



Event Report

Residential Workshop

Towards an Unemployment Protection System in Bangladesh: Capacity building and learning sharing.

02-05 October 2023

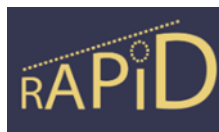
Submitted to



ILO Country Office for Bangladesh

Submitted by

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Overview of the Workshop

The International Labour Organization (ILO), in association with the Ministry of Labour and Employment (MoLE) and ILO's knowledge partner, Research and Policy Integration for Development (RAPID), jointly organised a residential workshop titled "Towards an Unemployment Protection System in Bangladesh: Capacity building and learning sharing" from 02 to 05 October 2023 in Dhaka, Bangladesh. The workshop aimed to serve as a platform for establishing a network of Bangladeshi and Indonesian practitioners to share good practices amongst themselves on unemployment insurance (UI) schemes through these training workshops under the South-South and Triangular Cooperation (SSTC) project of ILO.

To ensure the human right to social security and the right to work, the provision of unemployment protection measures is crucial. When individuals lose their jobs, it is vital to provide them with income security and support for finding new employment opportunities, such as temporary financial assistance, training to enhance their skills, and services to help them search for and match suitable jobs. These measures safeguard workers from sudden poverty and deprivation and may also contribute to their formal employment. In Bangladesh, such protection measures are practically nonexistent within the social security landscape. The National Social Security Strategy (NSSS), adopted in 2015, acknowledged the vulnerabilities of the working-age population and recommended the introduction of a national social insurance scheme (NSIS), including an unemployment insurance (UI) scheme. The onslaught of COVID-19 and the ensuing massive job losses have exposed severe shortcomings in the social protection system, particularly its inability to support workers in times of greatest vulnerability. As such, initiating a UI scheme has become more urgent than ever. The NSSS Action Plan Phase I (2016-2021) aimed to implement the NSIS and UI scheme nationwide by 2021. However, progress was limited to preparing a draft framework only, undertaken in 2019. The NSSS Action Plan Phase II (2021-2026) focuses on implementation and sets new targets, including a revised framework by June 2022 and piloting of UI by July 2024, with a national rollout by July 2025.

The primary goal of the residential workshop was to assist the Government of Bangladesh in establishing an effective social insurance system that includes a UI scheme. This workshop included resource persons from BPJS -Indonesia who shared their experiences and recommendations with the constituents. They explained the Indonesian UI system, including its conception, design, implementation, and institutional capacity-building requirements for its functioning. This workshop anticipated establishing a network of Bangladeshi and Indonesian practitioners, policymakers, and tripartite plus stakeholders who can exchange information and knowledge on unemployment insurance schemes

through the training period and beyond. Major goals of the workshop comprise of the following:

- ***To build awareness and promote unemployment insurance scheme among the tripartite-plus constituents in Bangladesh.***
- ***To analyze the design and implementation of unemployment insurance in Indonesia as a role model for Bangladesh.***
- ***To highlight the existing institutional gaps for designing a roadmap of UI and discuss the initiatives already undertaken by the government to address the gaps.***
- ***To develop actionable recommendations for the effective implementation of Unemployment Insurance in Bangladesh based on international standards.***



Opening Ceremony (02 October 2023)

Opening speech by Fahmida Akhter, NDC, Additional Secretary, Ministry of Labour and Employment (MoLE)

Ms. Fahmida Akhter, NDC, Additional Secretary, Ministry of Labour and Employment (MoLE), formally inaugurated the 3-day training workshop, warmly welcoming all participants. She thanked the ILO and RAPID for organising this critical workshop and collaborating with the Indonesian resource persons. She highlighted that the government of Bangladesh envisions an inclusive society and is committed to ensuring social protection for all its citizens. She emphasised that they are focused on developing social protection strategies based on the International Labour standards set by ILO and best practices from comparable countries.

The National Social Security Strategy recognised the vulnerabilities of the working-age population and recommended the introduction of a national social insurance scheme (NSIS), including an unemployment insurance (UI) scheme. She underscored that the MoLE is committed to provide social protection to workers and creating an environment of employee-employer positive relations in the industrial sector of Bangladesh to achieve its decent work for all and SDG goals.

