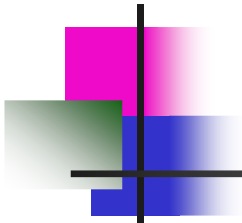


WELCOME



ILO/EC project “Monitoring and Assessing Progress on Decent Work (MAP)”

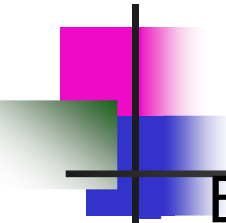
**June 27-29, 2012
ILO HQ, Geneva, Switzerland**

Country Paper: Bangladesh

Current Status of Collection of Decent Work Indicators (DWI) in the Context of Bangladesh

By

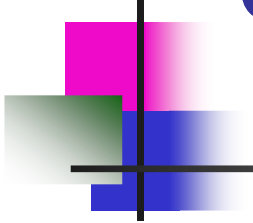
- 1. Mr. Md. Mahfuzar Rahman Sarker, JS, MOLE, GOVT. of Bangladesh**
- 2. Mr. AKM Ashraful Haque, Deputy Director, Bangladesh Bureau of Statistics**
- 3. Mr. Absal Shaquib Quoreshi, Bangladesh Employers' Federation**
- 4. Mr. Chowdhury Ashiqul Alam, Bangladesh Trade Union Sangha**



Country Profile

Bangladesh is located in southern Asia bordering the Bay of Bengal between India and Myanmar.

- Bangladesh is a densely populated country of about of 148 million people with an area of 144,000 sq. kilo meters.
- The average economic growth just over 6 % annually since 2005.
- In 2011-12
 - Economic growth rate was 6.32%
 - Per capita GNI US\$ 848
 - Investment as percent of GDP 25.45%
 - Tax GDP ratio 10.47%



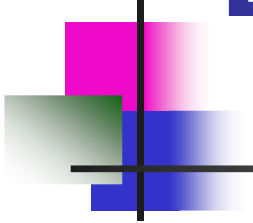
Country Profile (cont.)

- Over the last decade, the poverty rate has declined and social indicators have improved
- As per latest Household, Income & Expenditure Survey (HIES) poverty reduced to 31.5% in 2010 from 40.0% in 2005
- The primary school enrolment rates have raised and the gender gap has been eliminated.
- The primary school enrolment in 2010 was: Both sex-84.75, Boys-82.61, Girls-86.99 (Net)
- The Secondary school enrolment in 2010 was: Both sex-77.82, Boys-72.41, Girls-83.67 (Net)



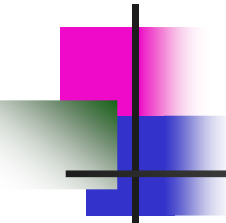
Bangladesh Map





Background

- Decent work is one of the essential efforts to reduce poverty and is a means for achieving equitable, inclusive and sustainable development.
- Bangladesh is committed to the principles of decent work & several efforts have been taken towards the promotion of decent works.
- Based on the consultation with the Bangladesh tripartite constituents and various stakeholders in 2009, Bangladesh was selected as one of the ten countries to participate in the MAP project.



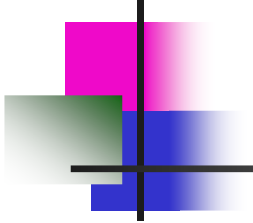
Decent work country program in Bangladesh

- First decent work country program (DWCP) cycle in Bangladesh starts during 2006-2009. New cycle cycle 2011-15.
- BBS conducts various surveys including Labor force survey (LFS), Household Income & Expenditure Survey (HIES), National Child Labor Survey (NCLS) which yield many indicators related to decent work at regular interval.
- BBS conducted a Pilot survey with ILO support to generate the decent work indicators in July 2006.
- It also published survey report on Labor Force in August, 2010.

Decent work country program in Bangladesh



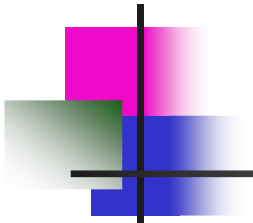
- The main stakeholders are:
 - GOB ministries and departments (MoLE, DOL, , IFI, MoEWOE)
 - Employers (BEF) and trade unions NCCWE (National Coordination Committee for Workers Education)
 - Various donor & international agencies
 - NGOs, Civil Society etc.



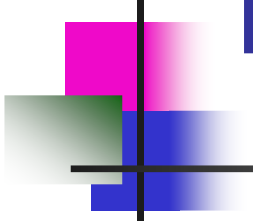
The decent work has six dimensions.

