

# ECONOMIC PROGRESSION THROUGH DECENT WORK ENVIRONMENT IN BANGLADESH PUBLIC ADMINISTRATION

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**Abstract:** *Decent work is employment that respects the fundamental rights of the human person as well as the rights of workers in terms of conditions of work safety and remuneration. respect for the physical and mental integrity of the worker in the exercise of his/her employment. Decent work is applied to both the formal and informal sector. It must address all kind of jobs, people and families. Decent work involves opportunities for work that are productive and deliver a fair income, security in the workplace and social protection for families, better prospects for personal development and social integration, freedom for people to express their concerns, organize and participate in the decisions that affect their lives and equality of opportunity and treatment for all women and men. Bringing public service to the access way to citizen comprises many issues like quality service, TQM, cost minimization, timeliness, decent work environment and so forth. By considering the global family, The UN also set sixteen goals and shown guidelines to a great extent. Thus this research intends to link up between UN and Bangladesh guidelines in respect of decent work environment to contribute economic growth by lowering cost, limiting time, and quality service, to provide effective public service efficiently, to find the tools to reach the objective oriented goal fixed by Government of Bangladesh , to achieve sustainable goal shown by UN through guidelines and recommendations, as well as to find a way to achieve sustainable goal and recommendations and last but not the least to ensure inclusive and sustainable economic growth, employment and decent work for all.*

**Keywords:** *Employment, Economic Progress, Public Administration, UN, bangladesh*

## 1 Introduction

The ILO is developing an agenda for the community of work, represented by its tripartite constituents, to mobilize their considerable resources to create those opportunities and to help reduce and eradicate poverty. The ILO Decent Work Agenda is the balanced and integrated programmatic approach to pursue the objectives of full and productive employment and decent work for all at global, regional, national, sectoral and local levels. It has four pillars: standards and rights at work, employment creation and enterprise development, social protection and social dialogue.

Economic growth should be a positive force for the whole planet. This is why we must make sure that financial progress creates decent and fulfilling jobs while not harming the environment. We must protect labour rights and once and for all put a stop to modern slavery and child labour. If we promote job creation with expanded access to banking and financial services, we can make sure that everybody gets the benefits of entrepreneurship and innovation.

However, as the global economy continues to recover we are seeing slower growth, widening inequalities, and not enough jobs to keep up with a growing labour force. According to the International Labour Organization, more than 204 million people were unemployed in 2015.

The SDGs promote sustained economic growth, higher levels of productivity and technological innovation. Encouraging entrepreneurship and job creation are key to this, as are effective measures to eradicate forced labour, slavery and human trafficking. With these targets in mind, the goal is to achieve full and productive employment, and decent work, for all women and men by 2030.

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Over the past 25 years the number of workers living in extreme poverty has declined dramatically, despite the lasting impact of the 2008 economic crisis and global recession. In developing countries, the middle class now makes up more than 34 percent of total employment – a number that has almost tripled between 1991 and 2015. Decent work argues for making interventions in enabling dimensions of living that affect the circumstances in which a working person, given her labour and personal characteristics, starts out to achieve a decent life. These dimensions have been expressed as the strategic objectives of decent work. These are employment, security, rights at work and representation. The arrows *within* and *across* these spheres suggest linkages. The process underlying arrows *across* the societal and work spheres are in large part reflective of the institutional structure and the distribution process. So for example how overall national income translates in to employment of a certain quality involves mechanisms of distribution<sup>8</sup> and the institutions existing in society. Similar arguments can be made for each of the other dimensions between spheres of work and society respectively. It can be inferred from the descriptive diagram that just as there is a limitation on the expansion of decent employment that is posed by national income, which in the short run is given because the structure of output and demand is given; the link from employment back to national income/growth itself can operate via human capital development, productivity and worker incentive mechanisms. The agenda of decent work recognises the importance of economic growth to development.

The first question that is to be addressed in this context is about the relationship of decent work dimensions to the level and growth of national income. The answer to this question is needed both for illustration and for persuading policy makers, who are agnostic on social agendas (for example in the ILO context- the decent work agenda) when confronted with the issue of growth, to change their minds. This may be less difficult to accomplish today than it may have been in the past, because of both an internal and an external reason. The external reason is that the need to reassess the impact of economic policy on the worst off has become imperative because of the slow progress in eradicating human misery in the world. The internal reason is to a significant extent theoretical, namely that economics as a discipline has undergone a change that can allow for the *simultaneous* examination of “social” and “economic” spheres of society more readily<sup>19</sup>. The implication of this change for institutions with social agendas (agendas that will be previously taken on board as auxiliary additions to the mainstream of economic policy making) is serious. The basis of this change is outlined in the present section.

