



Tripartite Validation Workshop of the Bangladesh Decent Work Country Profile

Workshop Report

Dhaka, 25-26 September 2012



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

Workshop Report

**Tripartite Validation Workshop of
the Bangladesh Decent Work Country Profile**

25-26 September 2012

Pan Pacific Sonargaon Hotel, Dhaka, Bangladesh

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with funding from the European Union under the ILO/EC Project
“Monitoring and Assessing Progress on Decent Work” (MAP)

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1. Introduction

A tripartite validation workshop for the Bangladesh Decent Work Country Profile organized by the ILO Country Office for Bangladesh was held on 25-26 September 2012 at Pan Pacific Sonargaon Hotel. The workshop was prepared in line with 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. The main purpose of the workshop was to give key stakeholders (particularly, the ILO tripartite constituents) an opportunity to review and “validate” the draft of Decent Work Country Profile for Bangladesh, which has been prepared by a national consultant, Dr Abdul Hye Mondal, together with the Bangladesh Bureau of Statistics and ILO, and is aimed at providing a baseline assessment of recent progress in the various components of decent work in Bangladesh. This workshop was organized to ensure that this profile is finalised in line with the expectations of the ILO’s tripartite constituents, and contains the most accurate and credible data and analysis².

About 58 participants from various government agencies, workers’ and employers’ organizations, and research organizations, NGOs and international organizations participated in the workshop³. The workshop provided an opportunity for the stakeholders to discuss the:

- (a) Main findings from the data presented in the profile, and the main decent work deficits they highlight in Bangladesh;
- (b) Data collection gaps that need to be overcome in order to better monitor decent work at the national level; and
- (c) Possible uses of the profile, particularly in policymaking and national development planning, and the monitoring and evaluation of the Decent Work Country Programme in Bangladesh.

In particular, the workshop focussed on technical discussions in the following key areas:

- The content of each chapter, referring to the statistical indicators, the legal framework information and the analytical text;
- The strengths and possible uses of the Profile, e.g. as baseline information to inform development policies and programmes, an advocacy tool to mainstream DW (decent work) into national planning, etc.
- The policy implications of the Profile, e.g. how the Profile can help national constituents to better define decent work country priorities and advocate for appropriate policies? How can the Profile aid the design, implementation, and monitoring of national development plans and programmes?

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

² See Annex-1 for Agenda for the Workshop.

³ A List of participants can be found in Annex 2.

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- The way forward, e.g. how often the Profile should be updated and in what form; how can data collection for DWIs (Decent Work Indicators) be sustained as part of the national statistical programme (to ensure regular monitoring of decent work); what can be done differently for future updates (data collection and analysis)?

The expected outputs and outcomes of the workshop were:

- Detailed comments made by the tripartite constituents on the statistical data, legal framework information and the analytical text of the Profile;
- Validation of the profile by tripartite constituents;
- Recommendations for future policymaking to address decent work deficits, and recommendations on how the profile can be used to support the design, implementation and monitoring of the Rectangular Strategy / National Strategic Development Plan, and Decent Work Country Programme;
- Consensus among constituents on how the Profile should be disseminated and used (launch event to be organized later);
- Consensus on the way forward for future updates of the Profile (form and regularity, new indicators, etc.).

This workshop report includes all comments and revisions provided by national partners during the validation workshop. This report also contains additional suggestions and recommendations that arose from the event which may not be appropriate currently, but may be considered for future versions of the Profile. It should be noted that we are using transcripts of what was actually said, thus some assertions or statements may be inaccurate. To the extent possible and realistic, the comments and suggested revisions will be incorporated into the final revised version of the profile before publication, expected in early 2013. This report is not meant to reiterate the facts and findings of the profile – readers interested in the findings should rather read the Profile forthcoming in January, 2013.

The Workshop was organised in the following format:

- The workshop began with an introductory presentation on the concept and the measurement framework of decent work, as well as an overview of the role of the Decent Work Country Profile.
- The Decent Work Country Profile was presented by the national consultant beginning with an explanation of its development; a presentation of its key findings, and an overview of the legal framework for decent work in Bangladesh.
- Three working group sessions were then organised, in which participants were divided into representative groups (i.e. tripartite in nature) to review and revise the individual chapters of the profile, one by one. Three groups simultaneously reviewed the chapters before reporting their findings to the plenary.
- A plenary and concluding session with recommendation and way forward.

2. Opening Session

Chief Guest: Mr Mikail Shipar, Secretary, Ministry of Labour and Employment

Special Guests: Mr Md. Fazlul Hoque, President, Bangladesh Employers' Federation

Mr Mesbahuddin Ahmed, Member Secretary, NCCWE

Mr Andre Bogui, Director, ILO Country Office for Bangladesh

2.1. Welcome address by the ILO

Mr Andre Bogui, Director, ILO Country Office for Bangladesh

Mr Bogui started his remarks by defining decent work. Decent Work as defined by the ILO's constituents i.e. governments, employers' and workers' organizations reflects priorities on the social, economic and political agenda of countries and the international system. The Decent Work concept has forged an international consensus among governments, employers, workers and civil society that productive employment and Decent Work are key elements to achieving a fair globalization, reducing poverty and achieving equitable, inclusive, and sustainable development. ILO's Decent Work Agenda is reflected in the Millennium Development Goal 1 (Eradicate extreme poverty and hunger) with the Target 1b on achieving decent work for all.

Mr Bogui then briefed the participants on the EU supported project on Monitoring and Assessing Progress toward Decent Work (MAP), which was developed in response to the 2008 *Declaration on Social Justice for a Fair Globalization*, which called for efforts to strengthen decent work data collection and analysis at the national level – to enable countries to self-monitor and self-assess progress toward decent work. As one of 9 countries globally to participate in the MAP project, Mr Bogui noted that ILO is assisting Bangladesh in developing its capacities for DWI identification, designing and launching surveys, data collection and analysis, and policy oriented analysis for decent work and national development.

The Decent Work Country Profile for Bangladesh was compiled using indicators identified by constituents in April 2010. With the help of BBS, the Ministry of Labour and Employment, and the social partners, it has sought to identify the key trends in the Decent Work landscape and provided an initial baseline of how Bangladesh has progressed in key areas over the last decade. Although not comprehensive, the profile represents the first consolidated look at the state of decent work in Bangladesh – from employment opportunities to decent hours; equal opportunities to social dialogue – with specific reference to both statistical indicators and legal framework indicators. The document touches upon the progress made and it provides important insights into the deficits that still exist.

In concluding, he encouraged the workshop participants to review the content and work together to agree on how the profile can be improved, finalized and utilized in the interest of Bangladesh.

