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



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Tripartite Consultation Workshop on Measuring Decent Work in Bangladesh

Workshop Report

Dhaka, 27–28 April 2010



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ILO COUNTRY OFFICE FOR BANGLADESH
ILO/EC PROJECT “MONITORING AND ASSESSING PROGRESS ON DECENT WORK” (MAP)

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Foreword

The *Tripartite Consultation Workshop on Measuring Decent Work in Bangladesh* took place in Dhaka, Bangladesh from 27 to 28 April 2010 and was jointly organized by the ILO and the Ministry of Labour and Employment (MOLE), with the generous support of the European Union. The workshop was a follow-up to the *ILO Declaration on Social Justice for a Fair Globalization* (2008),¹ which recommends the establishment of appropriate indicators or statistics, if necessary with assistance from the ILO, to monitor the progress made in the implementation of the ILO Decent Work Agenda.

Decent work is central to efforts to reduce poverty and is a means for achieving equitable, inclusive and sustainable development. It involves opportunities for work that is productive and delivers a fair income, provides security in the workplace and social protection for workers and their families, and gives people the freedom to express their concerns, to organize and to participate in decisions that affect their lives.

Bangladesh is committed to the principles of decent work. Promotion of decent work has been incorporated in the Interim Poverty Reduction Strategy Paper of Bangladesh, and the country is implementing a Decent Work Country Programme (DWCP) supported by the ILO tripartite constituents.

In the past, countries have called for the ILO to support their efforts to monitor and assess progress towards decent work. In response, the ILO, with funding from the European Union, is implementing a technical cooperation project “Monitoring and Assessing Progress on Decent Work” (MAP). The project works with Government agencies, workers’ and employers’ organizations and research institutions to strengthen the national capacity to self-monitor and self-assess progress towards decent work. Based on consultations with the Bangladesh tripartite constituents and various stakeholders in September 2009, Bangladesh was selected as one of ten countries to participate in the global MAP project.

The two-day tripartite consultation workshop was one of the initial activities under the MAP project in Bangladesh. The meeting involved more than 30 participants, including policymakers from the MOLE, the Planning Commission and other Government agencies, representatives from the Bangladesh Employers’ Federation (BEF) and the confederation of trade unions, and statisticians from the Bangladesh Bureau of Statistics (BBS). It provided an opportunity for stakeholders to identify Decent Work Indicators which can support the design and monitoring of national development plans and policies and the DWCP, as well as to prioritize areas of ILO support to Bangladesh under the MAP project.

This report provides the key summary of the workshop discussions and outcomes and can be a useful information resource for those involved in the monitoring and assessment of decent work in Bangladesh.

Gagan Rajbhandari
Director, a.i.
ILO Country Office for Bangladesh

¹ See: http://www.ilo.org/global/What_we_do/Publications/Officialdocuments/lang--en/docName--WCMS_099766/index.htm.

Contents

	<i>Page</i>
1. Welcome and opening session	1
1.1. Welcome address by the Director of the ILO Country Office for Bangladesh.....	1
1.2. Opening statement by the Employers' Representative	2
1.3. Opening statement by the Workers' Representative.....	2
1.4. Opening statement by the Ambassador of the Delegation of the European Union to Bangladesh.....	2
1.5. Inaugural speech and formal opening of the workshop by the chief guest.....	3
1.6. Chairperson's remarks	4
2. Session 1: High-level technical panel: Employment and labour market data needs for policy formulation and plan implementation	5
2.1. Requirements in the production and dissemination of labour market data and current gaps.....	5
2.2. Plenary discussion.....	5
2.3. Data requirements for monitoring and evaluation of plan targets and objectives.....	5
2.4. Plenary discussion.....	6
2.5. Data requirements for policy design and implementation of the Five-Year Plan.....	6
2.6. Plenary discussion.....	7
3. Session 2: Measurement of decent work.....	7
3.1. Measurement of decent work: International framework for measuring decent work	7
3.2. Measurement of decent work in Bangladesh: Current indicator availability and links to the Bangladesh Decent Work Country Programme	8
4. Session 3: Working groups on the relevance of monitoring and assessing progress on Decent Work for Bangladesh.....	9
4.1. Presentation of findings by the working groups and rating of opportunities and challenges	9
5. Session 4: Parallel working groups for determining national Decent Work Indicators on thematic areas.....	10
5.1. Employment opportunities.....	10
5.2. Adequate earnings and productive work.....	11
5.3. Decent hours and Combining work, family and personal life	11
5.4. Work to be abolished	11
5.5. Stability and security of work.....	12
5.6. Equal opportunity and treatment in employment.....	12
5.7. Safe work environment.....	12
5.8. Social security.....	13

5.9. Social dialogue, workers' and employers' representation	13
5.10. Economic and social context for decent work	14
6. Session 5: Sources for Decent Work Indicators.....	14
7. Session 6: Priorities for the national monitoring framework: Which short set of indicators should be promoted?	15
8. Session 7: Review of the Bangladesh Labour and Social Trends 2010 Report outline: Monitoring socio-economic developments and Decent Work Indicators for integrated policy analysis.....	16
9. Session 8: Looking ahead: Priority areas for collaboration between Bangladesh and the ILO under the ILO/EC MAP Project	17
10. Closing session.....	18
Annex I. List of participants.....	20
Annex II. Workshop programme.....	24
Annex III. Decent Work Indicators recommended for national monitoring in Bangladesh.....	26

List of tables

	<i>Page</i>
Table 1. Indicator groupings under the international framework for measuring decent work	8
Table 2. Opportunities and challenges of measuring decent work identified by workshop participants	9
Table 3. Priority indicators for measuring decent work identified by workshop participants.....	16

List of abbreviations

BBS	Bangladesh Bureau of Statistics
BEF	Bangladesh Employers' Federation
DIFE	Department of Inspection for Factories and Establishments
DOL	Department of Labour
DWCP	Decent Work Country Programme
DWI	Decent Work Indicator
EC	European Commission
EU	European Union
GDP	Gross Domestic Product
HCLS	Hazardous Child Labour Survey
HIES	Household Income and Expenditure Survey
ILO	International Labour Organization
LFS	Labour Force Survey
MAP	Monitoring and Assessing Progress on Decent Work Project
MDG	Millennium Development Goal
MOLE	Ministry of Labour and Employment
NCCWE	National Coordination Committee for Workers Education
OSH	Occupational Safety and Health
PPP	Purchasing Power Parity
TME	Tripartite Meeting of Experts
TVET	Technical and Vocational Education and Training

1. Welcome and opening session

Chairperson: Mr Md. Nurul Haque, Secretary, Ministry of Labour and Employment (MOLE)

1.1. Welcome address by the Director of the ILO Country Office for Bangladesh

Mr Gagan Rajbhandari, Director, a.i., ILO Country Office for Bangladesh

After welcoming the participants, Mr Rajbhandari noted that the national workshop, as part of the ILO/EC project “Monitoring and Assessing Progress on Decent Work” (MAP), aims to seek the views and suggestions of the tripartite constituents and other stakeholders towards a better and improved system of monitoring and assessing the progress towards decent work in Bangladesh.

He pointed out that decent work is central to efforts to reduce poverty and is a means for achieving equitable, inclusive and sustainable development. It involves opportunities for work that is productive and delivers a fair income, provides security in the workplace and social protection for workers and their families, and gives people the freedom to express their concerns, to organize and to participate in decisions that affect their lives. In the past, member States have repeatedly called for the ILO to support their efforts to monitor and assess progress towards decent work and the MAP project is a response to this request.

Bangladesh is committed to the principles of decent work and promotion of decent work has been incorporated in the Interim Poverty Reduction Strategy Paper of Bangladesh. He expressed the hope that the decent work will also be incorporated in the Sixth Five-year Plan, scheduled to be launched from July 2010. The ILO is willing and ready to support and contribute to the formulation process of the Five-Year Plan and the overall development efforts of Bangladesh.

Regarding the implementation of the Decent Work Agenda in Bangladesh, the ILO is implementing a DWCP, based on the development objectives and priorities determined by ILO constituents. Currently, the ILO is implementing a number of technical cooperation projects and programmes which are aligned with the DWCP, including the Time Bound Programme for Elimination of the Worst Forms of Child Labour; Technical and Vocational Education and Training (TVET) System Reform; Improved migration management; Promotion of green jobs; Promotion of gender equality at work; Capacity building of ILO tripartite constituents, and Promotion of social dialogue.

However, some major decent work challenges persist such as high poverty; large and rapidly growing labour force which calls for significant creation of productive and quality jobs; high incidence of child labour; and massive informal employment where productivity, wages and legal and social protection are inadequate. Discrimination at work is prevalent and workplace safety and health leave a lot to be desired. In addition, Bangladesh should strengthen social dialogue and ensure the protection and rights of its overseas migrant workers.

