

ILO SOUTH SOUTH SUBREGIONAL TRIPARTITE WORKSHOP

9-10 October 2023



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Overview

The South South Subregional Tripartite Workshop: Promoting Forward Thinking Normative Strategies through South South Cooperation is part of a pilot project that attempts to combine South South and Triangular Cooperation (SSTC) with the promotion of integrated normative strategies in LDC countries.

The Workshop had the following objectives:

- (1) Facilitate information sharing and peer learning among Bangladesh, Nepal, and Viet Nam tripartite constituents that have already gone through similar transitions and share best practices
- (2) Identify areas for mutual learning or joint work with other countries on leveraging ILS and supervisory processes for inclusive economic growth

This report captures outputs from the workshop which include:

- Proposed South South triangular cooperation areas among the tripartite constituents of participating countries; and
- Action plans from the tripartite constituents on how to move forward with the collaboration areas prioritised.

The Workshop was attended by tripartite constituents from Bangladesh, Nepal, and Viet Nam. The speakers and facilitators included International Labour Standards (ILS) specialists, ILO focals, and ILO field officials. The interactive format helped facilitate the achievement of the Workshop's goals.

Summary Table of Collaborations

Collaboration area	Countries involved
Freedom of Association The collaboration focuses on enhancing freedoms of association, workers' rights, and improving market access.	Bangladesh, Nepal and Viet Nam
Social Protection The collaboration centres on social protection for the informal sector.	Bangladesh, Nepal and Viet Nam

<p>Skills and Migration</p> <p>The collaboration centres on migration, aiming to improve the protection of migrant workers, skills development, increase foreign income, labour matching and ethical recruitment principles.</p>	<p>Bangladesh, Nepal and Viet Nam</p>
<p>Occupational Health and Safety</p> <p>The collaboration aims to work towards compliance with the core OSH conventions.</p>	<p>Bangladesh and Nepal</p>
<p>Negotiation with Developed Countries on Tariffs, Migration, and Climate Challenges</p> <p>The collaboration on negotiations with developed countries, focuses on goals such as simplifying tariffs, ensuring safe migration, and adapting to climate challenges.</p>	<p>Bangladesh and Nepal</p>
<p>Formalising the Informal Economy and Integrating ILS</p> <p>The collaboration aims to work towards formalising the informal economy and integrating International Labour Standards (ILS).</p>	<p>Nepal and Viet Nam</p>
<p>Living Wage, Business and Human Rights, and HRDD</p> <p>The collaboration is focused on promoting and aligning labour practices and knowledge on living wage, business and human rights, and HRDD.</p>	<p>Bangladesh, Nepal, and Viet Nam</p>
<p>Climate Change Impacts</p> <p>The collaboration aims to address climate change impacts and disaster resilience through just transition.</p>	<p>Bangladesh, Nepal and Viet Nam</p>

Agenda

Day 1

- Introduction on normative strategies and sharing of experiences
- Discussion on gender-related aspects of ILS and sharing of experiences
- Introduction to South South Triangular Cooperation and the 2030 agenda
- Country goal setting

Day 2

- Developing collaborative missions
- Action planning
- Closing reflections

Opening Remarks

The South South workshop commenced with opening remarks by ILO senior management.

- **Oktavianto Pasaribu**, Deputy Director, ILO Decent Work Team for East and Southeast Asia and the Pacific
- **Tania Caron**, Senior Multilateral Relations Officer, PARTNERSHIPS, ILO Geneva
- **Tim de Meyer**, Senior Advisor to the Director NORMES, ILO Geneva

Normative Strategies

After the opening remarks, **Tim de Meyer** presented on normative strategies.

Key points:

- Normative strategies integrate ILS into efforts for decent work and sustainable development. They help advance ILS as part of sustainable development goals.
- Strategies address blind spots amongst ILO's strategic objectives across employment, social protection, social dialogue, and fundamental principles.
- Strategies involve assessing ratification status, application gaps, engagement with reporting and ILO supervisory systems, keeping pace with standard setting, and connecting with human rights systems.

- Tim emphasised the need for strategic and staggered ratification planning over 10-15 years rather than ratifying all conventions at once. This allows countries to prioritise and communicate technical assistance needs to ILO.
- He noted that fundamental conventions increasingly appear in trade agreements, UN Guiding Principles on Business and Human Rights, and SDG indicators. So they warrant particular priority within strategies.
- The ILO supervisory system points out gaps, but the strategies should lay out plans to address these over time in line with development priorities – pacing and sequencing matter.
- Strategies can communicate how international labour standards provide a foundation for stable governance and investor confidence as countries develop higher value industries.
- Baseline assessments, like ILO's normative gap analyses, provide data to inform strategy priorities and benchmark progress over time on aligning standards with application.

Country Sharings on Normative Strategies:

Each country shared experiences on normative strategies.

- **Laxman Sharma**, General Secretary, General Federation of Nepalese Trade Unions (GEFONT)
- **Akm Rezaur Rahman**, Deputy Secretary, Ministry of Labour and Employment, Bangladesh
- **Mai Nguyen**, Principal Official, Dept. of Legal Affairs, MOLISA, Viet Nam

Key points from the sharing:

Nepal:

- Nepal highlighted that some labour standards are covered in their laws and constitution, even though not all conventions are ratified.
- Strengths in freedom of association with many trade unions were also noted, as they are active nationally.
- Nepal sees the potential to share experiences with Social Security Act implementation and sharing relevant experiences on migrant worker issues that could be relevant to others.

Bangladesh:

- The country has ratified most fundamental and technical conventions, including recently on minimum wage.

- Bangladesh wants to share their experience of holding tripartite consultations on outstanding conventions like freedom of association.
- They also mentioned how the country developed an annual work plan with ILO support to improve reporting and application.
- Bangladesh also shared their experience in amending labour laws and establishing regular reporting mechanisms.

