

117TH CONGRESS
1ST SESSION

S. 2104

To support global labor rights, and for other purposes.

IN THE SENATE OF THE UNITED STATES

JUNE 17, 2021

Mr. MENENDEZ introduced the following bill; which was read twice and referred to the Committee on Foreign Relations

A BILL

To support global labor rights, and for other purposes.

1 *Be it enacted by the Senate and House of Representa-*
2 *tives of the United States of America in Congress assembled,*

3 **SECTION 1. SHORT TITLE; TABLE OF CONTENTS.**

4 (a) SHORT TITLE.—This Act may be cited as the
5 “Global Labor Support Act of 2021”.

6 (b) TABLE OF CONTENTS.—The table of contents for
7 this Act is as follows:

Sec. 1. Short title; table of contents.
Sec. 2. Findings.
Sec. 3. Definitions.

TITLE I—GLOBAL LABOR RIGHTS

Sec. 101. Statement of policy.
Sec. 102. Funding for global labor rights.
Sec. 103. Global labor program.
Sec. 104. Ambassador-at-Large for Global Labor Rights.

Sec. 105. Imposition of sanctions with respect to gross violations of the human rights of workers.

Sec. 106. Annual report on internationally recognized labor rights.

Sec. 107. Comptroller General report on United States Government work on labor rights.

TITLE II—LABOR RIGHTS IN BANGLADESH

Sec. 201. Findings.

Sec. 202. Statement of policy.

Sec. 203. Updated labor rights and worker safety commitments for Bangladesh.

Sec. 204. Authorization of appropriations.

Sec. 205. Embassy Dhaka labor attache.

1 **SEC. 2. FINDINGS.**

2 Congress makes the following findings:

3 (1) The International Labour Organization
4 (ILO) Declaration on Fundamental Principles and
5 Rights at Work, which ILO Member States adopted
6 in 1998, recognizes four fundamental rights at work:

7 (A) Freedom of association and the effective
8 recognition of the right to collective bargaining.
9

10 (B) The elimination of all forms of forced
11 or compulsory labour.

12 (C) The effective abolition of child labour.

13 (D) The elimination of discrimination in
14 respect of employment and occupation, which
15 may be referred to as non-discrimination.

16 (2) The ILO Declaration on Social Justice for
17 a Fair Globalization, which ILO Member States
18 adopted in 2008, recognizes four strategic objectives

1 through which the Decent Work Agenda is ex-
2 pressed:

3 (A) Promoting employment by creating a
4 sustainable institutional and economic environ-
5 ment for the sustainable development of individ-
6 uals, enterprises, and societies.

7 (B) Developing and enhancing measures of
8 social protection, including social security,
9 healthy and safe working conditions, and poli-
10 cies in regard to wages, hours, and other condi-
11 tions of work.

12 (C) Promoting social dialogue for trans-
13 lating economic development into social
14 progress and making labour law and institu-
15 tions effective.

16 (D) Respecting, promoting, and realizing
17 the fundamental principles and rights at work,
18 noting that freedom of association and effective
19 recognition of the right to collective bargaining
20 are particularly important.

21 (3) On June 21, 2019, the International
22 Labour Conference of the ILO adopted the Violence
23 and Harassment Convention (No. 190) and Rec-
24 ommendation (No. 206), which recognize the right
25 of everyone to a world of work free from violence

1 and harassment, including gender-based violence and
2 harassment.

3 (4) On June 21, 2019, the United States voted
4 in favor of the adoption of ILO Convention 190, but
5 has not ratified it.

6 (5) The Department of State documents worker
7 rights in its annual Country Reports on Human
8 Rights Practices in the following five categories:

9 (A) Freedom of association and the right
10 to collective bargaining.

11 (B) Prohibition of forced or compulsory
12 labor.

13 (C) Prohibition of worst forms of child
14 labor and minimum age for employment.

15 (D) Prohibition of discrimination with re-
16 spect to employment and occupation.

