



International
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NCCWE

▶ Decent Work Country Programme for Bangladesh 2022-2026





**Decent
Work Country
Programme for
Bangladesh**

2022-2026

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► Acronyms and Abbreviations

ADB	Asian Development Bank
BBS	Bangladesh Bureau of Statistics
BEF	Bangladesh Employers' Federation
BGMEA	Bangladesh Garments Manufacturer and Exporter Association
BKMEA	Bangladesh Knitwear Manufacturers and Exporters Association
BNQF	Bangladesh National Qualifications Framework
CAS	Committee on the Application of Standards
CCA	Common Country Assessment
CEACR	Committee of the Application of Conventions and Recommendations
CMSME	Cottage, Micro, Small and Medium-sized Enterprise
CPO	Country Programme Outcome
DC	Development Cooperation
DFA	Development Finance Agencies
DIFE	Department of Inspection for Factories and Establishments
DOL	Department of Labour
DRF	Development Results Framework
DTE	Directorate of Technical Education
DTSC	DWCP Tripartite Steering Committee
DWCP	Decent Work Country Programme
DWT	Decent Work Country Team
ERD	Economic Relations Division, Ministry of Finance
EVAL	Evaluation Office (ILO)
EPZ	Export Processing Zone
EUGSP	European Union Generalized Scheme of Preference
EVI	Economic Vulnerability Index
FYP	Five Year Plan
GBV	Gender Based Violence
GCM	Global Compact on Migration
GNI	Gross National Income
GoB	Government of Bangladesh
HAI	Human Assets Index
HLE	High-Level Evaluation
IBC	IndustriALL Bangladesh Council
ICT	Information and Communication Technology
IFAD	International Fund for Agricultural Development
ILO	International Labour Organization
IOM	International Organization for Migration
ISC	Industry Skills Council
IsDB	Islamic Development Bank
ISERP	Immediate Socio-economic Response Plan
LDC	Least Developed Country

LGBTI	Lesbian, Gay, Bisexual, Transgender and Intersex
LMI	Labour Market Information
LNOB	Leaving No One Behind
MOE	Ministry of Education
MoEWOE	Ministry of Expatriate Welfare and Overseas Employment
MOFA	Ministry of Foreign Affairs
MOLE	Ministry of Labour and Employment
MSME	Micro, Small and Medium-sized Enterprise
MOWCA	Ministry of Women and Children Affairs
NCCWE	National Coordination Committee for Workers' Education
NGO	Non-Governmental Organization
NSDA	National Skills Development Authority
NSDC	National Skills Development Council
NTVQF	National Technical Vocational Qualifications Framework
OECD	Organisation for Economic Cooperation and Development
OSH	Occupational Safety and Health
P&B	Programme and Budget
RBSA	Regular Budget Supplementary Allocation
RMG	Ready Made Garments
RTCC	RMG Tripartite Consultative Committee
ROAP	Regional office for Asia and the Pacific
RPL	Recognition of Prior Learning
RSC	RMG Sustainability Council
SDC	Swiss Agency for Development and Cooperation
SDGs	Sustainable Development Goals
SDWG	Skills Development Working Group
SME	Small and Medium-sized Enterprise
SOPs	Standard Operating Procedures
SRM	Standards Review Mechanism
TCC	Tripartite Consultative Council
TMED	Technical and Madrasah Education Division
ToR	Terms of Reference
ToT	Training of Trainers
TVET	Technical and Vocational Education and Training
UNCDF	United Nations Capital Development Fund
UNCT	UN Country Team
UNDAF	United Nations Development Assistance Framework
UNDP	United Nations Development Programme
UNICEF	United Nations Children's Fund
UNODC	United Nations Office on Drugs and Crime
UNRC	United Nations Resident Coordinator
UNSDCF	United Nations Sustainable Development Cooperation Framework
UNW	UN Women
USAID	United States Agency for International Development
WRC	Workers Resource Centre
XBTC	Extra-Budgetary Technical Support

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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) 2022-2026.

The following are agreed as priorities of the DWCP:

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

Priority 2: *Equitable human development and well-being*

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

Priority 4: *Gender equality and ending gender-based violence: empowering women and girls*

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 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 Workers' Organization

For and on behalf of Employers' Organization



Chairman
National Coordination Committee for Workers
Education



President
Bangladesh Employers' Federation

For and on behalf of the International Labour
Office



Country Director
ILO Country Office for Bangladesh

For and on behalf of the Government



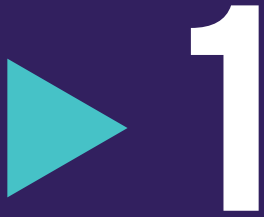
Secretary
Ministry of Labour and Employment

► **DWCP at a Glance**

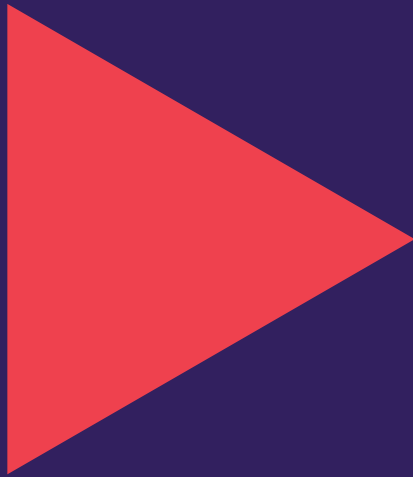
DWCP Goal: Increased number of women and men in decent and productive jobs in Bangladesh in the post-COVID-19 period as a result of enhanced (i) strategic policy and institutional frameworks and (ii) capacities for inclusive, equitable and sustainable economic development, decent work and social protection for all.	
Key Bangladesh national development frameworks	Bangladesh Perspective Plan 2021-41 Bangladesh 8th Five-Year Plan, 2021-25
SDG Targets	SDG 1.3 (social protection for all); SDGs 4.3 and 4.5 (equitable and equal access to TVET); SDG 4.4 (skills for employment, decent jobs and entrepreneurship); SDG 5.1 (ending discrimination against women and girls); SDG 5.2 (eliminating all forms of violence against all women and girls); SDG 5.5 (women's participation and leadership at all levels of decision-making); SDG 8.3 (policies to support job creation, entrepreneurship, creativity, innovation and formalization of MSMEs); SDG 8.5 (full and productive employment and decent work for all, and equal pay for work of equal value); SDG 8.6 (reduction in proportion of youth not in employment, education or training); SDG 8.7 (eradicate forced labour and end child labour in all forms); SDG 8.8 (labour rights and secure working environments for all, including migrant workers, especially women, and those in precarious employment); SDG 10.7 (orderly, safe, regular and responsible migration); SDG 16.6 (effective, accountable and transparent institutions); SDG 16.10 (public access to information and protection of fundamental freedoms).
DWCP Strategic Priority 1	Inclusive and sustainable economic development and decent jobs creation
DWCP Outcome 1	By 2026, more people in Bangladesh, particularly the most vulnerable and marginalized from all gender and social groups, and those from lagging districts, have access to and can enjoy full and productive employment and decent work opportunities resulting from responsible, inclusive, sustainable, green, and equitable economic development (adapted from UNSDCF).
DWCP Outputs	1.1: Improved capacities of the relevant agencies of the Government of Bangladesh to design and implement conducive policies and regulatory frameworks to attract investment from diversified sources in labour-intensive, responsible, green and inclusive economic sectors with high potential for employment for women, youth and other vulnerable groups (UNSDCF).

	<p>1.2: Improved opportunities for people of Bangladesh from all gender, ethnicity and socio-economic backgrounds to obtain decent, sustainable and productive employment, including in green jobs, through employment and labour market policies, regulations and programmes (adapted from UNSDCF).</p> <p>1.3: Improved opportunities for people of Bangladesh from all gender, ethnicity and socio-economic backgrounds to obtain gender-responsive life-long market driven skills which are relevant to the future of work, through formal institutionalized training systems, on-the-job learning and recognition of prior learning (adapted from UNSDCF).</p> <p>1.4: Improved resilience and sustainability of CMSMEs, including those with large concentrations of women and youth workers, through technology adoption, business models innovation and access to financial and non-financial business development services, knowledge and resources (UNSDCF).</p> <p>1.5: Improved capacities of labour migration institutions, service providers, constituents and other stakeholders to develop and implement equitable, effective, safe and fair labour migration policies and frameworks which promote decent work for departing and returned women and men migrant workers.</p>
DWCP Strategic Priority 2	Equitable human development and well-being (UNSDCF)
DWCP Outcome 2	By 2026, more people, in particular the most vulnerable and marginalized, have improved access to and utilization of quality, inclusive, gender, disability and shock-responsive, universal and resilient social protection systems and basic social services (adapted from UNSDCF).
DWCP Outputs	<p>2.1: Strengthened national policy and institutional frameworks for development and implementation of a universal, sustainable, and resilient social protection system, based on solidarity and equality (adapted from UNSDCF).</p> <p>2.2: Increased access by workers to contributory-based social insurance systems in prioritized areas, including employment injury.</p> <p>2.3: Increased access by migrant workers - including women, returnees and vulnerable groups - to gender responsive, inclusive and quality migration services and social protection.</p> <p>2.4: Elimination of child labour in all its forms by 2025 in line with the National Plan of Action to Eliminate Child Labour (2020-25).</p>

<p>DWCP Strategic Priority 3</p>	<p>International Labour Standards and rights at work promoted, labour market governance strengthened, and social dialogue enhanced.</p>
<p>DWCP Outcome 3</p>	<p>By 2026, more people, especially the most vulnerable, benefit from more equitable, non-discriminatory, gender-responsive, participatory, accountable governance and justice, in a peaceful and tolerant society governed by the rule of law (UNSDCF).</p>
<p>DWCP Outputs</p>	<p>3.1: Increased ratification and implementation of international labour standards to improve labour rights in the world of work, with particular focus on ILO supervisory bodies' recommendations.</p> <p>3.2: Improved functioning of labour market governance institutions in line with international labour standards.</p> <p>3.3: Improved capacity of ILO social partners and strengthened or new social dialogue institutions and processes for effective social dialogue and tripartism, including for collective bargaining.</p>
<p>DWCP Strategic Priority 4</p>	<p>Gender equality and ending gender-based violence: empowering women and girls (UNSDCF).</p>
<p>DWCP Outcome 4</p>	<p>By 2026, more women in the world of work benefit from improved policies, laws and measures to reduce gender-based violence and harassment; reduce women's disproportionate unpaid care responsibilities; increase women's voice, representation and leadership; and increase access to a gender responsive work environment.</p>
<p>DWCP Outputs</p>	<p>4.1: Enhanced capacities of tripartite constituents to develop and implement policies, legal frameworks, and measures to eliminate gender-based violence and sexual harassment in the world of work.</p> <p>4.2: Enhanced capacities of tripartite constituents to develop and implement policy, legal frameworks, and measures at national and workplace levels to reduce the disproportionate domestic and care responsibilities carried by women.</p> <p>4.3: Strengthened institutional and regulatory frameworks and capacity to design and implement policies to promote gender-responsive work environments.</p> <p>4.4: Increased women's voice, representation, and leadership in the world of work, including within ILO constituents' institutions and organizations and at enterprise level.</p>



Introduction



► 1. Introduction

The United Nations Sustainable Development Cooperation Framework (UNSDCF) 2022-26 for Bangladesh states that the country is at a pivotal moment on its development pathway. "While Bangladesh had made remarkable progress in economic development and poverty reduction in the pre COVID-19 pandemic period, (with sustained economic growth at an average rate of seven per cent alongside a reduction in the poverty rate to 20.5 per cent in 2019), progress has been slowed by increasing inequality, environmental degradation and increasing risk burdens.

The impact of COVID-19 has exacerbated these factors; however, the country is uniquely positioned to seize upon the disruption caused by the pandemic to effect transformative change in its institutions to bring administration, decision-making and services closer to its people. Large pockets of potential among youth, women, and previously marginalized groups are ready to be tapped and, with the right levels of investment and more efficient, targeted and risk-informed governance interventions, can unleash a new wave of human capabilities to fuel a more equitable, sustainable development paradigm in the country."¹

In this context, the Bangladesh Decent Work Country Programme (DWCP) 2022-26 provides the basis for the contributions by the ILO Office, tripartite constituents, and other partners to advance equal opportunities for women and men to obtain decent and productive work in conditions of freedom, equity, security, and

human dignity. As part of the joint contribution by the United Nations to support Bangladesh in achieving its development priorities and objectives, the ILO will draw on its distinctive global normative mandate centred on the promotion of international labour standards and social dialogue, its unique tripartite base and its decent work expertise, in order to promote decent work for all.

The DWCP is an integral part of the wider UNSDCF in Bangladesh which supports the country's achievement of its national development objectives and the Sustainable Development Goals (SDGs). It is fully aligned to and designed to support implementation of decent work elements of the Bangladesh 8th Five Year Plan (including in the context of graduation from Least Developed Country status in 2026); the Vision and Perspective Plan 2021-41; and relevant national laws, policies, strategies and plans. It further aligns with the three pillars of ILO Centenary Declaration for

1. United Nations Country Team, Bangladesh. (4 April 2021). United Nations Sustainable Development Cooperation Framework (UNSDCF) 2022-2026.

the Future of Work (2019);² the ILO global call to action for a human-centred recovery from the COVID-19 crisis that is inclusive, sustainable and resilient (2021); the ILO Strategic Plan 2022-25; the ILO Programme and Budget (P&B) 2022-23 approved by ILO constituents through the International Labour Conference (ILC); and the Bali Declaration adopted by the 16th ILO Asia and the Pacific Regional Meeting, Bali, Indonesia (2016).

The DWCP was developed in the context of the formulation and finalization of the UNSDCF. The ILO Office contributed actively to the UN Common Country Analysis, the drafting of the UNSDCF (including the development of outputs and indicators), the joint UN SDG financing strategy and joint work plans to guide UNSDCF implementation. ILO tripartite constituents contributed their respective priorities and concerns to the UNSDCF drafting process.

The UNSDF Strategic Priorities are as follows: SP1 - Inclusive and Sustainable Economic Development; SP2 - Equitable Human Development and Well-Being; SP3 - Sustainable, Healthy and Resilient Environment; SP4 - Transformative, Participatory and Inclusive Governance; and SP5 - Gender Equality and Ending Gender-Based Violence.

The DWCP adopts UNSDCF SP1, SP2 and SP5. SP3 is integrated into DWCP Priorities 1 and 2 through commitments in areas including a just transition to an environmentally sustainable economy and mainstreaming climate change resilience into all programmes and projects (refer to Section 4.5.3: DWCP contributions to achievement of UNSDCF Outcome 3). UNSDCF SP4 is replaced by DWCP Priority 3: International Labour Standards promoted,

labour market governance strengthened, and social dialogue enhanced.

The ILO's four pillars of decent work provide the core drivers for the contributions of the DWCP to UNSDCF implementation in this context. The pillars are promoting jobs and enterprise, guaranteeing rights at work, extending social protection, and promoting social dialogue, with gender equality as a cross-cutting theme. These pillars are crucial to advancing the entire sustainable development agenda.

DWCP formulation involved extensive collective and individual engagement with ILO constituents (including extended meetings of the DWCP Tripartite Steering Committee on 3 May and 9 December 2021); other relevant line ministries; the United Nations Resident Coordinator and members of the United Nations Country Team (UNCT); the Director and staff in the ILO Country Office for Bangladesh; and ILO specialist staff in the ILO Decent Work Technical Support Team for South Asia and Country Office for India.

The DWCP design further drew on the United Nations Common Country Analysis as well as three reviews commissioned by the ILO Regional Office for Asia and The Pacific (ROAP). These are (i) Stocktake of the Bangladesh DWCP 2017-20: Progress and lessons to inform development of next DWCP (2020); (ii) Normative stocktaking for Decent Work in Bangladesh' (2019); and (iii) Synthesis review of selected evaluations in Decent Work Country Programmes and ILO's Development Cooperation Projects in Bangladesh during 2010-17 (2019). The findings of a High-level independent evaluation of the ILO's

2. The three pillars are increasing investment in people's capabilities; increasing investment in the institutions of work; increasing investment in decent and sustainable work.

programme of work in Bangladesh, Nepal, Sri Lanka and Pakistan, 2018-21, provided further insights for DWCP development and design.³

This is the fourth DWCP in Bangladesh. It builds on the progress, partnerships, and lessons of the DWCP 2017-20 (extended to December 2021 due to the impacts of the COVID-19 pandemic). A high degree of continuity exists through successive DWCPs. This reflects (i) the long-term and systemic nature of the core components of the Decent Work Agenda; (ii) the time required to develop sustainable national ownership, capacities, and understandings in critical areas; and (iii) the number of priority work areas which are already planned and resourced to carry forward into the next DWCP.

The development and implementation of the DWCP are anchored in the ILO's comprehensive, diverse, and continuously evolving partnerships across all relevant sectors in Bangladesh. At the core of DWCP development and implementation are the ILO constituents: (i) Ministry of Labour and Employment (MOLE) as the governmental focal point; (ii) the Bangladesh Employers Federation (BEF) and other employers' organizations such as the Federation of Bangladesh Chamber of Commerce and Industries (FBCCI), the Bangladesh Garment Manufacturers and Exports Association (BGMEA) and Bangladesh Knitwear Manufacturers and Exporters Association (BKMEA); and (iii) the National Coordination Committee for Workers Education (NCCWE) and the IndustriALL Bangladesh Council.

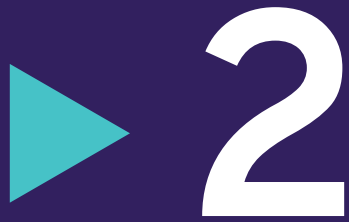
The ILO also engages with a range of other government ministries besides its primary

national governmental focal point. These include the Ministry of Education, the Ministry of Commerce, the Ministry of Expatriates' Welfare and Overseas Employment, the Ministry of Industries, Ministry of Youth and Sports, the Ministry of Planning, the Ministry of Chittagong Hill Tracts Affairs, the Ministry of Home Affairs and the Ministry of Housing and Public Works, and the Ministry of Women and Children Affairs. Engagement with national civil society organizations and other national stakeholders actively supporting the Decent Work Agenda is also a priority. Key international partners include (i) members of the Bangladesh UN Country Team, particularly FAO, UNICEF, IOM, UNDP and UN Women; (ii) international financial institutions and multilateral institutions such as the Asian Development Bank, World Bank and European Union; and (iii) bilateral development cooperation partners.

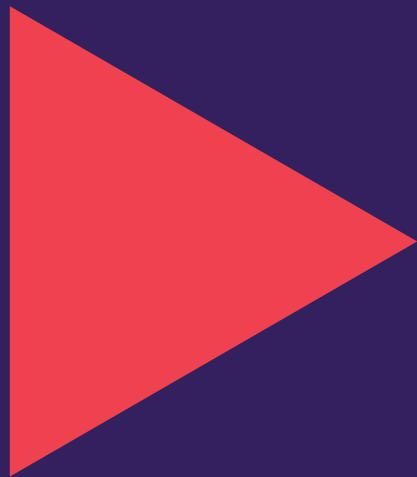
Implementation of the DWCP will be supported by a mix of financial and human resources from the national constituents, the ILO and development cooperation projects supported by international development partners. National constituents will continue to work together to strengthen local ownership of the DWCP and ensure long-term sustainability and impact.

This DWCP for Bangladesh for the period 2022-26 was validated by the ILO National Constituents at a special meeting held in Dhaka for this purpose on 5 February 2022. The document was formally launched at a tripartite event in Dhaka on 31 March 2022.

3. ILO Evaluation Office, *High-level independent evaluation of the ILO's programme of work in Bangladesh, Nepal, Sri Lanka and Pakistan, 2018-21, 2021.*



**Country Progress
Towards Decent
Work and Sustainable
Development**



► 2. Country Progress Towards Decent Work and Sustainable Development

The following country overview draws on the UN Common Country Assessment (CCA) for Bangladesh,⁴ supplemented by selected other relevant documentation. It is presented through the lens of the three pillars of the ILO Centenary Declaration.