2.2. Background to the Decent Work Country Profiles (map project, processes, workshop objectives)

David Williams, Regional Coordinator, MAP Project (Asia)

Mr Williams started his presentation with defining decent work (DW). It involves opportunities for work that is productive and delivers a fair income, security in the workplace and social protection for families, better prospects for personal development and social integration, freedom for people to express their concerns, organize and participate in the decisions that affect their lives and equality of opportunity and treatment for all women and men. It is based on four strategic pillars of ILO:

1. Fundamental Principles and Rights at Work
2. Employment Opportunities
3. Conditions of Work and Social Protection
4. Social Dialogue and Tripartism

Mr Williams then noted measurement of DW is required to understand the progression towards DW. Following a Tripartite Meetings of Experts in September 2008, ILO *Declaration on Social Justice for a Fair Globalization* recommended the establishment of appropriate indicators to monitor and evaluate the progress made on DW. The basic principles for measuring DW have been identified as following:

- Must cover all elements of decent work
- No ranking of countries (no index)
- Draw on existing in-country statistics
- Include information on rights at work and the legal framework

Mr Williams then briefed on 'DW Country Profile'. It is a summary of assessment of recent national progress towards DW, containing information on statistical and legal framework indicators based on national list. DW country profile provides baseline information for designing of national policies and programmes. Till date 17 DW Country Profiles has been completed or is underway globally.

Bangladesh has been selected as a MAP participant country in 2009. In 2010 MAP activities were launched in Bangladesh by holding consultation workshops and background study on measuring DW in Bangladesh. A full list of DW indicators for Bangladesh was selected by constituents based on the ILO standard list. The data compilation and the analysis of the indicators compiled were conducted by the Bangladesh Bureau of Statistics in 2011 and national consultants. Followed by the validation workshop of the first draft of the DW Country Profile for Bangladesh, there will be further revision, finalization of the draft and the final publication is expected early 2013.

2.3. Statement by the National Coordination Committee for Workers' Education

Mesbahuddin Ahmed, Member Secretary, NCCWE

Mr Ahmed stated there was no decent work situation, decent wages, rights for labour organization prior to 2006 in the informal sector of agriculture and manufacturing. There is widespread social and income inequality in Bangladesh. The country is in crucial need of decent work promotion and implementation, so he thanked the ILO for its efforts. Mr. Ahmed mentioned decent work campaigns are necessary that reflects the unheard voices of the workers in Bangladesh, their urgent calls for rights at work. Labour-employer dialogue, an important factor for establishing workers rights and decent work, is absent in Bangladesh. This situation needs to change.

2.4. Statement by Bangladesh Employers' Federation

Faruk Ahmed, On behalf of President, Bangladesh Employers' Federation (BEF)

Mr. Ahmed emphasized the need for appropriate data and analysis for monitoring and assessing decent work. Noting that complete data and information are not always available, Mr Ahmed added that BEF is committed to help in collection such. He also voiced BEF's unanimous support for ILO in reaching the goal of Decent Work for all in Bangladesh.

2.5. Speech by the Chief Guest

Mr Mikail Shipar, Secretary, Ministry of Labour and Employment

Mr Shipar started his speech by thanking all participants and special guests for their efforts in the various areas of decent work. He noted the government's appreciation of the ILO and other development partners for their continuous support and contributions in this regard.

Mr Shipar noted that the Government is committed to achieving decent work for everyone in Bangladesh. To be able to measure progress toward decent work over time, he stressed the need for a range of statistical indicators. In this regard, he thanked ILO and its partners in developing such indicators for Bangladesh, under the MAP Project.

In addition Mr Shipar highlighted several recent government measures adopted in line with decent work objectives, namely:

- National Child Labour Elimination Policy 2010 and the National Labour Policy 2011.
- Official commitment to eliminate hazardous child labour as per ILO Convention 182 (ratified by Bangladesh)
- Upward revisions made to civil servant/government salaries across 33 occupational groups

Mr Shipar stated currently more than 87% of Bangladesh's the workforce is in the informal sector. They have limited access to social protection, jobs are not regular and they are deprived from recognition of skills. They lack mobility to enable them to obtain higher paying jobs. To make the labour market more vibrant, investment needs to be encouraged in high value added and employment rich sectors like manufacturing. This will be key if the large informal workforce is to be brought into the formal economy.

3. Overview of Bangladesh Decent Work Country Profile: Key findings and priority decent work challenges

3.1. Introducing the Bangladesh decent work country profile: methodology, challenges and key findings

Dr Abdul Hye Mondal, Formal Senior Research Fellow, BIDS

Dr Mondal provided a summary of findings in each chapter of the draft DW country profile, setting the platform for upcoming group discussions and presentations by participants.

Chapter 1: Socioeconomic Context for Decent Work

Mr Mondal noted that there had been sound economic growth in Bangladesh since 2001. Real GDP grew by 5.9% and employment by 3.3% per annum over 2001-2010. In addition, he pointed to structural changes in the labour market, with a growing demand for workers in the service and manufacturing sectors as compared to the agricultural sector, which is declining in terms of employment share. However, Mr Mondal also highlighted the sharp rise in the rate of inflation from 1.9% in 2001 to 8.8% in 2011. Moreover, consumption based inequality increased despite the fall in the share of people living below the poverty line.

In the education sector, the share of children (aged 5-17 years) not attending school decreased (from 42.33% in 2008 to 29.7% in 2010), while adult literacy rates have risen (47.8% in 2001 to 59.82% in 2010). However there remains a persistent gender gap in access to and attainment in education, and the overall quality of education still needs to improve.

On the health front, Bangladesh has the lowest HIV prevalence rate in South Asia. Moreover, mortality rates among adults, infants and mothers have all fallen in recent years, while infant immunisation rates have risen.

Chapter 2: Employment Opportunities

Mr Mondal stated there has been limited recent progress in terms of “employment opportunities” in Bangladesh. Labour force participation rate is on the rise, as is the employment to population ratio. However at the same time has been a rise in vulnerable employment –i.e. own account workers and those in unpaid family work- as a share of total employment. Official unemployment, meanwhile, is 4% and rising, with a slight disparity between men and women (female unemployment is slightly higher). Among unemployed women, a higher share are uneducated than the equivalent share among unemployed men. However, overall in Bangladesh, a greater share of the uneducated - unemployed are men. Women, meanwhile, are more likely to be in vulnerable employment (i.e. own account workers and unpaid family workers).

Chapter 3: Adequate Earnings

Mr Mondal noted that although often disputed due to the rapid increases in inflation, official figures indicate a rise in *real* wage rates, which are in fact adjusted for rising costs. Meanwhile, the share of people on ‘low pay’ –i.e. earning less than two-thirds of

the median wage- has fallen over the period of observation, especially among women. However, there remains significant inequality in earnings between men and women and between casual and regular workers.

Chapter 4: Decent Hours

Mr Mondal pointed first to the rising share of people working excessive hours (48hrs+ p/wk) (from 48.1% in 2005/6 to 51.5% in 2010), and the fact that such hours are more common among men (65.2% of employed men and 19.3% of employed females were in excessive hours in 2010). He then turned to time related unemployment, which has fallen from 24.5 in 2005/6 to 20.3 in 2010, and has been driven solely by the drastic decline for women (the corresponding shares for men actually increased).

Chapter 5: Combining work, family and personal life

Mr Mondal noted that data deficits make it difficult to assess progress in this area of decent work. Though Bangladesh has an improving legal framework to safeguard the work-life balance, coverage and enforcement of such law remains inadequate and problematic. Despite this, some improvements are evident in terms of balancing motherhood and work. For example, statutory maternity leave has been enhanced from four months to six months, and workplace child care centres are becoming more popular.