1. Opportunities to Work for all
2. Freedom of Choice of Employment
3. Engage work force in Productive Work
4. Equality before the law at Work place
5. Security at Work
6. Dignity at Work

The 11 aspects of decent work in Bangladesh.

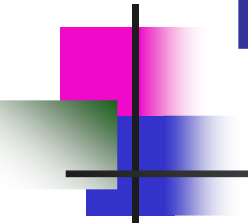
- 
-
- I. To prevent from odd Jobs
 - II. Creation of Employment opportunities
 - III. To facilitate adequate earning and productive job
 - IV. To maintain decent hours
 - V. Stability and security of work
 - VI. Fair treatment in employment and at work
 - VII. Safe work environment
 - VIII. Social protection for both male & female workers
 - IX. Harmonize work hour and family life
 - X. Promote Social dialogue and participation
 - XI. Elimination of Child Labor

Government's efforts towards the promotion of decent work



- The GoB has re-activated the tripartite Consultative Committee to discuss and take important decisions regarding the welfare and protection of worker's rights.
- To promulgate a labor friendly Act, amendment of Labor Act, 2006 is under active consideration.
- Bangladesh is implementing a Decent Work Country program (DWCP) supported by ILO tripartite constituents.
- Conduct skill development training program both by GoB & NGO's

Government's efforts towards the promotion of decent work



- To ensure decent work for all, GoB has adopted a number of measures:
 - Adoption of National Child Labor Elimination policy 2010. GoB has taken different projects to eliminate hazardous Child Labor periodically.
 - Minimum wages for workers has promulgated in different sectors.
 - The GoB is committed to work for ensuring the protection of the rights and welfare of workers.
 - Directorate of Labor & Inspectorate of Factories working to insure occupational safety and health at work place.

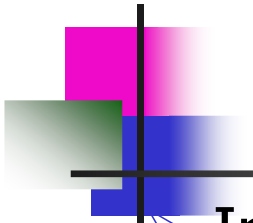
Achievements towards DW



Some achievements in decent works in Bangladesh are:-

- Labor force participation rate increased by 2% (From 57.3% in 2002-03 to 59.3% in 2010).
- Female labor force participation rate raised by 10% (From 26% in 2002-03 to 36% in 2010).
- Youth labor force also increased by 1.9 million (from 19.0 million in 2002-03 to 20.9 million in 2010).
- Dependency Ratio decreased by 5.2% (From 79.7% in 2002-03 to 72.5% in 2010).
- Paid maternity leaves increased to 16 weeks from 12 weeks.

ILO-EC/MAP Project in Bangladesh - Key Activities

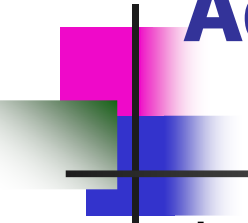
- 
- Initial work commenced in 2009
 - Country report on DW indicators (2009-10)
 - Two –day tripartite consultation workshop (Dhaka, 27-28 April 2010) to identify Decent Work Indicators which can support and design and monitoring of national development plan and policies.
 - Collection of DWI data by BBS (recently completed)
 - Decent Work Profile for Bangladesh (ongoing - draft submitted to ILO for comments)
 - Experience sharing workshop in Geneva (June 2012)

Currently available indicators of decent work



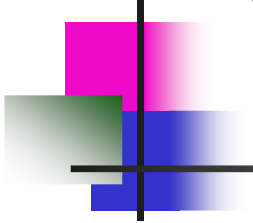
A number of decent work indicators are generated through different surveys and censuses mainly conducted by BBS along with other government and non-government organizations. The indicators are:-

- Employment –to population ratio, 15-64 years (estimable)
- Unemployment Rate (estimated)
- Youth not in education and not in employment, 15-24 years (estimated)
- Informal employment (estimated)
- Excessive hours (more than 40 hours per week) (estimable)
- Occupational segregation by sex (estimated)
- Female share of employment in ISCO-88 groups 11 and 12 (estimated)



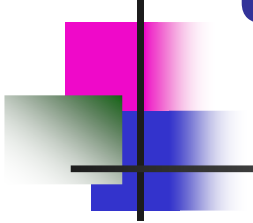
Additional Indicators

- Labour force participation rate, 15-64 years. **(estimated)**
- Youth unemployment rate, 15-64 years (Estimated)
- Unemployment by level of education (Estimated)
- Employment by status in employment (Estimated)
- Average hourly earnings in selected occupations (Estimable)
- Usual hours worked (estimated) Annual hours worked per employed person (estimable)
- Annual hours worked per employed person (estimable)
- Gender wage gaps (estimated)



