

# LABOUR NEWS

Issue 04, April 2020



BANGLADESH EMPLOYERS' FEDERATION



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# Contents

Labour News - April 2020

## Article

Commitment to work: Tips to improve work commitment

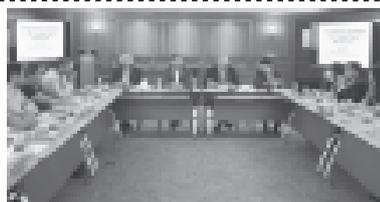
4



## BEF Events

Discussion meeting on coronavirus (covid-19) and its impact

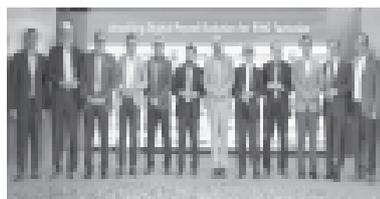
8



## Home News

0.4 million RMG workers now get salary via Bkash

9



## International News

Philippines: remittances fall to 8-month low

10



## ILO News

Covid-19: almost 25 million jobs could be lost worldwide as a result

13



## Judgment

17



## Statistics

21



# Article

## COMMITMENT TO WORK: TIPS TO IMPROVE WORK COMMITMENT



By Adi Bhat

Commitment to work or work commitment is defined as the level of enthusiasm an employee has towards his/her tasks assigned at a workplace. It is the feeling of responsibility that a person has towards the goals, mission, and vision of the organization he/she is associated with.

High levels of employee satisfaction in an organization are related to work commitment and engagement in their organization. This results in superior business performance, which in turn results in increased profitability, productivity, employee retention and overall improvement in the work atmosphere.

That's the level of commitment any

organization would expect from their employees right? But most great things in this world is achieved by perseverance, hard work, and dedication. All these qualities don't just show up in a day.

A person develops these qualities over the years. Same goes for organizations, if an organization expect their employees to perform exceptionally well then they will have to provide a work environment that will help increase commitment to work.

### **How to Improve Commitment to work**

Improving work commitment cannot happen in just one day. It takes time to bring superior levels of commitment at work. Here are some of the things organizations can incorporate to bring in effective and immediate changes:

*Build a strong team*

Teamwork does wonder! Organizations must build a culture where working in teams should be important. Achieving targets together makes difficult tasks look easily achievable. Teamwork depends on how well employees are able to interact with each other and work in tandem, how well they can perform as a group. An organization can know if teamwork is the answer to problems can use teamwork surveys. These surveys will record all the responses and feedback which can be later evaluated and analyzed.

*Let your employees know what you expect from them*

Hard working employees are an asset to an organization. Most employees want to be a part of a success story of the organization they are associated with. Therefore, it is important to communicate clearly the goals, vision, and mission clearly to the employees. This way employees would know what the organization expects of them. Clarity of thoughts is important at least during the tenure for which the employee is associated with the organization. With clarity comes the determination to work and achieve excellence.

*Promote a culture of transparency*

Let there be transparency in the organization. Let the employees participate freely in the discussions, important decisions related to employees and an important contribution they can make towards the organization. When an organization keeps employees informed, they feel valued and trustworthy. This increases their sense of belonging and in turn increases commitment to work.

*Encourage open and free communication*

Open and free communication in an organization facilitates an environment of

trust. Open door policy is one such way of promoting free communication. Alternatively, an organization can use employee satisfaction surveys, polls etc to give their feedback to the organization.

On receiving these feedback, organizations need to keep an open mind to understand where they not meeting employee expectations and how they can improve work culture, without criticizing the employees who have provided the feedback. Put these feedback to use. Once employees know their suggestions or feedbacks are valued there will be an increase in work commitment.

*Strong work ethics*

Work ethics not only include how an employee feels about his/her job or career but also, how seriously does he/she take their work responsibilities. This involves attitude, behavior, respect for coworkers, effective communication and interaction at a workplace. Work ethics demonstrates who and how a person is.

Since many decades organizations are working endlessly to improve their work ethics- honesty, integrity, and accountability are the three key factors that help improve workplace ethics and organizations are strongly promoting these values at work. When employees witness such values in an organization they are tempted to stay around and be committed to the organization.

*Culture of Trust*

What is trust? Trust is an essential factor that brings exceptional results in any relationships, especially at work and in professional life. Trust is not a simple nameplate on the door, a welcoming sign telling employees, "we provide trust here". It encompasses a whole lot of efforts from the top level management and the organization

as a whole to bring in and promote that culture in the organization. Trust is earned by putting in constant efforts in actions and deeds. When organizations promote such a culture, they have earned themselves employees who will truly impact organizations in all the right ways, thus increasing work commitment.

#### *Innovation is the strategy*

Let your employees be innovative in providing ideas, strategies, ways of communication etc. Innovators are committed employees. These employees are always looking for better ways to do even the most mundane tasks. Such employees should be valued by the organizations and encourage them to come up with better ideas and rewards their achievements and innovations.

#### *Help your employees grow*

An organization that helps its employees grow professionally and personally and respond to their ideas in a positive manner is bound to have people working for them for a longer period of time. An organization can support their employees by providing them with learning opportunities, cross-training and any other interactive method that support their overall development. Such gestures help organizations retain their employees at the same time employees are more committed to their work.

#### *Provide incentives*

Organizations need to reward employees who perform exceptionally well. Every person has different things that motivate them. Incentives that are related to accounting and the results make employees feel important. It is important for organizations to recognize the hard work employees put in to achieve the desired result. Incentives should be assigned based on the criteria of the objectives.

#### *Celebrate success together*

Employees need to feel validated and that they are valued by the organization. Leadership needs to show them, they are looked after. Employees don't leave an organization if they know their opinions matter if they are treated fairly, if their achievements are recognized and if they feel they are an integral part of an organization.

Celebrate success with your employees, tell them they have made a difference, encourage them to do better. Even the slightest gesture will lead them to do better with each passing day. This will lead to a better commitment at work.

#### **Importance of Work Commitment**



There are several reasons why work commitment is important. One of the most important reasons is it allows an organization to meet its goals and stick to its vision. Without a motivated workforce, an organization could lose all that they have earned over the years, be it respect or their market position.

Employee retention is a real problem, however, if organizations can make their employees feel valued, it leads to increase commitment at work. But without a bunch of motivated and committed employees, an organization can be in a risky position.

Commitment at work leads to better productivity. Image having employee who are not committed to what they do in an

organization, catastrophe! Such employees tend to use their time at work surfing the internet for personal pleasure or even looking for another job opportunities. This is a sheer waste of time and resources.

Please note that this is only a situation and cannot be implied to all employees. But, an organization can surely end up having such situations more often if they don't motivate their employees and help them become more committed to their work.

### Benefits of Work Commitment



A committed team of employees is an organization's dream come true. A committed team of employees is best for the long-term future of an organization or any business. The leaders within the organization are responsible for building that culture. Here are the benefits of having a team that is committed to working:

\* **Increased Productivity:** Committed employees need a leader that will guide them, they don't require someone who has to be constantly behind their life to get the tasks done. Such organizational commitment results in increased productivity at work. A compliant team will create their own tasks and ensure they are implemented. They will show up to work on time and do the necessary and even more.

\* **Target is met:** A complacent team will do only what is asked of them, a committed team will do that and more in order to meet

their targets and goals. A committed team understands goals and their individual role in achieving those goals. They are self-motivated and set targets higher than that is expected of them. For a committed team, goals are not just a number, date or a target; it is a vision and journey for them.

