

Executive Summary

Decent Work Country Programme (DWCP) for Bangladesh 2017-2020



The International Labour Organization's Decent Work initiative aims to "create opportunities for women and men to obtain productive work in conditions of freedom, equity, security and human dignity".

Decent Work Country Programmes (DWCPs) have been established as the main vehicle of ILO support to countries. DWCPs have two main objectives. They promote Decent Work as a key component of national development strategies. At the same time they organize ILO knowledge, instruments, advocacy and

cooperation at the service of government, employers and workers.

This DWCP for Bangladesh to be implemented from 2017 to 2020, is results oriented, focused and well-coordinated with national policy documents and global development initiatives such as the Sustainable Development Goals (SDGs). The DWCP priorities have been chosen on the basis of participatory assessment of current challenges through stakeholder consultations involving a wide range of constituents and other interested parties as well as a review by specialists of the Decent Work situation at the end of the previous DWCP.

These challenges include the high unemployment rate among youth and especially among those with higher levels of education; high and stagnating income inequality; low productivity in some sectors; slow improvement in the Occupational Safety and Health situation and working conditions; as well as inadequate opportunity for social dialogue.

The priorities and outcomes of the DWCP (2017-20) will contribute to helping reach the goals and 'core targets' of the 7th Five Year Plan (FYP). In this context the DWCP has relevance to the following targets:

- Accelerating real GDP growth over the Plan period
- Reducing headcount ratio of poverty
- Creating Decent Work for the large pool of under-employed and new labour force entrants by increasing the share of employment in the manufacturing sector
- Increasing productivity and access to finance for urban small and medium-sized enterprises (SMEs)
- Encouraging female enrolment in technical and vocational education
- Improving environment, climate change and disaster management



Priorities and outcomes

Each DWCP is organized around a limited number of country programme priorities and outcomes. The priorities and outcomes are presented below.

- Priority 1:** *Effective employment policies to enhance employability through skill development including for green growth*
- Priority 2:** *Promotion of safe and clean working environment for all workers and in compliance with core international labour standards*
- Priority 3:** *Promotion of fundamental principles and rights at work through social dialogue and tripartism*
- Priority 4:** *Promotion of social protection for all workers and vulnerable groups including protection against climate change*

Outcome - Employment and skills

- 1.1 Bangladesh jobs strategy formulated for skills development and job creation with higher productivity and in green industries especially for young men and women.
- 1.2 Accessibility of TVET system enhanced in alignment with the National Skills Development Policy especially for women, disadvantaged groups, people with disabilities and ethnic groups and in view of introducing skills in emerging technologies relating to climate resilient green growth.

Outcome - Compliance

- 2.1 International labour standards (ILS) especially the eight core conventions are promoted and constituents' capacity enhanced for their better implementation.
- 2.2 Implementation of policies, laws and programmes promoted to ensure occupational safety for improving working conditions and to ensure a just transition to a climate resilient and green economy through the application of ILO guidelines, which in turn would facilitate a just transition towards environmentally sustainable economies and societies for all.

Outcome - Social dialogue

- 3.1 Employers' and Workers' organizations' capacity developed to strengthen freedom of association, collective bargaining and sound industrial relations.
- 3.2 Capacity of labour administration enhanced leading to good governance in the labour market.

Outcome - Social protection

- 4.1 Employment injury social protection schemes for selected sectors developed and implemented.
- 4.2 Laws and policies for protection of migrant workers, domestic workers, child labourers and indigenous workers developed and implemented.

Implementation

The implementation of the DWCP will be based on 'partnership' among the tripartite constituents (government, employers and workers) and the ILO Country Office. Current Technical Coordination (TC) projects of ILO as well as some new ones which will be mobilized during the span of the DWCP will play critical roles in achieving the outcomes of the DWCP. As an integral part of implementation of the DWCP, monitoring and evaluation arrangements will be put in place. This will consist of half-yearly reviews of implementation progress, annual reviews of achievement and progress in terms of indicators, a mid-term review and a final evaluation to be conducted in the final year of the DWCP.