17 (E) Acceptable conditions of work.

18 (6) In 1999, the Department of State created
19 the position of Special Representative for Inter-
20 national Labor Affairs.

21 (7) Section 515 of volume 1 of the Foreign Af-
22 fairs Manual defines the duties of the Special Rep-
23 resentative for International Labor Affairs as fol-
24 lows: “The Special Representative for International
25 Labor Affairs serves as the senior policy advisor to

1 the Assistant Secretary for Democracy, Human
2 Rights, and Labor on all matters related to inter-
3 national labor affairs and rights; and reports directly
4 to the Assistant Secretary. The Special Representa-
5 tive alerts the Assistant Secretary to opportunities
6 for advancing existing policy, helps formulate new
7 policy approaches, and serves as a key front office
8 contributor to strategic thinking for the bureau in
9 relation to international labor affairs.”.

10 **SEC. 3. DEFINITIONS.**

11 In this Act:

12 (1) APPROPRIATE CONGRESSIONAL COMMIT-
13 TEES.—The term “appropriate congressional com-
14 mittees” means—

15 (A) the Committee on Foreign Relations
16 and the Committee on Health, Education,
17 Labor and Pensions of the Senate; and

18 (B) the Committee on Foreign Affairs and
19 the Committee on Education and Labor of the
20 House of Representatives.

21 (2) INTERNATIONALLY RECOGNIZED LABOR
22 RIGHTS.—The term “internationally recognized
23 labor rights” means—

1 (A) the freedom of association and the ef-
 2 fective recognition of the right to collective bar-
 3 gaining;

4 (B) the elimination of all forms of forced
 5 or compulsory labor;

6 (C) the effective prohibition and abolition
 7 of all forms of child labor;

8 (D) the elimination of discrimination in re-
 9 spect of employment and occupation; and

10 (E) acceptable conditions of work with re-
 11 spect to minimum wages, hours of work, and
 12 occupational safety and health.

13 (3) VULNERABLE POPULATIONS.—The term
 14 “vulnerable populations” means—

15 (A) workers who identify as women or
 16 girls;

17 (B) workers with disabilities;

18 (C) child workers above the minimum age
 19 of employment as defined by the ILO Minimum
 20 Age Convention;

21 (D) workers who identify as lesbian, gay,
 22 bisexual, transgender, queer, or intersex;

23 (E) workers from marginalized commu-
 24 nities;

25 (F) migrant workers;

1 (G) domestic workers;

2 (H) workers in the informal economy;

3 (I) workers in non-standard forms of em-
4 ployment as described by the ILO, including
5 short-term contract employment and home-
6 based employment, among others; and

7 (J) workers who otherwise lack access to
8 social protection.

9 **TITLE I—GLOBAL LABOR**
10 **RIGHTS**

11 **SEC. 101. STATEMENT OF POLICY.**

12 It is the policy of the United States to—

13 (1) support and advance internationally recog-
14 nized labor rights around the world;

15 (2) recognize that barriers to workers, particu-
16 larly workers who identify as women or girls, access-
17 ing their full internationally recognized labor rights
18 include—

19 (A) workplace harassment and violence,
20 particularly gender-based harassment and vio-
21 lence;

22 (B) lack of pay equity;

23 (C) lack of access to family, medical, and
24 sick leave;

25 (D) lack of access to affordable child care;

1 (E) lack of access to safe and adequate
 2 water and sanitation facilities and hygienic con-
 3 ditions; and

4 (F) restrictive social and gender norms;

5 (3) engage governments directly and through
 6 multilateral organizations, such as the International
 7 Labour Organization and the Organization for Eco-
 8 nomic Cooperation and Development, to advance
 9 internationally recognized labor rights, prevent and
 10 respond to gender-based harassment and violence in
 11 the world of work, and promote safe working condi-
 12 tions;

13 (4) oppose the use of force or coercion to pre-
 14 vent workers from exercising their internationally
 15 recognized labor rights, including by employers and
 16 government entities, such as the use of police or
 17 military force;

18 (5) engage with labor unions, workers' organi-
 19 zations, nongovernmental organizations, academia,
 20 and the private sector, including industry associa-
 21 tions and multistakeholder initiatives, to strengthen
 22 respect for, and promote protection of, internation-
 23 ally recognized labor rights around the world; and

24 (6) support transparency regarding, and cor-
 25 porate accountability for, the protection of inter-

1 nationally recognized labor rights in global supply
2 chains.

