



**Cash Working Group (CWG) in Bangladesh- led by Oxfam**

**Revised Cash for Work (CFW) Daily Wage Rate 2018  
Operational Guidelines**

**Approved Version 01**

**June 2018**

## **1. Introduction**

Bangladesh is one of the most natural disaster-prone countries in the world and floods, riverbank erosion, cyclones, tidal surge, landslides and tornadoes are common phenomena. National authorities have a significant expertise in providing cash assistance to the vulnerable individuals through social safety-net programs. This includes an unconditional cash assistance programme called the Gratuitous Relief (GR) Cash program that aims to mitigate the impact of natural and man-made disasters for affected persons.

Humanitarian organizations in-country promote both conditional and unconditional cash assistance for humanitarian responses and recovery efforts. Given the growing importance of cash assistance in Bangladesh and the need to speed up assistance, improve its effectiveness, facilitate reporting processes and, complement the Government's cash interventions, it is crucial to have an agreed Cash for Work (CFW) daily wage rate to support disaster-affected people to meet immediate food security and livelihood restoration supports.

## **2. CFW Wage rate review Process:**

The Cash Working Group (CWG) led by Oxfam in Bangladesh determined the national CFW daily wage rate at BDT 250/person/day on 14<sup>th</sup> November 2016. The rate was determined following thorough consultation of various documents like daily wage rates of different divisions, BBS<sup>1</sup>, World Bank documents, Household Economy Approach studies, etc.

Because of inflation and increasing wage rate in all the divisions, the CWG member agencies again recommended to review the CFW daily wage in a CWG meeting on 4<sup>th</sup> February 2018. Accordingly, a Technical Working Group (TWG) was formed consisting of five members. They met on 4<sup>th</sup> April 2018 to review the current wage rate and to provide recommendations. The TWG shared the findings in the CWG coordination meeting on 17<sup>th</sup> April 2018 and the revised CFW daily wage rate was agreed by the CWG members in the meeting:

## **3. Objectives:**

- Target mainly the disaster affected most vulnerable communities to provide them conditional cash transfer to enable them access to basic food items and other basic expenses.
- To improve and protect the community assets and enhance their livelihoods assets /opportunities, and to strengthen the spirit of cooperation and teamwork among the community members.

## **4. Multi-purpose Cash Grant (MPCG):**

### **Monthly Expenditure Basket 2018:**

- Average MEB (CHT + CXB Host Zone)/month: 7,113 BDT/month
- Average MEB (South West + North West)/month: 5,707 BDT/month (MEB 2016 + inflation)

### **Multi-purpose Cash Package:**

- Nationwide (Except CHT & Cox's Bazar): 4,500 BDT/month (75% of MEB)
- Cox's Bazar & Chittagong Hill Tracts (CHT): 5,500 BDT/month (75% of MEB)

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<sup>1</sup> Bangladesh Bureau of Statistics

## 5. CFW wage rate:

The average wage rate of different divisions are as follows:

Davison	Average 2014	Average 2015	Average 2016	Average 2017
Chittagong	299	306	322	351
Sylhet	258	270	292	312
Dhaka	283	302	319	356
Barisal	202	291	329	376
Khulna	214	228	248	290
Rajshahi	230	242	260	300
Rangpur	213	220	244	272
Mymensingh division	-	-	-	326
<b>Bangladesh</b>	<b>253</b>	<b>266</b>	<b>285</b>	<b>318</b>

Based on the current MEB (Minimum Expenditure Basket), and with the assumption that people work 16 working days per month on Cash for Work activity. The following CFW daily wage rate was agreed by the CWG members in a coordination meeting on 17<sup>th</sup> April 2018<sup>2</sup>.

SI No	Geographical Areas	Amount (BDT)/person/day
1	Nationwide (Except CXB & CHT districts)	BDT 300/person/day
2	Cox's Bazar & CHT districts	BDT 350/person/day

## 6. Key considerations:

- The agreed CFW wage rates Nationwide (except Cox's Bazar and CHT) is BDT 300/person/day and for Cox's Bazar and CHT is BDT 350/person/day are applicable for both male and female.
- The selected beneficiary household will work 16 days for 5 to 6 hours including one-hour lunch break.
- These revised daily wage rates will remain valid for 2018 and will be reviewed if average MEB and /or average wage rate or if inflation increase or decrease by more than 20%.

## 7. CFW Schemes Selection and Coordination:

The following schemes can be considered under CFW (should be considered with a DRR lens);

- Schemes cash for work schemes must target rehabilitation of public infrastructures and should not be implemented to enable private dividend;
- Construction/ re-construction of school connecting road
- School ground raising or re-excavation
- Repairing, raising, re-contraction of the affected village connecting road to the local market/growth centers, flood/cyclone shelter, mosque, big road,
- Affected road that will save the agriculture land or sweet water pond or local communities
- Affected ring dam, river/ canal side road raising or repairing
- Canal / pond re-excavation or renovation or repairing
- Prior NOC<sup>3</sup> requires from the respective land owner for any CFW activities

<sup>2</sup> The figures were round up for practical reasons.

<sup>3</sup> No Objection Certificate

- Prior approval requires from the respective Govt. line department for repairing/re-construction of any Government road or infrastructure.
- RRAP (Risk Reduction Action Plan)/CRA (Community Risk Assessment) should be considered for scheme selection (where it is available), or consultation with local communities and Union Parishads.

#### **8. Beneficiary's Selection Criteria:**

The people who have slow/no recovery and/or negative coping strategies and no means to recover from the loss by their own should be target for the CFW. Vulnerable people (female headed HH, children headed HH, PLW, chronically sick people, etc.) should not be targeted by CFW activity – instead, they should be targeted for Multi-Purpose Cash Grant. Household received similar relief support from others agency will not be included. Clear discussions and agreement is needed with the local government for selection of the beneficiaries. The following criteria will be used for selection of beneficiary;

- Households severely affected by disasters and employment opportunities severely affected;
- Day labour and/or unskilled people (Age over 18 years old) who are willing to do physical work having no employment opportunities or no other means for earnings;
- Affected household having pregnant and lactating women, persons with disabilities, elderly, widow, divorced, separated, child headed and chronically sick;

#### **9. CFW Schemes implementation:**

- First Aid kit must be available on the CFW site
- Washroom facility must be available on the CFW site, one per 20 women
- Creche must be available on the CFW site with one women paid to look after the children
- Insurance for CFW workers should be promoted (<http://fscluster.org/bangladesh/document/fsc-bangladesh-monthly-meeting-20-april>)
  - ✓ Safety and security of the participating stakeholders should be a responsibility of the implementing agencies
  - ✓ Adherence with ILO principles on decent work

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