

Registered No. BJF-8

Introduction to

BANGLADESH SRAMIK KALYAN FEDERATION (BSKF)

[BANGLADESH LABOUR WELFARE FEDERATION]

Prof. Mujibur Rahman

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Kalyan Prokasoni

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"BANGLADESH SRAMIK KALYAN FEDERATION" [BSKF], in English **"BANGLADESH LABOUR WELFARE FEDERATION"**, is the only labour federation which wants the solution of the sufferings of the workers and labourers by Islamic labour law. Islamic labour law is the best labour law given by Allah SWT and the messenger of Allah. BSKF believes Islam as a complete and balanced code of life.

Islam

The word Islam comes from an Arabic root word 'silm' meaning 'peace' and submission. One can find peace in one's life by submitting to Almighty Allah in heart, soul mind and deed.

A person who believes in and consciously follows Islam is called a Muslim.

Muslims are sent to this world for worship of Allah. Every work is to be an act of worship if it is done according to Allah's guidance. The Holy Qur'an says, "And that man will have nothing but what he strives for." (53.40).

Labour

Labour is a measure of the work done by human being. There are four factors of production. Without labour nothing can be produced. In economics, labour is any work physical or mental that has utility and can appease human needs.

Wage is basic compensation for labour. The compensation for labour per period of time is referred to as the wage rate.

Importance of labour

Labour, an important factor of production plays a vital role in economic development of all the countries of the world. Our country Bangladesh is getting major income from labour based garments factories. So the importance of labour can not be neglected. Without labour it would be simply impossible for us to have numerous dishes at our dining table or to have various kinds of clothes to wear or to be able to reside in beautiful houses. Labour is prior to and independent of capital. Capital is only the fruit of

labour and it would never have existed if labour had not first existed. Labour is superior to capital and deserves much higher consideration.

Haves and have-nots

It is said that there are two classes in the world (i) Haves (capitalists, landlords, etc) (ii) Have-nots (Labourers workers, peasants, etc). If we look at the history of the world, we will find that there is always conflict between these two classes. It is due to improper distribution of wealth, unfair treatment to worker by the capitalists and also sometimes due to the disobedience of labourer which creates non-cooperation and uncongenial atmosphere between these two classes, which hampers the economic development of the countries of the world. Islam does not believe to divide people in this way. All are brothers and equal in the eye of Islamic law.

Islamic outlook

The Holy Prophet (PBUH) is reported to have said: “Never has anyone eaten a better thing than when he eats of his own hands”. The Holy Prophet Muhammad (PBUH) worked with his own hands. Previous Prophets also did work for their livelihood. Islam fully guarantees the rights of labour and gives direction to the master for fair and good treatment to their subordinates

Islam encourages work and assures basic rights for all categories of workers whether employees or day labourers. It also says that workers should be treated with dignity and honour as long as the work is lawful. Islam acknowledges natural rights for workers as citizens in the community and passed many laws for their decent life as well as for their families.

Work and worker in Islam

Islam lays great emphasis on work. In many places in the Holy Qur'an it is made clear that time should not be wasted. In Islam work is given special importance to the extent that it is considered as an act of worship in itself. Islam is a religion that orders its followers to be part and parcel of a working and productive society. The holy Quraan says,

And help one another in goodness and piety, and do not help one another in sin and aggression; be careful of (your duty to) Allah.] [Al Maidah 5:2]

The prophet Muhammad SM himself, who is considered a paragon of virtues in Islam was a hardworking person. It is recorded in his tradition that he turned a man who came to him begging into a productive member of the society by teaching him how to work himself.

Islam respects all kinds of work for ensuring one's livelihood so long as there is no injustice involved. Earning ones' livelihood through decent work is not only a duty but a great worship and virtue as well.

Work in Islam is called 'amal'. The concept of work in Islam is far broader and has different characteristics. Allah has made the day as means of seeking sustenance.

