

# ANNUAL REPORT 2020



BANGLADESH EMPLOYERS' FEDERATION





**Bangladesh Employers' Federation**

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## OFFICE BEARERS AS IN DECEMBER 2020

### **PRESIDENT**

Mr. Kamran T. Rahman

### **VICE-PRESIDENT**

Mr. Habibullah N. Karim

### **Ordinary Members: (In alphabetical order)**

Ms. Tahsinah Ahmed

Mr. Tanvir Ahmed

Mr. Syed Tareque Md. Ali

Mr. Waseem Alim

Ms. Shusmita Anis

Mr. Syed Tanvir Husain

Ms. Vidiya Amrit Khan

Mr. Md. Rezwan Selim

Mr. Sakif Ariff Tabani

Mr. Md. Salauddin Yousuf

### **Group Members: (In alphabetical order)**

Mr. M. Shah Alam

Mr. Shahid Alam

Mr. Fazlee Shamim Ehsan

Mr. M. H. M. Fairoz

Mr. Zahirul Islam (Rinku)

Mr. Md. Zahid Miah

Mr. Mohammad Abdul Momen

Mr. Mohammed Mahbubur Rahman Patwari

### **SECRETARY-GENERAL**

Mr. Farooq Ahmed

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## LIST OF PAST PRESIDENTS

Year	President Name
1998-1999	Mrs. Rokia A. Rahman
1999-2000	Mr. A.S.M. Quasem
2000-2001	Mr. A.S.M. Quasem
2001-2002	Dr. Sarwar Ali
2002-2003	Mr. Iftekharul Alam
2003-2004	Mr. M. Anis Ud Dowla
2004-2005	Mr. M. Anis Ud Dowla
2005-2006	Mr. Syed Manzur Elahi
2006-2007	Mr. Syed Manzur Elahi
2007-2008	Mr. Kamran T. Rahman
2008-2009	Mr. Kamran T. Rahman
2009-2010	Mrs. Rokia A. Rahman
2010-2011	Mrs. Rokia A. Rahman
2011-2012	Mr. Md. Fazlul Hoque
2012-2013	Mr. Md. Fazlul Hoque
2013-2014	Mr. Tapan Chowdhury
2014-2015	Mr. Tapan Chowdhury
2015-2016	Mr. Salahuddin Kasem Khan
2016-2017	Mr. Salahuddin Kasem Khan
2017-2018	Mr. Kamran T. Rahman
2018-2019	Mr. Kamran T. Rahman
2019-2020	Mr. Kamran T. Rahman
2020-2021	Mr. Kamran T. Rahman

**PROCEEDINGS OF THE TWENTY THIRD ANNUAL GENERAL MEETING (AGM)  
OF  
BANGLADESH EMPLOYERS' FEDERATION (BEF)  
HELD ON VIRTUAL PLATFORM  
ON WEDNESDAY, 28 JULY 2021 AT 03:30 PM**

The following members were present virtually: (in alphabetical order)

Sl. No.	Organization	Name and Designation
01.	ACI Formulations Limited	Ms. Shusmita Anis Managing Director
02.	Advanced Chemical Industries Limited	Ms. Shusmita Anis Director
03.	Alpha Tobacco Mfg. Co. Ltd.	Mr. S. Humayun Kabir
04.	Bangladesh Association of Software & Information Services (BASIS)	Mr. Syed Almas Kabir President
05.	Bangladesh Frozen Foods Exporter's Association	Mr. S. Humayun Kabir Vice-President Mr Khondoker Aynul Islam Director Mr Shaikh Sohel Pervez Secretary
06.	Bangladesh Knitwear Manufacturers & Exporters Association (BKMEA)	Mr. Mansoor Ahmed Director
07.	Bangladesh Petroleum Tanker Owners' Association (BPTOA)	Mr. K. M. Zaman Romel President
08.	Bangladeshiyo Cha Sangsad	Mr. M. Shah Alam Chairman
09.	Bengal Glass Works Ltd., The	Mr. Tahmid Ahmed Director
10.	Desh Garments Limited	Ms. Vidiya Amrit Khan Deputy Managing Director
11.	Foreign Investors' Chamber of Commerce and Industry (FICCI)	Mr. M. H. M. Fairoz Executive Committee Member
12.	Grameen Phone Limited	Mr. Syed Tanvir Husain Chief Human Resource Officer
13.	Industry Skills Council (CISC) for Construction Sector	Engr. Shafiqul Alam Bhuiyan Chairperson
14.	Industry Skills Council (ISC) for Tourism & Hospitality Sector	Dr. Rubina Husain Farouq Secretary-General
15.	Industry Skills Council (ISISC) for Informal Sector	Mr. Mirza Nurul Ghani Shovon Chairman
16.	Kapna Tea Co. Ltd., The	Mr. Kamran T. Rahman Managing Director
17.	Kedarpur Tea Co. Ltd.	Ms. Nihad Kabir Director Mr. Ardashir Kabir Director
18.	Khadim Ceramic Limited	Mr. Sakif Ariff Tabani Vice Chairman & Managing Director

Sl. No.	Organization	Name and Designation
19.	Leathergoods And Footwear Manufacturers & Exporters Association of Bangladesh (LFMEAB)	Ms. Amrita Makin Islam Member Ms. Kazi Roushan Ara Executive Director
20.	Lub-rref (Bangladesh) Limited	Mr. Md. Salahuddin Yusuf Director
21.	Mirpur Ceramic Works Ltd.	Mr. Sakif Ariff Tabani Vice Chairman
22.	Modern Industries (Bangladesh) Ltd.	Mr. Syed Tareque Md. Ali Managing Director
23.	National Association of Small & Cottage Industries of Bangladesh	Mr. Mirza Nurul Ghani Shovon President
24.	Newage Garments Limited	Mr. Asif Ibrahim Vice-Chairman
25.	Picard Bangladesh Limited	Ms. Amrita Makin Islam Director
26.	Plummy Fashion Limited	Mr. Ikramul Hoque Rayan Director
27.	Posh Garments Limited	Mr. Wasim Zakaria Director
28.	Pubali Jute Mills Ltd.	Mr. Kamran T. Rahman Chairman & Managing Director
29.	Sathgao Tea Estate	Mr. Ardashir Kabir Managing Director Ms. Nihad Kabir Partner
30.	Singer Bangladesh Limited	Mr. M. H. M. Fairuz Managing Director & CEO
31.	Square Fashions Limited	Mr. Anjan Kumar Paul General Manager- HR
32.	Square Pharmaceuticals Ltd.	Mr. Anjan Kumar Paul General Manager- HR
33.	Square Textiles Limited	Mr. Anjan Kumar Paul General Manager- HR
34.	Square Toiletries Limited	Mr. Anjan Kumar Paul General Manager- HR
35.	Transcom Limited	Mr. Faisal Hossain Director
36.	Vision Technologies Limited	Mr. Anjan Kumar Paul General Manager- HR

Mr. Kamran T. Rahman, President of the Federation chaired the meeting.

