

Institutional strengthening and sustainability: Outcomes of OSH training and awareness initiatives by UNIDO and ILO across the shrimp processing sector in Bangladesh

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About the presentation

- Introduction
- Bangladesh fishing & aquaculture industry & economic role
- Overview of OSH situation
- UNIDO & ILO Interventions
- Outputs & outcomes
- Sustainability
- Conclusions & recommendations



Introduction

- OSH emerged after a building collapse killing over 1100 garments workers in 2013
- There is more concerns about the 'product quality' and 'product safety' compared to the 'human quality' and 'human safety' behind the product
- Institutions responsible for OSH are not proactive and fall back in terms of government priority
- Lack of 'economic drivers' behind fisheries industry OSH
 - Raw material crisis
 - Unfavorable market standards



Fisheries & Aquaculture in Bangladesh

- Fisheries & Aquaculture contributes 3.61% to national GDP and maintained average growth of 5.42% over last 10 years
- FAO ranked Bangladesh as the fourth largest aquaculture producing country in the world with its estimated production of about 2 m MT of fish (BD produce about 4 m MT fish in 2017).
- Fisheries in BD is the major export earning sector earns over US\$ 500 million per year
- The industrial fishing facing poor compliance of Labor Rules
- Shrimp and fish processing has started social compliance with little OSH practices recently

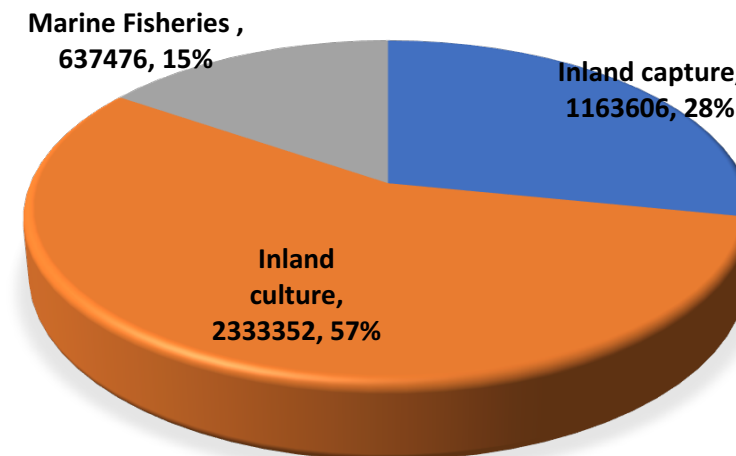


Fisheries & Aquaculture cont..

Industrial Fisheries

- Fish production = 4.134 m mt of fish in 2016-17,
 - 57% from inland aquaculture
 - 28% from inland capture and
 - 15% from marine capture
- 68306 mt fish & shrimp exported of that 39706 mt shrimp in 2016-17
- 103 Shrimp & Fish Processing factories
- 68000 Fishing Boats and Ships & 200 Trawlers
- Over 10% of total population employed in fisheries

Fish production 2016-17





Overview of OSH situation

- OSH issues been neglected in fishing & aquaculture
- Compliance of OSH in major fishing industry appeared relaxed as MOLE does not count them under 'formal sector'
- OSH and social compliance emerged as 'important' in shrimp & seafood due to the 'export market' only
- Interventions on social compliance and OSH from UNIDO: from 2006 to 2014 and from ILO 2014-2016
- Better **outcomes**: training & capacity building; legal and organizational reforms, institutional strengthening



UNIDO & ILO interventions

UNIDO Shrimp Project from 2007-2014

- Preparation of customized Tr Manual in Bangla on Labor Laws
- Conducted TOT from DOL, DIFE, FIQC and BFFEA
- Factory based labor training for over 3000 workers
- TU leader/Compliance Officers training
- Progress Review meeting by DIFE
- OSH need assessment & OSH Tr for the first time for shrimp sector



Activities	Participants	# of events	# of persons
Stakeholder Consultation Workshop on Baseline status	Value chain stakeholders, officials from FIQC DOF, DOL MOL and BFFEA	04	198
Training of Trainers (TOT)	Inspectors, MOL&E Quality Control Officers FIQC, DOF; Executives from Processing Factories & NGO	04	78
Follow-up Training	Mid-level Officials from shrimp processing factories	10	217
Factory Based Training	Workers and Staffs from shrimp processing factories	59	1808
Trade Union Training	Trade Union Leaders from shrimp processing factories	05	100
Compliance Officer's Training	Compliance Officers/HR Managers	02	37
Labor Contractor/Supervisor Training	Labor Contractor, Sub-Contractor & Labor Supervisor	02	51
Training on Occupational Safety and Health (OSH)	Plant Engineers, Pressure Plant Operators, Boiler Operators and Electricians	06	152
Compliance Review Meeting at Deputy Chief Inspector Office, MOL&E	Compliance Officers/HR Managers	08	110
Awareness Meeting	Owners, Managers, Compliance Officers/HR Managers	04	125



UNIDO & ILO interventions cont..

ILO shrimp project from 2015-2016

- Study on TNA and LL Compliance
- Developed easy to read information materials on LL & OSH
- Developed Trainers & Co-Trainers from 45 running factories
- Formed NCCWE and involved BFFEA (Industry led)
- MOLE institutions strengthened/capacity build
- Factory level training to 4050 workers under 'Worker Education Program'
- Staged 90 Folk song drama through NGOs across the industry
- Broadcasted 60 Radio Program 'My Labor My Rights'

Outputs & outcomes

Results/outputs

- Processing factories employed Compliance Officer (CO)/Labor Officer (LO)/HR Manager – was not before interventions
- CO, LO, HRM became the Master Trainers and Co-Trainers
- Trained workers better aware about LL and OSH matters
- PPE use increased
- Compensation for accidents and Maternity Leave with allowances are admissible
- Many factories started their own Training Plan on LL



Outcomes and sustainability

At policy level

- LL 2006 been amended by government in 2013
- Labor Rules 2015 been promulgated
- DOL & DFIE upgraded and reorganized
 - Both DOL & DIFE been upgraded from Directorate to Department
 - Posts upgraded, new posts created and vacant posts filled up

At practice

- Both the industry and the regulators are better equipped
- DOL & DIFE put regular training and inspection program



Challenges

- Overinvestment in processing sector
 - Lac of product diversification and value addition
 - Lac of branding initiatives
- Raw material crisis due to low production
- Competitive market and price volatility

Recommendations

- Investment in production sector including infrastructure development
- Investment in R&D to reduce yield-gap, disease & environmental problems
- More research needed on OSH to improve labor productivity and better workplace

এমপ্লয়ার্স হ্যান্ডবুক এবং সেফ-এসেসমেন্ট চেকলিস্ট



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বাস্তবায়নে : বাংলাদেশ ফ্রিজেন ফুডস্ এক্সপোর্টার্স এ্যাসোসিয়েশন (বিএফএফইএ)
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Thank you