



CPD Dialogue

Emerging Labour Standard Demand in view of Bangladesh's LDC Graduation and SDG Implementation

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Discussion Points

1. Why Discussion on Emerging Labour Standard (ELS) Demand is Important for Bangladesh?
2. What are the Compliance Requirements related to the ELS?
 - 2.1 LDC Graduation related
 - 2.2 SDG Implementation related
3. What is the Cross-country Experience of Compliances of GSP plus related Labour Standards?
4. Where Does Bangladesh Stand with regard to the ELS?
5. How Far Conditionality and Targets of GSP Plus and SDGs are Interlinked?
6. How to Address Emerging Labour Standard Demand in the SDG Era?

1. Why Discussion on Emerging Labour Standard (ELS) Demand is Important for Bangladesh?

- Over the past several years, Bangladesh has reached a number important development milestones.
 - Entered into the SDG era in 2015 after successful accomplishment of MDGs
 - Graduated from the 'lower income' to 'lower middle income' country group in 2016
 - Fulfilled all three criteria to be eligible for graduation from LDC group (possibly in 2024)
- Labour standards are key issues related to LDC graduation and SDG implementation
 - GSP plus requirement to comply with 27 international conventions including 15 related to human rights and ILO's labour related conventions
 - SDG 8 sets aspirational targets as regards decent jobs, labour rights and labour standards; SDG 5 and 16 have similar goals on human rights and labour standards
- Given the weak labour standards and structural barriers in most of sectors/activities, improving labour standards will not be so easy for Bangladesh in the coming years
 - Non-Compliance with ELS has adverse implications in case of market access in the EU, achieving SDG targets and other issues
- This paper highlights the status of ELS from the perspective of compliance requirement for GSP plus and implementation of SDGs
 - It will put forward suggestions for attaining those requirements and targets in a time-bound manner

2. What are the Compliance Requirements related to the ELS?

LDC Graduation and ELS

- Graduation from the LDC group has direct implications on labour standards particularly in case of market access to the EU
 - Preferential market access other than LDC groups: Standard GSP and GSP Plus
 - Rules will apply after Bangladesh will be found eligible for GSP/GSP plus (possibly in 2027 years)
- GSP plus conditionality
 - **Eligibility criteria:** The Regulation [no. 978/2012] in article 9 sets strict and clear criteria for granting GSP Plus.
 - a) Need to be a vulnerable developing country
 - b) Need to ratify 27 core international conventions (15 conventions are relating to core human and labour rights)
 - c) Must not have formulated reservations that are prohibited by these conventions
 - d) Monitoring bodies under those conventions must not identify any serious failure to effectively implement them

2. What are the Compliance Requirements related to the ELS?

EU's Preferential Market Schemes

Market Access Schemes	Compliance requirements	Countries Enjoying the Benefit
Standards GSP	<ul style="list-style-type: none"> • Need to be lower-middle income country • Need to comply with fundamental human rights and labour rights conventions • Need not require to apply • Valid: Till 2023 (validity of the regulation(978/2012) 	17 (5 Asian)
GSP Plus	<ul style="list-style-type: none"> • Vulnerability criteria: consists of the import share criterion and the diversification criterion • Sustainable development criteria: ratify the 27 GSP+ relevant international conventions on human- & labour rights, environ. protection & good governan. • Applicant must not have formulated reservations which are prohibited by these conventions • Must not identify any serious failure to effectively implement the conventions • Valid: Till 2023 (validity of the regulation(978/2012) 	9 (3 Asian)
EBA	<ul style="list-style-type: none"> • Listed as a Least Developed Country (LDC) • Must not found in case of serious and systematic violation of principles laid down in fundamental human rights and labour rights conventions • Valid: No expiry date (as per 978/2012) 	49 (9 Asian)
Beneficiaries		75 (17 Asian)

2. What are the Compliance Requirements related to the ELS?

Human Rights and Labour related Conventions

- Fifteen conventions relating to core human and labour rights listed in annex VIII, part A:
 1. Convention on the Prevention and Punishment of the Crime of Genocide (1948);
 2. International Convention on the Elimination of All Forms of Racial Discrimination (1965);
 3. International Covenant on Civil and Political Rights (1966);
 4. International Covenant on Economic Social and Cultural Rights (1966);
 5. Convention on the Elimination of All Forms of Discrimination Against Women (1979);
 6. Convention Against Torture and other Cruel, Inhuman or Degrading Treatment or Punishment (1984);
 7. Convention on the Rights of the Child (1989);
 8. Convention concerning Forced or Compulsory Labour, No. 29 (1930);
 9. Convention concerning Freedom of Association and Protection of the Right to Organize, No. 87 (1948);
 10. Convention concerning the Application of the Principles of the Right to Organize and to Bargain Collectively, No. 98 (1949);
 11. Convention concerning Equal Remuneration of Men and Women Workers for Work of Equal Value, No. 100 (1951);
 12. Convention concerning the Abolition of Forced Labour, No. 105 (1957);
 13. Convention concerning Discrimination in Respect of Employment and Occupation, No. 111 (1958);
 14. Convention concerning Minimum Age for Admission to Employment, No. 138 (1973);
 15. Convention concerning the Prohibition and Immediate Action for the Elimination of the Worst Forms of Child Labour, No. 182 (1999);

Key Issues Highlighted in Selected International Conventions

International conventions	No. of articles	Key Issues highlighted in Different Articles
1. Convention on the Prevention and Punishment of the Crime of Genocide (1948)	19	<ul style="list-style-type: none"> • Genocide, whether committed in time of peace or in time of war, is a crime. • Genocide means to destroy, in whole or in part, a national, ethnical, racial or religious group. • Persons committing genocide shall be punished, whether they are constitutionally responsible rulers, public officials or private individuals. • Genocide shall not be considered as political crimes for the purpose of extradition.
2. Convention on the Elimination of All Forms of Racial Discrimination (1965)	25	<ul style="list-style-type: none"> • "racial discrimination" means any distinction, exclusion, restriction or preference based on race, colour, national or ethnic origin. • States Parties must pursue by all appropriate means for eliminating racial discrimination in all its forms. • States Parties shall undertake to prevent, prohibit and eradicate all types of discrimination.
3. Convention on Civil and Political Rights (1966)	53	<ul style="list-style-type: none"> • All peoples have the right of self-determination. • Everyone has the right to liberty and security of person. • No one shall be held in slavery. • All persons shall be equal before the courts and tribunals. • Everyone shall have the right to freedom of thought, conscience and religion. • Every citizen shall have the right and the opportunity, without any of the distinctions.
4. Convention on Economic Social and Cultural Rights (1966)	31	<ul style="list-style-type: none"> • Equal right of men and women to the enjoyment of all economic, social and cultural rights. • Right of everyone to the enjoyment of just and favourable conditions of work. • Right of everyone to social security, including social insurance. • Fundamental right of everyone to be free from hunger.
5. Convention on Elimination of All Forms of Discrimination Against Women (1979)	30	<ul style="list-style-type: none"> • "discrimination against women" shall mean any distinction, exclusion or restriction made on the basis of sex. • State parties will embody the principle of the equality of men and women in their national constitutions. • Eliminate discrimination against women in the field of employment. • To prevent discrimination against women on the grounds of marriage or maternity. • Eradicate discrimination against women in other areas of economic and social life. • Eradicate discrimination against women in rural areas. • Eliminate discrimination against women in all matters relating to marriage and family relations.
13. Convention concerning Discrimination in Respect of Employment and Occupation, No 111	14	<ul style="list-style-type: none"> • "Discrimination" includes any distinction, exclusion or preference made on the basis of race, colour, sex, religion, political opinion, national extraction or social origin. • State parties must declare and pursue national conditions and practice for the equal treatment in the employment and occupation. • Individual shall have the right to appeal to a competent body established in accordance with national practice. • State parties must apply this convention to non-metropolitan territories in accordance with the the Constitution of ILO.