There being a quorum, the Chair called the twenty third (23rd) Annual General Meeting (AGM) of the Bangladesh Employers' Federation (BEF) to order.

The Chair extended a hearty welcome to all the members present virtually during the pandemic and mentioned that the notice for the 23rd AGM along with the requisite papers and reports was circulated to all members. Since, there was no disagreement, it was considered as read.

At the outset, the Chair with a very heavy heart recalled the personalities whom the Federation has lost during the past one year or so. These personalities were involved with BEF and contributed in BEF's activities during their lifetime. The Chair mentioned Mr. Latifur Rahman, the Chairman and Managing Director, Transcom limited who was the President of Bangladesh Employers' Association during the 90s. The Chair also recalled the legendary female entrepreneur and IT business developer in the country, Ms. Luna Shamsuddoha. She was also a Committee member of BEF for four terms. In addition, the Federation also lost a number of national level trade union leaders namely (1) Mr. Fazlul Haque Mantu, President Jatio Sramik League, (2) Advocate Delwar Hussain Khan, President Garment Sramik Federation, (3) Mr. Sukkur Mahmood, Past President of Jatio Sramik League. These worker leaders were very familiar with BEF activities and used to sit with the Federation for negotiations on any national issue relating to labor and social policy. BEF paid homage to their souls.

Over more than a year, the deadly corona virus had completely changed the global and Bangladesh business as well as the social eco-systems. With the virus still around, the growth of economy had been impeded and will take time to recover. Our country was on the path of graduation from the status of a Least Developed Country. A major economic shift was being expected and therefore, extreme cautiousness was required on how to address the current and future industrial challenges such as, up-skilling and re-skilling the labor force, capacity building to adopt the technological changes along with many more issues. In order to meet these challenges and maintain a steady growth of our industry it was imperative to have fruitful dialogues, hold effective training programs, formulate, enact and reform laws, rules and policies as and when necessary, maintain strong industrial relations nationally, regionally and internationally.

The Chair then mentioned how BEF had been working relentlessly to protect the rights and interests of employers in an effective manner by promoting peace and harmony at the workplace and responsible business along the way. Now, more than ever, in a fast-changing global scenario, the Federation needed to keep on working together with its stakeholders more diligently to rise up to the new challenges in a timely and efficient manner to achieve long-term sustainable development for Bangladesh.

The Chair noted that the Federation had always maintained cordial relations with the government and as a result, BEF had always been involved with the government on various issues like reviewing Labor laws and Rules, representing employers in the high-level government committees and so on.

The Chair, mentioned that BEF had been actively participating in international conferences, seminars, workshops and symposiums all over the world and raising voices for the employers when and where it was required.

After these words, before taking up the agenda, as was customary, the Chair highlighted the Federation's activities during the period January to June, 2021 before the members. These activities had not been included in the yearly report that had been circulated earlier.

The Chair mentioned that he as the President of the Federation attended the 4<sup>th</sup> meeting of the Executive Committee of the National Human Resource Development Fund which was held virtually on 07 January 2021. The agenda of the meeting mostly covered the issues related to i) TVET Financing manual; ii) NHRDF Operational manual; and iii) Pay scale for the employees of the NHRDF.

The Chair then informed that the Association for Overseas Technical Cooperation and Sustainable Partnerships (AOTS), Japan organized their annual bilateral consultation meeting followed by joint study workshop with associated organizations in different countries on "Impact of COVID-19 on Labor and a New Way of Working:



How Has Each Country Coped with COVID-19” during 18-22 January 2021. Nearly 30 to 40 participants (one or two participants from each employers' organization) from 19 countries joined the events. BEF team was represented by the Secretary-General and two other staff members from BEF Secretariat.

Then the Chair mentioned the three major activities conducted by BEF under skills 21 project of ILO in January 2021 in Gaibandha area, and they were i) Discussion meeting with Chamber of Commerce and Industry, Disability office, Women affairs office, BSCIC office, Bank, Youth development office regarding establishment of incubation center for start-ups; ii) Workshop with partner enterprise, member of IMAB and Employers to form employers' forum and to develop enterprise directory; and iii) Workshops with potential enterprises for knowledge sharing and MoU signing to build relationship and linkage between industry and TTC.

The Chair further informed the members that the Association for Overseas Technical Cooperation and Sustainable Partnerships (AOTS), Japan in cooperation with Bangladesh Employers' Federation (BEF) organized a two-day long workshop on “Human Resource Management – Wage and Personnel Appraisal” during 22-23 February 2021 in Dhaka. H. E. Mr. ITO Naoki, Ambassador Extraordinary and Plenipotentiary, Embassy of Japan in Bangladesh, Dr. A K M Moazzem Hussain, Honorary Adviser to AOTS Activities in Bangladesh, Bangladesh AOTS Alumni Society (BAAS) and some other guests from Japan joined the workshop virtually. BEF was represented by its Secretary-General at the closing ceremony.

The topic of the workshop was Human Resource Management – Performance Based Wage System and how the Japanese enterprises adopted them in their business practices. Traditionally, AOTS would conduct the workshop face to face; however, due to the Covid-19 situation; the virtual approach had been taken. The workshop was well attended by 36 participants from 21 enterprises. There were 5 technical sessions that included group discussions and other exercises. The AOTS team and the technical persons of the Asia Productivity Unit praised the level of participation and the quality of the participants from Bangladesh. The participants from media and communication sector, who had not been so keen on participating in such programs before, took part in the workshop widening the scope for such initiatives in future.

The Chair mentioned, Access to Information (a2i) project under the Prime Minister's Office had been in the process of creating a data platform named National Intelligence for Skills, Education, Employment and Entrepreneurship (NISE3) for data-driven decision making and policy-making. This would be a very useful tool using digital technology to find solutions on different issues and business problems. A preliminary meeting regarding the platform was held virtually among MCCI, BEF and a2i project on 28 February 2021. The platform would include data from various essential subjects like skills, education, entrepreneurship, and employment, etc. The Federation and the Chamber would have access to the platform whether to update or collect data from the database. It would be a database interconnecting multi-sectoral organizations to share various data among themselves. In the technical session with the a2i, BEF had agreed to collaborate with them in principle. The database was expected to be officially launched at the last quarter of 2021 or the first quarter of 2022.