Before concluding his remarks, Mr Rajbhandari thanked the Honourable Minister, the Secretary of the Ministry of Labour and other invited guests and participants for their support of the workshop. He also conveyed his gratitude to H.E. Ambassador and Head of the European Union Delegation to Bangladesh for the funding support of the European Union for the MAP project.

1.2. Opening statement by the Employers' Representative

Mr Farooq Ahmed, Secretary General, Bangladesh Employers' Federation (BEF)

Mr Ahmed noted that Bangladesh is committed to implementation of the DWCP and re-affirmed BEF's support to the MAP project. Employment should be a key link between economic growth and poverty reduction. In this regard, decent work is closely linked to the achievement of the Millennium Development Goals (MDGs).

Regarding data availability on decent work, there are significant data gaps and data quality issues which need to be addressed to enhance policies and plans and monitor Decent Work Indicators (DWIs). Finally, to ensure decent work for all, collaboration among the social partners, development agencies and others related stakeholders is critical. Such collaboration should be pragmatic, strategic and effective.

1.3. Opening statement by the Workers' Representative

Mr Abdul Matin Master, Chairperson, National Coordination Committee on Workers Education (NCCWE)

Mr Matin Master highlighted that the NCCWE is working to implement the Decent Work Agenda in Bangladesh through tripartism and social dialogue. In this regard, he mentioned that the tripartite constituents in Bangladesh, with the ILO support, is focusing efforts on ensuring a safe work environment, increasing productivity, and improving working conditions, among other areas.

1.4. Opening statement by the Ambassador of the Delegation of the European Union to Bangladesh

H.E. Ambassador Dr Stefan Frowein, Head of the Delegation of the European Union to Bangladesh

H.E. Ambassador Stefan Frowein pointed out that the EU has actively supported the promotion of decent work as a global goal by the United Nations. He also said that decent work is central to efforts to reduce poverty and is a means for achieving equitable, inclusive, and sustainable development. While decent work is the main objective of ILO, its principles – work in conditions of freedom, equity, security, and human dignity – are also shared by the EU. In recent years, the EU has highlighted the decent work objective in its policy statements. The *European Consensus on Development (2005)* indicates that “the EU will contribute to strengthening the social dimensions of globalization, promoting employment and decent work for all” and that “the Community will promote decent work for all in line with the ILO agenda”.²

In Bangladesh, the EU is supporting specific priority areas that directly or indirectly contribute to the achievement of decent work and poverty reduction: 1) enhancing the education and health sectors; 2) governance and rights; and 3) enhancing trade capacity and economic development. In particular, these initiatives aim to increase the productivity of the workforce mainly through technical and vocational training, improved working

² See: http://ec.europa.eu/development/policies/consensus_en.cfm.

conditions, and full respect for core labour rights. By enhancing workforce skills and improving working conditions, the EU is helping to create the foundation for rapid, sustainable and inclusive growth.

Bangladesh has ratified seven out of eight ILO core conventions, which reflects a great achievement of policymakers to comply and adhere to the fundamental principles and rights at work. However, the implementation and enforcement of labour laws and ILO conventions remain a major challenge. In Bangladesh, a large section of the labour force is engaged in the informal sector, leaving them highly vulnerable. Thus, to realize decent work, these areas will need continued attention from the development partners, the Government and other stakeholders.

1.5. Inaugural speech and formal opening of the workshop by the chief guest

Engr. Khandker Mosharraf Hossain, Honourable Minister, Ministry of Labour and Employment and Expatriates Welfare and Overseas Employment

The honourable Minister Khandker Mosharraf Hossain commenced his speech by emphasizing the importance of decent work which includes a number of core labour standards such as freedom of association, collective bargaining, non-discrimination in the workplace and elimination of child labour. In addition, it involves the promotion of productive and gainful employment opportunities for all workers, social dialogue and sound labour management relations between employers and workers, and social protection.

The Government of Bangladesh is very much committed to the principles of decent work, and efforts towards the promotion of decent work should take into account the socio-economic realities of Bangladesh, the characteristics of the labour force, the legal framework, and the institutions that are entrusted with the task of promoting welfare and protection of workers. Moreover, the Government is committed to work for ensuring the protection of the rights and welfare of workers including those retrenched due to factory closures.

To ensure decent work for all, the Government has adopted a number of measures including the formation of a tripartite committee to review the Labour Act 2006; adoption of the National Child Labour Elimination Policy 2010; formulation of an occupational safety and health policy which will be adopted in the near future; and re-activation of the Tripartite Consultative Committee to discuss and take important decisions regarding the welfare and protection of workers. In addition, Bangladesh is also working with the ILO Country Office for Bangladesh to implement the DWCP, and the assistance and support of the ILO was acknowledged in this regard.

Along with these positive aspects, however, challenges remain to realize decent work for all such as the magnitude of unemployment and underemployment, the massive informal sector which engages around 80 per cent of the labour force in oftentimes hazardous and unsafe workplaces, low wages and exploitative working conditions, and a need to strengthen the industrial relations regime.

Moreover, measuring decent work in Bangladesh would require the ILO and other stakeholders to identify the indicators needed to prepare baseline scenarios and a database so that progress can be measured over a period of time. This would help to understand where Bangladesh has made progress and where it needs to focus its attention. For example, in the area of job creation, all stakeholders should try to establish reliable indicators for job creation including demand for overseas jobs. With regard to training, reliable estimates of demand for skills in both domestic and overseas markets are essential.

In conclusion, the workshop provides an important opportunity to advance the principles of decent work for all and would produce fruitful recommendations to help strengthen implementation and monitoring mechanisms of policies and programmes to achieve decent work in Bangladesh. With these words, the Honourable Minister declared the formal opening of the workshop.

1.6. Chairperson's remarks

Mr Md. Nurul Haque, Secretary, Ministry of Labour and Employment

Noting the country's ratification of seven fundamental conventions of the ILO, Mr Md. Nurul Haque re-affirmed the Bangladesh Government's progress towards implementation of decent work principles. The principle of tripartism is well established in different workplaces and has been integrated in the formulation of various policies and programmes. Bangladesh has ratified the ILO Convention No. 144 on Tripartite Consultation.

The MOLE is working hard to promote decent work by taking into account the socio-economic realities of the country and the level of economic development. However, due to the magnitude of the labour market challenges, progress cannot be achieved overnight. For example, child labour is a problem for Bangladesh and the Government is committed to the elimination of child labour. However, elimination of child labour requires longer-term and multi-sectoral interventions involving poverty alleviation, inclusive and quality education, economic empowerment of families of working children, and advocacy and awareness at all levels. Similarly, discrimination at the workplace has economic and socio-cultural dimensions such as perceptions and traditional male-dominated attitudes within the household and at workplaces.

In addition, the informal sector engages around 80 per cent of the labour force, and there is an absence of mechanisms to monitor conditions of work and the safety and health of informal sector workers. Thus, the promotion and progress of decent work requires effective and capable institutions to implement and enforce labour laws, to collect information, and to monitor the progress of implementation of the various laws. In this regard, assistance from the ILO to Bangladesh to strengthen the technical capacity of staff is critical.

In his concluding remarks, the Chairperson acknowledged and appreciated the ILO's support and cooperation through various projects and programmes. The tripartite workshop and the ILO/EC MAP Project will help to measure to what extent the country has made progress with regard to the Decent Work Agenda and to identify future priorities. Through the concrete suggestions and views of the participants and distinguished resource speakers, the workshop will hopefully develop specific conclusions and recommendations that will be realistic within the Bangladesh context and be feasible to implement.

2. Session 1: High-level technical panel: Employment and labour market data needs for policy formulation and plan implementation

Moderator: Mr Shamsul Alam, Member, General Economics Division, Planning Commission

2.1. Requirements in the production and dissemination of labour market data and current gaps

Mr Md. Shahjahan Ali Mollah, Director General, Bangladesh Bureau of Statistics

Mr Shahjahan Ali Mollah started his presentation with a background of the national statistical system and an overview of the Bangladesh Bureau of Statistics (BBS), followed by an overview of available indicators to measure decent work. Implementation of the Decent Work Agenda requires sound data and information on a frequent and regular basis to compile and monitor various labour market indicators. These include tracking employment, underemployment, unemployment, employment by occupation, sector and status, working hours, productivity, wage rate, and workplace safety, among others.

There are a number of gaps and requirements for additional data and statistics for labour market analysis in Bangladesh. Among the DWIs recommended by the ILO, some are not available now but could be obtained by including some additional questions in the labour force survey (LFS). In this regard, a Decent Work Indicators Pilot Survey was conducted by BBS in 2005 which helped to collect some DWIs not available from the LFS.

In sum, promoting decent work requires strengthening the framework of labour force data collection. To this end, a number of measures would be instrumental, including enhanced coordination between BBS and the data users, further support from the ILO and donor agencies to update DWIs on a regular basis, implementation of a second round of the Decent Work Indicators Pilot Survey, addition of new decent work-related questions to the existing LFS, and technical capacity building of relevant agencies.

