



NCCWE



DECENT WORK COUNTRY PROGRAMME: BANGLADESH 2017-2020

Message from Mr. Tuomo Poutiainen, Country Director, ILO Bangladesh

The International Labour Organization is proud to have supported Bangladesh since the earliest days following independence to promote decent and productive employment opportunities for women and men. Much progress has been made in many areas. However certain issues still need attention while the ever changing face of global labour markets present their own challenges.

This Decent Work Country Programme (DWCP) for the period 2017-2020 will focus on key areas that will make a major contribution to the attainment of Decent Work in Bangladesh. It will also support national efforts to achieve the Sustainable Development Goals while complementing other key development agendas such as the 7th Five Year Plan and Vision 2021.

I would like to sincerely thank all those involved in developing this DWCP. I must especially mention the Ministry of Labour and Employment, Bangladesh Employers Federation and the National Coordination Council for Workers Education for their support of this process. Many other important partners such as the IndustriALL Bangladesh Council, civil society organizations, various ILO offices and other UN agencies have also played an important role. I sincerely look forward your ongoing collaboration during the DWCP implementation phase. This DWCP has the potential to contribute greatly to the socio-economic development of Bangladesh and will deliver tangible benefits to the lives of many millions of workers and their families. The onus rests on all of us to bring this to reality as we seek our ultimate goal of ensuring Decent Work for all.

Message from Ms. Afroza Khan, Secretary, Ministry of Labour and Employment, Government of Bangladesh

Government of Bangladesh has worked closely with the International Labour Organization to promote a working environment that provides decent and productive employment opportunities for all workers. Considerable progress has been made in many areas and the Government has embraced the Decent Work Country Programmes (DWCP) as the main vehicle for the delivery of ILO technical support to Bangladesh.

Much of the success of this approach is largely due to the level of policy coherence that has been achieved. The Decent Work programmes support the National Labour Policy. Likewise, the latest DWCP is well-coordinated with the 7th Five Year Plan and the Vision 2021 that is driving Bangladesh towards middle income status by 2021. In addition, Bangladesh is firmly committed to Agenda 2030 and achieving the Sustainable Development Goals. While emphasis in the 2017-2020 DWCP will be placed on SDG 8, to “promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all” it will also make a major contribution to SDG 1, 4, 5 and 10, all of which have links with the DWCP agenda.

This DWCP and the consultative approach which led to its finalization is welcomed. On behalf of the Government of Bangladesh, I look forward to collaborating on its implementation over the next four years.

Message from Mr. Kamran T. Rahman, President, Bangladesh Employers' Federation

In a few short decades since its independence, Bangladesh has undergone a remarkable transformation. Where once we were a new country preoccupied with survival, today we are a confident nation striving towards creating a brighter future for all our people. This transformation has been driven by the joint efforts of the government, employers and workers alike. While much progress has been made, we must do more so that the true potential of the nation can be utilized. Employers in Bangladesh believe we need to ensure sustained employment generation and higher productivity to enhance the employability of the Bangladeshi labour force both at home and abroad.

We welcome the ongoing collaboration of the ILO in this regard. The four priority areas specified in this Decent Work Country Programme will reinforce what we have done to date and build on it to help create more and better jobs. These efforts will also help further improve working conditions, boost labour rights and provide social protection to vulnerable workers.

On behalf of the Bangladesh Employers' Federation, we look forward to working with ILO to implement this DWCP and are confident that it will bring tangible benefits to many millions of workers across the nation.

Message from Mr. Amirul Haque Amin, Chairperson National Coordination Committee on Workers Education (NCCWE)

Much of the progress that has been made in Bangladesh over the recent decades has been built on the hard work of Bangladeshi men and women. While these efforts have helped drive the socio-economic development of the country, the benefits have not always been shared equally. There is a need for a transformative change in the relationships upon which our efforts are built. We must seek to create a high quality partnership where we share and work towards the same goals and objectives.

This Decent Work Country Programme sets out the areas in which over the next five years, trade unions will work together with the government, employers and ILO as together we seek to create more and better jobs in Bangladesh. The trade union movement is fully committed to being an active partner in these activities. By doing so, we are not only trying to create better and more equitable working conditions but also to help enhance productivity so that all can prosper. While much focus in recent years has been placed on improving conditions and rights in the all-important garment industry, we are pleased to see that this DWCP goes beyond that single sector. Workers across Bangladesh, as well as those employed overseas deserve the chance to enjoy decent work so they can live their lives in dignity and contribute to the nation.

Contents

Messages.....	1
Memorandum of Understanding.....	5
Executive Summary.....	7
Decent Work Country Programme at a glance	9
ILO Conventions ratified by Bangladesh	13
Acronyms	14
Bangladesh Decent Work Country Programme 2017-2020.....	15
Section 1. Introduction	15
Section 2. Country context	15
2.1 National policy document providing guidance for DWCP: Seventh Five Year Plan of Bangladesh (2016-2020) and Perspective Plan of Bangladesh (2010-2021)	15
2.2 Economic growth and social changes in Bangladesh.....	16
2.3 Decent Work in Bangladesh.....	18
2.4 Past Bangladesh DWCPs: 2006-2009, 2012-2015.....	28
2.5 UN Framework: UNDAF 2017-20 for Bangladesh.....	30
Section 3. Priorities and Outcomes of DWCP 2017-2020	31
3.1 Country Priority 1 - <i>Effective employment policies to enhance employability through skill development including for green growth</i>	32
3.2 Country Priority 2 - <i>Promotion of safe and clean working environment for all workers and in compliance with core international labour standards</i>	35
3.3 Country Priority 3 - <i>Promotion of fundamental principles and rights at work through social dialogue and tripartism</i>	37
3.4 Country Priority 4 - <i>Promotion of social protection for all workers and vulnerable groups including against climate change</i>	40
Section 4. Implementation, management, monitoring, reporting and evaluation arrangement	45
4.1 Implementation and performance monitoring arrangements.....	45
4.2 Evaluation arrangements.....	47
4.3 Risks.....	48
Section 5. Funding plan.....	48
Section 6. Advocacy and communications approach	50
References	

Memorandum of Understanding

Whereas the Government of the People's Republic of Bangladesh, the undersigned Workers' and Employers' organizations, and the International Labor Organization (ILO), represented by the International Labor Office (referred collectively as Parties), wish to collaborate in order to promote and advance Decent Work in Bangladesh.

Now therefore, the Parties hereby agree as follows:

1. The Parties affirm their commitment to collaborate in the implementation of the Decent Work Country Programme (DWCP).

The following are agreed as priorities of the DWCP:

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

2. The ILO agrees to assist in mobilization of resources and to provide technical cooperation in the implementation of the DWCP, subject to its rules, regulations, directives and procedures, the availability of funds and conditions to be agreed upon in writing.
3. This Memorandum of Understanding (MOU) may be modified by agreement between the Parties.

Nothing in or relating to this MOU shall be construed as constituting a waiver of privileges and immunities enjoyed by the ILO.

The DWCP is attached to this MOU. In the event that the terms contained in the DWCP document are incompatible with the terms of this MOU, including the provisions referenced in article 3, then the latter shall govern and prevail.

The original of the MOU has been written and signed in English. If this MOU is translated into another language, the English version shall govern and prevail.

The MOU, superseding all communications on this matter between the Parties, shall enter into force with effect from its signature by the authorized representatives of the Parties.

For and on behalf of the Government

For and on behalf of the International Labour
Office

Secretary
Ministry of Labour and Employment

Country Director
ILO Country Office for Bangladesh

For and on behalf of Workers' Organization

For and on behalf of Employers' Organization

Chairman
National Coordination Committee for
Workers Education

President
Bangladesh Employers' Federation

Signed in Dhaka, 31 July 2018

Executive Summary

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

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

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

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

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

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

The priorities and outcomes of the DWCP are expected to help achieve these goals and are presented below.

Priority 1: *Effective employment policies to enhance employability through skill development including for green growth*

Priority 2: *Promotion of safe and clean working environment for all workers and in compliance with core international labour standards*

Priority 3: *Promotion of fundamental principles and rights at work through social dialogue and tripartism*

Priority 4: *Promotion of social protection for all workers and vulnerable groups including against climate change*

Outcomes (Employment and skills)

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

Outcomes (Compliance)

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

Outcomes (Social dialogue)

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

Outcomes (Social protection)

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

The implementation of the DWCP will be based on 'partnership' among the tripartite constituents and the ILO Country Office. Current Technical Coordination (TC) projects of ILO as well as some new ones which will be mobilized during the span of the DWCP will play critical roles in achieving the outcomes of the DWCP.

As an integral part of implementation of the DWCP, monitoring and evaluation arrangements will be put in place. This will consist of half-yearly reviews of progress of implementation, annual reviews of achievement and progress in terms of indicators, a mid-term review and a final evaluation to be conducted in the last year.

Decent Work Country Programme at a glance

DWCP Priorities	<i>Country Priority 1 Effective employment policies to enhance employability through skill development including for green growth</i>	<i>Country Priority 2 Promotion of safe and clean working environment for all workers in compliance with core international labour standards</i>	<i>Country Priority 3 Promotion of fundamental principles and rights at work through social dialogue and tripartism.</i>	<i>Country Priority 4 Promotion of social protection for all workers and vulnerable groups including against climate changes</i>
SDGs	SDG 1 – End poverty in all its forms everywhere SDG 2 – End hunger, achieve food security and improved nutrition and promote sustainable agriculture SDG 4 – Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all SDG 5 – Achieve gender equality and empower all women and girls SDG 8 – Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all SDG 9 – Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation SDG 10 – Reduce inequality within and among countries	SDG 5 – Achieve gender equality and empower all women and girls SDG 8 – Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all SDG 9 – Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation SDG 16: Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels	SDG 5. Gender Equality SDG 4: Quality Education	SDG 1 – End poverty in all its forms everywhere SDG-13-Take urgent action to combat climate change and its impacts SDG 16- Peace, Justice and Strong Institution

Bangladesh Vision 2021	Goal 3 – to become a poverty-free, middle-income country Goal 5 – to develop a skilled and creative human resource Goal 8: To be a more inclusive and equitable society	Goal 6: To become a globally integrated regional commercial & economic hub Goal 8: To be a more inclusive and equitable society	Goal 5 – to develop a skilled and creative human resource Goal 8: To be a more inclusive and equitable society	Goal 3: To become a poverty-free middle-income country Goal 7: To be environmentally sustainable Goal 8: To be a more inclusive and equitable society
SEVENTH FIVE YEAR PLAN FY2016 – FY2020	Reduction of inequality and extreme poverty: -Reduction in extreme poverty by about 4.0 percentage points -Creating good jobs for the large pool of under-employed and new labour force entrants by increasing the share of employment in the manufacturing sector from 15 percent to 20 percent <i>Gender equality, encourage female enrolment in TVET</i> -Female to male ratio in tertiary education to be raised from current 70 percent to 100 percent -The ratio of literate female to male for age group 20-24 to be raised to 100 percent from the current 86 percent -Encourage female enrolment in technical and vocational education -Reduce or maintain the current income inequality of 0.45 -Spending on Social Protection as a share of GDP to be increased to 2.3% of GDP	Reduction of inequality and extreme poverty: Target: Reduction in the head-count poverty ratio by 6.2 percentage points Productive employment opportunities, good jobs Target: Creating good jobs for the large pool of under-employed and new labour force entrants by increasing the share of employment in the manufacturing sector from 15 percent to 20 percent <i>Gender equality, income inequality and social protection:</i> Target: Encourage female enrolment in technical and vocational education	<i>Reduction of inequality and extreme poverty:</i> Target: Reduction in the head-count poverty ratio by 6.2 percentage points Creating good jobs Target: Creating good jobs for the large pool of under-employed and new labour force entrants by increasing the share of employment in the manufacturing sector from 15 percent to 20 percent <i>Gender equality, income inequality and social protection:</i> Target: Encourage female enrolment in technical and vocational education	<i>Reduction of inequality and extreme poverty:</i> Target: Creating good jobs for the large pool of under-employed and new labour force entrants by increasing the share of employment in the manufacturing sector from 15 percent to 20 percent Safe migration <i>Gender equality, income inequality and social protection:</i> Target: Encourage female enrolment in technical and vocational education

	<i>Environment and Climate Change</i> Environmental, Climate Change and disaster risk reduction considerations are integrated into project design, budgetary allocations and implementation process			
ILO 2016-17 Strategic Outcomes	Outcome 1 - More and better jobs for inclusive growth and improved youth employment prospects	Outcome 7 - Promoting workplace compliance through labour inspection. Outcome 2 - Ratification and application of international labour standards	Outcome 4 - Promoting sustainable enterprises. Outcome 10 - Strong and representative employers' and workers' organizations	Outcome 8 - Protection of workers from unacceptable forms of work. Outcome 9 - Promoting fair and effective labour migration policies. Outcome 3 - Creating and extending social protection floors
Bangladesh UNDAF 2017-2020	People: - All people have equal rights, access and opportunities 3.2 Wage gap of average hourly earnings of female and male employees. Disaggregation: occupation, age, persons with disabilities 3.5 Percentage of employed men and women 15 years and above having employment in the a) formal b) informal sector 3.7 Participation rate of youth and adults in a) formal and b) non-formal technical, vocational education and training in the previous 12 months, by sex	Prosperity: Inclusive and shared economic growth 3.3 National compliance of rights at workplace (freedom of association and collective bargaining) a) increase in labour inspection b) increase in signing of collective bargaining agreement c) Increase in workplaces with committee (or other mechanism) in place to address sexual harassment Disaggregation: sector wise for labour inspection	People- All people have equal rights, access and opportunities 1.9 Number of national laws or policies revised to remove discriminatory provisions	Prosperity: Inclusive and shared economic growth 3.6 Percentage of overseas migrant by type a) skilled b) semi-skilled Disaggregation: gender, region/district, ethnic group 3.8 Proportion of people below the lower poverty line benefiting from social protection

DWCP Priorities	Country Priority 1 <i>Effective employment policies to enhance employability through skill development including for green growth</i>	Country Priority 2 <i>Promotion of safe and clean working environment for all workers and in compliance with core international labour standards</i>	Country Priority 3 <i>Promotion of fundamental principles and rights at work through social dialogue and tripartism</i>	Country Priority 4 <i>Promotion of social protection for all workers and vulnerable groups including against climate changes</i>
DWCP Outcomes	<i>DWCP Outcome 1.1:</i> Bangladesh jobs strategy formulated for skills development and job creation with higher productivity and in green industries especially for young men and women. <i>DWCP Outcome 1.2:</i> Promoted accessibility of TVET system aligned with National Skill Development Policy (NSDP) Especially for women, disadvantaged groups, people with disability and ethnic groups and in view of introducing skills in emerging technology for climate resilient green growth.	<i>DWCP Outcome 2.1:</i> International labour standards (ILS) especially the eight core conventions are promoted and constituents' capacity enhanced for their better implementation. <i>DWCP Outcome 2.2:</i> Implementation of policies, laws and programmes promoted to ensure occupational safety to improve working conditions and ensure a just transition to climate resilient and green economy through the application of ILO Just Transition Guidelines.	<i>DWCP Outcome 3.1:</i> Employers' and Workers' organizations' capacity developed to strengthen freedom of association, collective bargaining and sound industrial relations. <i>DWCP Outcome 3.2:</i> Capacity of labour administration enhanced leading to good governance in labour market	<i>DWCP Outcome 4.1:</i> Employment injury social protection schemes for select sectors developed and implemented <i>DWCP Outcome 4.2:</i> Laws and policies for protection of migrant workers, domestic workers, child labourers and indigenous workers developed and implemented

ILO Conventions ratified by Bangladesh

Fundamental Conventions (7 of 8)

- C029 - Forced Labour Convention, 1930 (No. 29)
- C087 - Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87)
- C098 - Right to Organise and Collective Bargaining Convention, 1949 (No. 98)
- C100 - Equal Remuneration Convention, 1951 (No. 100)
- C105 - Abolition of Forced Labour Convention, 1957 (No. 105)
- C111 - Discrimination (Employment and Occupation) Convention, 1958 (No. 111)
- C182 - Worst Forms of Child Labour Convention, 1999 (No. 182)

Governance Conventions (2 of 4)

