

National Legal and Policy Framework

1. What are the legal provisions and policy frameworks in your country that recognize the right to work and access to the labour market by older persons?

Bangladesh labor act 2006 was promulgated, on 11th October, repealing 25 important laws after prolonged tripartite negotiations (Government, owners and trade unions). The new law has introduced a good number of items like retirement benefits, death benefits, appointment letters, enhancement of compensation for death and permanent disabilities, introduction of provident fund for workers, punishment for sexual harassment and violence against workers. This legal provision labor law has some protection elements for older people in the labor market but does not give older people rights to work in the labor market. Bangladesh Labour Act (2013)

The Bangladesh Government has made amendments to the 2006 Labour Act to make it more in line with International Labour Standards. The government approved the new labour law in 2013 including 87 sections of amendments to boost workers' rights, including better access to freedom of association (i.e., to form trade unions), and improving occupational health and safety conditions. The ILO has provided detailed feedback on further amendments required to make the law fully compliant to international labour standards. The Government of Bangladesh has expressed that it is a continuous process and necessary steps will be taken for further amendment of the Bangladesh Labour Act in due course, in consultation with tripartite partners considering the socio-economic conditions of the country, and with the ILO's assistance.

ILO Conventions

Bangladesh has been an important and active member State of the ILO since 22 June 1972. To date, Bangladesh has ratified [33 ILO Conventions](#) including seven fundamental Conventions as enshrined in the ILO Declaration. The ILO Office works in close collaboration with its tripartite constituents and social partners towards achieving Bangladesh's decent work objectives.

Older labor participation and their problems are not mentioned into national policy legal policy framework

Bangladesh BBS labor force survey data showed there are 5%-6% labor market participants are the population over 65 years. So millions of labor participants are older people. Mostly there are isolated and not lined with trade union in a group so their agenda not included into policy and legal framework. Resource Integration Center team reviewed i) National Labour Policy (2012), ii) National Occupational Safety and Health (OSH) Policy (2013), iii) National Skills Development Policy (2011), all these instruments showed no clause for older people supports and facilitations.

2. Older people of Bangladesh faces challenges in Labor market

Older people are facing the following challenge in realizing the rights to work:

- i) In dealing with the labor force in informal sector government has no complete legal and policy framework. Government generic labor act and labor policy are blind to informal sector problems. But more than 70% labor force are engaged in informal sector. Most of older people are engaged in informal sector so they are getting government legal protection.
- ii) Trade Unions are not aware of demographic transition, growth of older people so in Bangladesh they have no agenda to organize older labors and bargain for their interest and protections.
- iii) Older people need association for their collective bargain but such association absent in Bangladesh

4) NGOs and civil society are also not responsive about the problem of older working population engaged in different sector so they have no supports to realization their rights.

Data and research are inadequate about older labor engaged in informal sector

Disaggregated data of older people engaged in labor market are almost absent. In labor survey made a age based category over 65 years – but presentation of this age group data are not complete and systematic. One or two research focus older people as side issue , the research was on decent labor standard in Bangladesh.

Availability, Accessibility, Acceptability and Quality

Bangladesh employment policy of government and private sector are ageist and created age bar like 57 or 59. The philosophy of policy makers to throw out senior people out of labor and replace them young blood. This is highly ageism. Because they are using capacity lens, using age lens so older people are gradually forcefully move out labor market in Bangladesh. Those who are still continuing accepting discrimination and negligence.

Older people have no access to information, training for making their engagement ease and stable in Bangladesh. None think to make work place friendly for older people friendly

In Bangladesh older people search for job is not natural so no advertisement seek people over 60 years. Good practices are fully grown. But RIC are listing the specialized and active older who want to volunteer social services . If these groups engage could produce social impact those will be considered good practices

Only successful national entrepreneurs who are older people could produce favorable condition for older people . But they are driven the traditional through older people are not collectively productive.

Equality and non-discrimination

Equality and non-discrimination principle are not working for older people in Bangladesh – especially in labor market. Higher and tertiary level older people could be powerful position could resist ageist treatment but in wage labor level older people unequal treatment and low wage, wage decimation.

Remedies and Redress

Four level actions could redress the paints of older labors in Bangladesh

- i) Reform labor law and policy clearly include the positive agenda to create decent job environment for older people
- ii) Reform legal aid and shalish progamme have been implemented by both government and NGOs and identify older people agenda for scaling up actions
- iii) Build national capacity building policy and strategy for older people so that they could adapt themselves fourth industrial revolutions
- iv) Promoting older people association who could be linked with trade unions and protect the interest of older people