



BANGLADESH: GENDER FROM THE JOBS DIAGNOSTIC TO THE JOBS DPC

Boosting Women's Access to More and Better Jobs
Social Protection and Jobs Core Courses

31 October, 2019

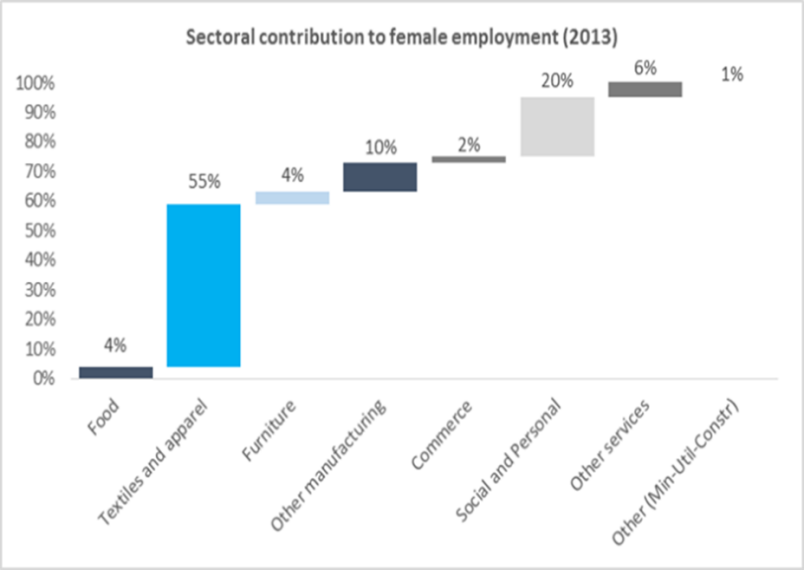


WORLD BANK GROUP

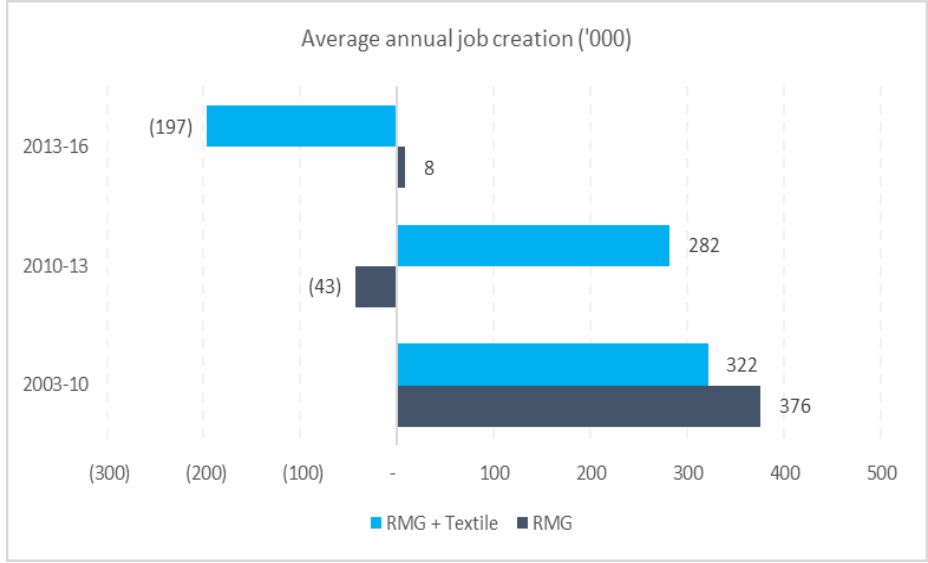
Jobs Diagnostic highlighted a number of labor market challenges for women in Bangladesh across three pillars: 1) job creation; 2) job quality; 3) access to jobs