Viet Nam:

- Viet Nam shared how they focused on mainstreaming ILS into legal documents like the labour code and FTAs.
- They also highlighted leveraging FTA negotiations to drive faster implementation of ratified conventions.
- Viet Nam is also raising awareness among policymakers, employers, and workers on ILS.
- Viet Nam also highlighted the country's Prime Minister's directive on responsible business conduct and the role of employers.

Gender-related Aspects of ILS

Joni Simpson, Senior Specialist on Gender, Equality, and Discrimination, ILO Decent Work Team for East Asia, Bangkok, had a video presentation tackling ILO - A Transformative Agenda for Gender Equality.

Key points:

- There are opportunities for countries to review legislation to expand coverage of protections beyond only sexual harassment to the broader scope of violence and harassment covered under C 190. Countries can look at aligning laws with the comprehensive definitions in C 190.
- Implementing C 190 requires practical tools like codes of conduct, guidelines, standard operating procedures that translate the law into organisational policies and practices. Viet Nam's tripartite code of conduct was given as a good example.
- Capacity building through training and awareness raising is needed at both the national level and sectoral level to change social norms and organisational cultures. All stakeholders need knowledge and skills to uphold C 190 protections.

- C 190 implementation can focus on high-risk sectors like garment, care, agriculture and tourism where women face high rates of violence and harassment. Targeted actions in these sectors can have a strong impact.
- The Philippines provides a broad consultation model where the government has engaged wider society in a dialogue that violence and harassment at work are unacceptable and violate human rights. This helps build consensus.
- Donors adopting feminist foreign policies, like Canada and Sweden, provide resource mobilisation opportunities for countries pursuing the gender equality priorities in C 190. Partnerships can accelerate implementation.
- ILO is developing a brief profiling country approach to promoting C 190. This can inform strategies and pooling of good practices.

Country Sharing on Gender-related Aspects of ILS

Each country shared experiences on gender-related aspects of ILS.

- **Hansa Ram Pandey**, Senior Expert, Federation of Nepal Chambers of Commerce and Industry
- **Shakil Akhter Chowdury**, General Secretary, Bangladesh Labour Federation
- **Trieu Nguyen Ngoc**, Senior Programme Officer, Head of Program Unit, ILO Viet Nam

Key points from the sharing:

Nepal:

- Employers' federation FNCCI developed a gender equality code of conduct for member companies to protect workers. The code prohibits sexual harassment, outlines responsibilities, and handling of complaints.
- The code further aims to promote gender equality and eliminate sexual harassment in the workplace.
- Nepal is working closely with the government and unions on social dialogue around gender equality.

Bangladesh:

- Bangladesh national laws and High Court directives prohibit harassment, however, there are limitations in implementation of laws and low women's participation in the country.

- Bangladesh highlights strong legal protections for women and efforts like the National Taskforce on Gender Equality, but poor implementation and high informality persist as challenges.
- As a good practice, unions carry out campaigns, advocacy, training on C 190 and ending violence against women.
- Bangladesh emphasised the need for stronger tripartite actions, capacity building, and democratic practices.

Viet Nam:

- Viet Nam's National Task Force described legal frameworks on the prevention of sexual harassment at work.
- They have also developed training materials and code of conduct for implementing the law.
- The government provides technical support to enterprises in establishing policies and grievance systems.
- Viet Nam is currently promoting C 190, raising awareness among stakeholders for effective implementation.

South South and Triangular Cooperation and the 2030 Agenda

Anastasiia Pavlova, Development Cooperation Officer, PARTNERSHIPS, ILO Geneva, and **Tania Caron**, Senior Multilateral Relations Officer, PARTNERSHIPS, ILO Geneva, discussed SSTC and the 2030 agenda.

Key points:

- Explained the SSTC principles of solidarity, shared context, and horizontal cooperation;
- Discussed different forms of cooperation like regional, inter-regional, city-to-city, and fragile state cooperation;
- Presented key steps for successful SSTC - define issues, design project, implement, monitor/evaluate, and share knowledge;
- Described ILO's role in SSTC as facilitator, knowledge broker, and connecting partners.

After the talk on SSTC, participants formed three groups for a roundtable discussion. Each table represented ILS, SSTC, and normative strategies. Participants were asked to discuss through the guide questions:

1. What experience do you have in relation to the theme?
2. What can you learn from other countries?
3. What can you do together?

Group 1

What experience do you have in relation to the theme?

- Countries have different levels of experience with ILS implementation.
- Nepal has incorporated principles into laws but has not ratified all fundamentals.
- Bangladesh has ratified more but implementation is lacking.

What can you learn from other countries?

- Nepal wants to learn about human rights due diligence and responsible business conduct.
- Viet Nam can learn from Bangladesh's experience with freedom of association and informal sector integration.
- Countries can learn from Viet Nam's MOU for practising ILS for collective bargaining

What can you do together?

- Joint capacity building on HR due diligence and regular sharing of experiences.
- Build regular networks for formalisation
- Work together after graduation to attract more donors

Group 2

What experience do you have in relation to the theme?

- Countries have experiences participating in UN Cooperation Framework processes.
- Experience in regional practices, ASEAN + Canada, Regional Office Asia Pacific
- Nepal has incorporated principles into laws but not ratified all fundamentals.
- Bangladesh has ratified more but implementation is lacking.

What can you learn from other countries?

- Countries can learn from Viet Nam labour code
- Learning from Bangladesh on ratifying C 87
- Learn from Indonesia and Philippines when it comes to political contexts

What can you do together?

- Tripartite experience
- Continued sharing of good practices and challenges, organising study tours, and leveraging global platforms.
- Regularly documenting and sharing good and bad practices and utilising existing development cooperation mechanisms.