A position still not uncommon in developmental policymaking today is a legacy from the past that allows for the separation between efficiency (read economic) and equity (read social) issues. This position in its stricter theoretical versions argues that economic policy should focus on efficiency and need only be concerned with optimizing resource use and social policy needs to focus on equity and this be geared towards effecting non-distortionary lump-sum transfers and

improving public good access, that deal with inequities produced by the market mechanism. These powerful and important results of welfare economics will be importantly based on special competitive market and costless information assumptions as well as the idea that instruments for lump-sum transfers existed. The crucial point however is that the separability of efficiency and equity in policy making is more amenable to justification if its underlying real world also corresponds to the one accompanying the traditional welfare results. These traditional assumptions have been relaxed over the years to yield results which show that resulting equilibrium with the now relaxed assumptions need not be efficient. While the non-existence of or imperfections in lump-sum transfer instruments in theory have revealed the “substituting” nature of efficiency and equity interventions (i.e. trade-offs), literature on institutional arrangements especially in developing country contexts (by relaxing costless information and other assumptions) have sometimes shown “complementarity” between equity and efficiency. In short economic efficiency and equity are not separable in the real world, they can be shown to be either complementary or substituting, which also means that “re-distribution” (read: interventions in social spheres) in principle can either increase or decrease economic efficiency. There are therefore both complementarity emphasising results and those that emphasise trade offs.

Orthodox theoretical views of course translated easily in growth-exclusivist policy positions, which generally hold that policy for economic growth should proceed as if efficiency and equity issues are separable. Today in the context of theory with more realistic assumptions about the world newer versions of earlier growth exclusivist positions often assume that policy should proceed as if those decisions that are bound by efficiency-equity trade-offs ought to be decided in favour of efficiency. Quite apart from the issue of the legitimacy of inferring “policy positions” in this way from the original theory, these positions also tend to reproduce a base-line model of the world in which the welfare potential of human beings (and issues pertaining to collective and individual human behaviour that can enhance or block that potential) is separated from the heart of policy making or can be ignored in fundamental respects.

In the area of development, there is work that is beginning to challenge such policy positions more systematically. Of course, in order to do this these positions must rely on results that either suggest that some interventions for equity enhancement can lead to increased efficiency or not affect it, or argue that efficiency concerns under some conditions, where trade-offs do exist, could to be decided in favour of equity. As suggested some of this work is now systematically engaged in micro level analysis on the efficiency enhancing effects of inequality reduction. There is of course other more direct work, especially in non-economics disciplines, that tends to argue that policy instruments for growth are not always good for the poor, especially in the short-run and in the more “disaggregated” perspective of a community or in group-specific cases.

It is of course still not clear what an inclusive notion of human development on the one hand and economic policy making that does genuinely allow for efficiency and equity concerns to be addressed simultaneously (as opposed to holding to the primacy of one on the other on *a priori* grounds), will bring forth as an applicable policy framework in the future. There are important advances but we are still a distance from an alternative full fledged “human development policy framework”. Movement towards the integration of the new economics and the capability based human development literature is possibly one of the areas from where this alternative can be expected to emerge in the future.

## 2 Objective:

The overall goal of this research is to make the Public Service accessible to the largest part inhabitants. The specific objectives of the study are:

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- To contribute economic growth by lowering cost, limiting time, and quality service
- To provide useful public service professionally
- To find the paraphernalia to accomplish the objective fixed by Local Government as well as United nations.
- To achieve sustainable goal shown by UN through guidelines and recommendations
- To determine the financial intensification scrupulously in a time frame
- To promote inclusive and sustainable economic growth, and decent work for all.
- Poverty eradication is only possible through stable and well-paid jobs

### 3 Methodology:

The research will be done based on both primary and secondary data sources. Primary data will be collected by directly interviewing the citizens and providing questionnaire to the service recipients in Bangladesh. The targeted areas will be the Union, Upazila and District public entities.

For almost every public entity there are three tiers of service delivery points. It is quite important to have a comparative analysis among the three tiers of local government institutions for providing public services to the citizens.

The sample size will be forty (40) respondents from each Upazilas; one hundred and twenty respondents (120) from all the Upazilas.

In the case of direct interviews, the selected areas will be the Union Digital Centres of Sapahar upazila under Nawgaon district, another remote area near the border side and Savar upazila under the capital Dhaka.

The sample size will be 40 respondents from two Upazilas namely Sapahar and Savar. It will focused on the service recipients from the UDCs as the convenient service providing entity in the lowest tier at the local government organizations i.e. Union Parishad.

### 4 Key Findings:

Decent work means prospect for everyone to get work that is productive and delivers a fair income, security in the workplace and social protection for families, better prospects for personal development and social integration. It is also important that all women and men are given equal opportunities in the workplace. A continued lack of decent work opportunities, insufficient investments and under-consumption lead to an erosion of the basic social contract underlying democratic societies: that all must share in progress. What can

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we do to fix these issues? Providing youth the best opportunity to transition to a decent job calls for investing in education and training of the highest possible quality, providing youth with skills that match labour market demands, giving them access to social protection and basic services regardless of their contract type, as well as levelling the playing field so that all aspiring youth can attain productive employment regardless of their gender, income level or socio-economic background. Governments can work to build dynamic, sustainable, innovative and people-centred economies, promoting youth employment and women's economic empowerment, in particular, and decent work for all. Local authorities and communities can renew and plan their cities and human settlements so as to foster community cohesion and personal security and to stimulate innovation and employment. To find out more about Goal #8 and other Sustainable Development Goals, General public as a whole reimbursement when more are being productive and contributing to their country's growth. Productive employment and decent work are key elements to achieving fair globalization and poverty reduction. In addition, unemployment can lead to unrest and disrupt peace if it is left unaddressed.