- C081 - Labour Inspection Convention, 1947 (No. 81)
- C144 - Tripartite Consultation (International Labour Standards) Convention, 1976 (No. 144)

Technical Conventions (26 of 177)

- C001 - Hours of Work (Industry) Convention, 1919 (No. 1)
- C004 - Night Work (Women) Convention, 1919 (No. 4)
- C006 - Night Work of Young Persons (Industry) Convention, 1919 (No. 6)
- C011 - Right of Association (Agriculture) Convention, 1921 (No. 11)
- C014 - Weekly Rest (Industry) Convention, 1921 (No. 14)
- C015 - Minimum Age (Trimmers and Stokers) Convention, 1921 (No. 15)
- C016 - Medical Examination of Young Persons (Sea) Convention, 1921 (No. 16) (Automatic Denunciation on 06 Nov 2015 by convention MLC, 2006)
- C018 - Workmen's Compensation (Occupational Diseases) Convention, 1925 (No. 18)
- C019 - Equality of Treatment (Accident Compensation) Convention, 1925 (No. 19)
- C021 - Inspection of Emigrants Convention, 1926 (No. 21)
- C022 - Seamen's Articles of Agreement Convention, 1926 (No. 22) (Automatic Denunciation on 06 Nov 2015 by convention MLC, 2006)
- C027 - Marking of Weight (Packages Transported by Vessels) Convention, 1929 (No. 27)
- C032 - Protection against Accidents (Dockers) Convention (Revised), 1932 (No. 32)
- C045 - Underground Work (Women) Convention, 1935 (No. 45)
- C059 - Minimum Age (Industry) Convention (Revised), 1937 (No. 59)
- C080 - Final Articles Revision Convention, 1946 (No. 80) 22 Jun 1972
- C089 - Night Work (Women) Convention (Revised), 1948 (No. 89)
- C090 - Night Work of Young Persons (Industry) Convention (Revised), 1948 (No. 90)
- C096 - Fee-Charging Employment Agencies Convention (Revised), 1949 (No. 96)
- C106 - Weekly Rest (Commerce and Offices) Convention, 1957 (No. 106)
- C107 - Indigenous and Tribal Populations Convention, 1957 (No. 107)
- C116 - Final Articles Revision Convention, 1961 (No. 116)
- C118 - Equality of Treatment (Social Security) Convention, 1962 (No. 118)
- C149 - Nursing Personnel Convention, 1977 (No. 149) 17 Apr 1979 In Force
- C185 - Seafarers' Identity Documents Convention (Revised), 2003 (No. 185)
- MLC, 2006 - Maritime Labour Convention, 2006 (MLC, 2006)

For more details please see

http://www.ilo.org/dyn/normlex/en/f?p=NORMLEXPUB:11200:0::NO::P11200_COUNTRY_ID:103500

Acronyms

7FYP	Seventh Five Year Plan
BBS	Bangladesh Bureau of Statistics (Ministry of Finance and Planning)
BEF	Bangladesh Employers Federation
BLA	Bangladesh Labour Act
BLAA	Bangladesh Labour Act Amendment
BMET	Bureau of Manpower Employment and Training
CAS	Committee on the Application of Standards
CB	Collective Bargaining
CEACR	Committee of Experts on the Application of Conventions and Recommendations
CO-Dhaka	ILO Country Office for Bangladesh
CPO	Country Programme Outcome
CPI	Consumer Price Index
CRC	Convention on the Rights of the Child
DIFE	Department of Inspection for Factories and Establishments (MOLE)
DWCP	Decent Work Country Programme
EPZ	Export Processing Zone
GDP	Gross Domestic Product
GoB	Government of Bangladesh
HIES	Household Income and Expenditure Survey
ILC	International Labour Conference
ILO	International Labour Organization
IMR	Infant Mortality Rate
LFPR	Labour Force Participation Rate
LFS	Labour Force Survey
MOLE	Ministry of Labour and Employment
NGO	Non-government Organization
NSDC	National Skills Development Council
NSSS	National Social Security Strategy
NVQ	National Vocational Qualifications
OSH	Occupational Safety and Health
RMG	Ready-Made Garments
SDG	Sustainable Development Goal
SFYP	Sixth Five Year Plan
TFR	Total Fertility Rate
TVET	Technical and Vocational Education and Training
UN	United Nations
UNDAF	United Nations Development Assistance Framework
UNDP	United Nations Development Programme
VAW	Violence against Women

Bangladesh Decent Work Country Programme 2017-2020

Section 1. Introduction

Bangladesh being a member country of ILO, has accepted the Decent Work (DW) goals from the very beginning of the initiative. ILO's DW initiative has aimed to "create opportunities for women and men to obtain productive work in conditions of freedom, equity, security and human dignity". With the adoption of Sustainable Development Goals (SDGs) where Decent Work features prominently, the agenda has gained wider acceptability. Therefore, SDG lenses provide the present DWCP guidance in the choice of priorities and outcomes. In addition, the DWCP is strategically in line with the Bali Declaration made at the ILO Asia Pacific regional Meeting held in December 2016 which called for governments, workers' and employers' organizations in the region to do more to promote inclusive growth, social justice and decent work.

DWCP (2017-2020) can be viewed as the first in the new generation DWCP series which will contribute to the first phase of implementation of the SDGs in Bangladesh. There are 13 SDG targets for which ILO is 'custodian'. Its timeline also corresponds to UNDAF 2017-2020 and will therefore have important synergies with this. In fact, the UNDAF Result Matrix (UNDAF 2016, p 22) has identified eight items for which ILO will play the role of implementer.¹

ILO's mandate relating to Decent Work has been integrated into Bangladesh's policy statements and national development plans. In particular, the National Labour Policy (NLP) and the latest two Five Year Plans deserve mention. DWCPs articulate ILO's support to Bangladesh to identify and face the Decent Work challenges and make progress in each of the four basic pillars of Decent Work through concrete programmes which are in coherence with national policy plans and other international endeavors.

Bangladesh has implemented two DWCPs so far covering the periods 2006-09 and 2012-2015. The present DWCP to be implemented during 2017 to 2020 will be results oriented, focused and well-coordinated with national policy documents and international development initiatives, which have been based on participatory assessment of the current challenges faced by the country through comprehensive stakeholder consultations involving a wide range of constituents and other relevant parties. This was preceded by a "Decent Work country analysis" and a study to review the last DWCP implementation, its success and remaining challenges. The findings were presented to tripartite constituents and also to the Decent Work Team (DWT) New Delhi. These background activities strengthened the adoption process of the present DWCP.

Section 2. Country context

2.1 National policy document providing guidance for DWCP: Seventh Five Year Plan of Bangladesh (2016-2020) and Perspective Plan of Bangladesh (2010-2021)

¹The inspiration of this DWCP comes from several directions. One important document in this context is ILO (2016), Report of the Director-General.

The DWCP (2017-20) sets the priorities and outcomes which can contribute to progress against goals and 'core targets' of the 7FYP. In this context DWCP has relevance to the following targets:

- Attaining average real GDP growth of 7.4% per year over the Plan period,
- Reducing headcount poverty ratio by 6.2 percentage points,
- Creating Decent Work for the large pool of under-employed and new labour force entrants by increasing the share of employment in the manufacturing sector,
- Increasing productivity and access to finance for urban SMEs,
- Encouraging female enrolment in technical and vocational education,
- Improving environment, climate change and disaster management.

These are set in the context of the goals of the Perspective Plan of Bangladesh (2010-2021) which are as follows:

- Ensuring broad-based growth and food security,
- Addressing globalization and regional cooperation,
- Providing energy security for development and welfare,
- Establishing a knowledge based society,
- Building sound infrastructure,
- Ensuring effective governance,
- Mitigating the impacts of climate change,
- Creating a caring society,
- Promoting innovation under a digital Bangladesh.

2.2 Economic growth and social changes in Bangladesh

The discussion of the country context is intended to help identify challenges some of which may be addressed through the DWCP. Gender disaggregated data will be provided in the relevant contexts as well as environmental risks and opportunities for jobs since the present DWCP intends to mainstream gender and environment issues and integrate them with the chosen priorities, outcomes and indicators.

Economic growth

During the last one and half decades, Bangladesh has achieved significant economic growth. Average annual real GDP growth accelerated during 2001-2006 and 2007-2010 and reached levels greater than 6% per annum. In the following years, GDP growth has gone through a slight deceleration (especially in 2013, 2014) partly due to price hikes of imports and growing price competition in the export markets. However, a reversal of the pattern has already been initiated in the last two years (6.5% and 7.1% in 2015 and 2016). According to the IMF, Bangladesh's economy is the second fastest growing major economy of 2016 (Dec), with 7.11 percent Gross Domestic Product (GDP) growth rate where the growth rate was 6.12 percent in 2015. Contribution of industry to the GDP was 28.1%, where RMG sector donate the biggest part. Since 2004, Bangladesh averaged a GDP growth of 6.5%, which has been importantly driven by its exports of readymade garments.

Despite the economic resilience, low-lying Bangladesh is at the front line of at-risk countries from climate change and is projected to lose 2% of GDP per annum by 2050 and up to 9% by the end of this century, according to the Asian Development Bank (ADB) climate and economics report for South Asia (ADB 2014). Bangladesh is especially vulnerable to devastating storms that come along every few years – such as the 2007 cyclone Sidr, which wrought an estimated \$1.7 billion in damages, or about 2.6 percent of the GDP on top of \$1.1 billion losses due to monsoon flooding in the previous 12 months. In May 2009, 3.9 million Bangladeshis directly suffered from the impact of Cyclone Aila, which caused an estimated \$270 million in asset damage (World Bank 2016).

Performances of various economic indicators point towards an overall macroeconomic stability and budget deficits have been reined at less than 5 per cent of GDP. Export growth has been maintained in most years. Remittance inflow accelerated during 2006 to 2010 period and increased from 5.9% of GDP in 2005 to 9.5% of GDP in 2010. It stood at 7.9% in 2015. During recent years, growth of female migration accelerated. Growth of exports and remittances have led to improvements of the fiscal and balance of payment situation and contributed to improvement of macroeconomic stability and economic fundamentals. Per capita GDP in US\$ has risen from 445 in 2000 to 684 and 1,384 in 2010 and 2016 respectively.

Challenges: To address climate change and move to a higher and greener growth path, investment-GDP ratio has to rise which has recently been stagnating around 22%.

Social Changes

Bangladesh has made progress along the path of social development despite resource constraints, and need to address inequality, to increase the civil society voice and engagement as well as the increase of informality. Inequality reduction has not materialized and the value of Gini index stood at around 0.46 in both 2005 and 2010.

During the last two decades, poverty reduction has been the overriding development goal of the Government of Bangladesh. Through the adoption of multi-pronged policy interventions, a rapid poverty decline has been achieved during 2000 to 2010. Poverty incidence has fallen from 40% in 2005 to 31.5% in 2010 and to a projected 24.8% in 2015. Such policies include provision of free education and improvement of health services provided by the government, microcredit by NGOs, and various government agencies, expansion of social safety net and development of infrastructure in remote areas.

A significant improvement in net (as well as in gross) enrolment rate at primary school level has taken place. A remarkable feature is that, girls' enrolment rates, both at primary and secondary levels have exceeded the rates for boys. Other areas of success include reduction of total fertility rate (TFR), infant mortality rate and increase in the life expectancy as shown below:

Year	Value		
	TFR	IMR/000	Life expectancy (years)
2001	2.6	56	64.2
2014	2.1	30	70.7

It should, however, be mentioned that sustaining success in these areas will require increased efforts in the coming years. For example, concerns are emerging in terms of quality of education and high dropout rates at secondary levels. The strong achievements in health indicators were relatively easier in the early stages and were achieved through low cost technology and awareness raising. The impacts of climate change and unsustainable economic growth with associated high levels of pollution will put additional stress on health.

These improvements have resulted from successive governments' political commitment accompanied by relevant policies and programmes. Strong support from ILO social partners including the Bangladesh Employers Federation; various employers' organizations such as the Bangladesh Garment Manufacturers and Exporters Association and Bangladesh Knitwear Manufacturers and Exporters Association; workers organizations namely the National Coordination Committee for Workers Education and IndustriALL Bangladesh Council; as well as civil society and international development partners have contributed to these achievements.

Rapid industrialization has resulted into elevated role of Employers' associations such as BEF, BGMEA and BKMEA. Need for export diversification has equally provided BEF an important role to acts as a conduit of other industrial sectors to raise views and surface work concerning their interests. On the workers side growth of the garment industry has resulted into establishment if new garment specific Trade Unions, which has also activated and raised the profile of pre-existing national union federations to raise broader labour issues such as washes and need for improved mechanisms for collective bargaining. These dynamics are expected to be beneficial for enhanced national and sectorial social dialogue in the future.

It should, however, be mentioned that sustaining the success in these areas may require increased efforts in the coming years. For example, lack of quality of technical and vocational. The spectacular achievements in health indicators were relatively easier at the early stage and were achieved through low cost technology and awareness raising. Climate change and unsustainable economic growth with high levels of pollution, as witnessed in China, will put additional stress on health.

Challenges: A further reduction of poverty and complete elimination of extreme poverty would require regionally dispersed growth of non-farm employment and greater employment opportunities for school educated young persons. Poverty-stricken groups are more vulnerable to face challenges brought by climate change and this factor should be considered. Disaster prevention and reduction mechanisms along with Decent Work creation are imperative to build a resilient community.

2.3 Decent Work in Bangladesh

2.3.1 Employment and related issues

The unemployment rate remained low at around 4.3% during 2000-06 and increased slightly to 4.5% in 2010 (LFS 2000, 2006, 2010). The rate subsequently declined to 4.3% in 2013 (LFS 2013). An alternative measure of surplus labour, defined as the underemployment rate has

been used to throw light on underutilization of workers' time. This increased from 17.6% in 2000 to 20.3% in 2010 and slightly declined in 2013 to a similar level as seen in the year 2000 (the full employment norm is defined as working 35 hours a week). The underemployment rate is much higher among women compared to men. The rates were 13 and 30% respectively among men and women (ILO-ADB 2016).²

Challenges: Employment growth declined during the period 2010-13. Employment elasticity with respect to GDP growth was 0.54 during 2006-10 and 0.39 during 2010-13.

Unemployment is much higher among young people (age 15-29 years) (8.1%). The youth unemployment rate went through a decline during 2000 to 2010, from 11% to 7.5% but had risen to 8.1% by 2013.

Of significance is the unemployment rate among educated youth which is higher than that of the uneducated group. Unemployment rates among young men and women with tertiary education were 13% and 23% respectively in 2013, while the corresponding figures were 7.6% and 15.4% in 2010. Moreover 25% of young people are neither in school nor in the labour force. Employment growth for these segments of the population can help face these challenges. Economic diversification through green growth is expected to create new jobs notably for youth and the better educated.

Extent of informal employment

Vulnerability of employment in Bangladesh is reflected by the large and rising share of informal employment. This stood at 78.5% and 87.4% in 2006 and 2013 respectively. Among women this share was 90% in 2013 compared to 86% among men. There is a need for an effective regulatory framework and policy to address the rising share of informal employment in the labour market.

Challenges: Though Bangladesh has a National Skills Development Policy, the country does not have an 'Employment Policy' or 'Jobs Strategy'. Bangladesh urgently needs these to address the situation of unemployment and underemployment. Such a policy and strategy should be backed by education and skills development that effectively cater to the demands of industry.

Considering the significant barriers faced by women, disadvantaged groups, and people with disabilities and ethnic groups in accessing skills, enhancing employability through skills development requires promoting access of these segments of the population to the country's Technical and Vocational Education and Training system.

Education and Skills

The Bangladesh DWCP highlights "raising competitiveness through education and skill development" as an important goal and therefore this indicator assumes significance. Definite progress can be observed in terms of this indicator. In 2013 only 21% of the labour force was

²ILO-ADB (2016): Bangladesh Looking Beyond Garments Employment Diagnostic Study.

without education as compared to 40% in 2010. The share of the labour force with higher secondary or above education has risen from 7.4 to 18.9 per cent during 2010-2013 period.