Key Issues Highlighted in Selected International Conventions

International conventions	No. of articles	Key Issues highlighted in Different Articles
7. Convention on Rights of the Child (1989)	54	<ul style="list-style-type: none"> • A child means every human being below the age of 18 years. • States Parties shall ensure the rights set forth in the Convention to each child without discrimination of any kind. • In all actions concerning children the best interests of the child shall be a primary consideration. • States shall undertake all legislative & administrative measures for the implementation of the child's rights. • The child shall be registered immediately after birth and shall have the right from birth to a name, the right to acquire a nationality. • States Parties shall take measures to combat the illicit transfer and non-return of children abroad. • States Parties shall respect the right of the child to freedom of thought, conscience and religion. • States Parties shall take all appropriate measures to protect the child from all forms of violence, injury or abuse, neglect and maltreatment. • States Parties recognize the right of every child to a standard of living.
8. Convention concerning Forced or Compulsory Labour, No 29 (1930)	32	<ul style="list-style-type: none"> • Forced or compulsory labour shall mean all work or service which is exacted from any person under the menace of any penalty. • The competent authority shall not impose or permit the imposition of forced or compulsory labour for the benefit of private individuals, companies or associations. • No concession granted to anyone which involve any form of forced or compulsory labour.
9. Convention concerning Freedom of Association and Protection of the Right to Organise, No 87 (1948)	21	<ul style="list-style-type: none"> • Workers and employers, without distinction whatsoever, shall have the right to establish and join organisations. • Workers' and employers' organisations shall have the right to draw up their constitutions and rules. • The public authorities shall refrain from any interference which would restrict this right or impede the lawful exercise thereof. • Workers' and employers' organisations shall not be liable to be dissolved or suspended by administrative authority. • Workers' and employers' organisations shall have the right to establish and join federations and confederations.
10. Convention concerning the Application of the Principles of the Right to Organise and to Bargain Collectively, No 98 (1949)	16	<ul style="list-style-type: none"> • Workers shall enjoy adequate protection against acts of anti-union discrimination in respect of their employment. • Workers' and employers' organisations shall enjoy adequate protection. • Machinery appropriate to national conditions shall be established, where necessary. • Measures appropriate to national conditions shall be taken, where necessary.

Key Issues Highlighted in Selected International Conventions

International conventions	No. of articles	Key Issues highlighted in Different Articles
11. Convention concerning Equal Remuneration of Men and Women Workers for Work of Equal Value, No 100 (1951)	14	<ul style="list-style-type: none"> • “remuneration” includes the ordinary, basic or minimum wage or salary. • “equal remuneration” for men and women workers refers to rates of remuneration established without discrimination based on sex. • Principle of equal remuneration for men and women workers for work of equal value. • Each Member shall co-operate with the employers' and workers' organisations for the establishment of equal remuneration.
12. Convention concerning the Abolition of Forced Labour, No 105 (1957)	10	<ul style="list-style-type: none"> • State parties shall not to make use of any form of forced or compulsory labour. • State parties must take effective measures to secure the immediate and complete abolition of forced or compulsory labour.
13. Convention concerning Discrimination in Respect of Employment and Occupation, No 111	14	<ul style="list-style-type: none"> • “Discrimination” includes any distinction, exclusion or preference made on the basis of race, colour, sex, religion, political opinion, national extraction or social origin. • State parties must declare and pursue national conditions and practice for the equal treatment in the employment and occupation. • Individual shall have the right to appeal to a competent body established in accordance with national practice. • State parties must apply this convention to non-metropolitan territories in accordance with the the Constitution of ILO.
14. Convention concerning Minimum Age for Admission to Employment, No 138 (1973)	18	<ul style="list-style-type: none"> • State parties shall specify the minimum age for admission to employment within its territory. • The minimum age for admission to any type of employment or work shall not be less than 18 years. • National laws or regulations may permit the employment or work of persons 13 to 15 years of age on light work. • All necessary measures, including the provision of appropriate penalties, shall be taken by the competent authority.
15. Convention concerning the Prohibition and Immediate Action for the Elimination of the Worst Forms of Child Labour, No 182 (1999)		<ul style="list-style-type: none"> • The worst forms of child labour comprises: all forms of slavery or practices similar to slavery; procuring or offering of a child for prostitution, pornography, illicit and harmful activities. • Each Member shall design and implement programmes of action to eliminate the worst forms of child labour.

2. What are the Compliance Requirements related to the ELS?

SDGs and ELS

- Goal 8: Highlights on inclusive and sustainable economic growth, employment and decent work for all- 12 targets
 - A number of other goals have one or more targets related to human rights and labour standards
 - Goal 5 (5.1, 5.2, 5.6, 5.A, 5.B, 5.C); Goal (16.2)
 - Individual countries have set voluntary targets and time-wise milestones
 - SDGs highlight ELS through decent work framework
- Scopes for synergy between GSP plus conditionality and SDG labour targets on country-level activities related to ELS

2. What are the Compliance Requirements related to the ELS?

SDG 8

8.1 Sustain per capita economic growth in accordance with national circumstances and, in particular, at least 7 per cent gross domestic product growth per annum in the least developed countries

8.2 Achieve higher levels of economic productivity through diversification, technological upgrading and innovation, including through a focus on high-value added and labour-intensive sectors

8.3 Promote development-oriented policies that support productive activities, decent job creation, entrepreneurship, creativity and innovation, and encourage the formalization and growth of micro-, small- and medium-sized enterprises, including through access to financial services

8.4 Improve progressively, through 2030, global resource efficiency in consumption and production and endeavour to decouple economic growth from environmental degradation

8.5 By 2030, achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value

8.6 By 2020, substantially reduce the proportion of youth not in employment, education or training

8.7 Take immediate and effective measures to eradicate forced labour, end modern slavery and human trafficking and secure the prohibition and elimination of the worst forms of child labour, including recruitment and use of child soldiers, and by 2025 end child labour in all its forms

8.8 Protect labour rights and promote safe and secure working environments for all workers, including migrant workers, in particular women migrants, and those in precarious employment

8.9 By 2030, devise and implement policies to promote sustainable tourism that creates jobs and promotes local culture and products

8.10 strengthen the capacity of domestic financial institutions to encourage and expand access to banking, insurance and financial services for all

8.A Increase Aid for Trade support for developing countries, in particular least developed countries, including through the Enhanced Integrated Framework for Trade-Related Technical Assistance to Least Developed Countries

8.B By 2020, develop and operationalize a global strategy for youth employment and implement the Global Jobs Pact of the International Labour Organization

2. What are the Compliance Requirements related to the ELS?

SDG 8

Targets

8.1 Sustain per capita economic growth in accordance with national circumstances and, in particular, at least 7 per cent gross domestic product growth per annum in the least developed countries

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8.3 Promote development-oriented policies that support productive activities, decent job creation, entrepreneurship, creativity and innovation, and encourage the formalization and growth of micro-, small- and medium-sized enterprises, including through access to financial services

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8.1.1: Annual growth rate of real GDP per capita

8.2.1: Annual growth rate of real GDP per employed person

8.3.1: Proportion of informal employment in non-agriculture employment, by sex

8.4.1: Material footprint, material footprint per capita, and material footprint per GDP

8.4.2: Domestic material consumption, domestic material consumption per capita, and domestic material consumption per GDP

8.5.1: Average hourly earnings of female and male employees, by occupation, age and persons with disabilities

8.5.2: Unemployment rate, by sex, age and persons with disabilities

8.6.1: Proportion of youth (aged 15–24 years) not in education, employment or training

8.7.1: Proportion and number of children aged 5–17 years engaged in child labour, by sex and age

8.8.1: Frequency rates of fatal and non-fatal occupational injuries, by sex and migrant status

8.8.2: Increase in national compliance of labour rights (freedom of association and collective bargaining) based on International Labour Organization (ILO) textual sources and national legislation, by sex and migrant status

8.9.1: Tourism direct GDP as a proportion of total GDP and in growth rate

8.9.2: Number of jobs in tourism industries as a proportion of total jobs and growth rate of jobs, by sex

8.10.1: Number of commercial bank branches and automated teller machines (ATMs) per 100,000 adults

8.10.2: Proportion of adults (15 years and older) with an account at a bank or other financial institution or with a mobile-money-service provider

8.a.1: Aid for Trade commitments and disbursements

8.b.1: Total government spending in social protection and employment programmes as a proportion of the national budgets and GDP

