2 day long Labor Laws training for labors covering 1532 participants from 25 Processing Factories
- 30 participants in each batch, 20 female and 2/3 staffs from admin & accounts
- Basic labor rules taught, participation encouraged by group work, group presentation, questions & answers and quiz competition
- Factory based labor trainings are ongoing – as the mainstream activities to keep the industry aware and informed – to stay in business



Summary activities



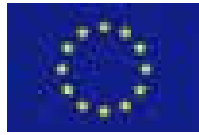
Type of Training	Participants	Location	# of events	# of participants
Training of Trainers (TOT)	Inspectors, MOL&E Quality Control Officers FIQC, DOF; Executives from Processing Factories & NGO	Khulna Chittagong	04	78
Follow-up Training	Mid-level Officials from shrimp processing factories	Khulna Chittagong Cox's Bazar	10	217
Factory Based Training	Workers and Staffs from shrimp processing factories	Khulna Bagerhat Chittagong Cox's Bazar	50	1532
Awareness Meeting	Owners and Managers	Khulna	04	120
Trade Union Training	Trade Union Leaders from shrimp processing factories	Chittagong	03	55



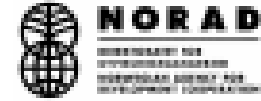
Outcomes



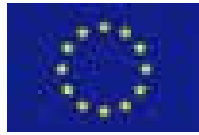
- Awareness raised, positive decisions by good factories also **by government**
- 4 awareness meetings with top level management
- Changes are seen in many cases:
 - Appointment of new ‘Compliance Officer’
 - Prepared own Training Plan for LL Training
 - Opened Training Register to keep training records
 - Hoisted display boards, festoons & posters
 - Emergence of new ‘Trainers Pool’ within industry



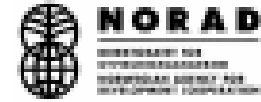
Results



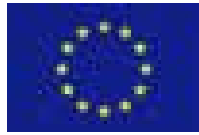
- Better wages
 - Issuing of Appointment Letter & ID Cards
 - Major leaves (no perennial work)
 - Maternity Leaves - started
 - Trade Unions (new)
 - Government announced amendment of BLA
- Petition to withdraw GSP was the trigger!*



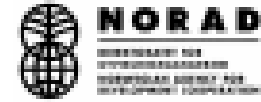
Challenges



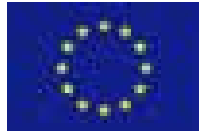
- Contract labors are still under poor compliance level
- Male workers are in better positions with better wages
- Intermittent supply of raw materials (shrimp) prevents better compliance
- Top management/owners are yet to convince regarding the obligations of complete compliance of LL
- Policy weakness in BLL 2006 is seen as barrier against inspection & enforcement – **new hope?**



Opportunities



- 50% of the industrial workforce in Bangladesh are women, in shrimp, it is 70-75%
- There is good room for improvements
 - Work safety and occupational health
 - Labor compliance
 - Skill development
 - Formation of association (TU) – 12 new TU
- Shrimp and frozen food sector is a strong candidate for continued development



Social Justice



NORAD
NORWEGIAN
OVERSEAS
DEVELOPMENT ASSISTANCE
CORPORATION



Patriarchic view

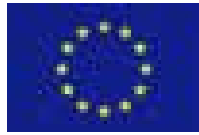
- Jobs are made
- Status escalated both in family and society
- Thousands are still unemployed
- Can enjoy spending
- Take part in decision making in family

Feminist view

- Strong discrimination at work
- Deprivation of rights & benefits
- Unequal opportunity
- Violence Against Women