Data on skills acquisition of the labour force shows that about 5.4% of the labour force (0.574 million) had undergone some skills training in 2013. The number and share with vocational/technical education was much smaller in 2010 (0.08 million and 0.14% respectively). During this period, Bangladesh has adopted the National Skills Development Policy 2011 which has set out broad policies to streamline future skills development.

Challenges: Concerns about the quality of education and the skills mismatch, also in view of green growth and climate change adaptation, and quality of skills imparted remain. In addition, a major challenge for the manufacturing sectors in Bangladesh is to improve the skills of workers. As such, productivity growth and hence wage enhancement will remain a challenge. Under these circumstances, emphasis on vocational education should continue as a priority.

Alignment of TVET curricula to meet the needs of industry remains critical. Likewise further strengthening of the skills system to enhance recognition of TVET qualifications as well as to encompass a broader range of formal qualifications such as SSC, HSC, and higher studies is needed.

Productivity

Improvements in productivity and employment growth will both contribute to increasing the numbers of men and women enjoying conditions of Decent Work. A probe into labour productivity growth shows that during 2006-2010 and 2006-2013, there have been positive changes in labour productivity (measured as GDP per employed person). In 2006 and 2010, the figures were BDT 96630 and BDT 107134 and in 2013 the figure was BDT 120527. The growth of labour productivity was 3.62% and 3.13% per year during the two periods.

Challenges: Growth of labour productivity has accelerated in most sectors except manufacturing. A higher rate of investment and more skilled labour is necessary to reverse this trend. Slow progress of social dialogue may have links with declining productivity in some sub-sectors and therefore enterprises should focus on improvement of the employer-employee workplace cooperation.

Wages

Growth of real wages and the difference between real wages in the traditional and modern sectors can be important indicators of decent employment. According to the predictions of dual sector theories of development, the presence of surplus labour in Bangladesh's labour market is likely to result in a stagnant real wage in both modern and traditional sectors. Real wage increase in agriculture and in RMG can be observed, indicating progress towards Decent Work achievement. Rice (weight) equivalent of wages in agriculture underwent a 26% rise during the period 2002 to 2015. The rise of minimum wages in the RMG sector during 2006 to 2013 reflects the narrowing of gaps between wage increases in agriculture and manufacturing. It should be noted that wage adjustments in the RMG have in the past taken place following labour unrest.

Although there has been an increase in real wages over a longer span, during the last three years, real wages as a whole both in agriculture and non-agriculture (BBS, 2016), have been stagnating. BBS's recent data shows that during the last four years, growth of nominal wages were lower than the growth of Consumer Price Index (CPI), reflecting a reduction of real wages. Comparison of growth of nominal wages in industry and urban CPI provides a similar result. Industrial wages undergo upward revision only at various intervals and the rise of real wages is eroded by inflation within one or two years of the revision. This has been observed even in export oriented sectors.

Challenges: Informal employment, which in Bangladesh is rising, is usually associated with lower productivity and lower wage/earnings as well as higher vulnerability to external shocks such those brought about by climate change. Low wages are also in turn linked to lack of effective social dialogue and collective bargaining.

Gender inequality in the labour market

Marginalization and exclusion because of gender can result in sub-optimal outcomes in both the economic sphere and in social arena. The proportion of women of total employed workers in Bangladesh has risen during the last one and half decades. In 2000 and 2010, women contributed 21% and 30% respectively of the employed workforce. The share remained the same in 2013 and this is currently lower than other Asian countries.

Gender inequality in the Bangladesh labour market is manifested in terms of large differences in the labour force participation rate, greater women's involvement in vulnerable and informal employment and wage differential (Rahman and Islam 2013). Relevant data on gender inequality in the labour market for 2010 and 2013 are shown below:

Item	2010		2013	
	Male	Female	Male	Female
LFPR (LFS data, %)	82.5	36.0	81.6	33.5
Share in unpaid family work (LFS data %)	7.1	56.3	5.1	50.1
Share in informal employment (LFS data %)	85.5	92.3	86.3	90.3
Wage per day (HIES data taka)	169	143	-	-
Number (Million) taking up overseas employment (BMET)	.453	.022	.344	.056

Gender related wage differential is usually emphasized as one of the most important routes to gender inequality and Bangladesh is no exception. Nonetheless, it should be highlighted that a review of studies on wage differential shows that pure wage discrimination is not high, (in the range of 10-15%). The ILO-ADB study arrives at the conclusion that male-female wage differential has decreased during the last two decades.

While direct data on differences in poverty among men and women are not available, BBS's data shows that poverty head count ratio is more or less same for male and female headed households. However, in-depth analysis of HIES data shows that the chance of being in poverty is higher among households dependent on female earners (Rahman, 2016).

Bangladesh has already ratified ILO Conventions C100 and C111 which can guide reduction and ultimately elimination of gender inequality and ensure decent work achievement.

Challenges: Female Labour Force Participation Rate (LFPR) increased by ten percentage points during the 2000-2010 period and thus contributed to women's rising share in total employment. The increase has not been sustained and female LFPR in 2013 is 33% which is less than that of 2010. As women's share in agriculture is higher than men's and agriculture is at risk from climate change women are also likely to be disproportionately impacted. The negative gender bias of climate change should therefore be addressed.

Various risks at the workplace, violence at work etc. may discourage women's entry into the labour force. Studies and BBS data shows that violence against women (VAW) in the form of verbal and physical abuse is taking place among industrial workers. Meanwhile, 37% of women surveyed perceive that VAW can occur at the work place.

Tribes and Small Ethnic Group's employment

Inequality in access to opportunities in the labour market extends to other dimensions as well. Indigenous and Tribal People's deserve attention in this context. These groups have suffered in the past due to violence and adverse resource situations. The government has previously indicated that it would provide special educational and employment privileges, ensure equal opportunities in all spheres of state and social life and help secure original ownership of property. There have been improvements in these spheres. Concrete data are however lacking to assess progress towards equal opportunities for these groups in the sphere of productive employment.

Challenges: A recent study reveals that the existing 5% quota provision for government jobs in certain cadres set aside for these groups is not being filled. Only 13.4% of the 'Quota' was filled on average. The study revealed an imbalanced representation of different ethnic communities in the Bangladesh Civil Service (BCS) cadre services. Government policy contains provisions for these groups. But progress has been often slow because the well-meant policies have not been properly implemented.

2.3.2 Fundamental principles and rights at work

Occupational safety and health

Reliable statistics relating to these indicators are unavailable. The administrative records of relevant government departments do not provide data on the incidence of occupation related diseases. Non-fatal injuries often remain unreported.

Data for 2002-2013 show wide fluctuations in the cases of occupational injuries. In fact, this reflects large accidents/fire in industry/workplace in the years of higher numbers of injuries. In 2012 and 2013 two major incidents of fire and building collapse in RMG units causing 113 and 1143 deaths made news worldwide and the importance of OSH came to the forefront of discussion and policy initiatives.

In addition, heavy local air and water pollution from industrial clusters, notably RMG, have severe impacts on workers' health. The Kaliakoir Thana in Gazipur District to the north-east of Dhaka is one such industrial cluster where rapid, unplanned industrial expansion has led to serious local pollution affecting workers' health who work and live in Kaliakoir (SEI 2010).

Other sectors posing major threats of occupational injuries and health problems are construction, ship breaking, shrimp culture and leather tanning industries. Deaths and injury in the construction sector due to workplace accidents were 487 and 790 respectively in 2012 as reported by Ulandssakretariatat (2014). Given the inadequate data for the formal industries, it can be considered that the informal industries receive little any attention in this respect.

Challenges: Although some progress has been made in improving workplace safety in selected sectors, much more remains to be done even in formal sectors and export industries. On the other hand, informal sectors fall outside of any intervention to promote workplace safety. Therefore, systematic plans to gradually cover the informal enterprises must be adopted before working conditions in this segment get worse.

In a follow-up meeting on Bangladesh Sustainability Compact (Dhaka, 28 January 2016) some positive dimensions as well as some concerns were highlighted. The Compact partners recognized that there were progress "towards meaningful and sustainable changes in the RMG industry in Bangladesh inter alia recent promulgation of implementing Rules and the BLA, the near-completion of initial safety audits (of RMG factories) by the government, the formal launch of the Better Work Bangladesh, efforts to improve the capacity of DIFE etc."

The Partnership for Cleaner Textile Production (PaCT) which aims to reduce environmental pollution by facilitating the adoption of cleaner production practices and investing in cleaner technologies has shown that better environmental performance goes hand in hand with the improvement of workers' health. PaCT is helping identify and implement cleaner production measures in 200 factories and helped save 7.8 million m³ fresh water, 600,000 MWh energy, avoided 64,000 tons GHG emissions and 6.7 million m³ wastewater and improving workers health. Resource efficiency measures have resulted in factory savings of \$4.7 million and thereby increasing productivity.

The Compact partners focused on some concrete steps including "undertake remediation and transparent monitoring through the DIFE website of all export oriented RMG factories according to the Corrective Action Plans, in a timely and effective manner"

The present DWCP needs to incorporate this outcome and other possible indicators in line with ILO Convention 81.

Working conditions

The threshold for excessive hours used in 2013 LFS was 49 hours and 46.7% of the employed labour force worked above this limit. Thus this indicator showed a large proportion of workers suffering from pressure of excess hours. This may have happened not only due to employers' pressure but also due to the need to engage in long hours of self/family employment to generate sufficient income for family subsistence.

Challenges: The issue of minimum wages is considered as relevant for formal sectors only. Nonetheless, even within the formal sector the implementation of minimum wage is not often guaranteed. Although concrete information is not available, violation of minimum wage is often reported in the newspapers.

A number of studies on the RMG sector (Islam and Zahid 2012) have reported that a large percentage of workers do not get sick leave, maternity leave etc. in accordance with labour laws of the country. The study reported that about half of the workers face abuses (verbal and physical) and 67% are not satisfied with job conditions. Four per cent of female workers in the RMG sector did not get any weekly leave and 17% did not get maternity leave. Average hours worked were 8.5 and 80% of workers worked overtime. Shahabuddin (2015) mentions that the RMG workers are given production targets and to meet these, overtime work becomes almost compulsory.

International labour standards and fundamental rights at work

Bangladesh has so far ratified 33 ILO Conventions including seven out of eight core conventions. The only core convention not ratified so far is the Minimum Age Convention C 138 on Minimum Age. Persistent child labour and child domestic worker problems in the country makes it pertinent that this Convention and Convention 189 on domestic workers are ratified. The Government of Bangladesh has made progress in terms of implementation of ILS through enactment of the Bangladesh Labour Act (BLA) in 2006 and its amendments in 2013. In the amendments, provisions have been made to boost labour rights, including better access to freedom of association and for improvement of OSH.

2.3.3 Social dialogue and tripartism

The Government of Bangladesh's adoption of DWCP where social dialogue is an essential component, is a reflection of the fact that the country recognizes the urgency of social dialogue for establishing harmonious industrial relations. In fact, Bangladesh has ratified the relevant ILO conventions, namely: tripartite consultation (International Labour Standards) Convention, 1976, No. 144; Freedom of Association and Protection of the Right to Organize Convention, 1948, No. 87; Right to Organize and Collective Bargaining Convention, 1949, No. 98. Bangladesh's ratification of the above ILO conventions followed by the BLA 2006 and its 2013 amendments has created scope for meaningful social dialogue, however there is scope for improvements, to address the policy and implementation gap of the ILS ratified by the government to comply with the ILS.

Concrete and up-to-date data on the progress of various aspects of social dialogue are scant. Bangladesh Labour Journal (BLJ) of the Department of Labour (DoL) provides data on registration of trade unions and conflict resolution cases. The latest year for which this data is available is 2012. As data shows, only 3-4% of the labour force are members of trade unions. The number of members has not been increasing although the number of registered unions has increased during 2012-2014. This indicates a fragmentation of unions.

As mentioned in the International Labour Conference (105th session of 2016), “Ministry of Labour data shows that from 1 January 2013 to 31 August 2015 a total of 333 Trade Unions were registered in RMG, while 31, 145 and 121 applications for registration were rejected in 2014, 2015 and 2016.”

Challenges: ILO has provided detailed feedback on further amendments required to make the labour law fully compliant with ILS with a special focus on workers’ rights. Observations of the ILC (on Bangladesh) on Freedom of Association and Protection of the Right to Organize Convention (106th ILC June 2017) noted a number of concerns as follows:

- That the Bangladesh Labour Act and the Bangladesh Labour Rules are brought into conformity with the provisions of the Convention regarding freedom of association, paying particular attention to the priorities identified by the social partners;
- To ensure that the draft EPZ Labour Act allows for freedom of association for workers’ and employers’ organizations and is brought into conformity with the provisions of the Convention regarding freedom of association, with consultation of the social partners;
- To continue to investigate all alleged acts of anti-union discrimination;
- To ensure that applications for union registration are acted upon expeditiously and are not denied unless they fail to meet clear and objective criteria set forth in the law.

In regard to right to organize, the requirement in the BLA 2013 that 30% of all workers in an establishment are required to be members before the union can be officially registered under the Labour Law is seen as cumbersome and open to unfair rejection of union registration applications. GoB has taken the view that necessary steps for amendment will receive attention in due course of time. This will be based on tripartite consultations and ILO’s assistance.

Trade union rights and FOA/CB in the EPZs have already received attention, and needs to be exercised in line with the National legislation and the ILO Conventions 87 and 98..

After the Rana Plaza collapse, a significant number of new unions applied for registration. However, this surge in registration applications peaked in 2014 (392 unions) and has been steadily declining, with half the number of unions applied for registration in 2015 (134 unions) compared with the previous year, mainly in RMG sector. There have been about 182 and 61 new unions registered in 2014 and 2015 respectively. The rejection rate is around 46% this has led to concerns that union registrations were rejected on quite spurious grounds and that the process did not take place to any consistent or transparent criteria.

The very low rate of trade union membership is only one dimension of the weakness of social dialogue and collective bargaining in Bangladesh. The current societal perception that trade union activities are not strong in Bangladesh reflects both quantitative and qualitative dimensions of weaknesses in the social dialogue process. The capacity of some of the trade unions is often limited both in the sphere of influencing the media and in the policy making related to their interest. In this respect, the employers’ organizations obviously have greater

advantage. In some cases, employers are not be sensitive to the fact that trade unions and social dialogue can enhance better work environment, environmental sustainability and reduced pollution and increased productivity. Social dialogue requires trust in trade unions as well as the overall philosophy of collective bargaining. The present situation of collective bargaining has been identified as very infrequent and not so satisfactory.³

Another challenge is that the labour courts lack the capacity to handle/resolve complaints.

Although the core conventions related to Freedom of Association and Collective Bargaining, equal remuneration and anti-discrimination have been ratified, in addition to the country's international commitments and obligations, the practical situation demonstrates that gender differential of wages and other forms of inequity in the labour market continues. Implementation of the ratified Conventions therefore, requires closer attention in the present DWCP.

Social Dialogue is equally important for Climate Change adaptation and protection strategies as well as for a just transition to greener economic growth. The Trade Union Confederation (TUC Aid) has agreed to fund a project run by the Bangladesh Occupational Safety, Health and Environment (BOSHE) Foundation to raise awareness of 'just transition', the idea that the transition to a low or no carbon economy must be based on principles of social justice and involvement of trade unions.

2.3.4 Social protection

Social protection as a dominant strategy for accelerated poverty reduction has featured in a number of important policy documents including National Social Security Strategy (NSSS) 2015, Seventh Five Year Plan of Bangladesh 2016-2020 and National Labour Policy of 2012. NSSS (2015) provides suggestions for comprehensive schemes of social protection and some injury insurances, like exploring possibilities of providing unemployment, sickness, maternity and accidental insurance as a part of the National Social Insurance Scheme (NSIS), establishing a National Social Insurance Scheme (NSIS) to be managed under the Insurance Development & Regulatory Authority (IDRA).

Pension System for the Elderly Proposed in the Seventh Plan is:

The government promotes the growth of private and employment-based pensions as the 'voluntary tier (P 71, NSS 2015)'.

Some of the proposed schemes require contributions from employers as well as employees. More emphasis on stakeholder consultations is required so that implementable solutions for the private sectors can be worked out. The implementation strategies and funding options deserve more attention than the general remarks in the two policy documents. At the same time, the role of the trade unions needs to be strengthened for greater access by vulnerable workers to currently available workers' welfare funds and group insurance schemes of the Government.