Work is regarded not only as a right but a duty and an obligation. Islam is against idleness and socially unproductive work. The earning of wealth is only a means to achieve object, not our end in itself. It must be earned through good, productive and beneficial manner and should be earned lawfully, not unlawfully. Islam considers wealth as the life blood of the community which must be constantly circulated from the right of hoarding. The needs of the society must be a consideration for the owner of wealth.

Islam warns the employers

- (1) The Holy Prophet (PBUH) said: "Your brothers are your servants whom Allah has made your subordinate, the owner should give them to eat for what he himself eats and wear for what he himself wears and do not put on them burden of any labour which may exhaust

them. And if you want to do it, then you have to put such burden on yourself (in these works).

- (2) Hazrat Abu Hurairah (RA) reported that the Holy Prophet (PBUH) said “Allah says there are three persons whose adversary in dispute shall be on the day of resurrection, a person who makes a promise in My name then acts unfaithfully, and a person who devours prices and the person who employs a servant and uses fully the work from him and then does not pay the remuneration.
- (3) Again it is related on the authority of Ibn Majah (RA) that the Holy Prophet (PBUH) said, “The wages of labour must be paid to him before the sweat dries upon his body”. In another hadith the Holy Prophet (PBUH) said, “It is the duty of employer to take only such work from the employees, which they can do easily. They should not be made to work so that their health is impaired.” The Holy Prophet (PBUH) said: “He is not Mumin (true Muslim) who eats in full stomach while his neighbour is hungry.”

Islam protects both the owners and workers

The holy Quraan provides guidance for all human beings and is a complete code of life. There are clear instructions for the owners as well as workers regarding possession of

wealth. There are two basic principles laid down in the holy Quraan and Hadith for the master as well as servant. The master shall pay fully for the services rendered and the servant shall work faithfully and honestly. Islam gives the directions about the attitude of the employers for equal treatment with servants and subordinates

Islam not only protects the rights of the workers but also of the employers. It has tried to impress upon the working class to work faithfully, honestly, diligently and with deep sense of dignity of labour.

The last words of the Holy Prophet (PBUH) before his departure from this world were, **“Take heed of daily prayers and of the rights of those who are subordinates to you.** “Hazrat Abu Bakr (RA) on assumption of the office as the first Caliph of Islam said “Verily the weakest among you is the strongest and the strongest is the weakest to me.

Justice the main theme

Justice is the main theme in Islam that should be applied to all aspects of life. Justice should be the general framework of agreement between the employers and employees, between the workers and job owners. Rights and duties [obligations] should be clearly defined in work – contact. This must be just and lawful in order to avoid any form of deception. ALLAH swt says in the Holy Quraan ”O you who believe, fulfill the obligations [Almaidah-1]

Familiar terms for labourers of ILO

BSKF tries to teach the following important terms of ILO to the labourers.

- (i) Labour rights and duties.
- (ii) Child labour and labour court.
- (iii) Eight hours duration of work time.
- (iv) Collective bargaining and trade union.
- (v) General strike and sympathy strike.
- (vi) Sit down strike and Work-to-rule.
- (vii) Industrial relations and labour law.

Fundamental rights of workers

1. All human beings are born free and equal in dignity and rights. They should act towards one another in a spirit of brotherhood.
2. Everyone is entitled to all the rights and freedoms set forth in the universal declaration of human rights, without distinction of any kind, such as race, colour, sex, language, religion, political or other opinion, national or social origin, property, birth or other status.
3. Everyone has the right to life, liberty and security of person.

4. No one shall be held in slavery or servitude; slavery and the slave trade shall be prohibited in all their forms.
5. No one shall be subjected to torture or to cruel, inhuman or degrading treatment or punishment.
6. Everyone has the right to recognition everywhere as a person before the law.
7. All are equal before the law and are entitled without any discrimination to equal protection of the law.
8. Everyone has the right to seek and to enjoy in other countries asylum from persecution.
9. Men and women have the right to marry and to form a family. They are entitled to equal rights as to marriage, during marriage and at its dissolution.
10. Everyone has the right to freedom of thought, conscience and religion; this right includes freedom to change his religion or belief, and freedom, either alone or in community with others and in public or private, to manifest his religion or belief in teaching, practice, worship and observance.
11. Everyone has the right to freedom of peaceful assembly and association.