3 **SEC. 102. FUNDING FOR GLOBAL LABOR RIGHTS.**

4 (a) GLOBAL LABOR RIGHTS FUND.—

5 (1) ESTABLISHMENT.—There is established in
6 the Treasury of the United States a fund for entities
7 whose main purpose is to protect and promote labor
8 rights, to be known as the Global Labor Rights
9 Fund (in this section referred to as the “Fund”),
10 consisting of such amounts as are appropriated pur-
11 suant to the authorization of appropriations under
12 paragraph (2) or otherwise appropriated or other-
13 wise made available to the Fund.

14 (2) AUTHORIZATION OF APPROPRIATIONS.—
15 There is authorized to be appropriated to the Fund
16 \$30,000,000, of which \$25,000,000 shall be divided
17 between the Department of State and the United
18 States Agency for International Development and
19 \$5,000,000 shall be for the International Labor Af-
20 fairs Bureau at the Department of Labor for each
21 of fiscal years 2022 through 2028.

22 (3) RECIPIENTS OF FUNDS.—Funds from the
23 Global Labor Rights Fund shall be available to enti-
24 ties whose main purpose is to protect and promote
25 labor rights, such as labor unions and nongovern-

1 mental organizations with a demonstrated record of
2 labor rights advocacy or effective implementation of
3 labor rights programs, and may be made available to
4 foreign government entities only for the purposes of
5 providing technical assistance for reforming labor
6 laws, intensifying labor law enforcement, imple-
7 menting transparent reporting on labor inspections,
8 improving monitoring mechanisms to comply with
9 internationally recognized labor rights, and strength-
10 ening the ability of dispute resolution mechanisms
11 and the judicial system to address labor issues in an
12 impartial and independent manner.

13 (4) USE OF FUNDS.—Amounts in the Fund
14 shall be used to effectively implement the following
15 goals:

16 (A) To build the capacity of labor rights
17 organizations in foreign countries, including
18 labor unions, to protect internationally recog-
19 nized labor rights, including building their ca-
20 pacity to organize workers into labor unions
21 and to negotiate strong collective bargaining
22 agreements.

23 (B) To build the capacity of government
24 entities to protect internationally recognized

1 labor rights only under the conditions described
2 in paragraph (3).

3 (C) To develop social protection systems
4 that help workers overcome barriers to access-
5 ing their full internationally recognized labor
6 rights, such as promoting access to paid family,
7 medical, and sick leave.

8 (D) To safeguard and promote the rights
9 of workers facing discrimination, harassment,
10 and violence, particularly workers who identify
11 as women or girls and workers from other vul-
12 nerable populations, including—

13 (i) supporting equal pay for equal
14 work;

15 (ii) supporting workers' access to jus-
16 tice, including through access to quality
17 legal assistance;

18 (iii) providing protection from retalia-
19 tion; and

20 (iv) providing legal, psychosocial, and
21 other support and services during inves-
22 tigations of abuse or exploitation.

23 (E) To support the development of worker-
24 driven labor monitoring and gender-sensitive
25 complaint and dispute resolution mechanisms.

1 (F) To increase the general population's
2 awareness of internationally recognized labor
3 rights.

4 (G) To otherwise promote and protect
5 internationally recognized labor rights.

6 (5) IMPLEMENTATION.—In general, the Sec-
7 retary of State, in coordination with the Adminis-
8 trator of the United States Agency for International
9 Development and the Secretary of Labor, shall co-
10 ordinate and carry out activities to achieve the goals
11 described in paragraph (4).