2.1 Capacities to benefit from the opportunities of a changing world of work

COVID-19 impacts on the economy, jobs, and capacities: The dominant feature of the current Bangladesh social-economic landscape is the impact of the COVID-19 pandemic on capacities to benefit from the changing world of work. The pandemic has put at risk Bangladesh's steady progress towards its national development objectives and intensified pre-existing vulnerabilities, such as the high proportion of the population (50 percent prior to the pandemic) close to the poverty line; the high level of workers in informal, vulnerable employment; and gender gaps in employment and access to services. An authoritative analysis of the systemic economic and employment impacts of the pandemic awaits in-depth studies and surveys (including labour force surveys) which have yet to emerge. However, it is evident that the impacts of the pandemic have created a multidimensional crisis increasing immediate

humanitarian needs, while at the same time exacerbating structural inequalities and pre-existing barriers in access to services and aggravating vulnerabilities in the country's governance and administrative systems.⁵

Unofficial UN estimates place the number of COVID-19-induced 'new poor' between 16 and 42 million people, which could bring the poverty rate up to 44 per cent.⁶ Pre-existing, multifaceted vulnerabilities have meant that many who were struggling to maintain minimum livelihood standards have quickly slid back into poverty. The pandemic's impacts are acutely felt by those underserved by national social protection programmes, including the majority of the working population in the informal economy with knock-on effects on human development across society. In rural areas where more than 70 percent of Bangladesh's total population lives, average income dropped by more than 80% since the outbreak of the pandemic.

The loss of livelihoods brought about by the crisis has in turn contributed to a reduced

4. United Nations Common Country Analysis for the United Nations Sustainable Development Cooperation Framework, Bangladesh 2021-2026. Updated to reflect the impact of and response to the COVID-19 pandemic (Confidential Draft, 6 November 2020).

5. The main source for this section is the United Nations Immediate Socioeconomic Response to COVID-19 (ISERP) in Bangladesh, August 31, 2020

6. Ibid

domestic demand for many products. Along with breakdowns in supply chains and transportation systems, this has crippled food production systems and countless micro, small and medium-sized enterprises, further affecting the livelihoods of urban and rural workers. At the macro-level, the pandemic has laid bare existing structural vulnerabilities within the economy such as the over-reliance on the production of ready-made garments (RMG) and remittances as drivers of economic growth, a very low tax-to-GDP ratio, a fragile banking system, significant disaster and climate-related risks, and the predominant informal sector.

The impact of COVID-19 on women the world of work is graphically demonstrated in the Bangladesh garment sector, the country's largest source of formal employment where women make up 60 percent of the workforce. As well as a dramatic upsurge in layoffs and dismissals, compounded by many factories reopening at reduced workforce capacity, working conditions in the industry worsened due to underlying challenges including discrimination and harassment, under representation of women's voice, wage gaps as well as unevenly shared unpaid care and family obligations.⁷ It is increasingly clear that business will not resume "as usual" after the pandemic recedes. Without effective amelioratory actions, pre-existing inequalities are likely to widen and previous important gains regarding poverty reduction and gender equality in the garment sector across the region may be lost.⁸

The impacts of the crisis have been magnified for women and girls generally who are facing

increased unpaid care burdens; are more likely to become more food insecure relative to males in the same household; and are facing increased levels of gender-based violence including sexual harassment, as well as child marriage. Thousands of children are further not likely to go back to school after educational system closures and have already entered or at risk of entering the workforce as child labourers.

The pandemic impacts have seen major shifts in approach and focus for the work of the ILO in Bangladesh, including prioritization of migrant workers reintegration policy, programmes and services; the development of online learning modalities and materials for TVET and entrepreneurship training; COVID 19 impact assessment for the RMG sector workers; and the design with employers of an employment retention support programme for RMG workers.

Climate change and the world of work:

Anticipating and mitigating the growing impacts of climate change is fundamental to growing Bangladesh's capacities to benefit from the opportunities of a changing world of work. Bangladesh has been ranked as the world's seventh most vulnerable country to climate change, despite its relatively insignificant greenhouse gas emission rates. Some 14 per cent of Bangladesh's GDP is exposed to natural disasters, and 1.8 per cent of the GDP is currently lost annually because of disasters. This is projected to increase as threats related to climate change intensify. Even a moderate increase in sea level would result in the inundation of almost 18 per cent of the country's landmass by 2050, leading to

7. ILO. (November 2020). Gendered impacts of COVID-19 on the garment sector. Available at https://www.ilo.org/asia/publications/WCMS_760374/lang-en/index.htm

8. Ibid

mass displacement and forced migration,⁹ with profound implications for the world of work. A graphic illustration of the impacts of climate change in the world of work is given by research in Bangladesh's RMG sector indicating links between gender-based violence and harassment in conditions of increasing heat stress and extreme weather events.¹⁰ Women are at the centre of climate change impacts in the garment sector due to their overall predominance and positioning within the industry workforce. There is furthermore growing evidence that factors such as the loss of agricultural production and the impact of extreme weather events linked to climate change is becoming a driver of female migration from rural areas to garment production centres.¹¹

Bangladesh has demonstrated strong leadership in proactively responding to the risks posed by climate change by making adaptation and disaster response central pillars of its national development framework. Amidst growing calls domestically for a New Green Deal in Bangladesh, the GoB's 8th Five Year Plan provides strong evidence of a change in official thinking on the country's reliance on fossil fuels, which in 2019 saw Bangladesh ranked sixth in the world for levels of coal power capacity in development.¹² The Government has further played a leading role in global advocacy for international mitigation and adaptation strategies. Within the UNSDCF,

the ILO has a critical role in supporting such efforts through means including supporting its private sector constituency to stimulate and finance a green growth pathway; supporting just transitions for workers and enterprises to a more environmentally sustainable economy and employment; engaging workers and employers' organizations in the process of Just Transition planning through social dialogue; assisting the constituents in key sectors to apply the ILO Just Transition Guidelines in their efforts to reduce harmful emissions, which could generate green jobs such as in textile and garment, transportation and fuel intensive industries; support the agriculture, forestry and fishing sectors to develop opportunities for green jobs creation in sustainable production and organic farming; promotion of green skills development; and coming behind national initiatives such as the Mujib Climate Prosperity Plan which aims to equip vulnerable communities, industry and the government with financing tools and models to create a new risk management paradigm linked to SDG achievement and LDC graduation.

Opportunities and challenges of the 4th Industrial Revolution: While the impacts of COVID-19 continue to play out across Bangladeshi society climate change threats intensify, the world of work continues to rapidly evolve, driven by technological change in areas including digitalization, the emerging platform economy, artificial intelligence, and

9. Ministry of Environment and Forest (2009)

10. ILO. (17 May 2021). Turning up the heat: Exploring potential links between climate change and gender-based violence and harassment in the garment sector. ILO Working paper 31

11. For example: (i) Goering, Laurie. (29 April 2014). Did climate change contribute to the Rana Plaza disaster?

Thomson Reuters Foundation. Accessed on 1 October 2020 at <https://news.trust.org/item/20140429102346-95fck/>; (ii) Lowman, Anna. (22 January 2016). Climate Change, Women and Bangladesh's Disaster Capitalism. Accessed on 1 October 2020 at <http://www.europe-solidaire.org/spip.php?article37030>

12. The Diplomat. (August 2021). The Push for a Green New Deal in Bangladesh. Available at <https://thediplomat.com/2021/08/the-push-for-a-green-new-deal-in-bangladesh/>

automation. In the pre-COVID period, an estimated 5.38 million jobs were estimated to be at risk in the Bangladesh economy. The ready-made garment (RMG) sector was projected to be the worst affected, with as many as 2.7 million or 60 percent of jobs potentially being lost. These impacts are highly gendered, with a recent study by the Bangladesh Centre for Policy Dialogue indicating that automation had reduced female workers' participation in the RMG sector to 60.8 percent in 2016 from 64 percent in 2015 (a development described as defeminization of the sector). With respect to workforce capacities, such developments have put the spotlight on the need to increase digital literacy and emphasize areas such as leadership, critical thinking, innovation and lifelong learning in education and technical/vocational training curricula and programmes.

Linking skills development to market needs and economic development: More than two million people, mostly young, entered the labour market every year. However only 5 percent of the Bangladesh labour force has received any form of training, and just 1 percent of the population has undergone any form of technical/vocational training.¹³ A lack of adequate education and skills hold many Bangladeshis back from obtaining quality jobs and the country ranks below many others in the region for levels of literacy, education and skills. 83 percent of the labour force is either illiterate or has no formal education, with only 60% completing primary school.¹⁴

The GoB has long recognised the potential contribution of Technical and Vocational

Education and Training (TVET) and other forms of skills development to developing the skilled workforce the country needs to take advantage of current demographic dividend opportunities; seize the opportunities of the 4th Industrial Revolution; increase economic growth and enterprise development; boost productivity; improve international competitiveness and reduce poverty - all critical to the country's graduation from LDC status in 2026. This potential is summed up in the vision of the National Skills Development Policy, 2021: 'A demand-driven skilled workforce will be built for the socio-economic development of Bangladesh.'

Recent years have seen significant steps in the development of a market led national TVET system that aims to deliver competencies that meet industry needs and lead to qualifications that are recognised at home and abroad. Such steps have included the creation of the National Skills Development Authority (NSDA); development and adoption of a National Skills Development Policy and the National Technical Vocational Qualification Framework (NTVQF); the adoption of a comprehensive Bangladesh National Qualifications Framework (BNQF), covering all learning pathways; the implementation of competency-based Training and Assessment including the establishment of Registered Training Organizations (RTO), implementation of Recognition of Prior Learning (RPL) programmes; production of competency-based learning materials (CBLM); the strengthening of job placement and career guidance mechanisms; and the expansion of apprenticeship programmes.

13. Labour Force Survey 2016-17, BBS. Cited in Khan, Dr. M Amanullah (Mak). (August 2019). Situation Analysis of Bangladesh TVET Sector: A background work for a TVET SWAp. Khan Independent International Consultant RMDG Australia.

14. Khan, Dr. M Amanullah (Mak). (August 2019). Situation Analysis of Bangladesh TVET Sector: A background work for a TVET SWAp. Khan Independent International Consultant RMDG Australia.

There has been a particular emphasis in this context on Improving inclusion within TVET and skills development training, with a particular ILO focus on participation by women, persons with disabilities and women and men migrant workers. Key priorities in this respect during the DWCP period will include promoting women's access to STEM education and entrepreneurship training; development of a programme to address the issues faced by returnee women migrant workers; and development of a gender action plan on women's access to TVET which will be deployed across all skills interventions.

A particular ILO focus in the COVID-19 context has been supporting the GoB in the development of digital modalities for TVET delivery, including e-learning platforms. These developments have provided migrant workers among others with the ability to certify their skills and enabled TVET instructor training activities to continue despite lockdowns.

Key skills development priorities and challenges during the next DWCP period include ongoing strengthening of the market-led orientation of skills development; accelerating the acquisition of digital and green skills; improving TVET governance and the engagement of the private sector; increasing the inclusion of women, persons with disabilities, migrant workers and other vulnerable groups; delivering increased investment in TVET and skills development; strengthening cooperation between skills institutes and industry; increasing attention within the private sector to reskilling and upskilling their employees; improving the availability of up-to-date labour market information (LMI) to support TVET planning; and strengthening coordination among the approximately 24 ministries and 20 agencies

involved in skills development, TVET and non-formal education.

Moving towards universal social protection, step-by-step: A universal life-cycle-based social protection system is a major factor in enhancing the capacities of all people to benefit from the opportunities of the changing world of work. The July 2015 adoption by the GoB of the National Social Security Strategy (NSSS) and development of its accompanying Action Plan phase 1 (2016-2021) represented an important step towards this goal. Inter alia, these set out the basis for introducing a National Social Insurance Scheme (NSIS) covering sickness, maternity, old age pension, employment injury and unemployment.

Particular impetus was given in this direction by the social protection gaps exposed by the Tazreen Fashion and Rana Plaza tragedies in 2012 and 2013 respectively. The impacts of the COVID-19 pandemic have further put the spotlight on gaps in current social protection arrangements, especially for the majority of women and men workers in the informal economy. However, progress in implementation of a comprehensive and sustainably resourced system remains slow and piece-meal. In the meantime, Bangladesh's existing social security programmes are functioning below their potential impact because of high levels of targeting errors in beneficiary selection. The 2016 Household and Income Expenditure (HIES) survey estimated that 71 percent of poor and vulnerable households are excluded from social protection as a result. As the COVID-19 renders millions of households vulnerable and in need of social protection, these targeting challenges undermines the impact of the GoB's response measures and misdirects scarce funding.

Recent years have seen several initiatives taken with ILO support to accelerate progress towards expanded and effective social protection coverage in specific areas. These include steps towards the establishment of the NSIS through the piloting of (i) an Employment Injury Insurance (EII) scheme in the RMG (overseen by a High-Level National EII Tripartite Committee); (ii) a national dialogue on developing an Unemployment Insurance Scheme under the Immediate Socio-economic Response Plan for COVID-19 (ISERP) framework; and (iii) a crisis disbursement approach through the RMG sector COVID-19 subsidy scheme.

Ending gender-based discrimination in the world of work: Gender equality and women's empowerment are critical to enhancing the capacities of half of the Bangladeshi population to benefit from the changing world of work. Bangladesh has a relatively comprehensive gender equality policy and institutional architecture linked to global frameworks and commitments, including CEDAW, the Beijing Platform of Action (1995) and the SDGs. The National Women's Development Policy (NWDP, 2011) is a core policy reference, while the Gender Strategy of the 8FYP (Section 14.5.3) states the ongoing commitment of Bangladesh to gender equality in the pandemic recovery period. The strategy sets out a vision of establishing "a country where men and women will have equal opportunities and rights and women will be recognized as equal contributors in economic, social and political development". Underpinning the strategy is a commitment to pursuing approaches and actions that not only enhance women's capabilities and access to resources and opportunities, but also address barriers in structures and institutions and aim at changing

social norms and protecting women's rights, including in the world of work. The following five strategic objectives support this agenda:

1. Improve women's human capabilities (including access to the labour market and decision-making, training and freedom from violence and coercion).
2. Increase women's economic participation and benefits (including access to income, the job market, economic resources, skills development and entrepreneurship opportunities, as well as removal of barriers to women's economic participation).
3. Enhance women's voice and remove constraints on women's agency (including women's role as leaders and decision makers in public and private spheres).
4. Enhance/strengthen enabling environment for achieving gender equality (including the socio-political environment, legal and policy support, gender responsive social norms and the capacity to develop, implement, and monitor gender strategies).
5. Enhance Mother and child benefit programme.

Key foundations of the enabling environment for gender equality including ensuring all laws and policies are consistent with CEDAW; enforcement of all laws to uphold rights of women and girl; enactment of laws and formulation of policies on the High Court Directives on sexual harassment; and ensuring that laws are "consistent with ILO convention on sexual harassment: The Violence and Harassment Convention, 2019 (No. 190) and

Recommendation (No. 206)." The 8th FYP states that "domestic laws and policies on labour, migration, occupational health and safety and other relevant laws of Bangladesh should be reviewed and made consistent with the Convention."

Gender equality indicators have generally been on the rise in this context, with Bangladesh ranking 50 out of the 153 countries included in the World Economic Forum's Global Gender Gap Index.¹⁵ Gender indicators have improved between 2006 and 2020 across all main developmental areas, particularly those related to political empowerment. However, women's participation in the labour market in Bangladesh has stagnated since 2015 at around 36 percent.¹⁶ According to a joint ILO-Gallup Report (2017), unpaid care and domestic work is the primary barrier for women engaging in and staying in the workforce. Married women in Bangladesh spend on average 26 hours on household chores per week, compared to only about eight hours for men. Overall, the care economy in Bangladesh, from quality childcare provision to care of older persons is underdeveloped and undervalued, with untapped potential to both provide decent work opportunities and support increased engagement by women in the labour market.

Women are predominantly engaged in informal employment, including unregistered micro and small enterprises, and as unpaid labour within the household contributing to the work of male members. They tend to have with minimal savings and social safety-net support. When gender intersects with other characteristics, such as ethnicity, migration status and disability, the challenges are

magnified, resulting in the widening of both gender disparities and intra-women inequalities. This makes it necessary to supplement universal policies and approaches with targeted measures in support of women who face compounded disadvantages due to their personal characteristics.

Inequalities and discrimination undermine equitable development: The 8th FYP (Section 14.6) further emphasizes the need for increased attention to the situation and needs of vulnerable populations in Bangladesh, including children, older persons, ethnic and religious minorities, persons with disabilities or physical impairments, low caste groups. The particular needs of hijra/transgender persons are recognized in this context, including their exclusion from formal and informal sector employment.

Estimates of disability prevalence in Bangladesh vary widely from study to study, depending on the methodology employed. The GoB estimates that persons with disabilities account for almost 7 percent of the population (UN CCA 2020) - more women than men, and more in rural areas than in urban centres. The GoB has ratified the Convention of the Rights of Persons with Disabilities (CRPD) and established a comprehensive policy and legal disability rights architecture. This includes the 'Persons with Disabilities' Rights and the Protection Act' in 2013 and the integration of commitments for the inclusion of people with disabilities into a variety of sector-specific strategies, plans and schemes, including for TVET and a cash transfer support scheme. The ILO supported the establishment of the Bangladesh Business and Disability Network

15. World Economic Forum. 2020. Cited in Better Work Bangladesh: Gender Strategy 2020- 2022

16. ILOSTAT, January 2021.

(BBDN) in 2016, which advocates for and bridges business entities with persons with disabilities seeking employment.

Nonetheless, a number of barriers continue to prevent persons with disabilities from taking an active part in economic and social life. As well as widespread social stigmas, these include inaccessible infrastructure and public administration facilities which limit access to public transportation, social services, housing, and employment. Unemployment rates for adults with disabilities are higher than those of people without disabilities, despite a public sector employment quota of 10 percent for persons with disabilities. A higher rate of youths with disabilities are neither in work nor education (64 percent), compared to youths without disabilities (43 percent). Other sources report that the number of employed persons in Bangladesh with disabilities may be lower than 1 percent of the population with disabilities. Workers with disabilities often get paid less than others doing the same work, especially in manual jobs. The economic costs of people with disability in Bangladesh not working is approximately US \$1.18 billion per annum (1.74 percent of Bangladesh's GDP). The lack of access to employment for people with disabilities costs US \$891 million per annum.¹⁷

Over 54 ethnic minorities co-exist with the majority Bengali population, representing 1.8 percent of the total population according to the 2011 Census. Many ethnic minority populations are concentrated in the Chittagong Hill Tracts, where the tea plantations provide a major source of employment for local women.

Widespread poverty, lack of access to essential services and marginalization have led to increased attention in this area over recent years by the GoB, NGOs, and international partners.¹⁸

Eradication of child labour: At the 4th Global Conference on the Sustained Eradication of Child Labour in December 2017, the Government of Bangladesh committed to eliminating all forms of child labour by 2025. While some steps have been taken towards meeting this target, much remains to be done. The commitment has not been fully backed-up, for example, by improved access to quality education, social protection interventions, resources, or strong enforcement mechanisms. Other factors that impede progress include low wages, labour demands and a persistent social norm justifying child labour as a coping strategy for families facing daily survival challenges, intensified by the challenges of the COVID-19 pandemic. The agriculture sector accounts for 22 percent of hazardous child labour (one of the worst forms of child labour) in the country. Monitoring progress towards the 2025 elimination target is a challenge due to existing data being dated. A strong focus on data generation and formulation of evidence-based planning and monitoring tools is required in this crucial period. The ratification of C138 - Minimum Age Convention, 1973, on 22 Mar 2022 will add weight to efforts to accelerate efforts to meet the target.

Building decent work capacities in the midst of the Rohingya crisis: The huge influx of Rohingya refugees into Bangladesh in 2017

17. Inclusive Futures: Promoting disabilities inclusion and Institute of Development Studies. (June 2020). Bangladesh Situational Analysis. Version II.