2. What are the Compliance Requirements related to the ELS?

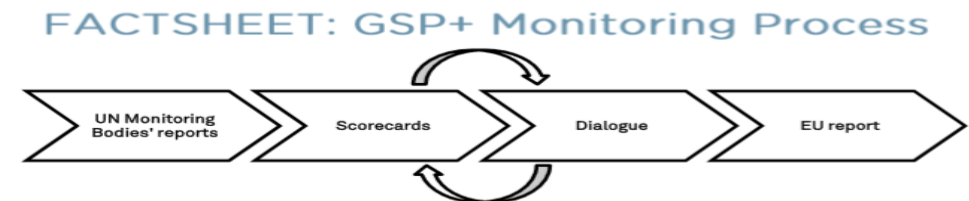
GSP plus: Requirements, Monitoring Process, and Review Mechanism

- There are two phases for being compliant with GSP plus
 - Phase for baseline assessment; Phase for regular review
- **Phase for Baseline Assessment:** European Commission makes a baseline assessment when countries apply for 'GSP plus' related benefits
 - EC looks to reports prepared by the UN monitoring bodies and special rapporteurs on relevant conventions
 - Recommendations laid out in these reports are the key source of information for initial scorecard
 - Technical report on the effects of the GSP+ has been jointly produced by the European Commission and the European External Action Service
 - Additional information is directly received from beneficiary authorities themselves, civil society, European Parliament, EU Member States, and local EU delegations

2. What are the Compliance Requirements related to the ELS?

GSP/GSP plus: Requirements, monitoring process, and review mechanism

- **Regular review and Monitoring after Granting GSP plus**
- The monitoring mechanism involves two interrelated tools
 - **“Scorecard“**: An annual exchange of information on beneficiaries' shortcomings on each of the 27 conventions which highlights progress, relevant shortcoming and future plan
 - Responses to this GSP+ report are expected to be reflected country’s replies to the next scorecards.
 - **"GSP+ dialogue“**: This is a close engagement between the EU and the beneficiary countries to support them to tackle their shortcomings, discuss difficulties, and recognise progress made.
- The GSP+ dialogue seeks to build a relationship based on trust and cooperation, and makes use of existing bilateral fora (e.g. on trade, human rights, and labour rights)
 - The exact objectives of GSP+ monitoring vary between beneficiaries. It is essential that beneficiaries' challenges and achievements are seen in their own national contexts.
- GSP+ monitoring takes place over two-year cycles.



2. What are the Compliance Requirements related to the ELS?

- GSP plus beneficiary countries need to provide binding undertakings
 - Maintain ratification of the international conventions covered by the GSP Plus scheme;
 - Ensure their effective implementation;
 - Comply with reporting requirements;
 - Accept regular monitoring and review of their implementation record in accordance with the conventions;
 - Cooperate with the Commission and provide all necessary information (article 13).

2. What are the Compliance Requirements related to the ELS?

- In case of non-compliance of GSP plus conditionality
 - Under the GSP Regulation, if at any time the Commission has reasonable doubt that a beneficiary is not respecting its binding undertaking, then the Commission shall open an investigation into whether a beneficiary is complying with its GSP+ undertaking.
 - Following this investigation, GSP+ preferences may be temporarily withdrawn, until the beneficiary demonstrates compliance with the GSP+ commitments.
- The GSP+ is designed to offer long-term support through its 10-year initial lifespan, and its continuous monitoring process.
 - Beneficiaries' challenges to implementation are underpinned by long-term and complex problems, which cannot be solved within the first two-year monitoring period alone.
- Beyond support through GSP+ monitoring, the Commission has launched several capacity-building projects to support beneficiaries.
 - For example, two projects are currently running in partnership with the International Labour Organisation, working to strengthen labour rights in El Salvador, Guatemala, Mongolia, and Pakistan.

2. What are the Compliance Requirements related to the ELS?

- Implementation of SDGs depends on country-specific institutional set up, their strategies and action plans
- **Institutional set up for implementation of SDGs**
 - Many countries are adapting their existing institutional frameworks established during the MDG era and expanding them for the implementation of the SDGs.
 - This includes the monitoring and evaluation (M&E) function as well as (mainly) the horizontal coherence across ministries and vertical coherence across government levels (national, subnational and local).
 - **National Council for Sustainable Development (NCSD):** A core function of most NCSDs is to operate as an advisory body to government, examining sustainable development issues and providing advise on the evolution and success of sustainable development strategy and policy
 - Countries with NCSDs located under the office of the president/prime minister have noted that the high-level positioning has ensured effective coordination.
- The scope and ambition of the 2030 Agenda will require collaboration, innovative and incentive systems that facilitate cross-sectoral action and shared accountability across different ministries, agencies, levels of government and non-governmental stakeholders.

2. What are the Compliance Requirements related to the ELS?

- A key challenge posed for the implementation of the 2030 Agenda is that the SDGs are interlinked which requires strong inter-agency coordination.
 - The traditional 'silo' approach to development taken by many countries in the past has been counterproductive and undermines the integrated planning approach necessary for achieving sustainable development.
- Institutional coordination will require cross-sectoral synergy by coordinating across ministries to ensure that a country's existing development strategies, plans or roadmaps align with the SDGs and to work towards coherence among different planning frameworks.

3. What is the Cross-country Experience of Compliances of GSP plus related Labour Standards?

Sri Lanka's Benchmark Assessment (Prepared by the European Commission in January, 2017)

- **Assessment of vulnerability:** Article 9(1) of the GSP Regulation and in line with its Annex VII, Sri Lanka is to be considered vulnerable.
- **Ratification:** As required by point (b) of Article 9(1) of the GSP Regulation, Sri Lanka has ratified all conventions listed in Annex VIII of the GSP Regulation.
- **Reservations:** Sri Lanka has not formulated any reservations on the relevant conventions, therefore the criterion under point (c) of Article 9(1) of the GSP Regulation is also met.
- **Serious failure for effective implementation:** The monitoring bodies of the relevant conventions have detected salient shortcomings in connection to the listed conventions. However, there is no serious failure to effectively implement any of these conventions. (Please see the following slides)
- **Binding undertakings:** Sri Lanka has submitted the binding undertaking as provided in point (b) of Article 1(2) of Commission Delegated Regulation (EU) No 155/2013.
- **Conclusion:** Sri Lanka meets the eligibility criteria of Article 9(1) of the GSP Regulation.

3. What is the Cross-country Experience of Compliances of GSP plus related Labour Standards?

Benchmark Assessment of Sri Lanka's Application: Selected Issues Discussed

Conventions	Reports of authority used for assessment	Issues raised in the assessment	Policy/rules/actions related issues raised in the assessment
International Covenant on Economic, Social and Cultural Rights	Committee on Economic, Social and Cultural Rights (CESCR)	<ul style="list-style-type: none"> • Production workers • Gender discrimination • Early/forced marriage • Sexual harassment • Decent salary • Freedom of association in EPZs • Domestic violence • Child labour (sexual abuse) 	<ul style="list-style-type: none"> • New HR Commission and other commissions • Adopted National Plan of Action for the Promotion and Protection of Human Rights and Employment of Women, Young Persons and Children (Amendment) Act (2003). • Ratified a number of international instruments, including the two Optional Protocols to the Convention on the Rights of the Child; the Convention on the Rights of Persons with Disabilities, as well as ILO Conventions related to discrimination in employment and occupation (Convention 111); minimum age of employment (Convention 138) and the worst forms of child labour (Convention 182)

3. What is the Cross-country Experience of Compliances of GSP plus related Labour Standards?

Benchmark Assessment of Sri Lanka's Application: Selected Issues Discussed

Conventions	Reports of authority used for assessment	Issues raised in the assessment	Policy/rules/actions related issues raised in the assessment
Convention on the Elimination of All Forms of Discrimination Against Women	Committee on the Elimination of All Forms of Discrimination Against Women (CEDAW)	<ul style="list-style-type: none"> • Sexual violence • Equal land succession rights to men and women • Gender based violence 	<ul style="list-style-type: none"> • Muslim Personal Law, the sawalamai law and the Land Development Ordinance • Need to harmonize domestic legislation with provisions of the Convention • Sri Lanka co-sponsored UNHRC Resolution 30/1 on Promoting reconciliation, accountability, and human rights in Sri Lanka • Sri Lanka has ratified a number international instruments, including the Optional Protocol to the Convention on the Elimination of All Forms of Discrimination against Women; Optional Protocol to the Convention on the Rights of the Child on the sale of children, child prostitution and child pornography (2006), Protocol to Prevent, Suppress and Punish Trafficking in Persons, Especially Women and Children. • National Action Plan on Gender Based Violence; a National Action Plan on Female-Headed Households