Chapter 6: Work that should be abolished

Mr Mondal highlighted recent observed declines in both child labour (17.5% in 2002-03 to 15.2% in 2005-06) and hazardous child labour (17.39% in 2002/03 to 8% 2005/06, as a percentage of total child labour) since 2002, adding that thanks to educational gains, child labour is now least prevalent among primary school age children. However, he also noted weaknesses in the legal framework, particularly the discrepancy between the admission to employment age specified by the ILO (which clearly mentions that admission to employment shall not be less than 15 years) and the Bangladesh Labour Law (2006) (which does not clearly specify the minimum age for admission to employment).

Chapter 7: Stability and Security at Work

Mr Mondal noted that vulnerable employment (i.e. own account workers and unpaid family workers), together with informal employment and casual work (i.e. work that by contractual status is casual, short term, seasonal or temporary) are all on the rise in Bangladesh. As a result, for many workers, stability and security in employment remains illusive.

In recent years, use of short term, temporary, informal job contracts in the RMG sector in particular has become widespread. Such casualization of work makes it cheaper to terminate jobs and may undercut decent work gains in other areas.

However, some gains are evident, namely in the rising share of non-agricultural wage employment (which rose from 14.4% in 2005-06 to 23.3% in 2010). Wage employment, whilst never a guarantee of decent work, is more likely to provide adequate incomes, acceptable working conditions and access to social benefits –all of which help contribute to decent work objectives.

Chapter 8: Equal Opportunity and Treatment in Employment

Mr Mondal highlighted data showing that since 2005, there has been rising female shares in employment by occupational group and in non-agricultural wage employment. Moreover, women's opportunities in salaried work have widened, though too often the work obtained still lacks the core components of decent work (i.e. employment quality is low). In addition, a significant gender wage gap still exists, and men continue to dominate in the most "prestigious" jobs (by employment share).

Chapter 9: Safe Work Environment

Mr Mondal noted the greater recent policy attention paid to safe work in Bangladesh. The number of occupational safety and health (OSH) labour inspectors has increased from 93 in 2007 to 103 in 2011, although major challenges remain since this still means there is less than 1 inspector per 10,000 employees. Partly because of this, law enforcement at the enterprise level remains weak.

Incidence of non-fatal injuries in the workplace declined from 1,432 in 2002 to 859 in 2011), but the number of fatal injuries rose from 219 in 2008 to 545 in 2011.

Chapter 10: Social Security

Mr Mondal reflected on the continued weaknesses in this area of decent work, starting with the legal and policy context. Bangladesh still has no comprehensive National Social Security System, and the schemes that are available are limited in terms of both quality and coverage. Only 3% of those entitled to an old-age pension were actually receiving one between 2009 and 2011.

Chapter 11: Social Dialogue and Employers' and Workers Representation

Mr Mondal stressed the generally mixed picture in this area of decent work. Employer representation is on the rise, in part owing to the greater unity and professionalization of employers' organisations in recent years. However, by contrast, union density rates are low and declining (9.2% in 2001 and 7% in 2010). Strikes and lockouts are in decline, albeit with more workers involved and more lost days. Such a situation makes it difficult to assess progress. Collective bargaining agreements remain a grey area (1.1% of total employment and 5% of wage employment in 2006), with data suggesting they are yet to be fully understood or utilised across the country's workplaces.

3.2. Feedback and Comments on the Draft Profile

Mr Mostan Hossain (MOLE):

- Expressed doubts about the existence of slave or bonded labour in Bangladesh. Some reports mention existence of bonded labour in Bangladesh. There are cases of children working part-time with parents who also attend school. Can this be called bonded labour?

Mr Taufiq Ul Islam Khan (CPD):

- The low-pay rate in chapter 3 should be compared with poverty lines
- How can we improve the currently weak enforcement of law in Bangladesh?

-
- Decent Hours: in many instances workers cannot find adequate work, and hence they become underemployed. Many women workers are not paid well enough, so they end up working more hours. Is this a problem of productivity or is this a supply side problem?
 - Lack of data on occupational safety: Is it possible to visit factories and some private organizations who are working with occupational safety to gather relevant data?
 - It is also important to issue the address of migrant workers who are working abroad, challenges and problems they face.

Md Zafrul Hassan, General Secretary, Bangladesh Jatiotabadi Sramik Dol:

- The issue of labour rights has to be addressed. This should be included in the Profile.
- Is the real wage actually rising? In accuracies in official inflation figures may underestimate the extent of price rises, thus potentially eroding real wages.⁴
- Why is there such acute shortage of inspectors? Over 10 years only 10 new inspectors had been added while the number of police personnel increased in thousands.

Mr Saifuddin Ahmed (BEF):

- In Chapter 7 it is mentioned that the number of casual workers in Bangladesh has increased due to globalization. What is the basis for such inference? The author should explain this.
- Vulnerable jobs among women are reported to be 81%. This is a very high number. What is the basis of this 81%?

Ms Simeen Mahmud, Lead Researcher, BRAC Development Institute:

- Definition of vulnerable work: a large proportion of casual and wage employment is vulnerable. So the current definition doesn't capture all of them
- The draft profile is basically relying on statistics by BBS and thus some data is missing. Is it possible to consider other information available- like qualitative information, results from smaller surveys and case studies?

Ms Selina Ahmed, National Programme Officer, Promoting Gender Equality and Preventing Violence against Women at Workplace (VAW), ILO Country Office for Bangladesh:

- The Profile mentions persistent gender wage discrimination. In which sectors is such discrimination most prevalent?⁵

⁴ Although real wages are clearly adjusted for inflation, the comment here relates to a wider skepticism over the accuracy of inflation data in Bangladesh, and the method used to compute inflation.

⁵ Such data is not currently available.

-
- Safety and health at work: only physical health is taken into account. Mental health, stress and violence should also be considered
 - Maternity leave has recently been increased to six months in government jobs, but still varies in the private sector (often between 4 and 6 months). Further information is required here for analysis and accurate policy recommendations.

Mr Mujbur Rahman Bhuia, General Secretary, Bangladesh Mukto Sramik Federation:

- The Profile states there has been improvement in the health sector, yet the reality is one a deteriorating public health system. Government subsidies to the health sector are declining; hence quality of healthcare is also in decline.
- No Jobs in the informal sector can be considered decent jobs
- “Slave labour” (i.e. bonded and forced labour) does exist in Bangladesh. Security forces have rescued bonded labourers from brick fields a number of times in recent years.

Ms Umme Salma, Assistant Chief, General Economics Division (GED):

- The importance and role of vocational training institutes should be better considered in the Profile. Work training is an important factor and less educated female workers especially need to be trained so they can get decent jobs.
- The Profile mentions HIV rates to be lowest in Asia. However, some UN data suggests HIV prevalence rates are increasing in Bangladesh.

Mr Mohammed Yunus Ali, Senior HR Manager, Square Pharmaceuticals:

- There have been remarkable improvements regarding decent work in some sectors in recent years, while in other sectors working conditions still remain poor
- There has been less labour unrest and fewer lock outs in recent years. The Profile does not mention the reasons behind these trends though. Is it because of improvement in working conditions and workers’ rights, or because labours are not being able to even voice their rights and demands?
- Although the RMG sector is the largest in the country, it has no dedicated training centre(s) to train people for such work and educate them about related occupational risks and hazards.