Neutral view

- PGNs are met
- Good space are created
- Understanding of SGN increasing



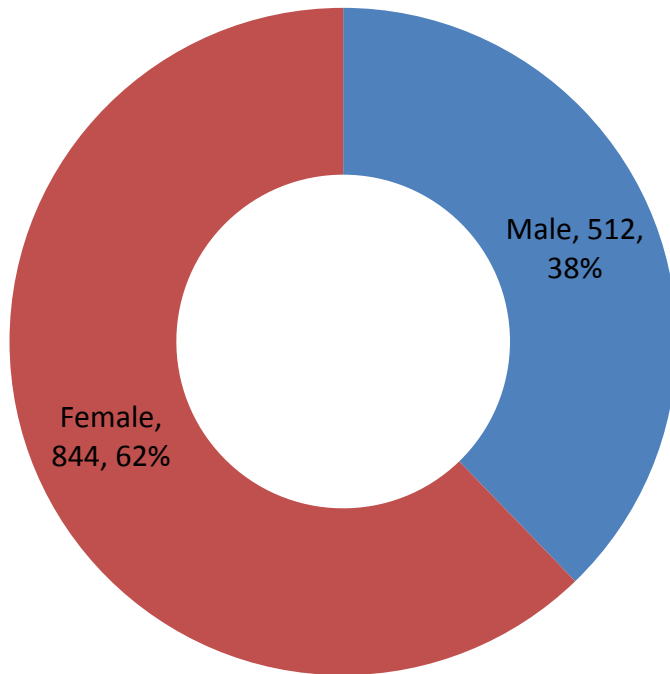
Some findings



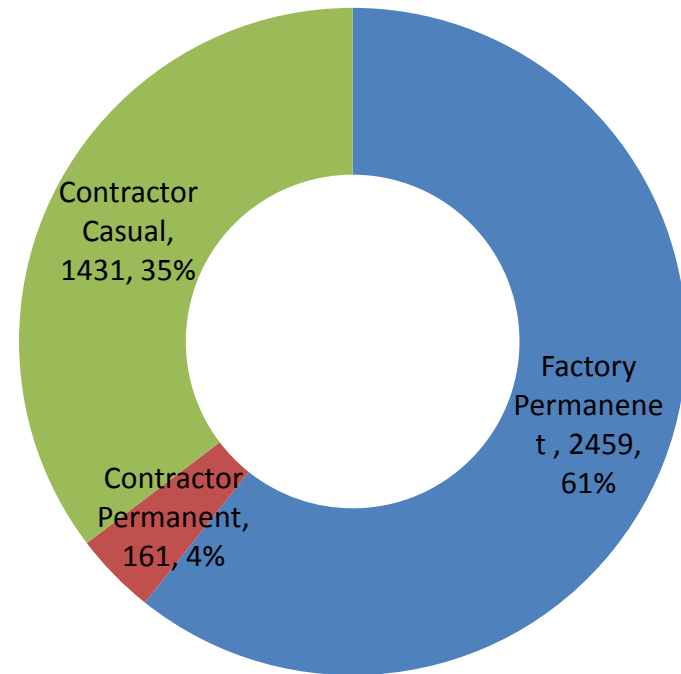
NORAD
NORWAY
ORGANISATION FOR
INTERNATIONAL COOPERATION
DEVELOPMENT

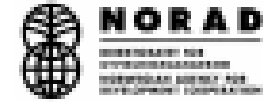
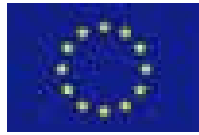