2.2. Plenary discussion

Following the presentation, one of the main comments raised was with regard to the regularity and the reliability of the data published by the BBS. In response, the BBS highlighted their ongoing efforts to collect data on a regular basis, incorporating international statistical standards and the expertise from different research organizations, Government agencies and the private sector to ensure the authenticity of data, and to use appropriate methods for data analysis.

2.3. Data requirements for monitoring and evaluation of plan targets and objectives

Mr Mustafa K. Mujeri, Director General, Bangladesh Institute of Development Studies

Mr Mujeri highlighted some different aspects of monitoring and evaluation of plan targets and objectives and its implementation process. First, regular monitoring and evaluation of

plan implementation is critical to evaluate progress along the intended path and at the required pace and to introduce mid-term corrections. Second, for the Sixth Five-year Plan, monitoring and evaluation should be a mechanism carried out annually that is capable of identifying corrective actions and act as a basis for adjustments and re-direction of actions for the following year. Third, to implement a well-conceived monitoring and evaluation system for the Sixth Five-year Plan, the priority agenda should be the following:

- (i) review recent and planned initiatives in the production, analysis, and application of employment and social statistics;
- (ii) identify critical data gaps;
- (iii) formulate the Sixth Five-year Plan based on a data collection system capable of generating the required data in a regular manner; and
- (iv) adopt a mechanism to analyze the data and provide policy implications to policy makers as well as enterprises, workers, job seekers, researchers, and other stakeholders.

With respect to employment and labour markets, there is a need to fill data gaps for major DWIs. Furthermore, some priorities of the Bangladesh DWCP are also important for achieving the socio-economic goals of the Sixth Five-year Plan. Those priorities are to: (i) promote decent and productive employment; (ii) promote fundamental principles and rights at work including progressive elimination of the worst forms of child labour; and (iii) capacity building of related constituents. Finally, efforts towards promoting and implementing the DWCP will significantly improve critical labour market areas such as the quantity and quality of employment during the Sixth Five-year Plan cycle.

2.4. Plenary discussion

One of the workshop participants noted the difficulty in conducting the LFS annually, but that the Household Income and Expenditure Survey (HIES) is conducted on a regular basis and includes components to track the labour market. Another participant emphasized the importance of strengthening social dialogue and holding tripartite forums on decent work on a regular interval so that relevant ministries and respective stakeholders can make meaningful decisions quickly. Lastly, another participant underlined the need to prioritize domestic child labour as a key issue requiring urgent tripartite discussion and action.

2.5. Data requirements for policy design and implementation of the Five-Year Plan

Mr Fakrul Ahsan, Division Chief, General Economics Division, Planning Commission

Mr Ahsan commenced his presentation by highlighting some important macroeconomic targets of the upcoming Sixth Five-year Plan and noting some key challenges for employment creation. These challenges include the slow growth of employment creation and the slow down of the global economy and its effect on the Bangladesh economy.

Given the existing limitations in the availability of data, some recommendations were suggested for improving data management such as the need to have quality and authentic data; timelines of availability of data needs to be ensured; the technical capacity of BBS and other key line ministries in data collection needs to be strengthened; capacity development of the General Economics Division is required to effectively monitor implementation of Five-Year Plans; data definitions and the methodology used in the major surveys conducted by BBS should receive appropriate attention; the need for special surveys as required by the General Economics Division; and the better alignment of BBS data generation schedules with the requirements of data users.

To advance the Decent Work Agenda, there is an urgent need to fill the gaps and data requirements for DWIs and statistics for labour market analysis in Bangladesh. In this regard, data for DWIs should be prepared in the context of the Sixth Five-year Plan. In conclusion, there is a need for financial and technical assistance to update DWIs on a regular basis and to implement the next round of the Decent Work Indicators Pilot Survey (following the 2005 pilot survey).

2.6. Plenary discussion

One of the participants said that new job creation is not increasing at a high rate. As a result every year a significant portion of the young people are becoming unemployed. The participant also said that the poverty rate is not decreasing as expected and moreover, inequality is increasing. In this regard, it is necessary to take necessary steps. The participant also stated that statistical data should be authentic and credible. Another participant emphasized the huge gap between the supply and demand for skilled workers as Bangladesh faces significant skills shortages.

3. Session 2: Measurement of decent work

Moderator: Mr Phu Huynh, ILO/EC MAP, ILO Bangkok

3.1. Measurement of decent work: International framework for measuring decent work

Ms Monica Castillo, Department of Statistics, ILO Geneva

Ms Castillo presented the background to the Decent Work Agenda, which the *ILO Declaration on Social Justice for a Fair Globalization* (2008) endorses as the main objective of the ILO. The strategic objectives of the Decent Work Agenda are: (i) fundamental principles and rights at work; (ii) promoting employment; (iii) social protection; and (iv) social dialogue and tripartism.

The ILO Governing Body discussions have set the basic principles for measurement of decent work to assist constituents to assess progress towards decent work and to offer comparable information for analysis and policy development. The Governing Body ruled out any form of ranking of countries or development of a composite index and also called for the coverage of all dimensions of decent work, including rights, social protection and social dialogue.

As mandated by the Governing Body, in September 2008, the Tripartite Meeting of Experts on the Measurement of Decent Work (TME) recommended a list of indicators for measuring decent work, including systematic information on rights at work and the legal framework for decent work in a manner consistent with ILO supervisory system. Also, the TME recognized gender as a cross-cutting concern of the Decent Work Agenda and measurement should inform about access to decent work across all substantive elements for both women and men.

In addition, a multi-layered approach should further be applied to the indicators used to measure decent work (see Table 1).

Table 1. Indicator groupings under the international framework for measuring decent work

Type of indicator	Abbreviation	Description
Main indicators	M	Basic core set of indicators to monitor progress towards decent work
Additional indicators	A	To be used where appropriate, and where data are available
Context indicators	C	To provide information on the economic and social context for decent work
Future indicators	F	Currently not feasible, but to be included as data become more widely available
Legal framework indicators	L	Information included under the legal framework

Source: Presenter's compilation based on ILO documents.

There is an overlap between DWIs and MDG indicators, but DWIs were broader in coverage of labour market issues and could complement MDG indicators for monitoring progress on poverty reduction, decent work and implementation of Decent Work Country Programmes. In addition, tripartite constituents can use DWIs to monitor implementation of national development plans and compare progress against other countries and to draw policy lessons.

In sum, the presentation and those to follow would help participants identify priority DWIs for Bangladesh. In the long-run, countries should develop Decent Work Country Profiles which include policy-oriented, statistical analysis of trends and progress in decent work while taking into account demographic, economic and social factors and the legal framework for decent work and its effective application.

3.2. Measurement of decent work in Bangladesh: Current indicator availability and links to the Bangladesh Decent Work Country Programme

Mr Abdul Hye Mondal, Senior Research Fellow, Bangladesh Institute of Development Studies

Mr Mondal presented the MAP Bangladesh national background study which provides an assessment of current availability and gaps in DWIs for Bangladesh, along with priorities and outcomes of the DWCP.³ These priorities include: i) promotion of decent and productive employment; ii) promotion of fundamental principles and rights at work including progressive elimination of the worst forms of child labour, and iii) capacity building of the ILO constituents.

In addition, ILO technical cooperation projects, European Commission funded initiatives and other projects are being implemented to promote and advance decent work in Bangladesh. These initiatives focus on elimination of child labour, especially hazardous child labour, improving skills and employment opportunities, prevention of trafficking of women and children, and strengthening the economic and social context for decent work.

For a number of DWIs, significant data gaps exist in terms of the consistency and regularity of data collection and the lack of survey instruments to compile other DWIs.

³ See: A. Hye Mondal: *Monitoring and Assessing Progress on Decent Work in Bangladesh: National Background Study* (Dhaka and Geneva, ILO, 2010), available at: <http://www.ilo.org/map>.

These challenges in data production make it difficult to get a comprehensive idea about decent work in Bangladesh. In order to address the existing gaps in decent work data and information, a number of priorities were highlighted: (i) to develop appropriate modules in existing surveys, (ii) to introduce new data collection tools in light of data gaps and deficits for various DWIs, (iii) to institutionalize and operationalize a consolidated national DWI database with MOLE in close collaboration with BBS as the lead agency, and (iv) technical and financial assistance in capacity building for both MOLE and BBS.

4. Session 3: Working groups on the relevance of monitoring and assessing progress on Decent Work for Bangladesh

Facilitators: Ms Monica Castillo, Department of Statistics, ILO Geneva; and Mr Phu Huynh, ILO/EC MAP, ILO Bangkok

Participants formed small working groups and reflected on and discussed the benefits and challenges of measuring decent work in the country context of Bangladesh. The participants were asked to discuss the relevance of monitoring and assessing progress on decent work by focusing on the following questions:

1. Why should Bangladesh monitor and assess progress towards decent work? What are the benefits and potential uses?
2. What are the challenges and potential pitfalls?