Group 3**What experience do you have in relation to the theme?**

- Identified experience gaps - Viet Nam lacks experience managing multiple trade unions, Nepal lacks dispute resolution tribunals.

What can you learn from other countries?

- Viet Nam wants to learn from Nepal's trade union management. Nepal wants to learn from any country's dispute resolution tribunal experience.
- Bangladesh wants to learn about tripartite dialogue frameworks

What can you do together?

- Collaboration on formalisation, a regional knowledge-sharing network, and joint advocacy on GSP+ extension

Country Goal Setting

Participants were first grouped by country to establish country-specific goals. Afterwards, they were regrouped based on shared goals and interests identified in this initial phase. The shared goals and interests were used to form potential collaboration groups that countries can further explore.

Bangladesh

What is the goal?	How does it connect to national priorities?	How could your goal benefit from normative approaches?	What is challenging? What is needed?
<ul style="list-style-type: none"> ● Have an independent labour dispute resolution system outside government to resolve disputes quickly 	<ul style="list-style-type: none"> ● Amendment of law on this [issue] is ongoing. ● RM NAP Alternative Dispute Resolution/LC 	<ul style="list-style-type: none"> ● Follow implementation of action plan ● C 87, 98, C 154, CB, C 151 LR, R 92, C&A 	<ul style="list-style-type: none"> ● Capacity building ● Technical support in implementation
<ul style="list-style-type: none"> ● Increased migration and protection of migrant workers ● Increase employment ● Support national economy ● Migration workers protected especially on C 87 and 98 	<ul style="list-style-type: none"> ● SDG 10 - migration policy 2013 ● Abu Dilo Colomb process 	<ul style="list-style-type: none"> ● C 181 agent ● C 97 Mi ● C 190 Sti ● C 189 Development ● C 29, P 29 	<ul style="list-style-type: none"> ● Upskilling, reskilling ● Reintegration ● Human traffic, FL - P29. Implementation of law ● Broker
<ul style="list-style-type: none"> ● Increase FDI and exports, expand trade preferences in 	<ul style="list-style-type: none"> ● Export policy CMAS ● Policy on diversification 	<ul style="list-style-type: none"> ● Implement ILS regional conventions 	<ul style="list-style-type: none"> ● To comply with HRDD and NAP on BHR

priority sectors like textiles, leather, jute, etc. identified by the Commerce Ministry	<ul style="list-style-type: none"> • Sectors identification by MOC – textile, leather, jute 	<ul style="list-style-type: none"> • MNED to follow • Byers' purchase practice • Different requirements of buyers to follow • Treating conventions differently by international communities 	<ul style="list-style-type: none"> • Public private partnerships (Gov/private sector/ development sector)
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Nepal

What is the goal?	How does it connect to national priorities?	How could your goal benefit from normative approaches?	What is challenging? What is needed?
<ul style="list-style-type: none"> • Expand contribution social security to workers in agriculture sector to improve market access for key export crops like ginger, cardamom, coffee, tea 	<ul style="list-style-type: none"> • 16th national development plan (upcoming) • National trade integration strategy • Sustainable transition strategy • National action plan to formalisation 	<ul style="list-style-type: none"> • Fundamental conventions +81 +C 123 + 102 and recommendation 204 • Develop ILS ratification work plan and implement as a road map 	<ul style="list-style-type: none"> • Building consensus for ILS ratification • Ensuring benefits for the agricultural farms • Scarce of workers in agricultural sector • Technology and innovation • Retention of human resource and labour productivity • Balancing incentives and cost for implementing national provisions based on ratified ILO convention

			<ul style="list-style-type: none"> ● Coordinated implementation (best practices) across governments in a federal structure ● Human resource development and retention
<ul style="list-style-type: none"> ● Develop climate resilient tourism sector for job creation and GDP growth 	<ul style="list-style-type: none"> ● Upcoming 16th national development plan ● Tourism strategy paper 2015 - 2025 	<ul style="list-style-type: none"> ● Fundamental conventions 	<ul style="list-style-type: none"> ● Just transition ● Minimum wage ● Skilled human resource ● Social security ● Mitigation and adaptation
<ul style="list-style-type: none"> ● Focus on human resource development and retention as an overarching goal 	<ul style="list-style-type: none"> ● Upcoming 16th development plan – Mentioned issues are thematic areas for development. ● Proposed human resource policy 	<ul style="list-style-type: none"> ● Fundamental conventions ● Employment convention 	<ul style="list-style-type: none"> ● Brain drain, brain gain, skills enhancement ● Proper human resource policy ● Vocational trainings

Viet Nam

What is the goal?	How does it connect to national priorities?	How could your goal benefit from normative approaches?	What is challenging? What is needed?
<ul style="list-style-type: none"> Promotion of rights of workers on freedom of association 	<ul style="list-style-type: none"> Party directive 37 on I.R on the new context Labour code 2019 National I.R commission 	<ul style="list-style-type: none"> C 87 C 98, C 199 Ensure implementation on FTAs commitment Promote and enhance the development of national legal documents 	<ul style="list-style-type: none"> Promoting export goods in supply chain for enterprise Organisational mechanism on establish and management Implementing decree and enforcement in reality
<ul style="list-style-type: none"> Formalise the informal economy and integrate ILS, specifically ensure minimum wage compliance and expand social insurance coverage Ensuring the compliance with minimal wage application 	<ul style="list-style-type: none"> Resolution 27 on wage reform Labour code, decree 145 implementing L.C. Decree 38 on minimum wage National wage council 	<ul style="list-style-type: none"> C 151, C 111, C 114 	<ul style="list-style-type: none"> Minimum wage in informal sector Policy for formalising informal workers
<ul style="list-style-type: none"> Formalise the informal economy and integrate ILS, specifically ensure minimum wage compliance and expand social insurance 	<ul style="list-style-type: none"> Party directive 28 on social insurance reform Social insurance law and labour code Social issuance fund 	<ul style="list-style-type: none"> C 102 C 199 	<ul style="list-style-type: none"> Informal sector Policies for informal sector

coverage ● Expand social insurance coverage	management board		
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Developing Collaborative Missions

Groups were created based on the stakeholders' common interests and goals. The groups were tasked to identify the needs and contributions of each country for the collaboration, and to choose the tools and methods of collaboration. In total, 8 collaboration groups were formed.

