

When it comes to promoting sustainable, responsible and competitive enterprises, it is crucial to support sustained improvement in working conditions with technical interventions, continue with women empowerment by addressing root causes, respecting workers' rights, importance of combining changes at workplace level with policy reforms, sharing quality data about compliance for sustainable change and transferring ownership to industry actors for sustainability.

In terms of child labour elimination, capacity building of the labour inspectorate (DIFE) and increased coverage of the Child Labour Monitoring System (CLMS) is needed, as well as improved coordination by the National Child Labour Welfare Council. The enforcement of labour laws and strengthening of social dialogue between workers' and employers' organisations is also important. The media has a role to play in promoting clear understanding of child labour issues and steps should be taken to integrate them.

### 3.5 The Intervention Logic

The underlying intervention logic is that if tripartite constituents will be supported in driving the process of law amendment according to the international labour standards, this will support better application of labour laws and alignment with standards. The programme will strengthen capacity and knowledge of tripartite constituents, judiciary and child labour monitoring bodies, and because of that effectiveness in implementation of labour standards will be improved, enterprises will become more inclusive, safe, sustainable and competitive and child labour will be reduced.

Strengthening protection against anti-union discrimination and effective conciliation and arbitration systems will support improvement in industrial relations and the state of social dialogue. Further development of the national industry safety framework and labour inspection and OSH system will support compliance of enterprises, but also because of it labour market governance institutions will get stronger. The need for an improved and effective social dialogue and tripartism will be supported through social dialogue assessment, a development of an action plan and a gender responsive national wage policy development, which will lead to active participation from constituents in implementation of international labour standards, but also more effective social dialogue.

Building the capacity of constituents to support implementation of human rights due diligence (HRDD) and compliance tools and methodologies will help an increased number of workplaces to comply and address due diligence, supporting inclusive, safe, sustainable and competitive enterprises.

Finally through policy tools, effective child labour monitoring system, improved investigations and safe work for youth programmes, a reduction in number of child labourer is expected, with priority to hazardous forms. In this way, the Action is expected to contribute to working and living conditions of many of the country's 40% most socio-economically disadvantaged people.

Assumptions held for making sure that intervention logic is valid are: that the country's economy continues to experience expansion and the negative impact of the current Covid-19 crisis will not be persistent in Bangladesh and overseas in terms of declining demand, international conventions and agreements on decent work are honoured and that the private sector is committed to providing decent work opportunities to its workforce, among others.