

IDO's initiatives to establish labor rights, human rights, and a dignified working environment.

A long-term commitment to establishing fair wages, a safe working environment, and the dignity of workers.

Integrated Development Organization (IDO) has long been working to improve the rights, dignity, safety, and quality of life of marginalized and disadvantaged working-class communities in Bangladesh. IDO conducts its activities in partnership with various national and international development organizations, aiming to establish workers' legitimate rights, reduce discrimination, protect human rights, and ensure dignified working environments.

The primary objective of IDO's labor rights-based initiatives is to ensure fair wages, safe and environmentally friendly workplaces, defined working hours and leave, social protection, dignity at work, and opportunities for participation in decision-making for workers. Simultaneously, the aim is to build the capacity of workers to collectively claim and protect their rights by enhancing the capabilities of labor organizations and federations.

Special emphasis on establishing the rights of marginalized workers.

Workers from various marginalized communities in Bangladesh have long been facing diverse forms of economic, social, and workplace-based discrimination. IDO has been working with a specific focus on the rights and protection of tea garden workers, sanitation workers (including *Dom* and *Methor* communities), garment workers, and women employed in the fisheries sector.

For many workers within this community, ensuring fair wages, safe working environments, fixed working hours, leave, workplace safety, and social dignity remains a significant challenge. IDO works at the grassroots level with workers and relevant stakeholders to identify and address these issues, and to initiate sustainable solutions.

Rights and Dignity of Tea Garden Workers

Although tea garden workers make significant contributions to the national economy and the tea industry, a large number of them have long been living amidst various social and economic challenges. IDO works to secure fair wages, workplace safety, awareness regarding labor laws and rights, fixed working hours and leave, and social dignity for tea garden workers.

In addition to raising workers' awareness of their rights, IDO places importance on enhancing their organizational capacity and fostering an environment for constructive dialogue with the relevant authorities and employers.



Protecting the Rights of Doms, Sweepers, and Sanitation Workers

The contribution of sanitation workers is vital to maintaining societal cleanliness and safeguarding public health. Yet, many members of this community face social discrimination, occupational hazards, and unsafe working conditions.



IDO works to ensure a safe and hygienic working environment, necessary protective equipment, fair wages, fixed working hours, leave, awareness of labor rights, and social dignity for sanitation workers and Dom-Sweepers workers.

From IDO's perspective, a worker's occupation cannot limit their human dignity or fundamental rights. Therefore, reducing occupation-based discrimination and social deprivation is a key component of IDO's human rights-based development activities.

Fair and Safe Working Conditions for Garment Workers

Bangladesh's ready-made garment industry is one of the most important sectors of the country's economy. The progress of this industry is driven by the labor and contributions of millions of workers. The participation of female workers, in particular, is crucial to this sector.

IDO works on issues such as fair wages, safe and hygienic working environments, fixed working hours and leave, workplace dignity, awareness of rights, and capacity building for workers' organizations.



IDO also places importance on building the capacity of workers to express their views, assert their rights, and communicate effectively with the relevant authorities in the workplace.

Rights of Women Workers in the Fisheries Sector

Although a vast number of women workers are directly and indirectly involved in various stages of the fisheries sector, their labor often fails to receive due recognition and valuation. IDO works to ensure fair wages, safe and eco-friendly workplaces, fixed working hours, necessary safety measures, and workplace dignity for these marginalized women workers.

বদলে দেবার সময় এখন মৎস্য ক্ষেত্রে নারীর জীবন।

- নারী মৎস্য শ্রমিকদের শোভন কর্ম পরিবেশ চাই।
- নারী পুরুষ সম কাজের সম মজুরী চাই।
- সকল নারী মৎস্য শ্রমিকদের জেলে
নিবন্ধন তালিকায় অন্তর্ভুক্তি চাই।
- নারী মৎস্য শ্রমিকদের মৎস্য
ব্যবস্থাপনা ও নীতি নির্ধারণ
প্রক্রিয়ায় অন্তর্ভুক্তি চাই।



Empowering Poor Fisher-folk Women under EWCSA Project
Integrated Development Organization- IDO

IDO contributes to the economic and social empowerment of women workers by raising awareness about their rights, organizing them, and enhancing their capacity for decision-making and securing their rights in the workplace.