The Chair then shared information on the 66th meeting of the Tripartite Consultative Council (TCC) of the Ministry of Labour and Employment held on 14 March 2021 at the Sromo Bhaban. The primary objectives of the meeting were to discuss the response made by the Bangladesh Government to the International Labour Organization (ILO) and precisely, the prepared roadmap to address the complaint against Bangladesh under article 26 of the ILO constitution. Five worker leaders from five different countries ---- Japan, South Africa, Italy, Brazil, and Pakistan under the banner of International Trade Union Confederation (ITUC), jointly lodged an official complaint against Bangladesh during the International Labour Conference held in June 2019 for violation of ILO Conventions 81, 87, and 98. Later, the Government was asked by the ILO to provide a roadmap to improve the situation as well as to address the lapses in implementing the above-mentioned conventions.

The roadmap had four major themes: a) amendment of laws and rules; b) strengthening the capacity of government inspection system; c) laws and rules in EPZ; and d) investigation for unfair labor practices. After a discussion, the roadmap was endorsed by the TCC members and later, it was shared with the ILO. Subsequently, Bangladesh Government received indicative response from the ILO where ILO considered the roadmap, advised the government to take appropriate measures, and report the progress during the Governing Body meeting of the ILO in November 2021.

Then the Chair informed about the virtual consultation, which the United Nations, Bangladesh country office undertook with private sector organizations in Bangladesh to formulate the new UN Sustainable Development Cooperation Framework (UNSDCF) 2022 – 2026. Sustainable Development Cooperation Framework was a strategy to guide the UN actions in Bangladesh for the next five years. Private sector engagement in attaining Sustainable Development Goals (SDGs) had been a critical issue in Bangladesh. Engagement of the private sector in implementing the SDGs had not been found to be effective in the country. Besides, there had not been any visible actors representing the private sector also.

BEF had been trying its best to project itself as a competent organization to be one of the major stakeholders among the private sector and drive the SDGs agenda forward. But BEF's engagement with the government policymakers had been relatively less inclusive as there were certain critical factors that kept the Federation a little away in terms of making a more effective and comprehensive engagement.

The UN Residents Coordinator (UNRC) Office, the responsible agency for the implementation of SDGs and engagement of the private sectors at the national level, had been facing difficulties regarding the private sector engagement. Hence, the UN Bangladesh country team developed a new framework, UNSDCF for next 5 years focusing on the approaches regarding the private sector engagement. The Secretary-General of the Federation attended the first consultation meeting on 05 April 2021 and raised some serious observations particularly concerning the proposed approaches in the draft proposal. The engagement strategy of the private sectors in implementing SDGs was not detailed and to the point. Besides, the three/four major thematic areas based on the SDGs target/goals did not seem to be action-oriented.

The responsibility to coordinate with the private sector was given to the ILO, a specialized agency under the UN system, as it worked with the private sector through its tripartite nature of engagement. BEF, as one of the constituents of the ILO represented the employers' community and coordinated labor and employment-related issues with the ILO nationally and internationally. Accordingly, the ILO engaged an external consultant, Mr. Denis Nguyen to come up with a strategy paper on private sector engagement on SDGs implementation in Bangladesh. Mr. Nguyen had prior knowledge of Bangladesh context as he had worked in Bangladesh for 5 years under the UN system. Being one of the constituents of ILO, BEF had an inherent advantage in this case. Hence, BEF would continue to try to play a key role here.

The Chair informed the members that the International Labour Organization organized a virtual joint meeting with the representatives of Bangladesh Employers' Federation (BEF), Bangladesh Garment Manufacturers and Exporters Association (BGMEA), and Bangladesh Knitwear Manufacturers and Exporters Association (BKMEA) for the independent high-level evaluation of the ILO's Programme of work in Bangladesh. The meeting was held on 06 April 2021. As a part of the ILO's periodical evaluation, the above-mentioned meeting was organized with the designated independent evaluator by the ILO Bangladesh Office. BEF's esteemed Committee member, Mr. Fazlee Shamim Ehsan (on behalf of BKMEA) and the Secretary-General, BEF attended the meeting. The objective of the evaluation was to evaluate the ILO's projects and program activities reflecting whether the allocation of projects was imposed or need-based. BEF responded based on the existing situation to the independent evaluator so that BEF's needs and priorities were well taken care of.

The Chair then mentioned a discussion ILO had with employers' organizations on the project titled "Building resilience for the future of work and the post COVID-19: Promoting rights and social inclusion through organization and formalization (PRS)" which was held on 30 May 2021 virtually. ILO launched this project, funded by the Government of Japan, targeting the workers in vulnerable situation in the informal economy who had been most affected by the crisis brought by the COVID-19 in Bangladesh, India, Nepal, and Pakistan. At the initial stage, the two main focuses of this project would be capacity building and needs assessment of the platform organizations such as BEF, women entrepreneur association, and grassroots level worker association due to the limited fund. Upon the success of the pilot project, the Government of Japan might allocate further resources to the project. BEF had been vocal about the sufferings of the workers at grassroots level, informal sector workers, and women entrepreneurs in policy discussions at the national as well as at the international level.

The Chair shared information on a virtual meeting organized by the Bureau for Employers' Activities ACTEMP, ILO Geneva with BEF and other stakeholders (BGMEA & BKMEA) in presence of representatives from the International Organisation of Employers (IOE) to discuss the Employment Injury Insurance schemes (EII) proposal on 24 May 2021. The Employment Injury Insurance schemes (EII) proposal, basically a part of the social protection scheme, had been discussed primarily for the garments sector, and subsequently, it would be for all sectors. The initial piloting would be conducted for the RMG sector followed by the leather sector. It had been delayed for the last several years from Bangladesh side. However, the German government showed keen interest regarding the EII and influenced the European Commission as well as the ILO to have a special focus on this particular issue. Later on, ILO and GIZ came up with a concept note on EII. ACTEMP, the employers' wing of ILO as well as IOE had been involved in this issue and they were very much aligned with the above-mentioned concerns. After all those considerations and discussions, a revised concept note considering all the concerns was sent to BEF. For instance, the revised concept note came up with a calculation showing that there would not be any rise in the cost of doing business. In addition, to ensure sustainability, the brands and buyers would provide funds for EII initially for five years. Later on, the employers would require contributing 0.13% of the total wage bill. BEF had a preliminary meeting with BGMEA and BKMEA on 29 May 2021 where they had discussed the probable concerns. BEF also had a discussion with the GIZ special mission to discuss further engagement based on the new revised concept note.

The Chair then informed the members about the 67th TCC meeting and the 8th meeting of the TCC regarding the Ready-Made Garment sector organized by the Ministry of Labour and Employment on 29 April 2021. BEF raised concerns regarding the physical arrangement for holding the meeting during the peak of lockdown. On behalf of BEF, Mr. Md. Salauddin Yousuf participated in the meeting. The main objectives of the meeting were to discuss the payment of wages before the Eid holiday, installation of special vaccination booths in the industrial zone to mitigate the hassle of workers going back to hometown for vaccination purpose, and the issue of Trading Corporation of Bangladesh (TCB) operation in the industrial area.