³ Many participants, especially the trade union leaders and workers' representatives reiterated these issues at the tripartite consultation to discuss the study report.

Social Protection is also a powerful tool to protect against climate disasters and climate change. Bangladesh's National Adaptation Programme of Action (NAPA) includes pro-poor safety nets as one of the key focus areas (NAPA 2009).

Challenges: Although the coverage of safety net is rising and it has contributed to poverty reduction, a number of problems in the implementation and planning of such social protection can limit the impact of these programmes. The explicit protection of climate affected population is a challenge.

Most of the proposals, especially the new ones are in an exploratory stage. More concrete programmes for NSIS, private voluntary pension, unemployment insurance etc. need to be proposed and implementation process must be chalked out. Uncertainties about whether the increased budgetary allocation will be realized cannot be ruled out.

Migration practices and social protection

Overseas employment has been a significant positive feature in Bangladesh economy. During the last one and half decades this has not only served as a source of employment but also contributed to the foreign exchange reserve through accelerated remittance inflow. Foreign exchange earnings from remittances have been continuously rising. It was 11,084 and 15,270 million US\$ in 2010 and 2015 which reflects 9.5% and 7.9% of total GDP in these two years respectively. A special feature of overseas employment is that the number of women migrating has been rising fast during the last decade. The numbers of female migrants were 0.027 and 0.076 million in 2010 and 2015 respectively while the number of male migrants were 0.364 and 0.48 million.

Overseas employment as part of Decent Work requires that the overseas job seekers have a choice and are not compelled to migrate due to push factors arising from lack of domestic job opportunities or climate disasters, flooding etc. Growth of regular paid jobs in the country's economy can reduce overdependence on overseas employment. Moreover, many overseas job seekers return home after getting ill. Nearly 23% of migrants return to Bangladesh due to sickness while 6% return permanently every year from abroad. Ensuring a proper rehabilitation strategy is an important step. Social protection measures for the migrants which could take care of such unforeseen problems as well as other hazards linked to migration are inadequate and must be improved.

Migrant workers from Bangladesh remain vulnerable to exploitation by recruiting agents, and employers. Considering this, NSDC and TVET activities should be strengthened to include and prepare a large number of would be migrants' for their journey abroad. The biggest challenge of managing migration is to ensure pre-departure training for a large number of migrants who are illiterate. Separate training modules shall be designed for construction workers and for domestic workers so that they are conversant with both language and equipment at work.

Reduction of child labour and elimination of hazardous child labour

Elimination of hazardous child labour or the worst forms of child labour is one of the goals of the government. During the last two decades, Bangladesh has taken steps in these directions in collaboration with development partners, including the ILO. Laws have been enacted to reduce child labour.

Bangladesh has ratified the ILO Convention for Elimination of Worst Forms of Child Labour (C 182). But it has not ratified the 'Minimum Age Convention (C 138). Bangladesh Labour Law has adopted provisions for penalties against those who engage children in worst forms of labour or in child trafficking. Capacities of relevant government department have been enhanced for ensuring proper application of these laws. Concrete data on whether child trafficking cases have been filed or prosecutions have been implemented are unavailable.

Data on child labour, from the 'National Child Labour Survey, 2013' shows that the number of child labourers stood at 1.70 million among whom 1.28 million were engaged in hazardous work. The number of child labourers has gone through a decline. Among those in hazardous child labour, 0.50 million are female, and 0.78 million are male. Among total child labourers, 0.75 million are female and 0.95 million are male.

The number of child labourers in hazardous work has remained more or less same during 2003-2013. A higher share (65%) of children engaged in hazardous labour are in paid employment and losing the child workers would be considered as a net economic loss by the employers. Therefore this can be reduced only through more effective inspection and imposition of penalties through strict enforcement of laws and provision of social protection for the child laborers who get released from employment.

2.4 Past Bangladesh DWCPs: 2006-2009, 2012-2015

The experience of earlier DWCPs can provide valuable insights into the development of the new DWCP. The present DWCP is based on the challenges identified and work carried out in the DWCP 2006-09 and DWCP 2012-15.

DWCP 2006-09

The first DWCP identified the following challenges at the beginning: low growth of real wages, which has been associated with inadequate employment opportunities, pervasive gender inequality, persistent child labour employment and inadequate trade union rights (ILO, 2012). The first DWCP achieved success in some of these areas which can be conducive to progress in terms of Decent Work goals in the next phase. The most important success was sensitizing all stakeholders about Decent Work goals, and about the need for adoption of policies and institutional improvements for skills development. Greater awareness about rights at work, international labour standards and the role of social dialogue also created an environment for adoption of better regulatory framework by the government.

Nonetheless, challenges in some major aspects of labour market functioning and Decent Work goals remained and DWCP 2012-15 highlighted the following as the Decent Work challenges faced in the initial year (2012):

- a) Growth of new jobs, especially for youth labour force,
- b) Raising productivity of employment through skills development,

- c) Progress in ensuring fundamental principles and rights at workplace and promotion of social dialogue,
- d) Elimination of discrimination and inequality.

DWCP 2012-2015

DWCP 2012-2015 adopted priorities to overcome the above challenges. DWCP 2012-15 was effective in steering improvements in the workplace conditions in RMG factory premises through developing a mechanism for tripartite monitoring of labour laws, implementing OSH rules and by developing capacity of the Department of Labour (DOL) and Department of Inspection of Factories and Establishments (DIFE).

ILO used the last DWCP activities to developed capacities of labour leaders, factory owners' associations (BGMEA and BKMEA), DIFE and DOL to improve compliance under the labour rules and labour law. It was an efficient approach to promote decent working conditions in Bangladesh.

The DWCP 2012-15 was able to improve and expand the role of ILO in Bangladesh and promoted the cause of developing Decent Work conditions in workplaces in both formal and informal sectors. Inclusion of the construction sector through the 'Way out of Informality' project and the ILO project to remove child labor from hazardous conditions of work are examples in this regard.

In addition, DWCP activities were supported by several other development partners including DFID, US Department of Labor, Governments of Canada and Japan for promoting these activities. It was therefore implemented efficiently to supplement existing efforts. Although there has been progress in these areas, unfulfilled or partially/ unfulfilled outcomes remain and some of these have been highlighted in the DWCP review (Haque 2015).

Challenges related to employment, productivity and skills:

To absorb the growing labour force, the country needs a higher rate of employment growth. A high share of informal employment and low productive self-employment needs to be replaced by more formal employment with higher productivity. This should be accompanied by improvement in the OSH situation and working conditions.

A major challenge of the manufacturing sectors in Bangladesh is to improve the skills of workers. Unless this takes place, productivity growth and wage enhancement will remain a challenge for this sector. Under these circumstances, emphasis on formalizing vocational education is a good strategy.

Alignment of TVET training modules with the needs of industry in order to make TVET training more relevant remains critical.

Many TVET qualifications cannot be merged with other formal qualifications such as SSC, HSC, and higher studies.

Challenges for migration

Migrant workers from Bangladesh remain vulnerable to exploitation by recruiting agents, and employers. Considering this, NSDC and TVET activities should be strengthened to include and prepare a large number of would be migrants' for their journey abroad.

The biggest challenge of managing migration is to ensure pre-departure training for a large number of migrants who are illiterate. Separate training modules should be designed for construction workers and for domestic workers so that they are conversant with both language and equipment at work.

Nearly 23% of the migrants return to Bangladesh due to sickness while 6% return permanently every year from abroad. Ensuring a proper rehabilitation strategy is an important step.

Challenges for international labour standards

The challenges in these cases are to ensure that media, civil society and also the Members of Parliament are aware of the benefits of ratification of ILO conventions.

It is important that Bangladesh ratifies ILO conventions to prevent and punish trafficking in persons, especially women and children (Haque 2015).

2.5 UN Framework: UNDAF 2017-20 for Bangladesh

On 2 November 2016, the United Nations System in Bangladesh signed the United Nations Development Assistance Framework (UNDAF) 2017 – 2020, with the Government of Bangladesh, pledging US\$ 1.2 Billion for the next four years. The UNDAF reaffirms the UN's stance on promoting progress that influences people-centric development, especially for those who are the most vulnerable; protection and sustainable management of environment as well as combating the impacts of climate change; and economic and social prosperity that is inclusive to all people of Bangladesh. UNDAF 2017-2020 begins from January 2017. This UNDAF is closely aligned with Bangladesh's Vision 2021, the 7th Five-Year Plan, and SDGs.

UNDAF (2017-2020) for Bangladesh envisages outcome levels which align the national priorities and recently adopted SDGs. UNDAF is expected to strategize the role of the UN system to contribute to the creation of an enabling environment for sustainable development of Bangladesh which will be guided by national priorities presented in the 7FYP. In fact, SDGs were adopted when 7FYP was almost finalized and thus the national plan document could not fully adopt a phased plan for implementing SDGs as core priorities of the 7FYP. The present DWCP can contribute to this process through aligning itself with the UNDAF outcomes, SDGs and keeping in view the 7FYP goals.

The core outcomes of the present UNDAF are:

Outcome area one: People

‘All people have equal rights, access and opportunities’

Outcome area two: Planet

‘Sustainable and resilient environment’

Outcome area three: Prosperity

‘Inclusive and shared economic growth’

Implementation of Outcome one involves a common focus on ‘people’ and particularly the most vulnerable groups and addresses issues of disparity between geographical regions and groups of population in terms of access to skills and capacity as well as financial resources. Outcome two focuses on balanced and sustainable environmental imperatives so that economic growth and prosperity (included in Outcome 3) are not at the cost of the ‘Planet’. These are in the background for the choice of DWCP priorities and outcomes which have been listed in Box 1. The details of the linkages of the outcomes with national policy documents as well as UNDAF have been shown in Figure 2.

Section 3. Priorities and Outcomes of DWCP 2017-2020

Adoption of priorities and outcomes of the DWCP has been based on the identification of challenges and keeping in mind the four areas of Decent Work. The priorities have been presented below in Box 1.

Box 1: DWCP 2017-20: Priorities and Outcomes

Country Priority 1:	<i>Effective employment policies to enhance employability through skills development including for green growth</i>
Outcomes:	
<i>DWCP Outcome 1.1:</i> Bangladesh jobs strategy formulated for skills development and job creation with higher productivity and in green industries especially for young men and women.	
<i>DWCP Outcome 1.2:</i> Promoted accessibility of TVET system, aligned with National Skill Development Policy (NSDP) especially for women, disadvantaged groups, people with disability and ethnic groups and in view of introducing skills in emerging technology for climate resilient green growth.	
Country Priority 2:	<i>Promotion of safe and clean working environment for all workers and in compliance with core International labour standards</i>
Outcomes:	
<i>DWCP Outcome 2.1:</i> International Labour Standards (ILS) especially the eight core conventions are promoted and constituents’ capacity enhanced for their better implementation.	
<i>DWCP Outcome 2.2:</i> Implementation of policies, laws and programmes promoted to ensure occupational safety to improve working conditions and ensure a just transition to climate resilient and green economy through the application of ILO Just Transition Guidelines.	
Country Priority 3:	<i>Promotion of fundamental principles and rights at work through social dialogue and tripartism</i>
Outcomes :	
<i>DWCP Outcome 3.1:</i> Employers’ and workers’ organizations’ capacity developed to strengthen freedom of association, collective bargaining and sound industrial relations.	
<i>DWCP Outcome 3.2:</i> Capacity of labour administration enhanced leading to good governance in labour market.	
Country Priority 4:	<i>Promotion of social protection for all workers and vulnerable groups including against climate change</i>
Outcomes:	
<i>DWCP Outcome 4.1:</i> Employment injury social protection scheme for select sectors developed and implemented.	
<i>DWCP Outcome 4.2:</i> Laws and policies for protection of migrant workers, domestic workers, child labourers and indigenous workers developed and implemented.	

3.1 Country Priority 1 - *Effective employment policies to enhance employability through skill development including for green growth*

Policies for employment growth are at the forefront of the planning process of the Government of Bangladesh. There cannot be any doubt about the pivotal role of such policies for both social development and economic growth, which are the major objectives of the government. If employment growth is linked to greening industries and climate change resilience, then a triple win for sustainable social and economic development can be achieved. Employment policy and employability are interlinked and are the major routes through which the GOB and development partners can influence economic growth in a market economy. This priority was adopted in the earlier DWCP (2012-15) as well. But slow employment growth and low productivity continues to be major challenges facing the country and therefore a focus on this priority in the present DWCP is called for.

DWCP Outcome 1.1: Bangladesh jobs strategy formulated for skills development and job creation with higher productivity and in green industries especially for young men and women.

Rationale

The first outcome under this priority, namely progress towards a 'Bangladesh jobs strategy' is expected to incorporate the formulation of strategies for job creation which will involve structural transformation of the economy with a focus on transitioning to greener growth industries. This will ensure progress in line with ILO Convention 122 which emphasizes the need for an employment policy.

Policies for investment in diversified sectors and regions including green and greening industries, will be essential components of the employment growth strategy. The strategy will attempt to maximise the scope of creating 'green jobs'.

The strategy is expected to focus on raising labour force participation of women and on creating employment for them, as well as to suggest ways of creating enabling environment, both physical and social, so that they can access these employment opportunities. Anti-discrimination aspects will be essential elements focused on by the strategy.

Strategy

Bangladesh has formulated labour laws and labour policy. ILO has already provided comments and inputs during the process of enactment of the laws. Government is willing to formulate the "Jobs Strategy". ILO will complement the ongoing work of the government and provide technical inputs. It will also work towards enhancing capacity of its constituents to provide inputs to the jobs strategy for achieving the decent work goals. For this purpose, consultations will be held with all stakeholders to further their understanding of the impact of the proposed strategies.

DWCP Outcome 1.2: Promoted accessibility of TVET system, aligned with National Skill Development Policy (NSDP) especially for women, disadvantaged groups, people with

disabilities and ethnic groups and in view of introducing skills in emerging technologies for climate resilient green growth. Enhancement of productivity and employability through skills development including for emerging green industries and climate smart agriculture is of overriding importance and therefore TVET related issues are posted as a separate outcome under this priority.⁴ The outcome highlights access to TVET by women, disadvantaged groups and indigenous people.

Rationale

This outcome, implants equality, social justice and environmental sustainability into the priority of employment which would otherwise be solely growth oriented. However, mere access to TVET is not sufficient. Quality of skills imparted is equally important. Growth of employment with higher productivity leads to inclusiveness of growth resulting in poverty reduction. This is expected because higher productivity is likely to exert a positive influence on real wages. The analysis of challenges in the previous section has mentioned that during the last 3-4 years, real wages have been stagnating. Growth of real wages not only results in direct poverty reduction but will also have a positive impact on aggregate demand which in turn will boost economic growth and can produce a multiplier effect on reduction of inequality and poverty. This link provides support to SDG 10 which focuses on wages. In contrast, jobless growth, as is observed in some sectors, can aggravate the challenges of unemployment (ADB & ILO 2016). Labour market transition should also address the current challenge of overriding informality. About 87% employment is informal and therefore strategies for movement towards formal contracts and increased formalisation of the economy deserve priority attention.

The 7FYP focuses on employment growth as the development goal. Priorities which can lead to employment generation with rising productivity must be correctly chosen because growth of more productive employment can lead to growth of wages and earnings, essential for 'decent employment' and as emphasized in SDG10. This concern makes the choice of skills development pertinent.