She opined that after COVID-19, they understood the necessity of having an unemployment insurance system in the framework of Bangladesh. Thus, the MoLE has given utmost priority to the implementation of UI in our country. Ms. Fahmida stressed that this workshop would contribute to the implementation of UI in Bangladesh as the participants will be able to analyse the Indonesian best practices in the next three days, recognise the challenges and financial obligations, and design a UI roadmap after this workshop.



Agenda of the workshop:

Ms. Farjana Reza, National Programme Officer, Social Protection, ILO, and Dr Mohammad Abdur Razzaque, Chairman of RAPID, gave the participants an overview of the workshop agenda, followed by a self-introduction of the participants.

Ms. Farjana, National Programme Officer, Social Protection, ILO, highlighted that the ILO has been committed to establishing an unemployment insurance scheme for the working-age population in Bangladesh since 2020. As part of this initiative, a preliminary assessment of UI protection in Bangladesh was conducted by the ILO in 2022 which was endorsed by the MoLE. She highlighted that this workshop is under the United Nations South-South and Triangular Cooperation (SSTC) policy, a tool for sharing knowledge and capacity building. Thus, collaborating with BPJS Indonesia to initiate UI in Bangladesh is part of this SSTC intervention. She underscored the MoLE for their active commitment to the prioritisation of UI and ensured the participants that the training would not just be learning to share but learning with fun.



Dr. Mohammad Abdur Razzaque, Chairman of RAPID, introduced the workshop topics to the participants, which included concepts and background of Bangladesh National Social Security Strategy, National Social Insurance Scheme (NSIS), and other social protection issues, ILO standards related to social security, an overview of the labour market situation and the need for an unemployment insurance scheme to be trained by the Bangladeshi resource persons. In addition, he highlighted that the Indonesian resource persons will introduce the participants to the crucial topics of background and design of Indonesian unemployment insurance and implementation and business design of Indonesian unemployment insurance (including legal framework, Active Labour Market Policies, actuarial analysis, and fund management). Interactive Q/A sessions and group exercises followed these sessions.

Finally, he mentioned that a draft roadmap would be placed before the Ministry of Labour and Employment on the final day after the analysis and recommendations from the representatives of the governments, employers, workers' institutions, and development partners from Bangladesh partaking in the workshop.

Training Day 1 (03 October 2023)

Expectation of the Participants

Before commencing the presentation, Ms. Farjana Reza asked the participants to share their expectations from the workshop. Mr. Naimul Ahsan Jewel, General Secretary of the National Coordination Committee for Workers' Education (NCCWE), expressed that this workshop can be a learning platform for them about the existing protection measures for the formal and informal sectors workers and where we need to act ensuring the social protection of the workers. He believes dissemination is prosperity and showed enthusiasm for learning about the Indonesian UI system.

Mr. Habibur Rahman, Senior Legal Officer of Bangladesh Employers Foundation, opined that through this workshop, they will acquire a clear idea about the context of UI. They can find ways to ensure security for workers with a minimum cost to the employers.

Presentations by Dr Mohammad Abdur Razzaque, Chairman of RAPID

At the first workshop session, Dr M A Razzaque, Chairman of Research and Policy Integration for Development (RAPID), moderated an interactive knowledge-sharing session that focused on the concepts and background of Bangladesh National Social Security Strategy, National Social Insurance Scheme (NSIS) and labour market situation of Bangladesh. Dr. Razzaque emphasised the need to appropriately implement the unemployment insurance scheme in Bangladesh with valuable insights from the Indonesian experience. He highlighted the importance of social protection for workers in the formal and informal economy but focused on the formal economy for implementing UI.

- Dr Razzaque commenced the discussion by highlighting that unemployment insurance is the workshop's focus. He showcased the difference between private and social insurance. The UI is based on social insurance, which works on a contributory mechanism from the employers, workers, and, in some cases, the government. The government also acts as a guarantor of the insurance scheme.
- He stated that UI deals with unemployed people who have worked for a certain period, are willingly searching for jobs, and are capable of work. An unemployed recent graduate won't receive the UI benefits as he has no work experience. Moreover, people who leave jobs intentionally will also not receive UI. It is estimated that 80 per cent of people are working and 20 per cent are not looking for jobs also. He emphasised that voluntary job loss doesn't come under UI.