Gendered dimension

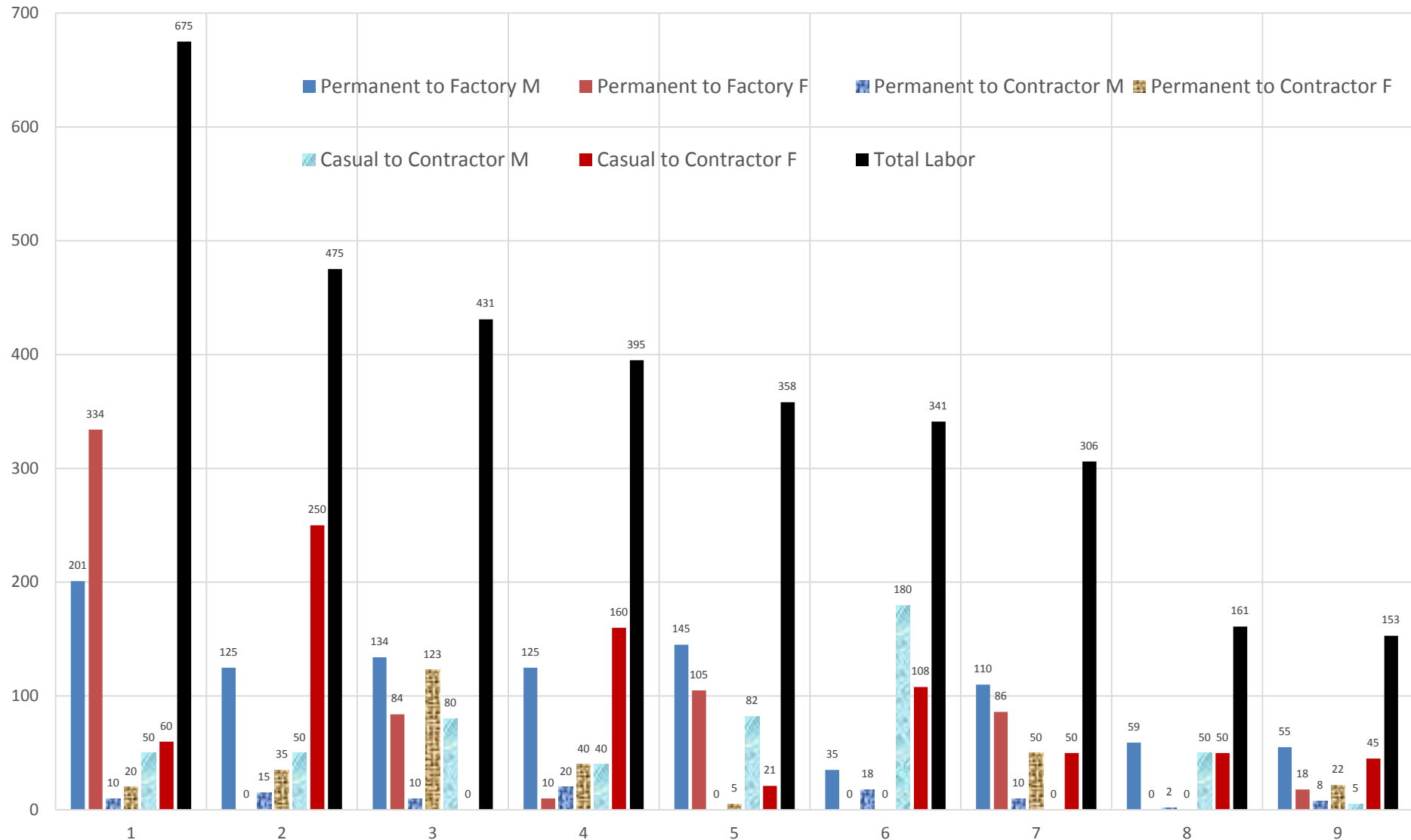


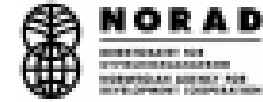
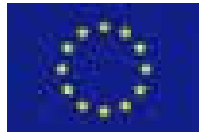
Workers types