18. Raja Devasish Roy and Mangal Kumar Chakma. (2016). Indigenous people in Bangladesh: Human rights and sustainable development goals. Keynote paper presented at national seminar on Indigenous People in Bangladesh: Human Rights and Sustainable Development Goals held in Dhaka 10 December 2015 with the support of the ILO to mark Indigenous and Tribal Peoples Day. Bangladesh Indigenous People's Forum.

has put the humanitarian-development-peace nexus at the centre of decent work capacity concerns in the country's Cox's Bazar District. As of July 2021, close to 900,000 Rohingyas resided in 34 camps in the district's Ukhiya and Teknaf Upazilas. Of the 2,650,000 Bangladeshis living in the district, approximately 514,000 reside in the Upazillas which are hosting the Rohingyas. The host communities are adversely affected by the rising prices of basic items, perceived security threat, pressures on natural resources, environmental degradation, pressure on already weak infrastructure and public services, and growing tensions among refugee and host communities. Following GoB guidance, the ILO has been supporting other UN agencies and constituents to promote full and productive employment and decent work opportunities for the host communities in the emerging sectors and economic opportunities in the district. At the centre of these efforts since 2020 has been a pilot project to support government and UN initiatives to generate local employment through strengthening the private sector, Business Development Service providers, MSMEs, government entities and training providers to deliver market-relevant skills and entrepreneurship training for women, youth, and vulnerable groups in the host communities.

Towards 2030 - financing implementation of the SDGs: SDG financing provides a further vital contributor to implementation of the decent work dimensions of the 8th FYP and the UNSDCF. It is a major focus of UNSDCF Strategic Priority 1, the implementation of which is being led by the ILO. Bangladesh is one of the pioneering countries to have undertaken

a study on assessing additional financing needs for SDG implementation. The study determined that Bangladesh needs an additional US\$928.48 billion to implement the SDGs between 2017 and 2030. Of the estimated total additional cost, 85.1 per cent will be mobilized from domestic sources. On average, the public sector will account for 33.5 per cent and the private sector would contribute 42.1 per cent during the period until 2030 (and 70 per cent in the period of the 8th FYP). The level of private sector funding remained at around 23.3 per cent of GDP for the fiscal years 2016-2020, highlighting the need for sustained attention in this area under the UNSDCF and DWCP as the country recovers from the COVID-19 pandemic.

2.2 Institutions of work to ensure adequate protection of all workers

Ratification of international labour conventions: International labour standards set out in ratified conventions provide a cornerstone of strong and protective institutions of work, including labour legislation and rules. Bangladesh has ratified 35 ILO Conventions including all eight Fundamental Conventions; two of four Governance Conventions (Priority); and 26 of 178 Technical Conventions.¹⁹

Recommendations and suggestions have been made by the ILO Standards Review Mechanism Tripartite Working Group (SRM TWG) and the UN Human Rights Council for Bangladesh to ratify up-to-date conventions proposed by the Governing Body to avoid a gap in legal

19. ILO. International Labour Standards in Bangladesh. Available at <https://www.ilo.org/dhaka/Areasofwork/international-labour-standards/lang--en/index.htm>

protection resulting from the abrogation of outdated conventions, ratified by Bangladesh (Convention No.45 and Convention No.96).²⁰ The latest Universal Periodic Review (UPR) of Bangladesh's human rights record by the UN Human Rights Council has further noted that need for compliance with international labour standards on freedom of association, labour inspection, the gender wage gap and child labour. Relatively specific recommendations in this respect were accepted by the GoB in 2018. At the same time, the ILO Committee of Experts on the Application of Conventions and Recommendations (CEACR) has made a series of comments and recommendations²¹ on the application of ratified conventions by Bangladesh.

In the period leading-up to the graduation of Bangladesh from Least Developed Country (LDC) status in 2026, the country's ratification and implementation record will take on even greater importance. To qualify for trade concessions under the EU Generalised Scheme of Preferences (GSP), Bangladesh will need to meet its obligations to 27 international human rights conventions, including seven international labour conventions.²² From

January 2024, a new GSP will add two new international labour conventions (Convention No 81 on Labour Inspection and Convention No 144 on Tripartite Consultation).

Key conventions in the spotlight in Bangladesh: The application of certain Conventions by Bangladesh has individually been the subject of periodic discussion at the annual International Labour Conference's tripartite Committee on the Application of Standards (CAS). The application of C.087 by Bangladesh was discussed in the CAS, for example, eight times since 1995 (2017, 2016, 2015, 2013, 2008, 1999, 1997, and 1995).²³ Two Committees on Freedom of Association (CFA) cases also remain active. These are No 3263 (26 February 2017, International Trade Union Confederation, the IndustriALL and UNI Global) and Case No 3203 (24 April 2016, International Trade Union Confederation).²⁴

The CEACR meeting in November-December 2020 adopted further comments relating to the application of Conventions Nos 81, 87 and 98.²⁵ While observing progress with respect to several measures taken or envisaged to ensure compliance of national law and practice with

20. The ILO Governing Board has recommended the following international labour conventions for ratification (as per the promotion pyramid): C138, P29, C129, C122; C155, C161, C187 and P155; C162, C167, C170, C174, C176; C160; C88 and C181; C121 or C102; C169; C152. Note: C138 and P29 are now ratified.

21. Latest comments are available at https://www.ilo.org/dyn/normlex/en/f?p=NORMLEXPUB:13201:0::NO::P13201_COUNTRY_ID:103500

22. The specified international labour conventions are: the Minimum Age for Admission to Employment Convention (C.138); Prohibition and Immediate Action for the Elimination of the Worst Forms of Child Labour Convention (C.182); Abolition of Forced Labour Convention (C.105); Forced Compulsory Labour Convention (C.29); Equal Remuneration of Men and Women Workers for Work of Equal Value Convention (C.100); Discrimination in Respect of Employment and Occupation Convention (C.111); Freedom of Association and Protection of the Right to Organise Convention (C.087); and the Right to Organise and to Bargain Collectively Convention (C.098).

23. Available at Ibid

24. Available at https://www.ilo.org/dyn/normlex/en/f?p=1000:20060:0:FIND:NO:20060:P20060_COUNTRY_ID,P20060_COMPLAINT_STATU_ID:103500,1495810

25. These covered issues such as (i) of civil liberties; (ii) legislative restrictions on the exercise of the right to freedom of association in the Bangladesh Labour Act, 2006, as amended, the Bangladesh Labour Rules, 2015 and the Bangladesh EPZ Labour Act, 2019; (iii) insufficient protection in law and in practice against acts of anti-union discrimination and interference; (iv) restrictions on collective bargaining and (v) limitations on independent inspection in export processing zones and special economic zones.

the above Conventions, the CEACR encouraged the Government to continue its efforts in this regard.²⁶

A comprehensive set of measures to follow-up ILC and ILO supervisory body comments has been consolidated within a national **Road Map on the Labour Sector in Bangladesh, 2021-2026** (ILO Governing Body 341st Session, Geneva, March 2021)²⁷ which was jointly developed with representatives of employers' and workers' organizations.²⁸ Alongside and complementary to the Road Map sits the June 2021 **National Action Plan (NAP) on the Labour Sector of Bangladesh (2021-2026)**. Together these two documents provide a national framework to guide action by constituents to move forward together in improving the implementation of international labour standards in Bangladesh (refer to Annex 7 for details).²⁹

Reform of Labour Act and EPZ Act: The Bangladesh Labour Act was amended in 2018, incorporating some of the observations of the CEACR at that time, including a reduction in the threshold for union registration. A parallel Bangladesh EPZ Labour Act (ELA) was also gazetted in February 2019. The latter also incorporated some CEACR observations, e.g., a provision for DIFE inspection of EPZ factories.

Promoting OSH and workplace building safety: The Tazreen fashion factory fire and Rana Plaza collapse put an unprecedented

spotlight on severe safety and health deficits in the garment sector of Bangladesh, and beyond. The Sustainability Compact to promote continuous improvements in labour rights and factory safety in the Ready-Made Garment and Knitwear Industry in Bangladesh was launched on 8 July 2013 in the aftermath of the Rana Plaza collapse. This brought together the Government of Bangladesh, the EU, the USA, Canada and the ILO, as well as employers, trade unions and other key national stakeholders.

Recommendations and actions to monitor progress against the different Compact objectives have contributed to the strengthening of the labour inspectorate within DIFE, leading to a significant expansion in the number of trained inspectors and improvements in digital and other systems which support data reliability and industrial accident and injury reporting. Revisions of the Labour and EPZ Laws have also been given impetus by the Compact, as have initiatives to lower the threshold of worker representation to form unions (including in the EPZ) and for DIFE to inspect EPZ establishments. The latter is constrained, however, by the requirement for approval by the Executive Chairman (i.e. no unannounced inspections).

The Remediation Coordination Cell (RCC) established within MOLE after the Rana Plaza collapse will transition into an Industrial Safety element under the DIFE Safety Unit. This unit is envisioned to monitor industrial safety in all

26. ILO. (2020). Addendum to the 2020 Report of the Committee of Experts on the Application of Conventions and Recommendations, International Labour Conference, 109th Session, 2021, 77-90 and 563-565.

27. Full official title is: Road map of actions to address all the outstanding issues mentioned in the complaint concerning non-observance by Bangladesh of the Labour Inspection Convention, 1947 (No. 81), Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87), and the Right to Organise and Collective Bargaining Convention, 1949 (No. 98). Reference: GB.342/INS/INF/2(Rev.1). Available at https://www.ilo.org/gb/GBSessions/GB342/ins/WCMS_800701/lang-en/index.htm

28. Available at https://www.ilo.org/wcmsp5/groups/public/---ed_norm/---relconf/documents/meetingdocument/wcms_800701.pdf

29. Available at https://mole.gov.bd/sites/default/files/files/mole.portal.gov.bd/notices/816f03a6_6237

4a20_8c9f_0c4120d260ff/National%20Action%20Plan%20on%20Labour%20Sector%20on%20Bangladesh_30%20June%202021.pdf

economic sectors, including the provision of technical and legal oversight. It will aim to: (i) ensure enforcement of Bangladesh Labour Act using dedicated wings as vehicles for technical and legal oversight of industry activities; (ii) chair the Review Panel to adjudicate on technical matters, particularly where there is a difference of opinion with industry safety initiatives; and (iii) maintain a common DIFE-sector database of all factories. In particular, the unit's aims will guide DIFE engagement with the RMG Sustainability Council (RSC) of the Ready-made Garment sector. Additionally, an updated national OSH profile and National Plan of Action on OSH were completed in 2021. A key consideration with respect to OSH is the important entry point it provides for prevention of all forms of violence and harassment, including gender-based violence and harassment. By applying a gender-responsive approach to OSH policy and programmes, many forms of violence and harassment against women can be addressed, including those based on discriminatory grounds as well as production practices, psychosocial risks and contractual and/or working arrangements (e.g. working in isolation and at night etc). Such an approach contributes result stronger and better protection for all, particularly women and other specific groups.

Promoting responsible business conduct: A key consideration in this context is the Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy (MNE Declaration), the only ILO and global instrument that provides direct guidance to enterprises (multinational and national) on social policy and inclusive, responsible and sustainable workplace practices. The

Declaration was elaborated and adopted by governments, employers and workers from around the world. The UN Human Rights Council in 2014 further called on member States to formulate a National Action Plan on Business and Human Rights. This in turn built on the 2011 UN Human Rights Council endorsement of the UN Guiding Principles on Business and Human Rights (UNGPs). These guiding principles are widely seen as a significant landmark in the evolution of norms and standards on the duties and responsibilities of business enterprises, including transnational corporations to prevent and redress business-related human rights issues. Another growing trend which will have implications for Bangladesh is the growing number of countries adopting due diligence legislation in areas including modern slavery, child labour and transparency and disclosure in international supply chains. Such developments are often linked to the OECD Guidelines for Multinational Enterprises.³⁰

Strengthening social dialogue and tripartism: A range of tripartite social dialogue mechanisms have been established in Bangladesh, including the statutory national Tripartite Consultative Council (TCC), National Council for Industrial Health and Safety, Minimum Wage Board, National Wages and Productivity Commission and labour courts. Bangladesh has also established a sectoral tripartite social dialogue mechanism, the Ready-made Garment Tripartite Consultative Council, specifically for the garment sector. The Bangladesh Labour Act was amended in 2019 to promote the establishment of tripartite social dialogue mechanisms in other sectors of the economy. The DWCP Tripartite Steering

30. OECD. (2020). Mandatory due diligence, taking stock and looking forward.

Committee (DTSC) fits within this wider context. The demands of COVID-19 response and recovery as well as Bangladesh's long-term development priorities and challenges have reinforced the critical importance of maximizing the effectiveness of social dialogue and tripartite platforms at all levels as a vital vehicle for multi-stakeholder cooperation and joint solutions.

At the same time, the ILO has helped to promote increased cooperation between and capacities of its two worker organization constituents (the National Coordination Committee for Workers Education and the IndustriALL Bangladesh Council) through the platform provided by Workers Resource Centre (WRC) in the RMG sector. The centre provides capacity-building and outreach services (including paralegal) for RMG workers and their organizations. Potential exists for the WRC to expand services to include trade unions in other industries and economic sectors.

2.3 Sustained, inclusive, and sustainable economic growth, full and productive employment and decent work for all

Shift in structure of the economy drives economic growth: The relatively high average sustained economic growth rates in recent years, alongside the reduction in the poverty

rate to 20.5 percent in 2019, have been increasingly driven by industry, supported by a continuing labour shift. The share of employment in agriculture decreased from 69.51 percent in 1991 to 38.3 percent in 2019. The services sector grew from 16.91 percent to 40.38 in the same period, while industry grew from 13.58 percent to 21.32 in 2019.³¹ This structural transformation is underpinned by ongoing internal migration, including the movement of millions young women from rural areas into the RMG sector. The increasing impacts of climate change in rural areas have also been a driver in this respect.

At the same time, economic growth has become less poverty reducing, with a negative growth/poverty elasticity trend between 2000 and 2016.³² A lack of diversification in manufacturing (although promising new sectors are now emerging) and overall slow growth of this sector are also weak points in the country's structural transformation, with a continued high level of dependence on the RMG sector, as elaborated below. Growth in agriculture has also slowed down become less poverty reducing. Meanwhile, job creation in services remains concentrated in low productivity areas.³³

Labour market participation marked by gender disparities: The overall rate of labour market participation stood at 55.7 percent in 2020.³⁴ In 2019, the female rate was 36.4 percent compared with a male rate of 81.5 percent.³⁵ In fact, there has been a decline in urban female labour force participation rates

31. ILOSTAT, retrieved 29 January 2021.

32. World Bank. (2021). Bangladesh Poverty Assessment, 2021

33. Bangladesh Bureau of Statistics, BBS, Survey of Manufacturing Industries 2019.

34. ILO. World Employment and Social Outlook Trends 2021.

35. Ibid

since 2014, with even traditionally women-dominated sectors such as RMG seeing an overall decline in the pre COVID-19 period, as noted above.³⁶ The share of unpaid workers within the economy - close to 39 percent for women and five percent for men - furthermore highlights a serious gender discrepancy in job quality. As many as 29 percent of employed women in the labour market are unpaid family workers who do not get any remuneration for their work.

The high level of informality in the Bangladesh economy further makes it difficult to identify a reliable estimate of the overall national gender pay gap. In 2016 this was estimated to be in the range of 10 to 15 percent.³⁷ The World Economic Forum (WEF) ranks Bangladesh at 107th place globally on wage equality for similar work.³⁸ In addition, the unemployment rate for women is higher than that for men. In 2020 unemployment stood at 4.4 percent overall. In 2019, female unemployment was 6.6 percent, and the male rate was 3.2 percent.³⁹

Private sector critical player in decent work creation: Private sector growth, alongside the relevant rights-based policies and measures, is a key contributor to the creation of more decent work opportunities. However, this potential is undermined by sluggish private sector investment - around 16-23 per cent of GDP for almost two decades despite calls for a sustained increase. The projected private sector investment target of 28 percent of GDP under the 8th Five Year Plan looks ambitious in

this context unless serious improvements are made in the prevailing business environment. In the 2020 World Bank Ease of Doing Business Index, Bangladesh ranked 168th among 190 countries in the world. This represents a major drop from the 122nd ranking in 2010, when Bangladesh had a lower GDP per capita growth rate compared to the approximately 8 percent rate of the last two-three years. This means that despite an accelerating economic growth, Bangladesh has been moving backwards in critical areas covered by the Index. These include business registration, the legal system, tax regulations, innovation and technology, attracting FDI and having the right sets of business development logistics. Reversing this trend is imperative if Bangladesh is to create more jobs and improve employment elasticity with respect to economic growth.

At the same time, the potential for private sector employment growth in emerging sectors of the economy was demonstrated by a joint GoB / USAID and private sector study in 2019. This identified several promising areas for private sector engagement and investment beyond the RMG sector, including agribusiness (food processing), light engineering, ICT and outsourcing, tourism, pharmaceuticals, and healthcare.⁴⁰

Cottage, micro small and medium enterprises (CMSMEs) a major source of jobs: CMSMEs, along with household enterprises and temporary establishments, account for 98 percent of all economic units in the country and

36. IFC, (2019) Tackling Childcare: The Business Benefits and Challenges of Employer-Supported Childcare in Bangladesh.

37. ADB and ILO. (2016). Bangladesh: Looking beyond garments. Mandaluyong City, Philippines: Asian Development Bank and International Labour Organization, 2016

38. World Economic Forum. (March 2021). Global Gender Gap Report 2021. Insight Report.

39. Ibid.

40. USAID. (5 November 2019). USAID private sector study reveals potential industries to enhance Bangladesh's economic growth.

half of all jobs. Prior to the COVID-19 pandemic, CMSMEs accounted for 25 percent of GDP. In contrast, firms with more than 500 workers—mainly in the RMG sector—account for just 0.04 percent of firms but 15 percent of all jobs. Most CMSMEs exist to offer subsistence earnings in the absence of formal wage jobs and are not positioned for growth. They are nonetheless an important factor in the modest levels of private sector growth and job creation which occurred prior to 2020.

With increased access to business support services and financing, including support to develop innovative business models, microenterprises have the potential to make a much bigger contribution to reducing the number of working poor in Bangladesh. As estimated by the ADB (2019), the proportion of employed population living below US \$ 1.90 PPP a day is 5.6 percent,⁴¹ a figure which is likely to have increased due to the impact of COVID-19. The negative growth rate of real wages that has been recorded over the past decade (-5.29% on average annually) has further increased the number of working poor in the country and exacerbated a fragile labour market, with macroeconomic consequences.⁴² This negative trend means that Bangladesh has the lowest rate of wage growth among the 22 Asia Pacific countries and one of the lowest in the world. By comparison, trade competitors Cambodia, Vietnam, China, and India have been demonstrating increasing and robust real wage annual growth rates. In this context,

microenterprise development initiatives should focus on lifting both wage and employment levels.⁴³

Exports and formal employment predominantly reliant on RMG sector:

Despite the above-mentioned emergence of promising new industrial sectors, the RMG sector remains a major driving force of the Bangladesh economy, as it has been since the 1980s. Although the value of RMG exports fell by 17 percent in the first year of the pandemic, representing revenue losses of up to \$5.6 billion and thousands of jobs lost, the sector has retained its ranking as one of the three largest sources globally of ready-made garments. A 2020 study suggests that low-cost human resources under factor conditions have been a major contributor towards the sector's competitiveness to date, rather than influences such as national demand, related and supporting industries, and firm structure and management.⁴⁴

In 2019, the Bangladesh RMG sector contributed 13 percent to the country's GDP and its more than 4,500 officially registered factories accounted for 80 percent of the country's annual export earnings. However, diminishing competitiveness and prices were already contributing to a decline in the sector's output and employment level before COVID-19 struck. The annual creation of new jobs in the combined RMG and textiles sectors fell from over 300,000 jobs in 2003-10 to just 60,000 jobs annually prior to the onset of the COVID-19

41. ADB. (2019) Asian Development Outlook (ADO) 2019 Update: Fostering Growth and Inclusion in Asia's Cities

42. ILO. (2 December 2020). Global Wage Report 2020-21

43. Ibid

44. Chowdhury, Shafayat Hossain., and Zabeen, Mashruha. (August 2020). An Assessment of the Competitiveness of Bangladesh's RMG Sector Using Porter's Diamond. *Theoretical Economics Letters*. Vol.10, No.4.