4.1. Presentation of findings by the working groups and rating of opportunities and challenges

Following the presentations from the groups and the plenary discussion, participants were invited to prioritize the various opportunities and challenges. Through a simple voting exercise, the participants rated the opportunities and challenges according to importance, and the final results are highlighted in Table 2.

Table 2. Opportunities and challenges of measuring decent work identified by workshop participants

Benefits	
11 votes	Promote productive employment opportunities (including for women and young people) to ensure decent work
9 votes	Promote effective abolition of child labour
8 votes	Support achievement of the MDGs by 2015 and fulfilment of the PRSP
7 votes	Support preparation of future programmes and plans to achieve decent work
6 votes	Promote social dialogue for social protection and safe workplace, job security and social safety nets
6 votes	Prioritize and update statistical data
3 votes	Address the global economic crisis through realization of decent work
2 votes	Improve fundamental principles and rights at work

Challenges	
12 votes	Lack of credible and regular data due to insufficient resources, skilled manpower and institutional capacity
12 votes	Large portion of labour force is engaged in the informal sector
9 votes	Limitation of job market: high demand but limited supply of skilled labour
8 votes	Implementation of monitoring and advocacy programme
3 votes	Sound strategy for policy formulation on decent work
1 vote	Tripartite consultation may be lengthy and difficult to reach consensus

Source: Compilation based on inputs from workshop participants.

5. Session 4: Parallel working groups for determining national Decent Work Indicators on thematic areas

Facilitators: Ms Monica Castillo, Department of Statistics, ILO Geneva; Mr Phu Huynh, ILO/EC MAP, ILO Bangkok; and Mr Abdul Hye Mondal, Senior Research Fellow, Bangladesh Institute of Development Studies

Ms Castillo introduced the parallel working group exercise which would allow participants to discuss in detail the indicators under each substantive element of the Decent Work Agenda. Each working group would be responsible for a different substantive element, review the international framework of DWIs as recommended by the TME, and consider adaptations needed for Bangladesh and any additional country-specific indicators.⁴

The participants chose different working groups based on their own interest, with a good tripartite distribution in each working group. The presence of statisticians from the BBS in each working group was instrumental in providing technical clarification on indicator definitions and concepts.

5.1. Employment opportunities

The working group on “Employment opportunities” was represented by Ms Rokhsana Chowdhury of the Department of Labour (DOL). The group had adopted all DWIs as recommended by the TME and proposed to add an additional indicator on ‘Employment by level of skills training’. They also noted the importance of measuring the female share of employment which covers other indicators under “Equal opportunity and treatment in employment”.

The group concurred with the observation in the plenary of the importance to measure unemployment, female participation in the labour market and employment opportunities for women. The new proposed indicator on ‘Employment by skills training’ was highly appreciated by the plenary considering that jobs in Bangladesh are low-skilled jobs. Monitoring this indicator would be important to ensure the future quality and productivity of workers.

⁴ For the complete list of Decent Work Indicators identified and recommended by workshop participants for national monitoring in Bangladesh, see Annex 3.

5.2. Adequate earnings and productive work

Mr Absal Shaquib Quoreshi of the BEF presented on behalf of the working group on “Adequate earnings and productive work”. The group proposed to retain the TME-recommended indicators and noted that tabulations could be produced for ‘Working poor’, ‘Low pay rate (below 2/3 of median hourly earnings)’, ‘Average real wages’ and ‘Minimum wage as % of median wage’. In addition, a further indicator was proposed as ‘Average earnings in precarious work’.

In the plenary discussion, participants noted that the indicator on ‘Manufacturing wage index’ had not been developed either through the Wage Survey or other surveys of Bangladesh. In Bangladesh most of the surveys are conducted on an irregular basis and oftentimes a consistent and comparable time series is not available. One trade union representative noted that although a sectoral minimum wage rate exists, employers sometimes are not willing to meet that minimum standard. This is common in the garment industry of Bangladesh. Thus, regular data collection and monitoring of this indicator is critical to ensure minimum wages are received.

5.3. Decent hours and Combining work, family and personal life

Mr Abu Yousuf M. Rasel of the Ministry of Finance reported his working group’s recommendations on “Decent hours” and “Combining work, family and personal life”. The group agreed with all the ILO-proposed indicators for Bangladesh such as ‘Excessive hours worked’. In Bangladesh the usual work hours are 8 hours per day, 40 hours per week and/or 5 days per week and therefore it was proposed to modify the definition of ‘Excessive hours worked’ to be anything over this usual standard. Furthermore, given the country-specific issues related to working hours in the formal versus the informal sector and seasonal agricultural employment, ‘Annual hours worked per employed person’ was recommended to be disaggregated by formal and informal employment and ‘Time-related underemployment rate’ was recommended to also include seasonal agriculture.

The group members pointed out that there is no exact correlation between work hours and the amount of money earned. Though in most cases people who work fewer hours get less pay, it is not true in the informal sector of Bangladesh where workers, including children and women workers, worked more than 60 hours per week for very little compensation.

5.4. Work to be abolished

On behalf of the group on “Work to be abolished”, Ms Rokhsana Chowdhury indicated that all members of the group agreed with the TME-proposed indicators. In addition, the group proposed that ‘Child labour’ should also be disaggregated by age and hours worked. Plus, a few new indicators were recommended, including ‘Forced labour’, ‘Worst forms of child labour’, and ‘Hazardous work’.

According to the labour law, a 14 year-old child can work as an apprentice but in many cases employers are employing children below the age of 14 years. To ensure the security and healthy growth of children, the Government must ensure a friendly environment for children. Hence, the existing law must be closely implemented and monitored. Moreover, there are no reliable national data on child engagement in different precarious work, and thus there is an urgent need to produce this data. In this regard, the group invited BBS and other relevant authorities to implement a current and a comprehensive survey on child labour.

In the plenary discussion, the definition of forced labour was discussed as situations where someone does a job against his/her choice. For example, children of the Southern Coastal areas are involved in the fishing industry against their will as bonded workers. In addition, one group member indicated that in Bangladesh a large number of children are working as apprentices in different industries including hotels and agriculture.

5.5. Stability and security of work

Mr Absal Shaquib Quoreshi, the spokesperson for the group on “Stability and security of work”, reported that the group agreed with all indicators that were suggested by the TME. With respect to ‘Employment tenure’, the group noted that in Bangladesh detailed information on duration of tenure is hardly found in any survey data. They recommended that the indicator should be disaggregated by short-term and irregular employment and by sector (in addition to sex). Finally, they noted the linkages between “Stability and security of work” and various other indicators under “Safe work environment” and emphasized the importance of monitoring these indicators together.

In the plenary discussion, it was noted that although precarious work exists in both formal and informal sectors, most are in the informal sector. One of the reasons for the existence of precarious work in the informal sector is the high prevalence of poverty. The group clarified that the intended purpose of monitoring the proposed indicators is to ensure job security as well as to ensure health security and safety in the workplace.

5.6. Equal opportunity and treatment in employment

Mr Md. Shaidullah Badal of the Bangladesh Mukta Sramik Federation presented on behalf of the group on “Equal opportunity and treatment in employment”. The group proposed to retain the indicator ‘Female share of employment in ISCO-88 groups 11 and 12’ and suggested to adjust ‘Occupational segregation by sex’ by collecting data up to the four-digit occupational code level. In addition, ‘Gender wage gap’ was proposed to be modified to include the informal sector. Recognizing difficulties that migrants face, the group also suggested retaining ‘Measure for discrimination of (recent) migration workers/rural workers’. Finally, a new indicator was proposed to measure the ‘Gender gap in employment benefits (non-salary), including maternity leave, sick leave, casual leave with pay and incentive bonus’.

The plenary session noted that monitoring ‘Female share of employment in ISCO-88 groups 11 and 12’ is instrumental to measure progress made by the Government in meeting various national and international commitments. However, data unavailability made it difficult to measure ‘Occupational segregation by sex (to the 4-digit level)’. In this regard, the participants requested that relevant authorities prioritize the data collection for this indicator.

The participants also admitted the difficulties of measuring the ‘Gender wage gap’. The main concern was whether the gender wage gap reflected only the general picture or the nuances of specific occupations. If one considers the gender wage gap by occupation, one main concern is that women are not getting into senior positions with higher incomes.

5.7. Safe work environment

The thematic area “Safe work environment” was presented by Ms Rokhsana Chowdhury. The group agreed to accept all the four indicators as advocated by the ILO for monitoring in Bangladesh. In addition, thirteen new indicators were proposed, including ‘Share of total enterprise budget spent on safe work environment’, ‘Economic/production loss due to

occupational injuries’, ‘Exposure to toxic chemicals and hazardous materials in the workplace’, and ‘Compliance with building safety codes’, among others.