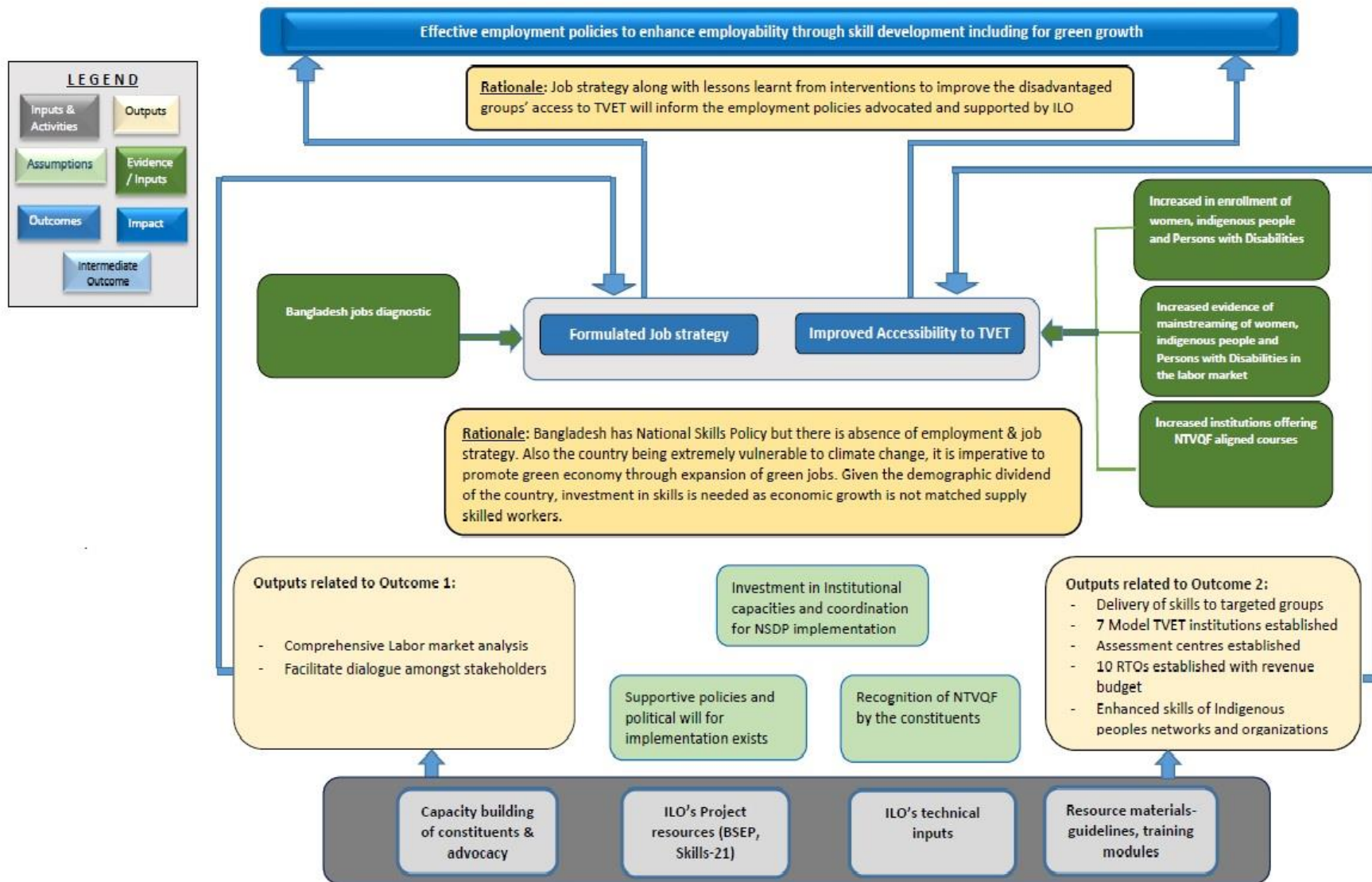
Strategy

7FYP identifies skills constraints as a major challenge faced by Bangladesh which leads to low labour productivity and as an obstacle to acceleration of GDP growth. The 7FYP observes that "For skill formation, a major challenge is to raise the quality of education at all levels as well as to increase enrolment at secondary and tertiary levels. Serious efforts are needed to upgrade the capacity to deliver technical and vocational education and skill training" (7FYP, P41). The Government of Bangladesh has already adopted the National Skills Development Policy, 2015 which is in line with ILO Convention 142.

ILO has been providing inputs in this context through various projects. At present the Canadian funded Bangladesh Skills for Employment project is working towards improvement of quality and relevance of skill training.

⁴Skill development is a more general concept than TVET. However, in the present context TVET constitutes the major segment of skill development.

Theory of Change



3.2 Country Priority 2 - *Promotion of safe and clean working environment for all workers and in compliance with core international labour standards*

Priority 2 is related to 'compliance', including a safe and clean working environment and compliance with International Labour Standards. It brings to the forefront the quality dimensions of Decent Work. It also has relevance for employment growth, although more indirectly. Compliance can act favorably in capturing market for exports, as has been exemplified by the country's RMG export to EU markets.

DWCP Outcome 2.1: International Labour Standards (ILS) especially the eight core conventions are promoted and constituents' capacity enhanced for their better implementation.

Rationale

This outcome has special relevance in the present DWCP because of the recent course of events which dictate emphasis on workplace safety. DWCP Outcome 2.1 is in line with ILO Convention 155 and its ratification can strengthen OSH achievements.

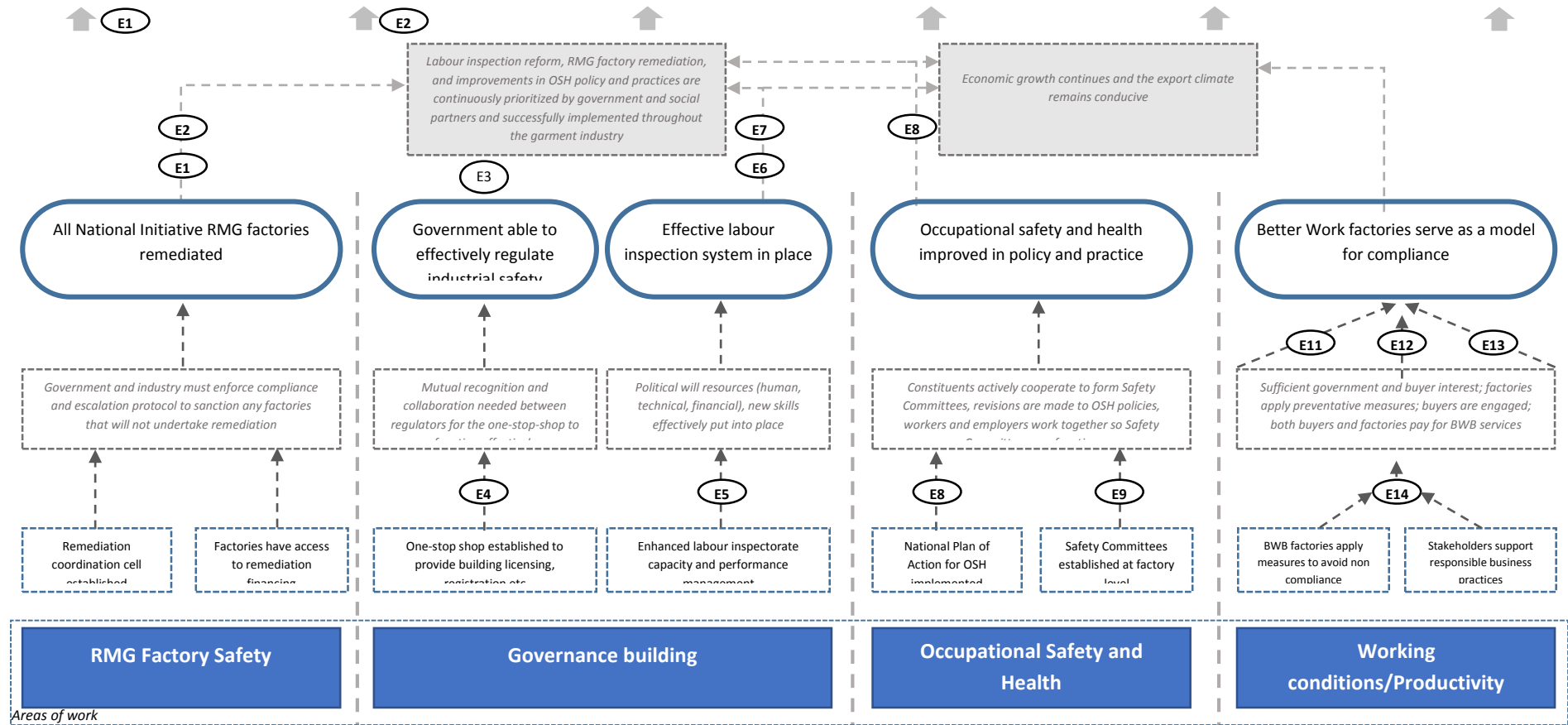
Although detailed data on all sectors are not available, major accidents in RMG factories and a large number of fatal injuries in construction sector has shocked the nation. During the last few years efforts have been ongoing for improvement of Occupational Safety and Health. Meanwhile, as shown by the PaCT programme, the promotion of greening factories significantly reduces the loss of working days due to illness and improves workers health. These efforts can culminate into a logical end result if they receive adequate attention in the present DWCP.

Strategy

The overall efforts to strengthen the capacities of government and other constituents to address Occupational Safety and Health includes labour inspectorate reform and assisting DIFE to establish effective data and information collection capabilities such as: 1) OSH experts' database, 2) Safety Committee database and 3). Accident and Injury Reporting. When completed, these initiatives will allow collecting, analyzing and reporting on accidents and injuries by sector, geographical areas and clusters so that more targeted safety and health initiatives can be developed.

Theory of Change

Safe and decent working conditions contribute to improved competitiveness in the garment and other sectors in Bangladesh



E1	There is a high degree of internalization of the results and related processes by MOLE/DIFE and extensive plans have been developed for further institutional strengthening, capacity building and the establishment of the RCC (RMGP Final Evaluation – draft note (unpublished))	E8	The implementation of the National Action Plan on OSH enables a comprehensive OSH system to build and maintain an OSH preventive culture. The key to achieving effective improvements is the involvement of the social partners and other stakeholders (ILO: Promotional framework for occupational safety and health, Report IV(1), ILC 93rd Session, 2005)
E2	Safe workplaces and compliance with remediation requirements ensure that workers are less likely to be exposed to fires, building collapses, or other industrial accidents such as the Rana Plaza (2013) or the Tazreen Fire (2012), that can be prevented with reasonable health and safety measures (baseline on this needs to be established).	E9	Representation from workers and management creates a system to identify and rectify the presence of OSH hazards and provides a mechanism to cooperate and consult on keeping the workplace safe. (ILO: 2009 General Survey on occupational safety and health).
E3	Overall ownership has been very high from the beginning in MOLE and especially in DIFE. (RMGP Final Evaluation – draft note (unpublished))	E10	The first phase progressed well with the series of training initiatives and the preparation of OSH kits and manuals for pilot testing in selected factories and it is expected that through OSH committees, there will be a significant push for improvement in safety and working conditions. (RMGP MTR 2015)
E4	An integrated system and coordination between regulatory authorities ensure that all issues fall within the responsibility of one labour inspection system and can be addressed through joint work of a multi-disciplinary team (ILO: Evidence of good practices in Labour Inspection, Sri Lanka, 2012).	E11	Higher compliance levels improve the life satisfaction and wellbeing of workers. In particular, workers report higher levels of life satisfaction and wellbeing if they work in factories that comply with laws regarding child labour, discrimination and forced labour (World Bank: Interview, How the Better Work Program Improves Job and Life Quality in the Apparel Sector, 2015).
E5	The compilation of accurate and relevant statistics and their proper analysis is a vital means of developing and improving a coherent and effective national policy, including through a necessary periodic review (ILO: Working together to promote a safe and healthy working environment, 2017).	E12	A growing body of research shows that compliance with international labour standards often accompanies improvements in productivity and economic performance (World Bank: World Development Report 2005: a better investment climate for everyone).
E6	A growing body of research shows that compliance with international labour standards often accompanies improvements in productivity and economic performance (World Bank: World Development Report 2005: a better investment climate for everyone).	E13	Independent research and impact assessment data (ILO/Tufts University: Progress and potential: How Better Work is improving garment workers' lives and boosting factory competitiveness: A summary of an independent assessment of the Better Work programme, 2016) demonstrate that in-factory work improve compliance with ILO core labour standards and national legislation, which translate into greater worker wellbeing, with a clear impact on productivity and profitability, and ultimately improved competitiveness in the garment industry.
E7	A strong institutional framework that supports and oversees the application of the law, as well as capacity and participation of social partners, are the basis to sustainably improve the working conditions and well-being of the workers in the garment industry and beyond.	E14	Cost recovery through revenue income from factory and buyer fees is projected to increase gradually throughout Phase 2. From Better Work country programmes having been operational for a longer time, the Programme has data showing that cost recovery grows as the scale of operation increases. BW Indonesia is operational since 2011 and has a cost recovery of 64%. BW Vietnam is operational since 2009 with a cost recovery rate of 70%. Better Factories Cambodia is operational since 2001 with a cost recovery of 85%. In Bangladesh, the cost recovery was 24% during 2016.

DWCP Outcome 2.2: Implementation of policies, laws and programmes promoted to ensure occupational safety to improve working conditions and ensure a just transition to climate resilient and green economy through the application of ILO Just Transition Guidelines.

Rationale

In the context of ILS, Bangladesh has made progress in terms of ratification of core conventions. But the implementation and reporting capacities require further strengthening. ILO will facilitate creating an environment for enhanced understanding so Government of Bangladesh could take necessary measures to towards ratification of remaining ILO core convention.

Strategy

Stronger institutions require the tripartite constituents' capacity enhancement which can support the creation of a new labour institution to extend beyond garment sector work.

3.3 Country Priority 3 - *Promotion of fundamental principles and rights at work through social dialogue and tripartism*

Listed as priority 3, social dialogue has its rationale rooted in the history of weaknesses in the process. Instances of major industrial unrest during the last decade reflect such weakness. Labour unrest has periodically flared up in the RMG industry but has also occurred in other sectors. Demands for wage increases and complaints about the working environment were often at the root of these protests. A congenial industrial environment achieved through social dialogue can reduce losses occurring through unrest and can lead to enhanced social justice. In fact, the lack of a smooth wage setting process involving all stakeholders resulted in the absence of gradual increases of real wages. Wage setting based on collective bargaining will be able to ensure decent wages and reduced inequality of earnings as envisaged in SDG 10. Therefore development of "Social Dialogue" needs to be adopted as a priority.

DWCP Outcome 3.1: Employers' and Workers' organizations' capacity developed to strengthen freedom of association, collective bargaining and sound industrial relations.

Rationale

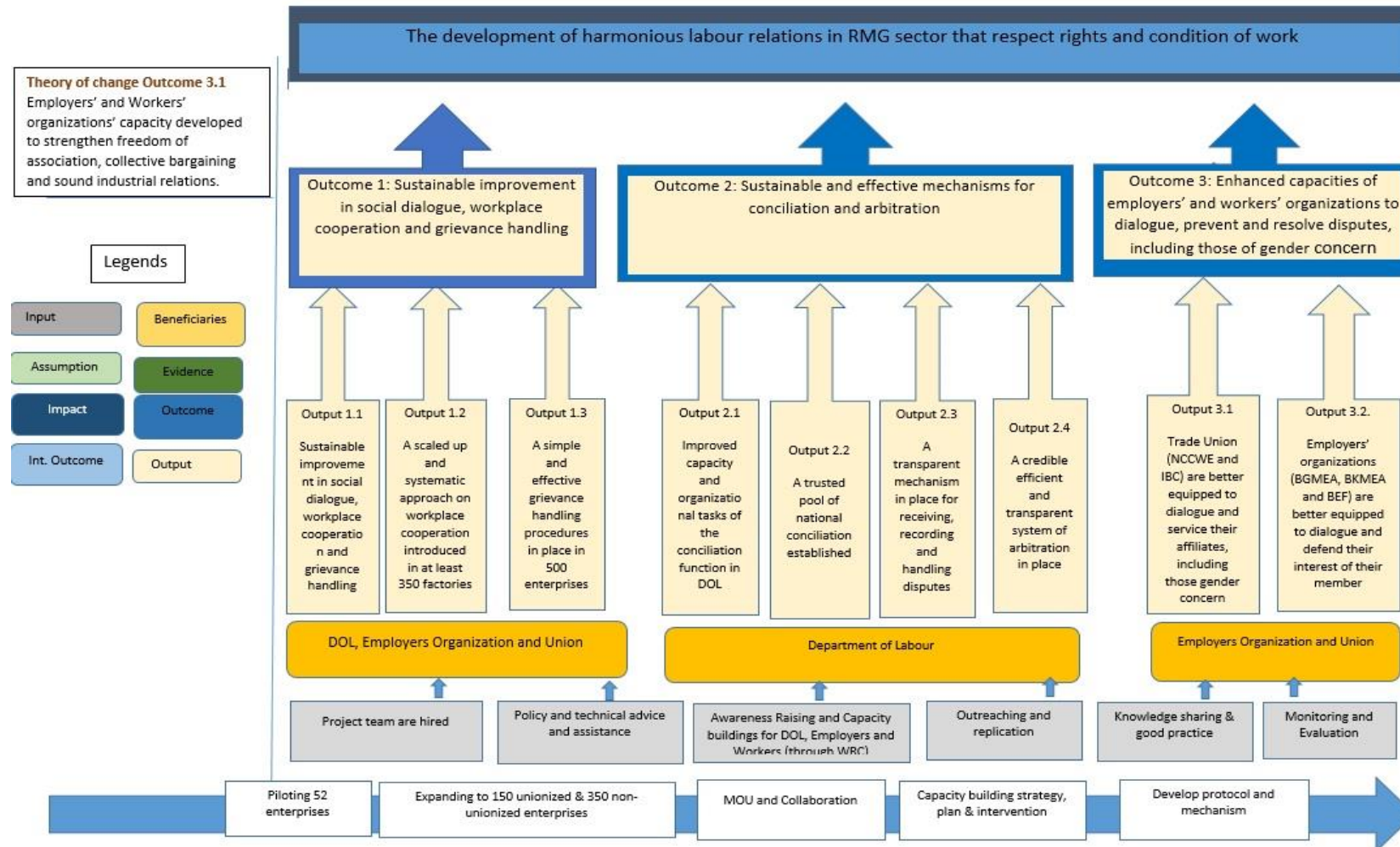
This requires the outcomes that both workers' and employers' organizations go through capacity enhancement. GOB's capacity development for better labour market governance can also contribute to the process. Overall, this can contribute to not only social justice and equity but also to sustained growth of formal sector employment and productivity and can lead to a commensurate rise in real wages.