- He highlighted that before NSSS, the government provided social security to its citizens on ad hoc basis. However, the NSSS adopted in 2015 is a modern social security concept that is comprehensive and is based on the lifecycle framework (maternity, school age, youth, working age, and old age), which protects citizens during contingencies.
- After covid-19, the importance of UI for the working-age population became paramount. Although the government supported the unemployed with benefits, it was a reactive response. The system of Bangladesh didn't have any approach to support the working-age population who lost their jobs overnight due to COVID-19. He emphasised the need for a proactive measure in the system that will protect the unemployed, and this is where the contributory UI will cater.
- Mr. Razzaque asked the participants to share their perceptions on what can be done if ten people from a factory of 500 become unemployed, given the government won't contribute financially. One of the participants suggested that an unemployment insurance scheme can be established where the premium will derive from the benevolent fund of the RMG factories. He added that there should be a specific law for the scheme and that the government must ensure the proper utilisation and disbursement of the accumulated money among the workers.
- Mr. Razzaque emphasised the importance of risk pooling and the contributory mechanism of the social insurance principle. He highlighted that the contribution and risk pool will be enormous if the government can involve many companies under the UI. The employer and employee will have to contribute less, and the system will be sustainable.
- He underscored that the amount of contribution, duration of benefit, waiting period, skilling of unemployed workers, information sharing, and job search must follow international best practices focusing on the ILO standards, conventions, and recommendations.

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During his second session Mr. Razzaque gave a brief overview of the labour market condition of Bangladesh.

- He highlighted that managing the labour market is the biggest challenge for Bangladesh as there remains a need for jobs despite the high demand for jobs and supply of workers.
- He underscored that currently, Vietnam requires 50 workers in a factory. In comparison, Bangladesh requires 90 workers, but if Bangladesh follows Vietnam and China and utilises automated services in the industries, then the rate of unemployment will increase.
- He further added that the government has committed to create 30 million jobs by 2030. However, lack of skilled labour, skills mismatch, and labour market services still looms. Moreover, he emphasised that the working-age population (15-64 years) will diminish after 2040, while the aged population will become 7% of the population by 2028. And this rate will become 14% after 2035. He also stated that the female labour force hadn't increased while there was defeminisation of the urban labour force.

Presentation by Ms. Noushin Shah, National Programme Coordinator, ILO

Ms. Noushin Shah discussed how the International Labour Standards (ILS) are created through continuous consultations between the tripartite representatives worldwide. She added that conventions are legally binding international treaties that member states may ratify, while recommendations serve as non-binding guidelines, autonomous or accompanying a Convention.

She mentioned ILO's mother convention on social security, the "Social Security Minimum Standards Convention (No. 102), 1952." Part IV of this convention is on Unemployment Benefits. She then highlighted that according to this convention, a person is considered unemployed only when terminated from a job, is not in employment for a certain period, is available for work, and is actively searching for work. This definition is used in the labour force surveys of different countries to make the unemployment rate comparable. She emphasised that the UI must be developed on social insurance principles.

She underscored the importance of passive labour market policies (unemployment insurance) and active labour market policies (skills training, job information, etc.) for a sustainable system and growth of the economy so that those who are unemployed can get protection and get back to work through skilling and training programmes.



Presentation by Ms. Ananda Dellina Putri, Corporate Actuarist, BPJS Ketenagakerjaan, Republic of Indonesia

Ms. Ananda Dellina Putri, Corporate Actuarist, BPJS Ketenagakerjaan, Republic of Indonesia, presented the background and design of Indonesian Unemployment Insurance. She highlighted the Social Insurance system of Indonesia and the development and design of UI in Indonesia.