\* **Bring "fun" to work:** Put in simple words, a committed team brings in more fun to work. Commitment brings ownership and more creativity to the tasks. Committed team thrives on new and innovative ideas and it is some fun to implement such ideas time and again.

" **Value addition:** Commitment at work brings in value addition through active participation in company-related discussions. Committed employees bring great ideas to the table and they are always happy to help others visualize those ideas. An organization needs commitment and dedication from its employees to achieve their goals.

Source: <https://www.questionpro.com>

## BEF Events

### DISCUSSION MEETING ON CORONAVIRUS (COVID-19) AND ITS IMPACT



Bangladesh Employers' Federation (BEF) organized on 08 March 2020 a discussion meeting on coronavirus (COVID-19) and its impact and possible steps to address the challenges; and the employers' position on the EU's response on Bangladesh's roadmap on labor rights and other associated issues. Mr. Kamran T. Rahman, the President of the BEF is seen speaking at the event.

### WEBEX CONFERENCE ON THE IMPACT OF THE NOVEL CORONAVIRUS ACROSS DIFFERENT SECTORS

BEF, in collaboration with ILO Country Office Dhaka, organized a webex conference on 13 April 2020 at 3:00 pm (Bangladesh Standard Time) to discuss the impact of the novel coronavirus in different sectors (except RMG). In addition to the BEF and ILO officials, the conference was attended by representatives from the various sectors. The meeting was moderated by Mr. Kamran T. Rahman, President, BEF.

### AIDE-MÉMOIRE ON FACTORY/INDUSTRIAL ESTABLISHMENT REOPENING POST COVID-19

BEF and Metropolitan Chamber of Commerce and Industry (MCCI), Dhaka jointly published a booklet called Aide-Mémoire on Factory/Industrial Establishment Reopening Post Covid-19. The booklet was published both in Bangla and English.

# Home News

## 0.4 MILLION RMG WORKERS NOW GET SALARY VIA BKASH



A total of 70 thousand workers of 7 more leading RMG factories will receive salary in their bKash accounts. With this, more than 0.4 million (4 lakh) workers of 400 export-oriented garment factories adopted the digital salary disbursement solution of bKash. The newly added garment factories in this service are AJ Group, Purbani Group, Masihata Group, Sonia Group, TEAM Group, Aman Group and Al-Muslim Group. The service was launched with an inauguration ceremony held at a hotel in the capital recently.

## SALARIES AND WAGES OF AROUND 95.89 PERCENT GARMENT WORKERS CLEARED



Bangladesh Garment Manufacturers and Exporters Association (BGMEA) said that they had cleared salaries and wages of around 95.89 percent workers for the month of March 2020. The apex trade body of the country's apparel industry said that out of total 2274 factories, some 2071 factories (91.07 percent) cleared salaries and wages. At the outbreak of COVID-19 crisis BGMEA had requested all members to clear March salary on time.

## International News

### PHILIPPINES REMITTANCES FALL TO 8-MONTH LOW



Money sent home by overseas Filipino workers (OFWs) in the second month of 2020 shrank to their smallest level in eight months, the Bangko Sentral ng Pilipinas (BSP) reported, prompting it to cut its growth projection for these funds this year. Central bank data showed that personal remittances - personal transfers, whether in cash or kind, and capital transfers between households - totaled \$2.62 billion in February, down 12.39 percent from \$2.94 billion in January, but up 2.6 percent from \$2.55 billion a year ago. The amount was the lowest since June 2019, when remittances reached \$2.54 billion. The latest figure brought the year-to-date tally to \$5.56 billion, a 5-percent rise from \$5.30 billion in the January-to-February period of the previous year.

### SAUDI ARABIA MOVES TO CONTROL THE SPREAD OF VIRUS AMONG MIGRANT WORKERS



Saudi Arabia issued a series of strict company guidelines to help control the spread of coronavirus among migrant workers that make up about 75 percent of the kingdom's private sector labor force. The measures, which include checkpoints to inspect workers' temperatures and respiratory health, isolation rooms for those suspected of being infected and the disinfection of surfaces twice a day, came after the health ministry said that nearly 80 percent of new cases in the kingdom were among foreign workers.

The Saudi Center for Disease Prevention and Control has issued new guidelines that require each worker to have at least 12 square meter of space if they cannot be provided with a private room, and that any bathroom should not be shared by more than five workers. Many of the existing buildings for workers fail to meet such standards and the education minister has said 3,445 school facilities around the country will be converted to temporary housing units for workers in need of more space.

### VIETNAM UNEMPLOYMENT RATE STANDS AT 2.05%



Vietnam's unemployment rate among those aged 15 and above stood at 2.05 percent in 2019, with the figure in its urban areas almost double that of rural areas, the

country's 2019 population and housing census reveals. Results of the census, released by the General Statistics Office (GSO) recently, indicate that Vietnam's rural areas, where up to 65.57 percent of its population lives, saw an unemployment rate of 1.64 percent among people aged 15 and above. People with post-graduate degrees had the lowest unemployment rate at 1.06 percent, while some 3.19 percent of junior college graduates were unemployed, highest in all educational groups.

#### **AUSTRALIA CORONAVIRUS PANDEMIC CRASHES LUCRATIVE SOURCE OF INCOME - IMMIGRATION**



Australia's three decades of uninterrupted prosperity are coming to an abrupt end as the global coronavirus pandemic crashes one of its most lucrative sources of income - immigration. The country has been successful in managing the outbreak and reopening its A\$2.0 trillion (\$1.33 trillion) economy, thanks in part to an early closure of its borders. But the policy has led to a halt in mass immigration - a key source of consumer demand, labor and growth - in an economy which is facing its first recession since the early 1990s. Net immigration, including international students and those on skilled worker visas, is expected to fall 85 percent in the fiscal year to June 2021, curbing demand for everything from cars and property to

education and wedding rings. So critical is migration to Australia that analysts reckon the economy would have slipped into a recession last year without new arrivals to boost population growth.

#### **SPAIN ABOUT 900,000 WORKERS LOST THEIR JOBS SINCE LOCKDOWN**



Spain's social security data showed that close to 900,000 workers lost their job since March 12 when the country went on coronavirus lockdown. Some 898,822 workers lost their jobs since March 12 in Spain, more than half of which are temporary workers. The number of people officially registered as unemployed in the country rose to 3.5 million in March, the highest level since April 2017.

#### **CANADA UNEMPLOYMENT RATE EDGES UP TO 5.6%**

Statistics Canada, the national statistics office, says Canada's unemployment rate edged up a tenth of a percentage point to 5.6 percent though the economy added 30,300 net new jobs in February. Statistics Canada says the increase in jobs was led by Quebec, which posted its third consecutive month of job gains. The agency's latest labor force survey says most of the national gains were in full-time work, where there was an increase of 37,600 positions, while part-time employment declined by 7,300 compared with January. While there were gains for young workers, employment for the core of Canadian labor force, who are aged 25 to 54, held steady for a third consecutive month in February.

**USA 273,000 NEW JOBS ADDED IN FEBRUARY**

The US Labor Department reported that the US economy added 273,000 new jobs during February 2020, while the unemployment rate was 3.5%, matching its lowest level in more than 50 years. Gains were spread across a multitude of sectors as the total employment level hit 158.8 million, near its December 2019 record.

Health care and social assistance led the way in job creation with 57,000 new positions. Food services and drinking places both added 53,000 while government employment grew by 45,000 due to Census hiring and state government education. Construction added 42,000 thanks to continued mild weather, while professional and technical services contributed 32,000 and finance rose by 26,000, part of a 160,000 gain over the past 12 months.