Strategy

In an environment in which challenges exist to Freedom of Association and Collective Bargaining it will take time to make them better understood and effectively implemented. There is a need to create the understanding and appreciation of better work place relations between employees and management. Development of owners, supervisory staff in the RMG sector and their awareness about the role of social dialogue can be important in the context of improving work place cooperation.

OSH related improvements require capacity development for collection of OSH data and its use by stakeholders. Cooperation and support from partners will focus on increasing knowledge and awareness about OSH, strengthening capacities for enforcement and reporting practices. Provisions of labour law have to be enforced. Training of workers, unions and others have already been initiated and will need to be strengthened in future. Informal sector employers should also be made responsible for adherence with OSH norms.

Theory of Change



DWCP Outcome 3.2: Capacity of labour administration enhanced leading to good governance in labour market

Rationale

Bureaucratic procedures for the registration of trade unions led to delays and rejection of trade union registration applications. Noting many allegations from trade unions about anti-union discrimination, a High level Tripartite Mission April 2016 considered that it is essential to continue the capacity building within the GOB, especially of labour officers. Other recommendations included creation of a public database to track unfair labour practice complaints and steps taken to address them.

Strategy

Capacity building is not a sufficient condition for achieving effective social dialogue. It requires political will on the part of government, employers and trade unions as well as congenial legal provisions. In this context, comments of Committee on the Application of Standards (CAS), Report of the Committee of Experts on the Application of Conventions and Recommendations (CEACR) and High level Tripartite Mission are worth quoting.

‘Report of the High-level Tripartite Mission to Bangladesh’ (Dhaka, 17-20 April 2016), which was a follow-up of the decisions of the Committee on the Application of Standards (CAS) at the 104th ILC (2015) arrived at a number of conclusions regarding steps for improved social dialogue which may constitute an important strategy for CPO 3.2. “The mission considered that standard operation procedures could be devised to render the (trade union) registration process a simple formal requirement, not subjected to discretionary authority.” The mission noted that ‘obstacles can be created by the 30 per cent minimum membership requirement’. This mission held discussions with all stakeholders. The employers’ representatives’ view was that the 30% minimum membership requirement for registration prevents trade union proliferation which could weaken trade unions.

3.4 Country Priority 4 - *Promotion of social protection for all workers and vulnerable groups including against climate change*

DWCP Outcome 4.1: Employment injury social protection schemes for select sectors developed and implemented

Rationale

CPO 4.1 focuses on “Social Protection”, which is expected to contribute to a just society and peace by focusing on people. Social protection in the form of compensation for work related injury, retirement benefits etc., is extended and people protected against external shocks such as Climate Change. Compensation for work related accidents is covered by ILO Convention 121.

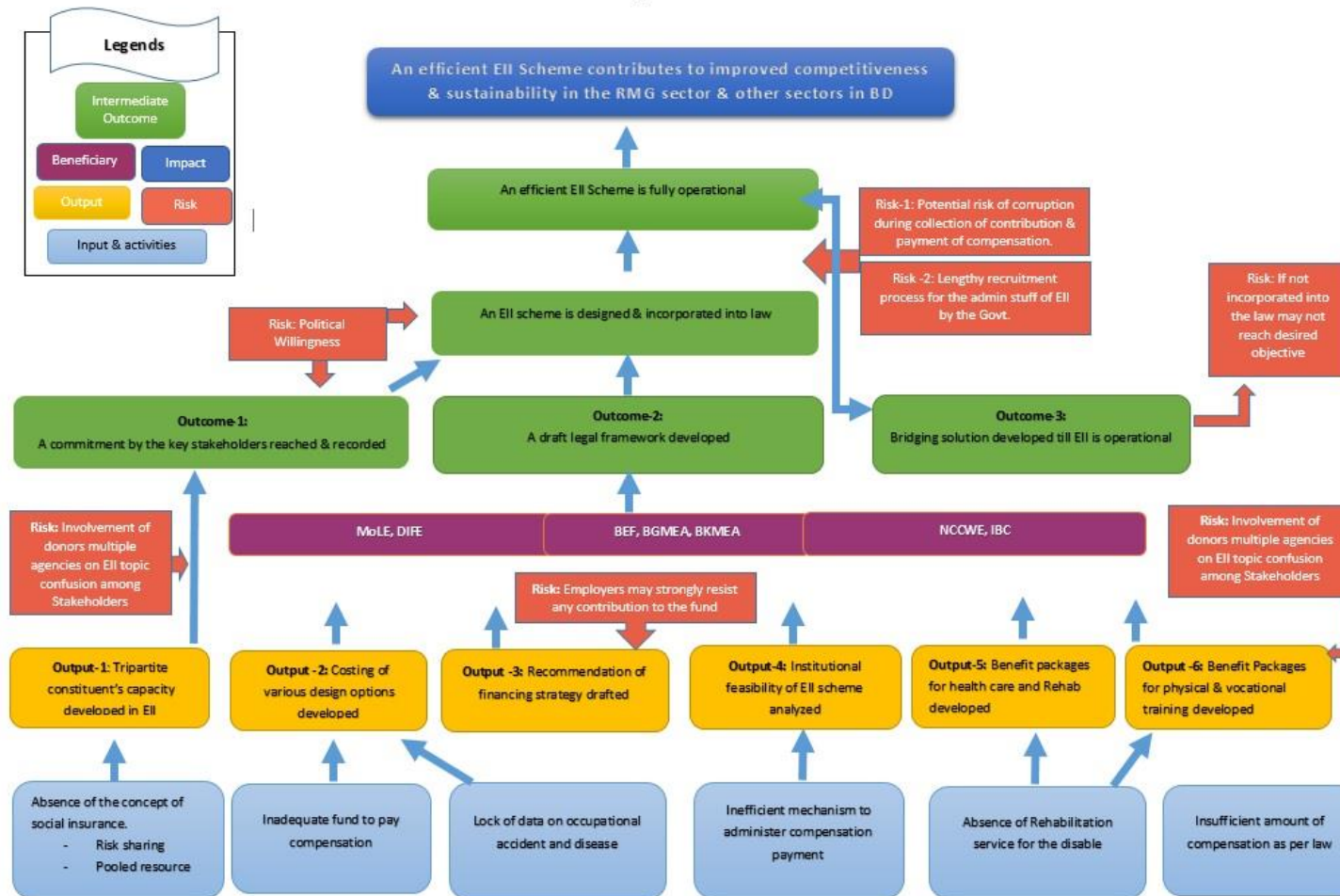
Strategy

Bangladesh has been implementing social protection for workers at a limited scale, confined mainly to public sector and formal workers. This needs to be expanded to cover more selected sectors.

Support from ILO will include technical and legal assistance to design the employment injury insurance scheme. Options for financing the scheme and development of an institutional framework for implementing need to be developed. A few selected sectors, especially RMG and other accident prone sectors may be chosen in the initial stage. Some of these are being covered by ILO projects in the country and this may create scope for complementary inputs

Theory of Change:

Outcome 4.1 Employment injury social protection schemes for select sectors developed and implemented.



DWCP Outcome 4.2: Laws and policies for protection of migrant workers, domestic workers, child labourers and indigenous workers developed and implemented.

Rationale

GOB aspires to extend social protection to private sectors and migrant workers, child labourers and other disadvantaged groups. Social protection can provide a tool for ensuring freedom of child labourers and other groups under obligatory work and for various anti-discrimination steps. GOB has adopted a Social Security Strategy Paper (2015). Its implementation can be accelerated through adoption of this priority in the present DWCP.

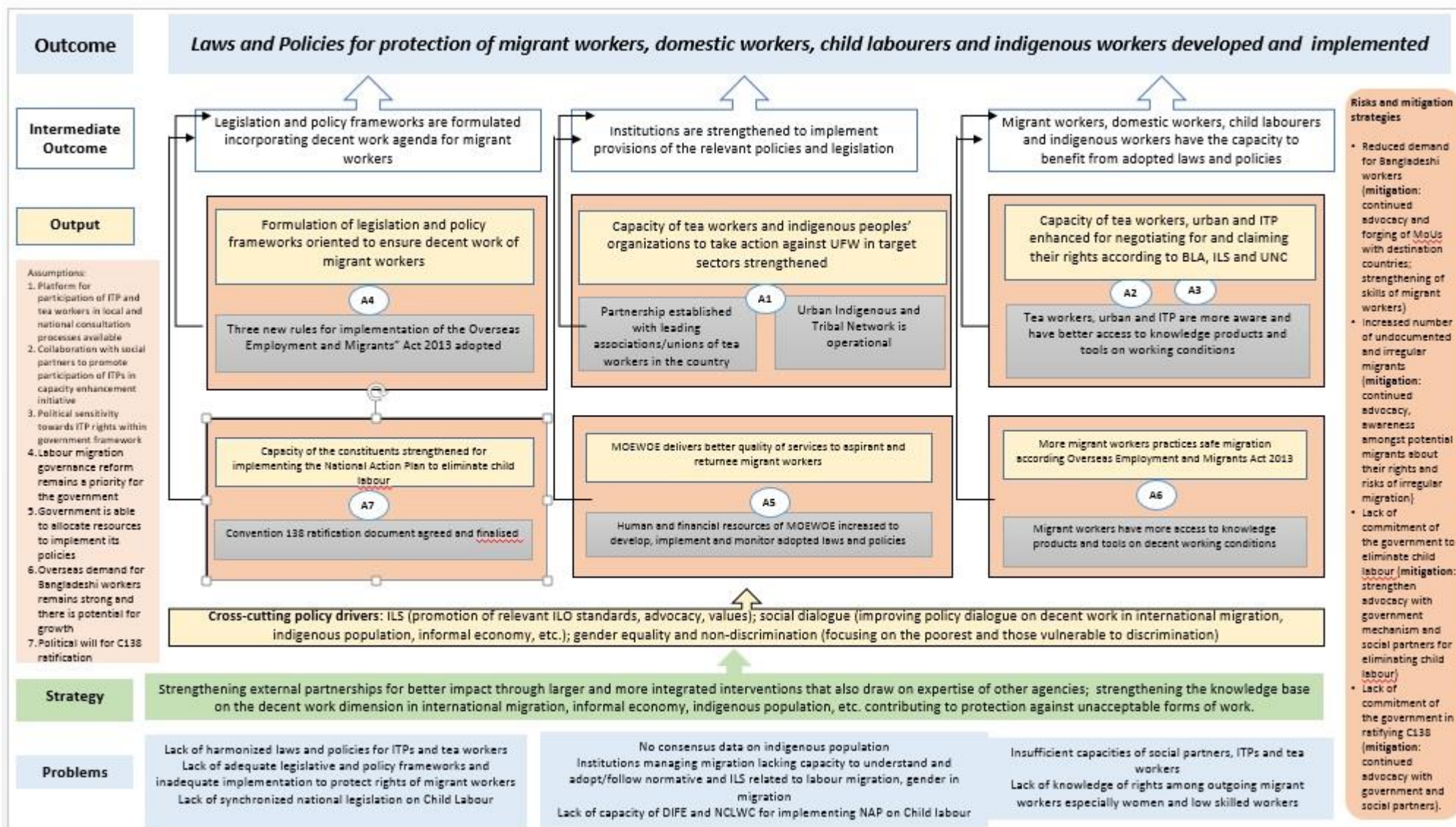
Strategy

Bangladesh has been working for the last two decades towards the reduction of child labour. ILO has been providing assistance through projects aimed at both the policy and implementation levels. This is expected to continue until complete elimination of hazardous child labour is achieved by the accepted target deadline. Social protection measures to help achieve this end and also to eliminate other forms of unacceptable work will be initiated.

Strengthening legal frameworks to protect vulnerable workers, especially workers covered under ILO Convention 107 and Domestic workers in line with International Labour standards

The achievement of goals and outcomes will take place by pursuing targets of selected indicators relevant for each outcome. The list of such targets has been placed as an appendix table ANNEX 2: DWCP RESULTS MATRIX. The targets may be pragmatically modified as the country progresses with the implementation of the DWCP.

Theory of Change



Section 4. Implementation, management, monitoring, reporting and evaluation arrangement

4.1 Implementation and performance monitoring arrangements

From the outset it should be emphasized that the implementation of the DWCP will be based on ‘partnership’ among the tripartite constituents and the ILO Country Office. The partnership extends from the formulation stage to implementation and funding.

Tripartite constituents have been consulted during the country situation analysis and review of the DWCP 2012-2015 and final versions of the country situation analysis and review have been shared with constituents and finalized. Consultations have been held for identifying the DWCP priorities for drafting of the DWCP. National ownership of the DWCP is expected to create enthusiasm for its implementation. However, this is not sufficient for its success. Implementation of the agenda requires adoption of coherent strategies by national institutions and international partners. The implementation strategy of the present DWCP will be intertwined with implementation of the 2030 Agenda. While the latter is ‘comprehensive, complex and challenging’, a phased approach has to be adopted to make it feasible and practically achievable within a given time frame. The DWCP adoption forms part of this such a pragmatic approach. The strategizing of the achievement of DWCP outcomes will therefore be incorporated as a national priority and part of government commitments to implement the SDGs. The data gap and availability of baseline will be a major challenge in the implementation of the DWCP. Government of Bangladesh is working actively on data gap analysis of the SDG indicators in Bangladesh, and the UNCT is actively involved in collection for UNDAF indicators as well as available data for the 7th 5YRP implementation. DWCP implementation will need to incorporate on the available the data to minimize the data gap identified.

The priorities and outcomes can be achieved through well-coordinated implementation which will be possible through the participation of all stakeholders in the process. While the ILO Country Office will play an important role, cooperation of the tripartite constituents will provide the key to implementation success. Within the government, the Ministry of Labour and Employment (MOLE) remains ILO’s counterpart on labour issues and will be (and has been) the lead ministry for implementing projects and programmes. Current ILO TC projects as well as certain new ones which will be mobilized during the life of the DWCP will play critical roles in achieving the outcomes of the current DWCP.

