

Decent Work Country Programme for Bangladesh, 2022–2026

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Acronyms and abbreviations

8FYP	8th Five Year Plan
BANBEIS	Bangladesh Bureau of Education Information and Statistics
BBS	Bangladesh Bureau of Statistics
BEF	Bangladesh Employers' Federation
BEPZA	Bangladesh Export Processing Zones Authority
BGMEA	Bangladesh Garments Manufacturer and Exporter Association
BKMEA	Bangladesh Knitwear Manufacturers and Exporters Association
BLA	Bangladesh Labour Act
BLR	Bangladesh Labour Rules
BMET	Bureau of Manpower Employment and Training
BNQF	Bangladesh National Qualifications Framework
BTEB	Bangladesh Technical Education Board
BWB	Better Work Bangladesh
CEACR	Committee of the Application of Conventions and Recommendations
CEDAW	Convention of the Elimination of All Forms of Discrimination Against Women
CMSME	Cottage, micro, small and medium-sized enterprise
CRPD	Convention of the Rights of Persons with Disabilities
DIFE	Department of Inspection for Factories and Establishments
DOL	Department of Labour
DRF	Development Result Framework (8th Five Year Plan)
DTE	Directorate of Technical Education
DTSC	DWCP Tripartite Steering Committee
DWCP	Decent Work Country Programme
DWPWP	Domestic Workers Protection and Welfare Policy
EBMO	employer and business membership organization
EIS	Employment Injury Insurance Scheme
ELA	EPZ Labour Act
EPZ	Export Processing Zone
ERD	Economic Relations Division (Ministry of Finance)
EU	European Union
FYP	Five Year Plan
GED	General Economics Division (Planning Commission)
HIES	Household Income and Expenditure Survey
IBC	IndustriALL Bangladesh Council
ICT	information and communication technology
ILS	international labour standards
IOM	International Organization for Migration
ISERP	Immediate Socio-Economic Response Plan
ISU	Industrial Safety Unit
LDC	Least Developed Country
LIMA	Labour Inspection Management Application
LNOB	leave no-one behind
MIS	management information system

MOC	Ministry of Commerce
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 enterprises
MOWCA	Ministry of Women and Children Affairs
NCCWE	National Coordination Committee for Workers' Education
NGO	non-governmental organization
NSDA	National Skills Development Authority
NSIS	National Social Insurance Scheme
NSSS	National Social Security Strategy
NTCC	National Tripartite Consultative Council
NTVQF	National Technical Vocational Qualifications Framework
OSH	occupational safety and health
P&B	Programme and Budget
RCC	Remediation Coordination Cell
RMG	ready-made garments
RPL	recognition of prior learning
SDGs	Sustainable Development Goals
SID	Statistics and Information Division (Ministry of Planning)
SOP	standard operating procedure
TCC	Tripartite Consultative Council
TMED	Technical and Madrasah Education Division
TVET	technical and vocational education and training
UI	unemployment insurance
UNCT	UN Country Team
UNDP	United Nations Development Programme
UNICEF	United Nations Children's Fund
UNODC	United Nations Office on Drugs and Crime
UNSDCF	United Nations Sustainable Development Cooperation Framework
WRC	Workers' Resource Centre

DWCP at a glance

<p>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.</p>	
<p>Key Bangladesh national development frameworks</p>	<ul style="list-style-type: none"> • Bangladesh Perspective Plan 2021–2041 • Bangladesh 8th Five-Year Plan, 2021–2025
<p>SDG targets</p>	<ul style="list-style-type: none"> • SDG 1.3 (social protection for all). • SDG 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).
<p>DWCP Strategic Priority 1</p>	<p>Inclusive and sustainable economic development and decent work creation</p>
<p>DWCP Outcome 1</p>	<p>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).</p>
<p>DWCP Outputs</p>	<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 (UNSDCF).</p> <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 that are relevant to the future of work, through formal</p>

	<p>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 model 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 that promote decent work for departing and returned women and men migrant workers.</p>
DWCP Strategic Priority 2	Equitable human development and well-being
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/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 (2020–2025).</p>
DWCP Strategic 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).
DWCP Outputs	<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>
DWCP Strategic Priority 4	Gender equality and ending gender-based violence

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	<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, within tripartite mechanisms and processes, and at the enterprise level.</p>

1. Introduction

The United Nations Sustainable Development Cooperation Framework (UNSDCF) 2022–2026 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 period before the COVID-19 pandemic (with sustained economic growth at an average rate of 7 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 (UN Bangladesh 2021).

In this context, the Bangladesh Decent Work Country Programme (DWCP) 2022–2026 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). The DWCP is fully aligned with 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).
- Vision and Perspective Plan 2021–2041; and
- relevant national laws, policies, strategies, and plans.

The DWCP further aligns with the:

- three pillars of the ILO Centenary Declaration for the Future of Work (2019);¹
- ILO Global Call to Action for a human-centred recovery from the COVID-19 crisis that is inclusive, sustainable, and resilient (2021).
- ILO Strategic Plan 2022–2025.
- ILO Programme and Budget (P&B) 2022–2023 approved by ILO constituents through the International Labour Conference; and
- 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

¹ The three pillars are: (i) increasing investment in people's capabilities; (ii) increasing investment in the institutions of work; and (iii) increasing investment in decent and sustainable work.

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:

- 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; and
- Strategic Priority 5 – Gender equality and ending gender-based violence.

The DWCP adopts UNSDCF Strategic Priorities 1, 2 and 5. Strategic Priority 3 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 Strategic Priority 4 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: (i) promoting jobs and enterprise; (ii) guaranteeing rights at work; (iii) extending social protection; and (iv) 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 in Dhaka; and
- ILO specialist staff in the Decent Work Country Team (DWT) in New Delhi.

A detailed listing is provided in Annex 2.

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. These reviews are:

- i. Stocktake of the Bangladesh DWCP 2017–2020: Progress and Lessons to Inform Development of the 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 2010–2017 (2019).

The findings of a High-Level Independent Evaluation of the ILO's Programme of Work in Bangladesh, Nepal, Sri Lanka and Pakistan, 2018–21, provided further insights for DWCP development and design (ILO 2021a).

This is the fourth DWCP in Bangladesh. It builds on the progress, partnerships, and lessons of the DWCP 2017–2020 (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 that 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. the 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 Industrial 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
- Ministry of Commerce
- Ministry of Expatriates' Welfare and Overseas Employment
- Ministry of Industries
- Ministry of Youth and Sports
- Ministry of Planning
- Ministry of Chittagong Hill Tracts Affairs
- Ministry of Home Affairs
- Ministry of Housing and Public Works; and
- 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 2022–2026 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 endorsed by the 5th Meeting of the Bangladesh DWCP Tripartite Steering Committee on 31 March 2022. It was launched at a tripartite event in Dhaka on 31 March 2022.

2. Country progress towards decent work and sustainable development

The following country overview draws on the UN Common Country Analysis for Bangladesh (United Nations Bangladesh 2020b), supplemented by other relevant documentation as indicated in the references. 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:² 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 per cent 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) that 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.

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 (UN Bangladesh 2020c). 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 per cent of Bangladesh's total population lives – average income has dropped by more than 80 per cent since the outbreak of the pandemic.

The loss of livelihoods brought about by the crisis has in turn contributed to a reduced 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 (MSMEs), 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 in 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 per cent 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, underrepresentation of women's voice, and uneven sharing of unpaid care and family obligations. 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 in Bangladesh as well as across the region may be lost (ILO and Better Work 2020).

² The main source for this section is United Nations Bangladesh 2020c.

The impacts of the crisis have been magnified for women and girls, 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 not likely to go back to school after educational system closures and have already entered or are 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 worker reintegration policy, programmes, and services; the development of online learning modalities and materials for technical and vocational education and training (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 mass displacement and forced migration (Bangladesh, MOEF 2009), 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 (Hoffner et al. 2021). 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 are becoming a driver of female migration from rural areas to garment production centres.³

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 Government's 8th Five Year Plan (8FYP) 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 (Hunt 2021). 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.
- supporting the agriculture, forestry, and fishing sectors to develop opportunities for green jobs creation in sustainable production and organic farming.

³ See, for example: (i) Laurie Goering, "[Did Climate Change Contribute to the Rana Plaza Disaster?](#)" in *Thomson Reuters Foundation News*, 29 April 2014; and (ii) Anna Plowman, "[Climate Change, Women and Bangladesh's Disaster Capitalism](#)", ESSF, 22 January 2016.

- 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 least developed country (LDC) graduation.

Opportunities and challenges of the Fourth Industrial Revolution: While the impacts of COVID-19 continue to play out across Bangladeshi society and 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 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 per cent) 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 per cent in 2016 from 64 per cent 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 to 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 2 million people, mostly young, enter Bangladesh's labour market every year. However only 5 per cent of the Bangladesh labour force has received any form of training, and just 1 per cent of the population has undergone any form of technical/vocational training (Labour Force Survey 2016–17, BBS, as cited in Khan 2019). 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. Eighty-three per cent of the labour force is either illiterate or has no formal education, with only 60 per cent completing primary school (Khan 2019).

The Government of Bangladesh has long recognized the potential contribution of technical and vocational education and training (TVET) and other forms of skills development to increasing the skills base of the workforce in order 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 of which are 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 recognized 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)
- adoption of a comprehensive Bangladesh National Qualifications Framework (BNQF), covering all learning pathways
- implementation of competency-based training and assessment, including the establishment of Registered Training Organizations
- implementation of recognition of prior learning (RPL) programmes
- production of competency-based learning materials
- strengthening of job placement and career guidance mechanisms; and

- expansion of quality apprenticeship programmes.

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 programmes 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 Government 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 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 Government of the National Social Security Strategy (NSSS) and the 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 pensions, 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 piecemeal. 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 Survey (HIES) estimated that 71 per cent of poor and vulnerable households are excluded from social protection as a result. As COVID-19 render millions of households vulnerable and in need of social protection, these targeting challenges undermine the impact of the Government's response measures and misdirect 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:

- i. the piloting of an Employment Injury Insurance Scheme (EIS) in the RMG sector (overseen by a High-Level National Tripartite Committee);
- ii. an initial commitment to develop an Unemployment Insurance Scheme under the Immediate Socio-Economic Response Plan for COVID-19 (ISERP) framework; and
- iii. the piloting of 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 the Convention on the Elimination of All Forms of Discrimination Against Women (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, access to 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 an 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 the Mother and Child Benefit Programme.

Key foundations of the enabling environment for gender equality include:

- ensuring all laws and policies are consistent with CEDAW and international labour standards
- enforcement of all laws to uphold the rights of women and girls
- enactment of laws and formulation of policies on the High Court Directives on sexual harassment; and
- ensuring that laws are consistent with the Violence and Harassment Convention (No. 190) and Recommendation (No. 206), 2019. The 8FYP 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 50th out of the 153 countries included in the World Economic Forum’s Global Gender Gap Index (World Economic Forum 2020, as cited in Better Work 2020). 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 per cent.⁴ According to a joint ILO–Gallup (2017) report, unpaid care and

⁴ As per data from the ILOSTAT database (accessed January 2021).

domestic work is the primary barrier for women engaging in and staying in the workforce globally. In the Bangladesh context, “unfair treatment” and lack of safe transport were the most frequently cited challenges. Married women in Bangladesh furthermore spend on average 26 hours on household chores per week, compared to only about 8 hours for men (UN Bangladesh 2020b). 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 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 8FYP (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, and 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 Government estimates that persons with disabilities account for almost 7 per cent of the population (United Nations Bangladesh 2020b) – more women than men, and more in rural areas than in urban centres. Bangladesh 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 in 2016, which advocates for and links 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. In addition to widespread social stigmas, these barriers include inaccessible infrastructure and public administration facilities that 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 per cent for persons with disabilities. A higher rate of youths with disabilities are neither in work nor in education (64 per cent), compared to youths without disabilities (43 per cent). Other sources report that the number of employed persons with disabilities in Bangladesh may be lower than 1 per cent 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 per cent of Bangladesh’s GDP). The lack of access to employment for people with disabilities costs US\$891 million per annum (Inclusive Futures and Institute of Development Studies 2020).

Over **54 ethnic minorities** co-exist with the majority Bengali population, representing 1.8 per cent 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 Government, NGOs, and international partners (Roy and Chakma 2016).

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 – challenges that have been intensified by the COVID-19 pandemic. The agriculture sector accounts for 22 per cent 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 the formulation of evidence-based planning and monitoring tools is required in this crucial period. Bangladesh’s ratification of the ILO Minimum Age Convention, 1973 (No. 138), on 22 March 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 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 *upazillas*. Of the 2,650,000 Bangladeshis living in the district, approximately 514,000 reside in the *upazillas* that are hosting the Rohingyas. The host communities are adversely affected by the rising prices of basic items, perceived security threats, pressures on natural resources, environmental degradation, pressure on already weak infrastructure and public services, and growing tensions between refugee and host communities. Following Government of Bangladesh 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 8FYP and the UNSDCF. This 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 immediate period of the 8FYP). 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 (ILO n.d.-b).

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 ILO Governing Body to avoid a gap in legal protection resulting

from the abrogation of outdated Conventions ratified by Bangladesh (such as, Conventions Nos 45 and 96).⁵ The latest Universal Periodic Review of Bangladesh's human rights record by the UN Human Rights Council has further noted the 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 Government 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 recommendations⁶ on the application of ratified Conventions by Bangladesh.

In the period leading-up to the graduation of Bangladesh from LDC status in 2026, the country's ratification and implementation record will take on even greater importance. To qualify for trade concessions under the European Union (EU) Generalised Scheme of Preferences (GSP), Bangladesh will need to meet its obligations to 27 international human rights Conventions, including the eight fundamental labour Conventions.⁷ From January 2024, a new GSP will add two new international labour Conventions – the Labour Inspection Convention, 1947 (No 81), and the Tripartite Consultation (International Labour Standards) Convention, 1976 (No 144).

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. For example, the application of the Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87), by Bangladesh has been discussed in the Committee on the Application of Standards eight times since

⁵ The ILO Governing Board recommended the following international labour Conventions for ratification (as per the promotion pyramid):

- i. Minimum Age Convention, 1973 (No. 138) (now ratified); and Protocol of 2014 to the Forced Labour Convention, 1930 (now ratified).
- ii. Labour Inspection (Agriculture) Convention, 1969 (No. 129); Employment Policy Convention, 1964 (No. 122); Occupational Safety and Health Convention, 1981 (No. 155); Occupational Health Services Convention, 1985 (No. 161); Promotional Framework for Occupational Safety and Health Convention, 2006 (No. 187); and Protocol of 2002 to the Occupational Safety and Health Convention, 1981.
- iii. Asbestos Convention, 1986 (No. 162); Safety and Health in Construction Convention, 1988 (No. 167); Chemicals Convention, 1990 (No. 170); Prevention of Major Industrial Accidents Convention, 1993 (No. 174); and Safety and Health in Mines Convention, 1995 (No. 176).
- iv. Labour Statistics Convention, 1985 (No. 160).
- v. Employment Service Convention, 1948 (No. 88); and Private Employment Agencies Convention, 1997 (No. 181).
- vi. Employment Injury Benefits Convention, 1964 (No. 121); or Social Security (Minimum Standards) Convention, 1952 (No. 102).
- vii. Indigenous and Tribal People's Convention, 1989 (No. 169).
- viii. Occupational Safety and Health (Dock Work) Convention, 1979 (No. 152).

⁶ The latest comments are available at:

https://www.ilo.org/dyn/normlex/en/f?p=NORMLEXPUB:13201:0::NO::P13201_COUNTRY_ID:103500.

⁷ The fundamental labour Conventions are the:

- Minimum Age Convention, 1973 (No. 138);
- Worst Forms of Child Labour Convention, 1999 (No. 182);
- Abolition of Forced Labour Convention, 1957 (No. 105);
- Forced Labour Convention, 1930 (No. 29);
- Equal Remuneration Convention, 1951 (No. 100);
- Discrimination (Employment and Occupation) Convention, 1958 (No. 111);
- Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87); and
- Right to Organise and Collective Bargaining Convention, 1949 (No. 98).

1995 (2017, 2016, 2015, 2013, 2008, 1999, 1997 and 1995).⁸ Two Committee on Freedom of Association (CFA) cases also remain active. These are Case No. 3263 (26 February 2017, International Trade Union Confederation, IndustriALL and UNI Global) and Case No. 3203 (24 April 2016, International Trade Union Confederation).⁹

The CEACR meeting in November–December 2020 adopted further comments relating to the application of Conventions Nos 81, 87 and 98.¹⁰ While observing progress with respect to several measures taken or envisaged to ensure compliance of national law and practice with the above Conventions, the CEACR encouraged the Government to continue its efforts in this regard (ILO 2021d).

A comprehensive set of measures to follow-up International Labour Conference and ILO supervisory body comments has been consolidated within a national **Road Map on the Labour Sector in Bangladesh, 2021–2026**¹¹ (ILO 2021c), which was jointly developed with representatives of employers' and workers' organizations. Alongside and complementary to the Road Map sits the June 2021 **National Action Plan on the Labour Sector of Bangladesh (2021–2026)**.¹² 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).

Reform of the Labour Act and Export Processing Zone (EPZ) Act: The Bangladesh Labour Act (BLA) 2006 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, such as a provision for the inspection of EPZ factories by the Department of Inspection for Factories and Establishments (DIFE).

Promoting occupational safety and health (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

⁸ The discussions of the Committee on the Application of Standards can be accessed at:

https://www.ilo.org/dyn/normlex/en/f?p=1000:11110:0::NO:11110:P11110_COUNTRY_ID,P11110_CONTEXT:103500,SC.

⁹ The open CFA cases are 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.

¹⁰ 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.

¹¹ The full official title of the road map 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). The text of the road map is available at: https://www.ilo.org/wcmsp5/groups/public/--ed_norm/---relconf/documents/meetingdocument/wcms_800701.pdf.

¹² The NAP is 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

collapse. This brought together the Government of Bangladesh, the EU, the United States of America, 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 the DIFE, leading to a significant expansion in the number of trained inspectors and to improvements in digital and other systems that support data reliability and industrial accident and injury reporting. Revisions of the Labour and EPZ Acts have also been given impetus by the Compact, as have initiatives to lower the threshold of worker representation to form unions (including in the EPZs) and for the DIFE to inspect EPZ establishments. The DIFE is constrained, however, by the requirement for approval by the Executive Chairman (that is, no unannounced inspections).

The Remediation Coordination Cell (RCC) established within the MOLE after the Rana Plaza collapse will transition into an Industrial Safety element under a new DIFE Safety Unit. This unit is envisioned to monitor industrial safety in all economic sectors, including the provision of technical and legal oversight. It will aim to:

- i. ensure enforcement of BLA, 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 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 (for example, working in isolation and working at night). Such an approach contributes to 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 MNE 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. 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 that 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 Organisation for Economic Co-operation and Development (OECD) Guidelines for Multinational Enterprises (OECD 2020).

Strengthening social dialogue and tripartism: A range of tripartite social dialogue mechanisms have been established in Bangladesh, including the:

- statutory National Tripartite Consultative Council (NTCC).
- 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 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 (including women’s representation), 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 the capacities of, its two worker organization constituents – the National Coordination Committee for Workers Education and the IndustriALL Bangladesh Council – through the platform provided by the Workers Resource Centre (WRC) in the RMG sector. The centre provides capacity-building and outreach services (including paralegal support) 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 per cent in 2019, have been increasingly driven by industry and supported by a continuing labour shift. The share of employment in agriculture decreased from 69.51 per cent in 1991 to 38.3 per cent in 2019.¹³ The services sector grew from 16.91 per cent to 40.38 in the same period, while industry grew from 13.58 per cent to 21.32 in 2019. 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 (World Bank 2021). 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 and become less poverty reducing. Meanwhile, job creation in services remains concentrated in low productivity areas (Bangladesh, BBS 2019).

Labour market participation marked by gender disparities: The overall rate of labour market participation stood at 55.7 per cent in 2020. In 2019, the female rate was 36.4 per cent, compared with a male rate of 81.5 per cent (ILO 2021b). In fact, there has been a decline in urban female labour force participation rates since 2014, with even traditionally women-dominated sectors such as RMG seeing an overall decline in the pre COVID-19 period, as noted above (IFC 2019). The share of unpaid workers within the economy – close to 39 per cent for women and 5 per cent for men – furthermore highlights a serious gender discrepancy in job quality. As many as 29 per cent of employed women in the labour market are unpaid family workers who do not receive 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 per cent (ADB and ILO 2016). The World Economic Forum (2021) ranks Bangladesh at 107th place

¹³ As per data from the ILOSTAT database (accessed 29 January 2021).

globally on wage equality for similar work. In addition, the unemployment rate for women in the pre-COVID period was higher than that for men. In 2020, unemployment stood at 4.4 per cent overall. In 2019, female unemployment was 6.6 per cent, and the male rate was 3.2 per cent.