Other main indicators

- Working poor (Estimated from HIES data)
- Share of population aged 65 and above benefiting from a pension (partially available from the records in the department of social services, Ministry of Social Welfare).
- Public social security expenditure (% of GDP) - estimated in Decent work indicators (DWI) Pilot Survey , 2005 report, and estimable from data in National Revenue Budget by Ministry of Finance and National Accounts by BBS
- Union density rate (estimable from Department of Labour)



Unavailable data relating to decent work

- Indicators for Fundamental Principles and Rights at work (trade union statistics, trade union memberships, social dialogue, wage discrimination, dispute settlement etc.)
- Measure of discrimination by race/ ethnicity of indigenous people
- Labour share in GDP
- Time loss due to occupational injuries

Some Selected Indicators of Decent Work in Bangladesh

Table 1: Labour Force Participation rate(%) 2002-03 to 2010

Survey Year	National			Urban			Rural		
	Both sex	Male	Female	Both sex	Male	Female	Both sex	Male	Female
2002-2003	57.3	87.4	26.1	56.8	85.1	27.4	57.5	88.1	25.6
2005-06	58.5	86.8	29.2	55.7	83.2	27.4	57.3	80.2	34.5
2010	59.3	82.5	36.0	57.3	80.2	34.5	60.0	83.3	36.4

Source: LFS, BBS



Table 2: Dependency Ratio

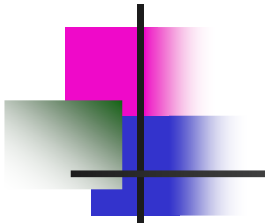
Year		National	Rural	Urban
2002-03	Demographic	77.7	67.0	81.3
	Economic	74.5	76.1	74.0
2005-06	Demographic	73.5	60.6	77.9
	Economic	71.5	79.7	68.3
2010	Demographic	72.5	59.4	78.0
	Economic	68.7	74.5	67.0

Table 3: Unemployment Rate in Bangladesh 1995-96 to 2010

Survey Year	National			Urban			Rural		
	Both sex	Male	Female	Both sex	Male	Female	Both sex	Male	Female
1995-1996	3.5	2.8	7.8	4.8	4.4	6.5	3.1	2.3	8.3
1999-2000	4.3	3.4	7.8	5.8	5.0	8.3	3.9	2.9	7.6
2002-2003	4.3	4.2	4.9	5.0	4.6	6.2	4.1	4.0	4.9
2005-06	4.3	3.4	7.0	4.3	3.6	6.7	4.2	3.3	7.2
2010	4.5	4.1	5.7	6.5	5.7	8.3	4.0	3.6	4.9

Source: LFS, BBS

Table 4: Youth Unemployment Rate 1999-2000 to to 2010



Survey Year	National			Urban			Rural		
	Both sex	Male	Female	Both sex	Male	Female	Both sex	Male	Female
1999-2000	11.1	9.5	15.0	13.9	17.4	15.0	10.2	8.4	15.1
2002-2003	6.3	6.5	5.9	8.4	8.3	8.7	5.7	6.0	5.0
2005-06	8.1	7.2	10.7	8.8	8.3	9.9	7.9	6.9	11.0
2010	7.5	6.8	8.5	9.9	8.6	11.8	6.7	6.3	7.4

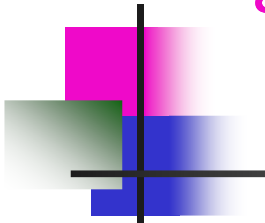
Source: LFS, BBS

Table 5: Employment persons aged 15 years and over by status in employment, 2010

Status of employment	Total			Urban			Rural		
	Total	Male	Female	Total	Male	Female	Total	Male	Female
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
regular paid employee	14.6	17.0	8.9	30.3	32.9	24.0	9.9	12.2	4.5
employer	0.2	0.2	0.2	0.2	0.3	0.1	0.2	0.2	0.2
self employed (agri)	22.8	25.8	15.7	6.4	6.5	6.2	27.7	31.6	18.5
self employed (non-agri)	18.0	21.7	9.4	21.7	27.3	8.4	16.9	20.0	9.7
unpaid family worker	21.8	7.1	56.3	17.1	4.0	48.2	23.2	8.0	58.6
irregular paid worker	2.8	3.1	1.8	5.8	6.3	4.4	1.9	2.2	1.1
day labourer (agri)	10.7	14.2	2.5	3.6	4.8	0.9	12.8	17.1	2.9
day labourer (non-agri)	9.0	11.6	2.8	14.4	18.5	4.6	7.3	9.5	2.2
servant	0.8	0.1	2.5	1.1	0.2	3.2	0.8	0.1	2.3