1. JOB CREATION

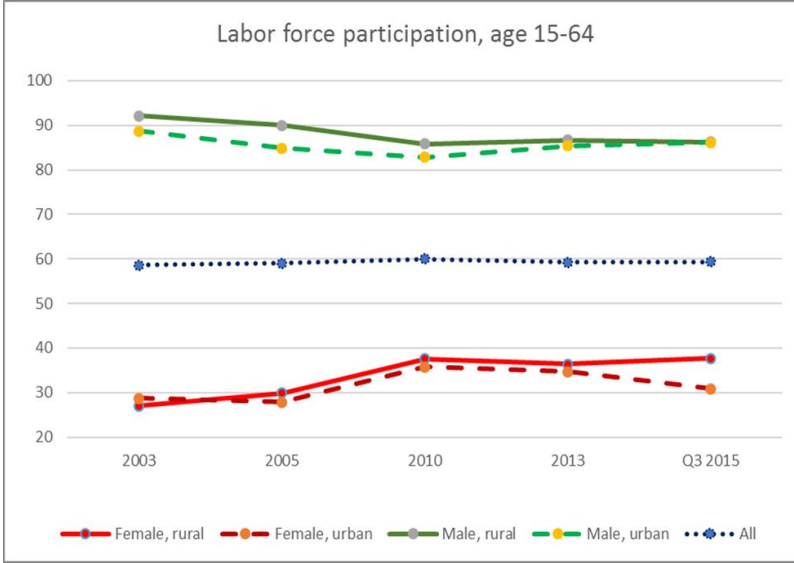
Non-agricultural employment for women highly concentrated in RMG



But following rapid jobs growth in RMG in the first decade of the 2000s employment is now contracting



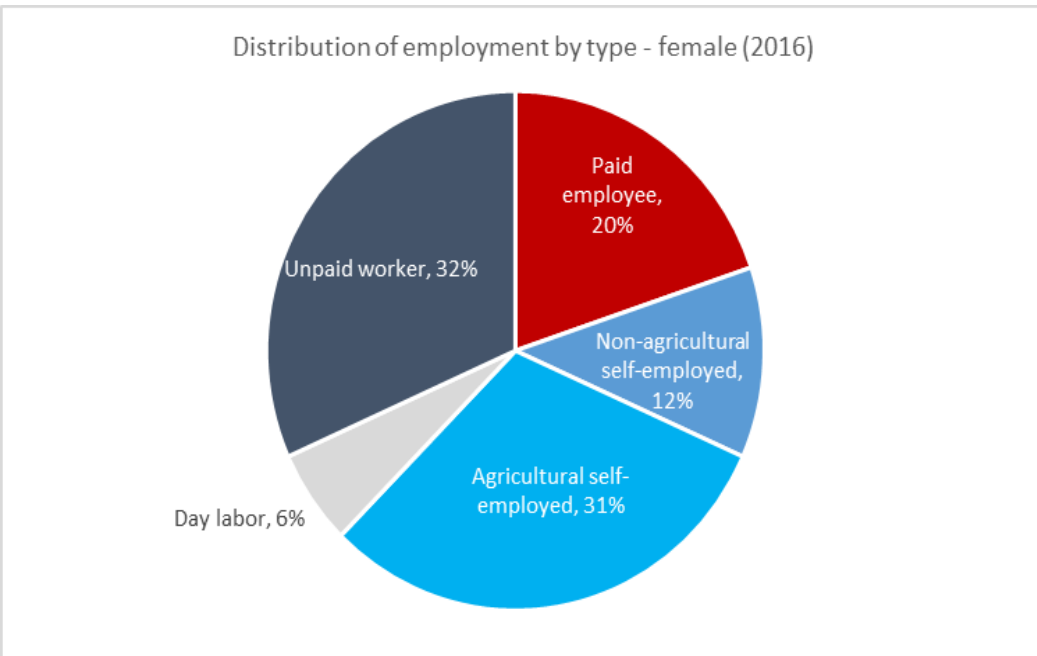
This is contributing to stagnant female labor force participation (declining in urban areas)