Private sector a 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 has been 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 per cent 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 Doing Business Index, Bangladesh ranked 168th among 190 countries in the world. This represents a major drop from being ranked 122nd in 2010, when Bangladesh had a lower GDP per capita growth rate compared to the approximately 8 per cent rate of the last two to three years. This means that despite 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 Government of Bangladesh/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 (United States 2019).

Cottage, micro, small and medium enterprises (CMSMEs) a major source of jobs: CMSMEs, along with household enterprises and temporary establishments, account for 98 per cent of all economic units in the country and half of all jobs. Prior to the COVID-19 pandemic, CMSMEs accounted for 25 per cent of GDP. In contrast, firms with more than 500 workers – mainly in the RMG sector – account for just 0.04 per cent of firms but 15 per cent 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 that 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 Asian Development Bank (2022), the proportion of the employed population living below US\$1.90 PPP a day in 2021 was 4 per cent (age 15+). The negative growth rate of real wages that has been recorded over the past decade (-5.29 per cent on average annually) has further increased the number of working poor in the country and exacerbated a fragile labour market, with macroeconomic consequences (ILO 2020c). This negative trend means that Bangladesh has the lowest rate of wage growth among the 22 countries in the Asia and the Pacific region and one of the lowest in the world. By comparison, trade competitors Cambodia, Viet Nam, 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 (ILO 2020c).

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 per cent in the first year of the pandemic, representing revenue losses of up to US\$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 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 (Chowdhury and Zabeen 2020).

In 2019, the Bangladesh RMG sector contributed 13 per cent to the country's GDP and its more than 4,500 officially registered factories accounted for 80 per cent 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 pandemic. Nonetheless, the sector remains the largest formal employer in Bangladesh, with more than 4 million workers prior to the COVID-19 pandemic, 61.2 per cent of whom were female (mainly internal migrants earning a minimum wage of US\$95/month) (Better Work 2020). An estimated 20 million people were directly or indirectly dependent on these workers (ILO 2020e).

Prevalence of informal and vulnerable employment: The pre-COVID informal economy of Bangladesh consistently comprised over 80 per cent 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 per cent 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 per cent of women were engaged in formal employment, whereas 17.9 per cent of men worked in the formal sector (Farole et al. 2017). Although credible research is not yet available on numbers, a large number of women and girls are involved in domestic work, where labour rights are not protected, and they are often subject to various forms of exploitation and abuse (RMMRU 2019).

Informality is also commonplace among wage employees, with less than 40 per cent 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 (Farole et al. 2017).

Bangladeshi youth – more likely to be out of work: Even though the shares of youth (ages 15–29) employed in non-agriculture and wage employment were rising prior to 2020, they tend to have higher unemployment rates than older workers (ages 30–64). The latest available unemployment figures for youth in Bangladesh stood at 12.8 per cent in 2020 (female 16.8 per cent and male 10.8 per cent). According to Labour Force Survey data (2018), 29.9 per cent of youth (more than 12 million) in the age group of 15–29 years were furthermore not in any employment, education or training (NEET), with the rate being as high as 49 per cent for female youth (Bangladesh, BBS 2018). Creating job opportunities for youth is critical if Bangladesh is to seize the opportunities of the ongoing demographic transition and reap the benefits of its 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's Country Economic Memorandum for Bangladesh (2021) indicates that overall labour productivity in Bangladesh has grown as a 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 per cent in 2005–2009 to 49.46 per cent in 2015–2019. However, the contribution of labour to growth declined from

20.94 per cent to 17.34 per cent 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 (for example, construction materials), manufacturing has become more productive with more capital, but has also become slower in creating jobs. This has contributed to a decline in female labour force participation in rural areas and increased unemployment among youth (Bangladesh, BBS 2019).

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 eliminate 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 (Bangladesh, Ministry of Planning 2020).

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 2021–2025 (8FYP). The 8FYP 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; achieve middle income country status; graduate from LDC status by 2026; and eliminate 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 include, among others, the urban and working poor, those working in the informal sector, ethnic minorities, and persons with disabilities.

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, 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 and the Economic Vulnerability Index. 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 Human Assets Index’s education component.

Table 1. National development framework links with decent work components of the UNSDCF

<i>UNSDCG Strategic Priorities</i>	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
<i>8th Five Year Plan Themes</i>	<ul style="list-style-type: none"> ✓ Rapid recovery from 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 with social protection-based income transfers. ✓ Development and improvement of critical institutions necessary to lead the economy to upper middle-income country status. 	<ul style="list-style-type: none"> ✓ Rapid recovery from 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. ✓ Harnessing demographic dividend through evidence-based and relevant population policies surrounding well-being, namely health. ✓ Human potential unlocked with expanding access to quality, inclusive, resilient education, and skills development services. 	<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 from 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"> ✓ Rapid recovery from 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 with social protection-based income transfers.
<i>SDGs</i>	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 	<ul style="list-style-type: none"> ✓ Human development through quality education, universal healthcare and harnessing the demographic dividend. ✓ Food safety, nutrition and sustainable agriculture in a high-income country. 	<ul style="list-style-type: none"> ✓ Sustainable power and energy for a high-income country. ✓ Managing the urban transition to a high-income economy. ✓ Ensuring sustainable environment, creating a climate resilient nation in a dynamic delta, and unlocking the 	<ul style="list-style-type: none"> ✓ A country with zero poverty. ✓ Human development through quality education, universal healthcare and harnessing the demographic dividend. ✓ Sustainable agriculture for food security and rural 	<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).

	<p>generation in a futuristic world order.</p> <p>✓ Managing the urban transition to a high-income economy.</p>	<p>✓ Managing the urban transition to a high-income economy.</p>	<p>potential of a blue economy.</p>	<p>development in a high-income country.</p> <p>✓ Industrialization, export diversification, and employment generation in a futuristic world order.</p> <p>✓ Sustainable power and energy for a high-income country.</p> <p>✓ Creating an innovation economy through fostering ICT and scientific research.</p> <p>✓ Building transport and communications infrastructure for sustained rapid growth.</p> <p>✓ Managing the urban transition to a high-income economy.</p> <p>✓ Ensuring sustainable environment, creating a climate resilient nation in a dynamic delta, and unlocking the potential of a blue economy.</p>	<p>✓ Industrialization, export diversification, and employment generation.</p> <p>✓ Enhancing women's employment and bringing more women into the labour force through a combination of measures</p>
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Source: United Nations Sustainable Development Cooperation Framework for Bangladesh 2022–2026

4. DWCP priorities, outcomes, outputs, and theory of change

4.1. ILO comparative advantage

DWCP design and implementation demonstrate the comparative advantages of both the UN system as a whole 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 labour 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 2010–2017¹⁴ 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 (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 Government 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 Government by 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 government efforts to implement international commitments in areas such as the SDGs, social protection, decent work, and 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

¹⁴ Three of the evaluations were completed in 2019 and the fourth in 2018. P&B implementation results attributable to Bangladesh during 2018–19 were not yet available at the time of the synthesis study.

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:

- 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 utilized; 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, ecosystems, and all of its 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 and engaged and to 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 the 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 the 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, 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 marginalized 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 formalization of enterprises, MSME 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, a 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 life cycle.
- Women, men, children, adolescents, sexual 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 minorities and persons with disabilities – must benefit from healthier ecosystems and living environments, 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, disasters, 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, and 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 that are lagging behind, must be empowered by and benefit from an environment that enables them to participate in and claim their rights effectively via governance systems (including through labour market governance, social dialogue institutions and processes, and tripartism), and 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 and 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 participate meaningfully in decision-making; promote, protect, and fulfil human rights (including labour rights based on international labour standards); fight against discrimination; and reinforce structural changes, community engagement and the 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 the local and national levels.
- Women, girls, and sexual minority groups' equal access to and control over resources and over targeted gender-responsive 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 minority groups meaningfully participating 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 the 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 2022–26 (see figure below).

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. adopts UNSDCF Outcomes 1, 2 and 4; and
- iii. integrates UNSDCF Priority and Outcome 3 (environmental sustainability) within outputs under DWCP Outcomes 1 and 2.

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

DWCP theory of change diagram (*following page*).

National policies
8FYP,
Perspective
Plan,
Sector
policies,
SDG
priorities

Normative
ILO
Centenary
Declaration

Declaration
on Social
Justice for a
Fair
Globalization

International
labour
Conventions

Key partners
Constituents:
MOLE, BEF,
NCCWE

Other govt:
MOC, MOE,
MOF, MOI,
MOFA, MOYS,
MOP, MOHA,
MOCHTA,
MOHPW,
MOEWOE

Employers:
FBCCI, MCCI,
BGMEA,
BKMEA

Workers: IBC
UNCT

Donors,
CSOs,
researchers

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 social protection for all

DWCP OUTCOMES

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

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.

Priority 2: Equitable human development and well-being

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.

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

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.

Priority 4: Gender equality and ending gender-based violence

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

CONDITIONS FOR CHANGE

IF sustainable, green and inclusive economic growth is accelerated as a driver of recovery from COVID-19;
IF equitable and inclusive opportunities are increased for decent jobs and to improve employability and entrepreneurship;
IF more women and men workers have the opportunity to and see value of transition from informal to formal work;
IF women's labour market participation is increased, supported by an expanded care economy;
IF more women and men workers have skills to meet market demands, including the needs of the Fourth Industrial Revolution;
IF more women and men have increased access to financial services and tools for employment and enterprise development;
IF more women and men, especially youth, have increased access to a gender-responsive work environment;
IF productivity is increased, with benefits equitably shared between employers and workers;
IF a just transition towards an environmentally sustainable economy and employment is accelerated;
IF workplaces are safe, healthy and free from violence and harassment, and child labour is eliminated;
IF an inclusive, gender-responsive and sustainably financed universal social protection system is functioning equitably and effectively, based on a social protection floors and life-cycle approach;
IF fundamental principles and rights at work, as enshrined in international labour standards, are respected and applied, with increased ratifications and implementation of Conventions;
IF labour market governance and labour administration policies and institutions are functioning effectively and accountably, including the labour courts, and a conciliation and independent arbitration system is established;
IF access to decent work, quality services and social protection is enhanced for migrant workers, including returnees;
IF the social dialogue and the country's tripartite architecture are functioning effectively at all levels, with equitable and influential engagement by employers' and workers' organizations;
IF employers' and workers' organizations have the requisite capacities to represent their members effectively;
IF progress is accelerated towards gender equality and women's empowerment in the world of work, including through the rebalancing of unpaid care responsibilities and increased women's voice, representation and leadership;
THEN more Bangladesh women and men workers, informal and formal, will be engaged in decent and productive work.

Cross-cutting themes

International
labour
standards

Tripartism and
social dialogue

Gender
equality, non-
discrimination

Environmental
sustainability

Key strategies
Strategic policy
influence

Normative
influence,
convening
power and
technical
expertise

Strengthening
tripartism and
social dialogue

Strengthening
capacities

Gender
equality,
disability
inclusion,
LNOB

Strategic
research

Resource
mobilization

Table 2: DWCP Goal, Priorities, Outcomes and Outputs supporting the Theory of Change

Refer to the DWCP Results Matrix (Annex 7) for the full set of DWCP outcomes, outputs, contributions to the UNSDCF, indicators and targets.

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.
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. <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	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).
SDG targets 4.3, 4.4, 5.1, 8.3, 8.5, 8.6, 9.2, 10.4, 13.2, 10.7 ¹⁵	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).
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	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 that are relevant to the future of work, through formal institutionalized training systems, on-the-job learning, and recognition of prior learning (adapted from UNSDCF).
	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).
	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 that promote decent work for departing and returned women and men migrant workers.
	Key national partners: <ul style="list-style-type: none"> • Ministry of Labour and Employment (MOLE). • Economic Relations Division (ERD) of the Ministry of Finance (MOF). • Ministry of Expatriates' Welfare and Overseas Employment (MOEWOE).

¹⁵ 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.

	<ul style="list-style-type: none"> • 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 (MOLGRDC). • 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. • National Coordination Committee for Workers Education (NCCWE). • IndustriALL Bangladesh Council. • CSOs. • Industry Skill Councils. • think-tanks, research bodies and academia.
	<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.
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/shock-responsive, universal, and resilient social protection systems and basic social services.</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	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).
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:</p> <ul style="list-style-type: none"> • Ministry of Labour and Employment (MOLE). • Economic Relations Division (ERD) of the Ministry of Finance (MOF). • 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)

	<ul style="list-style-type: none"> • 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 Employers Federation (BEF) and sector business associations • National Coordination Committee for Workers Education (NCCWE) • IndustriALL Bangladesh Council • Bangladesh Cha Shramik Union (Chittagong tea workers) • CSOs, think-tanks and academia.
	<p>Key UN and other international partners: ADB, FAO, IOM, UNDP, UNFPA, UNICEF, UNODC, UN Women, World Bank, GIZ, EU, Netherlands, Germany.</p>
DWCP Priority 3	International labour standards and rights at work promoted, labour market governance strengthened, and social dialogue enhanced.
DWCP Outcome 3	<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.</p> <p><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></p>
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.
	<p>The following documents provide key references in this context:</p> <ul style="list-style-type: none"> • Road Map on the Labour Sector in Bangladesh, 2021–2026 (ILO Governing Body 341st Session, Geneva, March 2021); and • National Action Plan on the Labour Sector of Bangladesh (2021–2026), June 2021.
	<p>Key national partners:</p> <ul style="list-style-type: none"> • Ministry of Labour and Employment (MOLE) • Cabinet • Ministry of Commerce (MOC) • Ministry of Foreign Affairs (MFA) • Economic Relations Division (ERD) of the Ministry of Finance (MOF) • Ministry of Industries (MOI) • Ministry of Home Affairs (MOHA) • Ministry of Shipping (MOS), Ministry of Law (MOL)

	<ul style="list-style-type: none"> • Ministry of Housing and Public Works (MOHPW) • 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.
	<p>Key UN and other international partners: UNDP, UNICEF, UN Women, UNODC, EU and other relevant partners.</p>
DWCP Priority 4	Gender equality and ending gender-based violence (UNSDCF).
DWCP Outcome 4	<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>SDG targets 5.1, 5.2, 5.4, 5.5</p> <p>SDG indicators 5.1.1, 5.4.1, 5.C.1</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.
	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.
	4.3: Strengthened institutional and regulatory frameworks and capacity to design and implement policies to promote gender-responsive work environments.
	4.4: Increased women’s voice, representation, and leadership in the world of work, including within ILO constituents’ institutions and organizations, within tripartite mechanisms and processes, and at the enterprise level.
	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: <ul style="list-style-type: none"> 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 and Welfare Policy (DWPWP); and x. gender parity at organizational and institutional levels.

	<p>Key national partners:</p> <ul style="list-style-type: none"> • 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 • International Trade Union Confederation – Bangladesh Council (ITUC-BC) • Bangladesh Cha Shramik Union (Chittagong tea workers) • private sector • think-tanks and academia • CSOs, including women’s rights movement groups, women’s legal rights groups and youth groups.
	<p>Key UN and international partners: FAO, IOM, UNDP, UNFPA, UNICEF and UN Women.</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, have access to and can enjoy full and productive employment and decent work opportunities resulting from responsible, inclusive, sustainable, green, and equitable economic development.				
DWCP Outputs in summary form	1: Policies and regulatory frameworks promoting employment-intensive investments.	2: Employment promotion policies, strategy, and regulations.	3: TVET and life-long learning opportunities for all, including migrant workers	4: Productivity, resilience, and sustainability of enterprises, especially CMSMEs.	5: Decent work for migrant workers at home and abroad.

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

- Implement the National Employment Policy and associated jobs strategy, plans and institutional reforms, specifically through the establishment and effective functioning of the new Employment Department of the MOLE.
- Contribute to strategic macroeconomic policy development and implementation in areas critical to the advancement of decent work, including industrial, formalization and CMSME development policies.
- Engage employers' 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 the 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 the context of COVID-19 recovery and bring attention to the due diligence laws of export countries and international trade requirements (for example, under the EU's 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 (including a focus on domestic workers and home-based workers).
- Promote and protect the rights of domestic workers through implementation of the Domestic Workers Protection and 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 the productivity and employment outcomes of CMSMEs, 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 for 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 natural disasters.
- Strengthen the evidence base for the development of decent work policy and measures in the post-COVID economic recovery context through strategic gender-responsive research in select critical areas, including the impact of COVID-19 on labour market dynamics and 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, a 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/shock-responsive, universal, and resilient social protection 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 EIS.	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 Government, UNCT and other national and international partners through normative, policy, financial, technical support, and capacity development initiatives in the areas below. Inter alia, these will contribute to: (i) 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.
- Develop 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 Government’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 Government, 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 and 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 corporate social responsibility (CSR), with increasing uptake within the private sector in the context of COVID-19 recovery and bringing attention to the due diligence laws of export countries and international trade requirements (for example, 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 (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 Government, UNCT and other national and international partners through normative, policy, financial, technical support, and capacity development initiatives in the areas below. Inter alia, these will contribute to: (i) 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, strategies, and institutional measures to improve occupational safety and health (OSH) and industrial safety measures in the RMG sector and the wider economy.
- Support employers' 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 Government of Bangladesh to:
 - ratify additional international labour standards
 - implement international labour standards in line with ILO international supervisory body recommendations; and
 - 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; and
 - the Department of Inspection for Factories and Establishments (DIFE), the Department of Labour (DOL), the to-be-established Industrial Safety Unit, and the 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 National Tripartite Consultative Council (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 Government’s 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 the 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 in the world of work, including in ILO constituent organizations and in enterprises.

The ILO Office and employers’ and workers’ organizations will collaborate with the Government, UNCT and other national and international partners through normative, policy, financial, technical support, and capacity development initiatives in the areas below. Inter alia, these will contribute to: (i) 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, gender-based violence 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; tripartite mechanisms and processes; and at the enterprise level (including through supervisor training for women).

- Strengthen the evidence-base for the 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 – for example, research with constituents and other stakeholders on the 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, within the context of the UNSDCF:

- COVID-19 conditions at the 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 of 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.
- 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 that 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.

- 4. UNSDCF: 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, or re-emerges, 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: Under the above scenario, the impacts on workers, both 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 increased risk of gender-based violence.

2. UNSDCF: 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 impacts of climate-related hazards, the workplace effects of heat stress linked to climate change will lead to worsening working conditions. The combination of these and other climate-related factors could potentially trigger a large-scale loss of jobs and employment prospects, further setting back pre-COVID progress and exacerbating hardships already caused by the pandemic.

3. UNSDCF: Investment gap in priority areas. The current levels of government expenditure in sectors such as education, health and decent work need to be increased to enable optimal utilization of the benefits of the country's demographic dividend. In addition, as environmental degradation and natural disasters 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 furthering 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 that 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 transformative 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 Government 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 timeframes and goals are crucial in this context.
- 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 (such as, 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

UNSDCF oversight and management: The DWCP will be managed and implemented within the context of overall UNSDCF arrangements. These will be coordinated through the Government of Bangladesh–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 Work Plans 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 UN Joint Work Plans.

For details on ILO-managed development cooperation projects that will contribute to DWCP implementation (as confirmed at the time of DWCP signing), refer to Annex 6 or to 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 above.

ILO internal management arrangements: A core component of the management of DWCP implementation is the programmatic “cluster approach” adopted in the ILO 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 workstreams 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.

Gender equality and women’s empowerment are mainstreamed across all clusters.

DWCP monitoring and evaluation: UNSDCF and ILO monitoring fit within a national architecture led by the Bangladesh SDGs Implementation and Monitoring Committee. The Committee 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 from 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 Framework 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, the 39+1 National Priority Indicators and the SDG Monitoring Framework. The UNSDCF Results Groups and Monitoring and Evaluation (M&E) Group, on behalf of the UNCT, will undertake annual reviews of the UN Common Country Analysis 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. These 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 Common Country Analysis as necessary and for course-correcting the Joint Work Plans to ensure 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, the M&E Group will provide technical support in designing and implementing this Cooperation Framework's Results and Reporting Framework, 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 Country 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 and 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 that will be reviewed and updated regularly at DTSC meetings. This 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 with ILO internal reporting to the Regional Office for Asia and the Pacific 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 ILO independent high-level evaluations as part of ILO EVAL's rolling work plan, should this be approved by the Governing Body during the DWCP period.
- Ensure that all development cooperation projects include plans and resourcing for independent evaluation, and that 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 Government, 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.