Mr Sher Verick, Senior Employment Specialist ILO Delhi:

- The data in the profile exhibits trends similar to South Asian countries like India and Sri Lanka. Data deficits are also characteristic of this region and need to be improved. It would be useful to have a table listing all the data gaps in the document.
- However, there are some important differences in the data trends, when compared with other countries in the region. Female labour force participation in Bangladesh is increasing, while it is declining in India and Sri Lanka. In Bangladesh, there is higher unemployment in the lower education group. In other

South Asian countries there exists a positive relation between education and unemployment.

- Employment and productivity: GDP growth can be decomposed in to productivity growth. Employment should grow, but productive employment needs to grow as well.

Responses by Mr Abdul Mondal to some of the queries mentioned during the discussion:

- Real wage figures may be checked again with BBS, to confirm their precise trajectory in recent years.
- HIV AIDS prevalence rates are mentioned in the Profile, but at less than 0.18 percent, are considered quite insignificant.
- It is difficult to report accidents in the informal sector, since the information is not collected by any authority. The only source is newspapers and radio news
- Vocational and training institutions are included in one of the tables in the draft Profile.
- Decent work indicators are classified into 4 groups: main indicators: supporting indicators, contextual indicators and future indicators
- BBS is the only official source of data and hence the main basis for the Profile. There is some information in micro data which we don't have access to. Further help from the BBS will be sought.
- In response to Md Zafrul Hassan's earlier point about the number of police vis-à-vis the number of labour inspectors, this is because police have a much more significant role in society. Law and order is a higher priority than labour inspection as per government policy.
- There was a proposed indicator on relating to equal opportunity and treatment in employment for return migrants in the national DWI list for Bangladesh (May 2010). However, to date there remains no data in this area, and so the indicator is omitted from the Profile.⁶
- Bonded/slave labour: We don't officially recognize bonded labour in Bangladesh as there is no official record of such labour.

Responses from BBS on outstanding queries:

- Employment growth hasn't kept up with GDP growth, which has been particularly high (approximately 6 %). It is not possible in any country for employment growth to keep pace with GDP growth at this level. However, in Bangladesh employment growth is greater than population growth
- It is often difficult to differentiate between formal and informal employment

⁶ For more information, see:

http://www.ilo.org/wcmsp5/groups/public/---dgreports/---integration/documents/publication/wcms_144817.pdf

-
- BBS has conducted a survey on the informal sector - which revealed that 87% of employees are working informally.

Mr Faizur Rahman, Joint Secretary and Chairperson concluded the session with the following remarks:

- The session was participatory and full. It provided information on where we stand on Decent Work and what needs to be done further
- The Government has declared minimum wages in 33 sectors out of 42. An occupational safety draft policy has been prepared by the government, which only needs to be finalized.
- Amendment of labour law is expected to be finalized by the end of this year
- National skill development programme has been formed with the Prime Minister as its Chairperson

A number of other rules and regulations are there to ensure labour rights, decent work environment and a decent income. We have to work together for ideal implementation of such regulations and thereby to ensure decent and sound work and work environment.

4. Group Work and Recommendations

Moderators: David Williams, Sher Verick, Abdul Hye Mondal, Kazi Ali Toufique

Following the morning session, participants were then divided into four working groups to review the individual chapters of the profile. Each group had at least one representative of the trade unions, employers' organization and the government, and representative from the Bangladesh Bureau of Statistics. One member of each group reported the main comments and outcome of their discussions to the plenary session the following day (as per the workshop programme⁷).

Each group was asked to review, revise and comment on their allocated chapters and report back to the plenary. Some guiding questions were provided to the groups to facilitate their discussions, namely:

1. Is there anything that is factually incorrect with the Profile chapter?
2. What data or analysis is missing and should be added to the Profile chapter (including additional indicators)?
3. What recommendations should be made (policy or process)?

4.1. Working group findings

Chapter 1. Economic and social context for decent work.

General Comments

- There should be graphical representations of the indicators. They help in visualizing the information presented.
- The main indicators and additional indicators should be mentioned separately for the whole document.
- There is a need to clearly list sources, definitions, breaks in series and frequency of collection

Recommendations

- Information on employment growth and productivity by sector can be included.
- Information on GDP growth by sector can be included.
- Social safety net program should be elaborated upon.

⁷ See Annex-3 for the organisation of the working groups.

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- Gender parity should be included [sic].⁸
 - Data on female share of employment by industry (Table 1) should be checked for discrepancies.

Chapter 2. Employment opportunities.

Recommendations

- The indicators need to be presented separately (graphically and in tables).
- Some data are available but missing here. For example, data on training [sic].
- More analysis can be provided for certain indicators (e.g. the relationship between unemployment and education).
- In comparing data, definitions should be strictly followed and acknowledged. If there is any change in definition it should be clearly highlighted.
- Reference should also be made to underemployment in the context of unemployment [sic].

Chapter 3. Adequate earnings and productive life.

Recommendations

- Some productivity data at the sectoral level should be included.
- Data on average monthly earnings by occupations should be checked for inconsistencies.
- Real wage data needs to be updated for 2010 to allow comparisons with 2005.
- Also look at LFS data for the daily wage rate.

Chapter 4. Decent hours.

Recommendations

- Title should be *Decent Working Hours*.
- Further analysis of time-related underemployment indicators and changes in hours distribution is required.
- Combining 48+ and 60+ shares indicates a *fall* in excessive hours.
- Greater focus on on rural/urban changes and differences is recommended.
- The definition of *underemployed* people should be made clearer.

⁸ This was not specified further by the reporting group.

Chapter 5. Combining work, family and personal life.

Statistics that should be included in the chapter

- Urban and Rural representations should be indicated in this chapter. The results should be divided by location - urban and rural.

Recommendations

- Some companies such as Beximco, Grameen Phone, and Robi have flexible working hours, which particularly benefit women. Workers can come to office anytime between specified hours in the morning and leave between certain hours in the afternoon/evening, but must be present during “core working hours”, e.g. 10am to 4pm. Such flexible hours should be incorporated into national policies and recommendations for working hours, both in the formal and informal sectors.
- Imposition of strict rules on employers regarding decent work might cause greater unemployment or changes to hiring practices and employment contracts. If rules on employment security for regular contracts become more rigid, for example, this may lead some employers to switch to greater use of casual and temporary workers –which is counterproductive for decent work. Likewise, increasing the burden of social security payments solely on employers may reduce hiring activity. The responsibility for social security provision should be shared with the state. Public-private partnerships may also work for such services.
- State social protection programmes need to be more transparent.
- Regardless of type of jobs (e.g. permanent, temporary or casual), certain basic facilities should be provided by employers. This has to be incorporated in the law.
- Maternity leave should be made 6 months everywhere. Currently it is six months in the government sector and four months in the private sector.

Chapter 6. Work that should be abolished.

Statistics that should be included in the chapter

- Greater consideration is required of the ratio between primary and secondary school enrolment rates; likewise for the ratio of child birth vs. child labour, and child education vs. child labour.
- Mention of seasonal child labour (e.g. in the agricultural sector, where child labour is more prevalent during the harvesting season) is required.
- Uniform minimum age of 18 has to be considered as *adult* in all segments of law
- Entrance age to labour force of the working population has to be specified (and clarified vis-à-vis ILO recommendations).

