

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

<p><b>what is needed?</b></p> <ul style="list-style-type: none"> <li>● Government employer implementation to make Labour Law for people</li> <li>● Knowledge sharing</li> <li>● Need positive mentality to amend law</li> <li>● Complying with HRDD</li> <li>● NAP on BHR</li> </ul>	<p><b>what is needed?</b></p> <ul style="list-style-type: none"> <li>● Promoting export goods in supply chain for enterprises</li> <li>● Organisational mechanism on establish and management</li> <li>● Implementing decree and enforcement in reality</li> </ul>	<p><b>what is needed?</b></p> <ul style="list-style-type: none"> <li>● Building consensus on ILS ratification</li> <li>● Balancing incentives and cost for implementing national provisions based on ratified ILO convention</li> <li>● Coordinated implementation (best practices) across governments in a federal structure</li> </ul>
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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><b>What could we do together?</b></p> <ul style="list-style-type: none"> <li>● Find common issues on social security protection and collaborate on them</li> <li>● 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</li> <li>● Collaborate to extend social security coverage to uncovered groups in our countries, especially informal sector workers</li> </ul>
<p><b>How could we do it together?</b></p> <ul style="list-style-type: none"> <li>● Conducting study visits – training, study visits, sharing of research findings</li> <li>● Conducting online and in-person workshops and seminars</li> <li>● Creating a common forum on social protection</li> </ul>

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

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

<ul style="list-style-type: none"> <li>• Unskilled workers</li> <li>• Skills recognition framework</li> <li>• Upskilling and reskilling</li> <li>• Policies and programme for returnee labourers</li> </ul>	<ul style="list-style-type: none"> <li>• Lack of skills</li> <li>• Learning on skill recognition</li> <li>• Reintegration – what to do on returning workers</li> <li>• Policy gap</li> <li>• Cost of migration, Up and reskilling, Policy framework</li> <li>• Economic and social mainstreaming</li> </ul>	<ul style="list-style-type: none"> <li>• Uneducated people</li> <li>• Uncontrolled migration</li> </ul>
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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"> <li>● Campaign on ratifying OSH conventions</li> <li>● Engage in experience sharing and transfer of expertise on OSH policies and practices</li> <li>● Share data and information from OSH mappings between countries</li> <li>● Hold capacity building workshops and seminars on OSH</li> <li>● Learn from other countries that have ratified OSH conventions</li> </ul>	
<b>Bangladesh</b>	<b>Nepal</b>
<b>What might each country contribute to the collaboration?</b>	
<ul style="list-style-type: none"> <li>● Experience sharing (e.g. expertise sharing, sharing on good practices)</li> <li>● Data and information sharing</li> </ul>	<ul style="list-style-type: none"> <li>● Experience sharing (e.g. expertise sharing, sharing on good practices)</li> <li>● Data and information sharing</li> </ul>
<b>What is the country goal?</b>	
<ul style="list-style-type: none"> <li>● Ratification of OSH conventions (C 155 - 187)</li> <li>● Improving workplace safety (e.g., by adopting or adding new law by the government)</li> </ul>	
<b>What is challenging?</b>	
<ul style="list-style-type: none"> <li>● Lack of awareness and knowledge on OSH for tripartite constituents</li> <li>● Lack of good governance (e.g. labour inspection)</li> </ul>	
<b>What is needed?</b>	
<ul style="list-style-type: none"> <li>● Advocacy and lobbying efforts from the tripartite constituents and involving other stakeholders</li> <li>● Capacity building to ratify the conventions</li> </ul>	



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

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

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

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

### 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.

**What could we do together?**

- 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

**How could we do it together?**

- 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

**Nepal – Government, Employers, and Workers****Viet Nam – Employer****Bangladesh – Workers and Government****What might each country contribute to the collaboration?**

- Share experience in protecting vulnerable groups from climate impacts
- Joint research on climate change impacts

- Share skills and knowledge related to just transition policies
- Joint research on climate change impacts

- Share expertise in green industries and technologies – Bangladesh has experience in green garment factories
- Joint research on climate change impacts

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