The ILO's role in UNCT and other multi-stakeholder coordination groups and processes: The ILO Country Office will further continue to prioritize engagement, including through convening and chairing roles, in relevant multistakeholder groups. In the **labour migration area**, these multi-stakeholder groups are the:

- i. Bangladesh UN Migration Network, and two working groups under this network on labour migration and trafficking
- ii. Migration Working Group (co-chair with IOM and SDC)
- iii. Government-led National Labour Migration Forum and sub-committees
- iv. Committee on Minimizing the Recruitment Cost for Overseas Employment
- v. Committee on Alternative Disputes Resolution Rule; and
- vi. Committee on International Migrants Day.

On **gender equality**, the ILO will participate in the Gender Working Group co-chaired by MOWCA and UNICEF. On **skills development**, the ILO will participate in the Skills Development Working Group co-chaired by the National Skills Development Authority (NSDA) and the European Union (EU). On **engagement with business**, the ILO leads the UNSDCF Private Sector Working Group.

Tripartite governance of the DWCP: Constituent oversight of DWCP implementation 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 six-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 in specific priority areas, as required.
- Setting up tripartite social dialogues on jointly agreed strategic issues and questions relevant to implementation of the DWCP.

Gender mainstreaming and inclusion within ILO Country Office: In line with ILO and broader UN commitments to gender mainstreaming and inclusion, the Country Office will continue its efforts to increase staff awareness and capacities to internally and externally mainstream gender, promote women's empowerment, promote inclusion of persons with disabilities and LGBTQI persons, and ensure no one is left behind. In this respect, the ILO 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 gender-based-violence/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 35 per cent by 2026; and
- ii. the achievement of a specific target for women in leadership and decision-making roles in constituent organizations under Priority 4 in the DWCP Results Matrix.

The DWCP Tripartite Steering Committee gender equality target will be included in an updated version of the Committee's Terms of Reference.

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 8FYP, 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 that 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 New Delhi; the Regional Office for Asia and the Pacific 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 to improve effectiveness and results.

ILO global and regional programmes: The ILO implements various programmes at the global and regional levels to address the common issues faces by the countries covered. These are supported by various funding sources, including bilateral 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 the ILO by various development partners.

Extra-budgetary technical cooperation projects funded through the various multi/bilateral development partners: The main resourcing of DWCP implementation comes from extra-budgetary technical cooperation 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. Annex 6 sets out the confirmed funding and donors through this modality for the period 2022–2026, as of October 2021.

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. This includes collaboration under recently concluded global

partnership agreements between the ILO and UNDP¹⁶, IOM¹⁷ and UN Women. The ILO will further participate in the development and implementation of financing strategies at the 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 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 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 Government'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 SDG Implementation Review Committee. The Oversight Committee will include the UNCT, international development partners and representatives from the private sector. The UNCT will provide secretariat 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 ILO 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 ILO 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 and contributions of ILO constituents

¹⁶ ILO and UNDP, Joint Letter of the ILO Director-General, and the UNDP Administrator to Country and Regional Offices, 16 September 2020.

¹⁷ ILO and IOM, Joint ILO–IOM Letter to All Staff, 17 December 2020.

7. Advocacy and communication plan

Evidence-based advocacy and communications for decent work policies, legal frameworks, strategies, plans, and resourcing are an important part of the ILO's role at country level. This has three main aspects:

- i. policy advocacy and support for strengthening the Government's decent work policy and legal and programmatic architecture
- ii. outreach to partners and other stakeholders active in promoting the Decent Work Agenda; and
- iii. outreach to the broader Bangladeshi public.

ILO advocacy and communications will be conducted within the context of – and in support of – 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 UN Data Group is to facilitate inter-agency dissemination and collaboration on comparable statistics. Wherever 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, is an essential contributor to:

- i. Bangladesh achieving the SDGs and national development priorities and objectives.
- ii. a recovery from COVID-19 in line with the 8FYP that has decent work, social justice, universal social protection, and inclusion at its core.
- iii. LCD graduation in 2026, enhancing Bangladesh's international trade opportunities access, transition towards upper middle-income country status, 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.

Annexes

- Annex1.** Key references
- Annex2.** Consultations conducted to inform DWCP development
- Annex3.** Ratifications by Bangladesh of international labour Conventions
- Annex4.** SDG targets and indicators reflected/adapted in the DWCP
- Annex5.** SDG decent work indicators for which the ILO is custodian or has shared responsibility
- Annex6.** Development cooperation projects under the DWCP
- Annex7.** Road Map and National Action Plan for implementation of international labour standards in Bangladesh (summary overview)
- Annex8.** International labour standards relevant to DWCP outcomes
- Annex9.** DWCP Results Matrix

Annex 1. Key references

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Annex 2. Consultations conducted to inform DWCP development

SI No.	Date	Consultation/stakeholders
1.	8 March 2021	ILO Bangladesh Country Office (BD CO) officials/cluster representatives
2.	3 May 2021	4th DWCP Tripartite Steering Committee Meeting (government, employers' and workers' representatives, plus ILO BD CO officials)
3.	24 May 2021	ILO Decent Work Team (DWT), New Delhi: Employment, skills development, labour migration and enterprise development
4.	25 May 2021	ILO DWT, New Delhi: International labour standards, labour market governance, labour administration and social dialogue
5.	31 May 2021	ILO DWT, New Delhi: Social protection and child labour
6.	31 May 2021	ILO DWT, New Delhi: Gender equality and environmental sustainability
7.	1 June 2021	ILO DWT, New Delhi: ACT/EMP and ACTRAV
8.	10 June 2021	ILO CO DWCP Task Force
9.	13 June 2021	Bangladesh Employer Federation (BEF)
10.	15 June 2021	Workers' representatives: National Coordination Committee for Workers' Education (NCCWE)
11.	16 June 2021	UN Women
12.	17 June 2021	IOM
13.	18 June 2021	FAO
14.	24 June 2021	BETB, NSDA, Ministry of Education
15.	06 September 2021	UNDP
16.	08 September 2021	UN Resident Coordinator
17.	09 September 2021	Ministry of Labour and Employment (MOLE)
18.	30 September 2021	Ministry of Commerce
19.	November 2021 – January 2022	MOLE, BEF, NCCWE.
20.	5 February 2022	Tripartite DWCP validation meeting
21.	31 March 2022	5th DWCP Tripartite Steering Committee Meeting (government, employers' and workers' representatives, plus ILO BD CO officials)
22.	31 March 2022	Tripartite event to formally launch DWCP 2022–2026

Annex 3. Ratifications by Bangladesh of international labour Conventions

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

- Forced Labour Convention, 1930 (No. 29) and Protocol of 2014
- Minimum Age Convention, 1973 (No.138)
- Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87)
- Right to Organise and Collective Bargaining Convention, 1949 (No. 98)
- Equal Remuneration Convention, 1951 (No. 100)
- Abolition of Forced Labour Convention, 1957 (No. 105)
- Discrimination (Employment and Occupation) Convention, 1958 (No. 111)
- Worst Forms of Child Labour Convention, 1999 (No. 182)

Governance Conventions (2 of 4)

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

Technical Conventions (26 of 177)

- Hours of Work (Industry) Convention, 1919 (No. 1)
- Night Work (Women) Convention, 1919 (No. 4)
- Night Work of Young Persons (Industry) Convention, 1919 (No. 6)
- Right of Association (Agriculture) Convention, 1921 (No. 11)
- Weekly Rest (Industry) Convention, 1921 (No. 14)
- Minimum Age (Trimmers and Stokers) Convention, 1921 (No. 15)
- Medical Examination of Young Persons (Sea) Convention, 1921 (No. 16) (automatic denunciation on 6 November 2015 by ratification of MLC, 2006)
- Workmen's Compensation (Occupational Diseases) Convention, 1925 (No. 18)
- Equality of Treatment (Accident Compensation) Convention, 1925 (No. 19)
- Inspection of Emigrants Convention, 1926 (No. 21)
- Seamen's Articles of Agreement Convention, 1926 (No. 22) (automatic denunciation on 6 November 2015 by MLC, 2006)
- Marking of Weight (Packages Transported by Vessels) Convention, 1929 (No. 27)
- Protection against Accidents (Dockers) Convention (Revised), 1932 (No. 32)
- Underground Work (Women) Convention, 1935 (No. 45)
- Minimum Age (Industry) Convention (Revised), 1937 (No. 59)
- Final Articles Revision Convention, 1946 (No. 80)
- Night Work (Women) Convention (Revised), 1948 (No. 89)
- Night Work of Young Persons (Industry) Convention (Revised), 1948 (No. 90)
- Fee-Charging Employment Agencies Convention (Revised), 1949 (No. 96)
- Weekly Rest (Commerce and Offices) Convention, 1957 (No. 106)
- Indigenous and Tribal Populations Convention, 1957 (No. 107)
- Final Articles Revision Convention, 1961 (No. 116)
- Equality of Treatment (Social Security) Convention, 1962 (No. 118)
- Nursing Personnel Convention, 1977 (No. 149)
- 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 4. SDG targets and indicators reflected/adapted in the DWCP

SDG Target	Indicator
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
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

SDG Target	Indicator
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 5. SDG decent work indicators for which the ILO is custodian or has shared responsibility

SDG Goal	Indicator	Custodian agencies*
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)	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	
9	9.2.2 Manufacturing employment as a proportion of total employment	UNIDO/ILO

SDG Goal	Indicator	Custodian agencies*
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, UNDESA Population Division, IOM PA: ILO, World Bank, Global Migration Group
12	12.6.1 Number of companies publishing sustainability reports	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	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

*CA = custodian agency; PA = partner agency.

Annex 6. Development cooperation projects under the DWCP (Dec 2021)

Project name	Start date	Finish date	Total project value	Remaining resources at the end of 2021	Donor	Nodal ministry	Status
Improving Working Conditions in the Ready-Made Garment Sector – Phase II	1 July 2017	30 June 2023	US\$33 548 191	US\$11 860 970	Multi-donor	MOLE	Active
Government Road Map for Labour Sector Reform	January 2022	June 2023	USD\$1 700 000	–	EU delegation Bangladesh	MOLE/DOL	Active
Skills 21 – Empowering citizens for inclusive and sustainable growth	1-January 2017	30 May 2022	US\$26 220 000	US\$999 508	European Union	TMED	Active
Regional Programmes							
Asian Regional Child Labour Programme (ARC)	1 November 2019	31 October 2023	US\$1 200 000	US\$1 200 000	UK Aid	MOLE	Active
Regional programme: ILO–DFID Partnership Programme on Fair Recruitment and Decent Work for Women Migrant Workers in South Asia & Middle East, Phase II	25 November 2018	31 March 2023	US\$2 226 683	US\$1 188 207	UK DFID (now UK Aid)	MOEWOE	Active
Regional programme: STRIDE and PRS – Building resilience for the future of work and the post-COVID-19 period: Strengthening integrated policy framework for formalization and decent work)	17 March 2021	31 December 2022	US\$579 210	US\$523 784	Japan, Ministry of Health, Labour and Welfare	MOLE	Active (Pending signing MoU)
Regional programme: Building resilience for the future of work and the post-COVID-19 period: Promoting rights and social inclusion through organization and formalization (PRS)	17 March 2021	31 December 2022	US\$971 168	US\$190 000	Japan, Ministry of Health, Labour and Welfare	MOLE	Active (Pending signing MOU)

Project name	Start date	Finish date	Total project value	Remaining resources at the end of 2021	Donor	Nodal ministry	Status
Global Programme							
Trade for Decent Work Support for the Implementation of the Bangladesh Sustainability Compact	1 January 2019	31 December 2021	€6 564 795	€3 287 054	European Commission, DG Trade	EU	Active (Component of RMGP II)
Projects pending government approval							
Implementation of a pilot of an Employment Injury Scheme	15 August 2021	14 November 2022	US\$1 410 000	US\$1.410 000	Netherlands, Embassy in Bangladesh	NLD	Pending approval
Promoting Gender Responsive Enterprise and Skills Systems (ProGRESS)	31 December 2020	31 December 2025	CAD2 426 715	CAD2 340 452	Global Affairs Canada	TMED	Pending approval
Employment retention programme for RMG workers	October 2020	31 March 2022	US\$485, 972; US\$2.98 million subsidy	US\$485, 972; US\$2.98 million subsidy	BMZ Germany	MOLE	Pending approval
SDG Joint programme							
UN Joint Programme for Social protection for tea garden workers	1 January 2020	31 April 2022	US\$500 000	US\$124 703	UN SDG Fund	MOLE	Closed
Integrated National Financing Framework for Accelerating Achievement of SDGs (INFF4SDGs) in Bangladesh	01 June 2020	31 May 2022	US\$197 095	US\$143 771	UNDP Multi-Partner Trust Fund Office	MOF	Active
Generation Unlimited Programme with UNICEF	1 October 2020	30 September 2021	US\$81 000	US\$19 179	UNICEF	MOYS	UN/UN Active
Project in pipeline/drafting							

Project name	Start date	Finish date	Total project value	Remaining resources at the end of 2021	Donor	Nodal ministry	Status
Improving Employment and economic opportunities for Bangladeshi communities in Cox's Bazar			US\$7 500 000	US\$7 500 000	Canada	MOLE/NSD A	In design
Returnee Migrants Reintegration	September 2022	August 2025	US\$3 700 000	US\$3 700 000	SDC	MOEWOE	In design

Annex 7. Road Map and National Action Plan for implementation of international labour standards in Bangladesh (summary overview)

A comprehensive set of measures to follow-up a complaint under Article 26 at the 2019 International Labour Conference as well as ILO supervisory body comments have been consolidated within a national **Road Map**,¹⁸ which was jointly developed by the Government of Bangladesh 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 and of eliminating 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. This 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 all sectors. A Tripartite Monitoring Committee, including high-level representation from the Government, will periodically discuss and monitor the implementation of the Road Map.

Alongside and complementary to the Road Map sits the June 2021 **National Action Plan 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 and harassment against workers, 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 a hotline
- provide for new labour inspectors and ensure full functionality of the labour inspectorate
- ensure proper work for the Remediation Coordination Cell (RCC) and transition to the Industrial Safety Unit (ISU), and ensure close cooperation of the RCC/ISU with the RMG Sustainability Council; and
- ratify Convention No. 138 on the minimum wage and the Protocol of 2014 to the Forced Labour Convention, 1930.¹⁹

¹⁸ The full official title of the roadmap 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). The text of the road map is available at https://www.ilo.org/wcmsp5/groups/public/--ed_norm/---relconf/documents/meetingdocument/wcms_800701.pdf.

¹⁹ The NAP is 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 8. International labour standards relevant to DWCP outcomes

Relevant ratified Conventions	Relevant unratified Conventions ²⁰
DWCP Outcome 1	
<p>Fundamental C.29 and P.29 (forced labour) C.87 (freedom of association and right to organize) C.98 (right to organize 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>Governance C.122 (employment policy)</p> <p>Technical <i>Vocational guidance and training</i> C.140 (paid educational leave) C.142 (vocational training and human resource development)</p> <p><i>Employment promotion</i> C.88 (employment service) C.159 (vocational training for disabled persons) C.181 (private employment agencies)</p> <p><i>Specific groups of workers</i> C.97 (migration for employment) C.143 (migrant workers – supplementary provisions) C.189 (domestic work) C.169 (indigenous peoples)</p>
DWCP Outcome 2	
<p>Fundamental C.182 (worst forms of child labour)</p> <p>Governance C.144 (tripartite consultation, international labour standards)</p> <p>Technical (selected only) C.18 (workmen’s compensation, occupational diseases) C.19 (quality of treatment, accident compensation) C.96 (fee-charging employment agencies) C.118 (equality of treatment, social security)</p>	<p>Technical <i>Social security</i> C.102 (social protection/ social security minimum standards) C.121 (Employment injury benefits) C.168 (Employment Promotion and Protection against Unemployment) C.183 (maternity protection)</p> <p><i>Employment promotion</i> C.88 (employment service) C.159 (vocational rehabilitation and employment, disabled persons) C.181 (private employment agencies)</p> <p><i>Labour administration</i> C.160 (labour statistics)</p>

²⁰ The ILO Governing Board has recommended the following international labour Conventions for ratification (as per the promotion pyramid):

- i. C.138 (now ratified) and P.29 (now ratified).
- ii. C.129, C.122; C.155, C.161, C.187 and P.155.
- iii. C.162, C.167, C.170, C.174, and C.176.
- iv. C.160.
- v. C.88 and C.181.
- vi. C.121 or C.102.
- vii. C.169.
- viii. C.152.

	<p><i>Specific groups of workers</i> C.97 (migration for employment) C.143 (migrant workers – supplementary provisions) C.169 (indigenous people)</p>
DWCP Outcome 3	
<p>Fundamental C.29 and P.29 (forced labour) C.138 (minimum age) C.87 (freedom of association and right to organize) C.98 (right to organize and collective bargaining) C.100 (equal remuneration) C.105 (abolition of forced labour) C.111 (discrimination – employment and occupation) C.182 (worst forms of child labour)</p> <p>Governance C.81 (labour inspection) C.144 (tripartite consultation, international labour standards)</p> <p>Technical See Annex 3 for full listing</p>	<p>Governance C.129 (labour inspection, agriculture) C.122 (employment policy)</p> <p>Technical <i>Equality of opportunity and treatment</i> C.156 (workers with family responsibilities) C.190 (violence and harassment)</p> <p><i>Occupational Safety and Health (OSH)</i> C.155 (OSH) C.187 (Promotional framework for OSH) C.162 (asbestos) C.167 (safety and health in construction) C.170 (chemicals) C.174 (major industrial accidents) C.176 (safety and health in mines) C.152 (OSH dockwork)</p> <p><i>Social security</i> 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><i>Employment promotion</i> C.88 (employment service) C.159 (vocational rehabilitation and employment) C.181 (private employment agencies)</p> <p><i>Vocational guidance and training</i> C.142 (human resource development)</p> <p><i>Labour administration</i> C.160 (labour statistics)</p> <p><i>Specific groups of workers</i> C.97 (migration for employment) C.143 (migrant workers – supplementary provisions) C.189 (domestic work) C.188 (fishers) C.169 (indigenous peoples)</p>
DWCP Outcome 4	

Fundamental C.100 (equal remuneration) C.111 (discrimination – employment and occupation)	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)
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Annex 9. DWCP results matrix

Overview: DWCP contribution to SDGs and key national development frameworks
DWCP Priority 1: Inclusive and sustainable economic development and decent work creation
DWCP Priority 2: Equitable human development and well-being
DWCP Priority 3: International labour standards and rights at work promoted, labour market governance strengthened and social dialogue enhanced
DWCP Priority 4: Gender equality and ending gender-based violence

DWCP contribution to SDGs and key national development frameworks
<p>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.</p> <p>In line with this goal, the DWCP provides the overarching framework for the contribution of the ILO to the implementation of the UN Sustainable Development Cooperation Framework (UNSDCF) in Bangladesh for the period 2022–2026.</p> <p>Through the strategically prioritized application of the ILO’s normative mandate and comparative advantages with respect to international labour standards, social dialogue and tripartism, and decent work expertise, the DWCP will contribute to achievement of the following SDG targets, national priorities, and regional commitments:</p> <p>SDG targets</p> <ul style="list-style-type: none"> • 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 5.4 (unpaid domestic and care work) • 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 13.2** (integrate climate change measures into national policies, strategies, and planning)
- **SDG 16.6** (effective, accountable, and transparent institutions)
- **SDG 16.10** (public access to information and protection of fundamental freedoms).

Strategies of the Bangladesh Perspective Plan 2021–2041

- A country with zero poverty.
- Industrialization, export diversification, and employment generation in a futuristic world order.
- Enhancing women’s employment and bringing more women into the labour force a combination of measures.
- Managing the urban transition to a high-income economy.
- Human development through quality education and harnessing the demographic dividend (focus includes reducing gender gap in tertiary education and facilitating women’s participation in technical education and skills training).
- Human development through quality education, universal healthcare and harnessing the demographic dividend.
- Ensuring sustainable environment, creating a climate resilient nation in a dynamic delta, and unlocking the potential of a blue economy.
- Creating an innovation economy for Bangladesh through fostering ICT and scientific research.