45. Better Work Bangladesh Gender Strategy 2020-2022.

pandemic. Nonetheless, the sector remains the largest formal employer in Bangladesh, with over 4 million workers prior to the COVID-19 pandemic of whom 61.2 percent were female⁴⁵ (mainly internal-migrants earning a minimum wage of US\$95/month). An estimated that 20 million people were directly or indirectly dependent on these workers.⁴⁶

Prevalence of informal and vulnerable employment: The pre-COVID informal economy of Bangladesh consistently constituted over 80 percent of the total employed population (aged 15 years or older). The figure produced by the Bangladesh Labour Force Survey, 2015-2016, was 86.2 per cent. Although definitive figures have yet to be produced, informal employment will have increased significantly as a result of COVID-19 related job losses and the return of large numbers of migrant workers from other countries.

The proportion of informal employment is higher for females compared to their male counterparts, at 95.4 percent and 82.3 per cent, respectively. Pre COVID-19 trends saw rates of employment formality increasing in manufacturing and for urban women but stagnating for other groups and sectors. Only 8.2 percent of women were engaged in formal employment whereas 17.9 percent of men worked in the formal sector.⁴⁷

Informality is also commonplace among wage employees, with less than 40 percent of

workers in this position having a written contract. Access to better quality jobs varies largely by education level and location, with better educated workers in urban areas much more likely to be employed as wage and salaried workers, and lower-skilled and rural workers more likely to be self-employed.⁴⁸

Bangladeshi youth - more likely to be out of work: Even though the shares of youth (age 15-29) employed in non-agriculture and wage employment were rising prior to 2020, they tend to have higher unemployment rates than older workers (age 30-64). The latest available unemployment figures for youth in Bangladesh stood at 12.8 percent in 2020 (female 16.8 percent and male 10.8 percent). According to labour force survey data (2018), 29.9 percent of youth (more than 12 million) in the age group of 15-29 years are furthermore found to be not in any employment, education, or training (NEET) activities, with the rate being as high as 49 percent for female youth.⁴⁹ Creating job opportunities for youth is critical if Bangladesh is to seize the opportunities of the ongoing demographic transition and reap the benefits of demographic dividend.

Increasing productivity key to advancing decent work: Despite declining CMSME productivity over the past two decades, a scan conducted for the World Bank Country Economic Memorandum (CEM) for Bangladesh (2021)⁵⁰ indicates that overall labour productivity in Bangladesh has grown as a

46. Project document. 2020. Building institutional mechanisms for the gradual extension of social protection in Bangladesh (2020). Under EU programme: Extend national social protection systems in response to the COVID-19 crisis. EU Action on Improving Synergies between Social Protection and Public Finance Management.

47. Thomas Farole and Yoonyoung Cho. (2017). Bangladesh Jobs Diagnostic: Overview." World Bank, Washington, DC. License: Creative Commons Attribution CC BY 3.0 IGO.

48. Ibid

49. Bangladesh Bureau of Statistics. (2018). Labour Force Survey.

50. <http://documents.worldbank.org/curated/en/099400009232233045/P1750610db2026066085a802b16079592d7>.

result of both labour reallocation and rising productivity within individual sectors. The contribution of Total Factor Productivity to economic growth has been increasing over time, from 41.9 percent in 2005-2009 to 49.46 percent in 2015-2019. However, the contribution of labour to growth declined from 20.94 percent to 17.34 percent in the same period, and overall productivity levels across

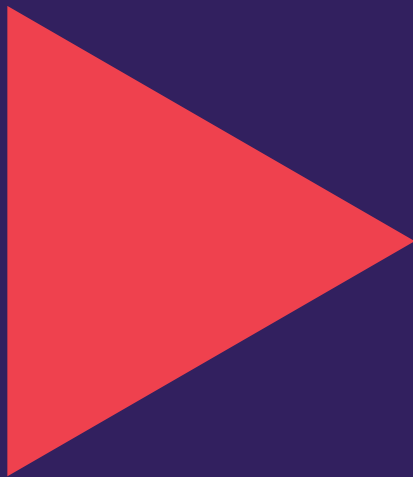
the economy remain low despite overall growth, particularly in the informal sector. In non-RMG industries (e.g., construction materials), manufacturing has become more productive with more capital, but has also become slower in creating jobs. This has contributed to a decline of female labour force participation in rural areas and increased unemployment among youth.⁵¹

51. Bangladesh Bureau of Statistics, BBS, Survey of Manufacturing Industries 2019.



3

National Development Frameworks Underpinning DWCP Design and Implementation



► 3. National Development Frameworks Underpinning DWCP Design and Implementation

DWCP design and implementation are closely aligned to the following national development frameworks.

Bangladesh Vision 2041 and Perspective Plan

2021-2041: The priorities, outcomes, and outputs of the DWCP align with the Bangladesh Vision 2041, which set the overarching national goals and approach for Bangladesh's development, aspiring to be a country that is free of poverty, where economic and social justice prevails. The plan for achieving this vision - the Perspective Plan 2021-2041 - defines targets to achieve Upper-Middle Income Country Status and eliminating extreme poverty by 2031, and to eradicate poverty altogether while achieving High-Income Country status by 2041. As part of this trajectory, Bangladesh has fully committed to achieving the Sustainable Development goals (SDGs) and embraced the United Nations Secretary-General's call for a "Decade of Action" to accelerate progress toward the achievement of Agenda 2030.⁵²

Bangladesh 8th Five Year Plan 2021-2025:

Within the context of the national COVID-19 recovery phase, the UNSDCF and DWCP will largely fall within the period of the Bangladesh 8th Five Year Plan (FYP) 2021-2025. The 8th FYP provides a medium-term development strategy at a time when Bangladesh is looking to promote a strong recovery from the COVID-19 pandemic, sustain and build on its economic

growth, and put the country on track to achieve the SDGs through integrated and innovative financing approaches; achieving Middle Income Country Status; graduation from LDC status by 2026; and the elimination of extreme poverty by 2030/31. The Plan lays out a long-term, pro-poor and inclusive growth strategy that promotes labour-intensive, export-oriented manufacturing-led growth and agricultural diversification; promotes gender balance in the workforce; invigorates micro and small enterprises; develops a more modern services sector while expanding exports of non-factor services; and increases overseas employment. The role of the private sector in financing implementation of the Plan and achievement of the SDGs is highlighted, with an expectation that more than 70 per cent of resources for SDG implementation will come from the sector.

The Plan further emphasizes the importance of protecting and promoting the human rights of its population, particularly by ensuring the rights of women and girls and vulnerable populations. The latter includes, among others, the urban and working poor, those working in the informal sector, ethnic minorities, and persons with disabilities.

52. General Economics Division, Bangladesh Planning Commission, Ministry of Planning, Government of the People's Republic of Bangladesh. Bangladesh Voluntary National Reviews (2020): Accelerated Action and Transformative Pathways - Realizing the Decade of Action and Delivery for Sustainable Development, June 2020

LDC graduation by 2026 a key development driver: LDC graduation is a key element in both of the above frameworks. Prior to the onset of the COVID-19 pandemic, Bangladesh had met the three criteria for graduation with respect to per capita gross national income (GNI), human assets and economic vulnerability to external shocks, with enduring gains in the human assets index in particular. Achievement of the

latter two criteria is measured by two indices of structural impediments, namely the human assets index (HAI) and the economic vulnerability index (EVI). Decent work and social protection factors are particularly relevant to Bangladesh's ability to meet the criteria, with the elimination of child labour a consideration under the HAI education component.

► **Table 1: National development framework links with decent work components of the UNSDCF**

UNSDCG Strategic Priorities	Strategic Priority 1: Inclusive and Sustainable Economic Development	Strategic Priority 2: Equitable Human Development and Well-Being	Strategic Priority 3: Sustainable, Healthy and Resilient Environment	Strategic Priority 4: Transformative, Participatory and Inclusive Governance	Strategic Priority 5: Gender Equality and Ending Gender-Based Violence: Empowering Women and Girls
<i>8th Five Year Plan Themes</i>	<ul style="list-style-type: none"> ► Rapid recovery for COVID-19 to restore human health, confidence, employment, income, and economic activities. ► GDP growth acceleration, employment generation and rapid poverty reduction. <p>A broad-based strategy of inclusiveness with a view to empowering every citizen to participate</p>	<ul style="list-style-type: none"> ► Rapid recovery for COVID-19 to restore human health, confidence, employment, income, and economic activities. ► A broad-based strategy of inclusiveness with a view to empowering every citizen to participate in full and benefit from the development process; and helping the poor and vulnerable with social protection-based income transfers. 	<ul style="list-style-type: none"> ► A sustainable development pathway that is resilient to disaster and climate change; entails sustainable use of natural resources; and successfully manages the inevitable urbanization transition. 	<ul style="list-style-type: none"> ► Rapid recovery for COVID-19 to restore human health, confidence, employment, income, and economic activities. ► GDP growth acceleration, employment generation and rapid poverty reduction. ► A broad-based strategy of inclusiveness with a view to empowering every citizen to participate in full and benefit from the development process; and helping the poor 	<ul style="list-style-type: none"> ► Rapid recovery for COVID-19 to restore human health, confidence, employment, income, and economic activities. ► GDP growth acceleration, employment generation and rapid poverty reduction. ► A broad-based strategy of inclusiveness with a view to empowering every citizen to participate in full and benefit from the development process; and helping the poor and vulnerable

UNSDCG Strategic Priorities	Strategic Priority 1: Inclusive and Sustainable Economic Development	Strategic Priority 2: Equitable Human Development and Well-Being	Strategic Priority 3: Sustainable, Healthy and Resilient Environment	Strategic Priority 4: Transformative, Participatory and Inclusive Governance	Strategic Priority 5: Gender Equality and Ending Gender-Based Violence: Empowering Women and Girls
<i>8th Five Year Plan Themes</i>	<p>in full and benefit from the development process; and helping the poor and vulnerable with social protection-based income transfers.</p>	<ul style="list-style-type: none"> ► Harnessing demographic dividend through evidence-based and relevant population policies surrounding well-being, namely health. ► GDP growth acceleration, employment generation and rapid poverty reduction. ► A sustainable development pathway that is resilient to disaster and climate change; entails sustainable use of natural resources; and successfully manages the inevitable urbanization transition ► Human potentials unlocked with expanding access to quality, inclusive, resilient education, and skills development services. 	<p>► A sustainable development pathway that is resilient to disaster and climate change; entails sustainable use of natural resources; and successfully manages the inevitable urbanization transition.</p>	<p>and vulnerable with social protection-based income transfers.</p> <ul style="list-style-type: none"> ► A sustainable development pathway that is resilient to disaster and climate change; entails sustainable use of natural resources; and successfully manages the inevitable urbanization transition. <p>Development and improvement of critical institutions necessary to lead the economy to UMIC status.</p>	<p>with social protection-based income transfers.</p>

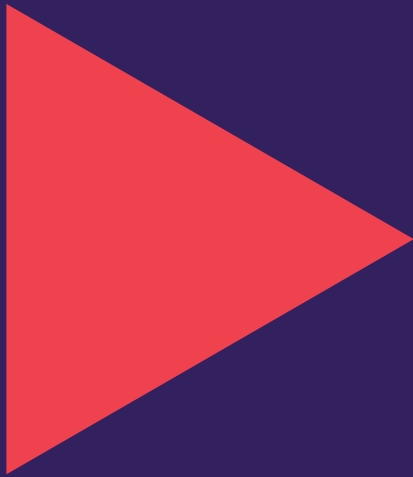
UNSDCG Strategic Priorities	Strategic Priority 1: Inclusive and Sustainable Economic Development	Strategic Priority 2: Equitable Human Development and Well-Being	Strategic Priority 3: Sustainable, Healthy and Resilient Environment	Strategic Priority 4: Transformative, Participatory and Inclusive Governance	Strategic Priority 5: Gender Equality and Ending Gender-Based Violence: Empowering Women and Girls
SDGs	1, 4, 5, 8, 9, 10, 17	2,3,4,5, 6,10, 17	2,5,7,11,12,13,14,15, 17	1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12, 13, 15, 16, 17	4, 5, 10, 16, 17
<i>Perspective Plan 2021-2041 Strategies</i>	<ul style="list-style-type: none"> ▶ A country with zero poverty. ▶ Sustainable agriculture for food security and rural development in a high-income country. ▶ Industrialization, export diversification, and employment generation in a futuristic world order. ▶ Managing the urban transition to a high-income economy. 	<ul style="list-style-type: none"> ▶ Human development through quality education, universal health care and harnessing the demographic dividend. ▶ Food Safety, nutrition and sustainable agriculture for food security and rural development in a high-income country. ▶ Managing the urban transition to a high-income economy. 	<ul style="list-style-type: none"> ▶ Managing the urban transition to a high-income economy. ▶ Ensuring sustainable environment, creating a climate resilient nation in a dynamic delta, and unlocking the potential of a blue economy. 	<ul style="list-style-type: none"> ▶ A country with zero poverty. ▶ Human development through quality education and harnessing the demographic dividend. ▶ Sustainable agriculture for food security and rural development in a high-income country. ▶ Industrialization, export diversification, and employment generation in a futuristic world order. ▶ Creating an innovation economy for Bangladesh through fostering ICT and scientific research. ▶ Managing the urban transition to a high-income economy. ▶ Ensuring sustainable environment, creating a climate resilient nation in a dynamic delta, and unlocking the potential of a blue economy. 	<ul style="list-style-type: none"> ▶ Human development through quality education and harnessing the demographic dividend (focus includes reducing gender gap in tertiary education, facilitating women's participation in technical education and skills training) ▶ Industrialization, export diversification, and employment generation. ▶ Enhancing women employment and bringing more women into the labour force a combination of measures

Source: United Nations Sustainable Development Cooperation framework for Bangladesh 2022-2026



4

DWCP Priorities, Outcomes, Outputs & Theory of Change



► 4. DWCP Priorities, Outcomes, Outputs & Theory of Change

4.1 ILO Comparative Advantage

DWCP design and implementation demonstrate the comparative advantages of both the UN system in Bangladesh (as set out in the UNSDCF) and the ILO specifically.

- To the UN's role as impartial convener of multi-stakeholder engagement and partnership at all levels, with strong global networks through which it can mobilize cutting-edge international expertise, the ILO also brings its **unique tripartite mandate and structure**, as well as its **social dialogue agenda, expertise, and capacities**.
- To the UN's distinct approach to development, including its focus on leaving no one behind, a human rights-based approach, gender equality and women's empowerment, environmental sustainability, transparency and accountability, the ILO also brings its focus on **decent work and rights at work**.
- To the UN's long relationship with Bangladesh and its historical ties with both the government and civil society in Bangladesh, the ILO brings its own longstanding **decent work engagement** and relationships with **national tripartite constituents** (the Ministry of Labour and Employment and employers' and workers' organizations), as well as other government ministries and agencies and national stakeholders.
- To the UN's unique role as the custodian of international treaties and conventions, and promoter of international norms, standards, duties and obligations, the ILO brings its mandate as developer and custodian of **international labour norms and standards**, supported by its international supervisory bodies and on-the-ground technical and capacity support.
- Along with the wider UN system, the ILO is able to draw on and apply **global, regional, and national expertise and experience** to support Bangladesh in meeting its national development priorities and objectives, with a focus on decent work for all.

4.2 Building on previous DWCP progress and achievements

The DWCP builds on and carries forwards the progress, achievements, and lessons of previous country programmes. The synthesis review (2019) of 18 DWCP project evaluations

covering the period 2010-2017⁵³ concluded that the ILO is generally doing the "right thing" in line with its mandate and constituents' development plans, and has made a difference, often in a long-lasting or systemic way. There is thus a good case to continue the thrusts of long-term DWCP priorities. A number of considerations and lessons of relevance to the design of future DWCPs were offered in this context. These are summarized in the lessons learned summary below.

The DWCP Stocktake (2020) further indicated that the country programme has to date made significant contributions to the achievement of the following SDG targets: Social protection (SDG 1.3); the quality and accessibility of technical and vocational education and training (TVET, SDGs 4.3, 4.4 and 4.5); promotion of gender equality in the workplace (SDGs 5.1, 5.2 and 5.5); promotion of decent and inclusive employment, including CMSME development (SDGs 8.3, 8.5 and 8.6); eradication of child labour and forced labour (SDG 8.7); promotion of safe and secure working environments for all; (SDG 8.8); promotion of orderly safe, regular and responsible migration (SDG 10.7); development of effective, accountable and transparent institutions (SDG 16.6); and protection of fundamental freedoms (SDG 16.10). The DWCP 2022-2026 will build on these contributions.

The DWCP normative stocktake (2019) further highlights the value addition of the ratification and implementation of international labour standards in Bangladesh. Inter alia, these (i) enable the GoB to meet its legal obligations under international law; (ii) bring the weight of global norms to domestic policies related to

decent work; (iii) facilitate potential 'win-win' benefits for the GoB of responding to the concerns and priorities of workers' and employers' organizations; (iv) support the securing and maintaining of favourable bilateral trade relations which increasingly include requirements on respecting international human rights and labour standards; and (v) contribute to GoB efforts to implement international commitments in areas such as the SDGs, social protection, decent work, addressing violence and harassment, gender equality and the rights of migrant workers.

4.3 DWCP alignment with UNSDCF Priorities, Outcomes, and preconditions for change

4.3.1: High-level conditions for UNSDCG implementation

The UNSDCF Theory of Change sets out a vision that will "enable the country to accelerate actions to the desired state where the people in Bangladesh - especially the most vulnerable and marginalized - contribute to and benefit equitably from the integrated social, environmental and economic dimensions of sustainable and inclusive development under the 8th Five-Year Plan leading to achievement of the 2030 Agenda, its SDGs and the country's Perspective Plan for 2021-2041."

The following high-level conditions support this vision:

53. Three of the evaluations were completed in 2019 and four in 2018. P & B implementation results attributable to Bangladesh during 2018-2019 were not yet available at the time of the synthesis study.

- ▶ Sustainable and inclusive economic growth is accelerated, with increased and equitable opportunities for decent jobs, and opportunities to improve employability and entrepreneurship particularly for the most vulnerable and marginalized.
- ▶ Quality inclusive and gender and shock-responsive social services, including public provision of care services, are more available and equitably utilised; empowering and enabling people - especially the most vulnerable and marginalized - to develop to their full potential and lead their lives with respect and dignity.
- ▶ Bangladesh's institutions, eco-systems, and all people - especially the most vulnerable and marginalized - are more resilient to disasters, climate change and other shocks and stresses.
- ▶ A strengthened, and more coordinated, inclusive, and accountable governance system is in place at the national and local levels enabling all people to be empowered, engaged, and enjoy human rights, peace, justice, and security.

Progress towards gender equality, eliminating gender-based discrimination and eradicating violence against women and girls is accelerated.

4.3.2 Preconditions for change at UNSDCF Outcome level, with decent work dimensions

The DWCP further links to the decent work dimensions of the preconditions for change set out in the UNSDCF at outcome level. The following summary highlights these linkages. Where necessary, adaptations have been made

to the preconditions to strengthen the decent work dimensions.

UNSDCF Strategic Priority 1: Inclusive and Sustainable Economic Development

UNSDCF Outcome 1: By 2026, more people in Bangladesh, particularly the most vulnerable and marginalized from all gender and social groups and those from lagging districts benefit from sustainable livelihood and decent work opportunities resulting from responsible, inclusive, sustainable, green, and equitable economic development.

UNSDCF Preconditions of change

- ▶ Bangladesh will need to deploy and adopt SDG financing frameworks and whole-of-society approaches including the existing Integrated National Financing Framework (INFF) to leverage partnerships and multiple sources of finance to increase investments in diversified, employment-intensive, gender-transformative, sustainable, and responsible green growth sectors and resilient infrastructure, promoting equitable and inclusive employment and entrepreneurship opportunities mainly for youth, women and the most vulnerable and marginalized communities.
- ▶ People in Bangladesh and migrant workers working abroad, especially young women and men from vulnerable and marginalised communities, must have market-driven skills and competencies as well as access to financial and non-financial services that enable them to benefit from national and global employment, and green entrepreneurship opportunities in the context of the Fourth Industrial Revolution.

- Bangladesh must have strengthened institutions and governance frameworks for the labour market that (i) drive formalisation of enterprises, CMSME development, entrepreneurship, and responsible business practices; and (ii) promote and protect dignity, rights, safety, and equity and equality at work, regardless of gender, disability, social and economic backgrounds and other identities, including migrant status.