These TC projects (some of which are being carried out in partnership with other international organisations) include “Application of Migration Policy for Decent Work for Migrant Workers” supported by the Swiss Development Cooperation (SDC), “Promoting Social Dialogue and Harmonious Industrial Relations in the Bangladesh RMG Industry” funded by Governments of Sweden and Denmark, the “EU Sustainability Compact” “Bangladesh Skills for Employment and Productivity funded by Canada”, Skills 21 funded by European Union “Improving working conditions in the Ready Made Garments Sector in Bangladesh with support support from Canada, the Netherlands and the United Kingdom”, “Implementation of the National Employment Insurance Scheme of Bangladesh supported by Germany” etc. MOLE will review the outcomes of the DWCP for tasks related to ratification of ILO Conventions and relevant reporting

processes. The Bangladesh Employers' Federation (BEF) and National Coordination Committee for Workers' Education (NCCWE) are the other constituents who will also play an important role in all aspects of DWCP implementation.

In addition, important roles will be played by other stakeholders for achieving specific outcomes. For example, partnerships with NGOs and civil society groups including local organizations will be useful. ILO Bangladesh has already established many such partnerships and these can be further strengthened. Involvement of training organizations, universities, research institutions etc. can also play useful roles in this context.

Tripartite constituents, especially the employers' and workers' organizations will need additional capacity building support to be able to implement and monitor the DWCP in order to ensure the achievement of results that the needs of each constituent are taken into account.

The efforts given to the achievement of outcomes of the previous DWCPs have generated relevant experience among the stakeholders, and have also helped created a favorable environment and enthusiasm for the new DWCP. The stakeholders' consultation held immediately before the DWCP (2017-20) drafting reiterated the need for capacity building among the tripartite constituents which is one of the core outcomes of the present DWCP.

Another element of the implementation strategy includes collaboration with UN agencies which are expected to play a significant role, as the DWCP is set against the background of UNDAF (2017-20) for Bangladesh which is accepted by all UN agencies and the Government of Bangladesh. Areas of collaboration will include gender and poverty alleviation as well as skills development for Decent Work. DWCP priorities are set in synchronization with 7FYP goals and therefore GOB's support is expected to add impetus to the implementation of priorities and achievement of outcomes.

Inclusion of Decent Work aspects faced resistance during the initial rounds of preparing the UNDAF. Thanks to the support from the Resident Coordinator (RC) and other UN agencies, particularly UNICEF, UNFPA, IOM and UN Women, Decent Work aspects gained a prominent position in the UNDAF 2017- 2020, with inclusion of eight out of the 13 Indicators for which ILO is the custodian globally. The seven Indicators in UNDAF include promoting FA/CB rights. ILO will be partnering with a number of UN agencies in different UNDAF pillars.

ILO Bangladesh has already established partnership with various UN agencies including UNICEF, UNFPA, UN WOMEN, IOM and UNDP, UNRC. UNRCO and ILO are collaborating on a long term partnership to promote private sector participation in SDGs implementation.

ILO was part of the largest joint programme on Violence against Women (VAW) in collaboration with nine other UN agencies. It has a Joint implementation agreement with UNDP to mainstream ILO's Training for Rural Economic Empowerment (TREE) in rural skills training programme for vulnerable women. It has positioned a TREE expert in UNDP to support this integration. ILO and UNICEF implemented a large joint programme on promoting skills development opportunities for adolescent workers. ILO provided technical assistance and UNICEF provided funding to develop a model that demonstrated the informal

apprenticeships training programme in a structured and effective way in creating skilled workers, equipped master crafts persons across multiple trades with skills on minimizing hazardous work and occupational safety and health and linked formal and non-formal organizations for large-scale national up-skilling and formal qualifications across the country. ILO will provide technical assistance to facilitate Government of Bangladesh's efforts towards elimination of Hazardous child labour by 2021 and all forms of child labour by 2025.

ILO has also implemented a joint programme on labour migration during 2013- 2015. An MOU was signed in 2016 with IOM for more effective collaboration on labour migration issues. It led to close collaboration on Global Forum on Migration and Development (GFMD) issues and positioning of an ILO expert to provide technical support to Bangladesh as the GFMD chair during 2016. This expert worked closely with the GFMD support unit that was jointly supported by IOM, ILO and UNDP. ILO and IOM, in cooperation with the Government of Bangladesh as well as relevant private sector partners, are committed to the overall objective of expanding the implementation of the NSDP 2011 to enhance the employability of migrant workers from Bangladesh. ILO implemented a joint project on labour migration during 2013-2015 with UN Women. ILO and UN Women will launch joint research to investigate causes for large scale separation (early retirement) of women workers after attaining the age of 35 years in the garment industry

ILO, IOM and UNHCR undertook joint advocacy on Decent Work for migrant workers and refugees as part of the consultations on the global compact for migration and refugees, after the MOU was signed between ILO and UNHCR at HQ level to promote Decent Work opportunities for refugees, displaced persons and persons of concern. ILO and UNFPA signed an MOU and agreed on a partnership which will focus on sexual reproductive health rights and violence at work related issues of RMG female workers.

ILO and ADB are collaborating on employment diagnostics for Bangladesh and produced a joint diagnostic study during 2016. ILO and WB are jointly working with national stakeholders to develop a Bangladesh Jobs Strategy (which could be termed a 'Bangladesh Employment Policy'). The jobs strategy will be ready by the last quarter of 2017. ILO and WB are also jointly working to support the TVET reform initiative to establish linkages between industries and TVET bodies for promoting industry driven skills development training (study on Industry Skills Council, strengthen Recognition of Prior Learning (RPL), promote entrepreneurship etc.)

These dimensions will be integrated into the implementation process of other outcomes as well and will also receive attention in the monitoring and evaluation process. Although the indicators matrix provides detailed targets for most indicators, these may actually be viewed as flexible targets and along the implementation process, the specific achievement in each year and even the total achievement may have to change.

4.2 Evaluation arrangements

As an integral part of DWCP implementation, monitoring and evaluation arrangements will be put in place. This will comprise:

- a) Half yearly reviews of progress of implementation,
- b) Annual review of achievement and progress in terms of indicators,

- c) Mid-term review of DWCP,
- d) Final evaluation to be conducted in the last year.

The first two will be carried out internally and will be discussed at the meetings of the steering committee, the second, third and fourth will be comprehensive reviews with specialist inputs. This may consist of new set of data generation as well. The midterm review should be completed by the end of the third year (2018).

In this context, the role of data generated by BBS (national statistical organization) needs to be mentioned. In recent years BBS has been conducting Labour Force Surveys (LFS) on a quarterly basis. Use of this data can help in DWCP monitoring. However inadequacies of data quality often limit the usefulness of data. Regular monitoring of the OSH situation and working conditions in formal enterprises can be supported through data collected by the Department of Inspection for Factories and Establishments (DIFE).

Data from LFS will require reanalysis for the purpose. Some specialized surveys may be undertaken to generate data related to outcomes not covered in usual LFS (e.g., child labour in hazardous work, returnee migrants' situation etc.).

4.3 Risks

Challenges to the effective implementation of the DWCP may result from a number of risk factors.

The first relates to the political situation. Violent clashes have occurred especially in election years. There is a risk that such problems may recur in coming years. However, the citizens of Bangladesh, employers and workers have shown resilience in the face of past political instability and are expected to do the same in future.

Natural calamities including floods, coastal cyclones and tidal surges affect the country frequently causing damage to economic activities. In some years large parts of the country are affected which usually requires diversion of administrative capacities to support relief and rehabilitation. Nonetheless, extreme disruption of economic activities is infrequent and the probability of this impacting DWCP implementation is not considered high. However, climate change impacts may endanger the achievement of progress towards Decent Work and poverty reduction.

Section 5. Funding plan

The process of DWCP formulation, implementation, monitoring and evaluation requires provision of adequate funding. Constituents' involvement in these phases also requires capacity building and achieving the outcomes will require investment in respective areas. A realistic projection of resource needs and sources of funding for each phase will be necessary.

Resource and funding planning constitutes an integral component of the implementation plan. Bangladesh has already implemented two DWCPs and a large part of the funding for

those came through ILO DC projects. The present DWCP may involve the same funding route. Some of the ongoing projects, as mentioned above will contribute to DWCP implementation. All DWCP outcomes are currently supported by on-going DC project. This has been taken into account in the funding plan based on the funding gap.

In addition, other tripartite constituents including the Government of Bangladesh will participate in the funding process, mostly by making contributions in kind. As mentioned above, the notion of “Partnership” can be of crucial importance in the funding process. Such partnership can help ensure that in addition to direct contribution of funds to DWCP implementation, there can be efforts to ensure resource availability through leveraging resources that may be available with government which are meant to be utilized for purposes which have direct relevance to the present DWCP priorities.

Contribution of Development cooperation project to DWCP Outcomes:

DWCP Priorities	DWCP Outcomes	Projects	Funds Available 2017	Funds Available 2018	Funds Available 2019	Funds Available 2020
Priority 1: Effective employment policies to enhance employability through skill development including for green growth	Outcome 1.1	Bangladesh Skills for Employment & Productivity (BSEP) Project	5,306,461	776,186		
	Outcome 1.2	Skills 21 Project	4,374,362	7,174,443	6,934,063	3,413,308
Priority 2: Promotion of safe and clean working environment for all workers and in compliance with core international labour standards	Outcome 2.1 & Outcome 2.2	Promotion of workplace cooperation in the readymade garment (RMG) sector in Bangladesh	31,910,969	5,000,000	5,000,000	5,000,000
		Better Work (AUS)	1,305,375			
		Better Work (SWI)	96,790			
		Better Work (USA)	321,061			
		Improving Fire and General Building Safety in Bangladesh	321,067			
Priority 3: Promotion of Fundamental principles and rights	Outcome 3.1 & Outcome 3.2	Promoting Social Dialogue and Harmonious Industrial Relations in the	3,211,860	1,106,852	1,106,852	1,106,852

at work through social dialogue and tripartism		Bangladesh Ready-Made Garment Industry				
Priority 4: Promotion of Social protection for all workers and vulnerable groups including against climate changes	Outcome 4.1 & Outcome 4.2	Application of Migration Policy for Migrant Workers	2,015,369	1,510,556	1,114,140	1,160,666
		Implementation of The National Employment Injury Insurance Scheme of Bangladesh (EIIP)	800,000	400,000		
		ILO-DFID partnership programme on fair recruitment and Decent Work for women migrant workers project (WIF Project)	200,000	20,000		
		Country Level Engagement and Assistance to Reduce Child Labour (CLEAR)	100,000			

Section 6. Advocacy and communications approach

Communications goals for ILO Bangladesh fall in two main areas. Firstly, to encourage a real and credible change process concerning key thematic areas pertaining to ILO's mandate and priorities in Bangladesh as set out in the DWCP. And secondly, to foster an accurate understanding and greater awareness of ILO's actions and results in Bangladesh.

The communications strategy of the ILO in Bangladesh reflects these goals through a two-pronged approach. Communications actions seek to raise awareness and understanding of specific issues relating to the DWCP and the Decent Work Agenda through advocacy/awareness efforts. In this regard the Office and its TC projects facilitate and contribute to policy debate in order to influence stakeholders and make informed decisions in line with ILO Bangladesh priorities. ILO also takes an active role in various development fora. These efforts help proactively position ILO as the leader in matters relating to the world of work.

In addition, communications actions seek to promote awareness/understanding of ILO project activities and results in order to highlight to constituents, development partners and

other key stakeholders the tangible results and benefits of ILO's TC programme and how it contributes to social justice and Decent Work for all.

The ILO Country Office maintains a website and social media channels through which with the latest information including news releases, research results, and announcements of particular interest to constituents in Bangladesh are disseminated. A wide range of other communications actions also take place including the development of brochures, audio-visual products, the organisation of events, the dissemination of a regular e-newsletter etc.

ANNEX 1: DWCP RESULTS MATRIX

DWCP Priority 1: *Effective employment policies to enhance employability through skill development*

7FYP Goals

Reduce inequality and poverty

- Reduction in extreme poverty by about 4.0 percentage points
- Creating good jobs for the large pool of under-employed and new labour force entrants by
- Increasing the share of employment in the manufacturing sector from 15% to 20%.

Gender equality, encourage female enrolment in TVET

- Female to male ratio in tertiary education to be raised from current 70% to 100%
- The ratio of literate female to male for age group 20-24 to be raised to 100% from the
- current 86 percent
- Encourage female enrolment in technical and vocational education
- Reduce or maintain the current income inequality of 0.45
- Spending on Social Protection as a share of GDP to be increased to 2.3% of GDP

Environment and Climate Change

- Environmental, Climate Change and disaster risk reduction considerations are integrated into

project design, budgetary allocations and implementation process

Vision 2021

Goal 3 – to become a poverty-free, middle-income country

3.1_ Greater productivity, diversification and commercialization of agriculture

3.2_ Accelerated growth in the industry and services sectors

3.3_ A competitive investment climate

3.4_ Increased global market access by Bangladeshi firms

3.5_ A diversified export base and markets

3.6_ A sizeable domestic consumer market

3.7_ Development of small town growth hubs via rural non-farm industries and services

3.8_ Sound financial institutions and greater financial depth

3.9_ A skilled workforce

3.10_ Higher foreign exchange earnings from the export of semi-skilled and skilled labour

Goal 5 – to develop a skilled and creative human resource

5.1_ Universal access to education up to the secondary level

5.2_ An integrated/unified education system

5.3_ Necessary infrastructure to ensure quality of education at all levels

5.4_ Analytical and creative thinking by our youth, supported by a core set of values

5.5_ Vocational training for secondary school graduates

5.6_ Need-based free tertiary education for the best students

5.7_ Increased opportunities for research

5.8_ A decentralised education system and effective education governance

5.9_ Computer literacy for all

5.10_ Gender balance at all levels of education

5.11_ A culture of Corporate Social Responsibility for increased investment in education

5.12_ Financing public education

Goal 8: To be a more inclusive and equitable society

	8.1_ Access to productive asset opportunities for the property-less and marginalised groups 8.2_ Corporate ownership rights for workers and the deprived 8.3_ Safety nets for vulnerable groups 8.4_ Ensuring gender equality 8.5_ Provide minimum guaranteed employment opportunities for the resource less 8.6_ Targeted programmes for the physically challenged 8.7_ Economic and social inclusion of minorities 8.8_ Guaranteed access to educational and healthcare opportunities for the resource-poor and minorities 8.9_ Promotion of cultural, religious and ethnic diversity as a national heritage 8.10_ Reduced regional inequality
UNDAF Outcome: People: - All people have equal rights, access and opportunities Prosperity: Inclusive and shared economic growth 3.2 Wage gap of average hourly earnings of female and male employees Disaggregation: occupation, age, persons with disabilities 3.5 Percentage of employed men and women 15 years and above having employment in the a) formal b) informal sector 3.7 Participation rate of youth and adults in a) formal and b) non-formal technical, vocational education and training in the previous 12 months, by sex	SDG 1 – no poverty 1.b Create sound policy frameworks at the national, regional and international levels, based on pro-poor and gender-sensitive development strategies, to support accelerated investment in poverty eradication actions SDG 2 – zero hunger 2.1 By 2030, end hunger and ensure access by all people, in particular the SDG 4 – quality education 4.3 By 2030, ensure equal access for all women and men to affordable and quality technical, vocational and tertiary education, including university 4.4 By 2030, substantially increase the number of youth and adults who have relevant skills, including technical and vocational skills, for employment, decent jobs and entrepreneurship SDG 5 – gender equality 5.1 End all forms of discrimination against all women and girls everywhere SDG 8 – decent work and income growth SDG indicator 8.5.1 SDG 9 – industry, innovation and infrastructure 9.1 Develop quality, reliable, sustainable and resilient infrastructure, including regional and trans border infrastructure, to support economic development and human well-being, with a focus on affordable and equitable access for all