I. Freedom of Association

The collaboration involves Bangladesh, Viet Nam, and Nepal, focusing on enhancing freedoms of association, workers' rights, and improving market access. The group wants to address challenges such as ensuring government policy implementation, reaching consensus on country ILS ratification, promoting freedom of association, collective bargaining, and dispute resolution based on fundamental ILO conventions.

What could we do together? And How could we do it together?

- Establish a regional collaboration centre to facilitate systematic sharing of good practices between our countries on protecting freedom of association and managing trade union relations
- The centre could focus on priority sectors for collaboration such as agriculture, research, and tourism by convening stakeholder dialogues and sharing sectoral best practices.
- Treating countries differently by international communities
- Public-private partnerships (Gov/Private sector/Development sector)
- Conducting Joint research on trade/FOA/DR
- Conducting side meetings, conferences to discuss issues we work on GB/ILO
- Collaboration to discuss with buyers trade facilitation

<ul style="list-style-type: none"> ● Exchange views on how to ratify C 87 + DR ● Joint capacity building and training ● Priority sectors – Agriculture, Ready Made Garments, Tourism 		
Bangladesh – Government, Workers, Employers	Viet Nam	Nepal
What might each country contribute to the collaboration?		
<ul style="list-style-type: none"> ● Bangladesh could provide expertise on best practices in agriculture and training trade union representatives in this sector ● Joint centre of excellence to organise discussion on the plan ● Bangladesh can share on tribunal + C 87 	<ul style="list-style-type: none"> ● Joint centre of excellence to organise discussion on the plan ● Vietnam could provide insights from promoting freedom of association in the fast-growing tourism industry. 	<ul style="list-style-type: none"> ● Sharing experiences on tourism ● Joint centre of excellence to organise discussion on the plan ● Nepal could share experiences in fostering productive industrial relations and dispute resolution through tripartite dialogue.
What is the country goal?	What is the country goal?	What is the country goal?
<ul style="list-style-type: none"> ● Trade preference EBA -> GSP + ● FTA ● Increased FDI + export ● Sectors identified by MOC – textile, leathers, jute, ceramic, agriculture, electric, IT ● Buyers’ purchase practice 	<ul style="list-style-type: none"> ● Promotion of rights of workers on freedom of association 	<ul style="list-style-type: none"> ● Improved market access through ILS for key agricultural export sectors – ginger, coffee, tea, cardamom
What is challenging and	What is challenging and	What is challenging and

<p>what is needed?</p> <ul style="list-style-type: none"> ● Government employer implementation to make Labour Law for people ● Knowledge sharing ● Need positive mentality to amend law ● Complying with HRDD ● NAP on BHR 	<p>what is needed?</p> <ul style="list-style-type: none"> ● Promoting export goods in supply chain for enterprises ● Organisational mechanism on establish and management ● Implementing decree and enforcement in reality 	<p>what is needed?</p> <ul style="list-style-type: none"> ● Building consensus on ILS ratification ● Balancing incentives and cost for implementing national provisions based on ratified ILO convention ● Coordinated implementation (best practices) across governments in a federal structure
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II. Social Protection

The collaboration between Bangladesh, Nepal, and Viet Nam centres on social protection for the informal sector. The countries aim to develop social security systems, extend coverage, and establish minimum floors of protection based on ILO standards and recommendations. The group wants to address challenges such as a lack of resources, databases, and consensus, coordinating among various stakeholders, and ensuring proper law enforcement.

<p>What could we do together?</p> <ul style="list-style-type: none"> ● Find common issues on social security protection and collaborate on them ● Conduct joint research projects to identify common issues, challenges, and best practices related to social security protection in the countries. This research collaboration would help expand knowledge in this area ● Collaborate to extend social security coverage to uncovered groups in our countries, especially informal sector workers
<p>How could we do it together?</p> <ul style="list-style-type: none"> ● Conducting study visits – training, study visits, sharing of research findings ● Conducting online and in-person workshops and seminars ● Creating a common forum on social protection

<ul style="list-style-type: none"> ● Building a regular meeting mechanism ● Forming a forum research group + expert group ● Create common action plan 		
Bangladesh	Nepal	Viet Nam
What might each country contribute to the collaboration?		
<ul style="list-style-type: none"> ● Exchange of knowledge on best practices ● Bangladesh can provide technical knowledge/ know-how through trainings 	<ul style="list-style-type: none"> ● Exchange of knowledge on best practices ● 	<ul style="list-style-type: none"> ● Exchange of knowledge on best practices ● Share experience from its efforts to broaden social insurance coverage across the country
What is the country goal?	What is the country goal?	What is the country goal?
<ul style="list-style-type: none"> ● Unemployment insurance for workers in the informal sector 	<ul style="list-style-type: none"> ● To provide social security in all sectors including informal sector 	<ul style="list-style-type: none"> ● Expand Social Insurance Coverage
What is challenging and what is needed?	What is challenging and what is needed?	What is challenging and what is needed?
<ul style="list-style-type: none"> ● Lack of database, resources, and consensus 	<ul style="list-style-type: none"> ● Lack of Coordination among tripartite stakeholders, informalities and low level of awareness. ● Low GDP and GDP per capita ● Law enforcement 	<ul style="list-style-type: none"> ● Informal sector needs social Insurance, law, and labour code. ● Policies for informal sector – promote/enhancing the development of national legal document

	<ul style="list-style-type: none"> ● Social dialogue ● Awareness ● Formalisation 	<ul style="list-style-type: none"> ● Ensure the implementation of FTAs agreement.
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III. Skills and Migration

The collaboration between Viet Nam, Bangladesh, and Nepal centres on migration, aiming to improve protection of migrant workers, skills development, increase foreign and national income, labour matching, and ethical recruitment principles based on ILO conventions and framework. The group highlighted challenges such as unskilled and/or uneducated labour force, uncontrolled migration, unemployment, policy gaps for migration, and policy gaps for returning migrants, including economic and social mainstreaming efforts.