UNSDCF Strategic Priority 2: Equitable Human Development and Well Being

UNSDCF Outcome 2: By 2026, more people, in particular the most vulnerable and marginalized, have improved access to and utilization of quality, inclusive, gender- and shock-responsive, universal, and resilient social protection, social safety-net and basic social services.

UNSDCF preconditions of change

- Relevant government and other actors must have strengthened systems and capacities and be more accountable to deliver and partner for quality social protection and basic social services (education/training and learning, child and youth protection, social protection, and migration) in urban and rural areas and across the lifecycle.
- Women, men, children, adolescents, sexual and gender minorities, and persons with disabilities, in particular the most vulnerable and marginalized, must be empowered within the world of work and in their communities to utilize social protection and basic social services, so that they enjoy lives of respect and dignity.

- Policy and regulatory frameworks enabling greater access to and utilization of inclusive, gender-responsive and resilient basic social protection and basic social services must be strengthened., including for women and men migrant workers at home and abroad.

UNSDCF Strategic Priority 3: Sustainable, Healthy and Resilient Environment

UNSDCF Outcome 3: By 2026, ecosystems are healthier, and all people, in particular the most vulnerable and marginalized in both rural and urban settings, benefit from and contribute to, in a gender- responsive manner, a cleaner and more resilient environment, an enriched natural resource base, low carbon development, and are prosperous and more resilient to climate change, shocks and disasters.

UNSDCF preconditions of change

- All people, particularly the most vulnerable and marginalized, especially women, children, sexual and gender minorities, and persons with disabilities, must benefit from healthier ecosystems and living environment, have fair access to necessary resources (resilient infrastructure and basic services, sustainable and climate resilient workplaces, information, finance, climate services, capacity, and technology) and must be empowered to adopt sustainable consumption behaviours and lead in climate action (including in the workplace).
- Institutional capacities for environmental planning, regulation, monitoring and enforcement must be reinforced with more foresight, innovation, evidence,

technology, finance, gender-responsiveness, partnerships and whole of society approaches to improve environmental and ecosystem health and manage dynamic risks, such as climate change, disaster, pandemics, and humanitarian crises (including within the world of work).

- Civil society (including trade unions), private sector and government actors must work together to put the country on a path of inclusive, equitable, sustainable, and green development by providing efficient oversight functions for environmental policies and legal frameworks, identifying financing solutions, and prioritizing green investments (low carbon and circular economic systems, pollution and chemical management and nature-based solutions).

UNSDCF Strategic Priority 4: Transformative, Participatory and Inclusive Governance

UNSDCF Outcome 4: By 2026, more people, especially the most vulnerable, benefit from more equitable, non-discriminatory, gender-responsive, participatory, accountable governance and justice, in a peaceful and tolerant society governed by the rule of law.

UNSDCF preconditions of change

- People, especially the most vulnerable in the districts of Bangladesh which are lagging behind, must be empowered and benefit from an enabling environment to participate in and claim their rights effectively in governance systems (including through labour market governance, social dialogue institutions and processes and tripartism), and to have

access to a gender-responsive, equitable, non-discriminatory justice system, including labour courts.

- Public institutions, (including labour market and administration institutions and units), local government and other quasi-formal institutions and normative and policy frameworks must be more gender-responsive, accountable, and governed by the rule of law.
- Civil society organizations at all levels, especially trade unions, private sector bodies, district CSO networks, oversight bodies, and institutions must be resourced and to participate meaningfully in decision-making and promote, protect, and fulfil human rights (including labour rights based on international labour standards), fight against discrimination and reinforce structural changes, community engagement and building of resilience.

UNSDCF Strategic Priority 5: Gender Equality and Ending Gender-Based Violence

UNSDCF Outcome 5: By 2026, more women, girls and sexual minorities benefit from an environment in which they are empowered to exercise their rights, agency, and decision-making power over all aspects of their lives and towards a life free from all forms of discrimination, violence and harmful norms and practices.

UNSDCF preconditions of change

- All national policy instruments (including those pertaining to the world of work) must recognize, promote, and protect the rights of women and girls and sexual minorities in compliance with international

norms and standards, and these instruments must be respected, promoted, implemented, and realized.

- Feminist, gender transformative and intersectional approaches must be in place across the implementation of legal instruments and development policies, including those pertaining to the world of work, to remove structural (cognitive, social, economic, legal, institutional) barriers that prevent women, girls, and sexual minorities from exercising their human rights and fully participating in public and private life.
- All sections of society, including boys and men as agents of change, must be engaged to transform harmful and discriminatory gender norms, roles and practices that perpetuate and reinforce gender-based violence and gender inequality, including in the world of work.
- Duty bearers, including the Ministry of Labour and Employment, employers' organizations and workers' organizations must be accountable to gender equality commitments and goals set out in the national development policy and legal instruments including the National Women's Development Policy and the National Action Plan on Violence Against Women and must be supported by well-coordinated gender-responsive governance mechanisms at local and national levels.
- Women, girls, and non-binary gender groups' equal access to and control over resources, gender-responsive and targeted services and opportunities must be ensured, including in the world of work.
- Gender equality-focused civil society organizations must be able to leverage

platforms, including within the world of work, to drive policy and be supported and capacitated to hold governments accountable with women, girls and sexual and gender minority groups meaningfully participating in and empowered as agents of change.

- Inclusion of the voices of rights holders, and gender parity and meaningful representation of all genders and socioeconomic groups in accountability and decision-making processes within the world of work must be achieved.

4.4 Overarching DWCP Theory of Change in support of the UNSDCF

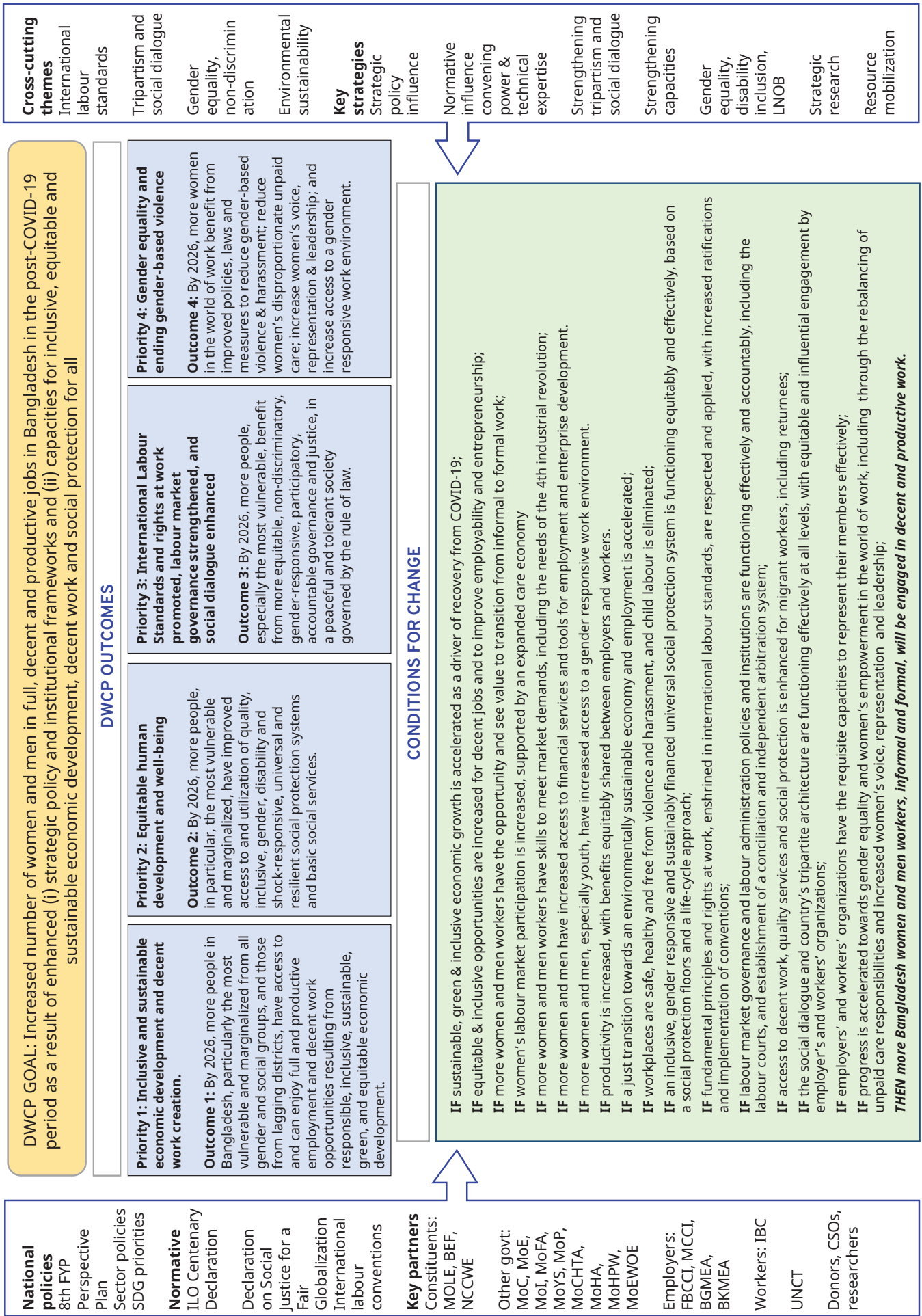
In the context of UNSDCF Vision, Priorities, Outcomes, and preconditions, the following overarching DWCP Theory of Change will guide the ILO's contributions to the implementation of the Decent Work Agenda in Bangladesh in the period 2022-2026 (**Figure 1**).

Under an overarching DWCP Goal, the Theory of Change incorporates four Outcomes. To reinforce UNSDCF/DWCP alignment, the Theory of Change:

- (i) adopts UNSDCF Priorities 1, 2 and 5
- (ii) adopt UNSDCF Outcomes 1, 2 and 4
- (iii) integrates UNSDCF Priority and Outcome 3 (environmental sustainability) within outputs under DWCP Outcomes 1 & 2.

Table 2 sets out Outputs to support each Outcome. To the extent possible, these are derived from the UNSDCF where relevant, supplemented with additional Outputs where necessary.

► Figure 1: DWCP Theory of Change Diagram



► **Table 2: DWCP Goal, Priorities, Outcomes and Outputs**

The following Outputs support the DWCP Theory of Change.

DWCP Goal	Increased number of women and men in decent and productive jobs in Bangladesh in the post-COVID-19 period as a result of enhanced (i) strategic policy and institutional frameworks and (ii) capacities for inclusive, equitable and sustainable economic development, decent work and social protection for all.
DWCP Priority 1:	Inclusive and sustainable economic development and decent work creation (adapted from UNSDCF)
DWCP Outcome 1:	By 2026, more people in Bangladesh, particularly the most vulnerable and marginalized from all gender and social groups, and those from lagging districts, have access to and can enjoy full and productive employment and decent work opportunities resulting from responsible, inclusive, sustainable, green, and equitable economic development (adapted from UNSDCF). <i>Alignment with ILO Programme and Budget 2022-2023: P&B Outputs 1.1, 1.2, 3.1, 3.2, 3.5, 4.1, 4.2, 4.4, 5.1, 5.2, 5.3, 5.4, 6.1, 6.2, 6.4, 7.3</i>
DWCP Outputs	<p>1.1: Improved capacities of the relevant agencies of the Government of Bangladesh to design and implement conducive policies and regulatory frameworks to attract investment from diversified sources in labour-intensive, responsible, green and inclusive economic sectors with high potential for employment for women, youth and other vulnerable groups (adapted from UNSDCF).</p> <hr/> <p>1.2: Improved opportunities for people of Bangladesh from all gender, ethnicity, and socio-economic backgrounds to obtain decent, sustainable and productive employment, including in green jobs, through employment and labour market policies, regulations and programmes (adapted from UNSDCF).</p> <hr/> <p>1.3: Improved opportunities for people of Bangladesh from all gender, ethnicity, and socio-economic backgrounds to obtain gender-responsive life-long market driven skills which are relevant to the future of work, through formal institutionalized training systems, on-the-job learning and recognition of prior learning (adapted from UNSDCF).</p> <hr/> <p>1.4: Improved resilience and sustainability of CMSMEs, including those with large concentrations of women and youth workers, through technology adoption, business models innovation and access to financial and non-financial business development services, knowledge and resources (UNSDCF).</p> <hr/> <p>1.5: Improved capacities of labour migration institutions, service providers, constituents and other stakeholders to develop and implement equitable, effective, safe and fair labour migration policies and frameworks which promote decent work for departing and returned women and men migrant workers.</p>
SDG targets 4.3, 4.4, 5.1, 8.3, 8.5, 8.6, 9.2, 10.4, 13.2, 10.7 ⁵⁴	
SDG indicators 4.3.1, 4.4.1, 5.1.1, 8.2.1, 8.3.1, 8.5.1, 8.5.2, 8.6.1, 8.b.1 9.2.2, 10.4.1, 10.7.1,10.7.2, 13.B.1	

54. The DWCP links directly to the listed SDG Targets and adopts the associated Indicators for which the ILO has custodial responsibility. For full details of the SDG Targets and Indicators, refer to Annex 4.

	<p>Key national partners: Ministry of Labour and Employment (MOLE), External Relations Division (ERD) of the Ministry of Finance (MoF), Ministry of Expatriates' Welfare and Overseas Employment, (MoEWOE), Ministry of Industries (MoI), Ministry of Commerce (MoC), Ministry of Planning (MoP), Ministry of Women and Children Affairs (MoWCA), Ministry of Youth and Sports (MoYS), Ministry of Local Government, Rural Development and Co-operatives (LGRDC), Technical and Madrasah Education Division (TMED), National Skills Development Authority (NSDA), Bangladesh Technical Education Board (BTEB), Directorate of Technical Education (DTE), Bureau of Manpower Employment and Training (BMET), Bangladesh Employers' Federation (BEF) and sector business associations, the National Coordination Committee for Workers Education (NCCWE), the IndustriALL Bangladesh Council, CSOs, Industry Skill Councils, think-tanks, research bodies and academia.</p> <p>Key UN and other international partners include: ADB, FAO, IFAD, IOM, Islamic Development Bank, UNDP, UNEP, UNESCO, UNICEF, UNHCR, UNIDO, UNODC, UN Women, World Bank.</p>
DWCP Priority 2	Equitable human development and well-being (UNSDCF)
DWCP Outcome 2	<p>By 2026, more people, in particular the most vulnerable and marginalized, have improved access to and utilization of quality, inclusive, gender-disability-and-shock-responsive, universal and resilient social protection systems and basic social services (adapted from UNSDCF).</p> <p><i>Alignment with ILO Programme and Budget 2022-2023: P&B Outputs 1.1, 1.2, 4.4, 7.1, 7.5, 6.4, 8.1, 8.2, 8.3</i></p>
DWCP Outputs	<p>2.1: Strengthened national policy and institutional frameworks for development and implementation of a universal, sustainable, and resilient social protection system, based on solidarity and equality (adapted from UNSDCF).</p>
SDG targets 1.1, 1.3, 5.1, 8.7, 10.7	2.2: Increased access by workers to contributory-based social insurance systems in prioritized areas including employment injury.
SDG indicators 1.1.1, 1.3.1, 5.1.1, 8.7.1, 10.7.1, 10.7.2	2.3: Increased access by migrant workers - including women, returnees and vulnerable groups - to gender responsive, inclusive and quality migration services and social protection.
	2.4: Elimination of child labour in all its forms by 2025 in line with the National Plan of Action to Eliminate Child Labour (2020-2025).
	<p>Key national partners: Ministry of Labour and Employment (MOLE), External Relations Division / Ministry of Finance, Ministry of Expatriates' Welfare and Overseas Employment (MoEWOE), Ministry of Education (MoE), Ministry of Health and Family Welfare (MoHFW), Ministry of Social Welfare (MoSW), Ministry of Women and Children Affairs (MoWCA), Ministry of Youth and Sports (MoYS), Ministry of Commerce (MoC), Ministry of Industry (MOI), Ministry of Planning (MoP), General Economic Division (GED), Ministry of Foreign Affairs, Cabinet Division, Ministry of Chittagong Hill Tracts Affairs, Technical and Madrasah Education Division (TMED), Wage Earners' Welfare Board (WEWB), Bangladesh Bureau of Statistics (BBS), High-level National EIS Tripartite Committee, Bangladesh</p>

	Employers Federation (BEF) and sector business associations, the National Coordination Committee for Workers Education (NCCWE), the IndustriALL Bangladesh Council, Bangladesh Cha Shramik Union (Chittagong tea workers), CSOs, think-tanks and academia.
	Key UN and other international partners: ADB, FAO, IOM, UNDP, UNFPA, UNICEF, UNODC, UNW, World Bank, GIZ, EU, Netherlands, Germany.
DWCP Priority 3	International Labour Standards and rights at work promoted, labour market governance strengthened, and social dialogue enhanced
DWCP Outcome 3	By 2026, more people, especially the most vulnerable, benefit from more equitable, non-discriminatory, gender-responsive, participatory, accountable governance and justice, in a peaceful and tolerant society governed by the rule of law (UNSDCF).
	<i>Alignment with ILO Programme and Budget 2022-2023: P&B Outputs 1.1, 1.2, 1.4, 2.1, 2.2, 2.3, 2.4, 6.1, 6.2, 6.3, 6.4 and 7.1</i>
DWCP Outputs	3.1: Increased ratification and implementation of international labour standards to improve labour rights in the world of work, with particular focus on ILO supervisory bodies' recommendations.
SDG targets 5.1, 5.2, 8.8	3.2: Improved functioning of labour market governance institutions in line with international labour standards.
SDG indicators 5.5.1, 8.8.1, 8.8.2	3.3: Improved capacity of ILO social partners and strengthened or new social dialogue institutions and processes for effective social dialogue and tripartism, including for collective bargaining. The following documents provide key references in this context: Road Map on the Labour Sector in Bangladesh, 2021-2026 (ILO Governing Body 341st Session, Geneva, March 2021), and the National Action Plan (NAP) on the Labour Sector of Bangladesh (2021-2026) , June 2021.
	Key national partners: Ministry of Labour and Employment (MOLE), Cabinet, Ministry of Commerce (MOC), Ministry of Foreign Affairs (MFA), External Relations Division (ERD) / Ministry of Finance (MOF), Ministry of Industries (MOI), Ministry of Home Affairs (MoHA), Ministry of Shipping (MoS), Ministry of Law (MoL), Ministry of Housing and Public Works (MOHPW), the National Council for Industrial Safety and Health, Bangladesh Employers Federation (BEF), Federation of Bangladesh Chambers of Commerce and Industry (FBCCI) and related sectoral business associations, National Coordination Committee for Workers Education (NCCWE), IndustriALL Bangladesh Council, International Transport Federation (ITC), Bangladesh Economic Zones Authority (BEZA), Bangladesh Export Processing Zones Authority (BEPZA) and CSOs.
	Key UN and other international partners: UNDP, UNICEF, UN Women, UNODC, EU and other relevant partners.
DWCP Priority 4	Gender equality and ending gender-based violence (UNSDCF).