Recommendations

- Although child labour cannot be totally eliminated in Bangladesh's current socio-economic climate, every effort must be made to abolish its hazardous forms.
- Where children are working, laws must require employers to be the custodian of child safety, and hence obliged to provide adequate nutrition and flexible working hours so they can attend school. Moreover, the government should open schools for working children, provide monthly allowances, and encourage the private sector to participate in these programmes.
- The Government should launch a health awareness campaign to educate working children and their parents about occupational risks and health hazards at work.
- The Government should also move toward offering free education even at higher (secondary) levels, so as to reduce (some of) the economic rationale(s) for child labour.

Chapter 7. Stability and security at work.

Recommendations

- Factually, it is not clear that growing uses of short/ temp/ non-formal contract are the causes of job insecurity in the RMG sector.
- Reasons and causes of growing employment should be included in the chapter.
- There are informal jobs in the formal sector and this has to be highlighted.
- Wage discrimination and nature of work by gender are not clearly defined.
- The nature of work should be specific regarding the average wage of casual workers
- Casual workers should be entitled to the same social security benefits as regular or permanent workers
- Domestic workers should be covered by any future national social security system.

Chapter 8. Equal opportunity and treatment in employment.

Statistics that should be included in the chapter

- University Grants Commission data can be used to find out male to female ratios in higher education (enrolment and completion).
- Survey and analysis on male to female ratios in supervisory level positions should be incorporated.

Recommendations

- Household work should be recognized as a productive work.

-
- Government policies should further enhance the principles of equal opportunity and treatment in employment: principally, by providing a minimum set of basic social provisions/entitlements to all employees regardless of contract type.

Feedback from the panel

David Williams:

- Statistics like the distribution of employment by level of education (disaggregated by gender) are actually present in the Profile, as are the female (and by implication, male) shares of employment by occupation (see chapter 2 and 8).

Chapter 9. Safe work environment.

- The source of given statistics on non-fatal injuries is not clearly mentioned
- Statistical data on fire hazards in RMG sector are not mentioned
- *Recommendations*
- Number of labour inspectors should be increased substantially
- Awareness training on safe work environment and training of trainers (TOT) are required for workers, supervisors, managers etc.
- ‘Group Life Insurance’ should be provided to all employees.

Chapter 10. Social Security.

- It was mentioned in the presentation of ‘DW Country Report Draft Profile’ that “Government healthcare spending has increased; gap between public and private spending is narrowing (*although the latter still accounts for 67% of total spending*).” Who are the main beneficiaries of public health care service?
- Existing social security system not covering workers of private and informal sectors
- Pension coverage also absent for private and informal sector workers
- Percentage of total expenditure on health is missing in (Ref: Table-10, page 57)
- In ‘Table 10.1- Derived ratio and per capita health expenditure in Bangladesh’ (Page 58), figures are missing for the year 2010.

Recommendation

- Pension coverage should be widened to cover all workers in both the private and informal sectors.

Chapter 11. Social Dialogue, workers' and employers' representation.

- It is not correct that strikes and lock outs are in decline. Recent months have seen many mass demonstrations by agitated workers. Recently we saw that factory owners have locked out their factories in Ashulia and Narayanganj.
- Absent are the reasons for decline in union density rate. The barriers towards formation of unions have to be identified.
- The ratio of the number of unions formed compared to the total number of establishments would be a useful addition to the Profile.

Recommendation

- All partners need to reaffirm their commitment to ILO conventions 89 and 98, which are ratified by Bangladesh.
- Ensure human and democratic right of workers are the factory level.

4.2. Discussion and feedback from the group presentation

Chairperson: Dr ATM Nurul Amin, Professor, North South University

Mr Shamsul Alam (BBS):

There are no statistics, discussions about occupational disease in the profile. Occupational diseases are common in the country in many industries and are often causing severe health effects in workers. For example, in the stone crushing industry of Lalmonirhat a large number of workers are suffering from silicosis. However, accurate data is difficult to come by.

Mr David Williams:

Occupational diseases are indeed included as an indicator in the decent work country profiles of other countries. It is missing in Bangladesh due to the inadequacy of administrative records (ad-hoc and non-continuous). ILO is concerned with this issue, and is willing to help strengthen national capacities in this area.

Mr Sher Verick:

The profile is not going to be a policy document per se, but one that highlights decent work deficits for wider policymaking gains. The focus of our discussion should be more on what these trends mean for Bangladesh, what data do constituents require in future, and what further analysis should be included in the profile in future.

Chairperson:

The most important factor to consider while drafting the Profile is whether the ground reality of decent work situation in Bangladesh is reflected in the Profile.

Indicators like number of enterprise level trade unions can be included in the profile. Inclusion of such indicators may paint a grim picture about the decent work scenario, but that scenario would be more realistic. Once the true situation is reflected in the profile, correct policy recommendations will be easier to generate.

5. Role of Decent Work Country Profile in Policymaking and Development Planning

There were two presentations in this session: one by MOLE and the other by BBS

5.1. Presentation by Khandoker Mostan Hossain

Deputy Secretary and Deputy Chief (Labour), Ministry of Labour and Employment (MOLE)

- Decent work embodies the goal of improved working conditions for all. Such progress is key to the achievement of a fair globalisation that enables equitable, inclusive and sustainable development with poverty reduction.
- These goals are based on the understanding that work is a source of personal dignity, family stability, and security, while economic growth should provide opportunities for productive jobs and enterprise development
- Through the 2006 labour law, the government of Bangladesh has committed to improve all key elements of decent work, including labour rights, industrial relations, workplace safety and health, and (the elimination of) child labour. This law was enacted by combining and consolidating 25 pre-existing laws in the country, its aim being to better facilitate sustainable socio-economic development.
- In addition, the Government also adopted the following laws/legislative bodies and institutions covering multiple elements of the decent work agenda:
 - 1) The National Labour Policy 2012 - to improve workplace occupational safety and health rights of workers,
 - 2) The national policy for occupation safety and health in industrial establishments
 - 3) Labour Welfare Foundation
 - 4) Domestic workers' protection policy to protect the rights of the domestic workers in compliance with ILO convention No.189
 - 5) National Skills Development Policy
 - 6) National tripartite wage board – to date, 42 sectors have been considered, with minimum wages declared in 33.
 - 7) The National Wage and Productivity Commission (2010) –together with a new salary structure was declared for the public sector

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- MOLE has 29 labour welfare centres under the direction of the Department of Labour These centres provide family planning services, recreational activities and training for workers and their families
 - On child labour, MOLE has adopted the ‘National Child Labour Elimination Policy 2010’ and National Plan of Action for Integration, with assistance from the ILO. Under the NPA, different Ministries will implement promotional activities [*sic*: unspecified] to eliminate child labour from the country. The Plan also contains a provision to form a national child labour council.
 - As a signatory of ILO Convention 182, the government has almost finalized a list of hazardous work to be prohibited for children below 18 years.
 - MOLE has taken efforts to bring its Child Labour Unit under formal structure [*sic*], and to include child labour issues in mainstream development plans and programmes

A project on the ‘elimination of child labour from the informal sector’ has been implemented in the country, combining components on skills development training, education, and the social empowerment of parents. About 40,000 children were withdrawn from child labour during first and second phase of this project, while the third phase is currently underway with government funding.