What could we do together?

- Policy framework – possibly an action plan or road map
- Focus on prioritising occupations
- Develop harmonized policy frameworks on ethical recruitment, skills recognition, and labour migration management
- Establish a digital platform and database to share data, research, and information on migration trends and worker protection
- Organise knowledge sharing and exchange visits between government institutions to transfer best practices in migration governance
- Promote mutual recognition of skills and qualifications to facilitate labour mobility between countries

How could we do it together?

- Negotiation with governmental services
- Consular and diplomatic cooperation
- Launch a shared digital platform on labor migration that connects relevant government agencies, provides resources for migrant workers, and enables knowledge exchange
- Joint capacity building programs for government officials, civil society, and trade unions on protecting migrant workers and managing migration
- Enter MOUs for cooperation between migrant worker resource centers, trade unions, and NGOs to support migrant workers

<ul style="list-style-type: none"> • MOUs between origin and destination countries • Cooperation with trade unions between origin and destination countries 		
Viet Nam	Bangladesh	Nepal
What might each country contribute to the collaboration?		
<ul style="list-style-type: none"> • Sharing data, skills training, capacity building • Knowledge exchange skills on specific sectors – work-based trainings • Negotiation for MOUs for all networks • Vietnam could contribute information and data from its labor migration trends, policies, and governance structures 	<ul style="list-style-type: none"> • Bangladesh could share strategies for the welfare and protection of female domestic workers abroad based on its experience. • Knowledge exchange skills on specific sectors – work-based trainings • Sharing data, skills training, capacity building 	<ul style="list-style-type: none"> • Nepal could provide insights on pre-departure orientation and assistance programs for migrant workers based on its migrant resource centres • Knowledge exchange skills on specific sectors – work-based trainings • Sharing data, skills training, capacity building
What is the country goal?	What is the country goal?	What is the country goal?
<ul style="list-style-type: none"> • Increase the amount of high-skilled labour and import migrant high-skilled workers • Protection for labour migrants • High return of labour livelihood curve 	<ul style="list-style-type: none"> • Increase foreign income public/remittance • Increase employment • Promote just migration 	<ul style="list-style-type: none"> • Skills promotion & protection for migrant workers in destination countries
What is challenging and what is needed?	What is challenging and what is needed?	What is challenging and what is needed?

<ul style="list-style-type: none"> ● Unskilled workers ● Skills recognition framework ● Upskilling and reskilling ● Policies and programme for returnee labourers 	<ul style="list-style-type: none"> ● Lack of skills ● Learning on skill recognition ● Reintegration – what to do on returning workers ● Policy gap ● Cost of migration, Up and reskilling, Policy framework ● Economic and social mainstreaming 	<ul style="list-style-type: none"> ● Uneducated people ● Uncontrolled migration
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IV. Occupational Health and Safety

The collaboration between Bangladesh and Nepal focuses on Occupational Health and Safety (OSH). Both countries aim to address challenges such as lack of awareness and governance in OSH by conducting studies, strengthening labour inspections, and engaging in national consultations across sectors. The collaboration aims to work towards compliance with the core OSH conventions.

What could we do together? And How could we do it together?

- Conduct studies and research (e.g. OSH mapping sectors) on OSH and strengthening labour inspection
- Networking at national and regional levels, including different sectors
- Conduct joint research and mapping on OSH to identify key issues and gaps
- Build national and regional networks on OSH involving all stakeholders
- organise training programs on OSH for government, employers, and workers
- Run advocacy campaigns for ratification of OSH conventions

How could we do it together?

- Training on OSH for the tripartite constituents
- Social dialogue

<ul style="list-style-type: none"> ● Campaign on ratifying OSH conventions ● Engage in experience sharing and transfer of expertise on OSH policies and practices ● Share data and information from OSH mappings between countries ● Hold capacity building workshops and seminars on OSH ● Learn from other countries that have ratified OSH conventions 	
Bangladesh	Nepal
What might each country contribute to the collaboration?	
<ul style="list-style-type: none"> ● Experience sharing (e.g. expertise sharing, sharing on good practices) ● Data and information sharing 	<ul style="list-style-type: none"> ● Experience sharing (e.g. expertise sharing, sharing on good practices) ● Data and information sharing
What is the country goal?	
<ul style="list-style-type: none"> ● Ratification of OSH conventions (C 155 - 187) ● Improving workplace safety (e.g., by adopting or adding new law by the government) 	
What is challenging?	
<ul style="list-style-type: none"> ● Lack of awareness and knowledge on OSH for tripartite constituents ● Lack of good governance (e.g. labour inspection) 	
What is needed?	
<ul style="list-style-type: none"> ● Advocacy and lobbying efforts from the tripartite constituents and involving other stakeholders ● Capacity building to ratify the conventions 	

V. Negotiation with Developed Countries on Tariffs, Migration, and Climate Challenges

Bangladesh and Nepal plans to collaborate on negotiations with developed countries, focusing on goals such as simplifying tariffs, ensuring safe migration, and adapting to climate challenges. The group would like to address challenges on lack of skills and protection of migrant workers' rights, and impact of climate change and natural disasters. The group aims to take advantage of fundamental conventions on migrant workers and child labour. The collaboration further aims to leverage ILS to strengthen negotiation positions and foster collective approaches.