**MEXICO COVID-19 COULD COST A MILLION JOBS**



Mexican President has said that the novel coronavirus could cost as many as a million jobs in the country as many industries considered not essential remain shut. The job loss number matches the estimate by the country's business coordinating council (CCE). The Mexican economy was already in recession before the pandemic struck and different investment banks have forecast

contractions as large as 9.0 percent for this year with only a gradual recovery next year.

**AMAZON.COM AN ADDITIONAL 100000 EMPLOYEES TO BE HIRED**

Amazon.com Inc. plans to hire an additional 100,000 employees in the U.S. as millions of people turn to online deliveries at an unprecedented pace and Americans continue to reorient their lives to limit the spread of the new coronavirus..

Amazon plans to deploy the new workers to fuel its sprawling e-commerce machine and is raising pay for all employees in fulfillment centers, transportation, stores and deliveries in the U.S. and Canada by \$2 an hour through April. In the U.K., it will go up £2 (\$2.45) per hour and approximately.

**WALMART 150,000 WORKERS TO BE HIRED**



Walmart, the largest private employer in the United States, plans to hire 150,000 temporary workers by the end of May 2020 as the coronavirus pandemic continues to sweep through the country. The company is hiring the associates to work in stores, clubs, distribution centers and fulfillment centers.

Walmart (WMT) has a workforce of about 1.5 million US workers. During the holidays, the company often focuses on giving additional hours to some workers instead of bringing on new hires. But the coronavirus is pushing the company to bring on new workers to help meet the crush of demand.

## ILO NEWS



### International Labour Organization

#### COVID-19 ALMOST 25 MILLION JOBS COULD BE LOST WORLDWIDE AS A RESULT



The economic and labor crisis created by the COVID-19 pandemic could increase global unemployment by almost 25 million, according to a new assessment by the ILO. However, if we see an internationally coordinated policy response, as happened in the global financial crisis of 2008/9, then the impact on global unemployment could be significantly lower.

The preliminary assessment note, COVID-19 and the world of work: Impacts and responses, calls for urgent, large-scale and coordinated measures across three pillars: protecting workers in the workplace, stimulating the economy and employment, and supporting jobs and incomes.

These measures include extending social protection, supporting employment retention (i.e. short-time work, paid leave, other subsidies), and financial and tax relief, including for micro, small and medium-sized enterprises. In addition, the

note proposes fiscal and monetary policy measures, and lending and financial support for specific economic sectors.

Based on different scenarios for the impact of COVID-19 on global GDP growth, the ILO estimates indicate a rise in global unemployment of between 5.3 million ("low" scenario) and 24.7 million ("high" scenario) from a base level of 188 million in 2019. By comparison, the 2008-9 global financial crisis increased global unemployment by 22 million.

Underemployment is also expected to increase on a large scale, as the economic consequences of the virus outbreak translate into reductions in working hours and wages. Self-employment in developing countries, which often serves to cushion the impact of changes, may not do so this time because of restrictions on the movement of people (e.g. service providers) and goods.

Falls in employment also mean large income losses for workers. The study estimates these as being between US\$ 860 billion and US\$ 3.4 trillion by the end of 2020. This will translate into falls in consumption of goods and services, in turn affecting the prospects for businesses and economies.

Working poverty is expected to increase significantly too, as "the strain on incomes resulting from the decline in economic activity will devastate workers close to or below the poverty line". The ILO estimates that between 8.8 million and 35 million additional people will be in working poverty worldwide, compared to the original estimate for 2020 (which projected a decline of 14 million worldwide).

The ILO note warns that certain groups will be disproportionately affected by the jobs crisis, which could increase inequality. These include people in less protected and low-paid jobs, particularly youth and older workers. Women and migrants too. The latter are vulnerable due to the lack of social protection and rights, and women tend to be over-represented in low-paid jobs and affected sectors.

"In times of crisis like the current one, we have two key tools that can help mitigate the damage and restore public confidence. Firstly, social dialogue, engaging with workers and employers and their representatives, is vital for building public trust and support for the measures that we need to overcome this crisis. Secondly, international labor standards provide a tried-and-trusted foundation for policy responses that focus on a recovery that is sustainable and equitable. Everything needs to be done to minimize the damage to people at this difficult time," concluded the Director General.

#### **GLOBAL EMPLOYMENT TRENDS FOR YOUTH 2020**



Young women and men, aged 15-24, in the Asia and the Pacific region continue to face a number of obstacles in accessing decent and productive jobs, as a sluggish global economy, trade tensions and the recent

COVID-19 epidemic are weighing on economic activity in the region, according to a new ILO report.

According to the Global Employment Trends for Youth 2020 (GET youth 2020), the youth unemployment rate in the Asia and the Pacific region has risen since 2012 and is estimated at 14.1 percent in 2020, compared to 13.7 percent globally. Before 2018, the youth unemployment rate in the region was below the global average.

Latest data shows that most young workers in Asia and the Pacific are in informal jobs, with 86.3 percent of the young population in informal employment compared to 67.1 percent for the adult population.

Although labor market context and challenges encountered by youth in the labour market vary substantially across the region, the proportion of youth not in employment, nor in education or training (NEET) in Asia-Pacific has also been increasing since 2012. The NEET rate in the region is estimated at 24.4 percent in 2020, compared to a global rate of 22.3 percent.

The report shows that young women are almost three times more likely to be neither employed nor in education or training than young men. The gender gap in NEET rates is particularly large in Southern Asia.

#### **THE G20 AND THE COVID-19 PANDEMIC**



The Director-General of the ILO has welcomed the commitment of the G20 leaders as an important first step in constructing a truly global response to the unprecedented challenges created by the COVID-19 pandemic .

“The G20’s strong and clear commitment to do whatever it takes to overcome the intertwined health, social and economic impacts of the pandemic is a very welcome first step. Their decision to spare no efforts to protect people, jobs, incomes and enterprises is extremely important,” said the Director General.

“This is the time for global solidarity, especially with the most vulnerable people in societies, and with the emerging and developing world. We must also offer our full support to the health workers who are in the front lines of the medical response,” he added.

#### **SRI LANKA CONTRIBUTIONS OF MIGRANT WORKERS RECOGNIZING**



Sri Lanka’s migrant workers are a vital part of the economy with over 200,000 Sri Lankans emigrating for work annually. Private remittances sent to Sri Lanka in 2017 were equivalent to US\$7.19 billion (approximately 63% of total export earnings and 9% of GDP).

Recognizing the importance of the labor migration sector, the Safe Labour Migration Programme (SLMP) was initiated in the

country in 2010 to increase the development benefits of migration by contributing to decent working conditions and improved wellbeing of migrants and their families.

The Safe Labor Migration Programme ended its third phase on 29 February 2020. Supported by the Embassy of Switzerland, the project sought to increase the development benefits of migration by improving the safety of migrant workers through interventions at both the policy and grassroot level.

Since 2010, the project has made significant progress in safeguarding the rights, security and dignity of migrant workers at all stages of the migration cycle. The project has been implemented working with government stakeholders, recruitment agents, community-based organisations and migrant workers, to increase awareness and ensure safer labor migration practices are adopted.