Source: LFS, BBS

Table 6: Employed person aged 15 years and above average weekly hours work by occupation (Hours)



Occupations	Total			Urban			Rural		
	Total	male	femal e	Total	male	femal e	Total	male	femal e
Total	46	51	35	49	53	38	45	50	34
Professional technical	49	49	47	49	49	47	49	49	47
Administrative managerial	49	50	45	51	51	47	47	48	45
Clerical worker	50	51	45	50	50	44	50	51	45
Service worker	46	52	37	48	54	42	45	52	36
Sales worker	51	52	46	55	55	47	50	51	46
Agriculture, forestry and fisheries	42	49	31	37	49	29	42	49	32
Production and transport labourer	51	53	41	54	55	50	49	52	35
Others	52	52	49	53	53	49	51	52	50

Table 7 : Proportion of Employed persons aged 15 years and over by formal and informal sector

Sector		Total			Urban			Rural		
		Total	male	female	Total	male	female	Total	male	female
	Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
	Informal	87.5	85.5	92.3	75.0	72.4	81.0	91.3	89.4	95.6
	Formal	12.5	14.6	7.7	25.2	27.8	19.0	8.8	10.7	4.4

**Table 9 : Under employment Rate of Employed Population
(<35 hours of work in a week)**

Survey year	Bangladesh			Urban			Rural		
	Both sex	Male	Female	Both sex	Male	Female	Both sex	Male	Female
1995-96	17.6	13.0	45.5	15.1	10.5	35.3	18.4	11.9	49.8
1999-2000	16.6	7.4	52.8	12.8	4.7	38.2	17.8	8.2	57.7
2002-2003	37.6	-	-	31.2	-	-	39.6	-	-
2005-06	24.5	10.9	68.3	13.9	5.9	39.8	27.8	12.4	77.0
2010	20.3	14.4	34.2	12.4	6.9	25.6	22.7	16.7	36.6

Source: LFS, BBS

Table 10: Broad Sector of Employment by Different Survey years



Survey year	Agriculture			Industry			Service		
	Both sex	Male	Female	Both sex	Male	Female	Both sex	Male	Female
1995-96	63.2	54.4	77.4	9.5	10.7	7.7	27.3	34.9	14.9
1999-2000	51.3	52.1	48.1	13.1	11.3	20.3	35.6	36.6	31.6
2002-2003	51.7	49.8	58.6	13.7	12.3	18.4	34.6	37.9	23.0
2005-06	48.1	41.8	68.1	14.5	15.1	12.5	37.4	43.1	19.4
2010	47.8	40.2	64.9	17.7	19.6	13.3	35.4	41.1	21.9

Source: LFS, BBS

**Table 11: Female share of employment
(15 years & over) by major occupation(ISCO)**

Occupation	1999-2000			2002-2003		
	Bangladesh	Urban	Rural	Bangladesh	Urban	Rural
Total	100	100	100	100	100	100
Professional, Technical	4.7	10.3	2.9	4.1	8.0	2.8
Admn. managerial	0.2	0.6	0.1	0.0	0.1	0.0
Clerical workers	1.7	3.5	1.0	1.9	3.8	1.2
Sales workers	5.6	6.2	5.4	2.9	3.8	2.6
Services workers	15.7	21.6	13.7	9.7	11.7	9.0
Agri, Forest & Fisheries	48.4	15.5	59.3	58.6	42.6	64.1
Production, Transport Labour & others	23.7	42.3	17.6	22.8	30.3	20.3

Note: ISCO means International Standard Classification of Occupations.

Source: LFS-1999-2000 & 2002-2003 BBS.

**Table 11: Female share of employment
(15 years & over) by major occupation(ISCO)**

Occupation	2005-06			2010		
	Bangladesh	Urban	Rural	Bangladesh	Urban	Rural
Total	100	100	100	100	100	100
Professional, Technical	4.4	10.8	2.4	3.2	5.8	2.4
Admn. managerial	0.2	0.3	0.2	0.6	0.7	0.6
Clerical workers	1.3	2.8	0.8	0.6	1.3	0.4
Sales workers	2.1	3.2	1.7	8.0	4.4	9.0
Services workers	7.7	16.2	4.4	8.1	10.5	7.4
Agri, Forest & Fisheries	68.3	34.4	78.8	64.8	48.9	69.5
Production, Transport Labour & others	16.1	32.3	11.1	14.7	28.5	10.8

Note: ISCO means International Standard Classification of Occupations.

