

ANNUAL REPORT

2021



BNSK

বাংলাদেশ বারী শক্তিক কেন্দ্র



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বাংলাদেশ নারী শক্তিক কেন্দ্র

A platform of workers, activists, think-tanks and policy-makers working together to achieve a society where all women workers are provided with their rights, dignity and recognised for their contribution



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Message from Chairperson and Executive Director

Since 2010, Bangladesh Nari Sramik Kendra (BNSK) has been fighting to defend the rights of the nation's workers, build up their capacities, spread knowledge, and act as an advocate. BNSK has been battling for the rights of Bangladeshi workers both in the formal and unofficial sectors for the past few years. Bangladeshi workers who rely on their own labor or small businesses and enterprises to make a living do not receive regular salaries and welfare benefits like those who work in the formal sector do. Workers in the informal sector are the most vulnerable group of workers in our nation. Workers in the informal sector make up 93% of the working force. More than 99% of Bangladesh's labor force is female, and this is particularly true of other SAARC nations. Their labor is worthless. As a result, their contribution is hidden. Women workers themselves continue to be undercounted and unnoticed. Since 2010, Bangladesh Nari Sramik Kendra (BNSK) has been striving to defend the rights of the nation's workers after becoming aware of the issue. The government and other international organizations have assessed BNSK's capacity-building activities. The Bureau of Manpower and Training has recently given the go-ahead for 71 training institutions to start offering training to employees. Women migrant workers' skill development is a priority for BNSK. In addition to other capacities, the business now employs a large number of people who receive training for skill development. Additionally, BNSK is recognized for providing pre-service training to immigrant women at government-run Technical Training Centers (TTCs). I appreciate our partners' and stakeholders' assistance and contributions. Their advice has assisted BNSK in expanding over time.



Professor Dr. Kamrun Nahar

Chairperson




Sumaiya Islam

Executive Director

TIMELINE OF BNSK:

An organization standing for workers while being built further by the workers themselves



From 2010 Bangladesh Nari Sramik Kendra (BNSK) has been striving to provide a range of services, including developing capacity, increasing awareness, and defending the rights of the nation's workers. The BNSK has been advocating for Bangladeshi employees in the formal sector and protecting the rights in the unofficial sector for a number of years.

~~Bangladesh~~ In order to safeguard the welfare of migrant women workers in Bangladesh, ~~Nari Sramik Kendra (BNSK)~~ began advocating for migrant women. Professional women and diaspora women from Bangladesh formed BNSK.

GROWTH PROGRESS OF BNSK:

Starting a new series was challenging for BNSK. The resettling women migrants lacked the requisite management skills to lead the organization. It was not simple to integrate immigrant women. The founding members approached the problem of migrant women's safety with tenacity, and as a result, BNSK has effectively provided a varied form of action. The group began operating in Mohammadpur , three TTCs in Mirpur, and the Manikganj district. Currently, it has extended to numerous districts in Bangladesh.

MISSION OF BNSK:

We are devoted to advancing the status of Bangladeshi women workers within their families, tribes, and nations. We are dedicated to creating an atmosphere that is supportive and free from exploitation, unfairness, and prejudice in the workplace. Establishing networks at the local, state, and international levels to further BNSK's purpose; advocacy for improved working conditions, skill development for employees, particularly women, on their rights under the law and business management; Our beliefs include stopping the trafficking of women, defending the rights of those who have already been victims, preventing irregular migration, and cooperating with NGOs.

VISION OF BNSK:

Ensuring the safety of migrant women and making them feel appreciated in Bangladeshi culture A society in Bangladesh that collectively defends the rights of all of its employees, particularly women, treats them with respect and fairness while they are at work, and acknowledges their contribution to their families, communities, and country gives.

AIM

To contribute to creating an enabling environment for women development by 2025. Where individual women workers and their organizations can consistently uphold their rights, promote economic well-being. and to preserve the rights of women workers to cooperate with relevant stakeholders.

PURPOSE

- To organize women migrant workers, discuss and identify their problems and provide support for their solution.
- To organize potential female migrants and make them aware of the migration process and of associates and family members about trafficking in women.
- To create awareness among unskilled and semi-skilled women workers willing to work abroad on rules, regulations and procedures of overseas migration.
- Creating awareness of migrant workers about their legal rights, benefits and lobbying for the rights of migrant workers' families.
- Building self-reliance to protect the rights of women migrant workers. To create awareness among women migrant workers about working conditions and wages, working hours, cultural issues and legal aspects in diaspora countries.

STRATEGIC DIRECTION

The Society felt the need for strategic direction to guide its programs and activities in the field of migration management. BNSK conducted a workshop in June 2009 to review the strategic objectives and achievements against BNSK. Through this, BNSK takes input from all levels for future strategy planning. One of the main objectives of the strategic plan is to enhance the capacity of Upazila/Union Parishad (UP) members by ensuring their participation at the national level and ensuring their basic services in a more participatory, accountable and gender sensitive manner. In the workshop discussions, the UP members and the Indian government emphasized the need to increase the participation of the private sector as well as the rights of the BNSK to initiate various activities at the field level. Those who participated pledged to raise their voices to protect the rights of Bangladeshi women migrant workers and their families.

