ILO Office in Bangladesh (ILO-DHAKA)
ILO/EC Project "Monitoring and Assessing Progress on Decent Work" (MAP)

International Labour Office

Monitoring and Assessing Progress on Decent Work in Bangladesh

National Background Study

Abdul Hye Mondal

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Contents

Page

1. Introduction 1
   1.1 The ILO/EC Project for Monitoring and Assessing Progress on Decent Work 1
   1.2 National background studies 2
2. An overview of the Decent Work Country Programme 2
   2.1. Background of the Decent Work Country Programme 2
   2.2. Country context in which the DWCP was designed 2
   2.3. Country programme priorities with associated outcomes, indicators and targets 4
   2.4. Indications on the degree of advancement of the implementation of the programme 5
3. Technical cooperation projects related to decent work 10
   3.1. ILO technical cooperation projects 10
   3.2. Projects funded by the European Commission 10
   3.3. Other technical cooperation projects 10
4. Existing data sources and Decent Work Indicators 18
5. Synopsis and conclusion 27
   5.1. Key issues related to data and information gaps related to decent work 36
   5.2. Priorities for action on data and information gaps related to decent work 40

Annex I. Presentation of labour force survey 42

Annex II. Presentation of key establishment survey 47

Annex III.Presentation of key administrative database 51

References 53

Tables and figures

Page

Table 1. Overview of the Decent Work Country Programme and linkages to the Decent Work Agenda 6

Table 2. Overview of technical cooperation projects and linkages to the Decent Work Agenda 11

Table 3. Existing data sources with relevance to the Decent Work Agenda 18

Table 4. List of statistical indicators for monitoring and assessing progress on decent work 20

Table 5. Indicators of decent work in existing sources of data 23

Table 6. Synopsis of Decent Work Country Programme, ongoing technical cooperation projects, legal indicators and available statistical Decent Work Indicators 29

Table 7. Current gaps in statistics on Decent Work Indicators and priorities for future data collection 33

List of acronyms and abbreviations

ADB	Asian Development Bank
BBS	Bangladesh Bureau of Statistics
BEF	Bangladesh Employers' Federation
BMET	Bureau of Manpower, Employment and Training
BTEB	Bangladesh Technical Education Board
CBT	Community-based Training
CHT	Chittagong Hill Tracts
CLMU	Child Labour Monitoring Unit
DFID	United Kingdom Department for International Development
DIFE	Department of Inspection for Factories and Establishments
DOL	Department of Labour
DSS	Department of Social Services
DTE	Directorate of Technical Education
DWCP	Decent Work Country Programme
DWI	Decent Work Indicator
EC	European Commission
FDI	Foreign Direct Investment
GDP	Gross Domestic Product
HIES	Household Income and Expenditure Survey
ILO	International Labour Organization
ISSB	Informal Sector Survey of Bangladesh
LFS	Labour Force Survey
MAP	Monitoring and Assessing Progress on Decent Work Project
MDGs	Millennium Development Goals
MES	Monitoring of Employment Survey
MOLE	Ministry of Labour and Employment
NCCWE	National Coordination Committee for Workers Education
OSH	Occupational Safety and Health
PRSP	Poverty Reduction Strategy Paper
QWRS	Quarterly Wage Rate Survey
RMG	Ready-made garment
SAARC	South Asian Association for Regional Cooperation
SMEs	Small and Medium-sized Enterprises
TBP	Time Bound Programme
TCPs	Technical Cooperation Projects
TVET	Technical and Vocational Education and Training
UN	United Nations
UNDAF	United Nations Development Assistance Framework
UNICEF	United Nations Children's Fund
USAID	United States Agency for International Development
US$	United States Dollar
WFCL	Worst Forms of Child Labour

1. Introduction

Labour statistics and data play an essential role in the efforts of a country in achieving decent work for all. Statistics and supporting databases are needed for the development and evaluation of effective policies and to assess progress towards the goal of achieving decent work for all. The International Labour Organization (ILO) supports member States in the collection and dissemination of reliable, up-to-date, gender- and age-disaggregated labour market statistics based on international standards and definitions.

The present background study is an outcome of exploratory research mainly consisting of obtaining and analyzing information necessary for monitoring and assessing progress on decent work in Bangladesh and presenting them in the pre-designed structure described in the guidelines provided by the ILO. This study is essentially based on the secondary data and information available in the ILO documents, publications of the Bangladesh Bureau of Statistics (BBS) and other publications of the Government of Bangladesh. In addition, it draws upon the brief consultations on national priorities and project implementation relating to decent work with the Ministry of Labour and Employment (MOLE), Department of Labour (DOL), Department of Inspection for Factories and Establishments (DIFE), Bureau of Manpower, Employment and Training (BMET), Directorate of Technical Education (DTE), Bangladesh Technical Education Board (BTEB), Bangladesh Bureau of Statistics (BBS), the Planning Commission, Bangladesh Employers' Federation (BEF) and National Coordination Committee for Workers Education (NCCWE).

1.1 The ILO/EC Project for Monitoring and Assessing Progress on Decent Work

Monitoring and assessing progress towards decent work at the country-level is a long-standing concern for the ILO and its constituents. Against this background, the 2008 Declaration on Social Justice for a Fair Globalization details that member States may consider "the establishment of appropriate indicators or statistics, if necessary with the assistance of the ILO, to monitor and evaluate the progress made" (Paragraph II.B.ii.). In the past, countries have repeatedly called for ILO technical cooperation to support their efforts in this regard.

With funding from the European Union, the "Monitoring and Assessing Progress on Decent Work (MAP)" project will help to address this need. Over a period of four years (2009 to 2012), the project will work with government agencies (including Ministries of Labour and National Statistical Offices), workers' and employers' organizations and research institutions to strengthen the capacity of developing and transition countries to self-monitor and self-assess progress towards decent work.

The project will facilitate the identification of Decent Work Indicators that are relevant at the national level (within the framework discussed at the Tripartite Meeting of Experts on the Measurement of Decent Work held in September 2008); support data collection; and use the collected data for an integrated policy analysis of decent work in order to make them relevant for policy making. Project activities include: the preparation of background country studies; national consultation workshops to identify Decent Work Indicators; regional workshops on Decent Work Indicators; support to national statistical offices or other relevant institutions; the preparation of in-depth country studies on decent work; national meetings of researchers and policy makers to disseminate the results of country studies; training and knowledge-sharing workshops; and the production of a manual on the "global methodology to self-monitor and self-assess progress towards decent work".

The project covers ten countries in all major regions, including two countries in Africa (Niger and Zambia), four in Asia (including Bangladesh, Cambodia, Indonesia and an additional country), two in Europe (Ukraine and another country) and two in Latin America (Brazil and Peru). The present exercise is a background study on Bangladesh.

1.2 National background studies

The present background study is the starting point for further activities in Bangladesh under the MAP project. It aims to present an overview of all existing programmes, activities, and data collection exercises related to decent work in Bangladesh. The results were presented during a national consultation workshop in April 2010 where the ILO's tripartite constituents identified priorities for data collection needs to monitor and assess progress on decent work in Bangladesh, and discuss a strategy for addressing these needs within the context of its national statistical programmes, supported by the MAP project.

2. An overview of the Decent Work Country Programme

2.1. Background of the Decent Work Country Programme

The Decent Work Country Programme (DWCP) in Bangladesh covers the 2006-2009 period. The main stakeholders involved include MOLE, DOL, DIFE, Ministry of Expatriates Welfare and Overseas Employment, BMET, BEF, NCCWE representing trade unions, United States Agency for International Development (USAID), Government of the Netherlands, other donors, non-governmental organizations, the civil society and the ILO. The onus of implementation and management of the DWCP, however, lies with all the tripartite constituents (the MOLE and the employers' and workers' organizations), in addition to non-governmental organizations and the civil society. In managing the DWCP, the ILO works in partnership with other United Nations (UN) agencies under a common development framework. Some of the activities in the DWCP are carried out jointly with other agencies, and in Bangladesh substantial partnerships are maintained with other UN organizations.

2.2. Country context in which the DWCP was designed

The country context in which the DWCP was designed may be described as follows. Despite considerable progress in the macroeconomic environment and a welcoming investment climate in Bangladesh, economic growth remained narrowly based and poverty rates remained very high, with about 50 per cent of the population living below the poverty line, including 25 per cent in extreme poverty. Extensive poverty persisted due to insufficient opportunities for productive employment and the limited access to productive resources including land, markets, social services, and appropriate skills development.

About 80 per cent of employment in Bangladesh was in the informal economy, largely composed of workers in agriculture, small and micro enterprises and transport. The formal sector, mostly the ready-made garment (RMG) industry, was the main engine of growth, with RMG accounting for 76 per cent of Bangladesh's exports and employing some 2.1 million persons, around 85 per cent of whom were women.

Bangladesh saw a steady rise in its annual growth rate of gross domestic product (GDP) during 2001-2006 together with a fall in population growth leading to a rapid rise in GDP

per capita. This trend was accompanied by an impressive decline in non-income poverty and modest decline in income poverty. But at the same time, the country saw the rich becoming richer and the poor becoming poorer due to various structural weaknesses of the economy. The income of half of the people had decreased by the end of the period, while the income of people at the middle 30 per cent marked moderate increases and the top 20 per cent made sharp increases.

Most fronts of the economy enjoyed stability for most of the last five years. But as the inflation could not be checked, people could not reap the benefits of the macroeconomic stability. Development activities of the country did not take place on the basis of national priorities or plans.

No significant rise in the foreign direct investment (FDI) from 2001 to 2006, except in 2005, was evident. The annual FDI growth rate during 2002 to 2005 was on average 28 per cent. The FDI growth during 2002-2006 was 1 percentage point lower than during 1996-2001. A lot of opportunities to increase the FDI and create new employment could not be seized.

The annual GDP growth rate during 2001-2006 on average increased to 5.7 per cent compared to 5.3 per cent during 1996-2001. But more significantly, the growth rate in the last three years exceeded 6 per cent. Consequently, it contributed broadly to poverty reduction by 1.8 per cent per year on average during the last five years compared to 1 per cent in the previous decade. But at the same time, social disparity continued increasing in the last five years, while the income level of the poor had decreased (BBS, 2007a). Despite higher rate of GDP growth, employment grew at a relatively slower rate of 1.6 per cent per annum implying a largely jobless growth for the economy. With the labour force growing faster than employment potential, the unemployment rate increased over the 1990s and early 2000s.

Again, high inflation overshadowed the benefits of poverty reduction. During 1996-2001, inflation was largely in control, though the 1998 flood had pushed it up to 8.7 per cent and kept it at a high of 7.1 per cent in 1999. But the inflation rate was brought down to 2.8 per cent in 2000 and 1.9 per cent in 2001. But the inflation during 2002-2006 marked a steady rise from 2.8 per cent in 2002 to over 7 per cent in 2006.

Although the economy maintained an overall stability, the annual budget deficit hovered below a tolerable 4 per cent, while revenue collection increased more than that achieved during the previous period. During 2001-2006, revenue collection grew at 13.9 per cent annually compared to 8.9 per cent during 1996-2001. But it left much to be desired in the area of the tax-GDP ratio. The international standard for the tax-GDP ratio is a minimum of 15 per cent; while, in Bangladesh, this hovered at 9 per cent during 1996-2001 and reached 10.8 per cent during 2002-2006.

The national Poverty Reduction Strategy Paper-I (PRSP-I) was the cornerstone of the Government's national development framework for meeting the Millennium Development Goals (MDGs) by 2015 and SAARC Development Goals by 2010. The Three-Year Rolling Investment Programme attempted to make the poverty reduction strategies and the MDGs operational for the period of the fiscal year 2005 to the fiscal year 2007. The medium-term macroeconomic framework included in the PRSP-I set out a coherent macro framework which brought consistency among savings, investment, external and monetary balances.

The PRSP-I of Bangladesh outlined a comprehensive medium-term strategy in a macroeconomic environment for implementing pro-poor growth, effective safety-net programmes and human development. The strategy had been made broad-based and operational by emphasizing social inclusion and empowerment, promoting good governance, highlighting better service-delivery practices and increasing care for the

environment and sustainable development. The ILO provided substantial inputs to the PRSP with a focus on its Decent Work Agenda.

The United Nations Development Assistance Framework (UNDAF) for 2006-2010, in which the ILO is involved through the UN team, set out the commitment by all UN agencies working in Bangladesh to support the Government in implementing the PRSP, and in moving towards achieving the MDGs. The UNDAF is built on a joint analysis of development issues made by the World Bank, Asian Development Bank (ADB) and United Kingdom Department for International Development (DFID) and on an assessment of gender issues in the country. The UNDAF for 2006-2010 has identified the following priorities:

1. Democratic Governance and Human Rights
2. Health, Nutrition and Sustainable Population
3. Education and Pro-Poor Growth
4. Social Protection and Disaster Risk Reduction
5. Gender Equity and Advancement of Women
6. Prevention and Protection against HIV/AIDS

2.3. Country programme priorities with associated outcomes, indicators and targets

The Bangladesh DWCP, at every stage of planning and development, evolved through a consultative process. The Decent Work Advisory Body of the Decent Work Pilot Programme, constituted with equal representation from the Government, employers' and workers' organizations, was the forum where the DWCP was discussed and activities and priorities identified for the country.

Thus, based on the work done by the Decent Work Pilot Programme, the Bangladesh DWCP for 2006-2009 includes three priorities with corresponding outcomes as presented in Table 1. The three priorities include: (i) promotion of decent and productive employment, (ii) promotion of fundamental principles and rights at work including progressive elimination of worst forms of child labour (WFCL), and (iii) capacity building of the ILO constituents. These priorities constitute the key building blocks for achieving decent work in the country over time.

Priority-1 has five components: (1) skills training programme to better prepare workers, especially young women and men, through improved, efficient and effective vocational training system and community-based training (CBT) methodology for decent employment; (2) adoption of employment-friendly policies and programmes and social protection schemes for selected vulnerable groups, namely informal economy workers, tribal population, and disaster-affected workers; (3) improvement of workers' rights including occupational safety and health (OSH) in the RMG, ship-recycling and other sectors and increase in workplace productivity; (4) sectoral governance improved through re-designing relevant labour legislation as needed, improving labour law enforcement, and developing social dialogue among concerned stakeholders; and (5) more effective regulatory and welfare regime to promote orderly and effective labour migration.

Priority-2 has two components: (1) adoption of a national plan of action on WFCL; and (2) national programme taken up for implementation to eliminate gender-based inequities having wide-ranging implications, especially in the informal economy.