The plenary discussion revolved around the issue of data availability. The group recognized that data on most indicators under “Safe work environment” are not published and hard to collect or calculate, but were important for ensuring a safe work environment. The group also gave special importance to ‘Time lost due to occupational injuries’, noting its significance for researchers and policymakers.

Participants also discussed the issues of injuries due to toxic chemicals and hazardous materials. In Bangladesh these types of injuries are inadequately considered and there is no proper database or investigation mechanism for this. Finally, the group discussed the need to increase awareness of workers and the use of safety tools in the workplace to ensure a safe work environment.

5.8. Social security

The proposed indicators under “Social Security” were presented by Mr Absal Shaquib Quoreshi and include all four indicators as recommended by the TME. However, the TME-suggested indicators are necessary but not sufficient to monitor all the aspects of social security. Thus, the group proposed a few new indicators including ‘Number of pensioners and amount of pension benefits, by public/private sector and by age and sex’. The group also suggested the inclusion of ‘Number and share of persons with health insurance by age and sex’, ‘Current activities of pensioners’, ‘Compensation for permanent disability due to work-related injury/death’, and ‘Number of persons receiving maternity/paternity benefits by duration and amount’, among others.

During the plenary discussion, the group debated over the availability of statistics on pensions and pensioners with respect to the disaggregations by private/public sector and by age and by sex. They suggested that all the statistics of pensions should be broken down by private/public and by age and sex. The group also gave special importance to the new indicator on maternity/paternity benefits. They expressed their concern that it would be difficult to collect pension-related data for the private sector. However, the private sector of Bangladesh is an emerging sector that has grown rapidly over the last couple of years. Thus, to ensure overall security it is essential to have pension-related information for the private sector.

5.9. Social dialogue, workers’ and employers’ representation

The working group on “Social dialogue, workers’ and employers’ representation” emphasized the importance of social dialogue in ensuring decent work, especially for increasing awareness among workers and employers. Based on the international framework of indicators, the group supported the inclusion of all five DWIs under this substantive element of the Decent Work Agenda for data collection and monitoring in Bangladesh.

In addition, the group proposed the modification of three of the five existing indicators to be disaggregated by sector and ownership: ‘Union density rate (S)’, ‘Collective bargaining coverage rate (S)’, and ‘Strikes and lockouts/rates of days not worked’. The group also suggested the inclusion of two new additional indicators, ‘Frequency of Tripartite Consultative Council meetings in the past year’ and ‘Number of discussions taken by the Tripartite Consultative Council in the past year’, in order to better monitor and assess the effectiveness of tripartism in Bangladesh.

During the plenary discussion, the importance of tracking the union density rate was affirmed, including for workers in the informal sector. In addition, participants strongly urged the ILO to support the Government and the social partners to organize social dialogue forums more frequently and to help strengthen tripartism in Bangladesh.

5.10. Economic and social context for decent work

The working group on the “Economic and social context for decent work” discussed and proposed the inclusion of all twelve main and additional context indicators from the international framework of DWIs. Given the myriad aspects of poverty that persist in Bangladesh, the group suggested the inclusion of two additional poverty-related indicators for national monitoring: ‘Poverty indicators (caloric intake, access to safe drinking water, access to affordable housing, slum dwellers)’ and ‘Poverty indicators (human development index by urban/rural, sanitation, nutrition, health care, primary education)’.

During the plenary discussion, participants discussed the challenge of economic growth in Bangladesh that has coincided with increasing income inequality over the same time. The group noted that for realizing decent work, ensuring income equality was essential. Furthermore, the group highlighted the importance of tracking the indicator ‘Female share of employment by industry’ to promote and realize gender equality in the workplace.

6. Session 5: Sources for Decent Work Indicators

Facilitators: Ms Monica Castillo, Department of Statistics, ILO Geneva; and Mr Phu Huynh, ILO/EC MAP, ILO Bangkok

Based on the expertise of officials from the MOLE and the BBS and other participants, this session provided a detailed review of the available data sources to compile the list of DWIs identified in Session 4. The session also highlighted the indicators where underlying data were already collected but the indicator was not published, where data were already collected and the indicator was published, and where data were not collected or the possible data sources were unknown.⁵ Also, the session identified the agency responsible for the production of the data source.

Many of the indicators under “Employment opportunities” and “Decent hours” as well as indicators related to female employment can be tabulated and compiled from the LFS which has been carried out every few years, namely in 1999/2000, 2002/03, 2005/06, and 2009/10. In addition, the HIES which was carried out in 2000 and 2005 is the ideal source for producing indicators such as ‘Working poor’, ‘Income inequality’, ‘Wage/earnings inequality’, and ‘Poverty indicators (gap and rate)’. Furthermore, BBS has been conducting a Quarterly Wage Rate Survey which can produce many of the wage-related indicators under “Adequate earnings and productive work”. Meanwhile, a number of national surveys conducted in the past to monitor child labour and hazardous work can be used to compile data under “Work to be abolished”.

In addition, a number of indicators, particularly those related to “Safe work environment” and “Social dialogue, workers’ and employers’ representation” could be based on data from administrative records of MOLE, DOL and the Department of Inspection for Factories and Establishments (DIFE). However, participants noted that there were issues

⁵ For full details of data sources, availability and gaps for each indicator, see Annex 3.

regarding the quality and comprehensiveness of these administrative data sources which also needed to be addressed. Furthermore, data for many indicators under “Social security” were not collected by any official source.

In conclusion, the session noted that data for most indicators are available but not tabulated or published. The main source of household survey data is the LFS, meanwhile administrative records of MOLE, DOL and DIFE are also instrumental for the collection and compilation of DWIs in Bangladesh. Participants highlighted the importance of better coordination between different data producers and data users and stated the need for an integrated DWI database that is managed and maintained regularly so that interested stakeholders can easily access that data for analysis, planning and policymaking.

7. Session 6: Priorities for the national monitoring framework: Which short set of indicators should be promoted?

Facilitators: Ms Monica Castillo, Department of Statistics, ILO Geneva; and Mr Phu Huynh, ILO/EC MAP, ILO Bangkok

This session started with a broad discussion and review of the indicators identified by participants for national monitoring during Session 4. Participants had decided to include, or modify for inclusion, almost all of the indicators under the international framework of DWIs as recommended by the TME and the ILO. In addition, some indicators were already published officially on a regular basis. Meanwhile, others were not published, however household surveys of the BBS or the administrative records of the MOLE were already collecting the requisite underlying data for the indicators.

In addition, to complement the international framework, participants identified and created a number of new indicators which were specific to the Bangladesh national context. Many of these indicators relate to the conditions of work, including hazardous work and workplace safety, as well as to social protection and poverty concerns. However, participants agreed that more technical work, with support from the ILO, would be needed to clarify the definitions of new indicators and to identify statistical instruments and tools to collect the underlying data.

In total, the participants had compiled a list of more than 80 indicators for Bangladesh. Recognizing the vast resources necessary to collect, tabulate, and analyze the full list of more than 80 DWIs on a regular basis, the participants agreed that a priority subset of DWIs should be identified. In this regard, participants engaged in a voting exercise to rate the indicators according to importance. Each participant was given 10 votes to select the indicators they felt are most critical for monitoring in Bangladesh, with the requirement that only a maximum of two votes could be placed under any one substantive element of the Decent Work Agenda. The priority list of indicators is highlighted in Table 3. The 14 selected priority indicators would be recommended by the workshop for monitoring of decent work in the context of the upcoming Sixth Five-year Plan and the Bangladesh DWCP.

Table 3. Priority indicators for measuring decent work identified by workshop participants

Indicator	Indicator Identifier	Votes
1. Exposure to toxic chemicals and hazardous materials in the workplace*	--	23 votes
2a. Hazardous child labour (S)	ABOL-2	11 votes
2b. Employment by level of skills training*	--	11 votes
2c. Occupational injury rate, non-fatal	SAFE-2	11 votes
2d. Share of population covered by (basic) health care provision (S)	SECU-4	11 votes
6. Hazardous work*	--	8 votes
7a. Collective bargaining coverage rate, by sector and ownership (S)**	DIAL-3	7 votes
7b. Worst forms of child labour*	--	7 votes
9a. Youth unemployment rate, 15-24 years (S)	EMPL-6	6 votes
9b. Average real wages (S)	EARN-3	6 votes
9c. Precarious work (informal employment)	STAB-1	6 votes
12a. Unemployment rate (S)	EMPL-2	5 votes
12b. Gender wage gap	EQUA-3	5 votes
12c. Union density rate, by sector and ownership (S)**	DIAL-1	5 votes

Notes: * = new indicator identified and recommended by workshop participants. ** = existing indicator modified for monitoring in Bangladesh.