To celebrate ten years of working on safe labor migration, the ILO together with Helvetas Sri Lanka, and the Embassy of Switzerland in Sri Lanka, hosted an event titled ‘Recognising contribution of migration workers, strengthening safe labour migration processes in Sri Lanka’ on 25 February 2020 in Colombo. The event brought together a diverse range of actors in the labor migration sector to share experiences and lessons learnt from working on safe labor migration for a decade. Particularly significant was the participation of migrant workers who shared experiences of their migration journeys through recruitment, in-service and return phases. The migrants then joined government, civil society, private sector and other actors in the labor migration sector to

discuss challenges and opportunities in advancing safe labor migration processes so that both the migrant worker and the country benefits. The significance of the event was that it was the first time all of these actors were brought together in one forum to discuss, debate and agree on key action points to make labor migration safe for the thousands of Sri Lankans who travel overseas each year in search of incomes for a better life for themselves and their families in Sri Lanka.

#### **BAGHDAD ILO OPENS ITS FIRST COORDINATION OFFICE**



The ILO has opened its first Iraq country coordination office, in the capital Baghdad. The office will allow the ILO to provide better support to the government, workers and employers of Iraq in promoting decent work and increasing employment opportunities. It will also enable the ILO to support other UN agencies in development-focused work across Iraq. The establishment of the ILO Programme Coordination Office comes in response to a request made by Iraq's Ministry of Labour and Social Affairs, during an ILO Governing Body session in 2019.

ILO Regional Director for Arab States, said that reinforced ILO engagement in Iraq would work to address labor market challenges and promote decent

employment, strengthen social protection, boost growth rates, and decrease fragile and informal labor.

The office will coordinate implementation of Iraq's first Decent Work Country Programme (DWCP), launched in December 2019. The DWCP, which runs until 2023, supports national initiatives on employment promotion, rights at work, social dialogue and social protection. It will be implemented through close partnerships between the ILO, the government, and employers' and workers' representatives in the country. The DWCP will include development of a national employment policy, employment services, skills and enterprises. There will also be a nation-wide labor force survey, and an employment intensive investment programme (EIIP).

Iraq has been a member of the ILO since 1932 and has ratified 68 ILO Conventions, including all eight fundamental Conventions.

# Judgment



## High Court Division (Special Original Jurisdiction) Writ Petition No. 12495 of 2017

Gobinda Chandra Tagore J

Mohammad Ullah J

Dr Md Zahed Uddin ..... Petitioners

vs

Government of Bangladesh represent by the Secretary, Ministry of Education, Bangladesh  
Secretariat, Dhaka-1000 and 3 (three) others ..... Respondents\*

### Judgment

July 24th, 2019

**Mohammad Ullah J** : On an application under Article 102 of the Constitution of the People's Republic of Bangladesh, this Court issued the Rule Nisi in the following terms:

" Let a Rule *Nisi* be issued calling upon the respondents to show cause as to why the Memo No. BiMoC/Budget-14/2016/9444 dated 20-12-2016 issued by the respondent No. 2 restraining the petitioner from getting

his full retirement benefits as per the decision dated 13-4-2013 of the 178th meeting of Syndicate of Shahjalal University of Science and Technology (Annexure-F) should not be declared to have been issued without lawful authority and is of no legal effect and as to why the Decision No. 205.15 of 205th meeting of the Syndicate of Shahjalal University of Science and

Technology approving commutation of pension benefits of the petitioner should not be cancelled and/or pass such other or further order or orders as to this Court may seem fit and proper."

2. Subsequently upon an application, a Supplementary Rule was also issued in the following terms:

"Let a supplementary Rule Nisi be issued calling upon the respondents to show cause as to why letter No. 37.00.0000.080.99.07.16/67 dated 8-2-2017, issued by the Secondary and Higher Education Division, Ministry of Education, respondent No. 1 with reference to Memo No. বিমক/বাজেট ১৪/২০১৬/৯৪৪ dated 20-12-2016 issued by the respondent No. 2 as contained in Annexure-F shall not be declared to have been issued without lawful authority and is of no legal effect and also not applicable to the service of the petitioners and/or why such other or further order or orders as to this Court may seem fit and proper, shall not be passed."

3. The relevant facts necessary for disposal of the Rule, as stated in the Writ Petition, are that the petitioner Dr. Md Zahed Uddin was appointed on 4-9-2000 as the permanent Medical Officer of the Medical Center of Shahjalal University of Science and Technology, Sylhet (the University) and subsequently, he was promoted to the post of Deputy chief Medical Officer on 28-1-2007. He was again promoted to the post of Additional Chief Medical Officer on 4-12-2014 and the University approved his promotion as Additional Chief Medical Officer on 15-12-2014. The University is Governed by Shahjalal University of Science and Technology Act, 1987 (the Act, 1987). In the said Act, 1987, there was no provision relating to age of retirement of the staffs and

employees of the University; but section 39 of the Act, 1987 grants power to the University to make, amend, and cancel the service statute. While section 39(Jha) and 16 of the Act, 1987 grant the Syndicate the authority to make a service statute for employees' pension, insurance, gratuity etc. Accordingly, a service statute relating to the employees pension/gratuity was prepared and presented to the Syndicate of the University and the Syndicate at its meeting approved the said service statute. clause 19 of the service statute provides that all the employees of the University shall retire at the end of the sessions in which they reached at the age of 60 (sixty) years. The petitioner reached at the age of 60 (sixty) years. on 31-7-2013.

4. In the meantime, the Syndicate at its 178th meeting held on 13-4-2013 enhanced the age of retirement of the employees of the University to 62 (sixty two) years from 60 (sixty) years and accordingly while the said amendment in the service statute was made, the petitioner was in service, The petitioner attained the age of 62 ( sixty two) years on 31-7-2015 and from that date he went on Post Retirement Leave (PRL) and remained there till 30-7-2016. The respondent No.2, University Grants Commission (UGC) by a memo dated 20-12-2016 sought for a decision to the respondent No. 1, Ministry of Education, as to whether the employees of the University would retire at the age of 62 (sixty two) years as per the decision of the Syndicate adopted at its 178th meeting. Then the respondent No. 1, Ministry of Education by a memo dated 8-2-2017 informed to the Chairman, UGC that the Teachers of the University who attained the age of 60 (sixty) years before 10-7-2012, when the পাবলিক বিশ্ববিদ্যালয় শিক্ষক (অবসর গ্রহণ) (বিশেষ বিধান) আইন, ২০১২ (the Act, 2012) came into force, the Act,

2012 would not be applicable to their service, Accordingly, the University Authority with reference to the said memo dated 20-12-2016, issued by the respondent No. 2, and memo dated 8-2-2017, issued by the respondent No. 1, refused to grant the pension and retirement benefits to the petitioner up to the age of 62 (sixty two) years. Thereafter, the petitioner sent a notice demanding justice upon the respondents on 13-8-2017 praying for his full retirement benefit in accordance with the amended provision of the service statute taken for the staffs and employees of the University, but the respondents did not take any steps to provide such pension and service benefits and, as such, having no other equal and efficacious remedy provided by law, the petitioner moved this Court and obtained the Rule and the Supplementary Rule as stated above.

5. None of the respondents filled the affidavit-in-opposition controverting the statements made in the writ petition.

6. However, the learned Advocate for the respondents Nos 2-4 were allowed to make their submissions only on law points.

7. Ms Rimi Nahreen, learned Advocate appearing for the petitioner submits that the amended provision of the service statute are binding upon the University and, as such, the University Authorities are required by law to pay the petitioner's pension and other retirement benefits as per said amended provision of the service statute and thus the impugned refusal of the University to pay the petitioner's retirement and service benefits is liable to be declared to have been done without lawful authority.

8. The learned Advocate submits further that since the petitioner was entitled to serve the University up to the age of 62 (sixty two)

year, the latest scale of pay of 2015 is applicable to the service of the petitioner and, as such, he is entitled to service benefits under the new pay scale of 2015 with effect from 1-7-2015.