Then the Chair mentioned that the members of BEF Committee made a courtesy call on the newly elected President of the Federation of Bangladesh Chambers of Commerce and Industry (FBCCI), Mr. Md. Jashim Uddin on 26 May 2021 at the Office of the Bengal Commercial Bank in Gulshan, Dhaka. The BEF delegation was led by the BEF President and accompanied by Mr. Habibullah N. Karim, Vice-President, Mr. Syed Tareque Md Ali, Mr. Syed Tanvir Hussain, Mr. Salahuddin Yousuf and the Secretary-General Mr. Farooq Ahmed. The primary purpose of the visit was to congratulate the FBCCI President, bridge the gap between FBCCI and BEF, and brief him about the functions of BEF both nationally and internationally. Besides, future engagements between BEF and FBCCI were also discussed, in particular regarding the implementation of SDGs.

The Chair then took up the agenda of the meeting, the first item of which was “To receive and pass the Report of the proceedings of the Federation’s Committee for the period from the 1st January to the 31st December 2020”. Upon request of the Chair, Mr. Syed Tanvir Husain of Grameen Phone seconded the resolution.

Since the Vice-President of the Federation was not present, the Chair requested Mr. Syed Tareque Md. Ali, a member of the Finance and Membership Sub-Committee to move the second resolution “That the Income and Expenditure Accounts for the year ended on the 31<sup>st</sup> December 2020 and the Balance-Sheet as at that date, as audited and certified by the Federation’s Auditors, be received and passed.” Once moved, the resolution was seconded by Mr. Sakif Ariff Tabani of Mirpur Ceramics Limited.

The Chair again requested Mr. Syed Tareque Md. Ali to move the third resolution “That Messrs. A. Qasem & Co., Chartered Accountants, be and are hereby appointed as the Federation’s Auditors for the year 2021-2022 at the remuneration of Tk.50,000/-”. Mr. M. Shah Alam of Bangladeshiyo Cha Sangsad seconded the resolution.

On the fourth resolution of the agenda, the Chair informed the members that since there were only 09 (Nine) valid candidates against 09 (Nine) vacant seats representing the Ordinary members and 06 (Six) valid candidates against 06 (Six) vacant seats representing Group members, voting was not required.

The Election Board declared the following persons (in alphabetical order) ipso facto elected to the Federation’s Committee for the term, 2021–2023 under Rule 12 of the Bangladesh Employers’ Federation (Election of the Members of the Committee) Rules, 1998 (as of the last amendment in 2018), which was adopted by the BEF Committee at its meeting held on 19 April 2021 and was subjected to approval at the 23<sup>rd</sup> AGM:

Sl. No.	Name of candidate (in alphabetical order)	Designation of candidate and name of the member-firm
<b>ORDINARY MEMBERS</b>		
1.	Mr. Syed Tareque Md. Ali	Managing Director Modern Industries (Bangladesh) Ltd.
2.	Ms. Shusmita Anis	Managing Director ACI Formulations Limited
3.	Brig Gen Sharif Aziz, psc (Retd)	Managing Director Elite Security Services Limited
4.	Mr. Zaraif Ayaat Hossain	Assistant General Manager Transcom Limited
5.	Mr. Syed Tanvir Husain	Chief Human Resources Officer Grameenphone Limited
6.	Mr. Saad Jashim	Head of Human Resources British American Tobacco Bangladesh Co. Ltd.
7.	Mr. Ardashir Kabir	Managing Director Sathgao Tea Estate
8.	Ms. Vidiya Amrit Khan	Deputy Managing Director Desh Garments Limited
9.	Mr. Ikramul Hoque Rayan	Director Plummy Fashions Ltd.
<b>GROUP MEMBERS</b>		
1.	Mr. Mansoor Ahmed	Director Bangladesh Knitwear Manufacturers & Exporters Association.

2.	Ms. Amrita Makin Islam	Member Leathergoods And Footwear Manufacturers & Exporters Association of Bangladesh
3.	Mr. M. Jamaluddin	Former Vice President Bangladesh Textile Mills Association
4.	Mr. Syed Sadat Almas Kabir	President Bangladesh Association of Software & Information Services
5.	Mr. K.M. Zaman (Romel)	President Bangladesh Petroleum Tanker Owners Association
6.	Mr. Wahidur Rahman Sharif	President Bangladesh Association of Call Center and Outsourcing

The Chair then announced the composition of the new Committee of the BEF (in alphabetical order):

Sl. No.	Name of candidate (in alphabetical order)	Designation of candidate and name of the member-firm
<b>ORDINARY MEMBERS</b>		
1.	Mr. Syed Tareque Md. Ali	Managing Director Modern Industries (Bangladesh) Ltd.
2.	Mr. Waseem Alim	Managing Director Chaldal Limited
3.	Ms. Shusmita Anis	Managing Director ACI Formulations Limited
4.	Brig Gen Sharif Aziz, psc (Retd)	Managing Director Elite Security Services Limited
5.	Mr. Zaraif Ayaat Hossain	Assistant General Manager Transcom Limited
6.	Mr. Syed Tanvir Husain	Chief Human Resources Officer Grameenphone Limited
7.	Mr. Saad Jashim	Head of Human Resources British American Tobacco Bangladesh Co. Ltd.
8.	Mr. Ardashir Kabir	Managing Director Sathgao Tea Estate
9.	Ms. Vidiya Amrit Khan	Deputy Managing Director Desh Garments Limited
10.	Mr. Ikramul Hoque Rayan	Director Plummy Fashions Ltd.
11.	Mr. Md. Rezwan Selim	Managing Director Softex Sweater Industries (Pvt) Ltd.
12.	Mr. Md. Salauddin Yousuf	Director Lub-rref (Bangladesh) Limited
<b>GROUP MEMBERS</b>		
1.	Mr. Mansoor Ahmed	Director Bangladesh Knitwear Manufacturers & Exporters Association.
2.	Mr. M. H. M. Fairoz	Executive Committee Member Foreign Investors' Chamber of Commerce and Industry (FICCI)
3.	Ms. Amrita Makin Islam	Member Leathergoods And Footwear Manufacturers & Exporters Association of Bangladesh

Sl. No.	Name of candidate (in alphabetical order)	Designation of candidate and name of the member-firm
4.	Mr. M. Jamaluddin	Former Vice President Bangladesh Textile Mills Association
5.	Mr. Syed Sadat Almas Kabir	President Bangladesh Association of Software & Information Services
6.	Mr. Mohammad Abdul Momen	Director Bangladesh Garment Manufacturers and Exporters Association (BGMEA)
7.	Mr. K.M. Zaman (Romel)	President Bangladesh Petroleum Tanker Owners Association
8.	Mr. Wahidur Rahman Sharif	President Bangladesh Association of Call Center and Outsourcing

Then the Chair formally moved to the following resolution and asked someone to second the proposal –

“That election of the 09 (Nine) Ordinary members, and 06 (Six) Group members, to the Federation’s Committee for the term, 2021-2023, as per the report of the Election Board, be confirmed.”