3. What is the Cross-country Experience of Compliances of GSP plus related Labour Standards?

Regular Review and Monitoring after Granting GSP plus: Pakistan (Reviewed by the European Commission in January, 2016)

Status of ratification and reporting

- Pakistan has ratified all seven HR conventions listed in Annex VIII of the GSP+ regulation, and maintains ratification
 - After some delays, Pakistan is now up to date with its reports on CEDAW, CRC, ICCPR, ICESCR and CERD.
- Pakistan has ratified all GSP+-relevant conventions on environmental protection and climate change, and maintains ratification.
- Pakistan complies with all reporting requirements, with the exception of: (please see the following slides)
 - CITES — lack of compliance (biennial reports for 2003-2004, 2005-2006, 2009-2010);
 - Basel Convention on the Control of Trans-boundary Movements of Hazardous Wastes and Their Disposal — lack of compliance (reports for 2008, 2010 and 2011 due);
 - Cartagena Protocol on Biosafety — 1st and 3rd National Reports due;
 - Stockholm Convention on Persistent Organic Pollutants -non-compliant (no reports submitted to date).
- Pakistan ratified the three United Nations Conventions on Narcotics Drugs, on Psychotropic Substances, and against Illicit Traffic in Narcotic Drugs and Psychotropic Substances respectively.
 - Pakistan is a full member of the Convention against Corruption

3. What is the Cross-country Experience of Compliances of GSP plus related Labour Standards?

GSP+ MONITORING SCORE CARD (Punjab, Pakistan)

S. N	Convention	Salient Shortcomings / Issues	Catgs	Reporting Status	Focal Ministry	Implementation Status / Remarks	Latest Status
1	Montreal Protocol on Substances that Deplete the Ozone Layer	<ul style="list-style-type: none"> No Salient Shortcomings. 	A	<p>All reports submitted.</p> <p>Latest monitoring body report June 2013.</p>	Climate Change Division	<ul style="list-style-type: none"> All reports have been submitted to the Secretariat, next report due in 30th May, 2014. 	<ul style="list-style-type: none"> The report has been submitted to the Montreal Protocol Secretary on 31st May, 2014
2.	Basel Convention on the Control of Trans-boundary Movements of Hazardous Waste and their Disposal	<ul style="list-style-type: none"> Lack of compliance with reporting requirements, 	C	<p>Reports for 2010 and 2011 due</p>	-do-	<ul style="list-style-type: none"> Reports could not be submitted due to post devolution issues. However, these are under preparation and will be submitted within fortnight. 	<ul style="list-style-type: none"> All reports till 2013 have been submitted.

3. What is the Cross-country Experience of Compliances of GSP plus related Labour Standards?

GSP+ MONITORING SCORE CARD (Punjab, Pakistan)

S. N	Convention	Salient Shortcomings / Issues	Catgs	Reporting Status	Focal Ministry	Implementation Status / Remarks	Latest Status
3.	Convention on Biological Diversity (CBD)	<ul style="list-style-type: none"> No Salient Shortcomings 	A	All reports submitted.	-do-	<ul style="list-style-type: none"> 5th National Report is under preparation and will be submitted by the dead line i.e 31st March, 2014. 	<ul style="list-style-type: none"> 5th National Report has been submitted to CBD secretariat within the due date.
4.	United Nations' Framework Convention on Climate Change (UNFCCC).	<ul style="list-style-type: none"> No Salient Shortcomings 	A	One National Communication submitted.	-do-	--	<ul style="list-style-type: none"> No action is pending.
5.	Cartagena Protocol on Bio-safety	<ul style="list-style-type: none"> No Salient Shortcomings 	C	All reports submitted.	-do-	<ul style="list-style-type: none"> The Regular National Reports have been prepared and submitted in October 2014 	<ul style="list-style-type: none"> No action is pending
6.	Stockholm Convention	<ul style="list-style-type: none"> Lack of Compliance with reporting requirements. 	C	No report submitted 1 st NIP: 15-12-2009	-do-	<ul style="list-style-type: none"> No reporting requirement as such on part of Pakistan. 1st NIP dated 15th December, 2009 has already been submitted. 09 new Persistent Organic Pollutants (POPs) have been identified by Stockholm Convention. A National Technical Advisory Committee (NTAC) has been formed to review, ban/Phase out of these new POPs. 	<ul style="list-style-type: none"> The Stockholm Convention Secretariat has informed that next cycle for reporting is due on 31st August 2014 and the Secretariat is about to launch a new electronic reporting system for parties to submit their reports.
7.	Kyoto Protocol	<ul style="list-style-type: none"> No Salient Shortcomings 	A	N/A	-do-	--	<ul style="list-style-type: none"> No action is pending.

3. What is the Cross-country Experience of Compliances of GSP plus related Labour Standards?

Review Report on Pakistan

Conventions	Reports of authority used for assessment	Issues raised in the assessment	Policy/rules/actions related issues raised in the assessment
Freedom of association and collective bargaining (Conventions 87 and 98)	ILO Committee of Experts on the Application of Conventions and Recommendations (CEACR)	<ul style="list-style-type: none"> Do not receive legally required appointment letters Difficult to join unions or register for social benefits Complex and restrictive registration procedures, lack of capacity of the provincial labour departments to ensure proper registration, instances of collusion between employers and registrars 	<ul style="list-style-type: none"> Concerns on legislation excluding employees in certain public sectors and 'essential' service sectors from forming unions, including agriculture, health, education, banking, security and employees in special economic and trade zones. Absence of legal framework regulating unionisation and collective bargaining in large informal sectors National assembly passed a federal industrial relations act to close a vacuum created by the 18th Amendment, re-establishing the National Industrial Relations Commission (NIRC), Improved coordination and cooperation between different trade union federations

3. What is the Cross-country Experience of Compliances of GSP plus related Labour Standards?

Review Report on Pakistan

Conventions	Reports of authority used for assessment	Issues raised in the assessment	Policy/rules/actions related issues raised in the assessment
Forced labour (Conventions 29 and 105)	Modern Slavery Index	<ul style="list-style-type: none"> Bonded labour is common in various sectors most notably agriculture and brick kilns Currently no reliable statistics on the number of bonded labourers over 1.8 million sharecroppers (agricultural workers) are bonded to landlords 	<ul style="list-style-type: none"> Urged to adopt legislation aimed at eliminating bonded labour and implements the legislation effectively Discard with laws which give the authorities wide discretionary powers to order the dissolution of association Progress has been made in the preparation of provincial legislation. The Khyber Pakhtunkhwa Bonded Labour System (Abolition) Act was passed

3. What is the Cross-country Experience of Compliances of GSP plus related Labour Standards?

Conclusions made in regular review of Pakistan's Status

- While the authorities have launched a number of constructive initiatives, human rights violations remain widespread in the country despite some of the initiatives underway.
 - Progress has been made in strengthening the institutional framework for human right
 - The situation of women remains a serious concern, but some progress was made to adopt new legislation in the field of rights of women.
 - Lack of capacity and awareness continue to hinder the full implementation of Pakistan's international commitments.
- Despite the many challenges it must be concluded that in the last 2 years considerable and increasing efforts have been demonstrated by the federal government and the provincial governments to improve labour laws and their implementation across the country.
- In general, Pakistan has made reasonably good efforts to implement the commitments under the conventions related to environmental protection and climate change. In particular, a renewed commitment to address the effects of climate change.
- The government of Pakistan continues its efforts to counter drug trafficking and drug abuse by improving skills of law enforcement agencies with international cooperation
- While efforts to implement the commitments under the UN convention against Corruption have improved through a strengthening of the National Accountability Bureau (NAB) the challenges are still considerable.