<p>What could we do together? And How could we do it together?</p> <ul style="list-style-type: none"> ● Sharing of experiences and knowledge in labour rights (both in destination and origin countries) ● Take a collective approach in international forums and negotiations ● Share knowledge, data, and experiences between countries on tariffs, migration, and climate challenges ● Improve skills of migrant workers ● Develop joint adaptation plans on climate and disasters 	
<p>How could we do it together?</p> <ul style="list-style-type: none"> ● Collaboration and collective approach on simplifying tariffs, safe migration, and climate change adaptation ● Trainings on skill improvement for migrant workers ● Networking exchange to deepen knowledge and understanding on the topic (South South development) ● Create or use common mechanisms and institutions to align policies on tariffs, safe migration, and climate change adaptation 	
Bangladesh	Nepal
<p>What might each country contribute to the collaboration?</p>	
<ul style="list-style-type: none"> ● Bangladesh could share its experience after the Rana Plaza disaster ● Research and development on international relations 	<ul style="list-style-type: none"> ● Nepal could share disaster adaptation plans ● Research and development on international relations ● Initiate and support interactions such as the following: business

<ul style="list-style-type: none"> ● Initiate and support interactions such as the following: business to business, government to government, union-to-union, academia to academia ● Experience sharing – partner to partner ● Technology and skills transfer 	<p>to business, government to government, union-to-union, academia to academia</p> <ul style="list-style-type: none"> ● Experience sharing – partner to partner ● Technology and skills transfer
<p>What is the country goal?</p> <ul style="list-style-type: none"> ● Simplifying tariff and preferential agreement ● Safe migration 	<p>What is the country goal?</p> <ul style="list-style-type: none"> ● ILS in safe migration ● Just transition and adaptation
<p>What is challenging and what is needed?</p> <ul style="list-style-type: none"> ● Good will of the north/ Policies in line/ Product cost ● Compliances ● Skills development and ensuring labour rights 	<p>What is challenging and what is needed?</p> <ul style="list-style-type: none"> ● Skills development, labour rights, and adaptation ● Adaptation in national disaster, job lost, and international tourism

VI. Formalising the Informal Economy and Integrating ILS

Nepal and Viet Nam are collaborating on formalising the informal economy and integrating International Labour Standards (ILS). While both countries aim to reduce informal employment, they acknowledge the challenges of a significant portion of their workforce being in the informal sector with low regulatory coverage and social protection. To address these issues, the countries would like to work together to align policy approaches, expand social security based on contributions, and ensure the practical implementation of labour laws. The collaboration aims to further utilize ILO guidance on formalisation strategies and building comprehensive social security systems.

<p>What could we do together? And How could we do it together?</p> <ul style="list-style-type: none"> ● Establish a regional knowledge sharing on the formalisation of informal economy ● Enhance advocacy on formalisation ● Organise regular experience-sharing visits and field immersions between countries ● Set up a regional excellence hub for research collaboration on formalisation strategies ● Conduct periodic peer reviews and joint assessments 	
Nepal	Viet Nam
<p>What might each country contribute to the collaboration?</p>	
<ul style="list-style-type: none"> ● Nepal could share experience in integrating informal workers into social security systems 	<ul style="list-style-type: none"> ● Viet Nam could share data, reports, and research on informal economy
<p>What is the country goal?</p> <ul style="list-style-type: none"> ● Reduction of the informal employment by 15% within 5 years (16th plan development) 	<p>What is the country goal?</p> <ul style="list-style-type: none"> ● Formalisation of informal sector
<p>What is challenging and what is needed?</p> <ul style="list-style-type: none"> ● 86% of workers are in the informal sector ● Integrating and aligning policy approaches ● 50% of economic units are informal ● Implementation of labour law in practice to the informal workers in formal and informal sectors ● Expansion of contribution based social security 	<p>What is challenging and what is needed?</p> <ul style="list-style-type: none"> ● 68.5% of workers are in the informal sector ● Labour contract ● Social protection coverage

VII. Living Wage, Business and Human Rights, and HRDD

The collaboration between Bangladesh, Nepal, and Viet Nam is about promoting living wages, business and human rights, and human rights due diligence (HRDD). All three countries are focused on aligning their labour practices and knowledge, with Bangladesh aiming to share knowledge on labour reform processes, Nepal focusing on applying labour law content, and Viet Nam aiming for compliance with international standards. The countries acknowledge the challenges such as the gaps in domestic labour legislation and HRDD implementation. With this, the group collaboration aims to utilise ILS as guidance for legislative reform and embedding responsible business conduct principles.

What could we do together?

- Practice of fixing minimum wage and BHR
- Creating an aligned national action plan for each country involved
- To learn on TCCS for improved tripartite discussion
- Share knowledge and exchange best practices on legislative reform and HRDD
- Provide technical training on implementing ILO conventions and HRDD
- Develop guidelines and tools on aligning domestic laws with international standards

How could we do it together?