Key themes of the Bangladesh 8th Five Year Plan 2021–2025 (8FYP)

- Rapid recovery from 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 through social protection-based income transfers.
- 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.
- Development and improvement of critical institutions necessary to lead the economy to upper middle-income country status.

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

Decent work focus:

In collaboration with the Government of Bangladesh, UNCT and other national and international partners, the ILO will contribute to the achievement of the above through the following normative, policy, technical support, and capacity development initiatives. Inter alia, these will contribute to: (i) the recovery of Bangladesh from the COVID-19 pandemic; and (ii) the graduation of Bangladesh from LDC status and the transition that follows.

- Implement the National Employment Policy, jobs strategy, and associated plans and institutional reform, specifically through the establishment and effective functioning of the new Employment Department of the MOLE.
- Contribute to strategic macro-economic policy development and implementation in areas critical to the advancement of decent work, including industrial, formalization and MSME development policies.
- Engage employers' 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 the context of COVID-19 recovery and bring attention to the due diligence laws of export countries and international trade requirements (for example, 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 (including a focus on domestic and home-based workers).
- Promote and protect the rights of domestic workers through implementation of the Domestic Workers Protection and 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 MSMEs, 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 for returned migrants.
- Ensure migrant workers have access to relevant skills development opportunities including e-RPL.

<ul style="list-style-type: none"> • 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 the country of destination. • Promote decent employment and entrepreneurship opportunities for people vulnerable to the employment crisis due to influx of Rohingyas, climate vulnerability and 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 and internal migration. 					
<p>Contributing to national development priorities under the 8FYP</p> <ul style="list-style-type: none"> • Inclusive economic growth through macroeconomic stability (conducive macroeconomic environment to promote inclusive growth, supported by trade and private sector development). • Reducing poverty and inequality (reduction in poverty and inequality across all groups and regions). • Employment (increased productive and decent employment opportunities for sustainable and inclusive growth). 					
<p>Contributing to SDGs: Goal 1, No Poverty; Goal 4, Quality Education; Goal 5, Gender Equality; Goal 8, Decent Work and Economic Growth; Goal 9, Industry, Innovation, and Infrastructure; Goal 10, Reduced Inequality; Goal 17, Partnerships for the Goals.</p>					
<p>ILO Programme and Budget links, 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</p>					
Results	Performance indicators (disaggregated)	Baseline (year)	Target (by 2026 unless otherwise indicated)	Source/Mean of verification	Assumption statement
<p>Outcome 1:</p> <p>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</p>	<p>1.1: Gross national income per capita (UNSDCF Indicator 1.1, DRF 04)</p>	<p>US\$2 064 (2020)</p>	<p>US\$3 059 (2025)</p> <p><i>The ILO will contribute towards the achievement of this target through initiatives under the DWCP as part of the UNCT in Bangladesh.</i></p>	<p>BBS, Statistics and Information Division of Ministry of Planning (SID)</p>	<p>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</p>

opportunities resulting from responsible, inclusive, sustainable, green, and equitable economic development (adapted from UNSDCF).	1.2: Proportion of population living below the national povertyline disaggregated by sex, as well as by age, disabilities, nationality, and migration status, to extent feasible (adapted from UNSDCF Indicator 1.2, DRF 14, SDG 1.2.1)	UPL: 20.5% LPL: 10.5% (2019)	UPL: 15.60% LPL: 7.4% (2025) <i>The ILO will contribute towards the achievement of this target through initiatives under the DWCP as part of the UNCT in Bangladesh</i>	BBS, SID, GED	migration and government revenue. The national fiscal position allows a phased increase of national budget resources towards funding the implementation of national decent work priorities, including the national institutional architecture required, thus contributing to the sustainability of DWCP results.
	1.3: Unemployment rate, by sex, age and persons with disabilities (UNSDCF indicator 1.3)	Female: 6.7% Male: 3.1% (2017)	Female: 2.1% Male: 0.8% (2025) <i>The ILO will contribute towards the achievement of this target through initiatives under the DWCP as part of the UNCT in Bangladesh.</i>	Population and Housing Census Bangladesh Quarterly Labour Force Survey (QLFS) BBS, SID	The necessary policy, planning and resourcing measures are able to be put in place to anticipate and mitigate the increasing impacts of

Output 1.1: 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).	1.1.1: Number of policies supported to advance gender-responsive and inclusive economic growth and resilience, i.e., increased decent work and green business opportunities for women, youth and other vulnerable groups (UNSDCF indicator 1.1.1)	Zero baseline	4: total for all UN with ILO support. UN Women: 2 ILO: 1 UN Volunteers: 1	Government of Bangladesh policy documents	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 are taking steps to embed climate resilience into their own core business planning. The necessary resources can be mobilized to support and sustain the ILO's planned contributions to implementation of the UNSDCF with respect to decent employment creation and skills development.
	1.1.2: Number of mechanisms in place to enhance policy coherence of sustainable development policies (including decent work policies), as well as financing for decent work as a part of SDG financing (adapted from UNSDCF)	No such mechanism yet in place (2021)	5 mechanisms in place: i. governance mechanism. ii. Development Finance Assessment 2022–2026 iii. SDG Financing Strategy 2022–2026 iv. Financing Strategy for SDG 8; and v. multi-stakeholder platform for decent work financing mechanism.	Government of Bangladesh documents, ERD of GED SDG Implementation Review Committee of the Government of Bangladesh	ILO constituents are able to commit the resources, both human and financial, to support their engagement under the DWCP, including its tripartite governance arrangements.
	1.1.3: Number of companies publishing sustainability reports for this purpose (SDG indicator 12.6.1)	Baseline to be established in 2022	Target to be established in 2022	Company sustainability reports	DWCP tripartite governance and management

ILO contributions to implementation of Output 1.1					arrangements are able to discern and flexibly respond to emerging challenges in the national context. A commitment to explicit and consistent attention to: i. gender equality and women's empowerment. ii. the rights of persons with disabilities. iii. addressing the priorities and needs of the country's informal workers; and iv. addressing the priorities and needs of migrant workers is demonstrated in all aspects of ILO support to the national partner.
1.1a: Embed decent work commitments in strategic macro-economic policy areas such trade, global value chain participation and industrial development, in the context of preparation for LDC graduation (P&B 3.1, 3.2).	1.1a.1: Number of national macro-economic policies and strategies demonstrating evidence of: (i) commitment to decent work; and (ii) ILO social partner engagement in their formulation	None currently (decent work commitment is missing in many macroeconomic policies)	At least 3 policies in the areas of international trade, global value chain participation, formalization and/or industrial development	Government of Bangladesh policy/strategy documents ILO project reports	
1.1b: Develop and implement just transition policies, measures and capacities to support movement of workers from carbon-intensive employment to environmentally sustainable employment (P&B 3.3).	1.1b.1: Number of national policies strengthened or adopted to facilitate just transitions through decent work, using the ILO Just Transition Guidelines (adapted from P&B Indicator 3.3.1)	Two national frameworks available for ILO engagement: (i) Issue Based Coalition on Climate Change Working Group on Coal-Phase-out (ii) Mujib Climate Prosperity Plan (aims to equip vulnerable communities, industry and government with financing tools and models to create risk management paradigm linked to SDG achievement and LDC graduation)	At least 2 national policies strengthened or adopted to facilitate just transitions	Government of Bangladesh policy documents ILO project reports	
	1.1b.2: Number of initiatives to promote green jobs in the RMG sector using the ILO Just Transition Toolkit for the Textile and Garment Sector in Asia		At least 2 initiatives to promote green jobs in the RMG sector	ILO project reports	
	1.1b.3: Number of initiatives to introduce and implement the ILO-		At least 2 initiatives to introduce and implement the UN	ILO project reports	

	led UN Climate Action for Jobs Initiative in Bangladesh		Climate Action for Jobs Initiative in selected areas		
1.1c: Enhance policy, institutional and regulatory frameworks to promote and support development of sustainable enterprises, supported by promotion of responsible business conduct guidelines and increased awareness among government officials, employers' organizations, and workers' organizations, with the MNE Declaration serving as a guiding framework (P&B 3.3.4.1, 4.2, and 4.4).	<p>1.1c.1: Number of frameworks developed to promote and support sustainable enterprise development</p> <p>1.1c.2: Number of initiatives to increase awareness and knowledge base on sustainable enterprise development, with the MNE Declaration as a guiding framework</p>	<p>No frameworks currently in place</p> <p>Zero baseline</p>	<p>2 frameworks on:</p> <ul style="list-style-type: none"> i. enterprise productivity ecosystem, and ii. enabling sustainable business development <p>At least 3 initiatives, including awareness-raising and a study to inform work on sustainable business development</p>	<p>Completed frameworks in specified areas</p> <p>ILO project reports</p> <p>Finalized ILO study</p>	
1.1d: Enhance the scope of financing for development, decent work, and job creation through: <ul style="list-style-type: none"> i. providing technical support to formulation of macroeconomic policy frameworks and national development strategies; and ii. engaging private sector at EBMO and enterprise levels (P&B 4.3 and 4.4). 	1.1d.1: Number of policies, strategies and frameworks developed for financing development, SDGs and decent work through engagement of the EBMOs and enterprises	No policies, strategies, and frameworks currently in place	3 policies, strategies or frameworks developed: <ul style="list-style-type: none"> i. SDG Financing Strategy 2022–2024; ii. Financing Strategy for SDG 8; and iii. a private sector engagement strategy to develop “bankable” decent work investment projects 	Completed policies, strategies or frameworks	

<p>1.1e: 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 areas such as:</p> <ul style="list-style-type: none"> i. the state and dynamics of the post-COVID labour market. ii. promoting green and inclusive economic development. iii. drivers and dynamics of informality and pathways to formal work in the post-COVID-19 context. iv. internal migration dynamics and trends, including vis-a-vis the impacts of the climate crisis. v. dynamics and trends of gender in agriculture; and vi. time use as a module within labour force surveys. 	<p>1.1e.1: Number of gender-responsive strategic research projects, including in collaboration with national and international partners, to influence decent work policy, strategies and measures</p>	<p>Up-to-date research and analysis in the COVID/ COVID-recovery context required in each listed area</p>	<p>At least 6 strategic projects completed in partnership with UN and other stakeholders to inform national, UNCT and other stakeholders' policy and programme development</p>	<p>Respective research/ analysis reports ILO project reports</p>	
<p>Output 1.2: <i>Improved opportunities for people of Bangladesh from all gender, ethnicity, and socio-economic backgrounds to obtain</i></p>	<p>1.2.1: Proportion of informal employment in total employment, disaggregated by sector and sex, as well as nationality and migration status to the</p>	<p>Informal employment as proportion of total employment: 78.0% (M: 76.0%, F: 85.5%) (LFS 2016–17)</p>	<p>Both 75% (8FYP) <i>The ILO will contribute towards the achievement of this target through initiatives under the</i></p>	<p>BBS, SID</p>	

<p>decent, sustainable, and productive employment, including in green jobs, through employment and labour market policies, regulations and programmes (adapted from UNSDCF).</p>	<p>extent possible (adapted from 8FYP)</p>		<p><i>DWCP as part of the UNCT in Bangladesh.</i></p>		
	<p>1.2.2: Number of new national employment policies, strategies, regulations and plans in place</p>	<p>National Employment Policy approved in 2022; National Jobs Strategy in place</p>	<p>6 new documents developed and adopted</p>	<p>Government of Bangladesh policy, strategy, regulatory and planning documents</p>	
	<p>1.2.3: Labour market participation rate of women, disaggregated to extent feasible by age, nationality, and migration and disability status.</p>	<p>36% overall rate (ILOSTAT, January 2021)</p> <p>The South Asian Network on Economic Modelling (Sanem) estimates that a 1% increase in women's labour market participation would have led to \$11.3 billion in the 2021 GDP (2021)</p>	<p>40% rate achieved</p> <p><i>The ILO will contribute towards the achievement of this target through initiatives under the DWCP as part of the UNCT in Bangladesh.</i></p>	<p>ILOSTAT, BBS</p> <p>Government reporting on 8FYP</p>	
	<p>1.2.4: Proportion of working age population with access to employment support services (disaggregated by age, sex, and disability status) (adapted from UNSDCF)</p>	<p>National Level: 1% of the total working age population, 25% of whom are female (2019) (calculated from BBBS)</p>	<p>2% of the total working age population, 35% of whom are female</p> <p><i>The ILO will contribute towards the achievement of this target through initiatives under the DWCP as part of the UNCT in Bangladesh.</i></p>	<p>BBS, Bangladesh Bureau of Educational Information and Statistics (BANBEIS)</p> <p>Project survey reports</p>	

ILO contributions to implementation of Output 1.2				
<p><i>In collaboration with the Government of Bangladesh, UNCT members and other partners, the ILO will contribute to achievement of the above output through normative, policy, financial, technical support, and capacity development initiatives to:</i></p> <p>1.2a: Implement the national employment policy and develop/implement related sectoral policies (P&B 3.1, 3.2).</p>	<p>1.2a.1: Number of sectoral employment policies developed which address current and future of work challenges (adapted from P&B Indicator 3.1.1)</p>	<p>National Employment Policy adopted by the Government (2022).</p>	<p>At least 2 sectoral employment policies developed/adopted with ILO social partner input to support implementation of the National Employment Policy</p>	<p>Completed policy documents</p>
	<p>1.2a.2: Existence of a developed and operationalized national strategy for youth employment as part of a national employment policy (adapted from SDG 8.b.1)</p>	<p>National youth employment strategy yet to be developed</p>	<p>National youth employment strategy developed and adopted with ILO social partner input</p>	<p>Completed national youth employment strategy</p>
	<p>1.2a.3: Number of initiatives to promote greening agenda for</p>	<p>Zero baseline</p>	<p>At least 3 initiatives, including 1 policy research project on</p>	<p>ILO project reports</p>

	employment and entrepreneurship		promoting a greening and sustainable enterprises agenda for decent work		
1.2b: Support the establishment of the new Employment Department within the MOLE to lead, promote and support employment policy and strategy implementation and planning (<i>P&B 3.1 and 3.2</i>).	1.2b.1: Number of initiatives to support development and establishment of the new department	Establishment of new department planned. ILO has been requested to provide technical support.	At least 2 initiatives involving tripartite partners to develop the mandates and technical capacities of the new department	MOLE reports ILO project reports	
1.2c: Develop and implement national policies, strategies and plans to increase the number of workers in formal employment, including through a focus on selected strategic sectors, rural employment, CMSMEs, and the inclusion of women, returned migrant workers and domestic workers (<i>P&B 3.1, 4.3, 7.4</i>)	1.2c.1: Existence of an integrated national strategy towards formalization in line with the Transition from the Informal to the Formal Economy Recommendation, 2015 (No. 204) (P&B Indicator 3.1.3)	No formalization framework in place (2021). 8FYP includes commitments to continuing to support economic formalization, building on the progress under the 7FYP	Agreement reached to develop formalization strategy in line with commitments in successive FYPs Process and mechanisms agreed for strategy development Strategy developed with engagement by employers' and workers' organizations Inputs provided in the formulation of the 9th FYP for incorporating and focusing efforts on formalization.	Government and ILO records on agreement to proceed with strategy development Completed strategy	

<p>1.2d: Promote and protect the rights of domestic workers through implementation of the Domestic Workers Protection and Welfare Policy (DWPWP) (P&B 7.4).</p>	<p>1.2d.1: Number of measures taken towards implementation of the DWPWP, including with reference to the Domestic Workers Convention, 2011 (No. 189)</p>	<p>Progress in implementing the DWPWP is lagging (UN Women, interview 2021)</p>	<p>At least 3 measures taken jointly with UN Women to implement the DWPWP</p>	<p>Government of Bangladesh international labour standard ratification strategy ILO project reports</p>	
<p>1.2e: Expand the care economy, including improved availability of quality and affordable childcare services and increased decent care work opportunities (P&B 3.1, 6.1).</p> <p><i>Cross reference to 4.2b on addressing the disproportionate responsibilities for unpaid domestic and care work carried by women</i></p>	<p>1.2e.1: Number of dedicated policies and measures to expand the care economy, with focus on increased provision and decent employment creation in the childcare sector</p>	<p>The 8FYP states: Provision of maternity and childcare support should be ensured</p>	<p>At least 2 joint policy and programmatic initiatives jointly with UN Women and UNICEF</p>	<p>UN Women data and reporting ILO project reports Independent research sources</p>	
<p>1.2f: Promote and contribute to the development, adoption, and implementation of a national strategy on women's economic empowerment, with associated action plan and resourcing (P&B 6.2).</p>	<p>1.2f.1: Existence of policy on women's economic empowerment, with associated action plan and resourcing</p>	<p>No such strategy yet in place</p>	<p>Policy developed and disseminated, with action and resourcing plan</p>	<p>National strategy on women's economic empowerment</p>	

<p>1.2g: Increase the availability and capacities of gender-responsive, inclusive, and integrated labour market programmes and public employment services (PES) to identify and address skills mismatches and anticipate future skills needs (P&B 3.5 and 5.1).</p>	<p>1.2g.1: Number of initiatives to increase the availability and capacities of gender-responsive, inclusive, and integrated labour market programmes and PES</p>	<p>Zero baseline</p>	<p>At least 2 initiatives to development capacity and increase availability</p>	<p>ILO project reports</p>	
<p>Output 1.3:</p> <p><i>Improved opportunities for people of Bangladesh from all gender, ethnicity, and socio-economic backgrounds to obtain gender-responsive, life-long market-driven skills that are relevant to the future of work, through formal institutionalized training systems, on-the-job learning, and recognition of prior learning (adapted from UNSDCF).</i></p>	<p>1.3.1: Proportion of working age population engaged in TVET (disaggregated by age and sex, as well as by nationality, migration status and disability status, to the extent feasible) (adapted from UNSDCF indicator 1.2.2)</p> <p>1.3.2: Proportion of youth (aged 15–24 years) not in education, employment, or training, disaggregated by sex (adapted from 8FYP, 8.6.1)</p>	<p>National level: 1% of the total working age population, 25% of whom are female (2019)</p> <p>26.8% of the total youth for the age group 15–24</p>	<p>2% of the total working age population, of whom 35% are female</p> <p><i>The ILO will contribute towards the achievement of this target through initiatives under the DWCP as part of the UNCT in Bangladesh.</i></p> <p>21% (reduce by 5% for both females and males)</p> <p><i>The ILO will contribute towards the achievement of this target through initiatives under the</i></p>	<p>Government of Bangladesh data</p> <p>8FYP reporting</p> <p>LFS, BBS</p>	

	1.3.3: Participation rate of youth and adults in formal and informal skills training in the previous 12 months, disaggregated by sex (adapted from SDG 4.3.1)	16% enrolment in formal TVET as of 2018–19. Baselines for both formal and informal sector skills training participation rate are to be established in 2022	<p><i>DWCP as part of the UNCT in Bangladesh.</i></p> <p>Participation rate of 28% (government target for formal), no target is available for informal sector skills training</p> <p><i>The ILO will contribute towards the achievement of this target through initiatives under the DWCP as part of the UNCT in Bangladesh.</i></p>	BTEB (for formal TVET), BMET data, DTE data, BANBEIS	
<p><i>In collaboration with Government, UNCT members and other partners, the ILO will contribute to achievement of the above output through policy, financial, technical support and capacity development initiatives to:</i></p> <p>1.3a: Increase the number of participants in inclusive market-driven skills development programmes, with particular attention to:</p> <p>i. inclusion of women, departing and returned migrant workers, and persons with disability.</p>	<p>1.3a.1: Number initiatives promoting women’s access to TVET in non-traditional occupations</p> <p>1.3a.2: Number of TVET graduates in different qualification levels</p>	<p>4 initiatives conducted in previous DWCP period</p> <p>3 232 trained and assessed in NTVQF Levels 1 and 2 (78% certification)</p>	<p>At least 5 initiatives conducted</p> <p>3 000 in 2022, at least 30% of whom are female</p>	<p>ILO project reports</p> <p>BTEB annual reports ILO project reports</p>	