3. What is the Cross-country Experience of Compliances of GSP plus related Labour Standards?

- Analysis of different reports prepared by the EC on GSP plus beneficiary countries identify following issues/concerns
 - Level of ratification of UN conventions
 - Reservations of domestic laws/rules
 - Status of implementation of international conventions
 - Identify the gap in rules, regulations and laws and put forward suggestions for amendment of rules, regulations of laws
 - Report on effective functioning of the legislative bodies; capacity constraints of implementing agencies
 - Cover convention related issues of all kinds of social, economic, political and cultural affairs
 - Address both sector and issue specific; formal and informal sector specific; EPZ and non-EPZ area specific as well as domestic and export-oriented industries related concerns
 - Review progress as per the commitment made by the government in various international reporting
 - Use international reports related to those conventions
 - Use civil society and other international origination's reports

4. Where Does Bangladesh Stand with regard to the ELS?

GSP Plus related

- **Ratification of UN conventions:** Bangladesh has not yet ratified one convention
 - Convention concerning Minimum Age for Admission to Employment, No. 138 (1973)
 - A total of 7 fundamental conventions (out of 8), 2 governance conventions (out of 4), 26 technical conventions (out of 177) have been ratified by Bangladesh
 - Out of 35 conventions ratified, 31 are in force, 2 conventions have been denounced, 2 instruments abrogated.
 - All ILO related conventions which ratified are currently 'in force'
- Bangladesh needs to work on multiple issues under each convention with a view to improve its performance
 - Level of enforcement of different conventions; gap in national rules and regulations concerning different conventions
 - Institutional setup for effective functioning; capacity constraints of public agencies
 - Addressing key issues of each of the convention
 - Issues are beyond economic affairs: social, cultural and political affairs

4. Where Does Bangladesh Stand with regard to the ELS?

GSP Plus related

- Bangladesh needs to work on multiple issues under each convention with a view to improve its performance
 - Information will be gathered from multiple sources including government, private sector, workers organizations
 - Civil society will be a major source of information related to enforcement of those conventions
 - All types of economic activities will be reviewed: formal & informal, export-oriented & domestic market oriented, EPZs & DTAs, Large, medium, small and micro enterprises, rural & urban, male & female & child etc.
- Country specific constraints related to social, cultural issues will be duly acknowledged

4. Where Does Bangladesh Stand with regard to the ELS?

- CPD team conducted KIIs with leading entrepreneurs of selected manufacturing and service sectors to:
 - Appreciate their understanding and preparedness on LDC graduation
 - Sectors covered: RMG, Jute goods, Leather goods, Agro-processing, Pharmaceuticals & Real estate
 - Key issues discussed: enforcement of related laws, capacity for effective enforcement, existing challenges for enforcement of those laws etc.
- Majority of the respondents mentioned that enforcement of the related laws/rules of different conventions in the respective sectors are in place except in case of few conventions. Exceptions found in:
 - Economic, social and cultural rights: Jute goods
 - CEDAW: Agro-processing, Real estate
 - Equal remuneration: Agro-processing, Jute
 - Discrimination of employment & occupation: Agro-processing
- Lack of awareness among the stakeholders is a major constraints in terms of proper enforcement of these conventions
- Majority of the enterprises under different sectors lack proper policies, code of conducts, operational strategies with regard to different conventions
 - Different enterprises have different levels of development which affect the level of enforcement of different conventions

4. Where Does Bangladesh Stand with regard to the ELS?

Perception of the Private Sector on Enforcement of Different Conventions

International conventions	Law/rules (yes or no)	Enforcement	Preparedness/capacity	Existing challenges
1. Elimination of All Forms of Racial Discrimination (1965)	Yes	A- Yes F- Yes J- Yes P- Yes RMG- Yes R- Yes	A- Yes F- Yes J- Yes P- Yes RMG- Yes R- Yes	A- No F- n/a J- Yes P- n/a RMG- No R- n/a
2. Civil and Political Rights (1966)	Yes	A- Yes F- Yes J- Yes P- Yes RMG- Yes R- Yes	A-Yes F- Yes J- Yes P- Yes RMG- Yes R- Yes	A- No F- No awareness J- n/a P- low labor standards RMG- No R-No
3. Economic Social and Cultural Rights (1966)	Yes	A- Yes F- Yes J- Not fully P- Yes RMG- Yes R- Yes	A- Yes F- Yes J- Not fully P- Yes RMG- Yes R- Yes	A- No F- No awareness J- no incentive, corruption P- Patent right challenge RMG- No R- high reg. cost & interest rate
4. Elimination of All Forms of Discrimination Against Women (1979)	Yes	A- Yes F- Not fully J- Not fully P- Yes RMG- Yes R- Not fully	A- Yes F- Yes J- Not fully P- Yes RMG- Yes R- Not fully	A- Lack of awareness F- No awareness J- no awareness, low profit P- n/a RMG- lack of literacy R- low awareness and resource

Note: A: Agro-processing; F: Footwear and leather goods; J: Jute goods; P: Pharmaceuticals; RMG: Readymade garments and R: Real Estate ³²

4. Where Does Bangladesh Stand with regard to the ELS?

Perception of the Private Sector on Enforcement of Different Conventions

International conventions	Law/rules (yes or no)	Enforcement	Preparedness/capacity	Existing challenges
5. Convention against Torture and other Cruel, Inhuman or Degrading Treatment or Punishment (1984)	Yes	A- Yes F- Yes J- Yes P- Yes RMG- Yes R- Yes	A- Yes F- Yes J- Yes P- Yes RMG- Yes R- Yes	A- No F- No awareness J- n/a P- n/a RMG- No R- No
6. Rights of the Child (1989)	Yes	A- Yes F- Yes J- Yes P- Yes RMG- Yes R- Yes	A- Yes F- Yes J- Yes P- Yes RMG- Yes R- Yes	A- lack of farm level monitoring F- No awareness J- n/a P- n/a RMG- No R- n/a
7. Convention concerning Forced or Compulsory Labour, No 29 (1930)	Yes	A- Yes F- Yes J- Yes P- Yes RMG- Yes R- Yes	A- Yes F- Yes J- Yes P- Yes RMG- Yes R- Yes	A- No F- No awareness J- n/a P- No RMG- n/a R- n/a
8. Freedom of Association and Protection of the Right to Organise, No 87 (1948)	Yes	A- Yes F- Yes J- Yes P- Yes RMG- Yes R- Yes	A- Yes F- Yes J- Yes P- Yes RMG- Yes R- Yes	A- No F- No J- n/a P- n/a RMG- difficult reg. process R- n/a

Note: A: Agro-processing; F: Footwear and leather goods; J: Jute goods; P: Pharmaceuticals; RMG: Readymade garments and R: Real Estate

4. Where Does Bangladesh Stand with regard to the ELS?

Perception of the Private Sector on Enforcement of Different Conventions

International conventions	Law/rules	Enforcement	Preparedness/capacity	Existing challenges
9. Convention concerning the Application of the Principles of the Right to Organise and to Bargain Collectively, No 98 (1949)	Yes	A- Yes F- Yes J- Yes P- Yes RMG- Yes R- Yes	A- Yes F- Yes J- Yes P- Yes RMG- Yes R- Yes	A- No F- No awareness J- n/a P- n/a RMG- n/a R- n/a
10. Convention concerning Equal Remuneration of Men and Women Workers for Work of Equal Value, No 100 (1951)	Yes	A- Yes F- No J- Not fully P- Yes RMG- Yes R- Yes	A- Yes F- Not fully J- Not fully P- Yes RMG- Yes R- Not fully	A- No F- Lower return J- Lower profitability P- Lack of awareness RMG- n/a R- Low profitability
11. Convention concerning the Abolition of Forced Labour, No 105 (1957)	Yes	A- Yes F- Yes J- Yes P- Yes RMG- Yes R- Yes	A- Yes F- Yes J- Yes P- Yes RMG- Yes R- Yes	A- No F- n/a J- n/a P- n/a RMG- n/a R- n/a
12. Convention concerning Discrimination in Respect of Employment and Occupation, No 111	Yes	A- Yes F- Not fully J- Yes P- Yes RMG- Yes R- Yes	A- Yes F- Low capacity J- Yes P- Yes RMG- Yes R- Yes	A- No F- Male female wage gap exist J- n/a P- Lack of awareness RMG- n/a R- Lack of monitoring
14. Convention concerning the Prohibition and Immediate Action for the Elimination of the Worst Forms of Child Labour, No 182 (1999)	Yes	A- Yes F- Yes J- Yes P- Yes RMG- Yes R- Yes	A- Yes F- Yes J- Yes P- Yes RMG- Yes R- Yes	A- No F- n/a J- n/a P- n/a RMG- No R- n/a