- Ms. Dellina began the presentation by providing a demographic overview of Indonesia. She highlighted that Article 34 Act 2 of Indonesia's Constitution 1945 promulgates that "The state provides a social security system for all citizens and empowers the people who are weak and incapable in accordance with human dignity." She added that they have two social security administering bodies, "BPJS Kesehatan (BPJS Health) and BPJS Ketenagakerjaan (BPJS employment)".
- She mentioned the provision of Employee Social Insurance (1977) in Indonesia, where participation is mandatory for companies that employ 100 employees or pay a minimum wage of IDR. 5 million/month. She added that under Employment Social Security (2015), there are four programmes, which include-Death Security (JKM), Employment Injury Security (JKK), Provident Fund (JHT), and Pension Security (JP). And after 2020, the government added Job Loss Security (JKP), Indonesia's Unemployment Benefits Programme.
- She stressed that according to the analysis of McKinsey until 2030. 23 million jobs could be displaced by automation, and 27 million to 46 million new jobs could be created in the same period, of which 10 million jobs will be new types of occupations. An Omnibus Law on Job Creation was passed on 05 October 2020 to add a new social security programme, unemployment benefits. The Ministry of Manpower of Indonesia recorded the number of workers affected by COVID-19, whether laid off, temporarily suspended, or informal workers who went bankrupt/lost their business, reaching 2.26 million people till August 2020.
- In Indonesia, the Unemployment Benefit (JKP) Programme was first introduced in 2020. It is a social security programme provided to workers/labourers who experience termination of the employment relation. She highlighted that after the Job Creation Law was passed in 2020, they began collecting contributions in February 2021 as Membership of the JKP Programme. The first delivery of the benefit was in February 2022. She mentioned that the Job Loss Security (JKP) programme's benefits include cash benefits, labour market information access, and job training.
- She underscored that the design body had proposed two scenarios of schemes. The approved scheme covers Indonesian citizens who have not reached the age of 54 years at the time of registering, have an employment relationship with the employer, must be included in the JKK, JHT, JP, and JKM organized by BPJS Employment and Health Security Programme organized by BPJS Health (Medium & Large Enterprises). They must be included in the JKK, JHT, and JKM, organized by BPJS Employment and Health Security Programme organized by BPJS Health (Micro & Small Enterprises).

- The benefit duration is 6 months, and the benefit amount is 45% of a worker's wage for the first 3 months of unemployment, while it is 25% of the worker's salary in the last 3 months. The highest benefit amount is USD 321 based on the last salary of the pension programme. A worker must contribute for at least 12 months in the last 24 months or pay contributions for 6 consecutive months before being laid off.
- The contribution rate is 0.46% which they calculated through actuarial analysis. This fund is sourced from the government and employers. The government contributes 0.22% while the rest 0.24% comes from the recomposition of Employment Injury Security (0.14%) and Death Security (0.1%), which the employers contribution.
- She highlighted the Legal Basis for JKP scheme in Indonesia which comprised of Act 11 2020 job creation, Government Regulation 37, 2021 for the implementation of the unemployment benefit JKP, Minister of Manpower Regulation 7, 2021, and 15 Tahun, 2021 describing the procedures for participant registration and implementation recomposition, benefit disbursement and Minister of Finance Regulation 148, 2021 describing procedures for providing, disbursing, using and accounting for Initial Funds and accumulated Job Loss Guarantee Programme Contributions.
- Finally, she concluded by emphasizing that the 0.46% contribution calculation proposed by BPJS Employment is only for cash compensation benefits and does not include vocational training; the criteria for the types of layoffs are clearly regulated. Recomposition contributions will hurt the financial health of other social security programmes in the long term. Thus, they recalculated the contribution required for the government-approved scheme, reaching 1.2%.



Q/A and group exercise session

Participants participated in interactive sessions, including a Q/A with the Indonesian delegate, Ms. Ananda, and a group exercise to encourage reflection and knowledge sharing. During the Q/A session, the Indonesian representative mentioned that an unemployed person in Indonesia is entitled to both severance pay and UI benefits simultaneously. While they have a National Law since 1978 under which employers are bound to contribute to the social security programmes of the workers. She also addressed that since 2021, 15,000 workers have availed of UI benefits in Indonesia.

The participants were divided into groups of 5 and were tasked with mentioning the prerequisites for establishing UI in Bangladesh, like Indonesia. The participants stressed that formulating and enacting a national law is a priority to make the scheme binding. Moreover, they unanimously affirmed that actuarial analysis, stakeholder capacity building, operational framework design, and fund management systems are crucial. Every participant acknowledged the Indonesian database system and underscored that a robust digital database formulation is vital for the successful implementation of UI in Bangladesh. Overall, the session highlighted the significance of the parameters before initiating UI through dialogue between the tripartite plus constituents present in the participant body.



Training Day 2 (04 October 2023)

Presentation by Mr. Suhervandri, Manager of Development of JKP Program Policy and Additional Service Benefits, BPJS Ketenagakerjaan, Republic of Indonesia

Mr. Suhervandri, Manager of Development of JKP Program Policy and Additional Service Benefits, BPJS Ketenagakerjaan, Republic of Indonesia gave an enriching presentation which focused on the Implementation and business design (including legal framework, Active Labour Market Policies, actuarial analysis, fund management) of Indonesian UI.