Priority-3 has only one component, namely, enhanced capacity of tripartite partners to promote productive and decent employment. All these components of the DWCP call for strengthening the collection, production and analysis of statistics and data indicators related to decent work. Encouragingly, establishing the Child Labour Monitoring Unit

(CLMU) and making it operational within MLE to give regular information on child labour issues is a step forward in this direction.

2.4. Indications on the degree of advancement of the implementation of the programme

According to the DWCP review (Dunn and Mondal, 2009), Improved Skills Training for Enhanced Employability and Livelihoods (under Priority 1, Outcome 1) was unique in following a holistic approach in widening participants' occupational choices and helping them to establish linkages. The pilot project was successful in raising awareness of the importance of decentralized, flexible, demand-responsive skills development involving multiple partners. One clear shortcoming is that mechanisms were not in place to sustain the project's momentum after its completion. As a result, the new Technical and Vocational Education and Training (TVET) Reform Project (2008-2012) which is underway cannot benefit from the local relationships built under the community-based pilot. The fellowships appear to have generated knowledge, enthusiasm, and ownership among national partners. Mechanisms, however, are not in place to ensure that decent work principles are followed.

Concerning Improved Coverage of Social Protection and Rights for Workers in Selected Sectors, Including for Migrants (under Priority 1, Outcome 2), the project may have raised awareness among workers and other stakeholders and broadened the dialogue on ship recycling policy to some extent, but the project was unsuccessful in achieving its objectives. ILO's investment and impact on HIV/AIDS in the workplace look very small. In 2009, ILO invested about US$ 60,000 for the prevention of HIV/AIDS in Bangladesh. Around US$ 10,000 was used for the sensitization of 300-400 female migrant workers. Around US$ 50,000 was spent for the preparation of training manuals for the prevention of HIV/AIDS, basic training on HIV/AIDS for 400 trade union leaders at the enterprise level by BEF and the formation of the Tripartite Committee on HIV/AIDS, among others.

With respect to National Time Bound Programme (TBP) on Worst Forms of Child Labour Implemented (under Priority 2, Outcome 1), the DWCP was successful in expanding the knowledge base on WFCL through the preparation and dissemination of a series of research studies, a baseline survey for determining hazardous child labour sectors, and a baseline survey on child domestic labour. However, the project was not able to generate the political commitment needed to ensure a reasonable pace of progress toward the fulfilment of the TBP objectives. However, it made good progress on only one of its immediate objectives: developing the knowledge base on child labour in the urban informal economy.

Regarding Enhanced Capacities of Tripartite Partners and Mainstreaming of Decent Work Principles into Programmes and Plans of Partners, including the UN (under Priority 3, Outcome 1), the projects may have enhanced the competence of some trade union representatives in organizing workers in the informal economy. Also, they may have enabled a small number of workers in the informal economy to act collectively toward the realization of decent work providing a replicable model for organizing workers in the informal economy. Their overall impact is likely to be small given the low number of workers involved. The programmes related to social dialogue brought strong responses with important perspectives and information and could contribute to improved social dialogue if continued and expanded in a political environment favourable to tripartite interaction. The study tours and fellowships contributed moderately to the capacity building of the ILO constituents. Workers' representatives, who need capacity building the most, were unfortunately the least represented of the constituents in the programme.

Table 1. Overview of the Decent Work Country Programme and linkages to the Decent Work Agenda

				Strategic objective of the Decent Work Agenda				Substantive element of the Decent Work Agenda under the framework for Monitoring and Assessing Progress on Decent Work											
Priority #	Outcome	Outcome Indicator	Target	Fundamental principles and rights at work	Employment	Social protection	Social dialogue and tripartism	Employment opportunities	Adequate earnings and productive work	Decent hours	Combining work, family and personal life	Work to be abolished	Stability and security of work	Equal opportunities and treatment in employment	Safe work environment	Social security	Social dialogue, workers & employers' representation	Economic and social context for decent work	Improvement of data collection and statistics
P1	Promotion of decent and productive employment																		
	1. Skills training programme to better prepare workers, especially young women and men, through improved, efficient and effective vocational training system and CBT methodology for decent employment.	I.1 In-depth studies carried out on various aspects of national vocational training system; practical measures implemented for linking skill training to productive jobs; recommended plans of action adopted and disseminated at a national tripartite meeting and among policy planners. I.2 TVET policy and mechanisms for its implementation drafted. I.3 Recommended action plans, qualitative and quantitative, implemented for improving the national training system impacting both on formal and informal sectors. 1.4 Bangla manual on CBT methodology disseminated and used by service providers.	N/A		x			x	x										
	2. Adoption of employment-friendly policies and programmes and social protection schemes for selected vulnerable groups viz. informal economy workers, tribal population, and disaster-affected	I.1 A study on social protection schemes for selected vulnerable groups completed. I.2 Findings of the above study disseminated and recommendations adopted for implementation by national authorities. I.3 300 beneficiaries receive training on disaster preparedness including health	N/A		x	x		x					x						

				Strategic objective of the Decent Work Agenda				Substantive element of the Decent Work Agenda under the framework for Monitoring and Assessing Progress on Decent Work											
Priority #	Outcome	Outcome Indicator	Target	Fundamental principles and rights at work	Employment	Social protection	Social dialogue and tripartism	Employment opportunities	Adequate earnings and productive work	Decent hours	Combining work, family and personal life	Work to be abolished	Stability and security of work	Equal opportunities and treatment in employment	Safe work environment	Social security	Social dialogue, workers & employers' representation	Economic and social context for decent work	Improvement of data collection and statistics
	workers.	and hygiene practices to meet the challenges of the natural calamities. I.4 300 indigenous people in Chittagong Hill Tracts (CHT) receive training on gainful employment, micro-enterprises, product development and marketing.																	
	3. Improvement of workers' rights including OSH in the RMG, ship-recycling and other sectors and increase in workplace productivity.	I.1 Training manual of OSH accepted by the authorities in conducting training sessions for the ship breaking workers. I.2 Workers welfare and working condition in the ship recycling communities and enterprises improved. I.3.50 mid-level managers and workers who received training on formation and functioning of the participation committee in the RMG sector are able to apply their knowledge in their respective enterprises. I.4 25 training cells established in the ship breaking yards are functioning. I.5 Knowledge of mid-level managers and workers trained by ILO on OSH enhanced. I.6. National Policy on OSH drafted and disseminated for adoption by the national authorities.	N/A	x		x									x				
	4. Sectoral governance improved through re-designing relevant labour legislation as needed,	I.1 Bangladesh Labour Law 2006 reviewed in respect of International Labour Standards and report disseminated.	N/A	x			x					x					x		

				Strategic objective of the Decent Work Agenda				Substantive element of the Decent Work Agenda under the framework for Monitoring and Assessing Progress on Decent Work											
Priority #	Outcome	Outcome Indicator	Target	Fundamental principles and rights at work	Employment	Social protection	Social dialogue and tripartism	Employment opportunities	Adequate earnings and productive work	Decent hours	Combining work, family and personal life	Work to be abolished	Stability and security of work	Equal opportunities and treatment in employment	Safe work environment	Social security	Social dialogue, workers & employers' representation	Economic and social context for decent work	Improvement of data collection and statistics
	improving labour law enforcement, and developing social dialogue among concerned stakeholders.	I.2 Proposal for amendment of the relevant labour laws submitted to the authorities for their acceptance. I.3 Social dialogue held among relevant stakeholders on arriving at consensus to implement the changes in relevant laws.																	
	5. More effective regulatory and welfare regime to promote orderly and effective labour migration.	I.1 Studies on policies and programmes on labour migration that promote orderly and effective labour migration completed, disseminated and recommendations adopted for implementation by national authorities. I.2 A more effective regulatory and welfare regime installed to ensure orderly and effective labour migration.	N/A	x		x								x					
P2	Promotion of fundamental principles and rights at work including progressive elimination of WFCL																		
	1. Adoption of national plan of action on WFCL.	I.1 Time Bound Programme for the elimination of WFCL adopted and implemented. I.2 Capacity of key national and local institutions enhanced for undertaking programmes for elimination of WFCL in selected sectors. I.3 Child Labour Monitoring Unit (CLMU) established and operationalized giving regular information on child labour issues.		x								x							x
	2. National programme	I.1 Study undertaken to identify the		x										x					

				Strategic objective of the Decent Work Agenda				Substantive element of the Decent Work Agenda under the framework for Monitoring and Assessing Progress on Decent Work											
Priority #	Outcome	Outcome Indicator	Target	Fundamental principles and rights at work	Employment	Social protection	Social dialogue and tripartism	Employment opportunities	Adequate earnings and productive work	Decent hours	Combining work, family and personal life	Work to be abolished	Stability and security of work	Equal opportunities and treatment in employment	Safe work environment	Social security	Social dialogue, workers & employers' representation	Economic and social context for decent work	Improvement of data collection and statistics
	taken up for implementation to eliminate gender-based inequities having wide-ranging implications especially in the informal economy.	potential areas of interventions and suggested action programme. I.2 Programmes to eliminate gender-based inequities especially in the informal sector developed and taken up for implementation in priority areas.																	
P3	Capacity building of the constituents																		
	1. Enhanced capacity of tripartite partners to promote productive and decent employment.	I.1 Study report on women's participation in the trade unions disseminated. I.2 At least five tripartite workshops organized on working conditions and labour standards for promoting decent work. I.3 Bengali version of ILO training manual on "Trade Union Organization and Leadership Development" prepared and used in trade union leadership development programmes. I.4 14 second level (youth) trade union leaders trained on trade union organization and leadership development. I.5 Training manuals in Bengali developed on Bangladesh Labour Law 2006. I.6 Occupational safety manual developed and 150 workers trained on accidents and diseases caused by occupational hazards.	N/A	x			x							x	x		x		

Source: Author's compilation.

3. Technical cooperation projects related to decent work

This section gives on overview of technical cooperation projects related to decent work in Bangladesh.

3.1. ILO technical cooperation projects

The main features of the completed and ongoing ILO technical cooperation projects (TCPs), including project name, amount and source of funding, start and end dates, and project objectives, in Bangladesh are presented in Table 2. Most of the projects focus on elimination of child labour, especially hazardous child labour. Fewer projects are targeted towards improving skills and employment opportunities. These projects could provide input in terms of ex ante and ex post evaluation of the projects and disseminating information on the extent of actual achievements compared to the objectives and targets and drawing upon the lessons learned in the project implementation. More importantly, these projects could provide inputs related to improvement of statistics and other data collection linked to decent work. Also, these projects would benefit from the new Decent Work Indicators in terms of applying them in setting their objectives and targets and developing supporting indicators.

3.2. Projects funded by the European Commission

Main features of EC-funded projects (project name, amount and source of funding, start and end dates, and objectives) that were implemented and are ongoing in the country are also presented in Table 2. These projects focus primarily on the prevention of trafficking of women and children and have potential relevance to the Decent Work Agenda as it relates to work which must be abolished. These projects could provide input in terms of creating and dissemination information relating to the annual volume of trafficked women and children and the extent of achievements of these projects. These projects could take advantage of the new Decent Work Indicators in regard to using them to set objectives, targets and progress indicators.

3.3. Other technical cooperation projects

Among other TCPs directly related to decent work, only a few are listed in Table 2. Some of them, however, seem to be relevant to the economic and social context of decent work. These TCPs can well be related to improvement of statistics and other data collection linked to decent work, particularly the ADB Regional Technical Assistance: Measuring the Informal Sector.

Table 2. Overview of technical cooperation projects and linkages to the Decent Work Agenda

Technical cooperation projects				Strategic objective of the Decent Work Agenda				Substantive element of the Decent Work Agenda under the framework for Monitoring and Assessing Progress on Decent Work											
	Project name and project objectives	Amount and funding agency	Project dates	Fundamental principles and rights at work	Employment	Social protection	Social dialogue and tripartism	Employment opportunities	Adequate earnings and productive work	Decent hours	Combining work, family and personal life	Work to be abolished	Stability and security of work	Equal opportunity and treatment in employment	Safe work environment	Social security	Social dialogue, workers and employers' representation	Economic and social context for decent work	Improvement of data collection and statistical indicators
Relevant ILO TC projects																			
TC1	ILO project on labour relations	US$ 177,381 SOCIAL PARTNER - EA	BGD/01/01/BGD																
	Objective 1: Improving Labour Relations and Working Conditions in Bangladesh Garment Industry			x		x	x								x		x		
TC2	ILO project on labour relations	US$ 1,279,623 United States	2001-2006																
	Objective 1: Improving Labour Relations and Working Conditions in the Bangladesh Garment Industry			x		x	x								x		x		
TC3	ILO project on employment and skills	US$ 62,988 UNDP	2007																
	Objective 1: Multi-agency mission for Chittagong Hill Tracts for improving employment and skills				x			x	x										
TC4	ILO project on employment and skills	US$ 1,326,029 UNDP	2003-2006																
	Objective 1: Improving skills training and employment promotion				x			x	x										
TC5	ILO project on employment and skills	US$ 2,591,062 European Union	2008-2012																
	Objective 1: Technical and Vocational Education and Training (TVET) Reform in Bangladesh				x			x	x										
TC6	ILO project on safe work	US$ 799,968 UNDP	2004-2007																

Technical cooperation projects				Strategic objective of the Decent Work Agenda				Substantive element of the Decent Work Agenda under the framework for Monitoring and Assessing Progress on Decent Work											
	Project name and project objectives	Amount and funding agency	Project dates	Fundamental principles and rights at work	Employment	Social protection	Social dialogue and tripartism	Employment opportunities	Adequate earnings and productive work	Decent hours	Combining work, family and personal life	Work to be abolished	Stability and security of work	Equal opportunity and treatment in employment	Safe work environment	Social security	Social dialogue, workers and employers' representation	Economic and social context for decent work	Improvement of data collection and statistical indicators
	Objective 1: Safe and environment-friendly ship recycling					x									x				
TC7	ILO project on women empowerment	US$ 2,665,177 United States	2002-2006																
	Objective 1: Women's Empowerment through Employment and Health (WEEH)				x			x						x					
TC8	ILO project on elimination of child labour	US$ 1,001,570 Netherlands	2004-2007																
	Objective 1: Prevention and Elimination of Selected Worst Forms of Child Labour in the Informal Economy of Dhaka City - Bridging Phase			x			x					x							
TC9	ILO project on elimination of child labour	US$ 4,800,502 Netherlands	2001-2006																
	Objective 1: A time-bound programme for the elimination of child labour in the urban informal sector in Bangladesh			x			x					x							
TC10	ILO project on elimination of child labour	US$ 720,394 Norway	2004-2007																
	Objective 1: Elimination of the Worst Forms of Child Labour in Bangladesh - A Time-Bound Programme Approach			x			x					x							
TC11	ILO project on elimination of child labour	US$ 77,072 Social Partner-TU	2005-2007																
	Objective 1: Developing a time-bound approach to eliminating the worst forms of child labour in Bangladesh			x			x					x							
TC12	ILO project on elimination of child labour	US$ 744,796 United Kingdom	2004-2006																
	Objective 1: Eliminating the Worst Forms of Child Labour (WFCL) in Bangladesh: Preparatory Phase of a Time-Bound Programme (TBP)			x			x					x							