The proposal was seconded by Mr. Tahmid Ahmed of Bengal Glass Works Limited.

The Chair then took the opportunity to put on record, on behalf of all members of the Federation, sincere thanks to Mr. M. Anis Ud Dowla, Chairman of the Election Board, Mr. Md. Samsul Alam Mallick, FCA, and Mr. Hasan Mahmood, FCA, Members of the Election Board for providing their valuable time in conducting the election process.

The Chair also expressed the Federation members’ gratitude to Mr. Salahuddin Kasem Khan, Chairman of the Appeal Board and Mr. Adeeb H. Khan, FCA, and Mr. Syed Nasim Manzur, Members of the Appeal Board for having agreed to serve on this Board.

The Chair then concluded the formal agenda of the 23<sup>rd</sup> Annual General Meeting.

In conclusion, The Chair expressed his heartfelt thanks to all members of the Committee for extending their continuous guidance and support in discharging his responsibilities during the tenure. He mentioned that the achievements of BEF were possible because of the strong commitment of the members of the Committee along with their cooperation while discharging their duties as key team players. The Chair proposed a vote of thanks to the members of the Committee for their kind support in upholding employers’ interests nationally as well as at the international level.

The Chair then informed the members with great pleasure and pride and congratulated the Secretary-General & CEO of BEF, Mr. Farooq Ahmed, upon being elected as a Deputy Member of the Governing Body of ILO for a second term, 2021-2024 during the recent election held at the International Labour Conference of the ILO. The Chair mentioned that from his years of experience in the ILO and IOE, he felt it was of crucial importance that Bangladesh Employers’ well placed in the ILO and IOE structures in order to have the employers’ concerns and voices heard internationally. The Chair expected that the new Committee would extend the necessary guidance and support to the Secretary-General in discharging his responsibilities in maintaining strong relationships with both ILO and IOE.

The Chair then welcomed the newly elected members especially the newly elected President, Mr. Ardashir Kabir and Vice-President, Ms. Shusmita Anis, as well as the rest of the Committee members to contribute to the fruitful deliberations of the Committee in the coming days.

The Chair then thanked the Secretary-General, Mr. Farooq Ahmed and all members of the BEF Secretariat for extending their unstinted support during his term and discharging their responsibilities intelligently and efficiently, particularly, during this pandemic.

As was customary, the Chair then requested the newly elected President, Mr. Ardashir Kabir to say a few words.

In his speech, Mr. Kabir thanked all the members of the Federation for having faith and trust on him for bestowing him with this great responsibility. He also requested the Committee members as well as the member organizations of the Federation for their support to discharge his responsibilities. Mr. Kabir expected to have a strong team work to achieve the objective of the Federation and uplift and enhance the strong relationship with all the major stakeholders. Finally, he again expressed his heartfelt thanks to everyone for attending the AGM in this crucial period. He wished all to stay safe during this pandemic.

The Chair then requested Mr. Sakif Ariff Tabani to deliver a vote of thanks.

After the vote of thanks, the Chair officially declared the 23<sup>rd</sup> AGM over and thanked everyone for joining virtually.

Sd/-  
**(Kamran T. Rahman)**  
CHAIRMAN OF THE MEETING

Sd/-  
**(Farooq Ahmed)**  
SECRETARY-GENERAL

## YEARLY REPORT ON THE PROCEEDINGS OF BEF COMMITTEE MEETINGS FOR THE PERIOD OF JANUARY – DECEMBER 2020

The Committee of Bangladesh Employers' Federation (BEF) has the pleasure of submitting to its members the following yearly report on the proceedings of BEF Committee Meetings for the period of January – December 2020.

During the period, the Federation continued its efforts to uphold the interests of the employers at all levels. During the first quarter of the year 2020 before the COVID 19 pandemic started, the Federation held several meetings with the Ministry of Labour and Employment on issues like wage, employment, and industrial relations in various industrial sectors, situation of the remittance inflow, skills development, and etc. During the pandemic, BEF had virtual meetings to address labor related issues arising due to COVID 19. The Federation regularly shared its views/opinions on growth, employment generation, social protection and social dialogue, productivity improvement, occupational safety and health, gender equality at workplace, social compliance, etc., with various national/international organizations including government. The Federation represented the employers in the Minimum Wages Board on a regular basis and made effective negotiations on fixation of minimum wages of concerned sectors.

On the international front, the Federation held virtual meetings with the International Labour Organization (ILO), the International Organisation of Employers (IOE), the Confederation of Asia-Pacific Employers (CAPE), South Asian Forum of Employers (SAFE) and the Overseas Human Resources and Industry Development Association (HIDA) of Japan. In these meetings, BEF projected the need for capacity building and technical assistance for rendering better services to the members, and for effective strategy formulation for the employers' organizations to cope with the pandemic. The Federation also underscored the need for employment creation, social protection and safety net for the more vulnerable groups of workers, and for mainstreaming the physically challenged persons and women in the job market severely affected by the COVID 19 crisis. The Federation maintained a very strong relationship with Association for Overseas Technical Cooperation and Sustainable Partnerships (AOTS), Japan and nominated officials from its member-firms for virtual training programs organized by the AOTS.

In addition to the international exposures, BEF actively took part in various consultation meetings of the National Skills Development Authority (NSDA), and continued to coordinate the activities of Industry Skills Councils (ISCs), Tripartite Consultative Council (TCC) meetings, ILO's Better Work Program in the RMG sector of Bangladesh and Migration Policy for Decent Work for Migrant Workers Project. The Federation also continued taking part in various physical and virtual national level seminars, symposiums, workshops, etc., on labor related issues, particularly on skills development, labor standards, occupational safety and health, etc., and represented the interests of the employers.

The representatives of the Federation also took part in various virtual international and national level training programs, workshops, and seminars. The Federation organized and facilitated a number of physical and virtual training programs for member-firms and other stakeholders on various issues of industrial relations, human resources development, workplace safety, regulatory compliance, challenges arising due to the pandemic, and other relevant matters. Below are the highlighted meetings and events BEF had during the year 2020.