Source: Compilation based on inputs from workshop participants.

8. Session 7: Review of the Bangladesh Labour and Social Trends 2010 Report outline: Monitoring socio-economic developments and Decent Work Indicators for integrated policy analysis

Mr Abdul Hye Mondal, Senior Research Fellow, Bangladesh Institute of Development Studies

Bangladesh Labour and Social Trends 2010 is a proposed report that would look at recent socio-economic developments in Bangladesh based on analysis of trends in DWIs. The report would also examine a few key labour market issues of primary concern for sustainable growth and poverty reduction in Bangladesh. The session provided an opportunity for the tripartite constituents to give initial feedback on the proposed issues and concerns that would be investigated in the report.

After pointing out the considerable economic and social progress of Bangladesh in the recent decade through maintaining stable economic growth, reducing poverty and improving human development, Mr Mondal noted that the extent to which the labour market has been an important force in this positive development remains largely unexplored. In addition, increased labour mobility as well as improved returns to labour are two mediating forces behind poverty reduction but have not been statistically analyzed in this dynamic context.

Furthermore, some key points on statistical trends and the nature of employment expansion in Bangladesh in the context of globalization were highlighted. These include concerns that the pace of productive job creation has been slower than the growth in the working-age population. Second, much of the job expansion is possibly mediated by the inter-sectoral mobility of the unskilled labour rather than through the growth in within-sector productivity. Moreover, the nature of employment has been poverty-reducing in the short-run, but may turn out to be a form of unsustainable livelihood in the long-run. In addition, social protection for the vulnerable workers remains still a largely unaddressed topic.

Other main issues include the hindrance of skills mismatches on productivity growth. In this regard, a key concern is to assess educational returns by different skill and educational categories. Also, sectors that have been most productive have also failed to create enough jobs, resulting in persistent dualism in sectors such as manufacturing and services. Finally, the social aspects of unemployment and underutilization of skills are also pressing challenges that would be examined in the report.

9. Session 8: Looking ahead: Priority areas for collaboration between Bangladesh and the ILO under the ILO/EC MAP Project

Facilitators: Ms Monica Castillo, Department of Statistics, ILO Geneva; and Mr Phu Huynh, ILO/EC MAP, ILO Bangkok

The final session of the workshop consisted of a plenary discussion that provided an opportunity for the participants to reflect on the various sessions during the two-day workshop and to consider the priority needs of Bangladesh in terms of strengthening the national system to collect, tabulate and analyze DWIs. Participants were asked to identify concrete areas for follow-up where the ILO, under the MAP project, could support Bangladesh.

Participants put forth a number of proposals. First, capacity building was strongly emphasized, with the need to build the technical capacity of statisticians from MOLE, DOL, DIFE and BBS in terms of statistical concepts, definitions, and methodologies for the compilation of the DWIs. In this regard, training workshops were suggested to develop the human resources of relevant Government agencies. In addition, participants welcomed capacity-building through the sharing of experiences on measuring decent work with other countries in Asia and around the world.

Another priority for follow-up support was strengthening and improving the collection of reliable statistics to produce DWIs. Participants requested the implementation of the Decent Work Indicators Survey which was first piloted in 2005, as well as surveys to assess the supply and demand for different industrial skills. In regard to data collection on industrial skills, participants also called for data production on the number of graduates from TVET courses and their various skill levels.

Furthermore, an official of MOLE recommended that the MAP project also help to raise public awareness on decent work and the challenges that must be addressed to realize decent work in Bangladesh. To this end, public forums to discuss policy issues related to decent work would be instrumental along with broader media campaigns.

Importantly, both workers' and employers' representatives called for the need to enhance tripartism and promote social dialogue in Bangladesh. They requested the support of the ILO to assist the Government to strengthen these institutions and to ensure a sound tripartite regime that can discuss and formulate policies and plans for the benefit of workers and enterprises.

In response, Ms Castillo and Mr Huynh noted the recommendations from the participants and indicated that the MAP project and the ILO Department of Statistics would work with the Bangladesh tripartite constituents to help address these gaps, including data collection and tabulation on DWIs. The MAP project also had planned for the development of the Bangladesh Decent Work Country Profile, which would include policy-oriented trends analysis of DWIs.⁶ The development of the Bangladesh Profile would require close collaboration between the BBS, the MOLE, the social partners and the ILO in the tabulation and analysis of DWIs identified by workshop participants. Furthermore, developing the Profile would involve some capacity-building activities as well as a tripartite, social dialogue forum to discuss and disseminate key findings which would help to raise public awareness on decent work. Thus, the development of the Profile would help to meet and address a number of specific follow-up priorities raised by the participants. In terms of timing, these activities would be carried out during the end of 2010 through 2011.

Moreover, Mr Huynh informed participants that the MAP project was planning a regional capacity-building workshop on measuring decent work. The workshop would provide further guidance on indicator concepts, definitions, methodologies and formulas; discussion on thematic topics for monitoring decent work such as employment, wages, working poverty and migration; and also provide an opportunity for countries in the Asia region to share experiences and good practices in monitoring and assessing progress on decent work. The workshop would be held in late June 2010 and a tripartite delegation from Bangladesh would be invited to the training workshop.

Ms Castillo thanked the participants for their various concrete suggestions and indicated that the ILO would have further bilateral discussions with both BBS and MOLE to help determine any priority areas not already identified during the workshop.

10. Closing session

Moderator: Mr T.I.M. Nurunnabi Khan, Senior Programme Officer, ILO Dhaka

Mr Khan expressed his gratitude for the high level of engagement and interest shown by the participants at the workshop and the recommendations they put forward. In line with the tradition of tripartite principles, he invited speakers from each of the three parties to provide a few closing remarks.

Mr Nurul Amin, General Secretary of Jatio Sramik Jote, expressed the strong support of the trade unions for the ILO/EC MAP project. Decent work still remains a dream for 95 per cent of workers in Bangladesh due to the unorganized nature of the labour market and the market economy. He expressed his gratitude to the ILO officials, including those from Bangkok and Geneva, for organizing the workshop and their continued support for Bangladesh, and emphasized the importance of measuring decent work and the respect for the rights of workers. In conclusion, the Bangladesh trade unions are keen to work with the ILO in the future to help realize decent work in the country.

On behalf of the BEF, Mr Absal Shaquib Quoreshi thanked the moderators and resource persons of the workshop. He encouraged the BBS and other agencies to strengthen their efforts in the production of data used to monitor and track decent work in Bangladesh. Moreover, Mr Anjan K Paul of Square Pharmaceutical Ltd. stated that decent work is only possible when tripartite discussion and action are carried out regularly and effectively. In

⁶ To see examples, Decent Work Country Profiles for Austria, Brazil and Tanzania are available at: <http://www.ilo.org/map>.

this regard, one priority initiative for the tripartite constituents should be awareness building especially on establishing and maintaining a safe work environment.

On behalf of the Government, Mr Md. Humayun Kabir, Senior Assistant Secretary of the MOLE, thanked the ILO for organizing the workshop where participants successfully identified existing data gaps in the DWIs and which provided an opportunity for the constituents to learn about various data sources for constructing DWIs. Furthermore, a management information system to monitor decent work should be developed and managed for better policy development and planning.

Mr Phu Huynh, ILO/EC MAP, ILO Bangkok, thanked the participants for their active participation and willingness to work together to identify the DWIs for monitoring in Bangladesh. He expressed his enthusiasm for working with the tripartite constituents to implement the MAP project in Bangladesh in the coming few years.

Ms Monica Castillo of the ILO Department of Statistics expressed her satisfaction at the tremendous work completed during the past two days as a result of the efforts of the participants. She thanked them for their collaboration and willingness to share their ideas and technical expertise. One of the major challenges identified during the workshop was the need for reliable and credible data. To this end, the ILO would look forward to working with Bangladesh to support their efforts to better measure decent work, including in data collection.

In his closing remarks, Mr Gagan Rajbhandari, Director a.i. of the ILO Country Office for Bangladesh, emphasized the importance of the workshop outcomes for guiding the ILO to support the Bangladesh constituents. The measurement of decent work is instrumental for Bangladesh to monitor the outcomes and performance of their initiatives under the DWCP. He thanked the constituents, resource persons, participants and the ILO colleagues for their hard work in making the workshop a success.