The second strategic objective was to work for the empowerment of women migrant workers and their families through community participation in protecting their rights. It will increase the awareness of migrants and their families about their rights.

BNSK has undertaken certain activities to achieve its strategic goals. Some of these are:

- Ensuring participation and representation of government officials and community people at the national level, organizing cultural events, compiling a database of gender-based data at the national level.
- Community Meetings (Market Meetings, Courtyard Meetings, Meetings with Government)
- Awareness Meetings (Issue Based – eg Migrants' Rights, Migration Training/Briefing Sessions at National Level.
- Advocacy (issue based) with the Government.
- Special and necessary meetings with policy makers of Ministry of Expatriate Welfare and Overseas Employment and Bureau of Manpower Employment and Training (BMET) etc.

Achievements of BNSK

New initiatives have been pilot tested and implemented over time as the organization has expanded its operations into various functional areas. These activities cover various issues related to women's empowerment - such as decision making, control over resources, life skills and livelihood skills, negotiation skills, mobility, networking and support etc. BNSK has implemented several activities with technical and financial support from various Ministries. The Ministry of Women and Child Affairs contributed their guidance, financial and technical support to this publication.

AREAS OF SPECIALISATION

ADVOCACY:

Women's rights are often violated and neglected in every aspect of our society. BNSK believes that policy support should continue with government officials, recruiting organizations and the Indian elite. This process will ensure women's participation in decision-making processes, policies and ultimately safe migration to change.

AWARENESS PROGRAM (DOMESTIC & MIGRANT WORKERS)

BNSK Raises Public Awareness By making migrants and their families aware of the services they need, every BNSK project has this important public awareness component. From decision-making to collection of remittances, extensive information campaign activities have been initiated at the grassroots level and awareness is created to enhance their psychological, social counselling, leadership quality and capacity.

CAPACITY BUILDING:

Empowerment of women through training is another important area to ensure empowerment of migrant women. Lack of access to information and services puts women particularly at greater risk when working in a more complete socio-cultural context. BNS in collaboration with GOs/NGOs has been successfully providing pre-service training to prospective women migrants. Moreover, skill development training such as housekeeping training, business management training, financial management training and foreign language training are some of the important trainings that are being provided to the beneficiaries.



GRASSROOTS WORK:

BNSK has taken strong steps with the government in migration management at the grass root level with potential women migrants and returning women migrants. The Society can claim to be one of the leading organizations dealing with migrant rights issues. It has also acquired special expertise in conducting field activities and conducting migration related activities at the grassroots level.

YARD MEETING:

A grassroots meeting with Indian stakeholders is an informal form of communication. Family members of women who are interested in migrating and returning migrants are usually invited to these meetings. Field Organizers of BNSK conduct the meeting with fixed agenda for about 1-2 hours depending on the problem. The participants come and gather on the pre-invitation of the BNSK field organizers on the specified day and time. They gather in suitable courtyards suggested by the community.

The organization efficiently conducts courtyard meetings with prospective and repatriated migrants and family members of migrant workers. BNS received training from IOM/UN Women in decision making or remittance management. Staff – Over the years have become proficient in conducting training of migrant workers and their communities/communities. BNS covers various topics through courtyard meetings. Some of the key topics covered on the agenda of the BNSK courtyard meeting are – community mobilization, pre-decision support for emigration, information dissemination, pre-departure briefing, productive use of remittances, personal finance and business management, self-related issues (including reproductive awareness) are some of the important issues.



MARKET MEETING:

BNSK conducts market meetings (hat meetings) on various issues related to immigration. Market meetings are held on pre-migration decisions, use and management of remittances, information sharing on migrant workers' rights, migration self-related issues, information sharing with various migration stakeholders, etc. Formal sessions are organized for expatriate migrant workers. BNSK organizes pre-departure briefing for women migrants only at national level. Usually 20-30 women gather at a specific place (could be a school/college or community club) and receive an orientation briefing.

PRE-DEPARTURE SESSION

BNSK efficiently conducts the pre-introduction briefing session of prospective women migrant workers for their skills. Before their departure, migrant workers need a series of information related to destination country, foreign travel, lifestyle, culture, weather, food, remittance management, self-issues. BNSK has developed a team of skilled field organizers to conduct pre-flight training. The previous briefing is based on the original Safe Migration Training Manual developed by IOM, ILO, UN Women. Today, BNSK has gained the confidence to conduct sessions with larger groups at Technical Training Centers (TTCs) run by the Government of Bangladesh.

PARTNERSHIP:

BNSK now operates from decision-making to return, host country services, return and repatriation services. Natural Agriculture and BNSK signed an MoU for economic rehabilitation of returning women workers. Under this agreement, they will provide migrant workers with technical assistance for agri-based business development and farm management. BNSK has also signed MoUs with rights-based non-governmental NGOs to provide services to migrant workers in countries such as Jordan and Malaysia. Under this Memorandum of Understanding, BNSK may assist workers in seeking assistance from the government of the destination country in seeking compensation from BNSK member workers, such as employers, if they seek legal rights from the destination country's legal process.