## 1. Meeting with Plan International

Bangladesh Employers' Federation (BEF) had a meeting with Plan international on 7 January, 2020 at their country office at Gulshan to discuss a possible partnership to undertake a joint program on Responsible Business Conduct (Business and Human Rights). The Plan International had expressed its keenness to support BEF on promoting responsible business conduct across various industrial sectors under the proposed "Regulatory Affairs and Compliance Facilitation Cell" to be set up in BEF. A concept note had been developed on setting up of a "Regulatory Affairs and Compliance Facilitation Cell" in BEF and views were sought regarding the same.

The cell would be comprised of (i) Legal Support Cell; (ii) Responsible Business Conduct Cell; and (iii) Regulatory Facilitation Support Cell for cross cutting issues.

BEF had discussed the issue with the World Bank and the International Labour Organization (ILO) for monetary and other technical support. The Secretary-General also called on the Chairman, Bangladesh Technical Education Board. BTEB approved training modules would be prepared and officially recognized trainers and assessors would be produced for conducting training on all three major issues. BEF had estimated to cover roughly 500,000 employees in next five years.

## 2. Lunch for the National Level Trade Union and Workers' Federation Leaders:

The Federation organized a lunch meeting with the national level trade union and workers' federation leaders on 22 January 2020 at the Chamber building. The lunch was hosted as a goodwill gesture of BEF keeping the spirit of "MujibBorsho" in mind. It was attended by over 50 national level trade union leaders along with BEF's former Presidents and few Committee members. It was appreciated by the worker leaders and appeared to be immensely beneficial in fostering industrial relations in the country. Following the success of this event, the Committee of the Federation unanimously suggested to arrange such event annually, where the employers and the worker leaders could share a common platform to express their views as well as raise pertinent issues for mutual solution.



## 3. Meeting with Bangladesh Institute of Management (BIM)

A team from Bangladesh Institute of Management (BIM) led by Dr. Parveen Ahmed along with 7 other members visited the BEF premises to discuss industry collaboration while designing course curricula for the post graduate course in supply chain management. BIM had decided to start a Post Graduate Diploma Course regarding Supply Chain and requested for a meeting with the BEF Committee members on the issue. The meeting was held on 17 February 2020 at BEF's Police Plaza Concord premises.

BEF appreciated the initiative of BIM and welcomed the idea. It was mentioned and agreed by both sides that such interactions would benefit in addressing the industry needs and reduce the existing skills mismatch among the potential job seekers. In addition, the Federation also assured to render all possible assistance while running the course by BIM. BEF agreed to support the post graduate supply chain management course in the following two areas:

- a) Help BIM organize industry visit by the participating students; and
- b) Organize mentorship program/ lectures by business leaders for the benefits of the participants to get a clear industry perspective.

#### **4. Concept Note on Soft Skills Development**

The Federation had developed a concept note which already had been submitted to the Bangladesh Technical Education Board (BTEB) for subsequent endorsement for moving forward in preparing modules and other curricula on developing soft skills across all the industrial sectors in Bangladesh.

The concept note included developing competency standards (CS) and competency based learning materials (CBLM), competency based assessment tools (CBAT) etc., for developing soft skills for various industrial sectors in Bangladesh. There would be three major components of the curricula:

- a. CS, CBLM and CBAT on Labour Law, Rules, Legal aspects etc.;
- b. CS, CBLM and CBAT on compliant issues; and
- c. CS, CBLM and CBAT on Responsible Business Conduct.

The Federation expected to get the approval from the BTEB soon to roll out the activities according to the concept note.

#### **5. Discussion on Impact of Corona Virus and European Union's Response on Bangladesh's Roadmap on Labour Rights and other associated issues:**

On 8 March 2020, BEF organized a discussion on Impact of Corona Virus and European Union's response on Bangladesh's Roadmap on Labor Rights and other associated issues to discuss the following two important matters:

- (a) Coronavirus (COVID-19) and its impact and possible steps to address the challenges; and
- (b) Prepare the employers' position on the EU's response on Bangladesh's roadmap on labor rights and other associated issues.

The discussion was focused on the relevant aspects of negative impact of Coronavirus and the health screening of the workers in the factories. The major concerns were on the following aspects:

- i. Health issue;
- ii. Supply chain disruption ;
- iii. Cancellation or pushing back of orders by buyers especially in RMG sector;
- iv. Unemployment/laying off;
- v. Payment of wages, bonuses and other fixed operational costs at factory level;
- vi. Payment of bank loan installments by employers to respective banks; and
- vii. Restoration of operation and supply chain – timeline.

About the EU observations on labor rights and standards, it was expected that under the current circumstances, the EU might not create additional burden by pushing labor rights issues where survival of the factories were at question due to severe impact of Coronavirus. The Labor Secretary and the Minister of Commerce were also been apprised on the issues discussed.

The Federation continued its efforts to engage with the government and the international organizations during the lockdown due to the pandemic. BEF expressed its thoughts and suggestions to various government ministries as well as departments through letters and press releases hailing the government's initiative on providing various stimulus packages for sustainability of different sectors and for maintaining harmonious industrial relationship between the employers and the employees during the crisis period.

## **6. WebEx Conference on the Impact of the Novel Coronavirus across Different Sectors of Bangladesh**

BEF, in collaboration with ILO Country Office Dhaka, organized a webex conference on 13 April 2020 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.

## **7. Discussion on Office/Enterprise Reopening Strategy: Unilever's Experience and Practice:**

A discussion on Office/Enterprise Reopening Strategy: Unilever's Experience and Practice was held on 06 June 2020.

Unilever Bangladesh Limited came up with a detailed plan of reopening office and factories maintaining social distancing and other safety norms to prevent spreading of coronavirus among the employees and workers. It was a systematic approach suggested by Unilever and easy to maintain so that the impact of spreading of the virus could be minimized and all could remain safe following the prescribed guidelines. A good number of participants from among the BEF membership and outside joined the discussion. At the outset, the BEF President Mr. Kamran T. Rahman welcomed all and thanked the Unilever team for their consent to present and share their office/factory reopening strategy. Thereafter, Mr. Kedar Lele, the CEO and Managing Director, Unilever made opening remarks. Then Ms. Handa Sakshi, HR Director, Unilever made a detailed power point presentation. There was a Q&A session which clarified the queries of the participants. The session ended with a vote of thanks to the Unilever team.

## **8. Meeting with the EU Delegation:**

A meeting with the European Union Delegation to discuss the Impact of COVID-19 on Export Sector in Bangladesh was held on 08 June 2020. The main purpose of the meeting was to know about the various impacts faced by the enterprises of the export sector due to Covid-19 and also how the EU was planning to support the affected industries particularly regarding the salaries of the retrenched workers.

The EU came up with a proposal of supporting roughly 1 million workers for three months with BDT 3,000 per month. The time span of the support might vary depending on the number of workers they would support. The modality of this support was that the money would directly go into the mobile banking accounts of the workers. The EU was yet to officially engage with the government on this particular proposal. The total allocation was around 93 million euros. However, there was no update on how the government was responding to the EU's call. The EU might need to modify their approach for better engagement and benefits to the affected quarters among the workers.