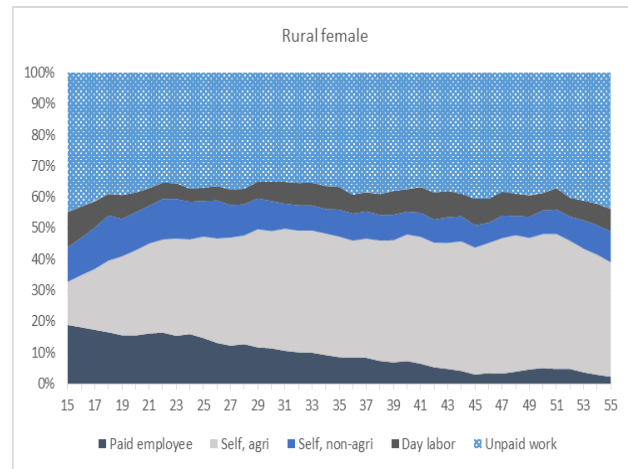
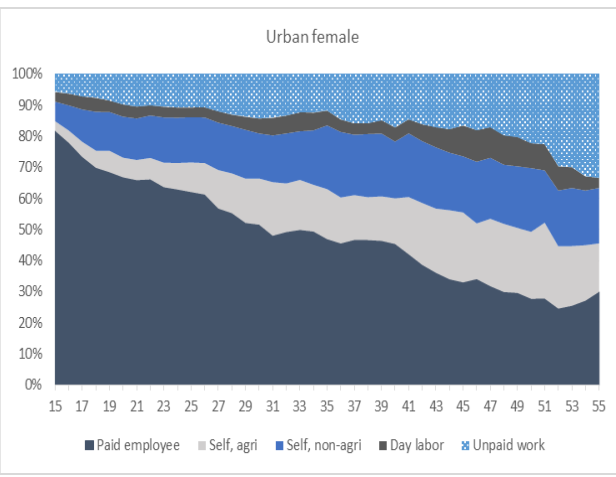
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2. JOB QUALITY

Women concentrated in vulnerable employment



Women in rural areas not benefits from rapid changes in opportunities for access to waged work

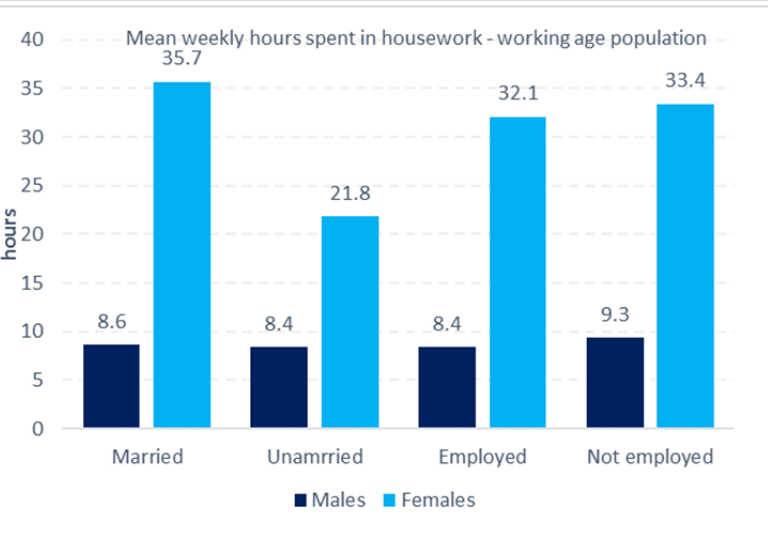
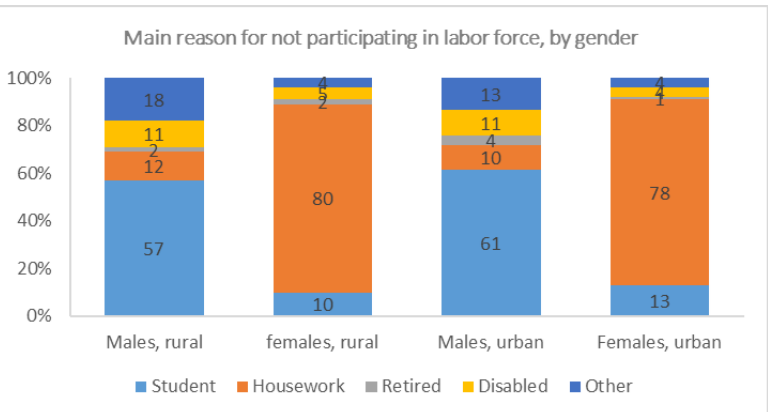


- Even women in waged employment often face informality and poor working conditions (lack of representation, safety, harassment, etc); only around 5% of employed women have access to a pension