12. Everyone has the right to work, to free choice of employment, to just and favourable conditions of work and to protection against unemployment.
13. Everyone, without any discrimination, has the right to equal pay for equal work.
14. Everyone who works has the right to just and favourable remuneration ensuring for himself and his family an existence worthy of human dignity, and supplemented, if necessary, by other means of social protection.
15. Everyone has the right to form and to join trade unions for the protection of his interests.
16. Everyone has the right to rest and leisure, including reasonable limitation of working hours and periodic holidays with pay.
17. Everyone has the right to education. Education shall be free, at least in the elementary and fundamental stages. Elementary education shall be compulsory. Technical and professional education shall be made generally available and higher education shall be equally accessible to all on the basis of merit.
18. Everyone's rights and duties are determined by law. The respect for the rights and freedoms of others are also determined by law .

Related sections of Bangladesh constitution:

In our constitution out of 153 there are 8 sections which are related with labourers and workers, section 14,15,19,20, 29, 34, 37 and 38. They are as follows [in brief]:

14. It shall be a fundamental responsibility of the state to emancipate the toiling masses-the peasants and workers and backward sections of the people from all forms of exploitation.

15. It shall be a fundamental responsibility of the State to attain, through planned economic growth, a constant increase of productive forces and a steady improvement in the material and cultural standard of living of the people, with a view to securing to its citizens-
 - (a) The provision of the basic necessities of life, including food, clothing shelter, education and medical care;
 - (b) The right to work, that is the right to guaranteed employment at a reasonable wage having regard to the quantity and quality of work;
 - (c) The right to social security, that is to say, to public assistance in cases of undeserved wants arising from unemployment, illness or disablement, or suffered by widows or orphans or in old age, or in other such cases.

19. (i) The state shall endeavor to ensure equality of opportunity to all citizens.
20. (i) Work is a right, a duty and a matter of honour for every citizen who is capable of working, and everyone shall be paid for his work on the basis of the principle "from each according to his abilities to each according to his work"
29. (i) There shall be equality of opportunity for all citizens in respect of employment or office in the service of the Republic.
34. (i) All forms of forced labour are prohibited and any contravention of this provision shall be an offence punishable in accordance with law.
37. Every citizen shall have the right to assemble and to participate in public meetings and processions peacefully and without arms, subject to any reasonable restrictions imposed by law in the interests of public order or public health.
38. (i) Every citizen shall have the right to form associations or unions, subject to any reasonable restrictions imposed by law in the interests of morality or public order.

Bangladesh Labour Welfare Federation

Sramik kalyan Federation is established in 23May,1968. Bangladesh Sramik kalyan Federation BSKF is a national federation and its registered number is BJF-8.

Bangladesh Sramik kalyan Federation BSKF (Bangladesh Labour Welfare Federation) is the only national labour federation which speaks for the Islamic labour law. Islam is a complete and balanced code of life. It has clear call for the working class.

For working class our Prophet Muhammad (Sm) said, "Pay the wages of labour before drying their sweats. "He also said, "Feed them what you eat and clothe them what you wear"

If anybody tries to torture the labour, The Prophet (Sm) will go against him in the hereafter at the court of Allah swt. For this purpose Bangladesh Sramik kalyan Federation is established in 1968. The first president of BSKF was Barister Qurban Ali, and general secretary was prof. Gholam sarwar.

The aims and objectives:

The aims and objectives of BSKF is to achieve the pleasure of Allah subhanahu Wa Taala by making ceaseless efforts for establishing the Islamic labour law in Bangladesh.

The call:

BSKF urges all workers to respond to accept principles, specially the Islamic labour law and to execute it in all the fields of production and services.