Source: LFS-2005-06, 2009-10, BBS.

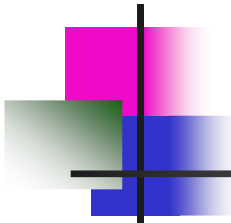


**Table 12 : Head Count Rates of Incidence of Poverty
(CBN Method), 1991-92 to 2010**

Years of HIES	Upper Poverty Line			Lower Poverty Line		
	Bangladesh	Urban	Rural	Bangladesh	Urban	Rural
2010	31.5	35.2	21.3	17.6	21.1	7.7
2005	40.0	43.8	28.4	25.1	28.6	14.6
2000	48.9	52.3	35.2	34.3	37.9	20.0
1995-96	50.1	54.5	27.8	35.2	39.5	13.7
1991-92	56.7	58.8	42.8	41.1	43.8	24.0

Note: HIES,2010, BBS.

Table 13: Incidence of Poverty by Main Occupation of Head of Household

Residence and Occupation of Head	Percentage of population the below poverty line			
	Using the Poverty Line			
	2010		2005	
	Lower	Upper	Lower	Upper
National				
Total	17.6	31.5	25.1	40.0
Professional, Technical & Related Works	10.6	19.5	16.1	25.7
Administrative & Management Works	0.5	0.8	2.4	9.8
Clerical Related Works & Govt. Executive	8.5	17.7	29.4	44.1
Sales Workers	10.3	22.3	16.7	30.5
Service Workers	26.1	44.2	25.3	40.7
Agriculture, Forestry & Fisheries	22.2	37.0	31.5	48.2
Production, Transport Labours	21.5	41.0	23.6	42.2
Head not Working	12.6	24.2	17.0	27.5

Note: HIES,2010, BBS.

Table 13: Incidence of Poverty by Main Occupation of Head of Household (Cont.)

Rural				
Total	21.1	35.2	28.6	43.8
Professional, Technical & Related Works	15.0	24.8	18.5	28.0
Administrative & Management Works	1.2	1.8	12.6	38.4
Clerical Related Works & Govt. Executive	15.5	23.5	36.6	51.8
Sales Workers	14.6	27.1	21.7	36.5
Service Workers	30.9	49.1	31.4	48.3
Agriculture, Forestry & Fisheries	22.5	36.8	32.0	48.5
Production, Transport Labours	28.9	47.9	30.6	49.2
Head not Working	15.7	28.1	18.5	29.8

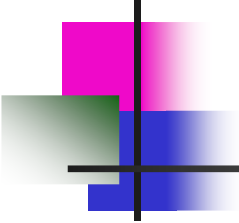


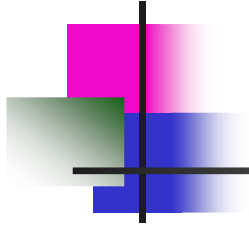
Table 13: Incidence of Poverty by Main Occupation of Head of Household (Cont.)

Urban				
Total	7.7	21.3	14.6	28.4
Professional, Technical & Related Works	4.3	11.9	11.7	21.7
Administrative & Management Works	0.0	0.0	0.0	3.0
Clerical Related Works & Govt. Executive	4.6	14.5	18.0	32.0
Sales Workers	4.7	16.0	9.6	22.2
Service Workers	16.6	34.4	16.5	29.7
Agriculture, Forestry & Fisheries	16.7	40.0	24.7	44.8
Production, Transport Labours	10.7	30.7	14.2	32.7
Head not Working	4.0	13.6	12.1	20.0

Challenges

Main Challenge of Collecting DWI and Suggested measures

- 
- The periodicity of the current labour force survey (LFS) is 4-5 years which is not suitable for generating DWI on a regular basis. This should be done annually or biannually.
 - The content of questionnaire of current LFS need to be modified to get the maximum number of DWI.
 - All the data for DWI may not available from the traditional LFS, collection of administrative data from other relevant organisations such as Ministry of Labour and Employment, Directorates of Labour (DOL) Ministry of Finance and Ministry of Social Welfare should be ensured.
 - Some selected DWI (such as: strike & lockout, occupational injuries, union/association etc.) can be generated from these organisations with some effort.
 - A strong co-ordination should be established among these organisations for getting the relevant data and to fill-up the data gaps.



THANK YOU