	SDG 10 – reduced inequalities 10.2 By 2030, empower and promote the social, economic and political inclusion of all, irrespective of age, sex, disability, race, ethnicity, origin, religion or economic or other status 10.3 Ensure equal opportunity and reduce inequalities of outcome, including by eliminating discriminatory laws, policies and practices and promoting appropriate legislation, policies and action in this regard 10.4 Adopt policies, especially fiscal, wage and social protection policies, and progressively achieve greater		
DWCP Outcome 1.1: Bangladesh jobs strategy formulated for skills development and job creation with higher productivity and in green industries especially for young men and women.	Partners: MOLE, GED, BBS, World Bank & ILO	Integrated resource framework	
		Estimated available	To be mobilized
		US\$ TBC	US\$ TBC
Indicator 1.1.1 Bangladesh Job Diagnostic finalized	Baseline: Bangladesh Job Diagnostic available by 2016	Target: Bangladesh job Diagnostic available by 2017	
Indicator 1.1.2 Bangladesh Jobs strategy developed	Baseline: Job Diagnostic available by 2016	Target: Bangladesh Jobs Strategy available by 2019	
DWCP Outcome 1.2: Promoted accessibility of TVET system aligned with National Skill Development Policy (NSDP) especially for women, disadvantaged groups, people with disability and ethnic groups and in view of introducing skills in emerging technology for climate resilient green growth.	Partners; DTE, BTEB, BMET, NSDC, NGOs (BRAC, UCEP, TMSS, etc.) and private training provider like Akhtar Furniture Academy, etc.) Indigenous Peoples Development Services (IPDS) Kapaeeng Foundation Rangamati Hill District Council	Integrated resource Framework	
		Estimated available	To be mobilized
		US\$ 1.5 million US\$ 100,000 US\$ 1,155,600 (includes only Indicator 1.2.2)	US\$ 12 million US\$ 1 million 1,076,400 (includes only Indicator 1.2.2)

Indicator 1.2.1 Number of government TVET institutions offering NTVQF-aligned Competency Based Training (CBT) courses including green technology and climate resilience by the Revenue Budget	Baseline: No (zero) (Data gap for establishing Baseline)	Target: 75% of government TVET institutions offer NTVQF-aligned Competency Based Training (CBT) courses by 2020. 30% by 2018 50% by 2019 75% by 2020
Indicator 1.2.2 Increased enrolment rate of women, persons with disabilities and indigenous and tribal students.	Baseline: Information from MOE(DTE), MOYS, MOI and all other ministries that have training institutes	Target: 5% of increased enrolment by 2018 10% of increased enrolment by 2019 20% of increased enrolment by 2020
Indicator 1.2.3 Enhanced access of indigenous peoples to justice and development as a result of coordinated community-based monitoring and reporting	Baseline: Zero (Data gap for establishing Baseline)	Target: 5 IPs/comm. per target country (representing a meaningful sample in terms of members and territories)
DWCP Priority 2: <i>Promotion of safe and clean working environment for all workers and in compliance with core international labour standards</i>		
Bangladesh 7FYP Goals Reduction of poverty and inequality Target: Reduction in the head-count poverty ratio by 6.2 percentage points Productive employment opportunities, good jobs Target: Creating good jobs for the large pool of under-employed and new labour force entrants by increasing the share of employment in the manufacturing sector from 15 percent to 20 percent	Bangladesh Vision 2021 Goal 6: To become a globally integrated regional commercial & economic hub 6.1_ Develop a clear marketing strategy to attract foreign investment 6.2_ Build a mega port along Chittagong coastline 6.3_ Build a super highway connecting the mega port with neighboring countries 6.4_ Establish an international airport in close proximity to the mega port 6.5_ Develop and expand port facilities at Mongla	

Gender equality, income inequality and social protection Target: Encourage female enrolment in technical and vocational education	6.6_ Develop cyber parks to boost an ICT driven service sector 6.7_ Ensure uninterrupted power supply all over the country 6.8_ Integrate into a regional energy market 6.9_ Promote the deepening and broadening of capital markets6.10_ Train a suitable workforce 6.11_ More effective regional integration of Bangladesh economy Goal 8: To be a more inclusive and equitable society 8.1_ Access to productive asset opportunities for the property-less and marginalised groups 8.2_ Corporate ownership rights for workers and the deprived 8.3_ Safety nets for vulnerable groups 8.4_ Ensuring gender equality 8.5_ Provide minimum guaranteed employment opportunities for the resource less 8.6_ Targeted programmes for the physically challenged 8.7_ Economic and social inclusion of minorities 8.8_ Guaranteed access to educational and healthcare opportunities for the resource-poor and minorities 8.9_ Promotion of cultural, religious and ethnic diversity as a national heritage8.10_ Reduced regional inequality
UNDAF Outcome: Prosperity: Inclusive and shared economic growth 3.3 National compliance of rights at workplace (freedom of association and collective bargaining) a) increase in labour inspection b) increase in signing of collective bargaining agreement c) Increase in workplaces with committee (or other mechanism) in place to address sexual harassment Disaggregation: sector wise for labour inspection	SDG Targets: SDG-Gender Equality 5.1 End all forms of discrimination against all women and girls everywhere 5.2 Eliminate all forms of violence against all women and girls in the public and private spheres, including trafficking and sexual and other types of exploitation SDG 8 – decent work and income growth SDG indicator 8.8.2 SDG 9 – industry, innovation and infrastructure 9.1 Develop quality, reliable, sustainable and resilient infrastructure, including regional and trans border infrastructure, to support economic development and human well-being, with a focus on affordable and equitable access for all SDG:16-Peace, Justice and Strong Institution

	16.6 Develop effective, accountable and transparent institutions at all levels 6.10 Ensure public access to information and protect fundamental freedoms, in accordance with national legislation and international agreements		
DWCP Outcome 2.1: International Labour Standards (ILS) especially the eight core conventions are promoted and constituents' capacity enhanced for their better implementation.	Partners: Government, Employers and workers organizations- RMG Kapaeeng Foundation Research and Development Collective (RDC) Indigenous Peoples Development Services (IPDS)- IP	Integrated resource Framework	
		Estimated available	To be mobilized
		US\$100,000 US\$22,000	US\$ 1 million US\$ 500,000
Indicator 2.1.1 Government of Bangladesh made progress in applying and ratifying all eight ILO core conventions	Baseline: Bangladesh is still to ratify C.138 to complete the ratification of 8 core conventions.	Target: Ratification of C138	
Indicator 2.1.2 ILO Conventions promoted and reflected in national laws/ policies	Baseline: Existing Laws and policy documents	Target: Amendments to BLA 2006 by 2020 The draft EPZ labour Act is revised to be more compliant with ILS by 2020	
Indicator 2.1.3 Capacity of the government, employers' and workers' organizations strengthened to prevent unacceptable forms of work including for indigenous peoples	Baseline: The target sectors are not yet included in constituents' strategies and action	Target: Constituents included in their strategies and action to prevent Unacceptable forms of Work (UFW) by 2018	
DWCP Outcome 2.2: Implementation of policies, laws and programmes promoted to ensure occupational safety to improve working conditions and ensure a just transition to climate resilient and green economy through the application of ILO Just Transition Guidelines.	Partners: Government, employers and workers organizations	Integrated resource Framework	
		Estimated available	To be mobilized
		US\$ 0.5 million	US\$ 6 million

Indicator 2.2.1 Recruitment of Labour inspectors completed as per the organization's structure	Baseline: 255 Labour Inspectors recruited as of Nov 2016	Target: Recruitment of total 575 positions to be completed by 2019
Indicator 2.2.2 Labour inspectorate strengthened to promote OSH and workplace compliance	Baseline: Long term labour inspection strategy not available	Target: National Labour Inspection Strategy adopted through tripartite consultation.
Indicator 2.2.3 Automated Labour Inspection and annual e reporting system established and functioning	Baseline: No automated labour inspection system in place including e reporting system	Target: Digitalized labour inspection including e-reporting system established and reports are publicly available by 2020
DWCP Priority 3: <i>Promotion of fundamental principles and rights at work through social dialogue and tripartism</i>		
Bangladesh 7FYP Reduction of inequality Target: Reduction in the head-count poverty ratio by 6.2 percentage points Creating good jobs Target: Creating good jobs for the large pool of under-employed and new labour force entrants by increasing the share of employment in the manufacturing sector from 15 percent to 20 percent Gender equality, income inequality and social protection Target: Encourage female enrolment in technical and vocational education	Vision 2021 Goal 5 – to develop a skilled and creative human resource 5.1_ Universal access to education up to the secondary level 5.2_ An integrated/unified education system 5.3_ Necessary infrastructure to ensure quality of education at all levels 5.4_ Analytical and creative thinking by our youth, supported by a core set of values 5.5_ Vocational training for secondary school graduates 5.6_ Need-based free tertiary education for the best students Goal 8: To be a more inclusive and equitable society 8.1_ Access to productive asset opportunities for the property-less and marginalised groups 8.2_ Corporate ownership rights for workers and the deprived 8.3_ Safety nets for vulnerable groups 8.4_ Ensuring gender equality 8.5_ Provide minimum guaranteed employment opportunities for the resource less 8.6_ Targeted programmes for the physically challenged 8.7_ Economic and social inclusion of minorities	

	8.8_ Guaranteed access to educational and healthcare opportunities for the resource-poor and minorities 8.9_ Promotion of cultural, religious and ethnic diversity as a national heritage 8.10_ Reduced regional inequality		
UNDAF Outcome: People- All people have equal rights, access and opportunities 1.9 Number of national laws or policies revised to remove discriminatory provisions	SDG Targets: 3. Gender Equality 5.1 End all forms of discrimination against all women and girls everywhere 4: Quality Education 4.3 By 2030, ensure equal access for all women and men to affordable and quality technical, vocational and tertiary education, including university 4.4 By 2030, substantially increase the number of youth and adults who have relevant skills, including technical and vocational skills, for employment, decent jobs and entrepreneurship 8. Decent work SDG indicator 8.8.2 16. Peace, Justice and Strong Institution 16.1 Significantly reduce all forms of violence and related death rates everywhere 16.10 Ensure public access to information and protect fundamental freedoms, in accordance with national legislation and international agreements		
DWCP Outcome 3.1: Employers' and workers' organizations' capacity developed to strengthen freedom of association, collective bargaining and sound industrial relations	Partners: BEF, BGMEA, BKMEA, NCCWE and IBC	Integrated resource Framework	
		Estimated available	To be mobilized
		US\$ 2.32 m. (SDIR)	US\$ 0.5 m.
Indicator 3.1.1: RMG sector Tripartite Committee established to promote sectoral social dialogue	Baseline: No RMG sector Tripartite Committee exists There are limited social dialogue in the RMG sector (Data gap for establishing Baseline)	Target: RMG sector Tripartite Committee formed to promote social dialogue in garment industry by 2017	

		Sectoral negotiations take place between employers and workers in the garment industry	
DWCP Outcome 3.2: Capacity of labour administration enhanced leading to good governance in labour market	Partners: DOL, Labour Judiciary	Integrated resource Framework	
		Estimated available	Estimated to be available
		US\$ 0.98 m. (SDIR)	US\$ 0.3 m.
Indicator 3.2.1: Upgradation of Directorate of Labour to Department of Labour	Baseline: Status as Directorate of Labour	Target: Improved capacity of Department of Labour in carrying out the registration of trade unions and sustainable mechanisms established for conciliation and arbitration by 2018	
DWCP Priority 4: Promotion of social protection for all workers and vulnerable groups including against climate changes			
7FYP Goals Reduction of inequality and extreme poverty, Target: Creating good jobs for the large pool of under-employed and new labour force entrants by increasing the share of employment in the manufacturing sector from 15 percent to 20 percent Safe migration Gender equality, income inequality and social protection Target: Encourage female enrolment in technical and vocational education	Vision 2021 Goal 3: To become a poverty-free middle-income country 3.1_ Greater productivity, diversification and commercialization of agriculture 3.2_ Accelerated growth in the industry and services sectors 3.3_ A competitive investment climate 3.4_ Increased global market access by Bangladeshi firms 3.5_ A diversified export base and markets 3.6_ A sizeable domestic consumer market 3.7_ Development of small town growth hubs via rural non-farm industries_ 3.8_ Sound financial institutions and greater financial depth 3.9_ A skilled workforce 3.10_ Higher foreign exchange earnings from the export of semi-skilled and skilled labour Goal 7: To be environmentally sustainable		

	7.1_ Effective urban planning 7.2_ Reduced air pollution 7.3_ Reduced water pollution 7.4_ Conservation of designated wetlands to maintain ecosystem balance 7.5_ Strengthened regional water management 7.6_ Retention and improvement of soil fertility 7.7_ Environmentally safe waste management and disposal by households, hospitals and industries 7.8_ Cost-effective alternate sources of energy 7.9_ Protection of designated forest areas 7.10_ Effective natural disaster management 7.11_ Institutionalization and effective implementation of EIA Goal 8: To be a more inclusive and equitable society 8.1_ Access to productive asset opportunities for the property-less and marginalised groups 8.2_ Corporate ownership rights for workers and the deprived 8.3_ Safety nets for vulnerable groups 8.4_ Ensuring gender equality 8.5_ Provide minimum guaranteed employment opportunities for the resource less 8.6_ Targeted programmes for the physically challenged 8.7_ Economic and social inclusion of minorities 8.8_ Guaranteed access to educational and healthcare opportunities for 8.9_ Promotion of cultural, religious and ethnic diversity as a national heritage 8.10_ Reduced regional inequality
UNDAF Outcome: Prosperity: Inclusive and shared economic growth 3.6 Percentage of overseas migrant by type a) skilled b) semi-skilled Disaggregation: gender, region/district, ethnic group 3.8 Proportion of people below the lower poverty line benefiting from social protection	SDG Targets: SDG 1 – no poverty 1.4 By 2030, ensure that all men and women, in particular the poor and the vulnerable, have equal rights to economic resources, as well as access to basic services, ownership and control over land and other forms of 13 property, inheritance, natural resources, appropriate new technology and financial services, including microfinance 1.5 By 2030, build the resilience of the poor and those in vulnerable situations and reduce their exposure and vulnerability to climate-related extreme events and other economic, social and environmental shocks and disasters

	Similar to SDG indicator 1.3.1 SDG-13-Climate Action 13.1 Strengthen resilience and adaptive capacity to climate-related hazards and natural disasters in all countries SDG 16- Peace, Justice and Strong Institution 16.1 Significantly reduce all forms of violence and related death rates everywhere 16.10 Ensure public access to information and protect fundamental freedoms, in accordance with national legislation and international agreements		
DWCP Outcome 4.1: Employment injury social protection schemes for select sectors developed and implemented	Partners: Federal Ministry of Economic Cooperation and Development, Germany	Integrated resource Framework	
		Estimated available	To be mobilized
		US\$ 1	US\$ 4.8
Indicator 4.1.1: Regulatory frameworks available on Employment injury Insurance scheme	Baseline: Bangladesh Labour Act (BLA) as amended in 2013	Target: Appropriate legislation enacted on Employment injury Insurance Programme.	
Indicator 4.1.2: National universal compulsory Employment Injury scheme available	Baseline: A national social security strategy in place since 2015	Target: A national universal compulsory Employment Injury scheme developed and made operational	
DWCP Outcome 4.2: Laws and Policies for protection of migrant workers, domestic workers, child labourers and indigenous workers developed and implemented	Partners: Government- MOEWOE Indigenous Peoples Development Services (IPDS) Kapaeeng Foundation Govt. (MOLE, DIFE, National CL welfare Council)	Integrated resource Framework	
		Estimated to be available 2017-2020	Estimated to be available 2017-2020
		US\$ IP	US\$ IP

		50,000 Migration- 2,531,575 Child Labour	200,000 Migration- 2,531,575 Child Labour
Indicator 4.2.1: Assisting constituents in implementing the National Plan of Action to eliminate Child Labour	Baseline: 1.2 million Hazardous Child Labour (National Child Labour Survey report, 2013) 1.7 million all forms of Child Labour (National Child Labour Survey report, 2013)	Target: Total elimination of Hazardous Child Labour by 2021. Total elimination of all forms of Child Labour by 2025	
Indicator 4.2.2: Number of legislative policies including rules adopted incorporating additional rights and protections for Bangladeshi migrant workers	Baseline: 2- 1 law and 1 policy The Expatriates' Welfare and Overseas Employment Policy 2016 and Overseas Employment Migration Act 2013	Target: 4 new Rules adopted by 2020, pertaining to labour migrants 1 Act related to Welfare	
Indicator 4.2.3: Capacity of constituents and Tribes and Small Ethnic Group's organizations to take action against UFW in target sectors strengthened	Baseline: Protection needs of workers in target sectors are presently absent from constituents' and IP partner strategies and action plans	Target: 100 union leaders, workers, employers, government officials, and indigenous peoples' organizations are trained by 2018	

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