MOLE implemented project targeting elimination of child labour from the urban informal colony [*sic*] in Dhaka Metropolitan Area.⁹ Accordingly 10,000 children were withdrawn from child labour and placed in non-formal education programmes and skills development training.

- MOLE has established an information management system with a view to ensuring timely availability of high quality data on child labour. However, Bangladesh still needs support from ILO and other development partners to address the on-going challenges of child labour.
- The government has also shown itself to be responsive to ever changing socio-economic conditions: the recently established tripartite Labour Act review committee is designed to ensure that the labour law remains relevant to the challenges of the time.
- The informal sector remains large, however. Through awareness campaigns, education and technical and vocational training informal workers can eventually be brought in to the formal sector.
- Greater investment in high potential sector like manufacturing is required to expand the formal sector and increase scope for decent work

⁹ The meaning of “informal colony” in this context was not explained by the speaker.

Comments and feedback

Mojibur Rahman Bhuiyan [General Secretary, Bangladesh Mukta Sramik Federation (BMSF)] noted that the Labour Act is effectively a grey law and has several holes in it. Moreover, implementation of the Act remains weak. Two new chapters should be incorporated in the Labour Act:

1. Freedom of Association
2. Collective Bargaining

Mr Rahman also noted:

- Policy on domestic workers should be implemented without further delay
- Coverage of law implementation needs to be widened
- Labour rights promotion, though cherished and often talked about by government personnels, there is no sign of such promotions in reality
- The current Labour Act restricts formation of trade unions and leaves hardly any scope for collective bargaining.

Mr Hossain disagreed that the Labour Act is grey from any angle, however he mentioned enforcement of the law at times is limited and problematic. He also argued it was incorrect that the Labour Act restricts formation of trade unions and scope for collective bargaining, citing the example of the 135 existing trade unions in the RMG sector alone.

5.2. Presentation by BBS on “Mechanisms and Recommendations for Sustained Monitoring of Decent Work”

Md Shamsul Alam, Director, Bangladesh Bureau of Statistics (BBS)

In the presentation Mr Shamsul Alam discussed statistical indicators of decent work, the role of BBS in generating the indicators, data gaps and deficiencies, and selected recommendations for sustained monitoring of decent work in Bangladesh. The main points of the presentation are outline below:

A. Statistical indicators of decent work: are classified into 11 groups:

- 1) Employment opportunities
- 2) Unacceptable work
- 3) Adequate earnings and productive work
- 4) Decent hours
- 5) Stability and security of work
- 6) Fair treatment in employment and at work
- 7) Safe work environment
- 8) Social protection
- 9) Combing work and family life
- 10) Social dialogue and workplace relation
- 11) Economics and social context on decent work

B. The Role of BBS in Generating Decent Work Indicators:

- BBS is the national organization responsible for collection, compiling and disseminating data on all sectors of the economy
- BBS has been conducting Labour Force Survey since 1980 at varying interval and the last one was conducted in 2010
- Other notable surveys- Household Income and Expenditure Survey, Vital Registration Survey, Survey of Manufacturing Industries and Establishment and Institutional Survey
- Not all decent work indicators are available from these surveys: some come from administrative government records; others may be collected in future surveys.

C. Current data gaps and deficiencies

- The list of statistical indicators shows that some indicators can be obtained by including some additional questions in the LFS
- A decent work pilot survey was done by BBS in 2005 and it proved to be very useful in generating new indicators of decent work.
- Indicators related to safe work, social protection, social dialogue and workplace relation etc. can be obtained from administrative records of agencies under MOLE. BBS and ILO should consult with these offices and train them on effective and regular production of these indicators.
- Disaggregation of data at the sub-national level are required for policy formulation and identification of labour force situation in the disadvantaged and remote areas
- The disaggregated data on labour force may be the basis of employment generation schemes for the unemployed youth in the poorer areas
- Currently the frequency of data collection in LFS is 4-5 years which is not appropriate for the regular production of DWIs and regular monitoring of decent work progress. BBS is now thinking of devising a shorter, more manageable module to update key Labour Force Indicators annually.
- The support of ILO and Ministry of Labour and Employment is necessary to ensure the sustainability of DWI production.

D. Recommendations

- Data on key Labour Force Indicators and Decent Work Indicators are needed on a regular basis for continuous monitoring of the labour force situation of the country.
- The present data collection system should be strengthened with annual surveys on selected key labour force and decent work indicators.

-
- In order to get some key decent work indicators, enterprise/institution level information should also be included under the framework of labour force survey.
 - More emphasis should be given to collect wage data of different sectors.
 - Co-ordination between BBS, Ministry of Labour and other agencies engaged with employment and welfare of workers needs to be strengthened.
 - As a follow up of the pilot decent work indicator survey, another survey may be conducted to update the decent work indicators. ILO could help BBS in these surveys.
 - The periodicity of LFS has been increased and next LFS will be held in 2013.
 - Occupational safety and health status including occupational injury is supposed to be included in the next round of LFS.
 - Different kinds of benefit including pension, gratuity, health care services, food subsidies protecting measures from the employer is also planned to be included in the next round of LFS.

Comments and Feedback

The Chairperson asked what can be the mechanism for sustained monitoring of decent work. Could trade union play a role or the Ministry of Labour play a role? The Inspectors, in his opinion, could surely play a big role.

BBS asked MOLE to assist in conducting their surveys through their district offices.

The representative of the Trade Unions mentioned that the rate of inflation mentioned in the draft Profile (which is taken from BBS data) is hard to believe. It is a single digit rate, whereas inflation rates often reported in various national newspapers are in double digits. The BBS responded by stating that Inflation reported in the draft Profile which is single digit is annual inflation rate. BBS also publishes monthly inflation rate, which is at times in double digit, which the newspapers report time to time.

David Williams mentioned that it is very interesting that BBS is thinking about updating key labour force indicators on annual basis. However a profile like this is very labour intensive to produce on an annual basis, which is not very realistic. Therefore if a few key indicators were to be developed for decent work, which indicators could be particularly considered? Who would take the lead to survey annually for the indicators? Should there be a full report by only BBS? Or should other agencies produce snapshots of the indicators?

Mr Nabi mentioned that the BBS has its statistical tools in collecting data and producing indicators. Deficiencies in data can exist when other agencies produce data indicators. Maybe BBS can take the lead in this matter. BBS can interact with such agencies, train and educated them, collect a large amount of data themselves.

The BBS responded by saying that some crude indicators identified by ILO are developed annually. An annual labour force survey is not currently possible, and can only be produced every 3 to 5 years. For determining indicators that can be updated on annual basis, BBS needs to discuss it with ILO and other respective parties. BBS could and should produce data on incidents like factory accidents. Other agencies launching

surveys and developing such indicators can send the data to BBS for checks and feedbacks.

Mr Razequzzaman Ratan of Samajtantrik Sramik Front (SLF) mentioned that the way some indicators are constructed gives a misleading view to the general public. For example, current annual inflation rate is 9% whereas there has been a 50% increase in price of eggs.

Although there exists no official restrictions on setting up of unions, unofficial barriers can nevertheless exist. No unions were formed in the last five years, which indeed is a matter of concern. How can the gap between the picture on paper and the real picture be reduced? ILO in its effort and work should play a more active role rather than a passive role.