Technical cooperation projects				Strategic objective of the Decent Work Agenda				Substantive element of the Decent Work Agenda under the framework for Monitoring and Assessing Progress on Decent Work											
	Project name and project objectives	Amount and funding agency	Project dates	Fundamental principles and rights at work	Employment	Social protection	Social dialogue and tripartism	Employment opportunities	Adequate earnings and productive work	Decent hours	Combining work, family and personal life	Work to be abolished	Stability and security of work	Equal opportunity and treatment in employment	Safe work environment	Social security	Social dialogue, workers and employers' representation	Economic and social context for decent work	Improvement of data collection and statistical indicators
TC13	ILO project on elimination of child labour	US$ 4,542,756 United States	2001-2005																
	Objective 1: Preventing and eliminating worst forms of child labour in Bangladesh			x			x					x							
TC14	ILO project on elimination of child labour	US$ 9,507,534 Netherlands	2007-2011																
	Objective 1: Urban Informal Economy (UIE) Component of the Project of Support to the Time Bound Programme towards the Elimination of Worst Forms of Child Labour in Bangladesh			x			x					x							
TC15	ILO project on migrants labour	US$ 56,454 Switzerland	2008																
	Objective 1: Regional seminar on deployment of workers overseas: challenges to present day migration					x								x					
TC16	ILO project on elimination of child labour	US$ 214,500 Finland	BGD/97/17/151																
	Objective 1: Stipend disbursement programme for the elimination of child labour			x			x					x							
TC17	ILO project on elimination of child labour	US$ 514,419 Germany	BGD/00/11/150																
	Objective 1: Country programmes for the elimination of child labour in Bangladesh			x			x					x							
TC18	ILO project on elimination of child labour	US$ 56,783 Germany	BGD/98/11/278																
	Objective 1: Strengthening to combat child labour			x			x					x							

Technical cooperation projects				Strategic objective of the Decent Work Agenda				Substantive element of the Decent Work Agenda under the framework for Monitoring and Assessing Progress on Decent Work											
	Project name and project objectives	Amount and funding agency	Project dates	Fundamental principles and rights at work	Employment	Social protection	Social dialogue and tripartism	Employment opportunities	Adequate earnings and productive work	Decent hours	Combining work, family and personal life	Work to be abolished	Stability and security of work	Equal opportunity and treatment in employment	Safe work environment	Social security	Social dialogue, workers and employers' representation	Economic and social context for decent work	Improvement of data collection and statistical indicators
TC19	ILO project on elimination of child labour	US$ 660,580 Norway	1999-2005																
	Objective 1: International programme on elimination of child labour in Bangladesh			x			x					x							
TC20	ILO project on elimination of child labour	US$ 66,876 Social Partner-EA	2000-2005																
	Objective 1: Monitoring to keep Garment Factories Child Labour Free Objective 2: Eradication of Hazardous Child Labour in Bangladesh			x			x					x							
TC21	ILO project on elimination of child labour	US$ 367,347 Social Partner-JI	BGD/98/01/050																
	Objective 1: Extended comp. of BGMEA-ILO-UNICEF for elimination of CL			x			x					x							
TC22	ILO project on elimination of child labour	US$ 301,634 United States	BGD/00/52/USA																
	Objective 1: Continuing the child labour project in the garment export industry in Bangladesh (BGMEA Phase III)			x			x					x							
TC23	ILO project on elimination of child labour	US$ 767,498 United States	1995-1998																
	Objective 1: Elimination of child labour in BGMEA garment factories, Phase I			x			x					x							
TC24	ILO project on elimination of child labour	US$ 744,052 United States	1998-2001																
	Objective 1: Elimination of child labour in BGMEA garment factories, Phase II (Umbrella INT/95/M05/USA)			x			x					x							

Technical cooperation projects				Strategic objective of the Decent Work Agenda				Substantive element of the Decent Work Agenda under the framework for Monitoring and Assessing Progress on Decent Work											
	Project name and project objectives	Amount and funding agency	Project dates	Fundamental principles and rights at work	Employment	Social protection	Social dialogue and tripartism	Employment opportunities	Adequate earnings and productive work	Decent hours	Combining work, family and personal life	Work to be abolished	Stability and security of work	Equal opportunity and treatment in employment	Safe work environment	Social security	Social dialogue, workers and employers' representation	Economic and social context for decent work	Improvement of data collection and statistical indicators
Other relevant TC projects funded by EC or other donor agencies																			
TC1	EC project on poverty and working children programme	€ 635,000 European Union	July 2004 - June 2009																
	Objective 1: To improve and monitor children's working conditions, monitor savings, education and health, and to establish micro credit programmes for poor families with working children			x		x						x			x				
TC2	EC project on building linkages to combat trafficking and exploitation in children and adolescents (SANJOG)	€ 1,412,660 European Union	February 2003 - June 2007																
	Objective 1: To combat trafficking and exploitation of children and adolescents and to provide psychosocial rehabilitation for victims and to repatriate them			x								x							
TC3	EC project on prevention of cross-border trafficking of women and children	€ 566,000 European Union	January 2006 - December 2008																
	Objective 1: To prevent cross-border trafficking of women and children in South West Bangladesh/India by supporting regional activities such as research, training and increasing community awareness			x								x							
TC4	EC project on developing a rights-based approach for anti-trafficking actions in South Asia (Bangladesh, India and Nepal)	€ 948,299 European Union	March 2006 - February 2009																
	Objective 1: To combat cross-border trafficking between India, Nepal and Bangladesh through the rights-based development of legal and social measures and rehabilitation			x								x							

Technical cooperation projects				Strategic objective of the Decent Work Agenda				Substantive element of the Decent Work Agenda under the framework for Monitoring and Assessing Progress on Decent Work											
	Project name and project objectives	Amount and funding agency	Project dates	Fundamental principles and rights at work	Employment	Social protection	Social dialogue and tripartism	Employment opportunities	Adequate earnings and productive work	Decent hours	Combining work, family and personal life	Work to be abolished	Stability and security of work	Equal opportunity and treatment in employment	Safe work environment	Social security	Social dialogue, workers and employers' representation	Economic and social context for decent work	Improvement of data collection and statistical indicators
TC5	EC project on promoting rights of the disadvantaged by preventing violence against women (PROTIRODH)	€ 800,000 European Union	January 2007-December 2009																
	Objective 1: To improve response to incidences of violence against women and to promote a more enabling environment for the fulfilment of women's (including sex workers) dignity and right to freedom from gender-based violence			x		x						x		x	x				
TC6	EC project on rural employment opportunities for public assets (REOPA)	US$ 26.7 million European Union	May 2007-April 2011																
	Objective 1: To provide all-year as well as seasonal employment and to increase income for destitute rural women and landless poor				x			x	x										
	Objective 2: Improving public assets for the benefit of rural communities																	x	
	Objective 3: Strengthening local government institutions for better response to pro-poor growth																	x	
TC7	Other donor project on agriculture sector programme Support, phase II	DKK 531 million DANIDA	October 2006-September 2011																
	Objective 1: Improve living condition of poor, marginal, and small farmer households through enhanced, integrated and sustainable agricultural productivity				x				x										
	Objective 2: Support to Union Parishads is envisaged both in terms of capacity building and facilitation and management of user-defined small scale development interventions, establishing demand responsive annual infrastructure plans and guidelines for UP infrastructure planning																	x	

Technical cooperation projects				Strategic objective of the Decent Work Agenda				Substantive element of the Decent Work Agenda under the framework for Monitoring and Assessing Progress on Decent Work											
	Project name and project objectives	Amount and funding agency	Project dates	Fundamental principles and rights at work	Employment	Social protection	Social dialogue and tripartism	Employment opportunities	Adequate earnings and productive work	Decent hours	Combining work, family and personal life	Work to be abolished	Stability and security of work	Equal opportunity and treatment in employment	Safe work environment	Social security	Social dialogue, workers and employers' representation	Economic and social context for decent work	Improvement of data collection and statistical indicators
	Objective 3: Provision of a modest annual block grant to the Union Parishads is envisaged to support community activities or producer groups in the livestock and fisheries sector																	x	
TC8	ADB Regional Technical Assistance 6430: Measuring the Informal Sector	N/A ADB	January 2008-December 2010																
	Objective: To provide national statistical offices with a sound strategy for collecting data from the informal sector; (ii) supporting the integration of informal sector survey results into the compilation of national accounts statistics; and (iii) enabling agencies involved in planning, monitoring, and evaluating poverty-related policies to better understand the relationships between poverty and the informal sector.																		x

Source: Author's compilation based on ILO, EC and other international donor documents.

4. Existing data sources and Decent Work Indicators

Table 3 presents existing sources of statistics produced at the national level which could be used to identify and monitor trends in decent work. The compilation of existing statistics presented in Table 4 and Table 5 is expected to enable the ILO's constituents to identify current data gaps on Decent Work Indicators. Also, it will help them to decide on priorities for future data collection and serve as a starting point for the incorporation of suitable modules in existing surveys and other sources and the development of new data collection tools with assistance from the MAP project.

Table 3 is designed to list the national data collection methods which are relevant to decent work. Each source of data has been described in more detail, using the templates in Annex I (labour force and other household surveys), Annex II (establishment surveys) and Annex III (administrative data sources).

Table 3. Existing data sources with relevance to the Decent Work Agenda

No.	Name of the survey	Organization responsible
	LFS and other household surveys	
1	Population Census	Bangladesh Bureau of Statistics (BBS)
2	Agriculture Census	BBS
3	Labour Force Survey	BBS
4	Household Income and Expenditure Survey	BBS
5	Decent Work Pilot Survey	BBS
6	Child Labour Survey	BBS
7	Commercial Sexual Exploitation of Children Pilot Survey	BBS
8	Multiple Indicators Cluster Survey	BBS jointly with UNICEF
9	Bangladesh Demographic and Health Survey	National Institute for Population Research and Training (NIPORT)
10	Survey on Social Safety Nets Programmes	BBS
11	Baseline Survey for Determining Hazardous Child Labour Sectors	BBS
12	Measuring Decent Work Indicators Pilot Survey	BBS
13	Poverty Monitoring Survey	BBS
14	Monitoring of Employment Survey	BBS
	Establishment surveys	
15	Survey of Manufacturing Industries	BBS
16	Annual Establishments and Institutions Survey	BBS
17	Economic Census	BBS
18	Pilot Wage Survey	BBS
19	Quarterly Wage Rate Survey: Wage Rate and Earnings of Non-farm Workers	BBS
20	Informal Sector Survey of Bangladesh (forthcoming)	BBS
	Administrative records	
21	Data from Social Security Office	Ministry of Finance
22	Data from Unemployment Agency	BMET with its 42 District Manpower and Employment Offices
23	Statistics on strikes and lockouts	Department of Labour
24	Statistics on Occupational Safety and Health	Department of Inspection for Factories and Establishments
25	Annual Report	Ministry of Labour and Employment

Source: Author's compilation.

As Table 3 indicates, a number of data sources are available in relation to the measurement of decent work and Decent Work Indicators (DWI), including two surveys, namely, *Baseline Survey for Determining Hazardous Child Labour Sectors* and *Measuring Decent Work Indicators Pilot Survey*. Both these surveys were carried out in 2005 with financial and technical support from the ILO. However, they were the first of their kind and one-time surveys, and can provide the baseline for monitoring and assessing progress of decent work if they are repeated in the future. A note of caution is in order here. *Measuring Decent Work Indicators Pilot Survey* was essentially a pilot survey with inherent weaknesses for being used as a baseline. More importantly, the second part of the survey report is entirely based on past LFS and various other secondary sources. Besides, it indicated decent work data deficits in low pay rate, unemployment arising from industrial restructuring and forced overtime (BBS, 2006a).

Table 4 identifies the potential sources of information for each Decent Work Indicator. No other national indicators have previously been identified and hence do not appear in the list presented in Table 4 and Table 5. Both these tables were filled with the help of the BBS, as they are primarily responsible for the relevant surveys or databases and are very important for our present mapping exercise.

The data on Decent Work Indicators that are currently not collected include the following:

- EARN-7 Employees with recent job training,
- HOUR-3 Annual hours worked per employed person by sex,
- STAB-1 Precarious work in informal employment,
- STAB-2 Employment tenure,
- EQUA-4 Indicator for Fundamental Principles and Rights at Work (elimination of discrimination in respect of employment and occupation),
- EQUA-5 Measure for discrimination by race / ethnicity/ of indigenous people / of (recent) migrant workers / of rural workers,
- DIAL-4 Indicator for Fundamental Principles and Rights at Work (Freedom of Association and Collective Bargaining),
- SAFE-3 Time lost due to occupational injuries, and
- CONT-8 Labour share in GDP.

The DWI for Fundamental Principles and Rights at Work (elimination of discrimination in respect of employment and occupation), Measure for Discrimination, and Fundamental Principles and Rights at Work (Freedom of Association and Collective Bargaining) remain to be developed by the ILO. Furthermore, hourly wage data are not collected directly in the Monitoring of Employment Survey (MES), Quarterly Wage Rate Survey (QWRS) and LFS. However, hourly wage data can be estimated based on data on actual hours worked and earnings during the last week. For the first time, the Informal Sector Survey of Bangladesh (ISSB) is being conducted for 2009/10. ISSB is a two-part survey, which includes a household-based establishment survey. But ISSB does not identify precarious work.

In addition, data on share of the population aged 65 years and above benefiting from a pension are partly available in the records of the Department of Social Services (DSS). However, the programme of the DSS covers only those persons (a) whose annual income does not exceed two thousand taka, and (b) who must not have worked in the formal sector. Besides, the coverage of the programme remains limited only to the rural areas. No survey covers employment tenure, measure for discrimination and time lost due to occupational injuries. Nor has any attempt been made to measure labour share in GDP.