<p>ii. women’s access to training in non-traditional occupations; and iii. engagement in formal skills training of youth in Cox’s Bazar host communities (P&B5.2)</p>	<p>according to the BNQF, disaggregated by sex 1.3a.3: Number of initiatives facilitating school/training-to-work transition for youth</p>	<p>Zero baseline</p>	<p>At least 5 school/ training-to-work transition initiatives</p>	<p>ILO project reports</p>	
<p>1.3b: Improve the policy, legal and institutional frameworks of TVET institutions and programmes within the context of implementation of the Bangladesh National Qualification Framework, (BNQF) (P&B 5.2).</p>	<p>1.3b.1: Number of new or improved national TVET policy, legal and institutional frameworks 1.3b.2: Number of initiatives at national and individual TVET institution levels to increase engagement by employers’ and workers’ organizations in TVET governance</p>	<p>National Skills Development Policy (NSDP) 2021 to be approved in 2022. BNQF to be approved in 2022 3 initiatives – (i) Institute–Industry MOU; (ii) Employers Forum; and (iii) IMAB establishment – conducted in 2021</p>	<p>At least 1 new policy framework adopted At least 5 initiatives to increase engagement by employers’ and workers’ organizations in TVET governance</p>	<p>NSDA reports ILO project reports ILO project reports</p>	
<p>1.3c: Improve the relevance and quality of TVET programmes (both digital and in-person leaning), including life-long learning and green and digital skills, in line with requirements of Industry 4.0 (P&B 5.1, 5.4).</p>	<p>1.3c.1: Number of education/training institutions in priority districts that have adopted gender-transformative life skills education curriculum addressing reproductive health and gender equality for both in-school and out-of-school</p>	<p>7 education/training institutions (2021)</p>	<p>40 education/training institutions in priority districts</p>	<p>BMET ILO project reports</p>	

	<p>adolescents and youth (UNSDCF indicator 2.5.1)</p> <p>1.3c.2: Number of training curricula developed/updated following market-led approach in line with BNQF, once approved</p> <p>1.3c.3: Number of new innovative TVET programmes with technological transformation and digitized components</p>	<p>Zero baseline</p> <p>Baseline to be established in 2022</p>	<p>At least 5 training curricula developed/ updated</p> <p>At least 5 new innovative TVET programmes developed and operational</p>	<p>BMET</p> <p>ILO project reports</p> <p>BMET reports</p> <p>ILO project reports</p>	
<p>1.3d: Increase the number of women and men workers, including departing and returned migrant workers, with access to quality recognition of prior learning (RPL) opportunities and certified (P&B 5.3).</p>	<p>1.3d.1: Number of workers who are assessed and certified through RPL, disaggregated by sex and migrant worker status (departing/ returned), where applicable</p>	<p>3 445 women and men workers assessed and certified (2021)</p>	<p>At least 1 000 assessed and certified, at least 30% of whom are women</p>	<p>BMET reports</p> <p>ILO project reports)</p>	
<p>1.3e: Improve functionality of Industry Skills Councils to promote industry–TVET centre collaboration in promoting market-led training, work-based learning and job placement (P&B 5.2, 5.3).</p>	<p>1.3e.1: Number of Industry Skills Councils receiving capacity development support</p>	<p>12 Industry Skills Councils functional (2021)</p> <p>2 Industry Skills Councils received support (2021)</p>	<p>At least 2 further Industry Skills Councils supported</p> <p>At least at least 50% of people receiving training as a result of Industry Skills Council initiatives are women</p>	<p>ILO project reports</p> <p>NSDA reports</p>	

1.3f: Improve capacities of training centres to offer gender-responsive entrepreneurship and business managerial training with particular focus on women, youth and migrant workers, departing and returnees (P&B 5.2).	1.3f.1: Number of initiatives to increase training centre capacities 1.3f.2: Proportion of trainees who are female, youth (15–24 years) and/or migrant workers (departing and returned)	2 initiatives (2021): Model TVET institutes for youth training and Centre for Skills Excellences for Teachers training Data not available	At least 3 initiatives to increase training centre capacities At least 60% of trainees and female and/or youth (15–24 years) At least 20% of trainees are migrant workers (Departing and returned)	ILO project reports ILO project reports	
1.3g: Ensure departing and returning women and men migrant workers have access to relevant skills development opportunities, with a view to enhancing prospects for high value work while abroad and on return (P&B 7.5.1).	1.3g.1: Number of initiatives to increase quantity and quality of training for departing and returning women and men migrant workers	474 returnees received training in 2021: F 55/ M 419 (ILO, 2021) 1 initiative by Skills 21 Project for returnee migrants conducted in 2021	At least 2 initiatives to increase training quantity and quality Average of 3 000 trained per annum	BMET data ILO project reports	
Output 1.4: <i>Improved resilience and sustainability of CMSMEs, including those with large concentrations of women and youth workers, through technology adoption,</i>	1.4.1 Number of CMSMEs reporting an increase in income/turnover/	Baseline to be inserted in 2022	Increase by 10% for CMSMEs supported by UN programmes <i>The ILO will contribute towards the</i>	MOC data UNSDCF reporting ILO project reports	

business models innovation, and access to financial and non-financial business development services, knowledge, and resources (UNSDCF).	production targeted by UN programmes (UNSDCF indicator 1.3.2) (Disaggregated by the sex of main owner of the CMSME)		<i>achievement of this target through initiatives under the DWCP as part of the UNCT in Bangladesh.</i>		
	1.4.2: Number of CMSMEs (including those led by women and operating informally) benefitting from/covered by improved business development services, access to financial support opportunities and expanded market access (UNSDCF indicator 1.3.1)	55 CMSMEs supported by UN initiatives (2021)	100 CMSMEs supported at UN level	ILO project reports	
	1.4.3: Number of interventions that aim to facilitate the transition of enterprises from informal to formal enterprises (UNSDCF Indicator 1.3.4)	0 interventions at UN level (2021)	4 enterprise formalization initiatives supported by the ILO	ILO project reports	
ILO contributions to implementation of Output 1.4					
<i>In collaboration with the Government of Bangladesh,</i>					

<p><i>UNCT members and other partners, the ILO will contribute to achievement of the above output through policy, financial, technical support, and capacity development initiatives to:</i></p> <p>1.4a: Strengthen the national enabling policy and planning environment for improving private sector productivity through supporting implementation of the National Productivity Action Plan.</p> <p>1.4b: Improve private sector productivity, including through gender-responsive skills development, adoption of productivity-enhancing technologies, improving service and business models, and promoting value chain and market systems development. (P&B 4.2).</p>	<p>1.4a.1: Number of initiatives to support implementation of the plan</p> <p>1.4b.1: Number of interventions to support productivity, entrepreneurship, innovation, volunteering initiatives, and enterprise sustainability for women, youths, and disadvantaged groups</p> <p>1.4b.2: Percentage increase of average income (or productivity) of CMSMEs targeted by ILO programmes (adapted from UNSDCF indicator 1.3.2)</p>	<p>Plan finalized, with implementation beginning in 2022</p> <p>2 ILO interventions (2021)</p> <p>5.85% for Bangladesh nationally (BBS 2018–19; 8FYP)</p> <p>5.5% (national target for 2025 in the 8FYP)</p>	<p>At least 5 initiatives to support implementation</p> <p>25 ILO interventions</p> <p>5.5% increase in line with national target</p>	<p>ILO project reports</p> <p>ILO project reports</p> <p>ILO project reports</p>	
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<p>1.4c: Increase the number of women, youth, and members of vulnerable and marginalized social groups (including ethnic communities) engaged in entrepreneurship as a result of improved entrepreneurial ecosystem through business skills development and support for accessing financial services, products and advisory services (<i>P&B 3.1 and 4.1</i>)</p>	<p>1.4c.1: Number of initiatives conducted under the DWCP to increase engagement in entrepreneurship</p> <p>1.4c.2: Proportion of participants in ILO entrepreneurship development initiatives who are women, persons with disabilities, youth (15–24 years) and/or members of an ethnic community</p>	<p>Previous data not available</p> <p>Previous data not available</p>	<p>At least 10 initiatives developed and conducted</p> <p>At least 70% of participants in ILO entrepreneurship development initiatives are women, persons with disabilities, youth (15–24 years) and/or members of an ethnic community</p>	<p>ILO project reports</p> <p>ILO project reports</p>	
<p>1.4d: Promote green job creation and sustainable, environment friendly enterprises within the CMSME sector (<i>P&B 3.3, 4.4</i>)</p>	<p>1.4d.1: Number of initiatives to support CMSMEs to create green jobs and develop sustainable environmentally friendly enterprises</p>	<p>Zero baseline</p>	<p>At least 5 initiatives to support CMSMEs to create green jobs and develop sustainable environmentally friendly enterprises</p>	<p>ILO project reports</p>	
<p>Output 1.5</p> <p><i>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 that</i></p>	<p>1.5.1 Number of labour migration legal and policy frameworks developed or strengthened to:</p> <p>i. protect the labour rights of migrant workers and returnee workers; and</p>	<p>In last 5 years, 7 labour migration frameworks developed</p>	<p>At least 4 labour migration legal/policy frameworks developed or strengthened, including review and revision of Overseas Employment and Migrants Act</p>	<p>Government of Bangladesh policy documents</p> <p>Gazette listings</p> <p>Revised Act</p>	

<p><i>promote decent work for departing and returned women and men migrant workers.</i></p>	<p>ii. promote coherence with skills and employment policies (adapted from P&B 7.5.1)</p>				
ILO contributions to implementation of Output 1.5					
<p><i>In collaboration with Government, UNCT members and other partners, the ILO will contribute to achievement of the above output through policy, financial, technical support, and capacity development initiatives to:</i></p> <p>1.5a: Strengthen policy and legal frameworks for the reintegration, protection and decent employment of returned women and men migrants (P&B 7.5).</p> <p><i>Refer also to Output 2.2 on access by returned migrant workers to services and social protection.</i></p>	<p>1.5a.1: Number of policy and legal frameworks developed and adopted to ensure decent employment opportunities for returnee migrant workers</p>	<p>No specific employment-related policy and legal frameworks in place. Work underway with ILO as lead on National Reintegration Policy and associated mapping (2022)</p> <p>Issue of employment for returned migrant workers exacerbated by impacts of the COVID-19 pandemic</p>	<p>At least 2 policy and legal frameworks developed and adopted: National Reintegration Policy, and 1 new legal framework</p>	<p>MOEWOE reports</p> <p>Government policy documents</p> <p>Gazette listing</p> <p>ILO project reports</p>	

<p>1.5b: Support initiatives to provide decent employment opportunities for returned women and men migrant workers (P&B 7.5).</p>	<p>1.5b1: Percentage of returned women and men migrants (including vulnerable migrants) capacitated with tools, resources (e.g., financial, and non-financial products and digital technologies), and gender-responsive services to increase their access to safe migration, protection, and sustainable reintegration services, including access to decent work opportunities (adapted from UNSDCF indicator 2.8.3)</p>	<p>54 195 migrants and returnees (2% women), were supported through hotline services, complaints mechanism and post-pandemic support services (UNSDCF Indicator 2.8.3)</p>	<p>50% of returned women and men migrants capacitated with tools, resources, and gender-responsive services</p> <p><i>The ILO will contribute towards the achievement of this target through initiatives under the DWCP as part of the UNCT in Bangladesh</i></p>	<p>UNSDCF reporting</p> <p>ILO project reporting</p>	
<p>1.5d: Support development of fair recruitment rights, policies, and practices for women migrant workers (P&B 7.5).</p>	<p>1.5d.1: Number of new or strengthened policies and practices that are being implemented</p>	<p>Zero baseline</p>	<p>At least 5 interventions to promote fair recruitment initiatives</p>	<p>ILO Safe and Fair Project reports</p>	
<p>1.5e: Reduce the recruitment costs for international labour migration as a proportion of yearly income earned in country of destination (P&B 7.5).</p>	<p>1.5e.1: Number of policy initiatives to reduce the recruitment cost borne by migrant workers</p>	<p>On average, the total cost of recruitment is equivalent to about 17.6 months of earnings for a migrant worker (approx. 3 times more for a male than a female) (Cost of Migration Survey Bangladesh 2020,</p>	<p>At least 1 policy directive developed implemented by the Government to reduce recruitment cost</p>	<p>Government policy documents</p> <p>ILO project reports</p>	

		Bangladesh Bureau of Statistics, July 2020)			
1.5f: Strengthen protection of Bangladesh migrant workers in destination countries through inclusion of the relevant provisions in bilateral MOUs and improved support available through consular services (P&B 7.5).	<p>1.5f1: Number of bilateral or regional labour migration frameworks, with monitoring and review mechanisms to protect the labour rights of migrant workers)(P&B Indicator 7.5.3)</p> <p>1.5f2: Number of new measures or services to protect Bangladesh migrant workers introduced as part of consular services in destination countries</p>	<p>The Bangladesh Government was supported with 2 frameworks in previous DWCP period: The BLA and an MOU framework</p> <p>4 services were established, including 2 call centres, an online complaint mechanism and a labour attaché reporting system</p>	<p>2 new bilateral labour migration frameworks negotiated and operational</p> <p>2 new services introduced to protect Bangladesh migrant workers as part of consular services in destination countries</p>	<p>Completed labour migration frameworks</p> <p>Government reports</p> <p>ILO project documents</p>	
1.5g: Eradicate forced labour and human trafficking in line with C.29 and P.29 (P&B 7.1).	<p>1.5g.1: Number of initiatives to strengthen the capacity of (i) constituents and (ii) local and regional groups and national institutions to promote and protect the rights of women migrant workers (current and aspiring)</p> <p>1.5g.2: Number of legal frameworks strengthened to address human trafficking</p>	<p>Many Bangladeshi women and girl migrants, especially of indigenous or low-income backgrounds, experience forced labour or human trafficking as a result of inadequate development and enforcement of regulatory frameworks, coupled with low capacities to hold</p>	<p>At least 5 initiatives to build awareness and strengthen capacity of ILO constituents and other key stakeholders engaged in addressing forced labour and human trafficking</p> <p>1: Human Trafficking Deterrence and Suppression Act (2012) reviewed and revised</p>	<p>National Gazette</p> <p>ILO project reports</p>	

		responsible parties to account.			
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DWCP Priority 2: Equitable human development and well-being

Decent work focus:

In collaboration with the Government of Bangladesh, UNCT and other national and international development partners, the ILO will contribute to the achievement of the above through the following normative/policy, technical support, and capacity development initiatives. Inter alia, these will contribute to: (i) 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.
- Develop 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 Government's international commitment.

Contributing to national development priorities under the 8FYP:

- Reducing poverty and inequality (reduction in poverty and inequality across all groups and regions)
- Quality education (quality education for all to reduce poverty and increase economic growth)
- Gender and inequality (achieve gender equality and empower all women and girls)
- Inclusion of persons with disabilities in various national and community level decision-making processes that affect their lives will be ensured. Vocational rehabilitation, including micro-credit, will be provided to persons with disabilities through community-based rehabilitation programmes.

Contributing to SDGs: Goal 1: End Poverty; **Goal 2:** Zero Hunger; **Goal 3:** Good Health and Well-being; **Goal 4:** Quality Education; **Goal 5,** Gender Equality; **Goal 10:** Reduced Inequality; **Goal 17,** Partnerships for the Goals.

ILO Programme and Budget links, 2022–2023: P&B Outputs 1.1, 1.2, 4.4, 7.1, 7.5, 6.4, 8.1, 8.2, 8.3

Results	Performance indicators (disaggregated)	Baseline (year)	Target (end of programme)	Source/Mean of verification	Assumption statement
Outcome 2: By 2026, more people, in particular the most vulnerable and marginalized, have improved access to and utilization of quality, inclusive, gender/disability/shock-responsive, universal, and resilient social protection systems and basic social services (adapted from UNSDCF).	2.1: Proportion of population covered by social protection, disaggregated by sex and disability status (UNSDCF Indicator 2.5, DRF indicator 16, SDG Indicator 1.3.1.)	28.7% (HIES 2016)	Increase proportion of population covered by social protection to 35% by 2025 (DRF of the 8FYP, national priority 2) <i>The ILO will contribute towards the achievement of this target through initiatives under the DWCP as part of the UNCT in Bangladesh.</i>	National Census (2022); Household Income and Expenditure Survey (?); Labour Force Survey (2022)	COVID-19 conditions at the national and international levels allow implementation of the commitment to increased social protection in the 8FYP to move forward as projected, including implementation of the National Social Security Strategy (NSSS). National consensus among ILO constituents and other national stakeholders can be achieved and sustained on the way forward to achieve a universal social protection system.
	2.2: Proportion of total government spending on social protection) (Adapted from SDG 1.a.2)	3.01% (2020–21 fiscal year)	4% of total government spending by 2025 <i>The ILO will contribute towards the achievement of this target through initiatives under the</i>	National Budget	The national fiscal position allows a phased increase of national budget resources towards funding the

			<i>DWCP as part of the UNCT in Bangladesh.</i>		progressive development of a universal social protection, including the national institutional architecture and systems required.
Output 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).	2.1.1: Number of new or revised integrated gender- and CRPD-responsive policy responses, including social protection to support and protect workers and employers during their life and during work transitions (UNSDCF indicator 2.5.2)	National Social Security Strategy (NSSS) and accompanying Action Plan (2021–2026) Bangladesh Labour Act (amended 2018); Bangladesh Labour Rules 2015 Study/publication: ILO, <i>A Review of Social Safety-Net Programmes to Make Them More Responsive to the Needs of Child Labour in Bangladesh</i> , 2018	At least 2 new or revised integrated gender- and CRPD-responsive policy responses to develop legal and institutional frameworks for the NSSS in line with NSSS Action Plan (2021–2026) Report developed on coherence between Bangladesh Labour Act (amended 2018) and NSSS 2015 for strengthening the social security services for tea garden communities	Government of Bangladesh reports on development and introduction of the listed social insurance initiatives ILO project reports Studies on unemployment insurance and strengthening social security services for tea garden communities	The progressive development of universal social protection includes policy and resourcing provisions to incorporate and respond to the implications of climate change, as well as to incorporate returnee women and men migrant workers. ILO constituents are able to commit the resources, both human and financial, to support their engagement in this area under the DWCP, including through tripartite governance arrangements. DWCP tripartite governance and management arrangements are able to discern and flexibly respond to emerging challenges in the national context with respect to progressing the universal social protection agenda.
	2.1.2: Number of measures for strengthening collection and analysis of labour market data disaggregated by sex and at least one of the following: – disability status – HIV status – ethnicity	LFS 2013, HIES 2015	1 (LFS 2022 includes disability module)	LFS questionnaire, report	The Government of Bangladesh continues to show commitment to and seek ILO's support for the elimination of

	– indigenous or tribal identity (UNSDCF indicator 2.5.6).				child labour in all its forms by 2025.
<p>A commitment to explicit and consistent attention to:</p> <ul style="list-style-type: none"> i. gender equality and women’s empowerment; ii. the rights of persons with disabilities; iii. addressing the priorities and needs of the country’s informal workers; and iv. migrant workers <p>is demonstrated in all aspects of ILO support to national partners.</p>					
ILO contributions to implementation of Output 2.1					
<p><i>In collaboration with the Government of Bangladesh, UNCT members and other partners, the ILO will contribute to achievement of the above output through policy, financial, technical support and capacity development initiatives to:</i></p> <p>2.1a: Facilitate and support social dialogue to develop national tripartite consensus on the vision and way forward for the development of a comprehensive universal social protection system in Bangladesh, building on the NSSS, premised on social protection floors and a comprehensive social insurance system, and in line with international labour standards (P&B 8.1, 8.2, 8.3).</p>	<p>2.1a.1: Number of formal tripartite dialogue opportunities convened to advance consensus on a universal social protection vision and way forward</p>	<p>Tripartite consensus yet to be achieved on way forward.</p> <p>Mid-term review conducted of National Social Security Strategy (NSSS) in 2019</p>	<p>Tripartite consultation process on progress review of NSSS formalized.</p> <p>At least 2 further tripartite dialogue opportunities convened to advance consensus on the vision and way forward on establishing universal social protection</p> <p>At least 1 gender- and disability-responsive research paper produced to inform and</p>	<p>Progress report on NSSS Action Plan (2021–2026)</p> <p>ILO project reports</p> <p>Minutes of meetings of the DWCP Tripartite Steering Committee</p> <p>Research paper on universal social protection vision and way forward</p>	

			support tripartite and wider dialogue on development of universal social protection system		
2.1b: Contribute to development and/or strengthening of the gender- and disability-responsive overarching strategic national policy and legal frameworks necessary for the progressive development of a universal social protection system (P&B 8.1, 8.2, 8.3).	2.1b.1: Number of contributions made at overarching strategic policy and legal framework levels as part of wider government and development partner efforts	NSSS adopted in 2015 with ILO input (see above)	National dialogue for the Inter-Agency Social Protection Assessments (ISPA) review initiated Concept of the ILO Social Protection Floors Recommendation, 2012, (No. 202), introduced, and exploratory assessments undertaken with national and other international development partners National Social Insurance Act endorsed by tripartite constituents	ISPA review report ILO project reports Minutes of DWCP Tripartite Steering Committee meetings	
2.1c: Develop an effective and efficient national single registry and database system for the delivery and administration of social insurance (P&B 8.1, 8.2, 8.3).	2.1c.1: Existence of effectively and efficiently functioning national single registry and database	Not currently in place	Management information system (MIS) operational for social insurance for workers in the formal sector	Report(s) on establishment of MIS	