BSKF opposes all forms of violation, disturbance and anarchy. The labourers of similar thinking have to be trained up as able leaders and workers. They are to solve the problems of the workers through discussion with the owners and employers and try to create good relation between the employers and employees.

BSKF tries to help protective and welfare measure to the working community. It also tries to banish discrimination against labourers and workers and ensure their rights in accordance with the teaching of Islam. Since future prosperity depends on the hardworking of the dedicated labour force BSKF helps the labourer to get the training program for this purpose.

BSKF strongly believes that the working class is no longer a tool of different pressure groups to be used for agitation and disturbances.

Our country Bangladesh is undergoing rapid changes aimed at national uplift and progress. For that labour force have to work with perseverance and hard work.

The member

Any adult worker can be a member of BSKF who accepts the aims and objects of it.

Any adult labourer can be a worker of BSKF who maintains the following functions:

1. Try to make himself honest following Islamic instructions.
2. Take part in mental and financial support.
3. Work for establishing Islamic labour law.

The president and central committee

The central committee formulates the policies, prepares the annual planning and budget and takes all necessary steps for promoting the cause of movement of Islamic labour law in Bangladesh.

The president of BSKF is elected by the votes of the members in a biennial conference.

The central executive committee shoulder the responsibilities of the different departments of BSKF.

Departments of BSKF

1. Department of organization
2. Department of publication
3. Department of finance
4. Department of publicity
5. Department of trade union
6. Department of social welfare
7. Department of legal aid
8. Department of women and child labour
9. Department of education and training
10. Department of dawah
11. Department of culture

Three-way programmes

1. Federation tries to impart Islamic knowledge i.e. the knowledge of the Holy Quarn and Sunnah among the working class, regular Dars on the Holy Quran and Hadith is presented by the eminent workers of the Federation. The workers give dawa to general workers by personal contact, weekly meeting and conference etc.
2. Federation tries to ensure the legitimate rights of the workers. It keeps observation both for rights and duties of the workers. Because it is co-relative . What is duty to me is right to others and what is right to me is duty to others.
3. It also arranges training to develop their professional skill. Federation wants a labour to be honest in one side and skilled and expert on the other.

Problems of labours

Industrial workers, agricultural workers and day labourers are passing their days with a lot of problems. The notable problems are:

1. Wages are very low i.e ill paid labours. Wages are unpaid for the months together.
2. Security of service is absent in case of workers. At any moment a labour can loss his job by the whim of an employer.

3. Everywhere there is want of both professional and religious training. Expert labours and at the same time honest labour are expected throughout the world. Skilled labours are very important.
4. Labour class is very much important for movement and revolution. Since the labour class is poor and illiterate, they normally are used by the selfish leaders. Sometimes they are purchased and sometimes they are forced to be used by unfair means. BSKF has been taking the workers for achieving their standard of living, better condition of services and to get cheaper and available legal help, in productivity of industries. In Bangladesh raw materials and natural resources are available. But in comparison to that, skilled labour is very scarce. The relation between the labourer and the owner is not good. The ILO conventions ratified by our country are also not maintained.

The Federation performs a variety of activities for materialization of its programme.

Dawah activities

The primary purpose of this program is to purify the idea and belief of workers from all kinds of wrong ideas emanated from illiteracy, secularism, socialism, nationalism and so called modernism.

This purification and reconstruction of thoughts are done in the following ways:-

- a) Publication of the Bengali translation of the holy Quran, Hadith and Islamic literature.
- b) Free distribution of the Quran, Hadith and Islamic literature among the poor workers.
- c) Workers meetings and seminar etc in Industrial area to impart the message of the Holy Quran and the teachings of the Holy prophet Muhammad (SM).
- d) Regular `Dars` on the Quran and Hadith at mosques presented by the eminent workers of the Federation and illuminating speeches by them.
- e) The workers of the Federation conduct personal contact to explain different aspects of Islam to the general workers.