<p>DWCP Outcome 4</p>	<p>By 2026, more women in the world of work benefit from improved policies, laws and measures to reduce gender-based violence and harassment; reduce women's disproportionate unpaid care responsibilities; increase women's voice, representation and leadership; and increase access to a gender responsive work environment.</p>
	<p><i>Alignment with ILO Programme and Budget 2022-2023: P&B Outputs 1.1, 1.2, 6.1, 6.2, 6.3, 6.4</i></p>
<p>DWCP Outputs:</p>	<p>4.1: Enhanced capacities of tripartite constituents to develop and implement policies, legal frameworks, and measures to eliminate gender-based violence and sexual harassment in the world of work.</p>
<p>SDG targets 5.1, 5.2, 5.4, 5.5</p>	<p>4.2: Enhanced capacities of tripartite constituents to develop and implement policy, legal frameworks, and measures at national and workplace levels to reduce the disproportionate domestic and care responsibilities carried by women.</p>
<p>SDG indicators 5.1.1, 5.4.1, 5.C.1</p>	<p>4.3: Strengthened institutional and regulatory frameworks and capacity to design and implement policies to promote gender-responsive work environments.</p> <p>4.4: Increased women's voice, representation, and leadership in the world of work, including within ILO constituents' institutions and organizations and at enterprise level.</p>
	<p>In addition, as part of its gender mainstreaming commitment, the ILO will promote and implement gender equality and women's empowerment initiatives included under DWCP Priorities and Outcomes 1, 2 and 3. These include (i) access to decent employment (including women's entrepreneurship and economic empowerment); (ii) skills development (including training and opportunities for women in non-traditional areas); (iii) increasing the rate of labour market participation by women; (iv) expansion of the care economy; (v) fair recruitment practices for women; (vi) access to social protection coverage; (vii) protection and decent work for women migrant workers and tea garden workers; (viii) promoting gender pay equity; (ix) implementation of the Domestic Workers Protection & Welfare Policy (DWPWP); (x) and gender parity at organizational and institutional levels.</p>
	<p>Key national partners: Ministry of Labour and Employment (MOLE), Ministry of Women and Children Affairs (MoWCA), Ministry of Youth and Sports, Department of Women Affairs (DWA), Ministry of Education (MoE), Ministry of Home Affairs (MoHA), Bangladesh Employers Federation (BEF) and sector business associations, National Coordination Committee for Workers Education (NCCWE), IndustriALL Bangladesh Council, ITUC-BC, Bangladesh Cha Shramik Union (Chittagong tea workers), women's machineries, private sector, entities, think-tanks and academia, and CSOs including women's rights movement groups, women's legal rights groups and youth groups.</p>
	<p>Key UN and international partners: FAO, IOM, UNDP, UNFPA, UNICEF and UNW.</p>

4.5. DWCP contributions to UNSDCF outcomes

Within the context of the above DWCP Theory of Change, the DWCP will contribute to each UNSDCF Outcome in the following specific ways:

4.5.1: DWCP contributions to achievement of UNSDCF Outcome 1: *By 2026, more people in Bangladesh, particularly the most vulnerable and marginalized from all gender and social groups and those from lagging districts benefit from sustainable livelihood and decent work opportunities resulting from responsible, inclusive, sustainable, green, and equitable economic development.*

DWCP Goal	Increased number of women and men in full, decent, and productive jobs in Bangladesh in the post-COVID-19 period as a result of enhanced (i) strategic policy and institutional frameworks and (ii) capacities for inclusive, equitable and sustainable economic development, decent work and universal social protection for all.				
DWCP Outcome 1 (adapted from UNSDCF)	By 2026, more people in Bangladesh, particularly the most vulnerable and marginalized from all gender and social groups, and those from lagging districts, benefit from sustainable livelihood and decent work opportunities resulting from responsible, inclusive, sustainable, green, and equitable economic development.				
DWCP Outputs in summary form	1: Policies & regulatory frameworks promoting employment-intensive investments.	2: Employment promotion policies, strategy and regulations.	3: TVET and life-long learning opportunities for all.	4: Productivity, resilience and sustainability of enterprises, especially CMSMEs.	5: Decent work and skills for migrant workers at home and abroad.

The ILO Office and tripartite constituents will collaborate with the GoB, UNCT and other national and international partners through normative, policy, financial, technical support, and capacity development initiatives in the following areas.

- Implement the National Employment Policy and associated jobs strategy, plans and institutional reform, specifically through the establishment and effective functioning of the new Employment Department of MOLE.
- Contribute to strategic macro-economic policy development and implementation in areas critical to the advancement of decent

work, including industrial, formalization and CMSME development policies.

Engage employer's and workers' organizations in national policy dialogue and UNSDCF implementation and ensure they have the requisite capacities and tools.

- Accelerate the transition towards an environmentally sustainable economy, supported by just transition pathways for workers and promotion of sustainable and responsible businesses - including through specific programmes under the UN Climate Action for Jobs Initiative; the Decent Work in Garment Supply Chains in Asia Project;

- and the Just Energy Transition under the Asia Pacific Issue Based Coalition: Climate Change Working Group on Coal-Phase-Out.
- Promote responsible business practices, with increasing uptake within the private sector in context of COVID-19 recovery, the due diligence laws of export countries and international trade requirements (e.g., under the EU GSP+).
 - Promote greening initiatives in employment intensive sectors, including the development and maintenance of infrastructure and environmental and community assets that have an overall positive environmental impact.
 - Develop and implement policies, strategies, and measures to accelerate the transition from informal to formal economy and employment.
 - Promote and protect the rights of domestic workers through implementation of the Domestic Workers Protection & Welfare Policy.
 - Expand access to inclusive market-driven skills development programmes, including green and digital skills, in line with requirements of Industry 4.0. Ensure engagement of women, ethnic populations, and migrant workers.
 - Increase participation of women in the labour market, supported by fair recruitment practices and career progression opportunities.
 - Promote and contribute to the development, adoption, and implementation of a national strategy on women's economic empowerment.
 - Expand the care economy, particularly quality, affordable and accessible childcare services and decent jobs.
 - Increase the availability of inclusive and integrated labour market intelligence and employment support services.
 - Improve productivity and employment outcomes of MSME workers, including through skills development, addressing gender inequalities in the workplace, adoption of productivity-enhancing technologies, improving service, and business models, and value chain and market systems development.
 - Improve access to entrepreneurship support services including financial and non-financial business advisory services to promote entrepreneurship and business growth for women, returnee migrant workers, youth, and members of vulnerable and marginalized social groups.
 - Strengthen policy and legal frameworks, as well as labour market programmes, to ensure decent employment opportunities returned migrants.
 - Ensure migrant workers have access to relevant skills development opportunities including e-RPL.
 - Support development of fair recruitment rights, policies, and practices for women migrant workers.
 - Reduce the recruitment costs for international labour migration as a proportion of yearly income earned in country of destination.
 - Promote decent employment and entrepreneurship opportunities for the people vulnerable to the employment crisis

due to influx of Rohingyas, climate vulnerability and other natural disasters.

- Strengthen the evidence base for development of decent work policy and measures in the post-COVID economic recovery context through strategic gender responsive research in selected critical areas including the impact of COVID-19 on labour market dynamics, including internal migration.

4.5.2: DWCP contributions to achievement of

UNSDCF Outcome 2: *By 2026, more people, in particular the most vulnerable and marginalized, have improved access to and utilization of quality, inclusive, gender- and shock-responsive, universal, and resilient social protection, social safety-net and basic social services.*

DWCP Goal	Increased number of women and men in full, decent, and productive jobs in Bangladesh in the post-COVID-19 period as a result of enhanced (i) strategic policy and institutional frameworks and (ii) capacities for inclusive, equitable and sustainable economic development, decent work and universal social protection for all.			
DWCP Outcome 2 (adapted from UNSDCF)	By 2026, more people, in particular, the most vulnerable and marginalized, have improved access to and utilization of quality, inclusive, gender, disability and shock-responsive, universal, and resilient social protection, social safety-net and basic social services.			
DWCP Outputs	1: Policies, legal frameworks and systems for universal rights-based social protection.	2: Increased access by workers to contributory social insurance, including EII.	3: Increased access by migrant workers at home and abroad to services and social protection.	4: Elimination of child labour in all its forms by 2025.

The ILO Office and tripartite constituents will collaborate with the GoB, UNCT and other national and international partners through normative, policy, financial, technical support, and capacity development initiatives in the following areas. *Inter alia*, these will contribute to the recovery of Bangladesh from the COVID-19 pandemic and (ii) the graduation of Bangladesh from LDC status and the transition that follows.

- Facilitate and support social dialogue to develop national tripartite consensus on the national policy development, vision and way forward for the development of a comprehensive universal social protection

system in Bangladesh based on strategic research and evidence-based advocacy.

- Support development of national policy and legal frameworks, strategies, institutional arrangements, and systems necessary for the progressive development of a universal social protection system.
- Developing legal and institutional frameworks for the NSIS (sickness, maternity, accident and unemployment) in line with the NSSS Action plan 2021-2026.
- Increase access by workers to contributory-based social insurance systems in prioritized areas, including drawing on pilot initiatives to develop a

national Employment Injury Insurance Scheme (EIS) and initial awareness raising and feasibility work on institutional requirements for an Unemployment Insurance (UI) Scheme.

- Support development of an effective and efficient national single registry and database system for the delivery and administration of a universal social protection system.
- As part of the UN's commitment to leaving no-one behind (LNOB), build on existing initiatives to ensure social protection coverage for ethnic minorities, particularly women.
- Help shape, promote, support, and engage in the establishment of a UN Joint Programme on Social Protection, if prioritized under the UNSDCF.
- Support increased access of migrant workers to gender responsive, inclusive, quality services for outward migration and return.
- Strengthen policy and legal frameworks for the reintegration and protection of returned migrant workers with respect to access to services and social protection coverage.
- Strengthen knowledge base and capacity on social protection for migrant workers in destination countries.
- Eliminate child labour in all its forms by 2025 in line with the GoB's international commitment.

4.5.3: DWCP contributions to achievement of UNSDCF Outcome 3: *By 2026, ecosystems are healthier, and all people, in particular the most*

vulnerable and marginalized in both rural and urban settings, benefit from and contribute to, in a gender-responsive manner, a cleaner and more resilient environment, an enriched natural resource base, low carbon development, and are prosperous and more resilient to climate change, shocks and disasters.

The ILO Office and tripartite constituents will collaborate with the GoB, UNCT and other national and international partners through normative, policy, financial, technical support, and capacity development initiatives in the following areas. These initiatives are positioned under DWCP Priorities and Outcomes 1 & 2.

- Increased availability of green jobs and skills development opportunities, with inclusion of women generally as well as migrant workers, domestic workers, persons with disability, ethnic minorities, and other vulnerable groups.
- Development and implementation of just transition policies, measures and capacities to support movement of workers from carbon intensive employment to environmentally sustainable employment, chiefly under the umbrella of the Issue Based Coalition Climate Change, Working Group on Coal-Phase-out.
- Introduction and implementation in Bangladesh of the ILO-led UN Climate Action for Jobs Initiative, which brings together governments, workers' and employers' organizations, international institutions, academia and CSOs.
- Enhanced policy, institutional and regulatory environment in place to promote and support development of sustainable enterprises.

- Promotion of responsible business practices, such as CSR, with increasing uptake within the private sector in context of COVID-19 recovery, the due diligence laws of export countries and international trade requirements (e.g., under the EU GSP+).

4.5.4 DWCP contributions to achievement of UNSDCF Outcome 4: *By 2026, more people, especially the most vulnerable, benefit from more equitable, non-discriminatory, gender-responsive, participatory, accountable governance and justice, in a peaceful and tolerant society governed by the rule of law.*

DWCP Goal	Increased number of women and men in full, decent, and productive jobs in Bangladesh in the post-COVID-19 period as a result of enhanced (i) strategic policy and institutional frameworks and (ii) capacities for inclusive, equitable and sustainable economic development, decent work and universal social protection for all.		
DWCP Outcome 3 (adapted from UNSDCF)	By 2026, more people, especially the most vulnerable, benefit from more equitable, non-discriminatory, gender-responsive, participatory, accountable governance and justice, in a peaceful and tolerant society governed by the rule of law.		
DWCP Outputs	1: Increased ratification and implementation of international labour standards.	2: Labour market governance and administration functioning effectively in line with international labour standards.	3: Strengthened ILO constituent capacities, mechanisms and processes for social dialogue and tripartism.

The ILO Office and tripartite constituents will collaborate with the GoB, UNCT and other national and international partners through normative, policy, financial, technical support, and capacity development initiatives in the following areas. Inter alia, these will contribute to the recovery of Bangladesh from the COVID-19 pandemic and (ii) the graduation of Bangladesh from LDC status and the transition that follows.

Ensure that the Labour Act and EPZ Act and the associated rules are compliant with international labour standards.

Promote and support the development and implementation of policy, strategic and institutional measures to improve occupational safety and health (OSH) and industrial safety measures in the RMG

sector and wider economy.

Support employer's and workers' organizations to develop the requisite capacity to promote and apply international labour standards, effectively engage in social dialogue and collective bargaining, and represent the interests of their respective memberships.

Support the GoB to:

- o ratify additional international labour standards
- o implement international labour standards in line with ILO international supervisory body recommendations.
- o Support strengthening of labour market governance and labour administration institutions and their effective functioning in compliance

- with international labour standards, including:
- the Labour Court system, with a sustainably reduced backlog of cases
 - the establishment of an effective conciliation and independent arbitration system as a method for alternative disputes resolution
 - DIFE, DOL, the to-be-established Industrial Safety Unit and National OSH Institute.
- Promote and support measures to prevent and investigate acts of anti-union discrimination, unfair labour practices and violence against workers.
 - Support the strengthening of tripartism and social dialogue institutions at all levels, with increased opportunities for participation by women and informal workers and in line with international
- labour standards (including the NTCC, the RMG-TCC, the National Council for Industrial Safety and Health, the Minimum Wage Board, the labour courts and the establishment of the proposed Tripartite Implementation and Monitoring Committee for the GoB Road Map and National Action Plan.
- Develop an evidence-based national wage policy, including gender equity provisions and a strengthened wage monitoring mechanism.

4.5.5 DWCP contributions to achievement of UNSDCF Outcome 5: *By 2026, more women, girls and sexual minorities benefit from an environment in which they are empowered to exercise their rights, agency and decision-making power over all aspects of their lives and towards a life free from all forms of discrimination, violence and harmful norms and practices.*

DWCP Goal	Increased number of women and men in full, decent, and productive jobs in Bangladesh in the post-COVID-19 period as a result of enhanced (i) strategic policy and institutional frameworks and (ii) capacities for inclusive, equitable and sustainable economic development, decent work and universal social protection for all.			
DWCP Outcome 4	By 2026, more women in the world of work benefit from improved policies, laws and measures to reduce gender-based violence and harassment; reduce women's disproportionate unpaid care responsibilities; increase women's voice, representation and leadership; and increase access to a gender responsive work environment.			
DWCP Outputs	1: ILO constituents have capacities to contribute to elimination of violence and harassment in the world of work.	2: Maternity protection at work, affordable accessible childcare and sharing of domestic/care work.	3: Institutional and regulatory frameworks to promote gender responsive work environments.	4: Increased women's voice, representation, and leadership at work, including in ILO constituent organizations and in enterprises.

The ILO Office and employers' and workers' organizations will collaborate with the GoB, UNCT and other national and international partners through normative, policy, financial, technical support, and capacity development initiatives in the following areas. Inter alia, these will contribute to the recovery of Bangladesh from the COVID-19 pandemic and (ii) the graduation of Bangladesh from LDC status and the transition that follows.

- Address violence and harassment in the world of work, including gender-based violence, through policy, advocacy and capacity development initiatives.
- Promote awareness and measures to strengthen maternity protection for women at work.
- Improve access to affordable, quality, and accessible childcare and encourage greater male involvement in unpaid care.
- Develop and implement policies and measures to promote gender responsive workplaces at all levels.
- Strengthen awareness and capacities of ILO constituents, stakeholders, and enterprise partners on gender mainstreaming, GBV and gender responsive budgeting.
- Strengthen awareness and capacities to support increased women's voice, representation, and leadership within the world of work, including within ILO constituents' institutions and organizations; and at enterprise level (including through supervisory training for women).
- Strengthen the evidence-base for development of policies and implementation measures to promote gender equality and women's empowerment within the context

of decent work and a gender responsive work environment - e.g., research with constituents and other stakeholders on impacts of COVID-19 on women at work (informal and formal); impacts of COVID-19 on unpaid care; the gender dynamics of internal migration; and women's voice, representation and leadership in the RMG sector and beyond.

4.6 Assumptions underpinning the DWCP

The following assumptions underpin the design of the DWCP with the context of the UNSDCF:

- COVID-19 conditions at national and international levels allow implementation of the 8FYP to move forward as projected, including with respect to LDC graduation, international trade access, international labour migration and government revenue.
- The national fiscal position allows a phased increase of national budget resources towards funding the implementation national decent work priorities, including the development of universal social protection and the national institutional architecture required for the advancement of decent work, thus contributing to the sustainability of DWCP results.
- The necessary policy, planning and resourcing measures are able to be put in place to anticipate and mitigate the increasing impacts of climate change on the world of work, including those linked to internal migration. ILO constituents are actively engaged in the national effort in this respect and embed climate resilience into their core business.

- ▶ The necessary resources can be mobilized to support and sustain the ILO's planned contributions to implementation of UNSDCF with respect to the Decent Work Agenda across the four DWCP Outcomes.
- ▶ ILO constituents are able to commit the resources, both human and financial, to support their engagement under the DWCP, including its tripartite governance arrangements.
- ▶ DWCP tripartite governance and management arrangements are able to discern and flexibly respond to emerging decent work challenges in the national context, within the context of wider UNSDCF implementation and adjustments.
- ▶ The commitment to explicit and consistent attention to the cross-cutting policy drivers within the DWCP is demonstrated in all aspects of planning, implementation, resourcing, review, evaluation, and learning.
- ▶ ILO tripartite constituents will have increased opportunities, with ILO Office facilitation as necessary, to engage directly in broader UNSDCF planning, review and implementation.

4.7 Risk analysis and mitigation

The COVID-19 pandemic and its global fallout has elevated the risks associated with any medium-to long term plan, and hence with the UNSDCF for Bangladesh. The UNSDCF identifies three risks which have a high likelihood of occurring and of slowing down the development trajectory in Bangladesh and the achievement of the planned results of the Cooperation Framework and the DWCP.

(i): Continued pandemic. The greatest foreseeable risk in the short to medium term is associated with the continuation of the pandemic. If it is still raging at the beginning of 2022, the emergency response will continue to dominate recovery programming under the UNSDCF and the DWCP. Further, the development strategy will need to contend with continued constraints on movement of people and goods, weakened global demand, and disrupted supply chains. If global production remains depressed, Bangladesh will also have to contend with weak demand for migrant labour and lower inflow of remittances.

Decent work dimensions: The impacts on workers, informal and formal will continue and likely worsen, with those underserved by national social protection programmes particularly affected. Countless cottage, micro, small and medium-sized enterprises will continue to struggle for survival further affecting the livelihoods of urban and rural workers. Existing structural vulnerabilities and inequalities will likely intensify, with increased unpaid care burdens for women and gender-based violence.

(ii): Catastrophic climate risk. Globally, climate-related hazards are growing in frequency and intensity. Bangladesh is among the countries most exposed to these hazards. In absence of mitigating measures, a catastrophic event could cause massive human and economic losses, increasing humanitarian need, compromising various forms of human and community security, and ultimately hampering the country's progress on sustainable development.

Decent work dimensions. In addition to increased climate change-induced internal migration and the workplace effects of heat stress, intensified hazards and temperature raising linked to climate change would potentially lead to worsening working conditions large scale loss of jobs and employment prospects, further setting back pre-COVID progress and exacerbating hardships already caused by the pandemic.

(iii): UNSDCF: Investment gap in priority areas. The current levels of Government expenditure in sectors such as education, health, and decent work, needs to be increased to enable optimal utilization of the benefits of the demographic dividend. In addition, as environmental degradation and natural disaster increasingly become drivers of multidimensional poverty, economic development investments to shift towards a green and blue economy will be essential. Unless pending priorities are adjusted, in times of fiscal constraint, further economic growth may increase inequalities in the country in addition to further environmental degradation.

Decent work dimensions: Both the above two risks have the potential to hold back the public and private investment necessary to continue movement towards a sustainable decent work-based economy, with increased formalization, skill levels which meet future work demands, universal social protection and increased women's participation.

The UN is working closely with the Government to mitigate and manage the adverse impacts of the COVID pandemic; to support the movement towards recovery; to mitigate and manage challenges

associated with climate change; and to increase investment and SDG financing. The ILO will contribute fully to UNCT efforts in these respects, with a particular focus on impacts and systemic change in the world of work.