- He discussed the labour force in Indonesia, where the workforce is 138.63 million, unemployment is 7.98 million, formal sector workers amount to 54 million (40%), and the informal sector accounts for 85 million (60%) in 2023. He highlighted that under the multiple schemes of Social Security of BPJS Ketenagakerjaan Programme, 29 million formal and 6 million informal sector employees are protected.
- In 2022, approximately 38.7 million people worked in the agricultural, forestry, hunting, and fisheries sectors, Indonesia's largest employment sector for decades. The unemployment rate in Indonesia dropped to 5.45 percent in the first quarter of 2023 from 5.83 percent in the same quarter a year earlier amid the lifting of COVID-19 restrictions.
- He further discussed the Social Protection Institutional Arrangement in Indonesia, where Social Insurance/Contributory schemes are the base of BPJS Kesehatan for Health and BPJS Ketenagakerjaan for Employment.
- In the BPJS Ketenagakerjaan Employment Social Security Programmes, the total contribution rate of Employment Injury Security (JKK) is 0.24%-1.74%, and for Death Security (JKM) contribution is 0.3%. For these two programmes the contribution is received from the employers. While for Old-Age Security (JHT), from a total of 5.7% (Employers pay 3.7% and workers' pay 2%), and for Pension Security (JP), from a total of 3% (Employers pay 2% and workers' pay 1%).
- The Institutional Framework in the Job Loss Security Programme involves the Ministry of Finance, which pay the recomposition contribution by the Government (0.22%), BPJS Ketenagakerjaan Social Security Agency for Employment, organise the Unemployment Benefits programme, maintain members and invest fund of contribution and deliver cash benefit, BPJS Kesehatan the Social security Agency on Health determine the eligibility of an applicant as a member of JKP if only they are enrolled in the national health insurance (JKN) held by BPJS Kesehatan, the Ministry of Manpower provide labour market and information access, job training. In contrast, the Ministry of Internal Affairs – civil registry service office determines the validity of the national ID number (NIK) as a single identity to enroll as a social security member.
- The BPJS Employment agency manages each program's fund separately by investing in Bank Deposit, Obligation, Stock that resided in the Stock Exchange, Real Estate, and Property.

- He emphasised that after termination, a worker can avail of the Job Loss benefit if he applies within three months. If they apply after three months, then they won't get the benefit. Legal documents of termination must be sent to the BPJS along with a statement of willingness to work again.
- To avail of the 6-month cash benefit, a worker must experience termination of employment in the first month and have contributed for 12 months before the termination. From the next month, a worker must take a self-assessment test, apply for a minimum 5 jobs in a month, or get one job interview. The program will end if they don't get any job after 6 months.
- Besides self-assessment, they have career counselling too. Counsellor suggests upskilling-whether they need to take skills training. If beneficiaries take the job training benefits, they must fulfill the 80% attendance benchmark on the training to receive the cash benefits. Moreover, a worker can get a maximum of 3 times the unemployment benefit during the working age period.
- He underscored that the JKP Benefits Delivery is done through an integrated "The Employment Information System SIAPKERJA" system. The Ministry of Manpower operates the application service for access to all benefit programmes, and the BPJS Employment has 324 branch offices and 11 regional office all over Indonesia.



Q/A and group exercise session

On the second day of the workshop, the participants participated in a Q/A session on the presentation of Mr. Suhervandri. Towards the end of the workshop, participants were presented with a draft roadmap titled “Designing and Implementing Unemployment Insurance Scheme in Bangladesh: A Roadmap for the Ministry of Labour and Employment.” They worked in a group exercise to assess and enhance the proposed roadmap, fostering collaboration in developing Bangladesh’s Unemployment Insurance Scheme (UIS).

During the Q/A session, Mr. Suhervandri addressed multiple concerns of the participants. He mentioned that Indonesia has an integrated jobs portal managed by the Ministry of Manpower. Every job is posted in this website. He also highlighted that workers could avail of career counselling and skills training under the UI scheme. He further added that every citizen of Indonesia is registered with the BPJS Health security programme. It is one of the prerequisites for applying to the UI scheme.