<p>2.1d: Build on existing initiatives to extend social protection coverage for ethnic minority communities, with a focus on Chittagong tea garden workers (P&B 8.1, 8.2, 8.3).</p>	<p>2.1d.1: Number of measures implemented to increase social protection coverage for workers in Chittagong tea gardens</p>	<p>Joint UN programme established in this area, with ILO, UNICEF, UNFPA and UN Women</p> <p>Capacity development support provided to local community and trade union members</p> <p>Policy and legislative review conducted to identify gaps (2020/2021)</p>	<p>1 policy brief developed on findings of policy/legislative review and disseminated</p> <p>At least 2 additional capacity development initiatives conducted with trade union and community members</p>	<p>ILO and UN Joint Programme project reports</p>	
<p>2.1e: Help shape, promote, support, and engage in the establishment of a broad UN Joint Programme on Social Protection, if prioritized by the UNCT under the UNSDCF (P&B 8.1, 8.2, 8.3).</p>	<p>2.1e.1: If agreed by the UNCT, existence of UN Joint Programme on Social Protection with ILO support and leadership role</p>	<p>No current commitment to establish a broad UN joint programme beyond the current specifically targeted and timebound tea workers programme in Chittagong</p>	<p>If agreed, UN project operational to support Government in implementation of specific parts of the NSSS Action Plan (2021–2026)</p>	<p>Project progress report; Review report of NSSS Action Plan (2021–2026)</p>	
<p>Output 2.2:</p> <p><i>Increased access by workers to contributory-based social insurance systems in prioritized areas, including employment injury</i></p>	<p>2.2.1: Number of policies or measures to promote alignment of business practices with decent work priorities and a human-centred approach to the future of work (UNSDCF indicator 2.5.3)</p>	<p>National Social Security Strategy (NSSS) and accompanying Action Plan (2021–2026)</p> <p>ILO Technical Recommendation on Feasibility Assessment of an Employment</p>	<p>1 new measure aligning business practices with decent work priorities</p> <p>Introduction of self-financed EIS in the RMG sector as per Law No. 3</p>	<p>Record of work-related death and permanent disability claims compensated in line with international standards.</p> <p>Draft amendment to Bangladesh Labour Act</p>	

		<p>Injury Scheme in Bangladesh (2019).</p> <p>Rana Plaza Claims Arrangement (2015)</p>	<p>Strategy developed for expansion of EIS in other formal sectors</p> <p>EIS institutional arrangements developed and operational</p> <p>Employment retention through subsidy approach endorsed by the Government of Bangladesh for responding to future crises</p>	<p>to incorporate EIS and UI</p> <p>Government of Bangladesh/MOLE records</p> <p>ILO project reports</p>	
ILO contributions to implementation of Output 2.2					
<p><i>In collaboration with the Government of Bangladesh, UNCT members and other partners, the ILO will contribute to achievement of the above output through policy, financial, technical support, and capacity development initiatives to:</i></p> <p>2.2a: Draw on the findings of the ILO Employment Injury Insurance Scheme (EIS) pilot in the RMG sector (2021–</p>	<p>2.2a.1: Pilot findings available and contribute to national strategy for development of EIS</p>	<p>Tripartite endorsement for implementation of a pilot of an EIS in RMG sector</p>	<p>Pilot implemented in RMG sector by 2022 and findings made available for</p>	<p>Reports on setting-up of pilot EIS administration</p>	

2025) to develop a national strategy and plan for the progressive establishment of a nationwide EIS (<i>P&B 8.1, 8.2, 8.3</i>).	2.2a.2: All factories in the RMG sector covered by the pilot		development of national strategy	Annual reports on processing of work injury claims	
2.2b: Support the adaption and wider application of approaches developed through the RMG sector COVID-19 subsidy scheme (2021) as a basis for the Government's response in the event of any future crisis (<i>P&B 8.1, 8.2, 8.3</i>).	2.2b.1: Pilot findings available and contribute to development of national employment retention scheme	Tripartite endorsement of the design of an "employment retention through subsidy disbursement" method	75 000 RMG workers receive COVID-19 subsidy in line with employment retention through subsidy guidelines Pilot of employment retention through subsidy disbursement implemented in RMG sector by 2022 Findings made available for development of national strategy	ILO report on impact assessment of employment retention through subsidy disbursement	
2.2c: Support initial awareness-raising and feasibility work on institutional requirements for an Unemployment Insurance (UI) Scheme (<i>P&B 8.1, 8.2, 8.3</i>).	2.2c.1: Number of activities conducted with constituents with respect to unemployment insurance	Initial work on a UI scheme included as an ILO priority under the UN ISERP	At least 2 awareness-raising and feasibility assessment activities carried out with ILO constituents Consensus achieved on way forward and next steps	ILO project reports	
Output 2.3:					

Increased access by migrant workers – including women, returnees, and vulnerable groups – to gender-responsive, inclusive, and quality migration services and social protection.	2.3.1: Percentage of women and men migrant workers and returnees, including vulnerable groups, who have access to quality migration, protection, and reintegration services (UNSDCF, DRF 10 and SDG 10.7)	Baseline to be inserted in 2022	50% of migrant workers (at least 10% of whom are women migrants) 50% returnees (at least 10% of whom are women) 50% of vulnerable migrants	MOEWOE, BBS ILO project reports	
	2.3.2: Number of labour migration-related gender-responsive and human rights-based policy/legal frameworks and mechanisms developed, reviewed and revised (adapted from UNSDCF 2.8.1)	In last 5 years, 7 legal and policy frameworks established ²¹	At least 3 policy frameworks developed reviewed and revised, and 2 mechanisms developed.	Government circulars/ notifications	
	2.3.3: Number of labour migration actors involved in ILO capacity development initiatives, with prioritization of actors focused on women migrant workers	Baseline to be provided in 2022	At least 10 labour migration actors involved in training or other capacity development initiatives, including MOEWOE, MOHA, MOSW, MOWCA, BBS, NGOs/CSOs	MOEWOE records ILPO project reports	

²¹ These include the: (i) Recruitment Agent’s Classification Rule (2020); (ii) Recruitment Agents’ License and Code of Conduct Rules (2019); (iii) Wage Earners Welfare Board Act (2018); (iv) Migration Management Rules (2017); (v) Policy Guideline for Mandatory Life and Disability Insurance for Migrant Workers (2019); (vi) Overseas Employment Policy (2016); and (vii) Action Plan to Implement Expatriates Welfare and Overseas Employment Policy (2020).

			At least 50% of trainees are women		
ILO contributions to implementation of Output 2.4					
<p><i>In collaboration with the Government of Bangladesh, UNCT members and other partners, the ILO will contribute to achievement of the above output through policy, financial, technical support, and capacity development initiatives to:</i></p> <p>2.4a: Strengthen and/or develop gender- and disability-responsive policy and legal frameworks to improve social protection coverage of returnee women and men migrant workers in line with international labour standards (P&B 7.5.1).</p>	<p>2.4a.1: Number of gender- and disability-responsive policy and legal frameworks strengthened and/or developed for social protection coverage of returnee migrant workers that reflect international labour standards</p>	<p>There are no policy and legal frameworks developed for social protection coverage of returnee migrants</p>	<p>3 gender- and disability-responsive policy and legal frameworks:</p> <p>Gender-responsive national policy on return and reintegration of migrant workers developed</p> <p>The Overseas Employment and Migrants Act and the Trafficking Act reviewed/revised</p>	<p>Government circulars/ notifications</p> <p>ILO project reports</p>	
<p>2.4b: Strengthen capacities of MOEWOE and other</p>	<p>2.4b.1: Number of initiatives to strengthen</p>	<p>Baseline to be inserted in 2022</p>	<p>5 capacity development initiatives undertaken</p>	<p>ILO project reports</p>	

labour migration actors to deliver gender- and disability-responsive migration, reintegration, and social protection services (P&B 7.5).	capacity of MOEWOE and other relevant ministries and actors		for MOEWOE and other relevant ministries 1 piloting of social protection scheme for returnee migrants	Analysis of training participant evaluation feedback	
2.4c: Strengthen availability of data on priorities, needs and situations of returned migrant workers with respect to access to services and social protection, with attention to gender and disability considerations (P&B 7.5).	2.4c.1: Number of information management systems developed/ revised to improve migration and return data (UNSDCF indicator 2.8.4)	4 information management platforms developed	At least 2 additional information management/digital systems developed/ updated/integrated	ILO project reports Reports of relevant labour migration service providers and social protection agencies	
Output 2.5 <i>Elimination of child labour in all its forms by 2025 in line with the National Plan of Action to Eliminate Child Labour, 2020–2025</i>	2.5.1: Proportion and number of children aged 5–17 years engaged in child labour, by sex and age (SDG 8.7.1)	Revised National Plan of Action (NAP) to Eliminate Child Labour (2021–2025) in final stage of adoption (February 2022) Government of Bangladesh’s pledge to 4th Global Conference on the Sustained Eradication of Child Labour, December 2017 Commitment by the Government of Bangladesh to ratify	By 2025, elimination of child labour in line with the NAP and global pledge Letter of ratification for C.138 and P.29 issued by the ILO (date to be finalized in the NAP)	Reporting on NAP implementation ILO letter of ratification for C.138 and P.29	

		C.138 and P.29 (March 2021 submission to the ILO Governing Body)			
		National Policy on Child Labour, 2010, and Domestic Workers Welfare Policy.			
ILO contributions to implementation of Output 2.5					
<i>In collaboration with the Government of Bangladesh, UNCT members and other partners, the ILO will contribute to achievement of the above output through policy, financial, technical support and capacity development initiatives to:</i>					
2.5a: Further strengthen relevant plans, capacities, and awareness in support of the elimination of child labour by 2025 in line with international labour standards and with links to relevant ILO employment, TVET and social protection engagements (2020–2025) (P&B 7.1).	2.5a1: Number of planning, capacity development and awareness raising initiatives to support of implementation of the NAP, once revised and finalized	ILO supporting NAP implementation through Asia Regional Child Labour Programme (ARC), May 2019 – 30 September 2023	At least 10 planning, capacity development and awareness-raising initiatives, including in the following areas: – revision/finalization of NPA – implementation of C.138 – hazardous child labour (HCL) revision	Government reporting on NAP progress ILO ARC Project report Ratification letter to ILO Government circular/ notification	

			<ul style="list-style-type: none"> – capacity development of inspection officials – awareness-raising initiatives. 		
2.5b: In the NAP context, establish a credible evidence and knowledge base to inform policies and initiatives to eliminate child labour (<i>P&B 7.1</i>).	2.5b1: Number of studies conducted to improve evidence and policy base	<p>4 studies conducted (2 publications):</p> <ul style="list-style-type: none"> i. a review of social protection programmes ii. good practices for child labour monitoring systems iii. a study on legal analysis; and iv. a study on domestic workers <p>National Child Labour Survey, 2013</p>	<p>National Child Labour Survey conducted</p> <p>Enhanced capacity of BBS officials on National Child Labour Survey and LFS</p> <p>At least 2 studies conducted to increase knowledge and evidence base, including a national gap analysis with respect to implementation of C.138 and P.29</p>	<p>Report of the survey</p> <p>Completed studies</p> <p>ILO project reports</p>	
2.5c: In the NAP context, establish child labour-free zones in selected localities (<i>P&B 7.1</i>).	2.5c1: Number of child labour-free zones established	Good practice child labour management systems established in 5 <i>upazillas</i> in North Bengal (2020)	At least 5 child labour-free zones established at <i>Upazilla</i> level	<p>Government reporting on NAP progress</p> <p>ILO project reports</p>	

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

Decent work focus:

In collaboration with the Government of Bangladesh, UNCT and other national and international development partners, the ILO will contribute to the achievement of the above strategic priority through its normative/policy agenda, technical support, and capacity development initiatives. Inter alia, these will contribute to the graduation of Bangladesh from LDC status and the transition that follows. In particular, the application of international standards will be important for accessing international trade concession arrangements such as the EU's GSP+.

- Ensure that the Labour Act and the Export Processing Zone (EPZ) Act and 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 the wider economy.
- Support employers' 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 Government of Bangladesh to:
 - ratify additional international labour standards
 - implement international labour standards in line with ILO international supervisory body recommendations; and
 - 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; and
 - Department of Inspection for Factories and Establishments (DIFE), Department of Labour (DOL), the to-be-established Industrial Safety Unit, and the 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 National Tripartite Consultative Council (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 Government of Bangladesh's Road Map and National Action Plan).
- Develop an evidence-based national wage policy, including gender equity provisions and a strengthened wage monitoring mechanism.

The following documents provide key references in this context: **Road Map on the Labour Sector in Bangladesh, 2021–2026** (ILO Governing Body, 341st Session, March 2021), and the **National Action Plan (NAP) on the Labour Sector of Bangladesh (2021–2026)**, June 2021. Refer to Annex 7 for elaboration.

Contributing to national development priority under the 8FYP: Governance (promoting inclusive, transparent, accountable, and effective democratic governance system and ensuring justice for all).					
Contributing to SDGs: Goal 5, Gender Equality; Goal 8, Decent Work and Economic Growth; Goal 10, Reduced Inequalities; Goal 16, Peace, Justice and Strong Institutions; Goal 17, Partnerships for the Goals.					
ILO Programme and Budget links, 2022–2023: P&B Outputs 1.1, 1.2, 1.3, 1.4, 2.1, 2.2, 2.3, 2.4, 6.1, 6.2, 6.3, 6.4, 7.1, 7.2					
Results	Performance indicators (disaggregated)	Baseline (year)	Target (End of programme)	Source/Mean of verification	Assumption statement
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).	3.1.1: Number of additional ratifications of: (i) fundamental and governance Conventions or Protocols, and (ii) up-to-date technical Conventions, including those recommended by the ILO Governing Body in the context of the Standards Review Mechanism	As of 31 March 2022, Bangladesh had ratified all 8 fundamental Conventions; 2 out of 4 governance Conventions; and 26 out of 177 technical Conventions. The ILO Governing Board has recommended the following further international labour Conventions for ratification (as per the promotion pyramid): C.129, C.122; C.155, C.161, C.187 and P.155; C.162, C.167, C.170, C.174, C.176; C.160; C.88 and C.181; C.121 or C.102; C.169; C.152	At least 2 additional ILO Conventions ratified as a result of tripartite consultative process	ILO database on international labour standards (ILS) (NORMLEX)	National commitments are maintained in the context of the pandemic recovery to promoting and strengthening the application of labour rights, improving labour market governance, strengthening labour administration, and enhancing social dialogue. The national fiscal position allows a phased increase of national budget allocations to development of the national institutional architecture required to promote, strengthen and sustain enhanced labour rights, labour market governance, labour
	3.2: Number of new or existing labour market	DIFE and DOL lead Government/MOLE	At least 5 new or existing labour market	DIFE, DOL and labour courts' progress reports	

	governance and administration institutions and systems (including regulatory authorities to implement legal instruments) functioning effectively in accordance with international norms and practices (UNSDCF 4.2.4)	engagement on ILS and industrial relations. Labour courts are functional but facing large case backlog. Commitments set out in the Government's Road Map and National Action Plan to establishment of a conciliation and independent arbitration system. Commitments in MOLE institutional plans to establish new Industrial Safety Unit (ISU) and Employment Department.	governance institutions and systems functioning effectively in line with international norms and practices	MOLE reports on establishment of the ISU and Employment Department ILO project reports	administration and social dialogue. The necessary resources can be mobilized to support and sustain the ILO's planned contributions to the implementation of the UNSDCF in this area. ILO constituents are able to commit the resources, both human and financial, to support their engagement under the DWCP in this area, including through its tripartite governance arrangements.
	3.3: Number of new and strengthened national or sectoral institutions, mechanisms, processes, or regulatory frameworks for social dialogue that address current and emerging challenges in the world of work (adapted from UNSDCF 4.3.4).	Key national tripartite social dialogue institutions include the: – NTCC – National Council for Industrial Safety and Health – Minimum Wage Board – National Wages and Productivity Commission – National Council for Industrial Safety and Health; and – labour courts. A TCC exists for the RMG sector. The establishment of a Tripartite	At least 7 new or strengthened national or sectoral social dialogue institutions, mechanisms, processes, or regulatory frameworks	Government reports NTTC and other national and sectoral mechanism reports ILO project reports	The Bangladeshi tripartite constituents and stakeholders maintain momentum to effectively promote and realize Bangladeshi workers' rights as core conditions for the promotion and achievement of decent work. The Government and constituents are committed to implementing and

		<p>Implementation and Monitoring Committee for the Government of Bangladesh's Road Map and National Action Plan is proposed.</p> <p>Social dialogue mechanisms at the bipartite level include collective bargaining arrangements; workplace participation committees; and workplace safety committees.</p>			<p>effectively sustaining the labour law reform processes.</p> <p>The Government and social partners implement and utilize the labour law and institutional mechanisms established.</p> <p>MOLE, BEPZA, workers' and employers' organizations and other partners are committed to participation in joint activities and maintain a collaborative stance.</p>
	3.4: Frequency rates of fatal and non-fatal occupational injuries, disaggregated by sex and migrant status (SDG 8.8.1)	<p>i. Fatal injuries: 228 (M: 220; F: 8)</p> <p>ii. Non-fatal injuries 111 (M : 94 ; F : 17) (DIFE 2019)</p>	<p>i. Fatal injuries: 98 (M:93; F: 5)</p> <p>ii. Non-fatal injuries 60 (M : 51 ; F : 9)</p> <p><i>The ILO will contribute towards the achievement of this target through initiatives under the DWCP as part of the UNCT in Bangladesh.</i></p>	<p>DIFE, MOLE</p> <p>BBS, SID</p> <p>BMET, MOEWOE</p>	<p>Currently ratified Conventions are applied to the satisfaction of ILO supervisory bodies.</p> <p>All constituents have the necessary capacities to monitor and apply labour standards.</p>
Output 3.1: Increased ratification and implementation of international labour standards to improve labour rights in the world of work with particular focus on ILO	3.1.1: Number of legislative reforms undertaken by the Government of Bangladesh to apply international labour standards (ILS)	The current Bangladesh Labour Act (BLA) 2006 as amended in 2013 and 2018, and the Bangladesh Labour Rules (BLR) 2015 are not yet fully compliant with ILS	At least 4 legislative reforms undertaken, as follows: Further amendment/adoption of the BLA 2006; the BLR 2015; the ELA 2019; and the ELA 2019 implementation rules	<p>Bangladesh Gazette</p> <p>ILO supervisory bodies</p> <p>CEACR reports</p> <p>ILO database on ILS (NORMLEX)</p>	<p>MOLE, social partners and other partners are committed to and fully understand the benefits of social dialogue as a vehicle for identifying shared solutions and strengthening</p>

international supervisory bodies' recommendations.		The current EPZ Labour Act (EPA) 2019 is not compliant with ILS and does not have a corresponding set of implementation rules			collaboration around common priorities
	3.1.2: Percentage of reports on the application of ratified Conventions submitted in timely manner and noted with satisfaction, including replies to comments of the supervisory bodies (P&B Indicator 2.3.1)	All due reports submitted as of 1 January 2022, apart from 2 out of cycle reports requested by CEACR for C.81 and MLC, 2006 (NORMLEX, accessed on 6/01/2022).	100% of submitted reports and replies to comments noted with satisfaction	ILO supervisory body (CEACR) reports ILO database on ILS (NORMLEX) MOLE reports	National and sector level tripartite institutions are prioritized by all constituents as an essential platform for developing joint policy, priorities, and commitments on addressing current and emerging challenges in the world of work, particularly in the current context with respect to COVID-19 response and recovery in line with the 8FYP.
ILO contributions to implementation of Output 3.1					
<i>In collaboration with the Government of Bangladesh, UNCT members and other partners, the ILO will contribute to achievement of the above output through policy, financial, technical support, and capacity development initiatives to:</i>					DWCP tripartite governance and management arrangements are able to discern and flexibly respond to emerging challenges in the national context with respect to labour rights, labour market governance, labour administration and social dialogue.
3.1a: Amend/adopt the Bangladesh Labour Act 2006 (as amended in 2018) and the	3.1a.1: BLA 2006 (as amended in 2022) adopted, with support of social partners	BLA, 2006 (as amended in 2018) in place	Amended BLA 2006 (as amended in 2018) adopted by September 2022	Gazette notifications issued on amended BLA 2006, amended BLR 2015 and amended BLR 2021	Ongoing commitment is maintained to explicit and consistent attention to:

<p>Bangladesh Labour Rules (BLR) 2015 so they are in line with international labour standards (<i>P&B 2.1, 2.2, 2.3 and 7.1</i>).</p>	<p>3.1a.2: BLR 2015 (as amended in 2021 and 2023) adopted with support of ILO social partners</p>	<p>BLR 2015 in place. Amended BLR, 2021 (not finalized as of December 2021)</p>	<p>Amended BLR 2021, adopted by March 2023</p> <p>Engagement of social partners facilitated</p> <p>Technical note on law reform prepared</p> <p>Advocacy and technical support provided to the Government and ILO social partners</p> <p>Gap analysis conducted with respect to P.29, C.138 and other prioritized ILS</p>	<p>publication on Government of Bangladesh website</p> <p>ILO project reports</p>	<p>i. gender equality and women's empowerment</p> <p>ii. the rights of persons with disabilities</p> <p>iii. addressing the priorities and needs of the country's informal workers; and</p> <p>iv. migrant workers is demonstrated in all aspects of ILO support to national partners.</p>
<p>3.1b: Adopt Export Processing Zone (EPZ) Labour Rules and amend Bangladesh EPZ Labour Act (ELA) 2019 so they are in line with international labour standards (<i>P&B 2.1, 2.2, 2.3 and 7.10</i>).</p>	<p>3.1b.1: EPZ Labour Rules adopted, with support of social partners</p> <p>3.1b.2: EPZ Labour Act amended and adopted, with support of social partners</p>	<p>No rules for ELA 2019 in place</p> <p>ELA 2019 in place</p>	<p>EPZ Labour Rules 2021 adopted in 2022</p> <p>Amended ELA 2019 adopted by June 2025</p> <p>Engagement of social partners facilitated</p> <p>Technical note on law reform prepared</p> <p>Advocacy, technical support and gap analysis</p>	<p>Gazette notifications issued on EPZ Labour Rules 2021 and amended ELA 2019</p> <p>Publication on Government of Bangladesh website</p> <p>ILO project reports</p>	

			conducted/supported as required		
3.1c: Conduct consultations towards possible development of a ratification strategy for ILO Conventions (<i>P&B 2.1, 2.2, 2.3</i>).	3.1c.1: Understanding reached between ILO constituents and Office on way forward with respect to future ILS ratifications, including possible development of a ratification strategy	No such strategy currently exists	Depending on the outcome of consultations, a plan developed to formulate a ratification strategy through a process of tripartite dialogue	Bangladesh ILS ratification strategy, if agreed to proceed ILO project reports	
3.1d: Support the Government of Bangladesh and social partners in the effective implementation of ratified internal labour Conventions (<i>P&B 2.2</i>).	3.1d.1: Number of technical assistance, consultative, dialogue and documentation initiatives to support actions taken by Bangladesh in response to ILO supervisory body comments on ILS implementation	Support for ILS ratification, implementation and reporting prioritized in successive DWCPs, taking into account ILO supervisory body comments	At least 10 initiatives to support Bangladesh plans and actions in response to ILO supervisory body comments on ILS implementation	CEACR and other ILO supervisory body reports ILO database on ILS (NORMLEX) ILO project reports	
3.1e: Increase capacity of MOLE and other relevant ministries and social partners to report to ILO supervisory bodies (<i>P&B 2.3</i>).	3.1e.1: Number of capacity development initiatives, including training on ILS, supervisory mechanisms, and reporting, as well as technical review of the draft reports 3.1e.2: In addition to reporting on ratified ILS, percentage of reports		At least 10 capacity development initiatives to strengthen reporting to ILO supervisory bodies, including review of draft reports 100% of reports in the listed areas found to be satisfactory		

	<p>found satisfactory in following areas:</p> <ul style="list-style-type: none"> i. reports to Committee on Freedom of Association (CFA) ii. submissions on Conventions and Recommendations to the competent authorities; and iii. reports on unratified Conventions 				
<p>3.1f: Support employers' and workers' organizations to develop the requisite capacities to promote and apply international labour standards (P&B 1.1, 1.2).</p> <p><i>Cross-reference to 3.3d: Improve capacities of employers' and workers' organizations to effectively engage in social dialogue institutions and processes.</i></p>	<p>3.1f.1: Number of initiatives to improve relevant institutional and technical capacities of employers' and workers' organizations, with attention to gender dimensions</p>	<p>Strengthening constituents' capacities to promote and apply international labour standards is a longstanding priority of ILO ACTRAV and ACT/EMP</p>	<p>At least 3 institutional and/or technical capacity development initiatives conducted per year with employers' and workers' organizations, jointly or individually</p> <p>To include support for the strengthening or (where necessary) development of legal units for ILO constituents</p>	<p>ILO project reports</p>	
<p>Output 3.2: Improved functioning of labour market governance institutions in line with</p>	<p>3.2.1: Number of labour market governance institutions and systems developed or strengthened, with attention paid to</p>	<p>Key existing labour market governance institutions such as DIFE, DOL and labour courts in place, but ongoing capacity development</p>	<p>At least new 9 institutions established and functioning effectively with attention paid to recruitment of women at all levels (MOLE Industrial</p>	<p>Gazette notification</p> <p>DOL and DIFE records</p> <p>ILO project reports</p>	

international labour standards.	recruitment of women at all levels	and expansion required. National plans are in place for expansion of labour courts, establishment of conciliation and independent arbitration system, establishment of new MOLE Employment Department (see 1.1b) and establishment of MOLE Industrial Safety Unit (see 3.1i)	Safety Unit, National OSH Institute and 7 new labour courts) At least 4 existing institutions strengthened (DIFE, DOL, labour courts, BEPZA helpline)	Reports of ILO supervisory bodies	
ILO contributions to implementation of Output 3.2					

<p><i>In collaboration with the Government of Bangladesh, UNCT members and other partners, the ILO will contribute to achievement of the above output through policy, financial, technical support, and capacity development initiatives to:</i></p> <p>3.2a: Promote and support consensus, DOL capacities and actions to further simplify the trade union registration process through tripartite consultation, including through improved knowledge of government officials, employers, workers, and other relevant parties on the trade union registration process.</p>	<p>3.2a.1: Percentage of trade union registrations accepted</p> <p>3.2a.2: Percentage of participants who indicate satisfaction with training on union registration process, disaggregated by sex</p>	<p>Online and manual union registration processes and standard operating procedure (SOP) in place</p> <p>Ad-hoc training on trade union registrations</p>	<p>90% of applications for trade union registration accepted</p> <p>80% of participants indicate satisfaction with training</p> <p>Comprehensive training plan developed and implemented, coordinated by ILO Learning Hub</p> <p>Tripartite action list developed</p>	<p>DOL online database on trade union registrations</p> <p>Training evaluation forms</p> <p>Training calendar and database (e-campus)</p> <p>Training report</p> <p>Training plan</p>	
<p>3.2b: Establish an effective conciliation and independent arbitration system as a means of alternative dispute resolution (P&B 1.3, 1.4).</p>	<p>3.2b.1: Existence of a functioning conciliation and independent arbitration system, with attention to the recruitment and</p>	<p>Conciliation and independent arbitration system provided for in BLA but yet to be fully functional</p>	<p>Conciliation and independent arbitration cells are functional.</p> <p>SOPs on conciliation and independent arbitration</p>	<p>SRO/gazette of established independent conciliation and arbitration cells</p>	

	participation of women at all levels		are available by June 2022, with attention paid to recruitment and participation of women		
3.2c: Reduce the number of labour court backlog cases in targeted areas, including the Dhaka Metro Area, with attention paid to gender-responsiveness in recruitment of staff (P&B 1.3, 1.4).	3.2c.1: Number of backlog cases, by district	More than 20 000 backlogged cases in labour courts	Maximum of 5 000 backlogged cases exist in labour courts annually	MOLE annual report	
	3.2c.2: Number of new labour courts established and fully functional, by district	10 labour courts and one labour affiliate tribunal exist Plan in place for 3 new labour courts	3 newly established labour courts fully functional by June 2022 4 additional new labour courts established (in Narayanganj, Gazipur, Cumilla and a circuit court in Faridpur district) by December 2023	MOLE annual report Labour courts annual report	
	3.2c.3: Number of new high-level positions to strengthen functioning of the Labour Appellate Tribunal	Recruitment plan in place for labour courts and Labour Appellate Tribunal	1 new post created of Additional Judge (Member) to the Labour Appellate Tribunal and filled, with official support staff, by December 2023	Labour courts documentation	
	3.2c.4: Number of pilot processes to classify and reduce cases in consultation with the judges of the labour courts	No pilots in place (2021)	At least 5 pilot processes are functioning by June 2022	Labour courts documentation	

	3.2c.5: Percentage of labour court officials reporting improved knowledge as a result of training, disaggregated by sex	Ad-hoc training of labour court officials	At least 80% of trained labour court officials report improved knowledge Develop a comprehensive training plan, with implementation coordinated by ILO Learning Hub by December 2022 for existing courts and December 2024 for newly established labour courts	Training participant evaluation forms Training calendar and database (e-campus) Training report and plan	
3.2d: Reduce anti-union discrimination/unfair labour practices and violence at work, including through prevention, investigation and taking necessary actions (e.g., timely and dissuasive sanctions/convictions) against violence and harassment in the workplace, unfair labour practices and anti-union acts (<i>P&B 1.4.1</i>).	3.2d.1: Number of cases of violence and harassment against workers, anti-union discrimination and unfair labour practices investigated, disaggregated to extent feasible by sex of the alleged victims and abusers 3.2d.2: Number of initiatives to expand availability of training on: i. awareness-raising and ii. handling complaints concerning compliance with relevant SOPs for responsible factory security staff, police and	Extent of such issues indicated by 20,000 cases pending in the labour court system Existing training programmes in place for Industrial Police, DIFE, DOL, and employers' and workers' organizations	Zero cases required to be investigated of violence and harassment against workers, anti-union discrimination and unfair labour practices At least 5 initiatives taken, including development and implementation of a comprehensive training plan, coordinated by ILO Learning Hub.	Government annual reports to ILO Committee of Experts Training calendar and database (e-campus) ILO project/training reports	

	employers to prevent violence and harassment, unfair labour practices, and anti-union acts		At least 4 programmes underway, covering DIFE, DOL, employers and workers Comprehensive training plan developed and implemented through the ILO Learning Hub		
3.2e: Promote and support the inclusion in the BLA of dissuasive sanctions/convictions and related provisions concerning anti-union discrimination and unfair labour practices (P&B 1.4.1).	3.2e1: Agreement reached on increase of fine to be included in the amended BLA 2022	Minimal fine in existing BLA	Recommendation(s) produced on possible upward revision of fines (% increase) for employers for anti-union discrimination and unfair labour practices in the BLA, by September 2022	BLA 2022 Short note on recommendations	
3.2f: Promote and support actions to settle and follow-up on worker's complaints received through the BEPZA helpline (P&B 1.4.1).	3.2f.1: Percentage of complaints investigated and settled within agreed Service Level Agreements (45 days)	Baseline to be established. No comprehensive database exists	Establish baseline by July 2022 Development of MIS 10% annual increase on complaint settlement 90% complaint settlement achieved	Labour Inspection Management Application (LIMA) complaint settlement report Complaint settlement report	
3.2g: Strengthen labour inspection and enforcement capacities and systems, with attention paid to gender	3.2g.1: Number of additional labour inspectors recruited, disaggregated by sex	320 labour inspectors at DIFE (December 2021) The organigram is yet to be approved by Ministry of Public Administration	At least 255 new labour inspectors are recruited (to make total of 575 in DIFE) by December 2022	DIFE website DIFE labour inspection annual report	

responsiveness in recruitment (P&B 1.3).	3.2g.2: Number of new inspector posts created and filled, disaggregated by sex		942 new inspector posts created and filled by December 2023 <i>This figure is based on the upgrading proposal of the DIFE submitted to the Ministry of Public Administration</i>	DIFE labour inspection annual report	
	3.2g.3: Extent of digitalization of inspection system	All offices and labour inspectors use Labour Inspection Management Application (LIMA) for inspection; licensing module is used partially; the accident reporting module yet to be applied in practice	100% digitalization achieved. All DIFE offices and labour inspectors use LIMA core modules (licensing, inspection, complaints, accident reporting); issuance and renewal of licenses are done using LIMA; all inspections are conducted using LIMA	LIMA report	
	3.2g.4: Percentage of labour inspectors capacitated for effective inspections approach	Existing training programmes of DIFE staff in place	100% of labour inspectors trained Comprehensive training plan developed and implemented through the ILO Learning Hub, with attention paid to participation of women	Training calendar and database (e-campus) Training reports	
	3.2g.5: Number of new gender- and disability-responsive frameworks developed for inspection	No framework is yet developed	1 new gender- and disability-responsive framework developed and in use by DIFE	Inspection framework for inspecting EPZ factories	

	of EPZ factories by DIFE inspectors		inspectors to inspect EPZ factories by June 2022		
3.2h: Support implementation of the National Action Plan (NAP) on OSH (P&B 7.2).	3.2h.1: Number of gender- and disability-responsive initiatives to support implementation of the updated NAP on OSH, including initiatives to strengthen the capacity of the National Council for Industrial Safety and Health	National OSH policy in place. Updated national OSH profile and national OSH plan endorsed by the National OSH Council.	At least 5 initiatives to support ILO constituents and relevant tripartite mechanisms in implementation of the National OSH Policy and updated national OSH plan	MOLE reports ILO project reports	
3.2i: Accelerate the remediation of factories under the national initiative for fire, electrical and structural safety (P&B 7.2).	3.2i.1: Number of initiatives to accelerate and monitor factory remediation progress	No business plan yet available Development of a monitoring system is in progress	At least 3 initiatives developed and being implemented: i. business plan outlining 3 categories of factories, including timelines for remediation ii. monitoring system in place and functioning iii. quality assessment mechanism for remediation developed and being used by the Remediation Coordination Cell (RCC)	RCC monthly and quarterly reports Remediation Tracking Module Quality assessment mechanism for remediation	
3.2j: Develop and adopt a transition plan and Industrial Safety Framework to support the transition of the	3.2j.1: Number of initiatives in consultation with ILO social partners to develop RCC-ISU transition plan and	Agreed that the RCC remediation work be handed over to the DIFE Safety Unit. No factories yet transferred.	At least 2 initiatives in consultation with ILO social partners	DIFE annual reports ILO project reports	

Remediation Coordination Cell (RCC) to the DIFE Industrial Safety Unit (ISU), and to guide the effective functioning of the latter (P&B 7.2).	Industrial Safety Framework 3.2j.2: Percentage of active exporting RMG factories under NI transferred to the DIFE ISU		RCC–ISU transition plan and Industrial Safety Framework developed and adopted 100% of active exporting RMG factories under NI transferred to the DIFE ISU by June 2022		
3.2k: Support the establishment of the new National OSH Institute (P&B 7.2)	3.2k.1: Number of initiatives to support development and establishment of the new institute	Establishment of new institute planned. ILO has been requested to provide technical support.	At least 3 initiatives, including: Development of National OSH Institute curriculum completed At least 2 additional initiatives involving tripartite partners to develop the mandates and to support the effective functioning of the new institute, including expansion of services to the private sector	MOLE reports ILO project reports	
3.2l: Strengthen national training capacities for government officials, employers and workers in areas including industrial relations and	3.2l.1: Number of initiatives to strengthen training capacities of the Industrial Relations Institute, DOL Labour Welfare Centres, the RMG Workers Resource Centre and RMG ILO/	The listed institutes are important components of the national training ecosystem within the world of work and require ongoing strengthening of capacity and outreach.	At least 10 capacity development initiatives, building on existing support	MOLE reports ILO project reports	

gender mainstreaming (P&B 1.1, 1.2, 1.3)	private sector Learning Hub	The DOL Labour Welfare Centres train approximately 10 000 people annually in areas including gender-based violence and gender equality			
Output 3.3 <i>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.</i>	3.3 Number of national and sectoral tripartite social dialogue institutions developed and strengthened, with attention paid to strengthening participation by women	<p>Key national tripartite social dialogue institutions include the NTCC, the National Council for Industrial Safety and Health, the Minimum Wage Board, the National Wages and Productivity Commission, and the labour courts. A TCC exists for the RMG sector. The establishment of a Tripartite Implementation and Monitoring Committee for the Government's Road Map and National Action Plan is planned.</p> <p>Social dialogue mechanisms at the bipartite level include collective bargaining arrangements; workplace participation committees;</p>	<p>At least 7 new or existing social dialogue institutions, mechanisms and processes functioning effectively.</p> <p>At least 15% of participants in the above are women</p> <p>All ILO social partners report improved capacities for effective social dialogue</p>	<p>Government of Bangladesh's report to the ILO Governing Body</p> <p>ILO project reports</p> <p>Assessment of state of play of social dialogue in Bangladesh (refer to 3a.1)</p>	

		and workplace safety committees.			
ILO contributions to implementation of Output 3.3					
<p><i>In collaboration with the Government of Bangladesh, UNCT members and other partners, the ILO will contribute to achievement of the above output through policy, financial, technical support, and capacity development initiatives to:</i></p> <p>3.3a: Assess the state of play of social dialogue in Bangladesh and identify priorities for action by relevant actors to address gaps (P&B 1.4.1).</p>	<p>3.3a.1: Number of initiatives to:</p> <p>i. assess the state of play of social dialogue; and</p> <p>ii. engage with relevant stakeholders to discuss follow-up priorities and initiatives</p>	<p>No formal assessment available</p>	<p>At least 4 initiatives, as follows:</p> <p>Assessment report and recommendations produced on the state of play of social dialogue (including with respect to collective bargaining agreements, MSMEs, informal enterprises and enterprises in social solidarity economy)</p> <p>At least 3 tripartite follow-up consultations held at national and/or sector levels to</p>	<p>Government reports</p> <p>ILO project reports</p> <p>Final assessment report</p>	

			disseminate and discuss priorities and recommendations		
3.3b: Develop gender-responsive and inclusive capacity development strategy and associated plans to support the strengthening of national and sectoral tripartite social dialogue institutions and processes (P&B 1.4.1).	<p>3.3b.1: Number of gender-responsive and inclusive capacity development strategy and planning documents adopted</p> <p>3.3b.2: Number of social dialogue institutions demonstrating improved performance and increased participation by women</p> <p>3.3b.3: Number of additional sectoral TCCs established and functioning effectively</p>	No strategies and plans yet in place (2021)	<p>National capacity development strategy formulated and adopted (including with respect to gender responsiveness and inclusion, collective bargaining agreements, MSMEs, informal enterprises and enterprises in social solidarity economy)</p> <p>Comprehensive work plans developed to strengthen at least 2 social dialogue institutions</p> <p>At least 2 national tripartite social dialogue institutions are targeted and strengthened</p> <p>At least 5 additional sectoral TCCs are established, including in sectors where women are concentrated, with comprehensive action plans and functioning effectively</p>	<p>Government reports</p> <p>ILO project reports</p> <p>Signed sectoral TCC agreements</p>	

<p>3.3c: Develop an evidence-based and gender-responsive National Wage Policy, including gender equity provisions, through tripartite social dialogue (P&B 7.3).</p>	<p>3.3c.1: Number of initiatives to develop an evidence-based and gender-responsive National Wage Policy</p> <p>3.3c.2: Number of policies and systems strengthened or developed to promote the effective realization of the right to equal remuneration for work of equal value between women and men, and strategies for their implementation (P&B Indicator 6.3.2)</p>	<p>A minimum wage policy exists, but with issues related to non-compliance and enforcement</p> <p>The national gender pay gap was estimated in 2016 to be in the range of 10–15 per cent (ADB and ILO 2016). The World Economic Forum (2021) ranks Bangladesh at 107th place globally on wage equality for similar work.</p>	<p>At least 2 tripartite consultations to inform development/adoption of a gender-responsive National Wage Policy by June 2023</p> <p>At least 2 policies and/or systems, and at least one national implementation strategy, developed and adopted to address the gender pay gap</p>	<p>Government reports</p> <p>ILO project reports</p> <p>Wage policy document</p> <p>Policy documents and strategies related to the gender pay gap</p>	
<p>3.3d: Improve capacities of employers' and workers' organizations to effectively engage in social dialogue institutions and processes (including collective bargaining) and represent the interests of their women and men members (P&B 1.1).</p>	<p>3.3d.1: Number of initiatives organized to strengthen relevant capacities for social dialogue and collective bargaining</p>	<p>Current capacity development activity is assessed on an ad-hoc basis and requires increased cohesion and direction</p>	<p>At least 4 initiatives, as follows:</p> <p>At least 3 gender-responsive training initiatives organized with social partners, with evidence of improved knowledge through participant feedback, disaggregated by sex</p> <p>A comprehensive gender-responsive capacity-building strategy developed and</p>	<p>Training calendar and database (e-campus)</p> <p>Training reports plans and reports</p> <p>Training participants' evaluation forms</p>	

			implemented through the ILO Learning Hub		
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DWCP Priority 4: Gender equality and ending gender-based violence.