12 (6) BRIEFING ON IMPLEMENTATION.—

13 (A) IN GENERAL.—The Secretary of State,
14 in coordination with the Administrator of the
15 United States Agency for International Devel-
16 opment and the Secretary of Labor, shall pro-
17 vide to the appropriate congressional commit-
18 tees an annual briefing on the programs and
19 activities carried out to achieve the goals de-
20 scribed in paragraph (4) during the preceding
21 fiscal year and through fiscal year 2028, includ-
22 ing all programs and activities funded with
23 amounts in the Fund.

1 (B) ELEMENTS.—Each briefing shall in-
2 clude, with respect to each program or activity
3 described in subparagraph (A)—

4 (i) a thorough description of the pro-
5 gram or activity;

6 (ii) the amount of funding for the pro-
7 gram or activity;

8 (iii) the identity of each recipient of
9 funding for the program or activity, includ-
10 ing any subgrantees;

11 (iv) the number of participants in the
12 program or activity, disaggregated by in-
13 dustry or sector, age, gender identity, eth-
14 nic or racial identity, disability, educational
15 attainment level, migratory status, and oc-
16 cupation to the extent that participants are
17 willing and able to safely provide such in-
18 formation;

19 (v) a description of the goal or goals
20 described in paragraph (4) to which the
21 program or activity relates and the indica-
22 tors established to monitor progress toward
23 meeting the goal or goals;

1 (vi) an assessment of whether or not
2 the program or activity met the goal or
3 goals; and

4 (vii) future plans for the program or
5 activity, including how the progress
6 achieved through the program or activity
7 will be sustained, and resources needed for
8 those future plans, including appropria-
9 tions.

10 (b) AUTHORIZATION OF APPROPRIATIONS FOR ADDI-
11 TIONAL LABOR RIGHTS PROGRAMMING.—

12 (1) AUTHORIZATION OF APPROPRIATIONS.—In
13 addition to the amounts authorized to be appro-
14 priated pursuant to subsection (a)(2), there is au-
15 thorized to be appropriated \$30,000,000, of which
16 \$25,000,000 shall be divided between the Depart-
17 ment of State and the United States Agency for
18 International Development and \$5,000,000 shall be
19 for the International Labor Affairs Bureau at the
20 Department of Labor for each of fiscal years 2022
21 through 2028 for additional labor rights program-
22 ming.

23 (2) USE OF FUNDS.—Amounts appropriated by
24 this section may be used to effectively implement the
25 following goals:

1 (A) To build the capacity of labor rights
2 organizations in foreign countries, including
3 labor unions, to protect internationally recog-
4 nized labor rights, including building their ca-
5 pacity to organize workers into labor unions
6 and to negotiate strong collective bargaining
7 agreements.

8 (B) To build the capacity of other non-
9 governmental organizations in foreign countries
10 to protect internationally recognized labor
11 rights.

12 (C) To improve the capability of foreign
13 government entities, including legislatures, the
14 judiciary, government agencies, and law en-
15 forcement bodies, especially labor law enforce-
16 ment bodies, to protect internationally recog-
17 nized labor rights.

18 (D) To develop social protection systems
19 that help workers overcome barriers to access-
20 ing their full internationally recognized labor
21 rights, such as promoting access to paid family,
22 medical, and sick leave.

23 (E) To safeguard and promote rights of
24 workers facing discrimination, harassment, and
25 violence, particularly workers who identify as

1 women or girls and workers from other vulner-
2 able populations, including—

3 (i) supporting equal pay for equal
4 work;

5 (ii) supporting workers' access to jus-
6 tice, including through access to quality
7 legal assistance;

8 (iii) providing protection from retalia-
9 tion; and

10 (iv) providing legal, psychosocial, and
11 other support and services during inves-
12 tigations of abuse or exploitation.

13 (F) To support the development of worker-
14 driven labor monitoring and gender-sensitive
15 complaint and dispute resolution mechanisms.