On the inflation issue the Chairperson commented that it would be misleading to mention that inflation rate is low or stable when some prices of some basic food stuff are increasing. Such factors should be taken into consideration and inflation rate by season could be calculated, e.g. inflation rate for dry and wet seasons.

6. Conclusions and the Way Forward

Chair: Dr ATM Nurul Amin

6.1. Speech by Mr Nurunnabi Khan (ILO)

Mr Nurunnabi thanked everyone for taking part in the workshop. He mentioned that the first meeting regarding the measurement of decent work was held between ILO and the respective parties in April 2010. In that meeting suitable decent work indicators for Bangladesh were identified. Mr Mondal's draft of Bangladesh Decent Work Country Profile reflects the indicators identified and agreed in that meeting.

Moving forward to the next steps beyond this workshop, the comments and recommendations provided by the participants will be consolidated and reviewed by ILO and Mr Mondal. Where possible and realistic, revisions will be incorporated into the document, and data discrepancies will be checked with BBS and the Ministry. The document will then be revised before being submitted to ILO offices in Bangkok and Geneva, where the content will be comprehensively checked and edited. The final document will be published at a national launch event in Bangladesh, expected to be in early 2012.

6.2. Mr Mostan Hossain (MOLE)

Mr Mostan Hossain concluded the session by thanking ILO for organizing the workshop. He also thanked all participants for their active participation and support.

6.3. Mr Kazi Saifuddin Ahmed (Bangladesh Employers Federation)

Mr Ahmed raised the issue of labour law and trade union rights. He mentioned there are 135 existing trade unions and 32 federations in the RMG sector. If there were formal or informal restrictions to trade union activity, how would these unions come into operation and survive? According to Mr Ahmed new unions and federations are not being established not due to restrictions from law, but due to failure of workers to organize themselves and voice their demands.

6.4. Mr Mujibur Rahmna Bhuiya (NCCWE)

Mr Bhuiya started his speech with thanking ILO and all participants. He appreciated that it is always encouraging to attend tripartite meetings as they help to minimize the gaps and mistrust between different stakeholders.

Labour laws have not improved. It has just been made more complicated and more complex with the latest amendments. There is no established collective bargaining system and hence workers and union leaders cannot voice their demands and advocated for their rights. In such a situation, ILO workshops are helpful as they provide an opportunity for such voices to be heard. He requested the ILO to take union representatives' inputs and comments into serious consideration. If there are no trade unions or collective bargaining systems in the country, employers can impose poor working conditions and remuneration that gives rise to *indecent* work.

6.5. Speech by the Chairperson of the session, Dr ATM Nurul Amin, Professor, North South University

Dr Amin thanked ILO for its support for Decent Work in Bangladesh. However he felt that ILO should take a more active role in its work in the country. Moreover ILO office in Bangladesh every year could send a report to ILO Head Office about its operation, projects, progress, participating partners etc. This would alert government and other stakeholders.

Before drafting the final Profile, ILO should hold meetings with trade unions and labour organizations. They are most directly involved in this sector and have the field level knowledge and experience.

Decent Work is of utmost importance for the vast majority of us that earn our living by working. If work disappears, we will starve. Of course, not all work is decent, and certain types of work –such as hazardous child labour- should be abolished altogether.

A holistic approach is required for attaining 'decent work for all' in Bangladesh. Almost everyone depends on work, but workers and employers rely on each other for the exchange economy to operate effectively. Employers need workers to produce and make profit.

Decent work cannot be achieved in a day. We must undertake a long run struggle and be persistent in our efforts to make decent work a universal reality in Bangladesh.

7. ANNEXES

7.1. Agenda of the workshop

DAY 1	
0930 -1000	<i>Registration</i>
1000 - 1100 Welcome and opening remarks	<ul style="list-style-type: none"> ▪ Mr Andre Bogui, Director, ILO Country Office for Bangladesh ▪ Background to the Decent Work Country Profiles (MAP project, processes, workshop objectives) by Mr. David Williamss, Regional Coordinator, MAP Project (Asia) ▪ Statement by Chairperson, NCCWE ▪ Statement by President, BEF ▪ Speech by the Chief Guest, Secretary, Ministry of Labour and Employment
1100-1130	<i>Coffee/Tea Break</i>
1130-1300	<p>Overview of the Bangladesh Decent Work Country Profile: Key findings and priority decent work challenges Chair: Mr. Md. Faizur Rahman, Joint Secretary (Labour), Ministry of Labour and Employment</p> <ul style="list-style-type: none"> ▪ Presentation by Dr. Abdul Hye Mondal, National Expert (45 mins) ▪ Initial feedback and comments (45 mins) <ol style="list-style-type: none"> 1. Comments from the Ministry of Labour and Employment 2. Comments from the employers 3. Comments from the workers representatives 4. Comments/suggestions from the participants
1300 - 1400	<i>Lunch</i>
1400 - 1415	Organization of working groups in separate rooms (see below*) Clarifications and guidance on the group work.
1415 -1515	<p>Session 1: Parallel working groups to review and comment on the assigned chapters of the Bangladesh Profile</p> <ul style="list-style-type: none"> ▪ Group 1 – Economic and Social Context for Decent Work ▪ Group 2 – Combining Work, Family and Personal Life ▪ Group 3 – Stability and Security of Work
1515-1530	<i>Tea/coffee break</i>
1530-1630	<p>Session 2: Parallel working groups to review and comment on the assigned chapters of the Bangladesh Profile</p> <ul style="list-style-type: none"> ▪ Group 1 – Employment Opportunities ▪ Group 2 – Work that Should be Abolished ▪ Group 3 – Safe Work Environment and Social Security

1630-1730	Parallel working groups to review and comment on the assigned chapters of the Bangladesh Profile <ul style="list-style-type: none"> ▪ Group 1 – Adequate Earnings and Productive Work and Decent Hours ▪ Group 2 – Equal Opportunity and Treatment in Employment ▪ Group 3 – Social Dialogue, Workers’ and Employers’ Representation
DAY 2	
0930 -1100	Group presentations from previous day (maximum 7-10 mins presentation per chapter) <ul style="list-style-type: none"> ▪ Session 1 : 30 minutes (Group 1: chapters 1-4) ▪ Session 2: 30 minutes (Group 2: chapter 5,6,8) ▪ Session 3: 30 minutes (Group 3: chapters 7,9,10,11)
1100 -1130	<i>Coffee/Tea Break</i>
1100 - 1200	<ul style="list-style-type: none"> ▪ Open discussion on group presentations
12-00- 1300	Chairperson: Dr. ATM Nurul Amin, Professor, North South University <ol style="list-style-type: none"> 1. Role of DW Country profile in policymaking/development planning <ul style="list-style-type: none"> ▪ Presentation (MOLE) – 15 minutes ▪ Discussion (Q and A) – 15 minutes 2. Mechanisms and recommendations for sustained monitoring of Decent Work <ul style="list-style-type: none"> ▪ Presentation (BBS) – 15 minutes ▪ Discussion / QandA – 15 minutes
1300 -1330	Conclusions and way forward Closing remarks – ILO, MOLE, BEF and NCCWE