The group exercise on assessing the proposed draft roadmap was a fruitful session. Participants mentioned that even if the government does not contribute to the UI scheme as mentioned in the NSSS, they can provide the seed money, at least from the funds accumulated in Central Fund and BLWF. They also stressed that existing job portals of Bangladesh such as Chakri Batayon, Bd jobs can be integrated to create a database, and external monitoring bodies, such as the Foreign Aided Projects Audit Directorate (FAPAD), can be assigned for monitoring and evaluation to create a sustainable and risk minimized scheme.

One of the groups added that sector-wise training is vital for the awareness building of concerned people. They categorically mentioned that A2i can be designated to create the model of the UI database. Another group underscored that convincing the workers to contribute will be a challenge for Bangladesh and that national awareness campaigns on the ILO standards and UI contexts are crucial for the acceptance and success of the UI. They further stressed that along with the ministries proposed in the roadmap, the Ministry of Industry and Youth should also be involved with the UI.



Closing Ceremony (05 October 2023)

Draft Roadmap presentation by Dr Mohammad Abdur Razzaque, Chairman of RAPID

Dr Mohammad Abdur Razzaque presented a draft roadmap to the Ministry of Labour and Employment and ILO chief guests Ms. Fahmida Akhter and Mr. Gunjan Bahadur Dallakoti at the workshop's closing ceremony. Mr. Razzaque highlighted that the roadmap evaluates the current situation and the essential requirements for establishing an unemployment insurance scheme. It emphasises specific actions that need to be undertaken within a pre-defined timeline. He underscored the roadmap's prerequisites, which comprise UI coverage, level of contribution, benefit design, legal amendments, fund management mechanism, Active Labour Market Policies, employment database, Institutional and operational framework for the UI, and capacity building of the stakeholders and Social Dialogue.

In addition, he put forth a roadmap milestone for developing an unemployment insurance scheme in Bangladesh formulated with the support of ILO. The milestones highlight that institutional assessments should be done with the ministry and ILO in 2024 as well as an actuarial analysis and fiscal analysis of Central fund and Bangladesh Labour Welfare Fund be completed in 2024. The milestones give importance to forming an employment database and legislative analysis and

amendments by 2024. The key task for 2025 would be to design the whole framework of UI implementation in Bangladesh.



Remarks by Mr. Gunjan Bahadur Dallakoti, ILO, Decent Work, Enterprise

Chief guest Mr. Gunjan Bahadur Dallakoti expressed his optimism witnessing the constituents of ILO (employers, workers, and government) among the participants. He highlighted that this South-South and Triangular Cooperation mechanism works as a learning platform. Since 2002, this cooperation tool generated new ideas and innovations among participating countries. He underscored that this participatory workshop consisting of the tripartite plus constituents is essential for initiating UI. He emphasised the critical importance of UI for the economic growth of Bangladesh through decent work.

He further acknowledged the roadmap and encouraged the constituents to knock at the door of ILO so that they could work for the social security of the representatives. He concluded by affirming ILO's commitment to assure social insurance in Bangladesh.



Closing remark by Fahmida Akhter, NDC, Additional Secretary, Ministry of Labour and Employment (MoLE)

Fahmida Akhter, NDC, Additional Secretary, Ministry of Labour and Employment (MoLE), expressed her delight in the success of this workshop. She emphasised that since independence, Bangladesh has experienced exceptional economic growth, and implementation of UI would be a step towards achieving their decent work and SDG goals. She thanked ILO, RAPID, and the participants for a well-articulated roadmap and affirmed that the MoLE's target will be to stick to the proposed roadmap and follow the timeline.

She further showed her gratitude to the Indonesian resource persons. She highlighted that this cooperation will increase our learning, find gaps in our system, and assist us in formulating our actions, activities, and priorities for initiating UI. She encouraged the participants to share the knowledge gained from the workshop on this new concept of UI with their domain so that the MoLE can design the roadmap constructively and find a manageable strategy to implement the UI in the coming days. She thanked ILO and RAPID for this workshop and expected the support of both organisations for initiating the UI at each stage. She concluded that for the provision of MoLE's decent work policy, unemployment insurance is a priority of the Government of Bangladesh.

The MoLE seeks the support of development partners, notably the International Labour Organization (ILO), and other stakeholders to advance the UI agenda in alignment with this roadmap.