## 9. Call to Action Initiative by ILO, IOE, ITUC & Industry All:

ILO along with IOE, ITUC & Industry All came up with a global initiative termed as Call to Action to support the industry and workers in the global supply chain (RMG) affected due to impact of COVID-19 worldwide. This Call to Action was a non-binding platform which had been endorsed by over 100 organizations globally to raise voice and mobilize financial resources from global financial institutions to support the enterprises in paying wages, arrange operating capital for factories and in the long run to consider establishing social protection system in countries where it was weak. Total 8 priority countries had been identified including Bangladesh, Cambodia, Ethiopia, Haiti, India, Indonesia, Myanmar and Pakistan.

BEF had been involved with the process right from the beginning. It had also been decided that there would be a similar initiative at local level. It was required to liaise with the local offices of the international financial institutions to accelerate the process. ILO would facilitate the initiative at global as well as local level.

## 10. ILO'S Virtual Summit: Global Summit on COVID-19: Building a Better Future of Work:

The International Labour Organization (ILO) organized a Global Summit on Covid-19: Building a Better Future of Work during 07-09 July 2020 using virtual means. The summit was organized in two phases; (i) Phase – 1: Regional level held on 02 July 2020 and, (ii) Phase – 2 Global level held during 07-09 July 2020. At regional level, the following issues came up for discussion:

- a. Post-COVID future of work to promote sustained, inclusive and sustainable growth, full and productive employment and decent work for all, including in global supply chains;
- b. Promotion of social justice and social dialogue to be placed as central objectives of the recovery process;
- c. Strengthening the capacity of employer and worker organizations' to institutionalize tripartite social dialogue;
- d. Collective efforts and commitment of the ILO tripartite constituents to move the world of work forward from the COVID-19 crisis to the better future it committed to build in its 2019 Centenary Declaration;
- e. Identifying groups of people and organizations that had been most adversely affected by the crisis and the most effective measures taken to mitigate these impacts;
- f. COVID-19 responses to be designed to lift the global economy quickly out of recession and put it on a course to navigate the challenges of just-digital, demographic and environmental transitions;
- g. Method of working together towards creating more jobs to ensure livelihoods, stimulate investment and support the economy;
- h. Identifying scope for national, regional and multilateral cooperation to be redirected to the delivery of the UN 2030 Agenda; and
- i. Promoting the work of ILO tripartite constituents with the UN Country Team and Resident Coordinators.

BEF had given its inputs for inclusion in the position papers for the regional and global discussions. During the global discussions, the hon'ble Prime Minister had given a recorded speech along with other global leaders. The hon'ble Prime Minister made a request to the global community to address this pandemic in a collective manner through collaboration and partnership. Besides, she also mentioned the need for innovative approaches to create jobs and protect livelihoods. She urged upon the developed nations to render support to developing and least developed countries.

In addition, the State Minister for Labour and Employment, Begum Monnujan Sufian, MP, also made a speech on the concluding day. The State Minister emphasized on strengthening the capacities of the employers' and workers' organizations as well as promoting social dialogue.

### **11. Meeting on Celebrating the World Youth Skills Day 2020:**

The National Skills Development Authority (NSDA) organized a virtual meeting on 15 July 2020 as a part of the celebration of the World Youth Skills Day 2020. UNESCO-UNIVOC decided this year's subject matter to be "Skills for a resilient youth".

The Hon'ble Education Minister Dr. Dipu Moni, MP, attended the event as the Chief Guest. The session was chaired and facilitated by Dr. Ahmad Kaikaus, Principal Secretary, Prime Minister's Office (PMO). A keynote was presented by Mr. Golam Md. Hashibul Alam, Executive Chairman, NSDA. Among others, the Principal Coordinator, SDG Affairs, PMO, Secretary, Ministry of Youth and Sports, Secretary, Technical and Madrasah Education, Country Director, ILO Dhaka Office, Country Director, ADB Bangladesh spoke during the meeting.

BEF President, Mr. Kamran T. Rahman had also made a speech during the discussion. Mr. Rahman mentioned new innovative approaches for up-skilling and reskilling the youths. He also shared the importance of making comprehensive effort to include school dropouts and giving more focus on technology based skills development programs.

### **12. Request to BSTI to Vote against the Proposal Submitted by AFNOR on Revision of ISO 26000 and the Establishment of an ISO Technical Committee on Social Responsibility:**

A request to Bangladesh Standards and Testing Institution (BSTI) was jointly made from BEF and MCCI to vote against the proposal submitted by the French Standardization Organization AFNOR (Association française de normalisation) on the Revision of International Organization for Standardization (ISO) 26000 and the establishment of an ISO Technical Committee on Social Responsibility. The request was made following the suggestions from the International Labour Organization (ILO) and the International Organisation of Employers (IOE).

ISO 26000 was primarily a tool to render guidance to business and other organizations on social responsibility. The AFNOR proposal included certain critical issues in the field of social responsibility, human rights, fair operating practices, consumer issues, sustainable consumption, and company involvement and development. This proposal would seriously risk the existing good practices and create other unhelpful and burdensome work. Any move towards certification, in particular, would create divergence with existing standards and seriously undermine efforts to ensure a coherent approach on social responsibility. Therefore, a call was made by IOE to all member federations to pursue national governments to vote against the motion. Even DG-ILO had written to ISO on the negative consequences of this new amendment proposal.

After required persuasion, BSTI was finally convinced and voted against the move.

### **13. Meeting on National Labour Migration Forum:**

A meeting on National Labour Migration was held on 26 July 2020. The Minister, Ministry of Expatriates' Welfare and Overseas Employment chaired the meeting.

It was a national level event organized by the Ministry of Expatriates' Welfare and Overseas Employment. Important stakeholders like representatives from BAIRA, representatives from Development Partners, as well as the BEF President were present and made interventions. The Minister was also present during the entire meeting.

Important issues such as the current Covid-induced difficulties faced by the migrant workers were discussed in the forum. Currently, over 2 lakhs and 60 thousand migrant workers had returned home due to the Covid 19 pandemic. The ones that were still in foreign lands were mostly retrenched or not being paid properly. The workers that were currently in Bangladesh could not go back to work due to the cancellation of flights. They were also apprehensive of the fact that their contracts and their visas would soon become null and void. In addition, routine issues such as, fair migration, good governance in migration etc., were discussed in the forum.