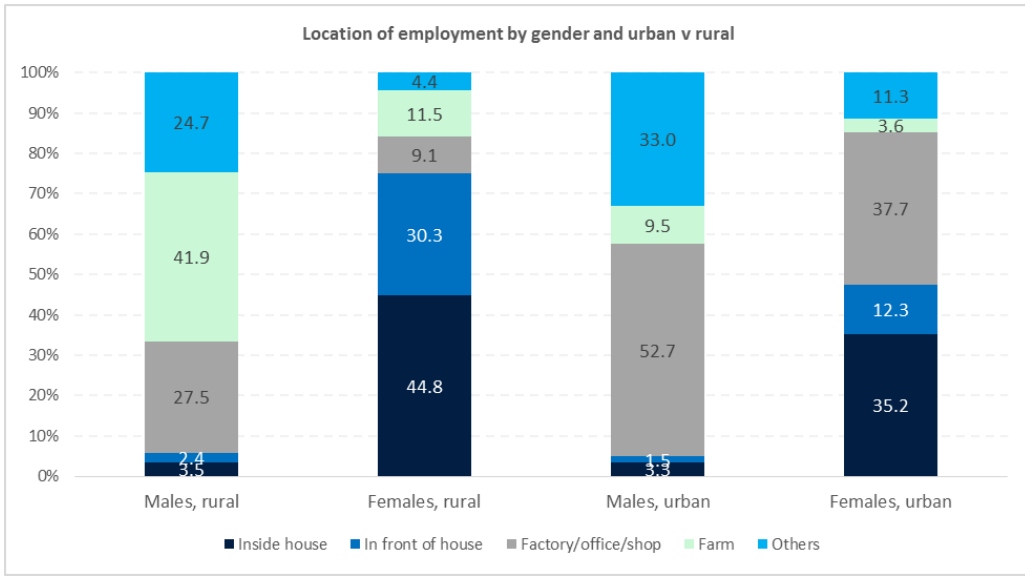
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3. ACCESS TO JOBS

Women access to labor markets constrained by household responsibilities



And mobility restrictions



- As well as legal restrictions, occupational segregation (e.g. RMG), skills mismatches, access to childcare, etc

Overview of the DPC

- US\$750 over 3 programmatic operations (US\$250m each)
- First operation approved by Board 12/18; Second operation kicked off in March

PILLAR A:

Modernizing the trade and investment environment

1. Investment facilitation (OSS Act and Companies Act reforms)
2. Trade facilitation I (New Customs Law and National Single Window)
3. Trade facilitation II (Bonded warehouse regime reforms to expand access for non-RMG firms)
4. Strengthened environmental controls and energy efficiency in key manufacturing sectors

PILLAR B:

Strengthening systems that protect workers and build resilience

5. Pension modernization (e-PPO for civil service) and setting foundation for comprehensive pension program
6. Labor law amendments and implementation (DIFE strengthening and EII)

PILLAR C:

Improving policies and programs that enhance access to jobs for vulnerable populations

7. Expanding support to overseas migrants (Wage Earners Welfare Fund; Overseas Migration Act implementation)
8. Skills development – coordination and relevance (NSDA Act; ISCs)
9. Expanding access to childcare (Child Daycare Act)

Actions incorporating explicit gender targets

Actions	Indicator Name	Baseline (2018)	Target (2022)
#1-- Investment facilitation (OSS Act and Companies Act reforms)	Time to and cost to set up a new business (disaggregated by gender)	Time: 19.5 days Cost: 22.3% of income/capita (no gender difference)	25% reduction
	Annual growth in new business registrations (disaggregated by gender)	0.4% (average over last 5 years)	5% per annum (overall); 10% for women-owned businesses
#5-- Pension modernization (civil service) and setting foundation for comprehensive pension program	# of civil service pensioners receiving electronic payments (disaggregated by gender)	0 (2018)	100,000 (2022) -- 80,000 men / 20,000 women
#6—Labor law amendments and strengthened enforcement	# of labor and safety complaints disposed of (addressed) by DIFE (quarterly average), of which # related to sexual harassment or GBV	500 (Q4 2017); [no baseline on sexual harassment or GBV]	1,000 (2022 quarterly average), with at least 50 related to sexual harassment or GBV
#7-- Expanding support to overseas migrants	Average cost of migration through formal channels (disaggregated by gender)	BDT 418,455 (male); BDT 253,078 (female)	25% real reduction in costs for each
	Budget allocation for: (1) Legal assistance for expatriate workers; (2) Emergency repatriation of female workers	(1) BDT 3.01m (2) BDT 5.73m [FY17]	30% real increase in budget allocation of each
#8—Skills development (NSDA)	# of workers trained in partnership with private industries with support from the NSDA/ISCs (by gender)	13,213, of which 31% female (FY'18)	19,345, of which 41% female (i.e. 10% pa increase; 18% pa female)
#9—Child Daycare Act	# of Daycare centers licensed under new regulatory framework	None	200