16 (G) To increase the general population's
17 awareness of internationally recognized labor
18 rights.

19 (H) To otherwise promote and protect
20 internationally recognized labor rights.

21 (3) IMPLEMENTATION.—In general, the Sec-
22 retary of State, in coordination with the Adminis-
23 trator of the United States Agency for International
24 Development and the Secretary of Labor, shall co-

1 ordinate and carry out activities to achieve the goals
2 described in paragraph (2).

3 **SEC. 103. GLOBAL LABOR PROGRAM.**

4 (a) IN GENERAL.—Following the completion of the
5 initial extended six-year Global Labor Program from 2016
6 to 2022, the Administrator of the United States Agency
7 for International Development shall extend the Global
8 Labor Program an additional five years, from 2023 to
9 2028.

10 (b) IMPLEMENTATION.—The Global Labor Program
11 extension shall maintain the single-implementer model
12 used in the first program, though the Administrator may
13 re-compete the award for that single implementer. The
14 Administrator shall consult with the Assistant Secretary
15 of State for Democracy, Human Rights, and Labor at the
16 Department of State and the Deputy Under Secretary for
17 International Affairs at the Department of Labor prior
18 to making any changes to the scope, nature, or structure
19 of the Global Labor Program. Any such changes shall be
20 subject to the regular notification procedures of the appro-
21 priate congressional committees.

22 (c) USE OF FUNDS.—Of the amounts appropriated
23 pursuant to subsections (a)(2) and (b)(1) of section 102,
24 not less than \$13,000,000 for each of fiscal years 2022

1 through 2028 shall be made available for the Global Labor
2 Program.

3 **SEC. 104. AMBASSADOR-AT-LARGE FOR GLOBAL LABOR**
4 **RIGHTS.**

5 (a) AMBASSADOR-AT-LARGE.—There is established
6 the position of United States Ambassador-at-Large for
7 Global Labor Rights (referred to in this section as the
8 “Ambassador-at-Large”). The Ambassador-at-Large shall
9 replace the Special Representative for International Labor
10 Affairs position described in section 515 of volume 1 of
11 the Foreign Affairs Manual.

12 (b) APPOINTMENT.—The Ambassador-at-Large shall
13 be appointed by the President, by and with the advice and
14 consent of the Senate.

15 (c) CENTRAL OBJECTIVE.—The central objective of
16 the Ambassador-at-Large is to lead and coordinate the
17 United States Government’s diplomatic engagement with
18 foreign governments on the promotion and protection of
19 internationally recognized labor rights, including the poli-
20 cies described in section 101, in coordination with other
21 agencies and offices of the United States Government, in-
22 cluding—

23 (1) other bureaus and offices of the Depart-
24 ment of State, particularly the Bureau of Economic
25 and Business Affairs;

1 (2) the United States Agency for International
2 Development;

3 (3) the Department of Labor, particularly the
4 Bureau of International Labor Affairs;

5 (4) the United States Trade Representative;
6 and

7 (5) U.S. Customs and Border Protection.

8 (d) DUTIES AND RESPONSIBILITIES.—The Amba-
9 sador-at-Large shall—

10 (1) engage with foreign government officials,
11 both in bilateral and multilateral contexts, to en-
12 courage them to promote and protect internationally
13 recognized labor rights;

14 (2) engage with multilateral organizations to
15 promote and protect internationally recognized labor
16 rights;

17 (3) engage with nongovernmental organizations
18 to support their efforts to promote and protect inter-
19 nationally recognized labor rights;

20 (4) participate in the formulation of United
21 States policy regarding internationally recognized
22 labor rights, including through leading and coordi-
23 nating relevant meetings at the National Security
24 Council and National Economic Council as appro-
25 priate;

1 (5) support United States ambassadors and
2 United States embassy personnel, including those
3 specifically covering labor issues, in their efforts to
4 promote and protect internationally recognized labor
5 rights; and

6 (6) consult on the development of United States
7 Government programs and activities to promote and
8 protect internationally recognized labor rights, in-
9 cluding the programs and activities described in sec-
10 tions 102 and 103.