Note: A: Agro-processing; F: Footwear and leather goods; J: Jute goods; P: Pharmaceuticals; RMG: Readymade garments and R: Real Estate

4. Where Does Bangladesh Stand with regard to the ELS?

SDG related

- Government has well-devised time-bound action plan for achieving different targets related to SDG 8
 - Targeted timeline: 2020, 2025 and 2030
 - Targets have been set taking into account the benchmark level of progress in 2015
 - Further attention is needed with regard to setting targets
 - Lead/co-lead organisations have been identified (no mention about relevant private sector organisations)
- Notable targets are (from benchmark level, 2015 to terminal level, 2030):
 - Reduction of informal employment (from 77.5% to 65%)
 - Rise of average hourly earnings (by 70%)
 - Unemployment rate (from 4% to 2.5%)
 - Reduction of youth in NEET (from 28.8% to 3%)
 - Reduction of child labour (from 1.9-2.4% to 0%)
 - Reduction of fatal accidents (from 382 to <100)
- No mention about target with regard to compliance on labour rights (e.g. rise in trade union intensity; membership in trade unions etc.)
 - Similarly for total government spending in social protection

4. Where Does Bangladesh Stand with regard to the ELS?

Institutional Set Up for Implementing SDG 8

Targets and indicators	Data source	Baseline year	Milestone by 2020	Milestone by 2025	Targets by 2030	Lead ministry/ division	Remarks
Target 8.1: Sustain per capita economic growth in accordance with national circumstances and, in particular, at least 7 per cent gross domestic product growth per annum in the least developed countries							
8.1.1 Annual growth rate of real GDP per capita	BBS (NAW), SID	5.14% (BBS, FY 15)	6.7%	7%	7.5%	Lead:FD	7 th FYP indicator
Target 8.2: Achieve higher levels of economic productivity through diversification, technological upgrading and innovation, including through a focus on high-value added and labour-intensive sectors							
8.2.1 Annual growth rate of real GDP per employed person	i. BBS (NAW/LFS), SID ii. ILO	4.49% (ILO, 2015)	5%	5.5%	6.5%	Lead: MoC; Co-lead: MoInd & MoA	
Target 8.3: Promote development-oriented policies that support productive activities, decent job creation, entrepreneurship, creativity and innovation, and encourage the formalization and growth of micro-, small- and medium-sized enterprises, including through access to financial services							
8.3.1 Proportion of informal employment in non-agriculture employment, by sex	BBS (LFS), SID	77.5% (M:74.9%, F: 88.4%) (QLFS, 2015-16)	75%	70%	65%	Lead: GED	Studies will be conducted to promote expansion of formal sector
Target 8.4: Improve progressively, through 2030, global resource efficiency in consumption and production and endeavour to decouple economic growth from environmental degradation, in accordance with the 10-year framework of programmes on sustainable consumption and production, with developed countries taking the lead							
8.4.1 Material footprint, material footprint per capita, and material footprint per GDP	i. DoE, MoEF ii. BBS, SID	-	-	-	-	Lead: MoEF, Co-lead: ERD, GED	Repeated indicator (12.2.1)
8.4.2 Domestic material consumption, domestic material consumption per capita, and domestic material consumption per GDP	i. DoE, MoEF ii. BBS, SID	-	-	-	-	Lead: MoEF, Co-lead: ERD, GED	Repeated indicator (12.2.2)

4. Where Does Bangladesh Stand with regard to the ELS?

Institutional Set Up for Implementing SDG 8

Targets and indicators	Data source	Baseline year	Milestone by 2020	Milestone by 2025	Targets by 2030	Lead ministry/division	Remarks
Target 8.5: By 2030, achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value							
8.5.1 Average hourly earnings of female and male employees, by occupation, age and persons with disabilities	BBS (LFS), SID	Average monthly earning: BDT.12897 (M: 13127, F: 12072) 15-24: 10862, 25-34: 12801, 35-44: 14053, 45-54: 14857, 55-64: 13160, 65+: 10844 (QLFS 2015-16)	20% increased	45% increased	70% increased	Lead: MoLE	
8.5.2 Unemployment rate, by sex, age and persons with disabilities	BBS (LFS), SID	i. Sex both: 4.18% (M: 3.02%, F: 6.8%) ii. Age 15-24: 20.6%, 25-29: 6.7%, 30-64: 1.9%, 65+: 0.9% (QLFS, 2015-16)	i. Sex both: 4% (M: 2.7%, F: 4.2%) ii. Age 15-24: 15.5%, 25-29: 4.9%	i. Sex both: 3.5% (M: 2%, F: 4%) ii. Age 15-24: 10%, 25-29: 4%	i. Sex both: 2.5% (M: 2%, F: 3%) ii. Age 15-24: 5%, 25-29: 2%	Lead: MoLE	

Source: Bangladesh Planning Commission, 2018

4. Where Does Bangladesh Stand with regard to the ELS?

Institutional Set Up for Implementing SDG 8

Targets and indicators	Data source	Baseline year	Milestone by 2020	Milestone by 2025	Targets by 2030	Lead ministry/ division	Remarks
Target 8.6: By 2020, substantially reduce the proportion of youth not in employment, education or training							
8.6.1 Proportion of youth (aged 15-24 years) not in education, employment or training	BBS (LFS), SID	28.88%, (M: 9.9%, F: 46.9%) (QLFS, 2015-16)	22%	12%	3%	Lead: MoYS; Co-lead: MoLE	
Target 8.7: Take immediate and effective measures to eradicate forced labour, end modern slavery and human trafficking and secure the prohibition and elimination of the worst forms of child labour, including recruitment and use of child soldiers, and by 2025 end child labour in all its forms							
8.7.1 Proportion and number of children aged 5-17 years engaged in child labour, by sex and age	i. BBS (LFS/Child Labor Survey), SID ii. CLU, MoLE	i. Male: 953204 (2.4%), Female: 745690 (1.9%), 5 yr: 19320 (0.05%), 6-11 yr: 432188 (1.09%), 12-13 yr: 38766 (0.10%), 14-17 yr: 1208620 (3.05%) (Child Labor Survey, 2013)	1.2%	1%	0%	Lead: MoLE	

4. Where Does Bangladesh Stand with regard to the ELS?

Institutional Set Up for Implementing SDG 8

Targets and indicators	Data source	Baseline year	Milestone by 2020	Milestone by 2025	Targets by 2030	Lead ministry/ division	Remarks
Target 8.8 Protect labour rights and promote safe and secure working environments for all workers, including migrant workers, in particular women migrants, and those in precarious employment							
8.8.1 Frequency rates of fatal and non-fatal occupational injuries, by sex and migrant status	i. DIFE ii. BBS (LFS), SID iii. BMET, MoEWOE	Per year i. fatal injuries: 382 (M:362, F:20), non- fatal injuries:246 (M: 177, F: 19) (DIFE, 2015)	i. fatal: <300 ii. nonOfatal: <200	i. fatal: <200 ii. nonOfatal: <150	i. fatal: <100 ii. nonOfatal: <100	Lead: MoLE	
8.8.2 Increase in national compliance of labour rights (freedom of association and collective bargaining) based on International Labour Organization (ILO) textual sources and national legislation, by sex and migrant status	i. MoLE ii. MoEWOE	-	-	-	-	Lead: MoLE	
Target 8.9: By 2030, devise and implement policies to promote sustainable tourism that creates jobs and promotes local culture and products							
8.9.1 Tourism direct GDP as a proportion of total GDP and in growth rate	BBS (NAW/TSA survey), SID	1.5% (TSA survey 2012)	4%	4.5%	5%	Lead: MoCAT; Co-lead: MoCA	
8.9.2 Number of jobs in tourism industries as a proportion of total jobs and growth rate of jobs, by sex	BBS (LFS), SID	-	-	-	-	Lead: MoCAT; Co-lead: MoCA	