9. The learned Advocate next submits that the impugned letter dated 8-2-2017 issued by the respondent No. 1, Ministry of Education being related with the terms and conditions of service of the teachers only and not to the staffs and employees of the University, the same is not applicable to the petitioner's service and, as such said decision is not binding upon by the petitioner as well as the University and therefore the impugned refusal of the University to pay the petitioner's retirement and pension benefits with reference to those memos dated 20.12.2016 and 8-2-2017 is liable to be declared to have been done without lawful authority and is of no legal effect.

10. Mr AF Hasan Arif, learned Advocate for the respondent No. 2, UGC, submitted that the UGC only sought for a decision to the respondent No. 1 as to whether the teachers, officers and employees of the University would get their service benefits as per the decision of the Syndicate adopted at its 178th meeting and therefore the petitioner cannot have any grievance against the UGC and accordingly, the Rule so far as it relates to the respondent No. 2, UGC, having no cause of action is liable to be discharged.

11. Md AF Hasan Arif, learned Advocate for the respondent No. 2 submitted that he has already expressed his unwillingness to conduct any case of the UGC and, as such, UGC may be granted some time, Since we have already heard Mr AF Hasan Arif before expressing his unwillingness to conduct the case, we do not find any necessity for adjourning the pronouncement of the judgment.

12. Mr Md Mojibur Rahman, learned Advocate for the respondents No. 3 and 4, the University, submits that the Syndicate rightly enhanced the age of the employees of the University to 62 (sixty two) years at its 178th meeting held on 13-4-2013 and, as such, the University cannot go beyond its decision but they could not pay the petitioner's service benefits due to the said two memos dated 20-12-2016 issued by the respondent No. 2 and dated 8-2-2017 issued by the respondent No. 1 and in such facts and circumstances if the Rule is made absolute they would have no objection.

13. We have perused the application and considered the submissions of the learned advocates for both the parties.

14. Admittedly, the petitioner as the additional Chief Medical Officer of the University attained the age of 60 (sixty) years on 31-7-2013. In the meantime, the Syndicate of the University at its 178th meeting held on 13-4-2013 amended the service statute enhancing the age of the officers and employees of the University to 62 (sixty two) years from 60 (sixty) years, It appears that the petitioner was in service when the said amendment in the service statute was made. Accordingly, the said amended provision is applicable to the service of the petitioner, It further appears that respondent No. 2, UGC, vide memo dated 20-12-2016 sought for a decision to the respondent No. 1, Ministry of Education as to whether the amended provision of the said service statute of the University should be applicable to the service of the officers and employees of the University including the petitioner; in reply to the said memo dated 20-12-2016 the respondent No. 1, Ministry of Education vide memo dated 8-2-2017 opined that the Teachers of the University who went on

retirement before the said Act, 2012 came into force on 10-7-2014 would not get service benefit in accordance with the said Act, 2012.

15. Therefore we find substance in the submissions of the learned Advocate for the petitioner that the opinion of the Ministry of Education is not binding upon the University Authority as well as not applicable to the service of the petitioner.

16. It further appears that the new pay scales of 2015 came into force on 1-7-2015 and the petitioner went on PRL on 31-7-2015 and, as such, he is entitled to his service benefits in accordance with the new pay scale of 2015.

17. In Such facts and circumstances, we find merit in the Rule, Accordingly, the Rule and the Supplementary Rule are made absolute.

The University Authority is hereby directed to pay the PRL and service benefits to the petitioner according to the latest scale of pay, 2015 within 60 (sixty) days from the date of receipt of a copy of this judgment.

Hence, there would be no order as to cost.

Ed.

Source: The Dhaka Law Reports (January 2020)

## Statistics

**CONSUMER PRICE INDEX : NATIONAL**  
(Base : 2005-06=100)

Period	General Index	Index by expenditure group								N. Recreation, Entertainment	VII. Misc. Goods & Services
		I. Food & Beverage	2. Non-Food	L. Clothing & Footwear	I. Fuel & Lighting	III. Household Equipment	IV. Medical Care & Health Expenses	V. Transport & Communication	VI. Housing		
2012-13	<b>181.73</b>	<b>193.24</b>	<b>166.97</b>	179.66	155.61	195.33	159.66	159.34	157.23	182.54	
2013-14	<b>195.08</b>	<b>209.79</b>	<b>176.23</b>	194.77	163.47	206.14	164.06	167.20	164.38	193.75	
2014-15	<b>207.58</b>	<b>223.80</b>	<b>186.79</b>	204.50	171.80	214.45	180.77	181.78	168.02	204.21	
2015-16	<b>219.86</b>	<b>234.77</b>	<b>200.66</b>	233.38	182.74	227.39	199.94	201.34	171.01	211.61	
2016-17	<b>231-82</b>	<b>248.90</b>	<b>209.92</b>	243.56	194.01	235.85	206.70	210.78	177.56	217.51	
2017-18	<b>245.22</b>	<b>266.64</b>	<b>217.76</b>	255.24	200.25	249.68	209.28	218.80	183.65	223.81	
2018-19	<b>258.65</b>	<b>281.33</b>	<b>229.58</b>	277.64	206.98	265.25	215.31	235.23	186.72	239.87	
<b>2019-20</b>											
August	<b>266.96</b>	<b>289.60</b>	<b>237.93</b>	287.98	214.85	276.33	222.04	244.13	188.97	250.59	
September	<b>271.90</b>	<b>296.81</b>	<b>239.96</b>	288.80	215.08	280.53	226.80	247.26	189.24	256.99	
October	<b>273.30</b>	<b>298.99</b>	<b>240.38</b>	288.89	215.96	280.64	226.96	247.48	189.72	257.01	
November	<b>273.60</b>	<b>299.26</b>	<b>240.70</b>	288.95	216.26	281.39	227.23	247.72	189.79	257.85	
December	<b>272.97</b>	<b>297.69</b>	<b>241.28</b>	289.48	216.33	283.57	227.56	248.24	189.91	259.31	
January	<b>276.16</b>	<b>300.11</b>	<b>245.46</b>	290.95	224.99	285.35	232.80	248.96	190.66	262.00	
February	<b>275.63</b>	<b>299.13</b>	<b>245.49</b>	291.00	225.06	284.83	232.88	249.14	190.69	262.23	

Source: Bangladesh Bureau of Statistics

**CONSUMER PRICE INDEX : RURAL**  
(Base : 2005-06=100)

Period	General Index		Index by expenditure group									
	1. Food & Beverage	2. Non-Food	1. Clothing & Footwear	1. Fuel & Lighting	1. Household Equipment	1. Medical Care & Health Expenses	1. Transport & Communication	1. Recreation, Entertainment, Education	1. Misc. Goods & Services			
2012-13	183.90	192.14	170.79	184.54	157.40	186.40	164.63	160.98	174.07	187.05		
2013-14	196.90	207.72	179.69	200.61	164.05	197.62	168.87	166.01	179.72	199.74		
2014-15	209.10	221.02	190.13	214.07	171.34	209.29	187.18	174.09	183.84	212.34		
2015-16	220.10	230.31	203.86	242.26	179.19	222.11	211.04	188.69	187.84	221.12		
2016-17	231.02	243.08	211.83	253.51	187.45	229.57	219.35	193.71	194.81	226.47		
2017-18	244.17	259.86	219.21	263.96	192.89	246.23	221.15	197.24	201.31	233.72		
2018-19	256.74	273.55	230.01	282.76	198.99	261.30	225.86	207.51	205.05	253.71		
<b>2019-20</b>												
August	264.44	281.26	237.67	290.72	206.78	273.02	231.51	213.74	207.71	263.88		
September	269.69	288.41	239.91	290.97	207.01	277.40	238.15	216.37	207.97	271.89		
October	271.22	290.69	240.24	291.02	207.82	277.54	238.33	216.54	208.03	271.91		
November	271.49	290.89	240.62	291.08	208.32	278.27	238.69	216.67	208.06	272.81		
December	270.94	289.65	241.17	291.59	208.42	278.67	239.10	217.59	208.25	275.30		
January	274.59	292.98	245.32	293.20	216.64	279.15	246.26	217.93	209.62	280.02		
February	274.08	292.15	245.33	293.26	216.75	278.44	246.36	218.19	209.65	280.05		