Enhancing the Capacity of Workers' Federations and Organizations

Strong, competent, and responsible workers' organizations are crucial for upholding workers' rights. To this end, IDO supports workers' federations and relevant organizations in strengthening their organizational capacity, leadership skills, and ability to engage in rights-based advocacy, while also enhancing their knowledge of labor laws and policies and their capacity for effective dialogue with stakeholders.

The IDO emphasizes building the capacity of workers' organizations so that they can effectively represent the rights and interests of their members and play a constructive role in establishing worker-friendly policies and work environments.

Rights and Welfare of Domestic Workers

The Integrated Development Organization (IDO) has long been working towards the rights, dignity, safety, and socio-economic advancement of domestic workers. In particular, IDO

conducts various activities to ensure fair wages, fixed working hours and leave, and safe, humane working environments for domestic workers especially women and those from marginalized communities while also working to prevent workplace harassment and abuse and to raise awareness about labor rights.



Simultaneously, it is working in coordination with relevant government and non-government institutions and stakeholders to organize workers, enhance their skills and capacities, provide legal assistance, raise awareness regarding health and social protection, and establish their rights. IDO's goal is to help create a safe, fair, and non-discriminatory working environment for domestic workers by ensuring due recognition and dignity for their labor.

Protection of Human Rights for Minority and Marginalized Communities

Alongside its labor rights initiatives, IDO has been working to protect the human rights and uphold the dignity of families belonging to various minority, marginalized, and socially disadvantaged groups.

IDO works to address challenges such as discrimination, social deprivation, exclusion from rights, and limited access to institutional services through awareness-raising, organizing, dialogue, advocacy, and stakeholder engagement.

IDO believes that ensuring equal dignity, rights, and opportunities for every individual is essential for establishing an inclusive society.



Partnership in Rights-Based Development

Various national and international development partners have made significant contributions to the implementation of IDO's labor rights and human rights-based activities. In particular, the financial and technical support provided by **Oxfam**, the **European Union (EU)**, **UKAID/MJF**, and the **United Nations Development Programme (UNDP)** has played a crucial role in advancing IDO's various rights-based initiatives.

Through this partnership, IDO has gained the opportunity to implement more effective and sustainable development initiatives by integrating local-level experience, community participation, and international development standards.

Our Approach: People's Participation and Rights-Based Development

A key feature of IDO's activities is "establishing rights-holders as partners in development." IDO's objective goes beyond mere service delivery; it aims to bring about long-term change by raising awareness among workers and marginalized communities about their rights, and by organizing and empowering them.

To achieve this goal, IDO:—

- Raises awareness regarding the rights of workers and marginalized communities;
- Enhances the organizational capacity of workers' organizations and federations;
- Advocates for the establishment of safe and dignified working environments;
- Engages in dialogue with stakeholders to ensure fair wages and the realization of labor rights;
- Promotes the leadership and participation of women workers;
- Works at the local level to uphold human rights and social justice;
- Fosters collaboration among government institutions, employers, workers' organizations, civil society, and development partners.

Future Commitment

New challenges are emerging regarding the protection of workers' rights in the context of a changing labor market, technological shifts, climate risks, and growing economic inequality. Looking ahead, IDO aims to work on a broader scale to address issues such as fair wages, safe working environments, social protection for workers, the empowerment of female workers, capacity building for labor organizations, and the protection of human rights for marginalized communities.

IDO believes that sustainable development is possible only when people, dignity, justice, and equal rights are placed at the heart of development. Therefore, IDO remains committed to upholding its long-standing pledge to build a just, inclusive, and humane society by securing the rights of workers and marginalized communities.

Our Conviction

“Fair wages, a safe working environment, equal rights, and human dignity these are the fundamental rights of every worker.”

Guided by this belief, IDO works with the working class and marginalized communities, and will continue its efforts to establish a rights-based, non-discriminatory, and dignified society in the future.

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