7.2. List of participants

Sl.	Name and Designation/Organization
A. Government Ministries and Department	
1.	Mr Mikail Shipar Secretary Ministry of Labour and Employment Government of Bangladesh Bangladesh Secretariat Dhaka
2.	Mr Md Faizur Rhman Joint Secretary (Labour) Ministry of Labour and Employment Bangladesh Secretariat Dhaka
3.	Mr Khondaker Mostan Hossain Deputy Secretary Ministry of Labour and Employment Government of Bangladesh Bangladesh Secretariat Dhaka
4.	Md Shamsul Alam Director Bangladesh Bureau of Statistics Ministry of Planning ParishankhyanBhaban Dhaka
5.	Md Babar Ali Director (Planning and Development) Directorate of Technical Education Sher-e-Bangla Nagar Agargaon, Dhaka
6.	Ms Masuda Akhand Deputy Director (Training) Department of Youth Development Ministry of Youth and Sports Jubo Bhaban, Dhaka
7.	AKM Ashraful Haque Deputy Director Bangladesh Bureau of Statistics Ministry of Planning Parishankhyan Bhaban, Dhaka
8.	Ms Umme Salma Assistant Chief General Economics Division (GED) Planning Commission Dhaka
9.	Mr Anisul Islam Assistant Secretary

Sl.	Name and Designation/Organization
	Ministry of Expatriates' Welfare and Overseas Employment Dhaka
10.	Md Obaidul Islam Department of Chief Inspector (Eng) Chief Inspectorate Office Dhaka
11.	S.M. Aminul Hoque Deputy Director of Labour Department of Labour
12.	Qazi Mutmainua Tahmida Deputy Director Bangladesh Bank
13.	Mrs Khalaqun Nahar Asstt. Research Officer Department of Women Affairs
14.	Mrs Nahid Sultana Programme Officer Department of Women Affairs
15.	Abu Usuf Md. Rasel Asstt. Chief Economic Relation Division
16.	Md Israjul Huq Deputy Director BMET
B. Bangladesh Employers' Federation (BEF)	
17.	Mr Absal Shaquib Quoreshi Secretary Bangladesh Employers' Federation Chamber Building, Dhaka
18.	Mr Kazi Saifuddin Ahmed Labour Adviser Bangladesh Employers' Federation Chamber Building, Dhaka
19.	Mr Moksud Belal Siddiqui Economist, Research Cell Bangladesh Employers' Federation Chamber Building, Dhaka
20.	Mr Syed Abu Zahid Sr. Manager, Beximco Textile Division Beximco Industrial Park, Sarabo, Kashimpur, Gazipur
21.	Ms Ahmed Abdul Kabir Chowdhury Manager Beximco Textile Division Beximco Industrial Park, Sarabo, Kashimpur, Gazipur
22.	Mr M. Yunus Ali Senior Manager, Human Resource Square Pharmaceuticals Ltd. Square Centre, Dhaka

23.	Mr Md. Nobiul Ahsan Manager Square Consumer Products Ltd. Square Centre, Dhaka
24.	Mr Shahidul Alam Senior Executive Human Resources Square Pharmaceuticals Ltd. Square Centre, Dhaka
25.	Mr A.M.M. Moniruzzaman Tinku Officer, Human Resources Beximco Pharmaceuticals Ltd. Dhaka
C. NCCWE	
26.	Mr Mesbahuddin Ahmed Member Secretary NCCWE Dhaka
27.	K.M. Azam Publicity Secretary Jatiyo Sramik League
28.	Chowdhury Ashiqul Alam General Secretary Bangladesh Trade Union Shangho
29.	Mojibur Rahman Bhuiyan General Secretary Bangladesh Mukta Sramik Federation (BMSF)
30.	Mr Shafiqul Islam
31.	Mr Naimul Ahsan General Secretary JSJB
32.	Salina Anwar
33.	Mr Razequzzaman Ratan Samajtantrik Sramik Front (SLF)
34.	Md. Zafrul Hasan BJSD
35.	Abdul Wahed Jatiyo Sramik Jote (JSS)
36.	Shahidul Islam Jatiya Sramik Federation
37.	Habib Ullah BTUS
38.	Quamrul Ahsan JSFB
39.	H. Fekulal Ghosh TUC

D. Research Institute and INGOs	
40.	Kazi Ali Toufique Senior Research Fellow Bangladesh Institute of Development Studies (BIDS) Sher-e-Bangla Nagar Dhaka
41.	Dr Abdul Hye Mondal Research Fellow Bangladesh Institute of Development Studies (BIDS), Dhaka Sher-e-Bangla Nagar Dhaka
42.	Mr Towfiqul Islam Khan Senior Research Associate Centre for Policy Dialogue (CPD) Dhaka
43.	Prof. ATM Nurul Amin North South University
44.	Simeen Mahmud Lead Researcher Brac Development Institute
45.	Sami Farook Research Associate BIDS
46.	Tahreen Tahrima Research Associate BIDS
E. Donor and UN Agencies	
47.	Rubayat Jesmin Sr. Program Officer Economic Development and Trade Related TA Delegation of the European Union Dhaka
48.	Mr Bhushon Shrestha UNDP-Bangladesh IDB Bhaban Dhaka
49.	Mr André Bogui Director ILO Country Officer for Bangladesh Dhaka
50.	Mr Gagan Rajbhandari Deputy Director ILO Country Office for Bangladesh Dhaka
51.	Mr David Williamss Regional Project Coordinator, EC MAP Project under RESA BANGKOK
52.	Mr Srinivas Reddy Expert on Skills Training for Under-privileged (Component-5) Technical and Vocational Education and Training (TVET) Reform in Bangladesh, Dhaka

53.	Ms Nisha Chief Technical Adviser Improved Migration Policy and its Application in Bangladesh, ILO Country Office for Bangladesh Dhaka
54.	Mr Md. Saidul Islam Programme Assistant ILO Country Office for Bangladesh
55.	Ms Hasina Begum National Project Coordinator Assessing and Addressing the Effects of Trade on Employment, ILO Country Office for Bangladesh Dhaka
56.	Mr Abhilash Tripura National Project Coordinator Capacity Building of Indigenous People's Project, ILO Country Office for Bangladesh Dhaka
57.	Ms Selina Ahmed National Programme Officer Promoting Gender Equality and Preventing Violence against Women at Workplace (VAW), ILO Country Office for Bangladesh Dhaka
58.	Ms Farida Shahanaz National Project Coordinator Green Jobs in Asia Project ILO Country Office for Bangladesh
59.	Mr Harunur Rashid Program Officer (Component-5) Technical and Vocational Education and Training (TVET) Reform in Bangladesh Dhaka

7.3. Organisation of the working groups

Group 1 (Room A)

Chapter 1: Economic and Social Context for Decent Work
Chapter 2: Employment Opportunities
Chapter 3: Adequate Earnings and Productive Work
Chapter 4: Decent Hours

Group 2 (Room B)

Chapter 5: Combining Work, Family and Personal Life
Chapter 6: Work that Should be Abolished
Chapter 8: Equal Opportunity and Treatment in Employment

Group 3 (Room C)

Chapter 7: Stability and Security of Work
Chapter 9: Safe Work Environment
Chapter 10: Social Security
Chapter 11: Social Dialogue, Workers' and Employers' Representation