



International
Labour
Organization

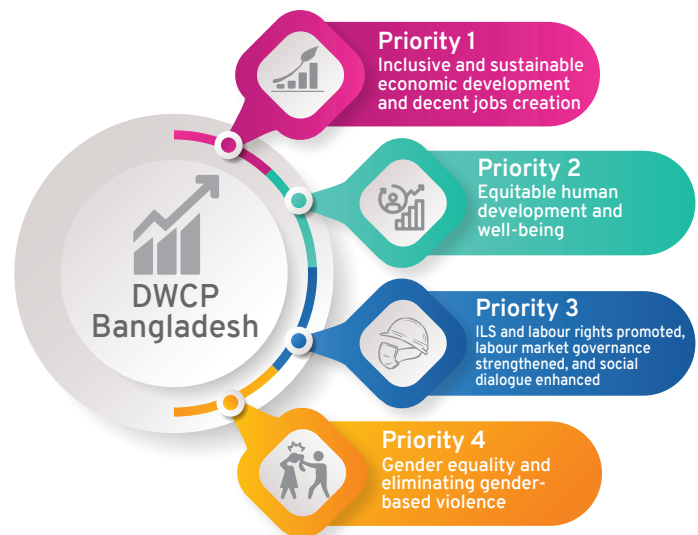
Decent
Work Country
Programmes for
Bangladesh

2022-2026

Decent Work Country Programmes

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

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



Bangladesh 2022-2026

The new DWCP for Bangladesh was launched in March 2022 with the goal to increase the number of women and men in decent and productive jobs in Bangladesh in the post-COVID-19 period as a result of enhanced (i) strategic policy and institutional frameworks and (ii) capacities for inclusive, equitable and sustainable economic development, decent work and social protection for all.

The DWCP is results oriented, focused and well-coordinated with national policy documents and global development initiatives such as the Bangladesh 8th Five Year Plan (FYP), the United Nations Sustainable Development Cooperation Framework (UNSDCF) and the Sustainable Development Goals (SDGs).

It also reflects the ongoing macroeconomic and labour market context while addressing four overarching challenges for the world of work in Bangladesh; climate change, COVID-19 impacts, 4IR associated changes, and changes in the economic & employment landscape.

The DWCP has four priority areas, chosen through stakeholder consultations involving a wide range of constituents and other interested parties as well as ILO specialists of the Decent Work situation at the end of the previous DWCP.

▶▶ The goal to increase the number of women and men in decent and productive jobs in Bangladesh in the post-COVID-19 period



Bangladesh's ready-made garment (RMG) industry is the key driver of the country's economic growth. Workers are seen leaving a garment factory at the end of their working day in Dhaka, Bangladesh. © ILO



Workers in a garment factory in Dhaka, Bangladesh. ©ILO

► Priorities, outcomes, and outputs

Priority 1: Inclusive and sustainable economic development and decent work creation.

Outcome: By 2026, more people in Bangladesh, particularly the most vulnerable and marginalized from all gender and social groups, and those from lagging districts, have access to and can enjoy full and productive employment and decent work opportunities resulting from responsible, inclusive, sustainable, green, and equitable economic development.

Related outputs: Improved institutional capacity to implement cohesive policy and regulatory frameworks; opportunities for decent and productive employment for all; opportunities to obtain life-long market driven skills related to the future of work; improved resilience and sustainability of CMSMEs, including those with large concentrations of women and youth workers; and improved capacities of labour migration institutions, service providers, constituents and other stakeholders to develop and implement equitable, effective, safe and fair labour migration policies and frameworks.

Priority 2: Equitable human development and well-being

Outcome: By 2026, more people, in particular the most vulnerable and marginalized, have improved access to and utilization of quality, inclusive, gender-disability-and-shock- responsive, universal and resilient social protection systems and basic social services.

Related outputs: strengthened national policy and institutional frameworks for a universal, sustainable and resilient social protection system; Increased access by workers to contributory-based social insurance systems; increased access by all migrant workers to gender responsive, inclusive and quality migration services and social protection; and elimination of all forms of child labour by 2025.

Priority 3: International Labour Standards and rights at work promoted, labour market governance strengthened, and social dialogue enhanced

Outcome: By 2026, more people, especially the most vulnerable, benefit from more equitable, non-discriminatory, gender-responsive, participatory, accountable governance and justice, in a peaceful and tolerant society governed by the rule of law (UNSDCF).

Related outputs: increased ratification and implementation of ILS to improve labour rights; improved functioning of labour market governance institutions; and improved capacity of ILO social partners and strengthened or new social dialogue institutions and processes.

►► Increase women's voice, representation and leadership; and increase access to a gender responsive work environment



Workers and factory management from a garment factory engaged in a dialogue facilitated by an enterprise adviser from the ILO Better Work Programme. ILO promotes social dialogue among workers, businesses, and the government to promote decent work. © ILO

Priority 4: Gender equality and ending gender-based violence

Outcome: By 2026, more women in the world of work benefit from improved policies, laws and measures to reduce gender-based violence and harassment; reduce women's disproportionate unpaid care responsibilities; increase women's voice, representation and leadership; and increase access to a gender responsive work environment.

Related outputs: tripartite constituents develop and implement policies, legal frameworks, and measures to eliminate gender-based violence and sexual harassment in the world of work as well as reduce the disproportionate domestic and care responsibilities carried by women; strengthened institutional and regulatory frameworks and capacity to design and implement policies to promote gender-responsive work environments; and increased women's voice, representation, and leadership in the world of work.



A trainee participating in a training programme supported by ILO Skills Project in Bangladesh. © ILO

► SDG Alignments

SDG 1.3 (social protection for all); SDGs 4.3 and 4.5 (equitable and equal access to TVET); SDG 4.4 (skills for employment, decent jobs and entrepreneurship); SDG 5.1 (ending discrimination against women and girls); SDG 5.2 (eliminating all forms of violence against all women and girls); SDG 5.5 (women's participation and leadership at all levels of decision-making); SDG 8.3 (policies to support job creation, entrepreneurship, creativity, innovation and formalization of MSMEs); SDG 8.5 (full and productive employment and decent work for all, and equal pay for work of equal value); SDG 8.6 (reductions in the proportion of youth not in employment, education or training); SDG 8.7 (eradicate forced labour and end child labour in all forms); SDG 8.8 (labour rights and secure working environments for all, including migrant workers, especially women, and those in precarious employment); SDG 10.7 (orderly, safe, regular and responsible migration); SDG 16.6 (effective, accountable and transparent institutions); SDG 16.10 (public access to information and protection of fundamental freedoms).

► Implementation

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



A labour inspector from the Department of Inspection for Factories and Establishments (DIFE) is interacting with a worker during an inspection in a garments factory in Dhaka, Bangladesh. © ILO

► Development partners in Bangladesh



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