4.8 Lessons for DWCP design and implementation

A number of lessons from current and previous DWCP experience were identified by consultations conducted for the development of this DWCP, as well as from the Stocktake of the Bangladesh DWCP 2017-2020 (2020) and the DWCP Synthesis Review (2019). Key among lessons identified were the following:

- An overarching **theory of change** is critical to ensuring that all aspects of the DWCP "pull together" towards achieving long-term national goals. Jointly agreed exit strategies for projects under the DWCP should be considered to reinforce local ownership and sustainability in this context.
- The ILO's **comparative advantages** around the decent work agenda, international labour standards, social dialogue and tripartism are essential contributions to Bangladesh's COVID-19 recovery and graduation from LDC status. The need and potential exist to further enhance the impact of social dialogue as a contributor to development results in all spheres and at all levels.
- The coming DWCP period provides significant opportunities for the ILO to leverage its comparative advantages through **strategic macro policy dialogue** with the GoB in areas ranging from

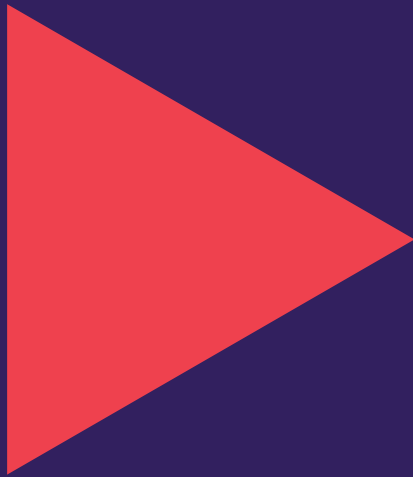
harnessing trade for development to maximizing the benefits of international labour migration, universal social protection, just transition of key economic sectors, and innovative SDG financing.

- ▶ Strengthening the **normative dimensions of the** programme through its explicit grounding in international labour standards, reinforced by the scrutiny and assessment of ILO global supervisory mechanisms, is a key contributor to national ownership and sustainability.
- ▶ It takes **time, strategy, resources**, and a step-by-step social dialogue approach to develop stakeholder buy-in, shared understandings and confidence around core elements of the decent work agenda, realistic and jointly agreed time frames and goals are crucial in this context.
- ▶ Promoting effective **social dialogue and tripartism** is fundamental to the ILO's mandate.
- ▶ Despite progress to date, a compelling imperative remains for increased and more systematic attention to **gender equality and women's empowerment** within all aspects of DWCP design and implementation. Attention to the rights of persons with disabilities and ethnic minorities should also be given enhanced and systematic attention.
- ▶ The priorities and needs of women and men workers in the informal economy, as well as vulnerable groups, should be a central driver of DWCP design programming, including through 'flow-over' strategies and policy support in areas that can have a broader impact.
- ▶ In a dynamic multiple international actor environment (such as that in the Bangladesh TVET and skills development context) it is important to be proactively engaged in **national coordination and coherence mechanisms** in order to maximize the overall impact and efficiency of use of available resources.
- ▶ The **focus and coherence** of interventions is more important than size and scope. Evidence suggests that physical proximity (e.g., collaboration and dialogue) between project implementers and benefiting stakeholders is also a potentially critical factor in project success.
- ▶ A critical aspect of programme efficiency, effectiveness and impact is **internal coherence and synergies between** the various components of the overall programme. The current introduction and embedding within the ILO Bangladesh office of the programmatic cluster approach is already making a difference in this respect.
- ▶ DWCP **tripartite governance** is a cornerstone of the DWCP concept and practice but requires renewed attention at the whole-of-programme level during the next DWCP period.



5

Management, Implementation, Monitoring, Reporting and Evaluation Arrangements



► 5. Management, Implementation, Monitoring, Reporting and Evaluation Arrangements

UNSDCF oversight and management: The DWCP will be managed and implemented in the context of overall UNSDCF arrangements. These will be coordinated through the Government of Bangladesh (GoB) - United Nations Steering Committee, co-chaired by the Secretary, Economic Relations Division, Ministry of Finance, and the UN Resident Coordinator. The Steering Committee will meet twice a year to review progress towards the targeted results and recommend strategic adjustments or new opportunities to accelerate action during the subsequent period. Five Outcome Results Groups, chaired by UN heads of agencies will guide UNSDCF annual joint planning, monitoring, and reporting. The ILO will chair the Outcome Results Group for Strategic Priority 1.

Joint UNCT Work Plans: Joint workplans for each UNSDCF Outcome area will be developed on an annual basis by the Results Group responsible for the Outcome. These will provide the basis of ILO collaboration with UNCT members for the implementation of specific UNSDCF and DWCP results. The ILO Office and constituents will be actively engaged in their formulation, implementation, monitoring, evaluation, and reporting. The plans will ensure greater alignment with national priorities, support country capacities to deliver development results and ensure transparency and accountability in their implementation. They will further help to translate outcomes into concrete, measurable and time-bound outputs that provide clear, normative, operational linkages to enable the attribution of the UN contribution to national priorities.

To the extent possible, the ILO will use the minimum documents necessary for

programme and project agreement and implementation purposes, primarily the signed UNSDCF along with signed joint or ILO-specific workplans and project documents. Where new project documents need to be prepared, these will use, inter alia, the relevant text from the UNSDCF and joint workplans.

For details on ILO-managed development cooperation projects that will contribute to DWCP and UNSDCF implementation (as confirmed at the time of DWCP signing), refer to Annex 5 or the ILO Development Cooperation Dashboard: Available at: <https://www.ilo.org/DevelopmentCooperationDashboard/#altay3m>

Key ILO national, UN and other and international partners, in addition to the ILO constituents, are listed in Table 2.

ILO internal management arrangements: A core component of management of DWCP implementation is the programmatic 'cluster

approach' adopted in the Country Office. This aligns to the structure of the DWCP Results Matrix and aims to maximize programme /project synergies, mutual reinforcement, and longer-term impact by bringing together work-streams into more unified and coherent groupings. The established clusters are:

(i) Decent employment policy and generation, skills development, sustainable enterprise development and decent employment and skills for migrant workers.

(ii) Social protection policy, programmes, and systems (including for migrant workers) and elimination of child labour in its worst forms.

(iii) Labour administration, covering enabling policy, legislative and institutional environment, credible labour administration institutions, adequate and effective protection at work for all; and inclusive decent work and sustainable and competitive enterprises.

DWCP monitoring and evaluation: UNSDCF and ILO monitoring fit within a national architecture led by the Bangladesh SDGs Implementation and Monitoring Committee. This is chaired by the Principal Secretary to the Prime Minister and facilitates and oversees implementation of the country's SDGs Action Plan. The Committee brings together Senior Secretaries of all the country's ministries and agencies, each of which is responsible for monitoring and auditing designated SDG indicators within the national SDG Monitoring Framework. This was developed through a multi-stakeholder process including all relevant government ministries and agencies as well as development partners, civil society organizations, academics, the private sector, think tanks, and Bangladesh's academic community.

DWCP monitoring in this context will be part of the monitoring plan of the UNSDCF. This is primarily based on the Development Result Framework (DRF) of the 8th Five-Year Plan, 39+1 National Priority Indicators and the SDG Monitoring Framework. The UNSDCF Results Groups and M&E Group, on behalf of the UNCT, will undertake annual reviews of the UN CCA and Cooperation Framework to measure overall progress towards planned results, monitor risks, identify key opportunities and challenges, and reflect on learning to inform decisions and course correction in the evolving context of Bangladesh and the world.

Based on this, UNCT Country Results Reports will be prepared annually and submitted to the Joint Steering Committee, which will provide evidence to explain to the Government and partners any necessary adaptations in UN programming for continued relevance. The report will also generate information to inform the periodic updating of the CCA as necessary and course-correcting the joint workplans to make sure the implementation of the UNSDCF remains relevant and effective.

The ILO Office will be part of the UNCT Monitoring and Evaluation Group (M&E Group). In collaboration with UN Data Group, this will provide technical support in designing and implementing this Cooperation Framework's Results and Reporting Framework (RRF), data quality assurance, and advice to the Results Groups and the UNCT on evidence-based progress reporting. In the first meeting of the Joint Steering Committee every year, the UNCT will report on the previous year's development results based on data collected through quarterly reporting. The ILO Office will align its reporting cycles with those of the UNSDCF and prioritize the provision of quality input based on DWCP monitoring into UNSDCF progress

reports. ILO policies on gender equality, inclusion of persons with disabilities and vulnerable groups will be among key references in this regard.

In this context, the ILO Country Office will:

- With the DWCP Tripartite Steering Committee (DTSC), prepare a DWCP Monitoring Plan which will be reviewed and updated regularly at TSC meetings. Such plan will be linked to ILO internal results and implementation monitoring frameworks. Associated reporting will be synchronized to the extent possible with UNSDCF reporting cycles (see above) as well as ILO internal reporting to the Regional Office for Asia and the Pacific (ROAP) and ILO Headquarters.
- Conduct mid-term and end-of term independent evaluations of DWCP progress, lessons, and contributions to UNSDCF implementation.
- Engage with constituents in an ILO independent high-level evaluation as part of ILO EVAL's rolling work plan should this approved by the Governing Body during the DWCP period.
- Ensure that all development cooperation projects include plans and resourcing for independent evaluation, and new project designs link to UNSDCF results and indicators.
- Conduct evaluations of implementation of the Country Office cluster programme frameworks.
- Include clustered evaluations, thematic meta-studies and/or synthesis reviews in evaluative approaches adopted for the DWCP, as appropriate.

- Draw on the above in contributing to UNCT reporting to the GoB, as well as to UNSDCF mid-term and end-of term evaluations.

ILO role in the UNCT: In addition to its role as chair of Outcome Results Group for Strategic Priority 1, the ILO Country Office will (i) participate in all other UNSDCF results groups, and the M&E Group; (ii) convene and chair the UNSDCF Private Sector Working Group; (iii) participate in the Gender Working Group; and (iv) participate in other working groups as relevant.

ILO role in UNCT and other multi-stakeholder coordination groups and processes: The ILO Office will further continue to prioritize engagement, including through convening and chairing roles, in relevant multistakeholder groups. In the **labour migration area**, these are (i) the Bangladesh UN Migration Network and two working groups under this network on labour migration and trafficking; (ii) the Migration Working Group (co-chair with IOM and SDC); (iii) the GoB-led National Labour Migration Forum and sub-committees; (iv) the Committee on minimizing the recruitment cost for overseas employment; (v) the Committee on Alternative Disputes Resolution Rule; and (vi) the Committee on International Migrants Day. On **gender equality**, the ILO participates in the Gender Working Group co-chaired by MoWCA and UNICEF. On **skills development**, the ILO participates in Skills Development Working Group (SDWG) chaired by National skills Development Authority (NSDA) and co-chaired by European Union (EU).

Tripartite governance of the DWCP: Constituent oversight of DWCP implementation and development will be maintained through the DWCP Tripartite Steering Committee (DTSC). This will be chaired by the Secretary of

the Ministry of Labour and Employment and meet at least 6-monthly. The above-mentioned DWCP Monitoring Plan will be a regular agenda item.

Particular attention will be paid during the DWCP period to strengthening the role of the DTSC, including through the following steps:

- Periodic reporting by Project Advisory Committees to the DTSC.
- Inclusion of all the relevant governmental partners as part of the DTSC (inter alia to facilitate increased collaboration between them around the Decent Work Agenda).
- Establishment of tripartite longer-term and short-term task-focused working groups as required in specific priority areas.
- Setting up tripartite social dialogues on jointly agreed strategic issues and questions relevant to implementation of the DWCP.

Gender mainstreaming and inclusion: In line with ILO and broader UN commitments to gender mainstreaming and inclusion, the Country Office will continue efforts to increase staff awareness and capacities to internally and externally mainstream gender, promote women's empowerment, promote inclusion of persons with disability and LGBTI persons, and ensure no one is left behind. In this respect, the Country Office will:

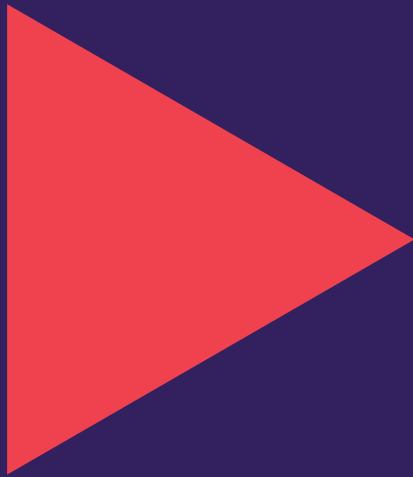
- Provide opportunities for staff to participate in training on gender mainstreaming, disability inclusion and LNOB.
- Ensure measures are in place for effective monitoring of implementation by the Country Office of gender mainstreaming, disability inclusion and LNOB commitments.
- Ensure programme /project documents and evaluation ToRs routinely include attention to and require evidence of gender mainstreaming, disability inclusion and LNOB. At the programme/project delivery level, this may include activities concerning awareness raising; relevant training for partners, stakeholders, and beneficiaries; anti-harassment committee development; peer support network development; and GBV/sexual harassment policy development.

The ILO will further support constituents and other partners to strengthen their gender mainstreaming awareness and capacities. This will include (i) encouraging greater participation by women representatives of constituents in the DWCP Tripartite Steering Committee, with a target of 33 per cent by 2026, and (ii) the achievement of a specific target for women in leadership and senior management in constituent organizations under Priority 4 in the DWCP Results Matrix. The DWCP Tripartite Steering Committee target will be included in an updated version of its Terms of Reference.



6

Resource Mobilization Plan



► 6. Resource Mobilization Plan

The ILO Country Office and tripartite constituents will work together to identify, mobilize, and monitor resources to achieve the outcomes and outputs proposed for the DWCP for the period 2022-2026. The following sources are envisaged:

Tripartite constituents' resources: The ILO will facilitate the deployment of technical and financial resources from its constituents in the strategic focus areas of the DWCP. This will include budgetary allocations as well as contributions in kind from the government and constituents in formulating and implementing key policies and programmes that lead to achievement of DWCP outcomes and outputs. In more specific terms, this will include:

- Supporting and promoting increased human and financial resourcing to implement Bangladesh's decent work priorities and commitments as articulated in the 8th FYP, the Perspective Plan, the UNSDCF and DWCP, and other relevant policies, strategies, and plans.
- Promoting and supporting private investment in decent work creation and the skilling, upskilling and reskilling of their workforces, as well as workers' participation in decent work and workplace cooperation initiatives.
- Policy engagement by employers' and workers' organizations in areas which facilitate increased availability of national and international resources to support the implementation of DWCP outcomes and outputs.
- The contributions of staff time, use of constituent facilities and services, and

facilitating access to constituencies and networks as appropriate.

ILO technical and financial resources: Technical backstopping and advisory support of ILO specialist staff in the Decent Work Team (DWT) in Delhi; the Regional Office for Asia and the Pacific (ROAP) in Bangkok; and the global ILO specialist and programme support units at ILO headquarters in Geneva. These resources are available to support the constituents to design, revise, update and evaluate policies and programmes, as well as to initiate innovations in business models and improve effectiveness and results.

ILO global and regional programmes: ILO implements various programmes at global and regional levels to address the common issues faces by the countries covered. These are supported by various funding sources, including bi-lateral donors, multilateral agencies, and private foundations.

ILO Regular Budget Supplementary Account (RBSA): Programmes of strategic significance can be funded for specific periods by the RBSA, which is based on unconditional funding to ILO by various development partners.

Extra-budgetary technical cooperation projects funded through the various multi/bi-lateral development partners: The main resourcing of DWCP implementation

comes from extra-budgetary technical cooperation (XBTC) funding, which is contributed by the various bilateral and multilateral agencies. The EU, individual EU member countries and Canada are the main funders of ILO engagement in Bangladesh.

Joint UN programming including the Multi-Partner Trust Fund: Leveraging joint efforts within the UNCT and with other international development partners to broaden the resource base and increase efficient use of available resources is a key component of ILO resource mobilization efforts in Bangladesh. Engagement by the ILO in the development and implementation of joint work plans under the UNSDCF and in development partner working groups will provide an important platform for the development of such collaboration. Collaboration is already confirmed with UNCT agencies, including collaboration under recently concluded global partnership agreements between the ILO and UNDP⁵⁵, IOM⁵⁶ and UN Women. The ILO will further participate in the development and implementation of financing strategies at UNSDCF level, with a particular focus on engagement of the private sector through the ILO's employer organization constituents.

Multi-lateral and private sector development financing institutions: Together with government agencies, the ILO will seek to mobilize funding from Development Finance Agencies (DFAs) and private sector sources such as the International Fund for Agricultural Development (IFAD), the World Bank, the Asian Development Bank (ADB), the Islamic Development Bank (IsDB) and private sector

foundations such as the Master Card Foundation and Gates Foundation among others.

In addition, the ILO will contribute to broader SDG financing through supporting the UNCT's engagement with the GoB's **SDG Financing Oversight Committee** under the leadership of the Economic Relations Division (ERD) of the Ministry of Finance once established. This body will report to the GoB SDG Implementation Review Committee. The Oversight Committee will include the UNCT, international development partners and the private sector. The UNCT will provide secretariate support.

The ILO's tripartite structure and leadership of the UNSDCF Private Sector Working Group position it well to play an important role in this regard. Together with the UNDP, UNCDF and UN WOMEN, the ILO is piloting the Integrated National Financing Framework for Accelerating Achievements of SDGs (INFF4SDGs). This fits under DWCP Output 1.1 and aims to explore and test the above pathways, with the ILO focusing on supporting the private sector's engagement.

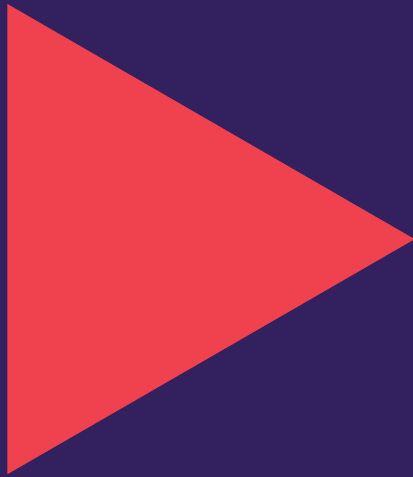
Building on the above, the Country Office will develop a short **resource mobilization strategy** within the first year of the DWCP, in alignment with and supporting the resource mobilization strategy to be developed by the UNCT. The Country Office strategy will be based on a resourcing gap analysis and a funding source mapping to enable the setting of realistic targets. Inter alia it will include clear reference to the roles a contributions of ILO constituents.

55. ILO and UNDP. (16 September 2020). Joint Letter of the ILO Director-General and the UNDP Administrator to Country and Regional offices.

56. ILO and IOM. (17 December 2020). Joint ILO-IOM Letter to All Staff



Advocacy and Communication Plan



► 7. Advocacy and Communication Plan

Evidence-based advocacy and communications for decent work policies, legal frameworks, strategies, plans, and resourcing is an important part of the ILO's role at country level. This has three main aspects: (i) policy advocacy and support for strengthening the GoB's decent work policy, legal and programmatic architecture and (ii) outreach to partners and other stakeholders active in promoting the Decent Work Agenda; and (iii) outreach to the broader Bangladesh public.

ILO advocacy and communications will be conducted within the context of, and will support, broader UNSDCF advocacy and communications strategies and efforts. Inter alia it will draw on disaggregated data in relation to SDGs monitoring and reporting gathered and disseminated by the UN Data Group. Under the UNSDCF, part of the role of the group is to facilitate inter-agency dissemination and collaboration on comparable statistics. When-ever possible, success stories and examples from the implementation of the DWCP will be featured in public outreach.

A **key message** in ILO advocacy and communications will be that the advancement of the Decent Work Agenda, including international labour standards and effective social dialogue, are essential contributors to:

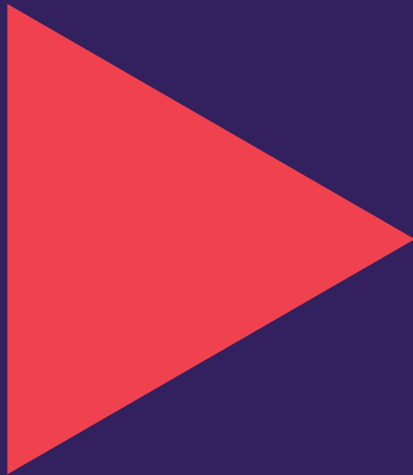
- (i) Bangladesh's achievements of the SDGs and national development priorities and objectives.

- (ii) Recovery from the COVID-19 in line with the 8th FYP which has decent work, social justice, universal social protection, and inclusion at its core.
- (iii) LDC graduation in 2026, enhancing Bangladesh's international trade opportunities access; transition towards Upper-Middle Income Country Status and eliminating extreme poverty by 2031; and full eradication of poverty while achieving High-Income Country status by 2041.
- (iv) Effective, high impact and sustainable implementation of the UNSDCF.