Education & Training

- a) To develop workers personally as devoted Muslims with correct Islamic faith, clear Islamic knowledge and sincere practice of Islamic life.
- b) To activate the workers as muballigh of Islam so that they become capable of recruiting others to the organization.

For their personal development they are motivated to study the Quran with its meaning, the Hadith and Islamic literature. In the collective training of the workers the Federation holds regular weekly meetings, occasional training sessions, 3-5 days educational training camps, special leadership training, monthly study circles, special programmes for the unlettered workers.

Social Welfare Activities

The Bangladesh Sramik kalyan Federation (The labour welfare Federation) does not limit its activities to the ideological spheres only. It initiates and conducts number of activities aiming at labour welfare in the following ways:

- a) Relief and rehabilitation for the victims of natural calamities, distressed workers and professional diseases.
- b) The Federation tries to ameliorate the suffering of the labour and destitute by extending help to them both in cash and kind.
- c) Free medical services to the labour through possible means.
- d) The Federation tries to extend vocational training to unskilled labour and unemployed youth in various trades.
- e) The Federation extends 'Qarda-e-Hasana'[welfare loan] to the helpless workers for purchasing small vehicles and other small business in a limited way.

We have been performing these activities with the help of our limited financial abilities.

The Fund of The Federation

The followings are the main sources of income of the Federation:

- a) Monthly regular contributions of members, workers, associate members and well-wishers of the Federation.
- b) Donations collected occasionally from the donors.
- c) Zakat and Ushor are collected for the expenses of social welfare activities.
- d) Special drive for collection when fund is needed for any particular purpose.

Trade Union

BSKF is trying to secure rights of the workers through dialogue, discussion and negotiation by the trade union leaders. BSKF does not believe in vandalism and confrontation. It always tries to negotiate avoiding confrontation.

It helps to settle the problem between the employer and employee through dialogue, discussion and negotiation.

International forum

BSKF is doing its function according to the conventions of **INTERNATIONAL LABOUR ORGANISATION [ILO]** and **INTERNATIONAL ISLAMIC CONFEDERATION OF LABOUR (IICL)**. The president of BSKF is an elected Vice president of **IICL**.

Books

To know BSKF the following books will be helpful published by BSKF publication KALYAN PROKASOI

- 1. Constitution of BSKF**
- 2. BSKF ki o keno [what and why the BSKF]**
- 3. Islami Sromonity [Islamic labour law]**
- 4. Sramiker Adhiker [The rights of labour]**
- 5. Trade Union o Islami Andolon [Trade union and Islamic movement]**
- 6. Trade Union O Kajer paddhati [Trade union and process of work]**
- 7. Islam & Rights of labours.**
- 8. Introduction to BSKF.**

List of Presidents and General Secretaries

Year	Presidents	General Secretaries
1968-72	: Barrister Qurban	Ali- Prof Gholam Sarwar
1973-78	: Adv. Anwar Hussain	Prof. Harunur Rashid Khan
1979-80	: Adv. Anwar Hussain	Adv. Shaikh AnsarAli
1980-82	: Md. Nurul Haque	Adv. Hatem Ali Talukdar
1982-85	: Md. Nurul Haque	Shah Alam Chawdhuri
1985-86	: Md. Nurul Haque	Md Abdul Ghani
1987-89	: Master Md. Shafiqullah	Prof. Harunur Rashid Khan
1990-01	: Adv. Shaikh Ansar Ali	Prof. Harunur Rashid Khan
2002-03	: Prof Mujibur Rahman-	Prof. Harunur Rashid Khan
2003-05	: Prof Mujibur Rahman	Md. Aminul Islam
2005-07	: Prof Mujibur Rahman	Md. Aminul Islam
2007-	: Prof Mujibur Rahman	Md. Aminul Islam

For Contact

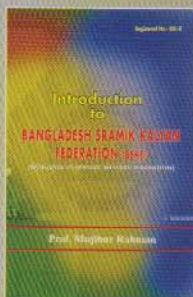
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