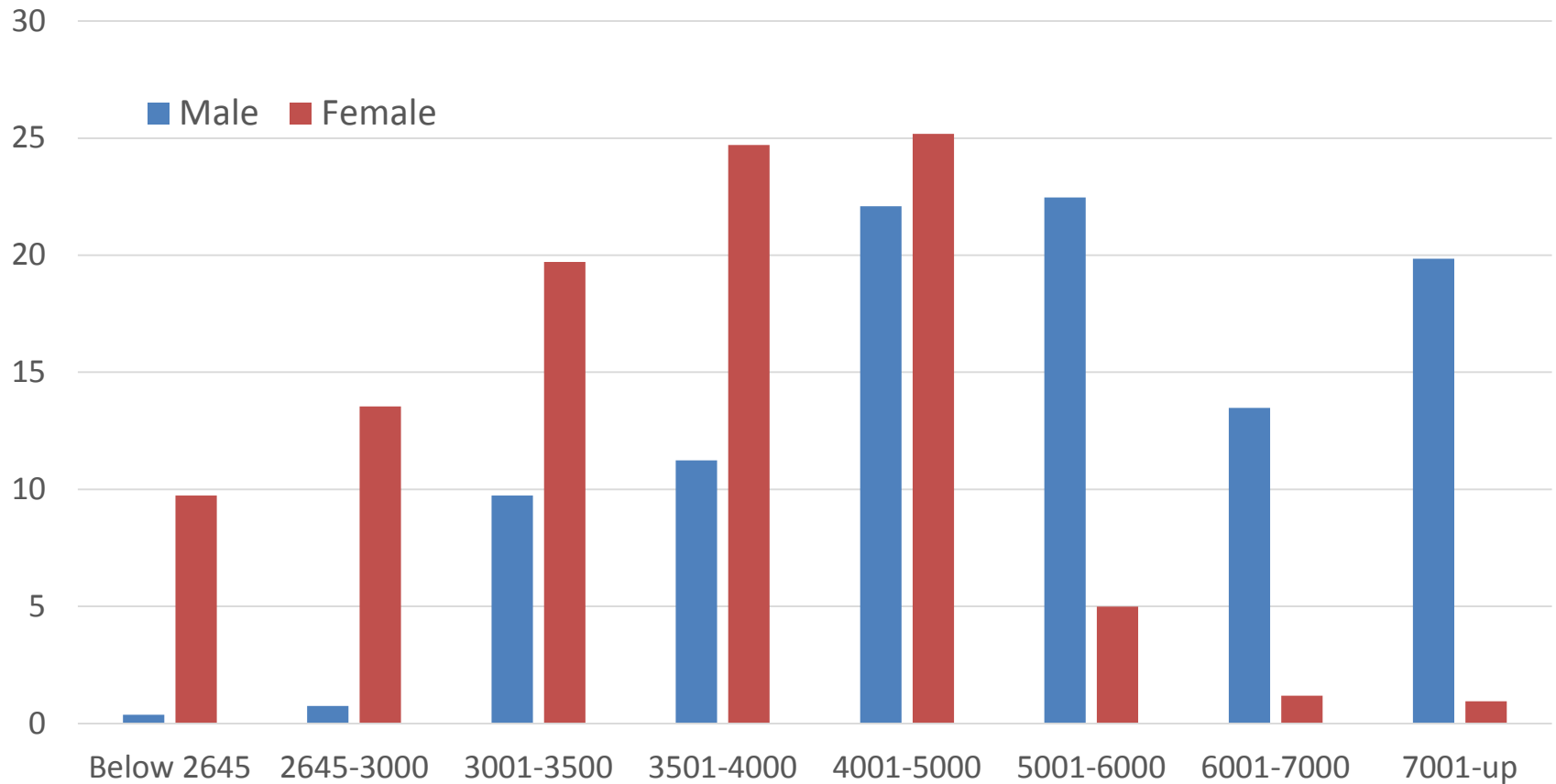


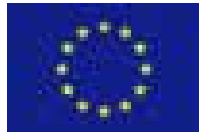
Workers category in 9 Shrimp Processing Factories, Chittagong, 2012