4. Where Does Bangladesh Stand with regard to the ELS?

Institutional Set Up for Implementing SDG 8

Targets and indicators	Data source	Baseline year	Milestone by 2020	Milestone by 2025	Targets by 2030	Lead ministry/ division	Remarks
Target 10: Strengthen the capacity of domestic financial institutions to encourage and expand access to banking, insurance and financial services for all							
8.10.1 Number of commercial bank branches and automated teller machines (ATMs) per 100,000 adults	i. FID (BB) ii. IMF	i. 8.37 ii. 6.79 (IMF, 2015)	i. 9 ii. 7	i. 10 ii. 8	i. 12 ii. 9	Lead: FID	
8.10.2 Proportion of adults (15 years and older) with an account at a bank or other financial institution or with a mobile-money-service provider	i. FID (BB) ii. WB	i. Bank: 31% ii. FI: 29.21% iii. Mobile: 2.7% (Global Findex, WB, 2018)	i. Bank: 33% ii. FI: 30% iii. Mobile: 3%	i. Bank: 35% ii. FI: 32% iii. Mobile: 3.5%	i. Bank: 40% ii. FI: 35% iii. Mobile: 5%	Lead: FID	
Target 8.A Increase Aid for Trade support for developing countries, in particular least developed countries, including through the Enhanced Integrated Framework for Trade-Related Technical Assistance to Least Developed Countries							
8.A.1 Aid for Trade commitments and disbursements	i. ERC ii. MoC iii. WTO	i. com: 2424.3 MUSD ii. Disb: 910.1 MUSD (OECD-WTO, 2015)	i. 3500 MUSD ii. 1000 MUSD	i. 4000 MUSD ii. 1500 MUSD	i. 5000 MUSD ii. 2000 MUSD	Lead: MoC	
Target 8.B: By 2020, develop and operationalize a global strategy for youth employment and implement the Global Jobs Pact of the International Labour Organization							
8.B.1 Total government spending in social protection and employment programmes as a proportion of the national budgets and GDP	FD	-	-	-	-	Lead: MoYS, Co-lead: FD	

4. Where Does Bangladesh Stand with regard to the ELS?

SDG related

- Need to explore how lead and co-lead organizations have devised plan of action and implementation strategy
 - No mention about the role of the private sector in achieving the targets
- Huge fund will be required to implement the targets
 - Highest amount of fund to be required compared to that in attaining other goals and targets
- Risks of shortages of resources against the targeted amount

Total Additional cost for SDG 8 in FY 2017, FY 2020 and FY 2030

Total Additional Cost\Fiscal Year	FY 2017	FY 2020	FY 2025	FY 2030
Billion BDT at Constant 2015 -16 prices	381.96	1480.44	3572.88	7730.03
Billion USD	4.72	16.65	35.25	67.85

Source: Bangladesh Planning Commission, 2017

4. Where Does Bangladesh Stand with regard to the ELS?

- CPD team conducted KIIs with leading entrepreneurs of manufacturing and service sectors
 - to appreciate their understanding and preparedness on SDG implementation
 - Sectors covered are: RMG, Jute goods, Leather goods, Agro-processing, Pharmaceuticals & Real estate
- Private sector is found to be more focused in addressing different targets of SDG 8 as most of the targets are commercially linked
 - Stakeholders mentioned about required operational measures, future plan, major challenges, required resources and policy support
- A number of sectors are behind in setting operational plan with regard to different targets
 - Target 1: leather goods
 - Target 2: Leather goods, Jute, real estate
 - Target 3: leather goods, jute, real estate
 - Target 4: leather goods, jute, pharmaceuticals, RMG, Real estate
 - Target 5: Agro-processing, leather, jute, real estate
 - Target 6: leather goods, jute, pharmaceuticals, RMG, Real estate
 - Target 7: leather goods, jute, pharmaceuticals, Real estate
 - Target 8: Jute and real estate
- Some sectors could not associate themselves with some of the targets
- According to the private sector, addressing the challenges requires institutional & policy support

4. Where Does Bangladesh Stand with regard to the ELS?

Perception of the Private Sector on Implementation of SDG 8 at Sectoral Level

SDG 8: decent Work and economic growth	Operational measures	Future plan	Major challenges	Required resource	Required policies
Target 1: Sustain per capita economic growth in accordance with national circumstances and, in particular, at least 7 per cent gross domestic product growth per annum in the least developed countries	A- higher production & strengthen value chain F- n/a J- Exploring new market, network building P- Business expansion RMG- Exploring new markets, technological advancement R- Apartment fair, promotional offer	A- Business expansion, latest technology adoption F- Commencement of hybrid shrimp cultivation J- Diversify the jute goods, increase the export volume P- Increase the export volume, and find out new export destination, increase the export items RMG- Adoption of modern technology, increase labor productivity R- Dialogue with banks and Govt. for the development of real estate sector	A- High capital cost, energy unavailability F- Scarcity of raw materials, high interest rate, low yield, prawn disease, low price of export, higher utility cost and high wage rate J- Weak transportation system, tariff and non-tariff barriers, high cost of utility & tight requirement, no bank facility, low domestic market for the jute goods P- Patent right challenge, weak backward linkage, unviability of soft loan RMG- High cost of capital, low productivity R- Due to business slowdown apartment projects are rarely going outside Dhaka, Weak capital market	A- Easy access to finance F- low interest rate, effective cure for the prawn disease J- Soft loan, reduce corruption, export subsidy, improve railway transport, land for SMEs, reduce the cost of obtaining of export related license P- Single digit bank loan, modern infrastructure, easy foreign currency regulation, technical support to the small factory RMG- Low cost capital, improved transportation R- Soft loan, low cost building materials, low cost utility	A- Easing doing business F- Permission for hybrid shrimp farming, low cost utility supply J- Constrict deep sea port quickly to reduce the cost of export and save shipment time. Increase the competency of jute goods exporters, bank loan should be provided between April-June P- Favorable govt. policy, export subsidy RMG- Business friendly environment R- supporting govt. policy, single digit bank loan,
Target 2: Achieve higher levels of economic productivity through diversification, technological upgrading and innovation, including through a focus on high-value added and labour-intensive sectors	A- Adoption of modern technology, training F- n/a J- No P- Training and upgradation RMG- Technological advancement, labor training R- Not fully, Higher investment is made only by the large farms	A- Product diversification, optimize nutrition level, Increase skill manpower F- Adoption of modern farming J- No P- Increase branding, market research RMG- Product diversification, technological upgradation R- Adopt modern technology	A- n/a F- Currently there is a 80% raw materials shortage in the shrimp sector, traditional production practice exists J- Lack of resource, product diversification, product promotion P- High cost of modern technology & utility, weak transportation system RMG- High cost of technology, require new investment R- stagnant market, small farms cant manage the loan easily	A- n/a F- Improved and low cost cold storage facility, uninterrupted utility facility at the farm level J- Modern and low cost technology P- Soft credit, skilled labor force RMG- Affordable technology, soft credit for technological upgradation R- Low cost modern technology, easy and modern transportation system	A- n/a F- Integrated and demand driven fisheries plan for the shrimp sector, disaster risk reduction J- support for seed production & jute goods diversification, incentive for advanced technology P- Support for research and innovation, availability of utility RMG- Provision of single digit bank loan R- Incentive for labor and environmental compliance

Note: A: Agro-processing; F: Footwear and leather goods; J: Jute goods; P: Pharmaceuticals; RMG: Readymade garments and R: Real Estate