11 (e) AUTHORIZATION OF APPROPRIATIONS.—There
12 are authorized to be appropriated such sums as may be
13 necessary for the hiring of three full-time employees to
14 support the Ambassador-at-Large, for the conduct of in-
15 vestigations by the Ambassador-at-Large, and for nec-
16 essary travel to carry out the provisions of this section.

17 (f) REPORT ON ACTIVITIES.—Not later than 180
18 days after the appointment of the Ambassador-at-Large,
19 and annually thereafter, the Ambassador-at-Large shall
20 submit to the appropriate congressional committees a re-
21 port that details the activities that were undertaken in the
22 preceding year under subsection (d).

1 **SEC. 105. IMPOSITION OF SANCTIONS WITH RESPECT TO**
2 **GROSS VIOLATIONS OF THE HUMAN RIGHTS**
3 **OF WORKERS.**

4 (a) GLOBAL MAGNITSKY SANCTIONS.—The Presi-
5 dent shall use the authority provided under the Global
6 Magnitsky Human Rights Accountability Act (subtitle F
7 of title XII of Public Law 114–328; 22 U.S.C. 2656 note)
8 to impose sanctions with respect to foreign persons, in-
9 cluding foreign government officials and business owners,
10 directors, officers, or managing agents, and associates of
11 such persons, that the President determines are respon-
12 sible for gross violations of the human rights of workers.

13 (b) 7031(c) SANCTIONS.—The Secretary of State
14 shall use the authority provided under section 7031(c) of
15 the Department of State, Foreign Operations, and Related
16 Programs Appropriations Act, 2019 (division F of Public
17 Law 116–6; 8 U.S.C. 1182 note) and other existing au-
18 thorities to implement visa bans with respect to foreign
19 government officials and their immediate family members
20 that the Secretary of State determines are responsible for
21 gross violations of the human rights of workers.

22 **SEC. 106. ANNUAL REPORT ON INTERNATIONALLY RECOG-**
23 **NIZED LABOR RIGHTS.**

24 (a) REPORT.—

25 (1) IN GENERAL.—The Secretary of State, in
26 coordination with the Secretary of Labor and the

1 Administrator of the United States Agency for
2 International Development, shall submit to the ap-
3 propriate congressional committees an annual public
4 report on the country-by-country status of inter-
5 nationally recognized labor rights in addition to the
6 Country Reports on Human Rights Practices.

7 (2) COUNTRIES COVERED.—The report required
8 under paragraph (1) shall include—

9 (A) all countries that receive United States
10 foreign assistance; and

11 (B) all countries in which the Secretary as-
12 sesses that there are challenges to the imple-
13 mentation of internationally recognized labor
14 rights.

15 (3) ELEMENTS.—The report required by this
16 section shall include the following elements:

17 (A) A description of the extent to which
18 the labor laws of the country, broken down by
19 their analogous characterization to the laws of
20 the United States Government as administra-
21 tive, civil, common, and criminal laws, protect
22 all internationally recognized labor rights and of
23 whether they apply to all workers or whether
24 certain categories of workers are excluded from
25 some protections.

1 (B) A description of efforts by the govern-
2 ment of the country to bring laws up to inter-
3 national standards to protect internationally
4 recognized labor rights.

5 (C) A description of the nature and extent
6 of violations of internationally recognized labor
7 rights in each country covered.

8 (D) A description of the roles vulnerable
9 populations hold in the world of work, the share
10 of the workforce they comprise, and the unequal
11 treatment they face.

12 (E) For each country in which violations of
13 internationally recognized labor rights are iden-
14 tified, an assessment of the efforts by the gov-
15 ernment of that country to prevent and respond
16 to such violations, including the following ele-
17 ments:

18 (i) Whether government officials in
19 that country participate in, facilitate, or
20 condone such violations.