- Important information regarding agriculture, health, law, education etc. is easily available with the convenience to all citizens.
- New features will be added relating to both public services and non-government services.
- Entrepreneurs have income approximately BDT 30,000,000 (USD 24,600,000) per months on average and about 4,500,000 people are receiving services in each month.
- Strengthening of Union Parishad in prompt service delivery and close linkage will be established among the Local government employees, people's representatives and citizens.
- The UDC entrepreneurs are getting more efficient by working under the supervision of district administration through the activities especially which is decent in its manner.

## 5 Analysis

The focus of this study will be on the public service delivery process from the service recipients' perspective and service providers' perspective. As the concept of Decent work environment always focuses on improvement of the present situation, in the process of delivering service the service providers should emphasize the ease or flexibility for the citizens towards economic growth.

To attain the objectives, from the view of the service recipients, the following questions will be asked to the people in the form of a questionnaire in the three Upazilas namely Shibganj in Chapai Nawabganj district, Savar and Dhamrai under capital Dhaka.

Similar questions will be repeated for the Upazila and District public entities. Ten questions will be prepared, out of these one will be ignored as it did not make any impact on the result.

Out of the 120 respondents from the three different Upazilas, data will be uploaded on the SPSS (version 21) software to find some statistical relationship for three variables; namely time, cost and number of visits. In the

case of Union, the Union Parishad office, for Upazila the Upazila parishad office and for District the Office of the Deputy Commissioner will be treated as the service providing entity.

*Analysis:* It is to study or examine something carefully in a methodical way. Through subjective along with objective analysis, an construal will be strained to see the authentic expansion in discernment of economy as well as the working environment where public service is provided to the citizen of Bangladesh.

## 6 Conclusion:

The question of what determines the indicators in each dimension is an issue for empirical research concerning causality. This requires careful empirical modelling as well as data of improved quality. However, correlations between different dimensions of decent work can be explored, to see if some dimensions are more closely connected to each other in low and middle income countries respectively. It will be noted that recent empirical work does suggest that social dimensions improve in a certain sequence with *individual life conditions* improving first and fast and the *structural* or *social organisational components* changing more slowly and unevenly.

Decent work sums up the aspirations of people in their working lives. It involves opportunities for work that is productive and delivers a fair income, security in the workplace and social protection for families, better prospects for personal development and social integration, freedom for people to express their concerns, organize and participate in the decisions that affect their lives and equality of opportunity and treatment for all women and men.

For the choice of indicators in employment informal employment as well as the working poor rate have been chosen. The data as well as the coverage as we know for formal employment is restricted for low income developing countries . In this case then, while urban informality is likely to capture the employment situation in both low and middle income countries, the working poor are likely to be a slightly more relevant indicator for countries at lower incomes. On security, the social security expenditure variable chosen is the wider indicator covering all and is likely to be relevant in both low and middle income countries. The size of the socially protected population on the other hand, is likely to be more relevant in middle income countries. On representation, union densities are likely to be of relatively more importance in middle income countries, while civil liberties the index applicable to many more is likely to be relevant in both low and middle income countries. The gender primary enrollment bias and child labour are the two indicators taken for rights at work. They are expected to generally applicable. Links between these variables are likely to be co-determined by many factors that cannot be assessed at this level. We already know that many of these variables show relationships mediated by national income.

Decent work's development objective is evaluative and focussed on the improvement in the actual lives lived by people. This well-being centred perspective means that both freedom and capability enhancement play a fundamental role in its conception. Decent work dimensions in which policy interventions can take place are located both at the workplace and in the society that contains it. Although today, developments in economics allow for justifying policy interventions for the realisation of such a human development goal more than before, there is much work ahead before a larger human development framework emerges, that can give direct support to agendas of some international development agencies and help them move forward.

That the four dimensions of the ILO agenda, by and large, improve with the economic growth of society is an undeniable fact. However, this relationship between the expansion of aggregate income in a society and decent work is not a

deterministic one. Some of the preceding discussion will be focussed on illustrating the point that there are grounds to doubt such determinism which still influences policy views amongst decision makers today. Essentially variations in the indicators with respect to national income, though suggesting a strong systematic relationship with it, also suggest that there are other factors that explain this variation. These other factors, it is argued, must include policy interventions that can directly improve (or indeed worsen) these indicators. There is consequently much that can be done to improve on the dimensions of decent work in many countries of world. The targets for this improvement need to be set within societies through consensus.

Conceptually the issue of causality, of what leads to what, at least at the level of ideas suggests that relationships are likely to be interactive. It is however clear that the proper establishment of directions of relationships discussed here would require the examination of country specific processes as well as of structure. This would entail looking more deeply and at details. There is much to be done in moving beyond associative illustrations and going on to establishing causal links to inform policy. Fortunately there is work going on in the academic world in this direction although empirical research is still in its early stages. This paper tries to set up some basic facts related to the decent work agenda in order to facilitate the on-going debate among decision makers.

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