Table 4. List of statistical indicators for monitoring and assessing progress on decent work

Elements of the Decent Work Agenda	Indicator identifier	Indicator (M = main indicator, A = additional indicator, C = context indicator; all indicators marked 'S' should also be disaggregated by sex.)	Data availability
Employment opportunities	EMPL-1	M – Employment-to-population ratio, 15-64 years (S)	Estimable from LFS data
	EMPL-2	M – Unemployment rate (S)	Estimated in LFS report
	EMPL-3	M – Youth not in education and not in employment, 15-24 years (S)	Estimable from LFS data
	EMPL-4	M – Informal employment (S)	Estimated in LFS report, ISSB
	EMPL-5	A – Labour force participation rate, 15-64 years	Estimated in LFS report
	EMPL-6	A – Youth unemployment rate,15-24 years (S)	Estimated in LFS report
	EMPL-7	A – Unemployment by level of education (S)	Estimated in LFS report
	EMPL-8	A – Employment by status in employment (S)	Estimated in LFS report
	EMPL-9	A – Proportion of own-account and contr. family workers in total employment (S)	Estimable from LFS data
	EMPL-10	A – Share of wage employment in non-agricultural employment (S)	Estimable from LFS data
Adequate earnings and productive work	EARN-1	M – Working poor (S)	Estimable from HIES, LFS data
	EARN-2	M – Low pay rate (below 2/3 of median hourly earnings) (S)	Estimable from LFS micro data
	EARN-3	A – Average hourly earnings in selected occupations (S)	Estimable from LFS data
	EARN-4	A – Average real wages (S)	Estimable from LFS and QWRS data
	EARN-5	A – Minimum wage as % of median wage	Estimable from LFS, MES and QWRS micro data
	EARN-6	A – Manufacturing wage index	Estimated in Statistical Yearbook
	EARN-7	A – Employees with recent job training (past year / past 4 weeks) (S)	Unavailable
Decent hours	HOUR-1	M – Excessive hours (more than 48 hours per week; 'usual' hours) (S)	Estimable from LFS data
	HOUR-2	A – Usual hours worked (standardized hour bands) (S)	Estimated in LFS report
	HOUR-3	A – Annual hours worked per employed person (S)	Unavailable
	HOUR-4	A – Time-related underemployment rate (S)	Estimated in LFS report
Work to be abolished	ABOL-1	M – Child labour (S)	Estimable from LFS micro data*
	ABOL-2	A – Hazardous child labour (S)	Estimated in DWI Pilot Survey (2005) report**
Stability and security of work	STAB-1	M – Precarious work (informal employment)	Unavailable
	EMPL-4	M – Informal Employment (S)	Available in ISSB (forthcoming)
	STAB-2	A – Employment tenure (S)	Unavailable
Equal opportunity and treatment in employment	EQUA-1	M – Occupational segregation by sex	Estimated in LFS report
	EQUA-2	M – Female share of employment in ISCO-88 groups 11 and 12	Estimable from LFS data
	EQUA-3	A – Gender wage gap	Estimable from LFS, MES and QWRS data
	EQUA-4	A – Indicator for Fundamental Principles and Rights at Work (Elimination of discrimination in respect of employment and	Unavailable

Elements of the Decent Work Agenda	Indicator identifier	Indicator (M = main indicator, A = additional indicator, C = context indicator; all indicators marked 'S' should also be disaggregated by sex.)	Data availability
		occupation) to be developed by the Office	
	EQUA-5	A – Measure for discrimination by race / ethnicity / of indigenous people / of (recent) migrant workers / of rural workers where relevant and available at the national level.	Unavailable
Safe work environment	SAFE-1	M – Occupational injury rate, fatal	Estimated in DIFE and in DWI Pilot Survey (2005) report
	SAFE-2	A – Occupational injury rate, non-fatal	Estimated in DIFE and in DWI Pilot Survey (2005) report
	SAFE-3	A – Time lost due to occupational injuries	Unavailable
	SAFE-4	A – Labour inspection (inspectors per 10,000 employed persons)	Estimable from DIFE staff data & LFS data
Social security	SECU-1	M – Share of population aged 65 and above benefiting from a pension (S)	Partly available from the records in the Department of Social Services (Ministry of Social Welfare)
	SECU-2	M – Public social security expenditure (% of GDP)	Estimated in DWI Pilot Survey (2005) report, and estimable from data in National Revenue Budget of Ministry of Finance and National Accounts by BBS
	SECU-3	A – Health-care exp. not financed out of pocket by private households	Available in the records of the Ministry of Health and Family Welfare
	SECU-4	A – Share of population covered by (basic) health care provision (S)	Available in the records of the Ministry of Health and Family Welfare
Social dialogue, workers and employers' representation	DIAL-1	M – Union density rate (S)	Estimable from DOL data
	DIAL-2	M – Enterprises belonging to employer organization [rate]	Estimable from BEF data
	DIAL-3	M – Collective bargaining coverage rate (S)	Estimable from DOL data
	DIAL-4	M – Indicator for Fundamental Principles and Rights at Work (Freedom of Association and Collective Bargaining) to be developed by the Office	Unavailable
	DIAL-5	A – Strikes and lockouts/rates of days not worked	Estimated from DOL data
Economic and social context for decent work	CONT-1	C – Children not in school (% by age) (S)	Estimated in DWI Pilot Survey (2005) report and Bangladesh MICS survey
	CONT-2	C – Estimated % of working-age population who are HIV positive	Estimable from Bangladesh Demographic and Health Survey
	CONT-3	C – Labour productivity (GDP per employed person, level and growth rate)	Estimable from National Accounts and LFS data
	CONT-4	C – Income inequality (percentile ratio P90/P10, income or consumption)	Estimated in HIES report
	CONT-5	C – Inflation rate (CPI)	Estimated in National Accounts
	CONT-6	C – Employment by branch of economic activity	Estimated in LFS report
	CONT-7	C – Education of adult population (adult literacy rate, adult secondary-school graduation rate) (S)	Estimable from LFS
	CONT-8	C – Labour share in GDP	Unavailable

Elements of the Decent Work Agenda	Indicator identifier	Indicator (M = main indicator, A = additional indicator, C = context indicator; all indicators marked 'S' should also be disaggregated by sex.)	Data availability
	CONT-9	C (additional) – Real GDP per capita in PPP$ (level and growth rate)	Estimable from National Accounts data
	CONT-10	C (additional) – Female share of employment by industry (ISIC tabulation category)	Estimated in LFS report
	CONT-11	C (additional) – Wage / earnings inequality (percentile ratio P90/P10)	Estimable from HIES, LFS and QWRS data
	CONT-12	C (additional) – Poverty indicators (gap and rate)	Estimable from HIES data

Notes: * Also estimated in (i) Report on National Sample Survey of Child Labour in Bangladesh, 1995/96; (2) Report on National Child Labour Survey, 2002/03. Besides, separate Reports on Baseline Survey on Child Labour, 2002/03, in (i) Welding, (ii) Automobile, (iii) Road Transport, (iv) Battery Recharging/Recycling, and (v) Metropolitan Cities.

** Additional data are available in the Report on Baseline Survey for Determining Hazardous Child Labour Sectors in Bangladesh, 2005.

Table 5. Indicators of decent work in existing sources of data

Decent Work Indicators	LFS and other household surveys										Establishment surveys					Administrative Records					Census	
Survey → / Indicator	Labour Force Survey	Household Income and Expenditure Survey	Decent Work Indicators Pilot Survey	Child Labour Survey	CSEC Pilot Survey	Multiple Indicators Cluster Survey	Demographic and Health Survey	Survey on Social Safety Nets Programmes	Poverty Monitoring Survey	Monitoring of Employment Survey	Survey of Manufacturing Industries	Occupational Wage Survey	Quarterly Wage Rate Survey	Informal Sector Survey of Bangladesh	Economic Census	Ministry of Labour and Employment	Ministry of Social Welfare	Ministry of Finance	Ministry of Health & Family Welfare	Bangladesh Employers Federation	Population Census	Agriculture Census
EMPL-1 M – Employment-to-population ratio, 15-64 years (S)	1(S)	..	1(S)	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
EMPL-2 M – Unemployment rate (S)	3(S)	..	3(S)	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
EMPL-3 M – Youth not in education and not in employment, 15-24 years (S)	1(S)	..		..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
EMPL-4 M – Informal employment (S)	3(S)	..		..	..	..	..	..	..	..	..	..	..	3(S)	..	..	..	..	..	..	..	..
EMPL-5 A – Labour force participation rate, 15-64 years	3(S)	..	1(S)	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
EMPL-6 A – Youth unemployment rate, 15-24 years (S)	3(S)	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
EMPL-7 A – Unemployment by level of education (S)	3(S)	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
EMPL-8 A – Employment by status in employment (S)	3(S)	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
EMPL-9 A – Proportion of own-account and contr. family workers in total employment (S)	2(S)	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
EMPL-10 A – Share of wage employment in non-agricultural employment (S)	2(S)	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
EARN-1 M – Working poor (S)	1(S)	1(S)	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
EARN-2 M – Low pay rate (below 2/3 of median hourly earnings) (S)	1(S)	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
EARN-3 A – Average hourly earnings in selected occupations (S)	1(S)	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
EARN-4 A – Average real wages (S)	1(S)	..	..	..	..	..	..	..	..	..	..	..	1(S)	..	..	..	..	..	..	..	..	..
EARN-5 A – Minimum wage as % of median wage	1(S)	..	..	..	..	..	..	..	..	..	..	..	1(S)	..	..	..	..	..	..	..	..	..

Decent Work Indicators	LFS and other household surveys										Establishment surveys					Administrative Records					Census	
Survey → / Indicator	Labour Force Survey	Household Income and Expenditure Survey	Decent Work Indicators Pilot Survey	Child Labour Survey	CSEC Pilot Survey	Multiple Indicators Cluster Survey	Demographic and Health Survey	Survey on Social Safety Nets Programmes	Poverty Monitoring Survey	Monitoring of Employment Survey	Survey of Manufacturing Industries	Occupational Wage Survey	Quarterly Wage Rate Survey	Informal Sector Survey of Bangladesh	Economic Census	Ministry of Labour and Employment	Ministry of Social Welfare	Ministry of Finance	Ministry of Health & Family Welfare	Bangladesh Employers Federation	Population Census	Agriculture Census
EARN-6 A – Manufacturing wage index	..	..	..	..	..	..	..	..	..	..	1	..	..	..	..	..	..	3	..	..	..	..
EARN-7 A – Employees with recent job training (past year / past 4 weeks) (S)	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
HOUR-1 M – Excessive hours (more than 48 hours per week; 'usual' hours) (S)	1(S)	..	1(S)	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
HOUR-2 A – Usual hours worked (standardized hour bands) (S)	1(S)	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
HOUR-3 A – Annual hours worked per employed person (S)	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
HOUR-4 A – Time-related underemployment rate (S)	3(S)	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
ABOL-1 M – Child labour [as defined by ICLS resolution] (S)	1(S)	..	..	3(S)	3(S)	1(S)	1(S)	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
ABOL-2 A – Hazardous child labour (S)	..	..	1(S)	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
STAB-1 M – Precarious work (informal employment)	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
STAB-2 (EMPL-4) M – Informal Employment (S)	3(S)	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
STAB-3 A – Employment tenure (S)	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
EQUA-1 M – Occupational segregation by sex (19)	3(S)	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
EQUA-2 M – Female share of employment in ISCO-88 groups 11 and 12 (19a)	1(S)	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
EQUA-3 A – Gender wage gap	1	..	..	..	..	..	..	..	..	..	..	..	1	..	..	..	..	..	..	..	..	..
SAFE-1 M – Occupational injury rate, fatal	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	3	..	..	..	..	..	..

Decent Work Indicators	LFS and other household surveys										Establishment surveys					Administrative Records					Census	
Survey → / Indicator	Labour Force Survey	Household Income and Expenditure Survey	Decent Work Indicators Pilot Survey	Child Labour Survey	CSEC Pilot Survey	Multiple Indicators Cluster Survey	Demographic and Health Survey	Survey on Social Safety Nets Programmes	Poverty Monitoring Survey	Monitoring of Employment Survey	Survey of Manufacturing Industries	Occupational Wage Survey	Quarterly Wage Rate Survey	Informal Sector Survey of Bangladesh	Economic Census	Ministry of Labour and Employment	Ministry of Social Welfare	Ministry of Finance	Ministry of Health & Family Welfare	Bangladesh Employers Federation	Population Census	Agriculture Census
SAFE-2 A – Occupational injury rate, non-fatal	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	1	..	..	..	..	..	..
SAFE-3 A – Time lost due to occupational injuries	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
SAFE-4 A – Labour inspection (inspectors per 10,000 employed persons)	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	1	..	..	..	..	..	..
SECU-1 M – Share of population aged 65 and above benefiting from a pension (S)	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	3(S)	..	..	..	..	..
SECU-2 M – Public social security expenditure (% of GDP)	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	1	..	..	..	..
SECU-3 A – Health-care exp. not financed out of pocket by private households	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	1	..	..	..
SECU-4 A – Share of population covered by (basic) health care provision (S)	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	1	..	..	..
DIAL-1 M – Union density rate (S)	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	1	..	..	..	..	..	..
DIAL-2 M – Enterprises belonging to employer organization [rate]	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	1	..	..
DIAL-3 M – Collective bargaining coverage rate (S)	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	1	..	..	..	..	..	..
DIAL-5 A – Strikes and lockouts/rates of days not worked	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	2	..	..	..	..	..	..
CONT-1 C – Children not in school (% by age) (S)	..	..	..	..	..	1(S)	1(S)	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
CONT-2 C – Estimated % of working-age population who are HIV positive (S)	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	1(S)	..	..	..
CONT-3 C – Labour productivity (GDP per employed person, level and growth rate)	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	1	..	..	..	..

Decent Work Indicators	LFS and other household surveys										Establishment surveys					Administrative Records					Census	
Survey → / Indicator	Labour Force Survey	Household Income and Expenditure Survey	Decent Work Indicators Pilot Survey	Child Labour Survey	CSEC Pilot Survey	Multiple Indicators Cluster Survey	Demographic and Health Survey	Survey on Social Safety Nets Programmes	Poverty Monitoring Survey	Monitoring of Employment Survey	Survey of Manufacturing Industries	Occupational Wage Survey	Quarterly Wage Rate Survey	Informal Sector Survey of Bangladesh	Economic Census	Ministry of Labour and Employment	Ministry of Social Welfare	Ministry of Finance	Ministry of Health & Family Welfare	Bangladesh Employers Federation	Population Census	Agriculture Census
CONT-4 C – Income inequality (percentile ratio P90/P10, income or consumption)	..	3	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
CONT-5 C – Inflation rate (CPI)	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	3	..	..	..	..
CONT-6 C – Employment by branch of economic activity	3(S)	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
CONT-7 C – Education of adult population (adult literacy rate, adult secondary-school graduation rate) (S)	1(S)	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	3(S)	..
CONT-8 C – Labour share in GDP	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
CONT-9 C (additional) – Real GDP per capita in PPP$ (level and growth rate)	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	1	..	..	..	..
CONT-10 C (additional) – Female share of employment by industry (ISIC tabulation category)	3(S)	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
CONT-11 C (additional) – Wage / earnings inequality (percentile ratio P90/P10)	1	1	..	..	..	..	..	..	..	..	..	..	1	..	..	..	..	..	..	..	..	..
CONT-12 C (additional) – Poverty indicators (gap and rate)		3(S)	..	..	..	..	..	..	3(S)	..	..	..	..	..	..	..	..	..	..	..	..	..