Source: Perception Survey carried out by CPD

4. Where Does Bangladesh Stand with regard to the ELS?

Perception of the Private Sector on Implementation of SDG 8 at Sectoral Level

SDG 8: decent Work and economic growth	Operational measures	Future plan	Major challenges	Required resource	Required policies
3: Promote development-oriented policies that support productive activities, decent job creation, entrepreneurship, creativity and innovation, and encourage the formalization and growth of micro-, small- and medium-sized enterprises, including through access to financial services	A- Implement demand driven business strategies F- n/a J- No P- Exploring new export destination RMG- Maintain labor compliance, new investment R- No	A- Provide emphasize on innovative startups F- n/a J- Entrepreneurship development for the jute goods export P- Strengthen backward linkage RMG- Create decent jobs, explore new export destination R- Higher Investment and job creation	A- Higher cost of capital F- restriction on hybrid cultivation, no insurance for production, frequent natural disaster hampers production J- Lack of competency, lack of domestic market and modern technology P- Lack of research and innovation in the Pharmaceutical sector RMG- Low price of the export product, high cost of doing business R- No enough support from the govt. REHAB also fails to protect the interest of investors.	A- Financial resource, supply chain development, improved transportation F- low labor availability In factory, trade union, lack of infrastructure, labor unrest J- Soft loan P- Soft loan, infrastructure RMG- Skilled manpower R- Easing the doing business, incentive for apartment project in small cities/town	A- n/a F- khas land allocation for shrimp farming in the coastal areas, cash incentive for the export J- polythine need to be banned and jute bags need to be promoted, create demand in the domestic market P- Need export incentive, business friendly environment RMG- Fund for labor and environmental compliance R- Tax should be less than 5% for the reselling and property transfer, reduce the land registration cost
4: Improve progressively, through 2030, global resource efficiency in consumption and production and endeavour to decouple economic growth from environmental degradation	A- Adopt and promote modern technology & equipment to the farm level F- n/a J- No P- n/a RMG- n/a R- No	A- Increase resource efficiency F- Adopt modern and environment friendly cultivation method J- Adopt green tech. and resource efficient production techniques P- Research and innovation RMG- n/a R- No	A- Lack of awareness F- Scarcity of raw materials, climate vulnerability J- Low export market, lack of branding and promotion P- Lack of awareness, unviability of credit and cheap resource efficient technology RMG- lack of product diversification, skilled manpower R- Lack of low cost green technology	A- Lack of appropriate and cost effective technology F- Available raw materials J- Proper knowledge and Incentive for resource efficient technology P- Low cost modern technology RMG- Low cost resource efficient and green technology R- Resource efficient technology	A- Increase budget on research & innovation F- Support for modern farming technology J- Incentive for resource efficient technology P- support for adopting environment friendly technology RMG- n/a R- Incentive for green resource efficient building
5: By 2030, achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value	A- n/a F- n/a J- No P- Business expansion and training RMG- Employment opportunity for the disabled people R- Not fully	A- Strengthen HR policy F- n/a J- Equal and better payment for both male and female P- Skilled human resource development RMG- Improved working environment, business expansion R- No	A- Lack of skilled manpower F- Low financial resource J- Low profit margin P- n/a RMG- n/a R- Low profitability and business protection	A- n/a F- n/a J- Soft credit P- Soft loan RMG- n/a R- n/a	A- n/a F- Soft loan and effective insurance J- Reduce the cost of doing business P- Bank facility, protect the interest of investors RMG- Soft loan R- Measures to reduce the cost of doing business

Note: A: Agro-processing; F: Footwear and leather goods; J: Jute goods; P: Pharmaceuticals; RMG: Readymade garments and R: Real Estate

4. Where Does Bangladesh Stand with regard to the ELS?

Perception of the Private Sector on Implementation of SDG 8 at Sectoral Level

SDG 8: decent Work and economic growth	Operational measures	Future plan	Major challenges	Required resource	Required policies
6: By 2020, substantially reduce the proportion of youth not in employment, education or training	A- Ongoing investment, CSR activities F- n/a J- No P- n/a RMG- n/a R- n/a	A- Business expansion and job creation F- Business expansion, training J- No P- Business expansion RMG- New investment R- n/a	A- n/a F- n/a J- Weak market P- n/a RMG- n/a R- n/a	A- n/a F- Skilled manpower J- Resource for jute goods promotion P- Easy bank loan RMG- R- n/a	A- n/a F- n/a J- Favorable govt. policy P- Reduce the cost of doing business RMG- Easy access to capital R- n/a
7: Take immediate and effective measures to eradicate forced labour, end modern slavery and human trafficking and secure the prohibition and elimination of the worst forms of child labour	A- Maintain the labor law F- n/a J- n/a P- n/a RMG- Not allowing forced labor R- n/a	A- n/a F- n/a J- n/a P- n/a RMG- Effective monitoring and maintain labor standards R- n/a	A- n/a F- n/a J- n/a P- n/a RMG- n/a R- n/a	A- n/a F- n/a J- n/a P- n/a RMG- n/a R- n/a	A- n/a F- n/a J- n/a P- n/a RMG- n/a R- n/a
8: Protect labour rights and promote safe and secure working environments for all workers, including migrant workers, in particular women migrants, and those in precarious employment	A- Maintain the labor law F- Not fully implemented J- No P- Maintain compliance issues RMG- Maintain labor rights and compliance issues R- Not fully implemented	A- Strengthen compliance issues F- Improve the labor and environmental compliance J- Improve labor and environment compliance P- Improve labor standards and environmental compliance RMG- n/a R- Improve the compliance level	A- n/a F- Lack of awareness and capacity J- Low profit margin P- Small farms are not capable to maintain labor and environmental compliance RMG- n/a R- High cost of doing business	A- n/a F- n/a J- n/a P- Modern technology and financial soundness RMG- n/a R- n/a	A- n/a F- Support for implementing labor and environmental compliance J- support for compliance P- support for labor and environmental compliance RMG- n/a R- Incentive for compliance improvement

Note: A: Agro-processing; F: Footwear and leather goods; J: Jute goods; P: Pharmaceuticals; RMG: Readymade garments and R: Real Estate

Source: Perception Survey carried out by CPD

5. How Far GSP Plus and SDGs related Conditionality and Targets are Interlinked?

- GSP Plus conditionalities are binding commitments for a beneficiary country in contrast SDG targets are voluntary in nature
 - Implementation of GSP plus conditionality need to take right-based approach
 - Implementation of SDG 8 targets need to take more of commercial approach
- A number of areas of the two coincide where joint approach could be effective
 - Target 3 of SDG 8 on decent employment and ILO convention nos. 100, 111
 - Target 5 of SDG 8 on decent employment for all including youth and convention no. 100, 111
 - Target 7 of SDG 8 on child and forced labour and ILO conventions nos.29, 105, 182 child right (1989)
 - Target 8 of SDG 8 on labour rights and workplace safety and ILO conventions 87 and 98
 - However, issues are somewhat differently addressed under the two areas
 - Decent work approach would facilitate to address those issues
- A number of areas where difference are observed
 - Labour rights issues of racial discrimination, civil and political rights, social and cultural rights,
 - Cruel and inhuman punishment
 - However, those are partially/fully matched with targets of other SDGs
 - Goal 16 (Peace, justice and strong institutions) (e.g. 16.1, 16.2, 16.3, 16.6, 16.7, 16.10, 16.B)
- Hence, it is possible to address most of labour related issues under different SDGs

6. How to Address Emerging Labour Standard Demand in the SDG Era?

- A well-coordinated approach can be undertaken to address the ELS under the SDG framework
 - Differences in the time commitment for implementation of SDG and GSP plus would be an issue
- Implementation of SDG linked ELS approach could better prepare Bangladesh to handle post-LDC challenges
 - Following decade (2018-2027) could be used for preparation
- Existing SDG targets and indicators set by the government is insufficient to cover all related issues and concerns
 - Need to voluntarily specify ELS-specific issues particularly to address legal commitments
- Stakeholders are less aware about ELS conditionality related to GSP plus although they are partially aware about the targets of SDGs
 - Private sector is more interested to take a fiscal/financial approach for implementing SDGs
 - A blended approach is necessary which will include regulatory obligations
- Ministry of Labour and Employment (MoLE) should initiate informal discussion with concerned stakeholders about ratification of ILO convention 138 (minimum age for admission to work)
- Private sector needs to announce their voluntary sustainability standards in order to comply with ELS
 - Addressing the ELS through Code of Conduct, voluntary policies and guidelines
 - Complying with global compact standards and global voluntary standards

6. How to Address Emerging Labour Standard Demand in the SDG Era?

- Raising awareness about the emerging labour standards among the stakeholders should be a major task
 - Targeting private sector, people working in formal and informal economic activities, SMEs, factories located in DTAs and EPZs
 - Workers and worker organisations, worker rights groups, NGOs working with workers and labour rights
 - Civil society organizations
 - Public agencies on issues related to economic, social, cultural and political rights
- Taking collective effort for improving labour practices and standards by public and private sector, worker organisations and civil society organisations
 - Civil society could take step on shadow reporting on emerging labour standards in consultation with all stakeholders
- ELS may face inadequate political support in implementing different goals/targets as per timeline
 - Due to lack of willingness of major private sector organisations in all aspects related to SDG 8 as well as SDG 16
- Development partners, private sectors, international labour organisations could facilitate the process of enduring decent working environment
 - By raising awareness
 - By providing technical and financial support

Thank you.