Source: Bangladesh Bureau of Statistics

**CONSUMER PRICE INDEX : URBAN**  
(Base : 2005-06=100)

Period	General Index	Index by expenditure group									
		1. Food & Beverage	2. Non-Food	1. Clothing & Footwear	1. Fuel & Lighting	11. Household Equipment	11. Medical Care & Health Expenses	11. Transport & Communication	11. Recreation, Culture, & Amusement	11. Miscellaneous Goods & Services	
2012-13	<b>177.71</b>	<b>195.91</b>	<b>161.88</b>	170.39	153.55	211.03	151.15	157.53	139.06	176.96	
2013-14	<b>199.73</b>	<b>214.85</b>	<b>171.61</b>	183.66	162.80	221.11	155.82	168.52	147.83	186.37	
2014-15	<b>204.76</b>	<b>230.56</b>	<b>182.32</b>	197.93	172.33	223.53	169.80	190.26	150.95	194.16	
2015-16	<b>219.31</b>	<b>245.66</b>	<b>196.39</b>	216.50	186.86	236.67	180.93	215.50	152.84	199.87	
2016-17	<b>233.29</b>	<b>263.09</b>	<b>207.38</b>	224.66	201.60	246.87	185.05	229.59	158.93	206.45	
2017-18	<b>247.17</b>	<b>283.19</b>	<b>215.83</b>	238.67	208.77	255.74	188.96	242.55	164.59	211.57	
2018-19	<b>262.17</b>	<b>300.30</b>	<b>229.00</b>	267.92	216.22	272.20	197.25	265.77	166.95	222.78	
<b>2019-20</b>											
August	<b>271.61</b>	<b>309.93</b>	<b>238.28</b>	282.79	224.21	282.14	205.85	277.62	168.74	234.19	
September	<b>275.98</b>	<b>317.31</b>	<b>240.03</b>	284.69	224.42	286.05	207.38	281.30	169.03	238.59	
October	<b>277.16</b>	<b>319.24</b>	<b>240.56</b>	284.83	225.38	286.09	207.50	281.57	169.97	238.62	
November	<b>277.51</b>	<b>319.69</b>	<b>240.81</b>	284.91	225.47	286.87	207.62	281.94	170.08	239.38	
December	<b>276.72</b>	<b>317.30</b>	<b>241.42</b>	285.47	225.49	292.19	207.80	282.01	170.12	239.57	
January	<b>279.07</b>	<b>317.51</b>	<b>245.64</b>	286.67	234.67	296.24	209.78	283.17	170.20	239.77	
February	<b>278.48</b>	<b>316.16</b>	<b>245.70</b>	286.71	234.69	296.07	209.81	283.25	170.23	240.24	

Source: Bangladesh Bureau of Statistics

**WAGE RATE INDEX BY SECTORS: BANGLADESH**  
(Base:2010-11-100)

Sector	2016-17	2017-18	2018-19	Dec-19	Jan-20	Feb-20
<b>General</b>	141.46	150.59	160.23	170.34	171.63	172.92
percentage change (Point to Point)	6.50	6.46	6.40	6.54	6.56	6.51
percentage change (over previous month)				0.49	0.76	0.75
1. Agriculture	141.22	150.27	159.92	170.33	171.76	173.02
percentage change(over previous month)	6.59	6.41	6.42	6.72	6.74	6.65
percentage change(over previous month)				0.48	0.84	0.74
i) Agriculture	141.19	150.23	159.91	170.37	171.80	173.07
percentage change (Point to Point)	6.60	6.40	6.44	6.76	6.77	6.67
percentage change(over previous month)				0.48	0.84	0.74
ii) Fish	143.19	152.63	160.59	168.46	169.67	170.63
percentage change (Point to Point)	6.37	6.61	5.22	4.87	5.31	5.55
percentage change(over previous month)				0.24	0.72	0.57
2. Industry	140.27	149.45	158.74	168.03	169.07	170.23
percentage change (Point to Point)	6.24	6.55	6.22	6.12	6.14	6.15
percentage change(over previous month)				0.49	0.62	0.69
i) Construction	137.43	145.32	152.86	160.33	160.54	161.33
percentage change (Point to Point)	5.37	5.75	5.19	4.87	4.86	4.86
percentage change(over previous month)				0.42	0.32	0.49
ii) Production	146.01	157.81	170.66	184.25	186.36	188.27
percentage change (Point to Point)	7.22	8.08	8.14	8.40	8.46	8.46
percentage change(over previous month)				0.63	1.15	1.03
3. Service	145.01	154.44	164.78	175.15	176.29	177.90
percentage change (Point to Point)	6.60	6.51	6.69	6.48	6.52	6.53
percentage change(over previous month)				0.54	0.65	0.91

Source: Bangladesh Bureau of Statistics

**WAGE RATE INDEX BY SECTORS: DHAKA DIVISION**  
(Base:2010-11-100)

Sector	2016-17	2017-18	2018-19	Dec. 19	Jan. 20	Feb. 20
<b>General</b>	140.08	150.77	160.58	169.94	170.95	172.14
percentage change (Point to Point)	7.04	7.65	6.51	6.07	5.98	5.93
percentage change (over previous month)				0.44	0.59	0.70
1. Agriculture	138.56	150.21	160.90	170.79	171.86	172.99
percentage change(over previous month)	7.59	8.44	7.20	6.40	6.26	6.02
percentage change(over previous month)				0.43	0.62	0.66
i) Agriculture	138.51	150.06	160.88	170.79	171.85	172.99
percentage change (Point to Point)	7.39	8.37	7.21	6.42	6.26	6.03
percentage change(over previous month)				0.44	0.62	0.66
ii) Fish	144.63	155.28	163.27	171.27	172.65	173.64
percentage change (Point to Point)	7.92	7.40	5.15	4.91	5.50	5.72
percentage change(over previous month)				0.14	0.80	0.57
2. Industry	139.30	148.73	157.01	165.42	166.32	167.41
percentage change (Point to Point)	6.21	6.79	5.57	5.60	5.57	5.71
percentage change(over previous month)				0.43	0.54	0.65
i) Construction	137.00	145.55	153.16	160.22	160.73	161.53
percentage change (Point to Point)	6.04	6.27	5.23	4.78	4.69	4.82
percentage change(over previous month)				0.41	0.32	0.50
ii) Production	144.15	155.45	165.16	176.41	178.12	179.82
percentage change (Point to Point)	6.55	7.84	6.25	7.20	7.28	7.42
percentage change(over previous month)				0.47	0.97	0.96
3. Service	148.78	158.98	168.39	177.91	178.91	180.67
percentage change (Point to Point)	7.63	6.88	5.92	5.81	5.83	6.09
percentage change(over previous month)				0.50	0.57	0.98