Coding: 1 = Primary data for indicator are collected, but indicator is not calculated / not published; 2 = Primary data for indicator are collected, and indicator is calculated and published without having the status of an official statistic; 3 = Primary data for indicator are collected, and indicator is calculated and published as an official statistic by the Bangladesh Bureau of Statistics or another Government agency; (S) indicator is disaggregated by sex.

Survey Notes: Labour force survey (1999/2000, 2002/03, 2005/06, 2009/10); Household Income and Expenditure Survey (2000, 2005); Decent Work Indicators Pilot Survey (2005); Child labour survey (2002/2003); Commercial Sexual Exploitation of Children Pilot Survey (2008); Multiple Indicators Cluster Survey (2006, 2009); Demographic and Health Survey (2004); Survey on Social Safety Nets Programmes (2007); Poverty Monitoring Survey (2004); Monitoring of Employment Survey (2009); Survey of Manufacturing Industries (1997/98, 1999/2000, 2001/02, 2005/06); Occupational Wage Survey (2007); Economic Census (2001, 2003); Quarterly Wage Rate Survey, Wage Rate and Earnings of Non-Farm Workers (2006/07, 2007/08); Informal Sector Survey of Bangladesh (2009/10) – forthcoming ; Ministry of Labour and Employment Administrative Records (http://www.mole.gov.bd/industry_wise_accidents.php; http://www.mole.gov.bd/trade_union.php; http://www.mole.gov.bd/determination_of_cba.php; http://www.mole.gov.bd/industrial_disputes.php) ; Ministry of Social Welfare Administrative Records (http://www.msw.gov.bd/reports_publication.asp) ; Ministry of Finance Administrative Records (http://www.mof.gov.bd/en/) ; Ministry of Health and Family Welfare Administrative Records (http://www.mohfw.gov.bd/index.php/about-mohafw/basic-health-statistics) ; Bangladesh Employers Federation Administrative Records; Population Census (2001); Agriculture Census (2008).

5. Synopsis and conclusion

This part of the report summarizes the information presented in the foregoing chapters in Table 6 and includes other relevant information presented in Table 7 collected during the research. In Table 6, only information related to projects or surveys already implemented in the country appear. Therefore, this table highlights gaps in current data collection systems and can be used to arrive at a strategy to gather data necessary to better monitor and assess progress on decent work.

As Tables 5 and 6 indicate, data are not available, nor can indicators be estimated on the basis of available data for the following:

(i) EARN-7 A – Employees with recent job training (past year / past 4 weeks) (S),
(ii) HOUR-3 A – Annual hours worked per employed person (S),
(iii) STAB-1 M – Precarious work in informal employment,
(iv) STAB-3 A – Employment tenure (S),
(v) EQUA-4 A – Indicator for Fundamental Principles and Rights at Work (Elimination of discrimination in respect of employment and occupation)
(vi) EQUA-5 A – Measure for discrimination by race / ethnicity / of indigenous people / of (recent) migrant workers / of rural workers where relevant and available at the national level.
(vii) SAFE-3 A – Time lost due to occupational injuries,
(viii) DIAL-4 M – Indicator for Fundamental Principles and Rights at Work (Freedom of Association and Collective Bargaining), and
(ix) CONT-8 C – Labour share in GDP.

Indicators for which primary data are collected, but the indicator is not calculated or not published include:

(i) EMPL-1 M – Employment-to-population ratio, 15-64 years (S),
(ii) EMPL-3 M – Youth not in education and not in employment, 15-24 years (S),
(iii) EARN-1 M – Working poor (S),
(iv) EARN-2 M – Low pay rate (below 2/3 of median hourly earnings) (S)
(v) EARN-3 A – Average hourly earnings in selected occupations (S),
(vi) EARN-4 A – Average real wages (S),
(vii) EARN-5 A – Minimum wage as % of median wage,
(viii) HOUR-1 M – Excessive hours (more than 48 hours per week; 'usual' hours) (S),
(ix) HOUR-2 A – Usual hours worked (standardized hour bands) (S),
(x) ABOL-2 A – Hazardous child labour (S),
(xi) EQUA-2 M – Female share of employment in ISCO-88 groups 11 and 12,
(xii) EQUA-3 A – Gender wage gap
(xiii) SAFE-2 A – Occupational injury rate, non-fatal,
(xiv) SAFE-4 A – Labour inspection (inspectors per 10,000 employed persons),
(xv) SECU-2 M – Public social security expenditure (% of GDP),
(xvi) SECU-3 A – Health-care expenditure not financed out of pocket by private households,
(xvii) SECU-4 A – Share of population covered by (basic) health care provision (without sex disaggregation),
(xviii) DIAL-1 M – Union density rate (without sex disaggregation),
(xix) DIAL-2 M – Enterprises belonging to employer organization [rate],
(xx) DIAL-3 M – Collective bargaining coverage rate (without sex disaggregation),
(xxi) CONT-1 C – Children not in school (% by age) (S),
(xxii) CONT-2 C – Estimated % of working-age population who are HIV positive (S),
(xxiii) CONT-3 C – Labour productivity (GDP per employed person, level and growth rate),

(xxiv) CONT-9 C (additional) – Real GDP per capita in PPP$ (level and growth rate), and
(xxv) CONT-11 C (additional) – Wage / earnings inequality (percentile ratio P90/P10), with sex disaggregation.

Indicators for which primary data are collected, and the indicator is calculated and published without having the status of an official statistic include:

(i) EMPL-9 A – Proportion of own-account and contribution of family workers in total employment (S),
(ii) EMPL-10 A – Share of wage employment in non-agricultural employment (S), and
(iii) DIAL-5 A – Strikes and lockouts/rates of days not worked without sex breakdown.

Finally, indicators for which primary data are collected, and indicators are calculated and published as official statistics by the BBS or other Government agencies include:

(i) EMPL-2 M – Unemployment rate (S),
(ii) EMPL-4 M – Informal employment (S),
(iii) EMPL-5 A – Labour force participation rate, 15-64 years,
(iv) EMPL-6 A – Youth unemployment rate,15-24 years (S),
(v) EMPL-7 A – Unemployment by level of education (S),
(vi) EMPL-8 A – Employment by status in employment (S),
(vii) EARN-6 A – Manufacturing wage index without sex breakdown,
(viii) HOUR-4 A – Time-related underemployment rate (S),
(ix) ABOL-1 M – Child labour [as defined by ICLS resolution] (S),
(x) STAB-2 M – Informal employment (S),
(xi) EQUA-1 M – Occupational segregation by sex (19),
(xii) SAFE-1 M – Occupational injury rate, fatal without sex breakdown,
(xiii) SECU-1 M – Share of population aged 65 and above benefiting from a pension (S),
(xiv) CONT-4 C – Income inequality (percentile ratio P90/P10, income or consumption) (without sex disaggregation),
(xv) CONT-5 C – Inflation rate (CPI),
(xvi) CONT-6 C – Employment by branch of economic activity,
(xvii) CONT-7 C – Education of adult population (adult literacy rate, adult secondary-school graduation rate) (S), and
(xviii) CONT-10 C (additional) – Female share of employment by industry (ISIC tabulation category).
(xix) CONT-12 C (additional) – Poverty indicators (gap and rate).

It is evident that for most of the Decent Work Indicators data are either not available or partly available at irregular intervals in many cases. These data gaps and deficits point to the need for enlarging the coverage of data collection and improving the existing database for Decent Work Indicators on a regular basis in order to monitor and assess progress of decent work in the country.

Table 6. Synopsis of Decent Work Country Programme, ongoing technical cooperation projects, legal indicators and available statistical Decent Work Indicators

Element of Decent Work	Priorities and Outcomes of the Decent Work Country Programme (Table 1)	Objectives of Technical Cooperation Programmes (Table 2)	Available statistical indicators (Table 5)
Employment opportunities	P1: Promotion of decent and productive employment Skills training programme to better prepare workers, especially young women and men, through improved, efficient and effective vocational training system and CBT methodology for decent employment Adoption of employment-friendly policies and programmes and social protection schemes for selected vulnerable groups viz. informal economy workers, tribal population, and disaster-affected workers	1. ILO project on employment and skills Objective 1: Multi-agency mission for Chittagong Hill Tracts for improving employment and skills Objective 2: Improving skills training and employment promotion Objective 3: Technical and Vocational Education and Training (TVET) Reform in Bangladesh 2. ILO project on women empowerment Objective 1: Women's empowerment through employment and health 3. EC project on rural employment opportunities for public assets (REOPA) Objective 1: To provide all-year as well as seasonal employment and to increase income for destitute rural women and landless poor	EMPL-1 M – Employment-to-population ratio, 15-64 years (S) EMPL-2 M – Unemployment rate (S) EMPL-3 M – Youth not in education and not in employment, 15-24 years (S) EMPL-4 M – Informal employment (S) EMPL-5 A – Labour force participation rate, 15-64 years EMPL-6 A – Youth unemployment rate,15-24 years (S) EMPL-7 A – Unemployment by level of education (S) EMPL-8 A – Employment by status in employment (S) EMPL-9 A – Proportion of own-account and contr. family workers in total employment (S) EMPL-10 A – Share of wage employment in non-agricultural employment (S)
Adequate earnings and productive work	P1: Promotion of decent and productive employment Skills training programme to better prepare workers, especially young women and men, through improved, efficient and effective vocational training system and CBT methodology for decent employment	1. ILO project on employment and skills Objective 1: Multi-agency mission for Chittagong Hill Tracts for improving employment and skills Objective 2: Improving skills training and employment promotion Objective 3: Technical and Vocational Education and Training (TVET) Reform in Bangladesh	EARN-1 M – Working poor (S) EARN-2 M – Low pay rate (below 2/3 of median hourly earnings) (S) EARN-3 A – Average hourly earnings in selected occupations (S) EARN-4 A – Average real wages (S) EARN-5 A – Minimum wage as % of median wage EARN-6 A – Manufacturing wage index
Decent hours	-	-	HOUR-1 M – Excessive hours (more than 48 hours per week; 'usual' hours) (S) HOUR-2 A – Usual hours worked (standardized hour bands) (S) HOUR-4 A – Time-related underemployment rate (S)

Element of Decent Work	Priorities and Outcomes of the Decent Work Country Programme (Table 1)	Objectives of Technical Cooperation Programmes (Table 2)	Available statistical indicators (Table 5)
Combining work, family and personal life	-	-	-
Work to be abolished	P2: Promotion of fundamental principles and rights at work including progressive elimination of WFCL 1. Adoption of national plan of action on WFCL	ILO project on elimination of child labour Objective 1: Prevention and Elimination of Selected Worst Forms of Child Labour in the Informal Economy of Dhaka City - Bridging Phase Objective 2: A time-bound programme for the elimination of child labour in the urban informal sector in Bangladesh Objective 3: Elimination of the Worst Forms of Child Labour in Bangladesh - A Time-Bound Programme Approach Objective 4: Stipend disbursement programme for the elimination of child labour Objective 5: Country programmes for the elimination of child labour in Bangladesh Objective 6: Strengthening to combat child labour Objective 7: Monitoring to keep Garment Factories Child Labour Free Objective 8: Extended comp. of BGMEA-ILO-UNICEF for elimination of CL Objective 9: Continuing the child labour project in the garment export industry in Bangladesh (BGMEA Phase III) EC project on building linkages to combat trafficking and exploitation in children and adolescents Objective 1: To combat trafficking and exploitation of children and adolescents and to provide psychosocial rehabilitation for victims and to repatriate them Objective 2: To prevent cross-border trafficking of women and children in South West Bangladesh/ India by supporting regional activities such as research, training and increasing community awareness Objective 3: To combat cross-border trafficking between India, Nepal and Bangladesh through the rights-based development of legal and social measures and rehabilitation	ABOL-1 M – Child labour [as defined by ICLS resolution] (S) ABOL-2 A – Hazardous child labour (S)

Element of Decent Work	Priorities and Outcomes of the Decent Work Country Programme (Table 1)	Objectives of Technical Cooperation Programmes (Table 2)	Available statistical indicators (Table 5)
Stability and security of work	-	-	STAB-2 (EMPL-4) M – Informal Employment (S)
Equal opportunity and treatment in employment	-	ILO project on migrants labour Objective 1: Regional seminar on deployment of workers overseas: challenges to present day migration	EQUA-1 M – Occupational segregation by sex (19) EQUA-2 M – Female share of employment in ISCO-88 groups 11 and 12 (19a) EQUA-3 A – Gender wage gap
Safe work environment	P1: Promotion of decent and productive employment 3. Improvement of workers' rights including OSH in the RMG, ship-recycling and other sectors and increase in workplace productivity P3.Capacity building of the constituents 1. Enhanced capacity of tripartite partners to promote productive and decent employment	ILO project on safe work Objective 1: Safe and environment-friendly ship recycling EC project on poverty and working children programme Objective 1: To improve and monitor children's working conditions, monitor savings, education and health, and to establish micro credit programmes for poor families with working children EC project on promoting rights of the disadvantaged by preventing violence against women Objective 1: To improve response to incidences of violence against women and to promote a more enabling environment for the fulfilment of women's (including sex workers) dignity and right to freedom from gender-based violence	SAFE-1 M – Occupational injury rate, fatal SAFE-2 A – Occupational injury rate, non-fatal SAFE-4 A – Labour inspection (inspectors per 10,000 employed persons)
Social security	-	-	SECU-1 M – Share of population aged 65 and above benefiting from a pension (S) SECU-2 M – Public social security expenditure (% of GDP) SECU-3 A – Health-care exp. not financed out of pocket by private households SECU-4 A – Share of population covered by (basic) health care provision

Element of Decent Work	Priorities and Outcomes of the Decent Work Country Programme (Table 1)	Objectives of Technical Cooperation Programmes (Table 2)	Available statistical indicators (Table 5)
Social dialogue, workers and employers' representation	P3.Capacity building of the constituents 1. Enhanced capacity of tripartite partners to promote productive and decent employment	ILO projects on labour relations Objective 1: Improving Labour Relations and Working Conditions in Bangladesh Garment Industry	DIAL-1 M – Union density rate DIAL-2 M – Enterprises belonging to employer organization [rate] DIAL-3 M – Collective bargaining coverage rate DIAL-5 A – Strikes and lockouts/rates of days not worked
Economic and social context for decent work	-	EC project on rural employment opportunities for public assets (REOPA) Objective 1: Improving public assets for the benefit of rural communities Objective 2: Strengthening local government institutions for better response to pro-poor growth Other donor project on agriculture sector programme Support, phase II Objective 1: Improve living condition of poor, marginal, and small farmer households through enhanced, integrated and sustainable agricultural productivity Objective 2: Support to Union Parishads is envisaged both in terms of capacity building and facilitation and management of user-defined small scale development interventions, establishing demand responsive annual infrastructure plans and guidelines for UP infrastructure planning Objective 3: Provision of a modest annual block grant to the Union Parishads is envisaged to support community activities or producer groups in the livestock and fisheries sector	CONT-1 C – Children not in school (% by age) (S) CONT-2 C – Estimated % of working-age population who are HIV positive (S) CONT-3 C – Labour productivity (GDP per employed person, level and growth rate) CONT-4 C – Income inequality (percentile ratio P90/P10, income or consumption) CONT-5 C – Inflation rate (CPI) CONT-6 C – Employment by branch of economic activity CONT-7 C – Education of adult population (adult literacy rate, adult secondary-school graduation rate) (S) CONT-9 C (additional) – Real GDP per capita in PPP$ (level and growth rate) CONT-10 C (additional) – Female share of employment by industry (ISIC tabulation category) CONT-11 C (additional) – Wage / earnings inequality (percentile ratio P90/P10) CONT-12 C (additional) – Poverty indicators (gap and rate)

Source: Author's compilation based on Tables 1, 2 and 5.