- Creation of HRDD helpdesk to promote accessibility and inclusion
- NAP BHR
- Labour law reform
- OSH Act adoption
- Conducting training and data sharing
- Organise bilateral workshops and peer learning exchanges
- Implement collaborative capacity building of stakeholders
- Set up platforms for regular data and information sharing

Bangladesh	Nepal	Viet Nam
What might each country contribute to the collaboration?		
<ul style="list-style-type: none"> ● Bangladesh to share private sector collaboration experience 	<ul style="list-style-type: none"> ● Available data sharing 	<ul style="list-style-type: none"> ● Share experience on amendment of Labour code, OSH act after ratifying C 155, 187, workplace safety, fire, structural and electrical
<p>What is the country goal?</p> <ul style="list-style-type: none"> ● To share knowledge and stocktaking on Labour law reform process 	<p>What is the country goal?</p> <ul style="list-style-type: none"> ● To comply and learn labour law content 	<p>What is the country goal?</p> <ul style="list-style-type: none"> ● Compliance with ILS and HRDD
<p>What is challenging and what is needed?</p> <ul style="list-style-type: none"> ● Lack of collaboration ● Improved opportunity to collaborate ● To apply code in practice 	<p>What is challenging and what is needed?</p> <ul style="list-style-type: none"> ● To apply code in practice 	<p>What is challenging and what is needed?</p> <ul style="list-style-type: none"> ● Conflict of interest in drafting law ● Quality of education

VIII. Climate Change Impacts

The collaboration involves Nepal, Viet Nam, and Bangladesh addressing climate change impacts and disaster resilience through just transition. The collaboration aims to utilise ILO guidance on just transition policies and green jobs as well as connecting them to international efforts such as the EU's Carbon Border Adjustment Mechanism.

<p>What could we do together?</p> <ul style="list-style-type: none"> ● Knowledge sharing on resilience and climate change adaptation to develop and implement just transition policies in line with the ILO Guidelines for a just transition towards environmentally sustainable economies ● Collaborative efforts to promote just transition, especially for workers, through leveraging ILO standards ensuring decent work and social protection ● Advocate collectively for climate financing and incentives mechanisms with guidance from ILO's dimension on financing just transitions ● Develop regional cooperation platforms on climate change 		
<p>How could we do it together?</p> <ul style="list-style-type: none"> ● Work on OSH conventions and environmental safety to combat climate change impacts and promote sustainable development ● Building alliances and network platforms to tackle climate change impacts ● Implement collaborative projects to promote green industries and technologies ● Initiating Green fund – Fund raising for green technology and just transition ● Jointly develop incentive mechanisms such as enforcing fair prices to encourage buyers and importers to practice environmental friendly businesses 		
<p>Nepal – Government, Employers, and Workers</p>	<p>Viet Nam – Employer</p>	<p>Bangladesh – Workers and Government</p>
<p>What might each country contribute to the collaboration?</p>		
<ul style="list-style-type: none"> ● Share experience in protecting vulnerable groups from climate impacts ● Joint research on climate change impacts 	<ul style="list-style-type: none"> ● Share skills and knowledge related to just transition policies ● Joint research on climate change impacts 	<ul style="list-style-type: none"> ● Share expertise in green industries and technologies – Bangladesh has experience in green garment factories ● Joint research on climate change impacts

<p>What is the country goal?</p> <ul style="list-style-type: none"> ● Protection of women and children from climate change disasters 	<p>What is the country goal?</p> <ul style="list-style-type: none"> ● Develop skills for just transition 	<p>What is the country goal?</p> <ul style="list-style-type: none"> ● To safeguard people from disasters ● Build resilience to climate disasters ● Reduce greenhouse gas emissions in the infrastructure ● Reduce effect of global warming
<p>What is challenging and what is needed?</p> <ul style="list-style-type: none"> ● Lack of policies ● Lack of technologies ● Database ● Investment ● Resilient mechanism 	<p>What is challenging and what is needed?</p> <ul style="list-style-type: none"> ● Lack of skills in the industries, particularly in renewable energy ● Lack of skill forecast (new jobs) 	<p>What is challenging and what is needed?</p> <ul style="list-style-type: none"> ● Achieving expected carbon reduction levels ● The impact of global warming <ul style="list-style-type: none"> ○ Combat financial constraints to green transition ○ Combat climate-induced internal migration

Action Planning

After developing collaborative missions, participants were asked to prioritise collaboration areas which are of greatest importance and interest to them. In the end, the groups chose 3 collaboration areas to focus on and build action plans on.

I. Safe Migration and Just Transition – Bangladesh, Nepal, and Viet Nam

What could we already take forward ourselves?	What could need outside support to implement?
<ul style="list-style-type: none"> ● Organise collaborative Meetings half-yearly/bi-annually with representatives to discuss common agenda and grounds for negotiation ● Institution → Institution connectivity (TUs, CSOs, EMBOs) through virtual exchange (ILS and trade development) ● Establish a Council of Stakeholders (Focal) ● Leveraging common institutions and mechanisms ● Exchanging research on trade, climate change, etc. ● Annual knowledge sharing network (trade) ● Training on negotiation skills and climate adaptation ● Forming a working group of tripartite constituents per country 	<ul style="list-style-type: none"> ● Propose ILO to support annual knowledge sharing ● Support from ILO to facilitate
<p>Timeline</p> <p>Form working group (ILO support to form council) → Bi-annual meeting → annual knowledge sharing through institutions (South South solidarity for global meeting) → repeat process</p>	

Upon completing the action plan, the group focusing on safe migration and just transition identified a lead working group. This group includes representatives from Bangladesh, Nepal, and Viet Nam, encompassing tripartite constituents. Their primary role is to drive the collaboration in alignment with the action plan and to facilitate consistent communication and information sharing among group members.