21 (ii) What steps the government of
22 that country has taken to prohibit govern-
23 ment officials at the national or sub-
24 national officials from participating in, fa-

1 cilitating, benefitting from, or condoning
2 such violations.

3 (iii) What steps the government of
4 that country has taken to assist victims of
5 such violations, including efforts to protect
6 them from further victimization, provision
7 of services including physical and mental
8 health care, provision of legal support and
9 access to justice through civil proceedings
10 as well as criminal, and grants of relief
11 from deportation as appropriate.

12 (iv) Which government authorities in
13 that country are involved with preventing
14 and identifying such violations and the ca-
15 pacity of those authorities, including num-
16 bers of personnel dedicated to activities
17 such as labor inspections.

18 (v) The effectiveness of the country's
19 administrative state, other civil authorities,
20 law enforcement authorities, and judicial
21 system in enforcing appropriate regulations
22 and laws in response to such violations, in-
23 cluding how many personnel are dedicated
24 to addressing such violations, the fre-
25 quency with which such violations are in-

1 vestigated and prosecuted, the durations
2 and outcomes of such cases, and the trans-
3 parency of outcomes.

4 (F) An assessment of the extent to which
5 labor unions, labor rights organizations, and
6 other civil society actors that work on labor
7 rights issues, and media that report on labor
8 rights issues, have the space to operate and of
9 the extent to which the government engages in
10 dialogue with them.

11 (4) CONSULTATIONS.—In preparing the report,
12 United States diplomatic mission personnel shall
13 consult with labor unions, labor rights organizations,
14 human rights organizations, including women’s
15 rights groups, and other appropriate nongovern-
16 mental organizations.

17 (b) EMBASSY LABOR ATTACHÉ.—

18 (1) IN GENERAL.—The Secretary of Labor, in
19 coordination with the Secretary of State, shall create
20 a senior attaché position to lead interagency coordi-
21 nation of the labor portfolio of the United States
22 mission in each country consistently identified in the
23 report required under subsection (a)(1) as having a
24 poor performance record in the area of labor rights.

1 (2) AUTHORIZATION OF APPROPRIATIONS.—

2 There are authorized to be appropriated such sums
3 as may be necessary to create the attaché positions
4 for each country.

5 **SEC. 107. COMPTROLLER GENERAL REPORT ON UNITED**
6 **STATES GOVERNMENT WORK ON LABOR**
7 **RIGHTS.**

8 (a) ASSESSMENT.—The Comptroller General of the
9 United States shall submit to the appropriate congres-
10 sional committees an assessment of the work of the United
11 States Government on labor rights around the world.

12 (b) ELEMENTS.—The assessment required under
13 subsection (a) shall include a description of what is known
14 about the following:

15 (1) The extent to which each of the internation-
16 ally recognized labor rights has been included in
17 United States Government foreign policy and pro-
18 gramming.

19 (2) Any labor rights not included within the
20 definition of internationally recognized labor rights
21 that have been included in United States Govern-
22 ment foreign policy and programming.

23 (3) What resources, including funding and per-
24 sonnel, the United States Government has dedicated
25 to the promotion and protection of internationally

1 recognized labor rights, and the extent to which
2 those resources have been dedicated to vulnerable
3 populations around the world.

4 (4) A description of the types of programming
5 the United States Government has implemented to
6 promote and protect internationally recognized labor
7 rights in the past 6 years around the world.

8 (5) The extent to which the United States Gov-
9 ernment programs described in paragraph (4)
10 achieved their intended goals.

11 (6) Specific internationally recognized labor
12 rights or countries for which the resources dedicated
13 to date have been insufficient to meet the goals of
14 the United States.

15 (7) The mechanisms for interagency coordina-
16 tion on internationally recognized labor rights, the
17 efficacy of said mechanisms, and recommendations
18 for improvements.