Table 7. Current gaps in statistics on Decent Work Indicators and priorities for future data collection

Current Gaps in Statistics	Priorities for Future Data Collection	Priority Indicators where Data are Collected but Support is Needed in the Calculation and Publication of the Indicator
EARN-2 M – Low pay rate (below 2/3 of median hourly earnings) (S)	To increase coverage of the existing MES, QWRS and/or LFS by BBS	Labour market data including those of child labour and pensioners (BBS and MOLE)
EARN-5 A – Minimum wage as % of median wage	To increase coverage of the existing MES, QWRS and/or LFS by BBS	Hours worked and wages (BBS) and estimates of sectoral minimum wages and national minimum wage (MOLE)
EARN-7 A – Employees with recent job training (past year / past 4 weeks) (S)	To increase coverage of the existing MES and/or LFS by BBS	Training outcome by occupation and skill category and by sex (BMET). DTE and BTEB are planning to assess the outcome of training and documenting extent of post-training job placement in their Annual Reports.
STAB-1 M – Precarious work (informal employment)	To increase coverage of the forthcoming ISSB by BBS	Informal employment by nature of work (BBS)
EQUA-3 A – Gender wage gap	To improve database of MES, QWRS and/or LFS by BBS	Gender wage gap by occupation and sector (BBS)
SAFE-3 A – Time lost due to occupational injuries	To improve database of DOL and DIFE	Person-days and output lost due to lack of OSH (DIFE)
CONT-8 C – Labour share in GDP	To improve coverage of the LFS and/or National Accounts by BBS	Share of industrial labour in manufacturing GDP (BBS)
Rights of migrant workers	To compile incidence of infringement by BMET	BMET keeps track of infringement and can document the incidence
Skill and training levels of the labour force	To increase coverage of the existing LFS by BBS	Labour market data including those of skill and training levels (BBS)
Job placement	To revive Employment Exchange Offices of BMET	District Employment and Manpower Offices of BMET can also cover domestic employment service
Skill mismatch	To assess skill mismatch by BEF, DTE, BTEB and BMET	Benchmark survey of skill mismatch by ongoing TVET Reforms Project
Occupational safety and health	To collect detailed data on industrial accidents by DIFE	Type and extent of industrial accidents by sector and division (DIFE)
National losses due to strikes and lockouts	To assess losses due to industrial disputes	Number of trade union members, federations by sector and division, causes and settlement of industrial disputes in Bangladesh Labour Journal (DOL)

Source: Author's compilation.

In addition to the DWI list already included, there are other indicators to consider that are relevant for the Bangladesh context. Among these are indicators related to migration (especially for overseas employment), skill and training levels of the labour force, job placement, skill mismatch and the like (Table 7).

The priorities and needs of the key stakeholders, including the BBS, MOLE, BEF, NCCWE, Planning Commission, and others in terms of the collection, analysis and dissemination of DWIs are many and diverse. According to the MOLE, the strategic priorities of the MOLE are human resource development and labour governance including job training, employment generation and job placement. The vision is to reduce unemployment and poverty through productive

employment and human resource development by maintaining good industrial relations. The priority is reduction of poverty through:

(i) creating employment opportunities,
(ii) creating semi-skilled and skilled human resources through establishing technical training centres,
(iii) enhancing productivity of factories by creating friendly working environment between workers and employers,
(iv) ensuring welfare of workers in different industrial areas,
(v) implementing labour laws,
(vi) determining minimum wages, and
(vii) ensuring justice through labour courts.

MOLE notes that the detailed data on the demand for labour is generally missing, while data on the supply of the workforce by occupation and skill category remains very limited.

According to BEF, the creation of employment opportunities is one of its priority issues. Employment is the key link between economic growth and poverty reduction. The country's poverty reduction strategy would be sustainable if it is consistent with a well-articulated employment strategy that creates productive and decent employment opportunities so that workers of every level of skill, education and training can get remunerative employment consistent with universally recognized human and labour rights. The decent work agenda provides such a route to meeting the MDGs in Bangladesh. To create employment opportunities through investments in different sectors, investors are in need of appropriate data and information to make any investment related decision. However, correct statistical data and information regarding productive labour force with adequate skill and technical background are not so far available.

Concerning adequate earnings and productive work, the BEF feels that productivity improvement and competitiveness are priority issues. In Bangladesh, the manufacturing base remains limited. The chances of job creation in the agriculture sector are also marginal. Employers are in need of data and information about wages for critical analysis to take any investment-related decision. However, data and information regarding productivity by sector and manufacturing wage index by occupation and sector are not available.

With regard to decent hours, BEF maintains that legal provisions exist to maintain decent working hours. In respect of work to be abolished, it argues, in Bangladesh, there may be a difference of opinion, but the fact remains that the issue of child labour is deeply linked with the problem of poverty and unequal distribution of wealth. Since poverty of the families of the working children is the root cause of this problem, poverty alleviation should be made a pre-condition for all child labour elimination measures. The BEF is committed to the national and international efforts for elimination of child labour. It continues to take initiatives for elimination of child labour from the formal as well as other sectors through policy interventions. However, correct data and information, particularly statistical information with regard to the hazardous child labour, is not available.

According to the BEF, employment in the formal sector is stable, secure and protected by the prevailing laws and regulations of the country. It maintains that statistical information about informal employment is unavailable. Regarding equal opportunity and treatment in employment, the BEF notes that employers in the formal sector do not discriminate and follow equal opportunity and treatment in their employment policy and service conditions. However, data and statistical information with regard to the gender wage gap in the informal sector and discrimination by race, ethnicity, of indigenous people, migrant workers, or rural workers are not available.

In relation to a safe work environment, the BEF feels that a safe work environment is one of the priority issues. The exposure to risks and the type and level of available protection differ greatly among industries, even though the need for protection is felt by persons in all occupations. All concerned quarters should work together to implement OSH measures at the workplace as per the related laws and provisions in the country. However, statistical information with regard to the implementation of OSH measures at the workplaces is partially available. Detailed statistical information concerning time lost due to occupational injuries is unavailable.

In addition, the BEF further maintains that adequate social protection is a defining feature of decent work around the world. In Bangladesh, for the public sector employees some of the social security benefit schemes exist. For the employees in the formal private sector some of the benefit schemes are prevalent, though these vary in terms of sectors and institutions. Detailed information and statistical data are not available.

The BEF feels that harmonious labour management cooperation is a priority issue for productivity improvement in any industrial concern. In this regard, legal provisions exist in Bangladesh to maintain the fundamental principles and protect rights at work. Bipartite social dialogue and work place relations seem to be working fairly. There is a system of fixing wages and other benefits through bipartite negotiation in different industries. However, detailed data and statistical information in this area are not available. An important dimension of the Decent Work Agenda is the extent to which workers can express themselves on work related matters and participate in defining their work conditions.

The priorities of NCCWE include the following: (i) stability and security of work through change in labour laws, improving employment relationships (e.g. issuing appointment letters) and skill adaptation; (ii) employment information and job placement; (iii) OSH and general health in new industrial areas; and (iv) employment generation. Data gaps and needs noted by NCCWE include: (a) job opportunities, and (b) skill inventory for both demand and supply of labour. It suggests (i) a complete census of hazardous child labour by sectors, (ii) demand-oriented training for the unemployed, (iii) revival of erstwhile Employment Exchange Offices, and (iv) support to the Bangladesh Institute of Labour Studies for undertaking studies on decent work and the labour market.

The Planning Commission mainly outsources its priority data needs. Policy priorities of the Planning Commission encompasses: (i) poverty reduction through productive employment, (ii) labour-intensive industrialization and development of small and medium-sized enterprises (SMEs), (iii) development of public-private partnership and promotion of FDI, (iv) increase in overseas employment to generate more remittances, and (v) demand-oriented TVET.

The BBS is the only national statistical institution responsible for collecting, compiling and disseminating statistical data of all the sectors of the Bangladesh economy to meet data needs of the users for national planning and formulating policies by the Government. The role of the BBS in providing necessary statistics for preparing the various national plans, policies and programmes for the overall development of the country is most significant in filling the data gaps. In recent years, it has accorded priority to all kinds of labour statistics particularly relating to DWIs.

The policy priorities of BTEB, DTE and BMET include: (i) development of life skills of young people, (ii) training of the trainers, (iii) linking training with employment, and (iv) monitoring progress in post-training jobs for which currently there is no information. Short-term strategic priorities of BMET include: (i) awareness raising campaign for potential, aspiring migrant workers, (ii) exploring new avenues of overseas market, (iii) creation of facilities for emigration, (iv) skill training programme, (v) counselling programme for the returnee migrants, and (vi) one-stop service to extend need-based information. Long-term strategic priorities of BMET encompass: (a) adopting a comprehensive project on overall development of migration

management, (b) data collection and analysis, (c) ICT application, (d) institutional support, (e) policy support, (f) addressing impact of climate change on migration, and (g) survey/study on female migration.

It follows that these priorities and needs of various organizations cannot be treated in isolation. Instead, they need to be brought together under a common platform. It is necessary that all the stakeholders participate in listing all the data needs and availability and work out a common and/or complementary database in order to fill the respective data gaps. This requires capacity building of all the stakeholders in generating and documenting required data on a regular and sustainable basis. Data can be seen to have two principal properties: a data type which corresponds to the kind of values which are stored, and dimensionality which defines how the values are arranged to augment the usefulness of data.

5.1. Key issues related to data and information gaps related to decent work

Data gaps and deficits are threatening as a lack of information can undermine and reverse any gains in advancing decent work. Promoting decent work is even more challenging and necessary, where many jobs do not ensure decent levels of income or sustainable livelihoods, working conditions are poor, labour legislation is poorly enforced and social dialogue is weak. The most socially vulnerable and the least organized are those with lower salaries and those more likely to suffer discrimination in terms of access to opportunities and to effective forms of social security and protection. Many of them are also employed under poor health, safety and environmental conditions. Youth unemployment has risen faster than overall unemployment. Young people (15-29 years) are nearly twice as likely to be unemployed than the national average (BBS, 2008a). There is a pressing need for jobs-led growth sufficient to strengthen the economy so as to achieve decent work for women and men, and absorb new labour market entrants.

It is almost universally recognized that pro-poor growth through decent work is central to achieving the MDGs. For all intents and purposes, employment and decent work are legitimate and fundamental goals in their own right, and are not the automatic by-products of growth. This recognition led to the inclusion in 2005 of a new MDG Target (1.B): “achieving full and productive employment and decent work for all, including women and young people”. It is essential for promoting the eradication of extreme poverty and hunger (MDG 1), the largest in scope of all the MDGs. Without the decent work target, it is unlikely that the other MDGs can be achieved or that growth will bring about social progress. Failure to achieve one goal jeopardizes all the others.

Rapid gains from decent work are possible through the implementation of coherent policies and broad partnerships in broadening and enriching the knowledge base. Successful programmes, especially employment-intensive initiatives, promotion of SMEs, employment guarantee schemes and conditional cash transfers, have yielded remarkable results in reducing poverty and should be more widely replicated and scaled up to cover larger parts of the population, especially in the rural areas.

Policymakers have to make decent work central to national development and poverty reduction strategies. The application of management tools that support the assessment and optimization of the effects of policies and programmes incorporating decent work is a positive step towards bridging these policy gaps. The rights of the poor to organize, especially through freedom of association, is essential to ensure that their collective voice is heard in policy development and implementation. Similarly, donors need to align their policies with national, country-owned, poverty reduction strategies.

A number of critical gaps have proved serious obstacles to reaching full employment and decent work targets. The rural-urban and gender gaps need to be addressed with urgency in order to create sound employment policies that contribute to Target 1.B. Rural areas host some 80 per cent of the country's poor and suffer from a wide range of decent work deficits: higher rates of unemployment and underemployment, especially among young people and women; limited or no social protection; some 75 per cent of working children are found in agriculture; and wage workers who are mostly temporary or casual. Rapid rural-to-urban migration is occurring as people seek jobs. A bulk of the urban population, however, operates in the informal economy, without security of tenure.

Information deficits contributing to policy gaps are impeding the attainment of the MDGs and have exacerbated its impact. Securing employment, addressing income inequalities and ensuring adequate social protection should be central pillars of the policy response to the decent work challenges. Less than 20 per cent of the country's population has adequate social security coverage and more than 80 per cent of the population have virtually no coverage at all. Policy gaps can be addressed through the systematic linkage of MDG targets and timelines, and by incorporating the four components of decent work as elements that provide an all-encompassing approach to labour-related policies.

A critical obstacle to the achievement of MDG Target 1.B is the poor capacity of the institutions to deliver services efficiently and implement policies effectively. The challenge is to reach large parts of the population and have a measurable impact on national outcomes. Weak institutions are unable to scale up programmes successfully, inform or train people, provide them with skills or education, generate employment opportunities, increase gender awareness, or provide health-related information and services. The strengthening of human capital needs to be accompanied by improved service delivery and better public sector governance in which information is lacking significantly.