Annex I. List of participants

- 1 Mr Abidur Rahman
Deputy Secretary
Ministry of Labour and Employment
Government of Bangladesh
Bangladesh Secretariat
Dhaka
- 2 Mr Md. Ahsanul Jabbar
Deputy Secretary
Ministry of Labour and Employment
Government of Bangladesh
Bangladesh Secretariat
Dhaka
- 3 Mr Mashuk Miah
Deputy Secretary
Ministry of Labour and Employment
Government of Bangladesh
Bangladesh Secretariat
Dhaka
- 4 Mr Sk. Shakhawat Hossain
Deputy Secretary
Ministry of Labour and Employment
Government of Bangladesh
Bangladesh Secretariat
Dhaka
- 5 Ms Sabina Rowshan
Assistant Chief
Ministry of Labour and Employment
Government of Bangladesh
Bangladesh Secretariat
Dhaka
- 6 Mr Md. Humayun Kabir
Senior Assistant Secretary
Ministry of Labour and Employment
Government of Bangladesh
Bangladesh Secretariat
Dhaka
- 7 Ms Rokhsana Chowdhury
Assistant Director
Department of Labour
Dhaka
- 8 Dr Nurun Nahar
Assistant Chief
Planning Commission
General Economic Division
- 9 Mr Md. Mahbulul Alam Siddique
Assistant Chief
Planning Commission

General Economic Division

- 10 Mr Syed Saifuddin Hossain
Sr. Research Associate
Centre for Policy Dialogue (CPD)
Dhanmondi
Dhaka
- 11 Mr Md. Akkas Uddin
Deputy General Manager
Bangladesh Bank
Head Office, Motijheel C/A
- 12 Mr Bazlur Rashid
Senior Assistant Chief
Ministry of Expatriates' Welfare and Overseas Employment
Government of Bangladesh
Bangladesh Secretariat
Dhaka
- 13 Mr Shamsul Alam
Joint Director
Bangladesh Bureau of Statistics
Parishangkhan Bhaban
Sher-e-Banglanagar
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- 14 Mr A.K.M. Ashraful Hoque
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- 16 Mr Md. Zafrullah Chowdhury
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Bureau of Manpower, Employment and Training
Proskhikhan Bhaban
Kakrail, Dhaka
- 17 Mr Md. Habibur Rahman
Technical Officer
Bureau of Manpower, Employment and Training
Proskhikhan Bhaban
Kakrail
Dhaka
- 18 Mr Absal Shaquib Quoreshi
Secretary
Bangladesh Employers' Federation
Dhaka

-
- 19 Mr Anjan K. Paul
General Manager
Square Pharmaceuticals Ltd
Dhaka
- 20 Mr Md. Rafiqul Islam
Joint Secretary (Labour)
Bangladesh Garment Manufacturers and Exporters Association
Dhaka
- 21 Mr Shafiqul Islam
Assistant Chief Inspector (General)
Department of Inspection for Factories & Establishments
Dhaka
- 22 Mr Abu Yousuf M. Rasel
Assistant Chief
Economic Relations Division (ERD)
Ministry of Finance
Government of Bangladesh
Sher-e-Banglanagar
Dhaka
- 23 Mr Shah Alam Miah
Senior Research Officer
National Productivity Organization (NPO)
Shilpa Bhaban
Motijheel C/A
Dhaka
- 24 Ms Kabari Majumder
Research Specialist
Bangladesh Technical Education Board
Dhaka
- 25 Mr Shamsul Alam
Curriculum Specialist
Bangladesh Technical Education Board
Dhaka
- 26 Mr Mojibur Rahman Bhuiyan
Vice Chairman, Bangladesh Institute of Labour Studies
Dhanmondi R/A
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- 27 Mr Mohiuddin Ahmed
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Bangladesh Jatiyatabadi Sramik Dal
28/1, Nayapaltan
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- 28 Mr Dewan Mohammad Ali
Vice President
Bangladesh Trade Union Centre
Dhaka
- 29 Mr Razekuzzaman Ratan
General Secretary

Samajtantrik Sramik Front
Dhaka

- 30 Mr Nurul Amin
General Secretary
Jatiya Sramik Jote
Dhaka
- 31 Mr Habibullah
Vice President
Trade Union Sangha
Dhaka
- 32 Mr Md. Shahidullah Badal
Education Secretary
Bangladesh Mukta Sramik Federation (BMSF)
Dhaka

Annex II. Workshop programme

April 27, Tuesday

09.00-09.30 *Coffee/tea and registration*

09.30-10.30 **Welcome and opening remarks**

Chairperson: Mr Md. Nurul Haque, Secretary, Ministry of Labour and Employment

- Opening remarks by Mr Gagan Rajbhandari, Director, a.i., ILO Dhaka
- Statement by Ambassador Stefan Frowein, Head of Delegation of the European Commission to Bangladesh
- Statement by Mr Farooq Ahmed, Secretary-General, Bangladesh Employers' Federation
- Statement by Mr Abdul Matin Master, Chairperson, National Coordination Committee on Workers Education (NCCWE)
- Speech and formal opening of the workshop by the Chief Guest, Honourable Minister Khandker Mosharraf Hossain, Ministry of Labour and Employment and Expatriates Welfare and Overseas Employment
- Chairperson's remarks by the Secretary, Ministry of Labour and Employment

10.30-11.00 *Coffee/tea break*

11.00-12.30 **High-level technical panel: Employment and Labour Market Data Needs for Policy Formulation and Plan Implementation**

Moderator: Mr Shamsul Alam, Member, General Economics Division, Planning Commission

Requirements in the production and dissemination of labour market data and current gaps

- Mr Md. Shahjahan Ali Mollah, Director General, Bangladesh Bureau of Statistics

Data requirements for monitoring and evaluation of plan targets and objectives

- Mr Mustafa K. Mujeri, Director General, Bangladesh Institute of Development Studies

Data requirements for policy design and implementation of the Five-year Plan

- Mr Fakrul Ahsan, Division Chief, General Economics Division, Planning Commission

Plenary discussion

12.30-13.30 *Lunch*

13.30-14.45 **Measurement of decent work: International framework for measuring decent work**

- Ms Monica Castillo, Department of Statistics, ILO Geneva

Measurement of decent work in Bangladesh: Current indicator availability and links to the Bangladesh Decent Work Country Programme

- Mr Abdul Hye Mondal, Senior Research Fellow, Bangladesh Institute of Development Studies

Plenary discussion

- *Moderator: Mr Phu Huynh, ILO/EC MAP, ILO Bangkok*

14.45-15.30 **Working groups on the relevance of monitoring and assessing progress on Decent Work for Bangladesh**

- Guiding questions:
 1. Why should Bangladesh monitor and assess progress towards decent work, what are the benefits and potential uses?
 2. What are the challenges and potential pitfalls?

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- 15.30-16.00 **Presentation of findings by the working groups in the plenary and discussion**
Introduction and formation of thematic working groups to identify decent work indicators for Bangladesh
- 16.00-16.15 *Coffee/tea break*
- 16.15-17.00 **Parallel working groups for determining national decent work indicators on four subject areas**
- 17.00-17.15 **Presentations of findings to the plenary and discussion**
- 17.15-17.30 **Closing and summary of the first day**

April 28, Wednesday

- 09.00-09.15 **Welcome and opening of the second day**
- 09.15-10.15 **Parallel working groups on three subject areas**
- 10.15-10.45 **Presentation of findings to the plenary and discussion**
- 10.45-11.00 *Coffee/tea break*
- 11.00-12.00 **Parallel working groups on four subject areas**
- 12.00-12.30 **Presentation of findings to the plenary and discussion**
- 12.30-13.30 *Lunch*
- 13.30-14.30 **Sources for decent work indicators**
- 14.30-15.30 **Priorities for the national monitoring framework: Which short set of indicators should be promoted?**
Facilitators: Ms Monica Castillo, Department of Statistics, ILO Geneva and Mr Phu Huynh, ILO/EC MAP, ILO Bangkok
- 15.30-15.45 *Coffee/tea break*
- 15.45-16.30 **Review of the Bangladesh Labour and Social Trends 2010 Report outline: Monitoring socio-economic developments and decent work indicators for integrated policy analysis**
▪ Mr Abdul Hye Mondal, Senior Research Fellow, Bangladesh Institute of Development Studies
- 16.30-17.15 **Looking ahead: Priority areas for collaboration between Bangladesh and the ILO under the ILO/EC Project 'Monitoring and Assessing Progress on Decent Work' (MAP)**
Facilitators: Ms Monica Castillo, Department of Statistics, ILO Geneva and Mr Phu Huynh, ILO/EC MAP, ILO Bangkok
- 17.15-17.30 **Closing**

Annex III. Decent Work Indicators recommended for national monitoring in Bangladesh