Source: Bangladesh Bureau of Statistics

**WAGE RATE INDEX BY SECTORS: CHITTAGONG DIVISION**  
(Base:2010-11-100)

Sector	2016-17	2017-18	2018-19	Dec-19	Jan-20	Feb-20
<b>General</b>						
percentage change (Point to Point)	141.54	149.62	158.79	168.54	169.52	170.75
percentage change (over previous month)	5.79	5.71	6.13	6.42	6.27	6.22
				0.45	0.58	0.73
1. Agriculture	141.36	149.40	158.75	168.85	169.92	171.21
percentage change(over previous month)	6.08	5.69	6.25	6.68	6.45	6.4
percentage change(over previous month)				0.42	0.63	0.76
i) Agriculture	141.21	149.20	158.62	168.84	169.90	171.20
percentage change (Point to Point)	6.05	5.65	6.31	6.77	6.53	6.45
percentage change(over previous month)			0.54	0.43	0.63	0.76
ii) Fish	145.23	154.73	162.12	169.09	170.25	171.34
percentage change (Point to Point)	6.72	6.55	4.76	4.30	4.58	5.24
percentage change(over previous month)				0.04	0.69	0.64
2. Industry	141.32	149.31	157.67	166.23	166.78	167.82
percentage change (Point to Point)	5.33	5.65	5.60	5.68	5.57	5.52
percentage change(over previous month)				0.49	0.33	0.62
i) Construction	141.21	149.00	156.85	164.76	165.13	166.02
percentage change (Point to Point)	5.40	5.52	5.27	5.27	5.18	5.1
percentage change(over previous month)				0.47	0.22	0.54
ii) Production	141.72	150.45	160.66	171.57	172.82	174.37
percentage change (Point to Point)	5.13	6.15	6.79	7.14	6.96	6.99
percentage change(over previous month)				0.56	0.73	0.89
3. Service	142.69	151.09	161.00	171.57	172.97	174.32
percentage change (Point to Point)	5.53	5.88	6.58	6.73	6.82	6.79
percentage change(over previous month)				0.47	0.81	0.78

Source: Bangladesh Bureau of Statistics

**WAGE RATE INDEX BY SECTORS: RAJSHAHI DIVISION**  
(Base:2010-11-100)

Sector	2016-17	2017-18	2018-19	Dec '19	Jan '20	Feb '20
<b>General</b>	140.33	148.99	159.48	170.19	171.56	173.00
percentage change (Point to Point)	6.52	6.17	7.03	6.96	6.93	6.94
percentage change (over previous month)				0.54	0.80	0.84
1. Agriculture	140.47	149.08	159.59	170.33	171.70	173.33
percentage change(over previous month)	6.72	6.13	7.05	6.89	6.83	6.94
percentage change(over previous month)				0.52	0.80	0.89
i) Agriculture	140.47	149.08	159.59	170.33	171.70	173.23
percentage change (Point to Point)	6.72	6.13	7.05	6.89	6.83	6.94
percentage change(over previous month)				0.51	0.80	0.90
ii) Fish	141.34	151.28	161.63	171.32	172.50	173.68
percentage change (Point to Point)	7.80	7.03	6.85	5.93	6.40	6.46
percentage change(over previous month)				0.57	0.69	0.68
2. Industry	139.69	148.00	157.67	167.90	169.34	170.34
percentage change (Point to Point)	6.05	5.95	6.53	6.90	7.03	6.75
percentage change(over previous month)				0.59	0.86	0.59
i) Construction	135.72	143.17	151.10	157.88	158.44	159.17
percentage change (Point to Point)	5.25	5.49	5.53	4.72	4.80	4.58
percentage change(over previous month)				0.30	0.36	0.46
ii) Production	143.58	152.75	164.12	177.73	180.04	181.30
percentage change (Point to Point)	6.81	6.38	7.44	8.88	9.04	8.70
percentage change(over previous month)				0.84	1.30	0.70
3. Service	140.95	151.29	164.14	176.30	177.43	179.27
percentage change (Point to Point)	5.88	7.32	8.51	7.86	7.74	7.60
percentage change(over previous month)				0.64	0.64	1.04

Source: Bangladesh Bureau of Statistics

**WAGE RATE INDEX BY SECTORS: KHULNA DIVISION**  
(Base:2010-11-100)

Sector		2016-17	2017-18	2018-19	Dec.19	Jan.20	Feb.20
<b>General</b>		141.80	150.71	159.99	169.68	171.21	172.75
	percentage change (Point to Point)	5.75	6.29	6.15	6.25	6.40	6.57
	percentage change (over previous month)				0.48	0.90	0.90
1.	Agriculture	143.00	151.72	160.65	170.58	172.34	173.92
	percentage change(over previous month)	5.41	6.09	5.89	6.36	6.58	6.77
	percentage change(over previous month)				0.42	1.03	0.92
i)	Agriculture	143.21	151.91	160.86	170.83	172.60	174.20
	percentage change (Point to Point)	5.42	6.07	5.89	6.38	6.59	6.79
	percentage change(over previous month)				0.43	1.04	0.93
ii)	Fish	137.09	146.19	154.64	163.60	164.95	165.83
	percentage change (Point to Point)	4.98	6.66	5.78	5.80	6.37	6.28
	percentage change(over previous month)				0.31	0.82	0.54
2.	Industry	136.58	145.68	155.04	163.23	164.09	165.21
	percentage change (Point to Point)	6.23	6.67	6.43	5.49	5.50	5.54
	percentage change(over previous month)				0.52	0.53	0.68
i)	Construction	134.18	141.91	148.87	155.53	156.23	157.03
	percentage change (Point to Point)	5.89	5.78	4.90	4.66	4.84	4.79
	percentage change(over previous month)				0.44	0.45	0.51
ii)	Production	145.97	160.42	179.17	193.36	194.83	197.21
	percentage change (Point to Point)	7.49	9.87	11.69	8.17	7.60	7.97
	percentage change(over previous month)				0.79	0.76	1.22
3.	Service	145.40	155.48	167.47	179.13	180.47	182.85
	percentage change (Point to Point)	7.48	6.94	7.70	7.25	7.16	7.48
	percentage change(over previous month)				0.89	0.75	1.32

Source: Bangladesh Bureau of Statistics

**WAGE RATE INDEX BY SECTORS: RANGPUR DIVISION**  
(Base:2010-11-100)

Sector	2016-17	2017-18	2018-19	Dec-19	Jan-20	Feb-20
<b>General</b>	142.96	152.62	163.23	176.04	178.13	179.15
percentage change (Point to Point)	7.77	6.75	6.95	8.17	8.39	7.86
percentage change (over previous month)	0.53			0.69	1.18	0.57
1. Agriculture	142.90	152.06	161.79	174.31	176.42	177.34
percentage change(over previous month)	7.83	6.41	6.39	8.00	8.22	7.74
percentage change(over previous month)	0.50			0.67	1.21	0.52
i) Agriculture	142.91	152.07	161.80	174.33	176.44	177.35
percentage change (Point to Point)	7.83	6.41	6.39	8.00	8.22	7.74
percentage change(over previous month)	0.50			0.67	1.21	0.52
ii) Fish	137.22	147.56	156.62	166.58	167.34	168.09
percentage change (Point to Point)	8.19	7.55	6.15	6.09	6.51	6.33
percentage change(over previous month)	0.73			0.66	0.45	0.45
2. Industry	143.15	154.12	166.78	179.80	181.71	183.27
percentage change (Point to Point)	7.39	7.65	8.22	8.35	8.50	8.15
percentage change(over previous month)	0.59			0.79	1.06	0.86
i) Construction	136.37	143.65	151.46	158.79	159.34	160.03
percentage change (Point to Point)	5.27	5.34	5.43	5.11	5.10	5.06
percentage change(over previous month)	0.44			0.57	0.34	0.43
ii) Production	152.47	169.04	190.18	210.93	214.83	218.11
percentage change (Point to Point)	10.11	10.83	12.52	11.48	11.91	11.63
percentage change(over previous month)	0.79			0.85	1.85	1.53
3. Service	143.28	156.25	174.08	191.03	193.34	194.07
percentage change (Point to Point)	8.33	9.03	11.41	10.13	10.71	8.59
percentage change(over previous month)				0.66	1.21	0.38