19 **TITLE II—LABOR RIGHTS IN** 20 **BANGLADESH**

21 **SEC. 201. FINDINGS.**

22 Congress makes the following findings:

23 (1) In June 2013, two months after the April
24 2013 Rana Plaza garment factory disaster that
25 claimed the lives of over one thousand ready-made

1 garment (RMG) factory workers, the United States
 2 suspended the participation of Bangladesh in the
 3 Generalized System of Preferences (GSP) program
 4 due to the failure of the Government of Bangladesh
 5 to recognize the labor rights of RMG workers.

6 (2) In the March 2020 report “Seven Years
 7 After Rana Plaza, Significant Challenges Remain”
 8 (in this section referred to as the “Report”), the mi-
 9 nority staff of the Committee on Foreign Relations
 10 of the Senate (in this section referred to as the
 11 “Committee”) found that, 7 years after the Rana
 12 Plaza garment factory disaster, improvements have
 13 been made to the structural safety of many factories
 14 in Bangladesh, but labor rights have declined pre-
 15 cipitously.

16 (3) The Report highlighted the increasing abuse
 17 of workers, particularly union leaders and orga-
 18 nizers, in ready-made garment factories in Ban-
 19 gladesh and the lack of accountability for the per-
 20 petrators.

21 (4) The Report emphasized that workers who
 22 identify as women or girls face disproportionate lev-
 23 els of abuse, and this gender-based violence and har-
 24 assment is a violation of the ILO Violence and Har-
 25 assment Convention, 2019 ILO (No. 190).

1 (5) The Report detailed the deteriorating envi-
 2 ronment for union organizers and activists in Ban-
 3 gladesh, including violence and repression during
 4 worker protests over the minimum wage in Decem-
 5 ber 2018 and January 2019 as well as lack of en-
 6 forcement of Bangladesh law on unfair labor prac-
 7 tices.

8 (6) In the Report, the Committee found that
 9 the Department of Labor, the Bureau of Democracy,
 10 Human Rights, and Labor of the Department of
 11 State, and the United States Agency for Inter-
 12 national Development expended only \$23,200,000 on
 13 labor rights programs in Bangladesh between 2011
 14 and the release of the Report.

15 **SEC. 202. STATEMENT OF POLICY.**

16 It is the policy of the United States to—

17 (1) protect and promote internationally recog-
 18 nized labor rights in Bangladesh;

19 (2) support, in its capacity as a member of the
 20 ILO's Governing Body of the International Labour
 21 Office, the proposal to establish an ILO Commission
 22 of Inquiry on Bangladesh in response to violations of
 23 the ILO Convention on the Freedom of Association
 24 and Protection of the Right to Organise, the ILO
 25 Convention on the Right to Organise and Collective

1 Bargaining, and the ILO Labor Inspection Conven-
 2 tion; and

3 (3) urge other members of the ILO governing
 4 body to support the establishment of an ILO Com-
 5 mission of Inquiry on Bangladesh.

6 **SEC. 203. UPDATED LABOR RIGHTS AND WORKER SAFETY**

7 **COMMITMENTS FOR BANGLADESH.**

8 The President shall work with the Government of
 9 Bangladesh to update the previous commitments by the
 10 Government of Bangladesh regarding labor rights and
 11 worker safety to reflect the new and ongoing challenges
 12 to internationally recognized labor rights in Bangladesh.

13 **SEC. 204. AUTHORIZATION OF APPROPRIATIONS.**

14 Of the amount authorized to be appropriated under
 15 section 102(a), not less than \$3,000,000 is authorized to
 16 be appropriated for programming that supports labor
 17 unions in order to promote labor rights in Bangladesh for
 18 each of fiscal years 2022 through 2028.

19 **SEC. 205. EMBASSY DHAKA LABOR ATTACHÉ.**

20 Not later than 120 days after the date of the enact-
 21 ment of this Act, the Secretary of Labor, in coordination
 22 with the Secretary of State, shall deploy a senior attaché
 23 or envoy to lead interagency coordination of the labor port-
 24 folio at the United States Embassy in Dhaka.

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