Elements of the Decent Work Agenda	Indicator Identifier	Indicator (M = main indicator, A = additional indicator, C = context indicator; all indicators marked 'S' should be disaggregated by sex)	Data source
Employment opportunities	EMPL-1	M – Employment-to-population ratio, 15-64 years (S)	2 – LFS
	EMPL-2	M – Unemployment rate (S)	2 – LFS
	EMPL-3	M – Share of youth not in education and not in employment, 15-24 years (S)	2 – LFS
	EMPL-4	M – Informal employment (S)	2 – LFS
	EMPL-5	A – Labour force participation rate, 15-64 years	2 – LFS
	EMPL-6	A – Youth unemployment rate, 15-24 years (S)	2 – LFS
	EMPL-7	A – Unemployment by level of education (S)	2 – LFS
	EMPL-8	A – Employment by status in employment (S)	2 – LFS
	EMPL-9	A – Proportion of own-account and contr. family workers in total employment (S)	1 – LFS
	EMPL-10	A – Share of wage employment in non-agricultural employment (S)	1 – LFS
		A – Employment by level of skills training*	--
Adequate earnings and productive work	EARN-1	M – Working poor (S)	1 – HIES
	EARN-2	M – Low pay rate (below 2/3 of median hourly earnings) (S)	1 – LFS
	EARN-3	A – Average hourly earnings in selected occupations (S)	--
	EARN-4	A – Average real wages (S)	1 – Wage Survey
	EARN-5	A – Minimum wage as % of median wage (n.a.)	1 – Wage Survey
	EARN-6	M – Manufacturing wage index**	--
	EARN-7	A – Employees with recent job training (past year/past 4 weeks) (S)	--
		A – Average earnings in precarious work*	--
Decent hours	HOUR-1	M – Excessive hours (more than 8 hours per day; 40 hours per week, 5 days per week; 'usual' hours) (S)**	1 – LFS
	HOUR-2	A – Usual hours worked (standardized hour bands) (S)	1 – LFS
	HOUR-3	A – Annual hours worked per employed person, by formal and informal employment (S)**	1 – LFS
	HOUR-4	A – Time-related underemployment rate, including seasonal agriculture (S)**	1 – LFS
Combining work, family and personal life			
Work to be abolished	ABOL-1	M – Child labour [as defined by ICLS resolution], by age and hours worked (S)**	2 – CLS
	ABOL-2	A – Hazardous child labour (S)	2 – HCLS
		A – Forced labour*	--
		A – Worst forms of child labour*	2 – CSES

Elements of the Decent Work Agenda	Indicator Identifier	Indicator (M = main indicator, A = additional indicator, C = context indicator; all indicators marked 'S' should be disaggregated by sex)	Data source
		A – Hazardous work*	2 – HCLS
Stability and security of work	STAB-1	M – Precarious work (informal employment)	--
	EMPL-4	M – Informal Employment (S)	2 – LFS
	STAB-2	A – Employment tenure, including for short-term and irregular employment, by sector (S)**	--
Equal opportunity and treatment in employment	EQUA-1	M – Occupational segregation by sex (to the 4-digit level)**	1 – LFS
	EQUA-2	M – Female share of employment in ISCO-88 groups 11 and 12	1 – LFS
	EQUA-3	A – Gender wage gap, including in the informal sector**	--
	EQUA-5	A – Measure for discrimination of (recent) migrant workers/rural workers where relevant and available at the national level**	--
		A – Gender gap in employment benefits (non-salary), including maternity leave, sick leave, casual leave with pay and incentive bonus*	--
Safe work environment	SAFE-1	M – Occupational injury rate, fatal	1 – DOL/BILS
	SAFE-2	A – Occupational injury rate, non-fatal	1 – DOL/DIFE
	SAFE-3	A – Time lost due to occupational injuries	--
	SAFE-4	A – Labour inspection (inspectors per 10,000 employed persons)	1 – DIFE
		A – Share of total enterprise budget spent on safe work environment*	--
		A – Economic/production loss due to occupational injury*	--
		A – Workplace accidents with no injuries (near-miss accidents)*	1 – DIFE
		A – Compensation paid due to occupational injury*	1 – DIFE
		A – Exposure to toxic chemicals and hazardous materials in the workplace*	1 – DIFE
		A – Occupational diseases/risks by sector*	1 – DIFE
		A – Number of medical personnel employed in factory premises*	1 – DIFE
		A – Number of trained personnel in occupational safety and health*	1 – MOLE (DOL/DIFE)
		A – Use of obsolete machinery/age of machinery used*	1 – DIFE
		A – Enrolment in and number of training institutes on safe work*	2 – DOL
		A – Use of basic safety tool by sector*	1 – DOL
		A – Compliance with building safety codes*	1 – DOL
	A – Existence of OSH policy in enterprises/institutions*	--	
Social security	SECU-1	M – Share of population aged 65 and above benefiting from a pension (S)	--
	SECU-2	M – Public social security expenditure (% of GDP)	--
	SECU-3	A – Health-care exp. not financed out of pocket by private households	--
	SECU-4	A – Share of population covered by (basic) health care provision (S)	1 – MOH/DOL
		M – Number of pensioners and amount of pension benefits, by public/private sector and age (S)*	--
		M – Number and share of persons with health insurance, by age (S)*	--
		A – Current activities of pensioners*	--
		A – Compensation for permanent disability due to work-related injury/death*	1 – DIFE/MOLE

Elements of the Decent Work Agenda	Indicator Identifier	Indicator (M = main indicator, A = additional indicator, C = context indicator; all indicators marked 'S' should be disaggregated by sex)	Data source
		A – Number of unemployed persons receiving unemployment benefits, by age and amount of benefits (S)*	--
		A – Number of persons receiving maternity/paternity benefits, by duration and amount*	1 – DIFE/MOLE
		A – Number of day care centres, by adequacy/quality of service	1 – DIFE/DOL (private sector)
Social dialogue, workers and employers' representation	DIAL-1	M – Union density rate, by sector and ownership (S)**	1 – DOL
	DIAL-2	M – Enterprises belonging to employer organization [rate]	1 – DOL/DIFE
	DIAL-3	M – Collective bargaining coverage rate, by sector and ownership (S)**	1 – DOL
	DIAL-4	M – Indicator for Fundamental Principles and Rights at Work (Freedom of Association and Collective Bargaining) to be developed by the Office	1 – DOL/MOLE
	DIAL-5	A – Strikes and lockouts/rates of days not worked, by sector and ownership**	1 – DOL
		A – Frequency of Tripartite Consultative Council meetings in the past year*	1 – MOLE
		A – Number of decisions taken by the Tripartite Consultative Council in the past year*	1 – MOLE
Economic and social context for decent work	CONT-1	C – Children not in school (% by age) (S)	2 – MICS
	CONT-2	C – Estimated % of working-age population who are HIV positive (S)	--
	CONT-3	C – Labour productivity (GDP per employed person, level and growth rate), by sector**	--
	CONT-4	C – Income inequality (percentile ratio P90/P10, income or consumption)	1 – HIES
	CONT-5	C – Inflation rate (CPI)	2 – National accts.
	CONT-6	C – Employment by branch of economic activity	2 – LFS
	CONT-7	C – Education of adult population (adult literacy rate, adult secondary-school graduation rate) (S)	2 – Census
	CONT-8	C (future) – Labour share in GDP**	--
	CONT-9	C (additional) – Real GDP per capita in PPP\$ (level and growth rate)	1 – National accts.
	CONT-10	C (additional) – Female share of employment by industry (ISIC tabulation category)	1 – LFS
	CONT-11	C (additional) – Wage / earnings inequality (percentile ratio P90/P10)	1 – HIES
	CONT-12	C (additional) – Poverty indicators (gap and rate)	2 – HIES
		C (additional) – Poverty indicators (Caloric intake, access to safe drinking water, access to affordable housing, slum dwellers)	--
	C (additional) – Poverty indicators (Human development index by urban/rural, sanitation, nutrition, health care, primary education)	--	

Notes: ** = new indicator identified and recommended by workshop participants. *** = existing indicator modified for monitoring in Bangladesh.

Coding for data sources: 1 = Primary data for indicator are collected, but indicator is not calculated or published; 2 = Primary data for indicator are collected, and indicator is published as an official statistic of the BBS or another Government agency; '--' = Primary data for indicator are not collected or data source is not known.

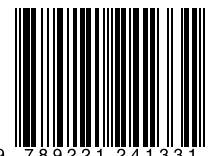
Source: Compilation based on inputs from workshop participants.

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

Monitoring and assessing progress towards decent work is a longstanding concern for the ILO and its constituents. Implemented by the ILO with funding from the European Union, the project “Monitoring and Assessing Progress on Decent Work” (MAP) helps to address this need. Over a period of four years (2009 to 2013), the project works with Ministries of Labour, National Statistical Offices, other government agencies, workers’ and employers’ organizations and research institutions to strengthen the capacity of developing and transition countries to self-monitor and self-assess progress towards decent work. The project facilitates the identification of Decent Work Indicators in line with national priorities; supports data collection; and assists in the analysis of data on decent work in order to make them relevant for policy-makers. The MAP publication series disseminates project outputs to a broad audience in the ten countries covered by the project and beyond.

For more information on the ILO/EC Project “Monitoring and Assessing Progress on Decent Work” (MAP) see <http://www.ilo.org/map>

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