Alongside the above-mentioned development of a resource mobilization strategy, an inter-linked ILO advocacy and communications strategy will be developed in the first year of the DWCP, aligned to and supporting the UNSDCF Communication Strategy in collaboration with the UN Communications Group (UNCG).



Annexes



▶ ANNEXES

Annex 1: Key References

Annex 2: Ratifications by Bangladesh of International Labour Conventions

Annex 3: SDG targets and indicators reflected in DWCP

Annex 4: SDG decent work indicators for which ILO is custodian or has shared responsibility

Annex 5: Road Map and National Action Plan for implementation of international labour standards in Bangladesh (summary overview)

Annex 6: International labour standards relevant to DWCP Outcomes

Annex 1: Key References

ILO reports / documents

- ▶ Bangladesh Decent Work Country Programme, 2017-2020
- ▶ Bangladesh DWCP Implementation report (2016-17) and (2018-19) <https://www.ilo.org/IRDashboard/#azfoxn0>
- ▶ Decent work results and effectiveness of ILO operations: Meta-analysis of development cooperation evaluations, 2019-2020 https://www.ilo.org/global/docs/WCMS_756537/lang-en/index.htm
- ▶ ILO. DWCP 2017-2020 Annex 4: DWCP Results Monitoring Plan
- ▶ ILO. WCP 2017-2020 Annex 5: DWCP implementation monitoring plan
- ▶ ILO. (Nov 2020) Cluster evaluation of Ready-made Garment Sector Phase II and Better Work Bangladesh
- ▶ ILO. (n.d.). Promoting Social Dialogue and Harmonious Industrial Relations in the Bangladesh Ready-Made Garment Industry (SDIR) Project
- ▶ ILO. (2020). Project document. Building institutional mechanisms for the gradual extension of social protection in Bangladesh (2020). Under EU programme: Extend national social protection systems in response to the COVID-19 crisis. EU Action on Improving Synergies between Social Protection and Public Finance Management
- ▶ ILO. (March 2019). Technical Recommendations on the Feasibility Assessment of an Employment Injury Insurance Scheme in Bangladesh: Starting in the ready-made garment sector. ILO/Global Employment Injury Programme (ILO/GEIP), Enterprises Department, Geneva. Published by the ILO Country Office for Bangladesh, Dhaka.

- ▶ ILO. (5 Dec 2018). Terms of Reference. Final Independent Evaluation of Implementation of the National Employment Injury Insurance Scheme of Bangladesh
- ▶ ILO. Terms of Reference, Bangladesh DWCP Tripartite Steering Committee; minutes of two meetings held to date in current DWCP period.
- ▶ ILO. (October 2020). Towards resilient social dialogue in South Asia: A collation of key social dialogue mechanisms in South Asia, their responses to the COVID-19 crisis and actions to build resilience. ILO Decent Work Technical Support Team for South Asia and Country Office for India.
- ▶ ILO Evaluation Office. (2021). High-level independent evaluation of the ILO's programme of work in Bangladesh, Nepal, Sri Lanka and Pakistan, 2018-21.
- ▶ Tajman, David. (2019). Normative stocktaking for Decent Work in Bangladesh.
- ▶ Tajman, David. (2019). Synthesis review of all Bangladesh DC evaluations (2015-2019).

Bangladesh UNDAF/UNCT documents

- ▶ Immediate Socio-economic Response Plan (ISERP) for Bangladesh
- ▶ Inception Report (November 2020), Evaluation of Bangladesh UNDAF, 2020
- ▶ United Nations Common Country Analysis for the United Nations Sustainable Development Cooperation Framework, Bangladesh 2021-2026. Updated to reflect the impact of and response to the COVID-19 pandemic (Confidential Draft, 6 November 2020)

General background documents

- ▶ Clarke, Don. (September 2019). Review of DWCP tripartite governance mechanisms in Asia-Pacific. Final draft report.
- ▶ Government of Bangladesh. Report on SDG implementation to UN High Level Political Forum (HLPF). Chapter on SDF 8.1, Global Perspective on SDG8
- ▶ Hossan, C. G. (2012). "Recent unrest in the RMG sector of Bangladesh: Is this an outcome of poor labour practices", in International Journal of Business and Management, Vol. 7, No. 3. Available at: <https://pdfs.semanticscholar.org/0be6/e039db76d8d433d0e9bc8216d66bc61cf482.pdf>.
- ▶ ILO. International Labour Standards in Bangladesh. Available at [https:// www.ilo.org/dhaka/Areasofwork/international-labour-standards/lang--en/index.htm](https://www.ilo.org/dhaka/Areasofwork/international-labour-standards/lang--en/index.htm)
- ▶ ILO NORMLEX database. Available at <https://www.ilo.org/dyn/normlex/en/>
- ▶ ILO and IOM. (17 December 2020). Joint ILO-IOM Letter to All Staff
- ▶ ILO and UNDP. (16 September 2020). Joint Letter of the ILO Director-General and the UNDP Administrator to Country and Regional offices.
- ▶ IOM with the ILO and SDC. (2018). A Framework of Services for Reintegration and Remigration of International Labour Migrants from Bangladesh.
- ▶ United Nations. The UNSDCF: Internal Guidance (3 June 2019).

ANNEX 2: Ratifications by Bangladesh of International Labour Conventions

Fundamental Conventions (8 of 8 as of 22 March 2022)

C029 and R029 - Forced Labour Convention, 1930 (No. 29) and Protocol (2014)
C138 - Minimum Age Convention, 1973 22 Mar 2022
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
-
- C185 - Seafarers' Identity Documents Convention (Revised), 2003 (No. 185)
-
- MLC, 2006 - Maritime Labour Convention, 2006 (MLC, 2006)
-

For more details,

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

Annex 3: SDG targets and indicators reflected /adapted in DWCP

SDG Target	Indicator
1.1 By 2030, eradicate extreme poverty for all people everywhere, currently measured as people living on less than \$1.25 a day	1.1.1 Proportion of population below the international poverty line, by sex, age, employment status and geographical location (urban/rural)
1.3 Implement nationally appropriate social protection systems and measures for all, including floors, and by 2030 achieve substantial coverage of the poor and the vulnerable	1.3.1 Proportion of population covered by social protection floors/systems, by sex, distinguishing children, unemployed persons, older persons, persons with disabilities, pregnant women, new-borns, work-injury victims and the poor and the vulnerable
4.3 By 2030 ensure equal access for all women and men to affordable quality technical, vocational, and tertiary education, including university	4.3.1 Participation rate of youths and adults in formal and non-formal education and training in the previous 12 months, by sex
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	4.4.1 Proportion of youth and adults with information and communications technology (ICT) skills, by type of skill
5.4 Recognize and value unpaid care and domestic work through the provision of public services, infrastructure and social protection policies, and the promotion of shared responsibility within the household and the family as nationally appropriate	5.4.1 Proportion of time spent on unpaid domestic and care work, by sex, age and location
5.5 ensure women's full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic, and public life	5.5.2 Proportion of women in managerial positions
8.2 achieve higher levels of productivity of economies through diversification, technological upgrading and innovation, including through a focus on high value added and labour-intensive sectors	8.2.1 Annual growth rate of real GDP per employed person
8.3 promote development-oriented policies that support productive activities, decent job creation, entrepreneurship, creativity, and innovation, and encourage formalization and growth of micro-, small- and medium-sized enterprises including through access to financial services	8.3.1 Proportion of informal employment in total employment, by sector and sex

SDG Target	Indicator
8.5 by 2030 achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value	8.5.1 Average hourly earnings of female and male employees, by occupation, age and persons with disabilities
	8.5.2 Unemployment rate, by sex, age and persons with disabilities.
8.6 by 2020 substantially reduce the proportion of youth not in employment, education, or training	8.6.1 Proportion of youth (aged 15-24 years) not in education, employment, or training
8.7 Take immediate and effective measures to eradicate forced labour, end modern slavery and human trafficking and secure the prohibition and elimination of the worst forms of child labour, including recruitment and use of child soldiers, and by 2025 end child labour in all its forms	8.7.1 Proportion and number of children aged 5-17 years engaged in child labour, by sex and age
8.8: Protect labour rights and promote safe and secure working environments for all workers, including migrant workers, in particular women migrants, and those in precarious employment	8.8.1 Frequency rates of fatal and non-fatal occupational injuries, by sex and migrant status
	8.8.2 Level of national compliance with labour rights (freedom of association and collective bargaining) based on International Labour Organization (ILO) textual sources and national legislation, by sex and migrant status
	8.b.1 Existence of a developed and operationalized national strategy for youth employment, as a distinct strategy or as part of a national employment strategy
9.2: Promote inclusive and sustainable industrialization and, by 2030, significantly raise industry's share of employment and gross domestic product, in line with national circumstances, and double its share in least developed countries	9.2.2 Manufacturing employment as a proportion of total employment
10.4: Adopt policies, especially fiscal, wage and social protection policies, and progressively achieve greater equality	10.4.1 Labour share of GDP, comprising wages and social protection transfers
10.7 facilitate orderly, safe, and responsible migration and mobility of people, including through implementation of planned and well-managed migration policies	10.7.1 Recruitment cost borne by employee as a proportion of monthly income earned in country of destination
	10.7.2 Number of countries with migration policies that facilitate orderly, safe, regular and responsible migration and mobility of people

ANNEX 4: SDG decent work indicators for which ILO is custodian or has shared responsibility

SDG Goal	Indicator	Custodian Agency
1	1.1.1 Proportion of population below the international poverty line, by sex, age, employment status and geographical location (urban/rural)	ILO World Bank
	1.3.1 Proportion of population covered by social protection floors/systems, by sex, distinguishing children, unemployed persons, older persons, persons with disabilities, pregnant women, new-borns, work-injury victims and the poor and the vulnerable	ILO World Bank
	1.a.2 Proportion of total government spending on essential services (education, health, and social protection)	CA: ILO, UNESCO-UIS, WHO
4	4.3.1 Participation rate of youths and adults in formal and non-formal education and training in the previous 12 months, by sex	CA: UNESCO-UIS PA: OECD, Eurostat, ILO
	4.4.1 Proportion of youth and adults with information and communications technology (ICT) skills, by type of skill	CA: UNESCO-UIS, ITU PA: OECD, ILO
5	5.5.2 Proportion of women in managerial positions	ILO
8	8.2.1 Annual growth rate of real GDP per employed person	ILO, World Bank, UNSD
	8.3.1 Proportion of informal employment in total employment, by sector and sex	ILO
	8.5.1 Average hourly earnings of female and male employees, by occupation, age and persons with disabilities	ILO
	8.5.2 Unemployment rate, by sex, age and persons with disabilities	ILO
	8.6.1 Proportion of youth (aged 15-24 years) not in education, employment, or training	ILO
	8.7.1 Proportion and number of children aged 5-17 years engaged in child labour, by sex and age	ILO UNICEF
	8.8.1 Frequency rates of fatal and non-fatal occupational injuries, by sex and migrant status	ILO
	8.8.2 Level of national compliance with labour rights (freedom of association and collective bargaining) based on International Labour Organization (ILO) textual sources and national legislation, by sex and migrant status	ILO
	8.9.1 Tourism direct GDP as a proportion of total GDP and in growth rate	CA: UNWTO/ILO PA: UNEP
	8.b.1 Existence of a developed and operationalized national strategy for youth employment, as a distinct strategy or as part of a national employment strategy	ILO World Bank, OECD

SDG Goal	Indicator	Custodian Agency
9	9.2.2 Manufacturing employment as a proportion of total employment	UNIDO/ILO
10	10.4.1 Labour share of GDP, comprising wages and social protection transfers	ILO IMF
	10.7.1 Recruitment cost borne by employee as a proportion of monthly income earned in country of destination	ILO World Bank
	10.7.2 Number of countries with migration policies that facilitate orderly, safe, regular and responsible migration and mobility of people	CA: ILO, DESA Population Division, IOM PA: ILO, World Bank, Global Migration Group
12	12.6.1 Number of companies publishing sustainability reports	CA: ILO, UNEP, UNCTAD,
14	14.c.1 Number of countries making progress in ratifying, accepting and implementing through legal, policy and institutional frameworks, ocean-related instruments that implement international law, as reflected in the United Nations Convention on the Law of the Sea, for the conservation and sustainable use of the oceans and their resources	CA: ILO, UN- DOALOS, FAO, UNEP, other UN- Oceans agencies
16	16.10.1 Number of verified cases of killing, kidnapping, enforced disappearance, arbitrary detention and torture of journalists, associated media personnel, trade unionists and human rights advocates in the previous 12 months	CA: OHCHR PA: ILO, UNESCO-UIS

ANNEX 5: Road Map and National Action Plan for implementation of international labour standards in Bangladesh (summary overview)

A comprehensive set of measures to follow-up ILC and ILO supervisory body comments have been consolidated within a national **Road Map**,⁵⁷ which was jointly developed with representatives of employers' and workers' organizations. This encompasses labour law reform; trade union registration; labour inspection and enforcement (including the promotion of an effective conciliation and independent arbitration system as a means of alternative dispute resolution (ADR) and the elimination of the backlog of cases at labour courts, including in the Dhaka Metropolitan Area); and addressing acts of anti-union discrimination/unfair labour practices and violence against workers. The latter area includes a commitment to promoting social dialogue. Implementation of the Road Map will impact all economic sectors of Bangladesh and involve the wider engagement of stakeholders across the sectors. A Tripartite Monitoring Committee, including high-level representation from the Government, will periodically discuss and monitor the implementation of the Road Map.⁵⁸

Alongside and complementary to the Road Map sits the June 2021 **National Action Plan (NAP) on the Labour Sector of Bangladesh (2021-2026)**. This sets out measures to bring Bangladesh labour laws into compliance with ILO standards on freedom of association and collective bargaining; eliminate child labour in all its forms by 2025; combat violence against workers, harassment, unfair labour practices and anti-union discrimination; increase the success rate of applications for trade union registration; eliminate the backlog of cases at labour courts, including in the Dhaka Metropolitan Area; set up an efficient system to follow-up on workers' complaints received through hotline; provide for new labour inspectors and ensure full functionality of the labour inspectorate; ensure proper work for the Remediation Coordination Cell and transition to the Industrial Safety Unit (ISU) / ensure close cooperation of the RCC/ISU with the RMG sustainability Council (RSC); and ratify the ILO convention on the minimum wage and the Forced Labour Protocol.⁵⁹

57. Road map of actions to address all the outstanding issues mentioned in the complaint concerning non-observance by Bangladesh of the Labour Inspection Convention, 1947 (No. 81), Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87), and the Right to Organise and Collective Bargaining Convention, 1949 (No. 98). Reference: GB.342/INS/INF/2(Rev.1). Available at

https://www.ilo.org/gb/GBSessions/GB342/ins/WCMS_800701/lang--en/index.htm

58. Available at https://www.ilo.org/wcmsp5/groups/public/---ednorm/---relconf/documents/meeting_document/wcms_800701.pdf

59. Available at https://mole.gov.bd/sites/default/files/files/mole.portal.gov.bd/notices/816f03a6_6237_4a20_8c9f_0c4120d260ff/National%20Action%20Plan%20on%20Labour%20Sector%20on%20Bangladesh_30%20June%202021.pdf

ANNEX 6: International labour standards relevant to DWCP Outcomes

DWCP Outcome 1	
<p>International labour conventions relevant to this Outcome - ratified</p> <p>Fundamental C.029 and P29 (forced labour) C.087 (freedom of association and right to organise) C.098 (right to organise and collective bargaining) C.100 (equal remuneration) C.105 (abolition of forced labour) C.111 (discrimination - employment and occupation)</p> <p>Governance C.144 (tripartite consultation, international labour standards)</p>	<p>Relevant unratified⁶⁰</p> <p>Governance C.122 (employment policy)</p> <p>Technical</p> <p>Vocational guidance and training C.140 (paid educational leave) C.142 (vocational training and human resource development)</p> <p>Employment promotion C. 88 (employment service) C.159 (vocational training for disabled persons) C. 181 (private employment agencies)</p> <p>Specific groups of workers C.97 (migration for employment) C.143 (migrant workers - supplementary provision) C.189 (domestic work) C.169 (indigenous peoples)</p>
DWCP Outcome 2	
<p>International labour conventions relevant to this Outcome: Ratified</p> <p>Fundamental C.182 (worst forms of child labour)</p> <p>Governance C.144 (tripartite consultation, international labour standards)</p>	<p>Unratified:</p> <p>Fundamental C.138 (minimum age) *</p> <p>Technical</p> <p>Social security C.102 (social protection/ social security minimum standards) C.121 (Employment injury benefits convention)</p>

60. The ILO Governing Board has recommended the further following international labour conventions for ratification (as per the promotion pyramid): C129, C122; C155, C161, C187 and P155; C162, C167, C170, C174, C176; C160; C88 and C181; C121 or C102; C169; C152

DWCP Outcome 2	
<p>Technical conventions (selected only)</p> <p>C.018 (workmen's compensation, occupational diseases)</p> <p>C.019 (quality of treatment, accident compensation)</p> <p>C.096 (fee-charging employment agencies)</p> <p>C.118 (equality of treatment, social security)</p>	<p>C. 168 (Employment Promotion and Protection against Unemployment)</p> <p>C.183 (maternity protection)</p> <p>Employment promotion</p> <p>C. 88 (employment service)</p> <p>C.159 (vocational rehabilitation and employment, disabled persons)</p> <p>C.181 (private employment agencies)</p> <p>Labour administration</p> <p>C160 (labour statistics)</p> <p>Specific groups of workers</p> <p>C.97 (migration for employment)</p> <p>C.143 (migrant workers - supplementary provision)</p> <p>C.169 (indigenous peoples)</p> <p>Planned to finalize ratification in 2022</p>
DWCP Outcome 3	
<p>International labour conventions relevant to this Outcome - ratified</p> <p>Fundamental</p> <p>C029 and P029 (forced labour)</p> <p>C138 (minimum age)</p> <p>C087 (freedom of association and right to organise)</p> <p>C098 (right to organise and collective bargaining)</p> <p>C100 (equal remuneration)</p> <p>C105 (abolition of forced labour)</p> <p>C111 (discrimination - employment and occupation)</p> <p>C182 (worst forms of child labour)</p>	<p>Unratified (includes conventions also listed under Priorities 1,2 and 4)</p> <p>Governance</p> <p>C 129 (labour inspection, agriculture)</p> <p>C.122 (employment policy)</p> <p>Technical</p> <p>Equality of opportunity and treatment</p> <p>C. 156 (workers with family responsibilities)</p> <p>C.190 (violence and harassment)</p> <p>OSH</p> <p>C.155 (OSH)</p> <p>C.187 (Promotional framework for OSH)</p> <p>C. 162 (asbestos)</p> <p>C. 167 (safety and health in construction)</p>

DWCP Outcome 3	
<p>Governance C081 (labour inspection) C144 (tripartite consultation, International Labour Standards)</p> <p>Technical See Annex for full listing</p>	<p>C. 170 (chemicals) C. 174 (major industrial accidents) C. 176 (safety and health in mines) C. 152 (OSH dock work)</p> <p>Social security C.102 (social protection/ social security minimum standards) C.121 (employment injury) C. 168 (employment promotion and protection against unemployment) C.183 (maternity protection)</p> <p>Employment promotion C. 88 (employment service) C.159 (vocational rehabilitation and employment) C. 181 (private employment agencies)</p> <p>Vocational guidance and training C.142 (human resource development)</p> <p>Labour administration C160 (labour statistics)</p> <p>Specific groups of workers C.97 (migration for employment) C.143 (migrant workers - supplementary provision) C.189 (domestic work) C.188 (fishers) C.169 (indigenous peoples)</p>
DWCP Outcome 4	
<p>International labour conventions relevant to this Outcome: Ratified C.100 (equal remuneration) C.111 (discrimination - employment and occupation)</p>	<p>Unratified Technical C.155 (OSH) C.156 (workers with family responsibilities) C.183 (maternity protection) C.187 (Promotional framework for OSH) C.189 (domestic work) C.190 (violence and harassment in the workplace)</p>



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