Source: Bangladesh Bureau of Statistics

**WAGE RATE INDEX BY SECTORS: BARISAL DIVISION**  
(Base:2010-11-100)

Sector	2016-17	2017-18	2018-19	Dec'19	Jan'20	Feb'20
<b>General</b>						
percentage change (Point to Point)	142.87	151.35	160.48	170.73	172.02	173.18
percentage change (over previous month)	6.40	5.93	6.03	6.57	6.65	6.51
				0.55	0.75	0.67
1. Agriculture	145.81	154.65	163.57	174.09	175.63	176.78
percentage change(over previous month)	6.34	6.07	5.77	6.66	6.76	6.54
percentage change(over previous month)				0.58	0.89	0.66
i) Agriculture	145.62	154.40	163.40	174.12	175.68	176.83
percentage change (Point to Point)	6.27	6.04	5.82	6.81	6.90	6.63
percentage change(over previous month)		0.43		0.59	0.89	0.66
ii) Fish	149.48	159.51	166.99	173.45	174.70	175.83
percentage change (Point to Point)	7.70	6.74	4.70	3.69	4.12	4.74
percentage change(over previous month)				0.34	0.72	0.65
2. Industry	135.41	142.96	151.18	160.03	160.64	161.51
percentage change (Point to Point)	6.37	5.58	5.75	6.00	5.95	5.91
percentage change(over previous month)				0.47	0.38	0.54
i) Construction	132.05	139.08	146.58	154.74	155.23	156.01
percentage change (Point to Point)	6.36	5.34	5.39	5.61	5.66	5.66
percentage change(over previous month)				0.46	0.32	0.50
ii) Production	152.31	162.43	174.31	186.65	187.86	189.14
percentage change (Point to Point)	6.47	6.64	7.30	7.70	7.19	6.97
percentage change(over previous month)				0.52	0.65	0.68
3. Service	142.89	151.33	163.67	175.63	176.94	178.80
percentage change (Point to Point)	6.78	5.90	8.14	7.28	7.39	7.52
percentage change(over previous month)				0.57	0.75	1.05

Source: Bangladesh Bureau of Statistics

**AVERAGE RETAIL PRICES (OPEN MARKET) OF  
SELECTED COMMODITIES IN DHAKA**

Items with specification	Unit	2018-19	Dec.'19	Jan.'20	Feb.'20
<b>I. Cereals:</b>					
1. Rice : Najershail/Minikat	kg	61.47	61.58	61.58	62.00
2. Rice : Pajam/Equivalent	kg	57.77	59.24	59.50	59.88
3. Rice : Irri/Boro	kg	48.40	43.90	43.95	44.05
4. Wheat (atta), white, Packet	kg	40.00	40.00	40.00	40.00
<b>II. Pulses</b>					
5. Moogdal (husked)	kg	115.34	140.00	130.00	128.00
6. Lentil (husked)	kg	108.62	115.00	120.00	118.54
<b>III. Sugar &amp; Molasses :</b>					
7. Sugar (White)	kg	57.70	60.00	60.00	65.00
8. Molasses (Sugarcane)	kg	98.29	100.00	105.00	105.05
<b>IV. Protein Items</b>					
9. Fish-Rohu-cut piece	kg	418.60	430.00	430.00	430.00
10. Fish-Hilsa, Medium size	kg	1960.58	1250.00	1255.00	1258.50
11. Prawn/Shrimp, about 3" long	kg	741.27	758.12	758.40	758.48
12. Barbel (Shing), about 50 gram weight each	kg	778.54	775.80	775.95	775.98
13. Beef, best quality	kg	505.08	525.00	525.35	525.45
14. Mutton, best quality	kg	762.42	740.00	740.45	740.52
15. Fowl, Alive	kg	411.04	420.00	420.30	420.38
16. Egg (Hen), Farm	4pcs	33.86	34.00	34.00	34.00
17. Egg (Duck)	4pcs	55.13	60.00	60.00	60.00
<b>V. Edible oil:</b>					
18. Mustard oil, best quality	Liter	188.04	196.18	196.35	196.42
19. Soyabean oil, best quality	Liter	96.66	98.00	98.15	98.20

Items with specification	Unit	2018-19	Dec.'19	Jan.'20	Feb.'20
<b>VI. Spices:</b>					
20. Chilli (dry), best quality	kg	220.04	215.92	215.95	215.98
21. Onion (local)	kg	43.37	135.00	124.15	120.50
22. Garlic (Local)	kg	94.38	180.00	180.00	175.05
23. Turmeric (Local)	kg	169.27	160.00	160.00	150.10
24. Ginger (Local)	kg	125.57	160.00	140.35	140.00
25. Salt (fine)	kg	40.79	36.00	36.00	35.98
<b>VII. Vegetable</b>					
26. Potato, best quality	kg	20.30	30.00	30.00	20.00
27. Brinjal, best quality	kg	60.54	60.00	58.00	50.00
28. Lady's finger, best quality	kg	50.36	60.00	70.00	70.00
29. Papaya (green)	kg	25.54	25.00	30.00	30.00
<b>VIII. Milk :</b>					
30. Milk (Milk Vita packet)	Liter	71.64	80.00	80.00	80.00
31. Lactozen (Full cream) (400gm)	Each	595.77	600.00	600.00	600.00
<b>IX. Fuel &amp; lighting:</b>					
32. Firewood (gazari)	Quintal	664.83	476.30	476.35	476.49
33. Kerosene	Liter	74.95	80.00	80.00	80.00
34. Matches (40 sticks)	Box	2.00	2.00	2.00	2.00
<b>X. Clothing</b>					
35. Long cloth (fine)	Meter	79.79	80.25	80.25	80.25
36. Long cloth (medium)	Meter	75.74	76.35	76.35	76.40
37. Saree (medium) , White Tangail handloom: A451 80x80 count 5.5 yds.	Each	708.43	725.45	725.45	725.46
38. Lungi (medium) 48" handloom 60x60	Each	536.61	798.35	798.35	798.40
39. Undershirt (genjee 100 c.m sleeveless)	Each	100.00	100.00	100.00	100.00

Items with specification	Unit	2018-19	Dec.'19	Jan.'20	Feb.'20
<b>XI. Housing &amp; household Requisites:</b>					
40. Cement (local)	50 kg	453.15	460.00	460.00	450.00
41. Aluminium (Degchi)	Gram	0.45	0.42	0.42	0.42
42. Bamboo (mul) about 30 feet long	Each	146.72	189.15	189.15	189.25
43. Enamel plate	Each	69.94	70.00	70.00	70.00
<b>XII. Miscellaneous:</b>					
44. Coconut oil (unscented, imported)	50 kg	278.19	279.35	279.35	279.40
45. cigarettes (Star)	10 sticks	60.00	70.00	70.00	70.00
46. White paper	Quire	27.78	27.98	27.98	27.98
47. Blade-Sword (stainless steel)	Each	2.00	3.00	3.00	3.00

Source: Bangladesh Bureau of Statistics (BBS)