Accurate and detailed data on employment trends is even more urgently needed. Detailed data and regular information on employment, rights, social protection and social dialogue disaggregated by gender are central to decent work-led policy development and the MAP Project. They may be designed to be clear and straightforward to interpret and provide a basis for international comparisons. Figures on productivity and employment growth in particular are of major relevance to poverty, since they provide valuable feedback on whether the development process is heading in the right direction (ILO, 2009). Efforts by the government should place major emphasis on employment generation and income support to workers and families, and stimulate social dialogue and consultations with business and labour on measures to respond to the challenge. This has far reaching implications for the achievement of the decent work targets.

Effective implementation of DWCP and technical cooperation projects requires a sound information base to monitor implementation, collective response and close collaboration between the government, employers and workers with a view to improving policy coherence and international coordination. Achieving full employment and decent work for all is a major challenge that requires not only a renewed commitment from all the stakeholders, but also persistent efforts centred on quality jobs, sustainable enterprises, excellent public services, and social protection, while safeguarding rights and promoting voice and participation which are very little known and even less understood.

The rationale for planned job creation in an economy is to resolve the mismatch between the demand and supply of the labour market created by market imperfections. In order to frame policies for job creation, it is critical to understand what characterizes this mismatch and how to address those characteristics so that the mismatches are minimized. The strategic objective therefore should be to identify what interventions are necessary on the part of the government to reduce the incidence of unemployment and underemployment in the economy. It calls for

extensive evidence-based research on the labour market issues at the aggregate, household as well as individual levels in cross-sections and over time.

Labour market research in Bangladesh is limited by lack of adequate labour market information and database system. However, constructing a comprehensive database may not necessarily pay off in terms of research output and policy guidelines. It is rather advisable to find research priorities and come up with an effective survey design and an economic set of data points that would be instrumental in arriving at the policy implications. With this end in view, one can think of several important regularities as well as peculiarities of the labour market in Bangladesh that should be taken into account in designing the data collection process.

First, while unemployment is usually viewed as an indicator of labour market performance, in Bangladesh, underemployment is no less of a problem primarily because the poorest people cannot afford to remain unemployed for the sake of their survival. Hence, job creation should have the objective not only of providing new jobs, but also of expanding capacity to employ additional hours of those who are underemployed. The existing database, however, does not allow one to fully distinguish the underemployed from the fully employed. The LFS should collect information on the indicators of underemployment, such as, actual daily/weekly/monthly hours an individual is employed, the number of hours he/she is willing and able to work, the number of jobs an individual is working at simultaneously, the actual and expected earning of individuals and households, and most importantly, in what capacity an individual is underemployed. Analysis of the indicators of underemployment would allow one to identify the existing labour supply capacity of the economy that is readily available but underutilized. Given the background and labour market experience of the underemployed, we can identify the sectors where employment capacity needs to be expanded to absorb this underutilized resource.

Second, the expansion of employment capacity of the employers is, however, limited by the demand side of the labour market, such as productivity and aggregate demand for output in the market on which there is no information. So, while in the short run, one can think of expanding employment capacity within the existing structure of employment, it may not necessarily work out in the medium or long run. One needs to identify the inadequacies of skill and competitiveness of the labour market participants as demanded by the employers for which adequate information is necessary. Then resources can be channelled to those areas for education, training and skill formation of labour market participants. It is a medium to long-run consideration because there is a time lag between the formation of skill and the use of it in gainful and appropriate employment suitable to the acquired skill.

Third, mismatches between the capacities on the demand and supply side as discussed above are conditional on the state of technology and labour market structure in the economy. A long-term perspective would have to consider the possibilities of technological and structural change that involve destruction of jobs on the one side and creation of jobs on the other. The major economic sectors in Bangladesh are in transition from an agrarian base to small-scale, non-farm base and from rural to urban centres. As a result, the nature of jobs is reshaping and labour resource is in continuous flux. Under these circumstances, individuals' skill and knowledge require routine upgrading and job market uncertainty mounts. These are the structural challenges driven by market forces and are considered necessary for the growth and advancement of an economy. The role of the government in this situation is to disseminate information and knowledge about new employment opportunities and required skills, and create institutions and human capital base to help labour market participants cope with the changing and challenging job environment. This is particularly important because without adequate skills, the labour market entrants cannot seize the job opportunities even if jobs are available in the market.

The time perspective in the abovementioned three-fold strategies for the short, medium and long run calls for dynamic analysis of the demand and supply side of the labour market scenario on which very little information is available. It would involve collection of both cross-sectional and

longitudinal data of, among others: (i) individual characteristics (e.g. qualifications, experience, background) that determine the employability, labour force participation, occupation, productivity and wage; (ii) employment history of the employed (retrospective and longitudinal); (iii) employer specific information of the employed (e.g. name and tenure); (iv) individual and joint labour supply decision making of the household members; (v) job search mechanism; (vi) mix of wage employment and self-employment; and (vii) indicators of underemployment. From the employer side, the information that needs to be collected include: (a) size of employment, (b) hiring mechanism, (c) levels of output and factors of production, and (d) technology.

The choice of sample firms needs to be based on a multi-stage stratified sampling design, where the strata can be determined by the type and level of the clientele group and patrons in the job search and hiring process that lead to the matching of employers and employees. For example, the search of jobs at the armed forces and hiring are done between two parties who are at a different stratum from those who are involved in the job search and hiring process of private contractors. The idea of stratification here is to represent all types of jobs available in Bangladesh for people at all socio-economic strata. This would, of course, require an enumeration of the types of jobs categorized by sector, pay, type of labour required (manual versus physical), minimum level of qualification, and the like. This type of functional classification of jobs is unavailable in the current household surveys.

New labour market information that could support employers include: (i) labour force composition which enables employers to see new trends (data can be used to identify industry trends, e.g. the age of the workforce to better inform training decisions); (ii) earnings patterns for workers in industry and in the local labour market (new data can also help inform employers about local labour market conditions: (a) how much new hires – of different ages – are earning, (b) the earnings of incumbent workers, and (c) the relationship between the two – one potential measure of labour market shortages); and (iii) labour market dynamics, e.g. turnover rates and job change (employers often wonder whether their turnover rates are similar to those in their industry). These data on turnover rates should be disaggregated by (a) locality, (b) industry, (c) age, and (d) sex.

Going beyond the descriptive cross tabulations of participation and employment rates by year, skill level, and sex, this information should simultaneously take into account the effects of time, age, and birth cohort membership. The results will allow for the construction and comparison of gender and skill specific life cycle participation and employment profiles. Even though the gap in the observed average participation and employment rates has widened and narrowed over time, the results will confirm a persistent gender gap in the pattern of labour market participation and employment over the life cycle.

A critical question for social security policy is how programme incentives affect retirement behaviour. No data are available to examine the impact of social security incentives on male retirement. Forward-looking incentive measures for social security are significant determinants of retirement decisions, but information on such measures are not available. Social security policies which increase the incentives to work at older ages can significantly reduce the exit rate of older workers from the labour force.

Employability is central to the current strategic direction. It is about having the capability to gain initial employment, maintain employment and obtain new employment if required. For the individual, employability depends on: (i) their assets in terms of the knowledge, skills and attitudes they possess; (ii) the way they use and deploy those assets; (iii) the way they present them to employers; and (iv) crucially, the context (e.g. personal circumstances and labour market environment) within which they seek work. The balance of importance between and within each element will vary for groups of individuals, depending on their relationship to the labour market (Hillage and Pollard, 1998).

In Bangladesh, Government policy is aimed more: (a) at the development and accreditation of knowledge and vocational skills than at the 'softer' skills and attitudes; (b) on the demonstration of assets than their deployment – particularly for adults (e.g. lack of provision of a career education and guidance service for adults); (c) at individuals looking to enter the labour market (e.g. from education or unemployment) than within; and (d) on the individual and the supply side than on employers and the demand side (i.e. the labour market contextual factors).

5.2. Priorities for action on data and information gaps related to decent work

For raising the skill profile of the existing workforce, especially at lower levels to boost flexibility and competitiveness, there are a number of potential priority groups including: (a) labour market entrants, (b) labour market re-entrants, (c) disadvantaged groups, and (d) insecure or under-utilized employees, where different policies may need to be targeted according to different circumstances. For employers the priorities might be to help key groups of staff to develop both those assets which have explicit, immediate value to the organization as well as those transferable ones which have a wider, longer-term value, thereby engendering a sense of security, encouraging commitment, risk-taking and flexibility among employees. For the individual the need is to boost those aspects of their employability which will most enhance their opportunities in the light of their circumstances. To this end, adequate data and information on these variables should be generated.

Employability, so viewed, provides a basis for analyzing the policies affecting the employability of certain groups (e.g. 15-17 year old school leavers), or conversely how major policy initiatives impact on employability. This policy orientation may reflect a variety of factors such as difficulties in defining, assessing and verifying "soft skills", and difficulties identifying and accessing specific groups of employees at which to target limited resources. Thus some key questions for future policy interventions include: (a) who are the priority groups; (b) where are the most serious gaps for such groups in relation to assets, dimensions of deployment or presentational skills; (c) how these gaps might best be remedied, and (d) which of the arms of public policy are best placed to add such value and how through interventions.

Whatever the interventions, they need to be evaluated so that lessons can be fed back into further improvements and to the decision to continue with, change or stop such interventions. Potential measures include collection and dissemination of those information relating to: (i) input measures, e.g. possession of vocational qualifications, or the receipt of career management training; (ii) perception measures, e.g. the views of employers and the workforce of their employability; and (iii) outcome measures, e.g. the speed at which people are able to get jobs or "measurements of failure", e.g. the numbers or proportion of people with difficulty finding or keeping work, or the number of job changes, however defined. Obviously there is room for some combination of all three. Whatever route is chosen, it is important to take account of the overall state of the labour market and how it is changing, to take account of any dead-weight effect and assess value addition.

Employability is a two-sided equation and many individuals need various forms of support to overcome the physical and mental barriers to learning and development (i.e. updating their assets). Employability is not just about vocational and academic skills. Individuals need relevant and usable labour market information to help them make informed decisions about the labour market options available to them. They may also need support to realize when such information would be useful, and to interpret that information and turn it into intelligence. Finally, people also need the opportunities to do things differently, to access relevant training and, most crucially, employment. The review of the literature and discussions raised a number of areas of potential interest for further research. These include (a) the balance between the components of

employability, (b) whether there are any minimum levels of employability, (c) the unskilled labour market, and (d) overcoming employability deficits (Hillage and Pollard, 1998).

In Bangladesh, gaps in information on labour market regulations and employment policies figure prominently. In the policy priorities, the employment strategy has three primary objectives: achieving full employment, increasing productivity and the quality at work, and promoting cohesion. The issues involve more flexibility in the labour markets, while providing workers with appropriate levels of security: Flexibility is not only in the interest of employers but also of workers, as they can then more easily combine work with care, education or free-time preferences. To this end, these various aspects point to the need for stronger data and information in these areas.

By and large, reducing existing gaps in data on Decent Work Indicators remains a great challenge in Bangladesh. All the ILO constituents and other stakeholders of decent work need to respond to this challenge collectively. The response strategy needs to incorporate suitable modules in the existing surveys and other sources, and the development of new data collection tools in light of data gaps and deficits for each of the Decent Work Indicator.

A process needs to be put in place to institutionalize and make operational the consolidation of a national DWI database, which should be readily and publicly accessible. The MOLE in close collaboration with BBS should ideally be responsible as the lead agency in this regard. This requires capacity building of both the MOLE and BBS, along with technical and financial assistance.

Annex I. Presentation of labour force survey

1. **Title of survey…** Labour Force Survey
2. **Organization responsible for most recent survey…** Bangladesh Bureau of Statistics (BBS)
3. **Date of most recent survey...** 2005-06
4. **Date of publication of report of the most recent survey...** April 2008 (if pending, indicate expected date)
5. **Type of publication**: ☒ *paper* ☒ *internet, specify website address*… www.bbs.gov.bd
6. **Date of next survey …** 2009-2010
7. **Periodicity**

Data collection

- ☐ *monthly*
- ☐ *quarterly*
- ☐ *twice a year*
- ☐ *annually*
- ☒ *other, please, specify… At different time intervals*

b. Dissemination of results

- ☐ *monthly*
- ☐ *quarterly*
- ☐ *twice a year*
- ☐ *annually*
- ☒ *other, please, specify… Two-year interval*

8. **Coverage**

a. Population groups

Minimum age... 0-4

Maximum age… 65+

Exclusion of institutional households (army, prison, etc.) ☒ No ☐ Yes, specify:…

Specify exclusion of any other specific population groups (e.g. migrant workers):

b. Geographical coverage

- ☒ *whole country*
- ☐ *whole country, excluding…*
- ☐ *urban only*
- ☐ *rural only*
- ☐ *other, please, specify…*

9. Topics covered

☒ *economically active population*
☒ *employment*
☒ *unemployment*
☒ *time-related underemployment*
☒ *hours of work per reference period*
☐ actual hours worked
☐ usual hours worked
☒ other, please,
specify… Average weekly hours worked/average hours worked
☒ *employment income: wages, salaries and self-employment income*
☐ *employment tenure*
☒ *duration of unemployment*
☐ *discouraged workers*
☒ *occasional / casual wage workers*
☒ *industry*
☒ *occupation*
☒ *status in employment*
☒ *educational level*
☐ *secondary jobs*
☐ *employment in informal economy*
☒ *employment in informal sector*
☒ *child labour*
☐ *poverty*
☐ *safe work*
☐ *social security*
☐ *training*
☐ *other, please, specify...*

10. Concepts and classifications used in the most recent survey

a. Economically active population

☒ current economic activity (Labour force framework)

☐ usual economic activity

Are definitions consistent with the ICLS 1982 resolution? ☐ No ☒ Yes

Any other comment...

b. Status in employment

☒ employees

Differentiation between regular employees and casual/temporary or short-term/seasonal workers? ☐ No ☒ Yes, specify groups:…

☒ employers

☒ own-account workers

☐ members of producers' cooperatives

☒ contributing family workers

☒ workers not classifiable by status

☒ others, please, specify:.. regular paid employee, irregular paid worker, day labour agriculture, day labour non-agriculture, domestic worker/maid servant, paid/unpaid apprentice

c. Occupations.

☒ Direct use of ISCO classification

☐ ISCO-08 ☒ ISCO-88 ☐ ISCO-68

☐ Use of a specific national classification of occupations?