	Government	Workers	Employers
Nepal	Janardan	Laxman and TU	Hansa
Bangladesh	Humayun Kabir	Shakil Akhter Chowdhury	Fazlee Shamim Ehsan
Viet Nam	Nguyễn Phương Trang	Mr Long	Tran Thi Ngan

II. Formalisation of Informal Economy – Nepal and Viet Nam

What could we already take forward ourselves?	What could need outside support to implement?
<ul style="list-style-type: none"> ● Sharing knowledge through virtual meetings with the help of ILO ● Combined best practices report on formalisation ● In person meeting in Hanoi and Kathmandu ● Establishing online knowledge sharing platform ● Study tours and exchange visits between countries 	<ul style="list-style-type: none"> ● Periodic South South discussion on formalisation ● Regular exchange visits/ discussions ● Extending RBSA project (length + value)
<p>Timeline</p> <p>1st month</p> <ul style="list-style-type: none"> ● 1st week <ul style="list-style-type: none"> ○ ILO sends connecting email ○ Email exchange to agree on virtual call date 	

- Share agenda and agree on it
- 2nd week
 - Share related documents for meeting via email
- 3rd week
 - ILO sends calendar invite with the Zoom link
- 4th week
 - Conduct call
 - Follow up email with meeting note shared by ILO

2nd month

- 1st week
 - Draft shared agenda for in person meeting in Hanoi (RBSA)
 - Discuss date for virtual call between statistics and formalisation focal points
- 2nd week
 - ILO sends calendar invite with the Zoom link
- 3rd week
 - Sharing nomination list for regional meeting in Hanoi

3rd month

- Putting the informal indicator in statistics
- Virtual call between statistics and formalisation focal points

4th month

- Regional knowledge sharing meeting in Hanoi – February 2024 (With RBSA support)
 - Confirm agenda, date, nomination of participants, technical assistance
- Integrated labour market information system (regular data collection)
- CSS for informal sector and self-employed workers

6th month

- Regional meeting in Kathmandu – April 2024

- Confirm agenda, date, nomination of participants, technical assistance
- Integrated policy approaches (highlight the informal employment in revised employment law)
 - Development/ implementation of national action plan (tripartite)
 - Development of national strategy
- Regional knowledge sharing network or platform
- Share experience in the process of law reform (OSH and social insurance law) to formalising informal labour

10th month

- Revise cooperation act

12th month

- Next action steps

III. Occupational Safety and Health (C 155 and C 187) – Nepal and Bangladesh

What could we already take forward ourselves?	What could need outside support to implement?
<ul style="list-style-type: none"> ● Nepal – Policy planning at all levels (centre, province level) ● Bangladesh – policy planning for ratification ● Multi-stakeholder discussions and advocacy campaigns ● Dissemination campaign for awareness ● Capacity building ● Exchange and share experience with Viet Nam ● Study tours to countries like Singapore that have ratified relevant conventions ● Developing training materials and a skilled trainer pool 	<ul style="list-style-type: none"> ● Educational training/ manuals, non-ratified ILS ● Viet Nam/Singapore study peers ● Pool of trainers OSH specialist ● Conduct research study ● Development campaign & training materials
<p>Timeline</p>	

2nd week

- Planning

4th week

- Discussion Meeting

8th week

- Capacity Building Activities

10th week

- Virtual study visit

14th week

- Development of educational materials

17th week

- Evaluation

20th week

- Pool of skills trainers from OSH

End goal – ratification

Closing Reflections

Selected delegates from each country shared closing reflections to the plenary.

- **Dandu Raj Ghimire**, Joint Secretary And Spokesperson, Ministry Of Labour Employment and Social Security, Nepal
- **Mai Nguyen**, Principal Official, Department Of Legal Affairs, Molisa, Viet Nam
- **Humayun Kabir**, Joint Secretary, Ministry Of Labour Development And Employment, Bangladesh

Nepal

- Expressed gratitude for the opportunity the workshop provided to share experiences and learn good practices from the other countries
- Highlighted that the workshop would be particularly useful for Nepal as it approaches its upcoming graduation from LDC status
- Emphasised the need to have follow-up mechanisms in order to continue the efforts and plans that were started during the workshop
- Reiterated Nepal's strong commitment to apply the learnings from the workshop, especially with regard to upcoming processes around convention ratification.

Viet Nam

- Noted that Vietnam gained a lot of knowledge and learned extensively from other countries' experiences, especially in areas like labour standards and trade unions
- The workshop helped Vietnam clearly identify potential areas for future collaboration with Bangladesh and Nepal
- Expressed excitement about exploring the new opportunities for cooperation that were opened up through the brainstorming and discussions during the workshop.

Bangladesh

- Emphasised how interactive the entire workshop was, with constant engaging group discussions and question-and-answer sessions. He appreciated the very inclusive participation observed across all the country teams at the workshop

- Remarked positively on the excellent workshop methods utilised such as posters, group work, as well as the motivational facilitators. He especially highlighted the strong support from the ILO regional and country offices, which made the event possible and enabled a positive learning environment
- Pointed out the strong teamwork shown by all the country groups and the good time management over the entire 2 days.

Tim de Meyer, Senior Advisor to the Director NORMES, ILO Geneva, also shared closing remarks to end the Workshop.

Key points:

- Thanked participants for their work over the two days, exploring work issues and priority action areas for moving from LDC to middle-income status.
- Noted they worked on establishing priorities, learning continuously with an open mind, and contemplating action – steps they can do now, actions needing more work, and actions needing ILO support.
- Emphasised the underlying idea of normative strategy – looking in the mirror and interacting as global citizens with shared expectations.
- Standards provide space for countries to experiment with approaches, and bring societies back to shared values.
- Quoted famous Bengali poet Rabindranath Tagore on themes of joy in service, the need to act, and shared faith and values.
- Hoped the journey could continue, bringing in triangular cooperation focused on providing space and shared values.

Resources

- [Photos of outputs](#)
- Retreat photos
- [Participants list](#) (needs to be updated from the COs)

Special Thanks

Organising team:

Katerina Tsotroudi, Anita Amorim, Anastasiia Pavlova, Tania Caron

Facilitator team:

- Tim De Meyer
- Tania Caron
- Anastasiia Pavlova
- Elena Gerasimova
- Diane Lynn Respall
- Joni Simpson
- Reiko Tsushima
- Saurabh Shah
- Nguyen Ngoc Trieu
- Chayanich Thamparipattra
- Chowdhury Albab Kadir

Annex I

The ILO South South Subregional Tripartite Programme was facilitated by Kal Joffres and Earra Mabunga from Tandemic.