Decent work focus:

In collaboration with the Government of Bangladesh, UNCT and other national and international partners, the ILO will contribute to the achievement of the above through the following normative/policy, technical support, and capacity development initiatives. Inter alia, these will contribute to 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, gender-based violence 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; tripartite mechanisms and processes; and at the 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.

*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:*

- access to decent employment (including women's entrepreneurship and economic empowerment);*
- skills development (including training and opportunities for women in non-traditional areas);*
- increasing the rate of labour market participation by women*
- expansion of the care economy*
- fair recruitment practices for women*
- access to social protection coverage*
- protection and decent work for women migrant workers and tea garden workers*
- promoting gender pay equity*
- implementation of the Domestic Workers Protection and Welfare Policy (DWPWP); and*
- gender parity at organizational and institutional levels.*

<p>Contributing to national development priorities under the 8FYP. The 8FYP framework for women’s empowerment and gender equality sets out five strategic objectives: (i) Improve women’s human capabilities; (ii) increase women’s economic participation and benefits; (iii) enhance women’s voice and remove constraints on women’s agency; (iv) enhance/strengthen enabling environment for achieving gender equality; and (v) enhance the mother and Child Benefit Programme.</p>					
<p>Contributing to the SDGs: Goal 4, Quality Education; Goal 5, Gender Equality; Goal 8, Decent Work and Economic Growth; Goal 10, Reduced Inequalities; Goal 17, Partnerships for the Goals.</p>					
<p>ILO Programme and Budget links, 2022–2023: P&B Outputs 1.1, 1.2, 6.1, 6.2, 6.3, 6.4</p>					
Results	Performance indicators (disaggregated)	Baseline (year)	Target (end of programme)	Source/Mean of verification	Assumption statement
<p>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>4.1: Number of new or improved national policies, legal, institutional frameworks, and measures to improve gender equality and address gender-based violence and harassment in the world of work in Bangladesh.</p>	<p>The National Women’s Development Policy (NWDP, 2011) is a core policy reference. The 8FYP Gender Strategy highlights:</p> <ul style="list-style-type: none"> i. enactment of laws and formulation of policies on the High Court directives on sexual harassment ii. removal of all discriminatory provisions in laws and policies in consistency with CEDAW iii. enforcement of all laws to uphold the rights of women and girls; and iv. (iv) making domestic laws and policies on 	<p>At least 10 new or improved national policies, legal institutional frameworks, and measures</p>	<p>National Gazette</p> <p>Finalized laws, policies, strategies, and plans</p> <p>ILO project reports</p>	<p>COVID-19 conditions at national and international levels allow implementation of the 8FYP to move forward as projected, including with respect to its commitments to gender equality.</p> <p>The national fiscal position allows a phased increase of national budget resources towards programmes and measures that promote gender equality and women’s empowerment in the world of work, thus contributing to the sustainability of DWCP results.</p> <p>The international and national commitments of</p>

		labour, migration, occupational health and safety and other relevant laws of Bangladesh consistent with the ILO Violence and Harassment Convention, 2019 (No. 190). For policies, legal frameworks and measures which specifically focus on gender-based violence, refer to baseline 4.1.2 below.			Bangladesh to achieving gender equality and women's empowerment in the world of work – including commitments under C.100 and C.111 – are effectively leveraged to promote the policy, legal and institutional initiatives prioritized in this respect under the DWCP. The necessary resources can be mobilized to support and sustain the ILO's planned contributions to implementation of the UNSDCF in this area.
	4.2: Proportion of time spent on unpaid domestic and care work, by sex (UNSDCF indicator 1.4, DRF 72, SDG 5.4.1).	Female: 23.6% Male: 6.9% (2017)	Female: 20% Male: 10% (2025) <i>The ILO will contribute towards the achievement of this target through initiatives under the DWCP as part of the UNCT in Bangladesh</i>	Labour Force Survey (LFS) of BBS, MOLE, MOWCA	ILO constituents are able to commit the resources, both human and financial, to support their engagement under the DWCP in this area. This includes improving: (i) the gender balance within tripartite governance mechanisms; and (ii) increasing the voice, representation, and leadership of women within their own institutions and organizations.
Output 4.1: <i>Enhanced capacities of tripartite constituents to develop and implement</i>	4.1.1: Number of strengthened legal frameworks and	Key existing frameworks are:	At least 2 legal frameworks finalized/ strengthened and	Government documents	

<p>policies, legal frameworks, and measures to eliminate gender-based violence and sexual harassment in the world of work (adapted from SDG 5.2²² and P&B 6.3).</p>	<p>measures at national, sector and workplace levels developed with ILO tripartite constituent input</p>	<ul style="list-style-type: none"> – Domestic Violence (Protection and Preservation) Act 2010 – Prevention and Suppression of Human Trafficking Act 2012 – draft Sexual Harassment Prevention and Protection Act 2021; and – National Action Plan to Prevent Violence against Women and Children (2018–2030). 	<p>implemented in line with the directives of the High Court on sexual harassment, including:</p> <ul style="list-style-type: none"> i. revisions to the BLA and BLR; and ii. Sexual Harassment Prevention and Protection Act 2021 (once adopted) 	<p>Revised/newly developed relevant policies, legal frameworks, and measures</p>	<p>DWCP tripartite governance and management arrangements are able to discern and flexibly respond to emerging challenges related to moving forward with implementing commitments to gender equality and women’s empowerment in all aspects of the programme.</p>
<p>ILO contributions to implementation of Output 4.1</p>					
<p><i>In collaboration with the Government of Bangladesh, UNCT members and other partners, the ILO will contribute to achievement of the above output through: (i) mainstreaming gender equality and women’s empowerment across all DWCP programmes and projects; (ii) ensuring that the specific rights and challenges of women with disabilities, women migrant workers and ethnic minority women workers, among others, are explicitly addressed across all programmes; and (iii) policy, financial, technical support and capacity development initiatives to:</i></p>					
<p>4.1a: Address workplace violence and harassment through:</p> <ul style="list-style-type: none"> i. promoting awareness on violence and harassment, including gender-based 	<p>4.1a.1: Number of initiatives to promote awareness of C.190 and R.206 (P&B 2022–2023)</p>	<p>Priorities and measures set out in the 8FYP; MOLE Gender-based Violence (GBV) Strategy; and Advocacy Strategy to Eliminate Violence/</p>	<p>5 initiatives to promote awareness and advocacy on eliminating violence and harassment, including gender-based</p>	<p>ILO project reports, including Better Work Bangladesh (BWB) reports and internal data</p>	

²² SDG indicator 5.2.2: The proportion of women and girls aged 15 years and older subjected to sexual violence by persons other than an intimate partner in the previous 12 months, by age and place of occurrence.

<p>violence in the world of work; and</p> <p>ii. supporting workplace-based initiatives such as the formation of complaints committees and the Gender-Based Violence Platform, and through the Workers Resource Centre (WRC) (P&B 6.3).</p>	<p>4.1a.2: Number of RMG factories which have formed a complaints committee to address violence and harassment at work, including gender-based violence and harassment</p> <p>4.1a.3: Number of initiatives taken by the Gender-based Violence Platform</p> <p>4.1a.4 Number of initiatives taken by the WRC to address violence and harassment in the world of work</p>	<p>Harassment including GBV in the workplace</p> <p>No complaints committees yet established (BWB 2021)</p> <p>No initiatives yet taken by the Gender-based Violence Platform (BWB 2021)</p> <p>WRC Women’s Committee established in 2019</p>	<p>violence in the workplace</p> <p>10 complaints committees established in RMG factories and 20 GBV platform initiative in place</p> <p>At least 5 initiatives</p> <p>At least 2 initiatives</p>	<p>ILO project reports, including BWB reports and internal data</p> <p>ILO project reports, including BWB reports and internal data</p> <p>ILO project reports, including BWB reports and internal data</p>	
<p>4.1b: Strengthen the capacities of the ILO’s tripartite constituents to identify and address gender-based violence and harassment in the workplace through:</p> <p>i. the development and implementation of their own policies, strategies; and plans; and</p>	<p>4.1b.1: Number of new or strengthened internal policies, strategies and measures put in place by ILO constituents</p>	<p>MOLE relevant strategies and plans include:</p> <p>i. Operational Strategy to Prevent and Respond to GBV and Gender Discrimination in the Workplace,</p> <p>ii. Action Plan of MOLE (2020–2030)</p>	<p>At least 3 new or strengthened internal policies, strategies, or measures, so that each constituent has a policy, strategy, roadmap and/or plan to address gender-based violence and harassment in the workplace</p>	<p>DIFE Annual Report</p> <p>RMGP progress report</p> <p>Training evaluation reports</p> <p>Relevant constituent policies, strategies, roadmaps and/or plans</p>	

<p>ii. improving staff and member awareness and capacities. (P&B 1.1, 1.2).</p>	<p>4.1b.2: Percentage of DIFE, BFSCD and social partner trained personnel who report increased knowledge on gender issues (disaggregated by sex)</p>	<p>iii. DIFE Gender Road Map (2020–2030); and iv. BFSCD SITAN Matrix (2022–2030)</p> <p>Social partners have yet to develop internal policies, strategies, or measures.</p> <p>86 BFSCD personnel report increased relevant knowledge (2021)</p> <p>DIFE: 336 Labour Inspectors report increased knowledge on gender issues (2021)</p>	<p>One capacity development and awareness-raising initiative conducted with each constituent</p> <p>100% of trained Labour Inspectors, DIFE officials and social partner personnel report increased knowledge of gender issues</p>	<p>Training evaluation /feedback reports</p>	
<p>Output 4.2:</p> <p><i>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</i></p>	<p>4.2.1: Number of initiatives to increase capacities of constituents to contribute to strengthened national policy, legal frameworks, and measures</p>	<p>Domestic Worker Protection and Welfare Policy (2015)</p> <p>25.8% for women and 5% for men for the proportion of time spent on unpaid care and domestic work (2012 Time Use Survey)</p>	<p>1 initiative with constituents/social partners to develop or strengthen relevant policy, legal frameworks and/or measures</p>	<p>ILO project reports</p>	

<p>women (adapted from SDG 5.4²³ and P&B 6.1)</p>		<p>Baseline to be established at enterprise level</p>			
<p>ILO contributions to implementation of Output 4.2</p>					
<p><i>In collaboration with the Government of Bangladesh, UNCT members and other partners, the ILO will contribute to achievement of the above output through: (i) mainstreaming gender equality and women's empowerment across all DWCP programmes and projects; (ii) ensuring that the specific rights and challenges of women with disabilities, women migrant workers and ethnic minority women workers, among others, are explicitly addressed across all programmes; and (iii) policy, financial and technical support and capacity development initiatives to:</i></p>					
<p>4.2a: Promote maternity protection for women at work at the legal and workplace levels (P&B 6.1).</p> <p><i>Cross reference with 1.2e on expanding the care economy</i></p>	<p>4.2a.1: Number of RMG factories with mother and child activities supported jointly by ILO and UNICEF</p> <p>4.2a.2: Number of policy, legal and other initiatives supported to strengthen and promote maternity protection in the world of work, including with respect to:</p> <ul style="list-style-type: none"> i. protection of women against dismissal related to maternity; and ii. alternatives to dangerous or 	<p>103 RMG factories with mother and child activities in 2021 (Mothers@Work)</p> <p>Maternity protection, including maternity leave entitlements, is covered by the Bangladesh Labour Act (BLA) and the Child Care Centre Act 2021</p>	<p>150 RMG factories by end of 2023 (Mothers@Work)</p> <p>At least 2 policy, legal and other initiatives supported, including further strengthening of maternity protection within the BLA and the Child Care Centre Act 2021, and promotion of the Maternity Protection Convention, 2000 (No. 183)</p>	<p>BWB Bangladesh reports</p> <p>ILO project reports</p> <p>Bangladesh strategy for prioritization of ILS ratifications</p>	

²³ SDG target 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.

	<p>unhealthy work for pregnant or nursing women</p> <p>4.2a.3: Number of initiatives to raise awareness and develop support, including among constituents, on benefits of introducing paternity leave</p>	No legal provision for paternity leave in place	At least 2 initiatives to raise awareness about paternity leave and the implications and requirements of its potential introduction	ILO project reports	
<p>4.2b: Address the disproportionate responsibilities for unpaid domestic and care work carried by women through:</p> <p>i. promotion of affordable, accessible childcare services; and</p> <p>ii. promotion of engagement by men in unpaid domestic and work (P&B 6.1).</p> <p><i>Cross reference to 1.2b on expanding the care economy, including improved availability of quality and affordable childcare services, and increased decent care work opportunities (P&B 3.1, 6.1).</i></p>	<p>4.2b.1: Number of initiatives to assess priorities and needs for childcare services and to develop joint actions to address these</p> <p>4.2b.2: Number of new childcare services operational and assessed in line with the Day Care Centre Act 2021</p>	<p>No mapping of domestic and unpaid care work, policies, and practices (2021); no joint ILO/stakeholders national programme in place</p> <p>103 RMG factories with mother and child activities in 2021 (Mothers@Work)</p>	<p>3 initiatives to assess and act on childcare priorities and needs, as follows:</p> <p>i. mapping of domestic/unpaid care work, policies and practices (2022)</p> <p>ii. mapping of childcare centres at the enterprise level; and</p> <p>iii. development of joint programme to address key priorities/needs (by 2023)</p> <p>50 new childcare services set up. RMG childcare assessment conducted by 2023.</p>	<p>Mapping document</p> <p>Joint programme document</p> <p>ILO project reporting</p> <p>Mothers@Work project reports</p> <p>Childcare assessment report</p>	

	4.2b.3: Number of national policies, strategies and/or measures in place or strengthened to encourage and support more balanced sharing of family responsibilities between women and men (P&B Indicator 6.1.3)	Baseline to be inserted in 2022	At least 1 national policy, strategy or measure is developed or strengthened to encourage and support more balanced sharing of family responsibilities between women and men	ILO project reports	
Output 4.3 <i>Strengthened institutional and regulatory frameworks and capacity to design and implement policies to promote gender-responsive work environments</i>	4.3.1: Number of strengthened or new policies and legal frameworks at national, sector and workplace levels	Draft Law on sexual harassment prevention and protection (2021, refer above) High Court verdict on violence against women and girls in the education institution and workplaces (2009) Following measures in place but yet to start full implementation: i. Gender Road Map for DIFE (2021); ii. Gender Situation Analysis for BFSCD (2021); and iii. MOLE GBV strategy and action plan	At least 3 new or strengthened policies and/or legal frameworks developed and adopted with ILO constituent support 100% of strategic areas of DIFE Gender Road Map implemented Substantive progress achieved in the other 2 specified areas	Enacted and published Sexual Harassment Act RMGPII/BWB/SDIR progress report DIFE Annual Report RMGP Progress Report	

ILO contributions to implementation of Output 4.3				
<p><i>In collaboration with the Government of Bangladesh, UNCT members and other partners, the ILO will contribute to achievement of the above output through: (i) mainstreaming gender equality and women's empowerment across all DWCP programmes and projects; (ii) ensuring that the specific rights and challenges of women with disabilities, women migrant workers and ethnic minority women workers, among others, are explicitly addressed across all programmes; and (iii) policy, financial, technical support and capacity development initiatives to:</i></p>				
<p>4.3a: Strengthen awareness and capacity of national stakeholders to mainstream gender and implement gender-responsive budgeting (GRB) approaches (P&B 6.3).</p>	<p>4.3a.1: Number of advocacy initiatives with relevant ministries and other stakeholders to promote:</p> <ul style="list-style-type: none"> i. awareness ii. development or strengthening; and iii. implementation of gender-responsive workplace policies <p>4.3a.2: Number of advocacy tools and guidance notes prepared, disseminated and/or used in training</p>	<p>Capacity support provided to DIFE and DOL</p> <p>No specific advocacy tools and guidance notes available (2021)</p>	<p>2 measures taken to strengthen the gender mainstreaming and GRB awareness and capacities of national institutions and organizations, including MOLE and constituents</p> <p>2 advocacy tools and guidance notes prepared, disseminated and/or used in training</p>	<p>MOLE annual reports</p> <p>ILO project reports</p> <p>Advocacy tools and guidance notes</p> <p>ILO project reports</p>
<p>Output 4.4</p> <p><i>Increased women's voice, representation, and leadership in the world of work, including within ILO constituents' institutions and organizations, within tripartite mechanisms and processes, and at the</i></p>	<p>4.4.1: Percentage of leadership and decision-making roles that are held by women in each of the following areas:</p> <ul style="list-style-type: none"> i. national social dialogue mechanisms and processes 	<p>43% of trade union leadership roles are held by women in 150 unionized RMG factories; 35% of management roles are held by women in 287</p>	<p>At least 15% of leadership and decision-making roles are held by women in each of the listed areas</p>	<p>ILO constituent records and reports</p> <p>ILO global gender tracker for national and international tripartite mechanisms</p>

<p>enterprise level (adapted from SDG 5.5²⁴ and P&B 6.2.)</p>	<ul style="list-style-type: none"> ii. government labour administration structures iii. organizations of employers and workers iv. the Workers Resource Centre (WRC); and v. workplace cooperation mechanisms in the RMG sector 	<p>non-unionized RMG factories (2021)</p> <p>95% of line supervisor jobs are held by men in the RMG sector (2021)</p>		<p>Records of meetings and reports of national social dialogue mechanisms</p> <p>ILO project reports</p>	
<p>ILO contributions to implementation of Output 4.4</p>					
<p><i>In collaboration with the Government of Bangladesh, UNCT members and other partners, the ILO will contribute to achievement of the above output through: (i) mainstreaming gender equality and women's empowerment across all DWCP programmes and projects; (ii) ensuring that the specific rights and challenges of women with disabilities, women migrant workers and ethnic minority women workers, among others, are explicitly addressed across all programmes; and (iii) policy, financial, technical support and capacity development initiatives to:</i></p>					
<p>4.4a: Develop the necessary awareness and capacities to increase women's voice, representation, and leadership within the above listed areas within the world of work (P&B 6.2).</p>	<p>4.4a.1: Number of:</p> <ul style="list-style-type: none"> i. advocacy activities; and ii. capacity development initiatives <p>to increase women's voice, representation, and leadership in the listed areas</p>	<p>8 advocacy activities and 3 capacity development activities conducted (2019–21).</p> <p>36% of participants in social dialogue training were women (2019–21)</p>	<p>5 advocacy activities and 5 capacity development activities to promote women's voice, representation, and leadership in the listed areas</p>	<p>Records of social dialogue mechanisms and processes; constituents and the WRC</p> <p>ILO project records (including BWB)</p>	

²⁴ SDG target 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.

4.4b: Increase the number of women in supervisor roles within the RMG sector (P&B 6.2)	4.4b.1: Percentage of female supervisors in Better Work Bangladesh (BWB) factories who are women	5% of BWB factory supervisors are currently female	At least 15% of BWB factory supervisors are women	BWB reports and data	
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