☐ not related to ISCO

☐ based on or consistent with:

☐ ISCO-08 ☐ ISCO-88 ☐ ISCO-68

d. Industries

☐ Direct use of ISIC classification

☐ ISIC Rev.4 (2008) ☐ ISIC Rev.3.1 (2002)

☐ ISIC Rev.3 (1990) ☐ ISIC Rev.2 (1968)

☒ Use of a specific national classification of industries?

☐ not related to ISIC

☐ based on or consistent with:

☐ ISIC Rev.4 (2008) ☐ ISIC Rev.3.1 (2002)

☒ ISIC Rev.3 (1990) ☐ ISIC Rev.2 (1968)

11. Measurement (Labour force framework**)**

a. Employment

i. One hour criterion for employment used? ☐ No ☒ Yes If no, specify criterion…

ii. Reference period for employment:

☐ last day

☒ last week

☐ last four weeks

☐ other, please, specify…

iii. Identification of economic activity:

☒ use of activity list

☐ use of prompt with example of what constitutes work

b. Unemployment

i. Question on availability to work included: ☐ No ☒ Yes

If yes: Reference period for availability to work:

☒ Same as for employment

☐ Different from employment

☐ next week

☐ next two weeks

☐ next four weeks

☐ other, please, specify: …

ii. Question on seeking work included: ☐ No ☒ Yes

If yes: Reference period for seeking work:

☒ Same as for employment

☐ Different from employment

☐ last week

☐ last two weeks

☐ last four weeks

☐ other, please, specify: …

12. Survey design (most recent survey)

a. Sample design

☐ Single stage sampling

Specify sampling unit: ☐ households ☐ individuals

☒ Multi stage

First stage sampling unit (Specify) … Primary Sampling Units (PSUs)

Ultimate sampling unit ☒ households ☐ individuals

b. Sample frame, including date ... Population Census, 2001

c. Sample size … 40,000 households

d. Non Response rate… 27.53

e. Questionnaire design

☒ landscape questionnaire ☐ individual questionnaires ☐ a combination of both

f. Language of questionnaire

Original version … Bengali

Other versions (list all languages) …

Oral translation during interviews: ☐ No ☐ Yes, specify languages: ….

g. Data collection method

☒ face-to-face interviews

☐ self-completed questionnaire (mail or drop-off)

☐ phone interviews

☐ other, please, specify …

h. Use of proxy respondents (e.g. head of household provides answer for absent household members)

☐ No ☒ Yes

13. Available series (most recent survey)

	Series avail-able	Available disaggregations					
		Sex	Age	Status in employ-ment	Indus-try	Rural / urban areas	Other: .
Employment to population ratio	☐	☐	☐	☐	☐	☐	☐
Unemployment rate	☒	☒	☒	☐	☐	☒	☐
Youth not in employment and not in education	☒	☒	☒	☐	☐	☒	☐
Informal employment	☒	☒	☒	☐	☐	☒	☐
Labour force participation rate	☒	☒	☒	☐	☐	☒	☐
Working poor	☐	☐	☐	☐	☐	☐	☐
Low pay rate (below 2/3 of median hourly earnings)	☐	☐	☐	☐	☐	☐	☐
Average hourly earnings	☐	☐	☐	☐	☐	☐	☐
Average real wages	☐	☐	☐	☐	☐	☐	☐
Employees with recent job training	☐	☐	☐	☐	☐	☐	☐
Excessive hours (more than 48 hours per week, usual hours)	☐	☐	☐	☐	☐	☐	☐
Usual hours worked (standardized	☒	☒	☐	☐	☐	☒	☐

hour bands)							
Annual hours worked per employed person	☐	☐	☐	☐	☐	☐	☐
Time-related underemployment rate	☐	☐	☐	☐	☐	☐	☐
Child labour	☒	☒	☐	☐	☐	☐	☐
Hazardous child labour	☐	☐	☐	☐	☐	☐	☐
Female share of employment in ISCO-88 major group 1	☒	☒	☐	☐	☐	☒	☐
Gender wage gap	☐	☐	☐	☐	☐	☐	☐
Share of population aged 65 and above benefiting from a pension	☐	☐	☐	☐	☐	☐	☐
Share of population covered by (basic) health care provision	☐	☐	☐	☐	☐	☐	☐
…	☐	☐	☐	☐	☐	☐	☐
…	☐	☐	☐	☐	☐	☐	☐
…	☐	☐	☐	☐	☐	☐	☐
…	☐	☐	☐	☐	☐	☐	☐

14. Data access policy

☐ anonymized data file is available to general public (e.g. posted on website)

☒ anonymized data file is available to specialized audience on application

☒ micro-data is not generally made available

☐ other data access policy, please, specify …

Annex II. Presentation of key establishment survey

1. **Title of survey … Survey of Manufacturing Industries (formerly up to 2001-02 Census of Manufacturing Industries)**
2. **Organization responsible for survey … Bangladesh Bureau of Statistics**
3. **Date of survey ... 2005-06**
4. **Date of publication of report of survey ... March 2010 (expected)** (if still pending, indicate expected date)
5. **Type of publication**

   ☒ **Paper** ☐ **Internet, website address** www.bbs.gov.bd
6. **Date of next survey ... 2008-09**
7. **Periodicity**

Data collection	**b.** Dissemination of results
☐ *monthly*	☐ *monthly*
☐ *quarterly*	☐ *quarterly*
☐ *twice a year*	☐ *twice a year*
☐ *annually*	☐ *annually*
☒ *other, please, specify… Three-yearly*	☐ *other, please, specify… Four-yearly*

8. **Coverage:**

a. Geographical

☒ whole country

☐ whole country, excluding...

☐ other, please, specify…

b. Industries	**Included**	**Excluded**
A - Agriculture, hunting and forestry	☐	☒
B - Fishing	☐	☒
C - Mining and quarrying	☐	☒
D - Manufacturing	☒	☐
E - Electricity, gas and water supply	☐	☐
F - Construction	☐	☐
G - Wholesale and retail trade; repair of motor vehicles, etc.		
H - Hotels and restaurants	☐	☐
I - Transport, storage and communications	☐	☐
J - Financial intermediation		
K - Real estate, renting and business activities	☐	☐
L - Public administration and defence; compulsory social security	☐	☐
M - Education		
N - Health and social work	☐	☐
O - Other community, social and personal service activities		
P - Activities of private households as employers and undifferentiated	☐	☐

	Included	Excluded
production activities of private households	☐	☐
Q - Extraterritorial organizations and bodies	☐	☐

c. Institutional sector

	Included	Excluded
private registered establishment	☐	☐
private unregistered establishment	☐	☐
government	☐	☐
parastatals	☐	☐

d. Establishments

☐ *all*

☒ *all registered establishments*

☒ *minimum number of employees*

Minimum… 10 *for industry …* Manufacturing

Minimum… for industry …

Minimum… for industry …

☐ *other, please, specify :*

9. Topics covered

☒ *employment*

☒ *employment income: wages, salaries and self-employment income*

☒ *bonus included*

☐ *bonus excluded*

☐ *social security contributions*

☐ *pensions*

☐ *collective bargaining*

☐ *hours of work*

☐ *vacancies*

☒ *labour cost*

☒ *cost of inputs*

☒ *value of output*

☐ *training*

☐ *other, please, specify ...* Gross value added and value added at factor cost, number of casual workers, ownership status, fixed assets by category, inventory of physical assets, cost and quantity of fuel consumed, indirect taxes etc.

10. Concepts and classifications used in the most recent survey

a. Employment. (see definition on http://www.ilo.org/public/english/bureau/stat/class/icse.htm)

Data includes:

☒ *casual/temporary employees*

☒ *regular employees*

☒ *working proprietors*

☐ *other, please, specify …*

b. Labour cost (see definition in ILO: *Current international recommendations on labour statistics* (Geneva, 2000))

☐ *compensation of employees*

☒ *wages*

☐ *other, please, specify*

☐ *training costs*

☐ *other, please, specify…*

c. Earnings (see ILCS, 2000).

Reference period

☒ year ☐ month ☐ week ☐ hour ☐ other, please, specify…

Includes:

☒ *wages/salaries*

☐ *overtime payments*

☐ *bonus payments*

☐ *other, please, specify…..*

d. Hours of work (see definitions in ICLS-R-[2008-12-0006-6]-En.doc/v3)

☐ *hours actually worked*

☐ *hours paid for*

☒ *normal hours of work*

☐ *contractual hours of work*

☐ *hours usually worked*

☐ *overtime hours of work*

☐ *absence from work hours*

e. Occupations.

☐ Direct use of ISCO classification

☐ ISCO-08 ☐ ISCO-88 ☐ ISCO-68

☐ Use of a specific national classification of occupations?

☐ not related to ISCO

☐ based on or consistent with:

☐ ISCO-08 ☒ ISCO-88 ☐ ISCO-68

f. Industries

☐ Direct use of ISIC classification

☐ ISIC Rev.4 (2008) ☐ ISIC Rev.3.1 (2002)

☐ ISIC Rev.3 (1990) ☐ ISIC Rev.2 (1968)

☒ Use of a specific national classification of industries?

☐ not related to ISIC

☐ based on or consistent with:

☐ ISIC Rev.4 (2008) ☐ ISIC Rev.3.1 (2002)

☒ ISIC Rev.3 (1990) ☐ ISIC Rev.2 (1968)

11. Data collection

☒ aggregate level with sex disaggregation

☐ aggregate level without sex disaggregation

☐ individualised with information on sex

☐ individualised without information on sex

12. Survey design (most recent survey)

☐ Census

☒ Sample survey

Sampling unit … Establishment where production of goods and services take place.

Sample frame, including date … Directory of manufacturing establishments compiled from the economic census of 1986.

Sample design … Manufacturing establishments were classified as large (50+ persons) and medium (10-49 persons) establishments on the basis of number of persons engaged.

13. Available series (most recent survey)

	Series avail-able	Available disaggregations					
		Sex	Age	Status in employ-ment	Indus-try	Rural / urban areas	Other: District
Number of regular full time employees	☒	☒	☐	☒	☒	☐	☒
Earnings	☒	☒	☐	☐	☐	☐	☐
Hours of work	☐	☐	☐	☐	☐	☐	☐
Annual hours worked per employed person							
Employees covered by social security	☐	☐	☐	☐	☐	☐	☐
Employees covered by employer funded pension contribution	☐	☐	☐	☐	☐	☐	☐
Employees covered by collective bargaining	☐	☐	☐	☐	☐	☐	☐

14. Data access policy

☐ anonymized data file is available to general public (e.g. posted on website)

☒ anonymized data file is available to specialized audience on application

☐ micro-data is not generally made available

☒ other data access policy, please, specify... *Published report available for purchase.*

Annex III. Presentation of key administrative database

1. **Title of database … Annual Report**
2. **Organization responsible …** Ministry of Labour and Employment
3. **Periodicity of updating**
   - ☐ *daily*
   - ☐ *weekly*
   - ☐ *monthly*
   - ☐ *ad hoc*
   - ☒ *other, please, specify... Annually*
4. **Main purpose:**
   - ☒ *internal administration*
   - ☒ *service information*
   - ☒ *vocational guidance*
   - ☒ *training possibilities*
   - ☒ *job placement*
   - ☐ *information on labour market*
   - ☐ *opportunities for self-employment*
   - ☐ *compensations*
   - ☐ *work permits*
   - ☒ *statistical*
   - ☐ *other, please, specify…*
5. **Unit of each record … Annual**
6. **Coverage**

a. Geographical
- ☒ *whole country*
- ☐ *whole country, excluding….*
- ☐ *urban only*
- ☐ *rural only*
- ☐ *other, please, specify…*

b. Institutional sectors *(in terms of workers)*
- ☒ *government*
- ☒ *parastatal*
- ☒ *private registered establishment*
- ☐ *private unregistered establishment*
- ☐ *other, please, specify…*
- ☐ *not applicable*

7. **Topics covered**
   - ☐ *employment*
   - ☐ *job-seekers*
   - ☐ *vacancies*
   - ☐ *social security*
   - ☒ *collective bargaining*
   - ☒ *occupational injuries*
   - ☐ *occupational diseases*
   - ☒ *compensations*
   - ☒ *industrial relations*
   - ☒ *trade unions*
   - ☐ *employers*

8. **Data collected**

- ☐ *occupation*
- ☒ *industry*
- ☐ *demographic information*
- ☐ *educational level*
- ☐ *country of origin*
- ☐ *length of residence*
- ☐ *wages offered/desired*
- ☐ *pensions contribution*
- ☐ *pension payment/other benefits*
- ☒ *fatal injuries*
- ☒ *non-fatal injuries*
- ☒ *compensation*
- ☐ *days lost (non-fatal injuries)*
- ☒ *strikes*
- ☐ *days lost (strikes)*
- ☐ *other stoppages*
- ☒ *court cases*
- ☒ *type of dispute (court cases)*
- ☐ *collective bargaining agreements*
  - ☐ *coverage*
  - ☐ *details of collective agreements*
  - ☐ *other, please, specify...*
- ☒ *courses/training available in institutions*
- ☐ *other, please, specify …*

9. ***Source***

- ☐ *individuals*
- ☒ *enterprise information*
- ☐ *newspapers*
- ☒ *other, please, specify ….* *Information about the activities of the MOLE*

10. Dissemination

a. Frequency

- ☐ *monthly*
- ☐ *quarterly*
- ☐ *twice a year*
- ☒ *annually*
- ☐ *other, please, specify …*

b. Form of dissemination

- ☒ *printed*
- ☒ *online, please specify*

website address

… *www.mole.gov.bd/ann_report*

11. Main user groups

- ☐ *general public*
- ☐ *investors*
- ☒ *researchers*
- ☒ *government*
- ☐ *other, please, specify …*

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ILO/EC Project "Monitoring and Assessing Progress on Decent Work" (MAP)

Monitoring and assessing progress towards decent work is a long-standing concern for the ILO and its constituents. Implemented by the ILO with funding from the European Union, the project "Monitoring and Assessing Progress on Decent Work" (MAP) helps to address this need. Over a period of four years (2009 to 2013), the project works with Ministries of Labour, National Statistical Offices, other Government agencies, Workers' and Employers' organisations and research institutions to strengthen the capacity of developing and transition countries to self-monitor and self-assess progress towards decent work. The project facilitates the identification of Decent Work Indicators in line with national priorities; supports data collection; and assists in the analysis of data on decent work in order to make them relevant for policy makers. The MAP publication series disseminates project outputs to a broad audience in the ten countries covered by the project and beyond.

For more information on the ILO/EC Project "Monitoring and Assessing Progress on Decent Work" (MAP) see http://www.ilo.org/map

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