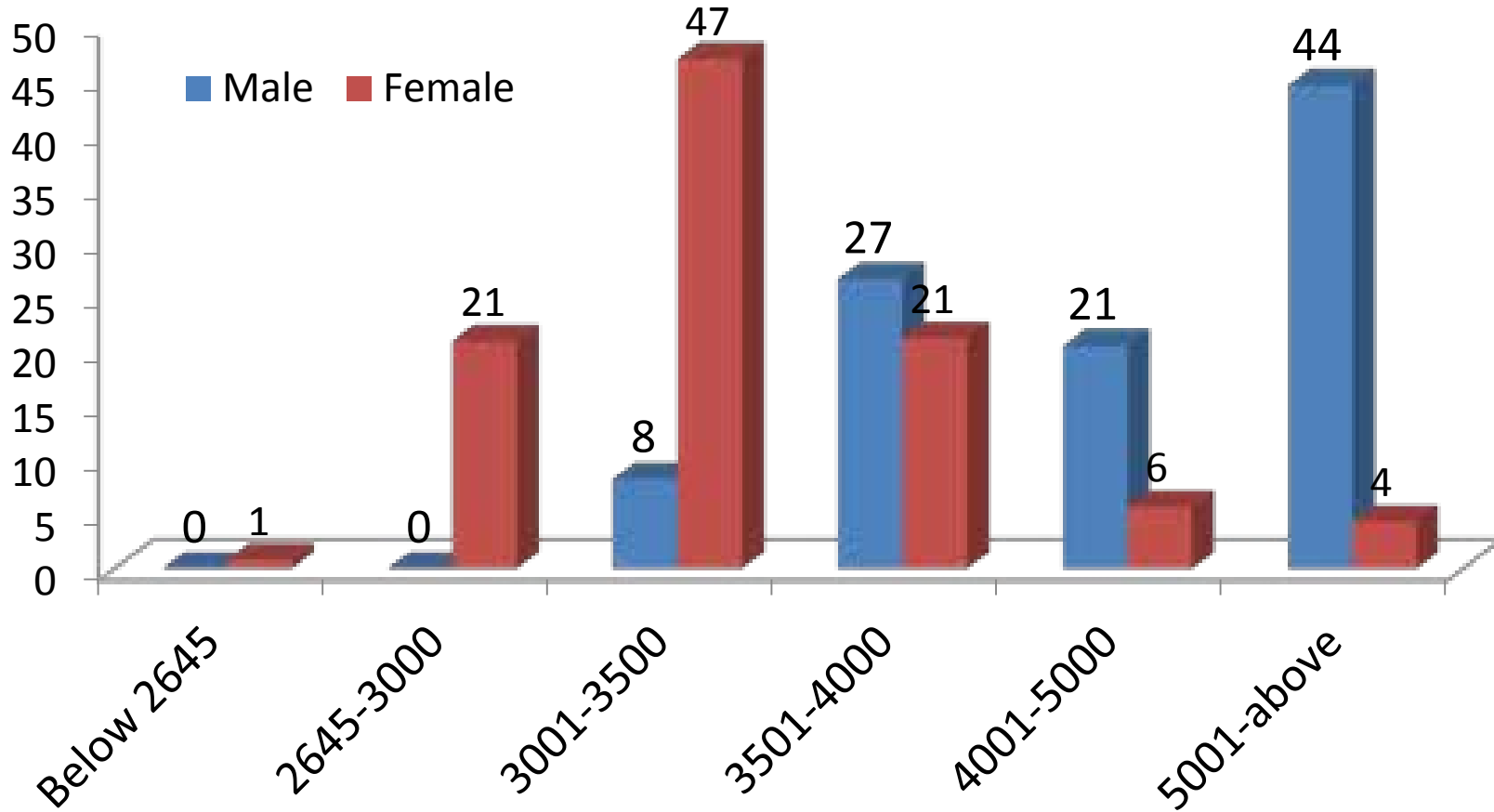


Wage discrimination (%) between male & female worker in Ctg





Wage discrimination (%) in KIn



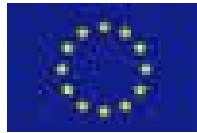


Some good pictures



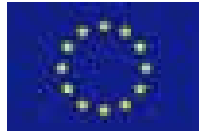
NORAD
NORWEGIAN
OVERSEAS
DEVELOPMENT ASSISTANCE





NORAD
NORWEGIAN
OVERSEAS DEVELOPMENT ASSISTANCE
NORWEGIAN AGENCY FOR
DEVELOPMENT COOPERATION





Thank you