The Minister during his intervention mentioned that over 1200 crores taka worth amount had been given to the migrant workers that were currently in difficult situation abroad. This money had been given to the workers through various embassies. Additionally, issues like the re-skilling and up-skilling of the returnee migrant workers and how they could be effectively re-incorporated in the general labor-force were discussed. He also suggested BEF to have access to the government database of returnee migrant workers to find certain skilled workers. The ministry would also send a letter to BEF regarding the matter.

#### **14. Finalization of Draft National Robotics Strategy for Bangladesh:**

An online workshop was organized by Leveraging ICT Project (LICT) on 29 July 2020 to finalize the National Robotics Strategy for Bangladesh on the Zoom platform.

The Vice-President of BEF attended the workshop since he was familiar with the development as he was involved with the LICT Project of the ICT Ministry for Artificial Intelligence initiative and Block chain initiative. The Vice-President stated that the Strategy was important because the ICT Ministry wanted to have a plan in place so that Bangladesh would not be left out of the Industry 4.0 development all over the world. He believed that this initiative was a very timely and effective one as it took inputs from the users well. He advised the BEF Committee to examine the document in detail and add some more things from different sectors where robotic could play a role in next few years. The users or beneficiaries should be in the driving seat of the initiative rather than the technologists.

A total 20 sectors had been taken into consideration while preparing the draft. Regarding this, the team, headed by Professor Dr. M. Rokonzaman from North South University, had a discussion with BEF members in mid-March 2020 at BEF's Police Plaza premises to keep the Business Community engaged. However, being very technical in nature, the matter needed more time and discussions with the business community. Professor Rokonzaman agreed to this suggestion as well.

Expressing the concern about the actual goal of the strategy and the need for a cohesive action plan to incorporate this strategy in the industry as there were a lot of unemployed and returnee workers to think about, these issues were discussed. Like India and Vietnam, they would be inducted in the industrial sectors of Bangladesh as well to improve the quality and overall output of production. Under the a2i Project of the Prime Minister's Office, a team from Bangladesh including the Secretary-General of BEF, was taken to Singapore in August 2019 to visit some enterprises where they had been using robots and people simultaneously. The entire set up needed people too in the back offices or to handle the robots. So, people could be retrained and re-employed. The number of initial job loss would not be that high as opposed to increase in productivity which would be four times more.

More educated and differently-skilled people would be needed to handle, maintain, repair, and even design the robots. The paper took these matters into consideration too.

Some opined that a little bit of automation would be good for the industry to make the otherwise complacent workers more competitive, efficient, and open to improvement.

The meeting was concluded with a statement that the automation was there to stay and in order to sustain business and stay competitive, the induction of automation in the industry was inevitable. However, the right balance was needed to be found through more discussions to avoid potential disasters.

### 15. Meeting on Review of Bangladesh Labour Rules (BLR) 2015:

A meeting on reviewing Bangladesh Labour Rules 2015 was held on 20 September 2020 which was attended by the BLR Review Working Committee. Additional five invited representatives from employers and workers groups were also present in the meeting to consider the work done by the BLR Review Working Committee in last one and a half year. This meeting was supposed to be the last meeting of the BLR Review Working Committee. However, one or two additional meetings might be required for wrapping the matter up.

The Bangladesh Labour Rules 2015 had been reviewed by a review committee and subsequently there was a working committee incorporating members from the review committee. In the working committee there were three representatives from the employers- the legal officer from BEF, a representative from BGMEA and another representative from BKMEA. three representatives from workers and numerous representatives from the government were also there.

The meeting was held among five representatives from the employers' group, five representatives from the workers' group, and representatives from the government's side along with the members of the working committee. The fruitfulness of the meeting was that, 98% of the outcomes of the meeting went in favor of the employers' group based on the prior ground work that was done in order to get the expected outcomes.

### 16. The 340<sup>th</sup> Session of the International Labour Organization (ILO) Governing Body Meeting:

The 340th session of the Governing Body Meeting of the ILO was held during 02-14 November 2020 using virtual means. The Secretary-General was one of the Members of the ILO Government Body (GB) and therefore, attended the meeting.

Bangladesh was discussed under two separate agenda items during the GB meeting. One was regarding workers' complaint lodged by worker leaders of five countries ---Brazil, Italy, Japan, Pakistan and South Africa under the the International Trade Union Confederation (ITUC) during the International Labour Conference of 2019 under Article 26 of the ILO Constitution and the other two cases were under the Committee of Freedom of Association (CFA). Bangladesh had two live cases under CFA. These cases, i.e., case no 3203 and case no 3263, were filed in 2016 and 2017 respectively. Complaints under Article 26 of the ILO Constitution as well as these cases under CFA were primarily on similar grounds namely continuous violation of labor standards and workers' rights, non-compliance of ILO Convention 87 and 98, unfair labour practices, repression on workers by management and industrial police, refusal to trade union registration process, delay in labour court cases, not allowing trade union in EPZ, non-compliance of common labor inspection in EPZ factories under DIFE, filing police cases against workers for legitimate industrial protests, etc.

The Complaints under Article 26 of the ILO Constitution was discussed at length and the GB decided as under:

- (a) Requested the Government to develop, with the support of the Office and of the secretariat of the Workers' and Employers' groups, and in full consultation with the social partners concerned, a time-bound roadmap of actions with tangible outcomes to address all the outstanding issues mentioned in the complaint submitted under article 26 during the 108th Session of the International Labour Conference (2019);
- (b) Requested the Government to report on progress made in that regard to the Governing Body at its next session; and



(c) Deferred the decision on further action in respect of the complaint until its 341<sup>st</sup> Session (March 2021).

Regarding the cases under CFA, it was also concluded with a stronger appeal to the government that they would take appropriate actions as per the recommendations of the CFA and report the progress and outcome of the action taken during the next GB meeting in March 2021.

### **17. The 2nd Meeting of the Advisory Committee to Guide RCC:**

The 2nd meeting of the advisory committee to guide RCC was held on 11 November 2020 at the Ministry of Labour and Employment.

The Committee on the Remediation Coordination Cell (RCC) had been created to guide its activities. Thereafter, RMG Sustainability Council (RSC) was formed and the work of RCC got automatically reduced. However, the 2nd Advisory Committee meeting was held after almost one and a half year. The meeting clarified certain critical issues concerning functioning of RCC. It was clearly mentioned that RCC would continue to do its work despite RSC working for certain specified factories under Accord and Alliance coverage. RSC would send a periodical review report. It was also mentioned that RCC and RSC would work simultaneously for the better safety of the RMG factories. Besides, RCC would finally culminate in forming Industrial Safety Unit (ISU) under the Department of Inspection for Factories and Establishments (DIFE). Therefore, it would be important for RCC to remain active.

### **18. Call on the Hon'ble Minister for Commerce:**

The President, the Vice-President and the Secretary-General called on the Hon'ble Commerce Minister on 19 November 2020 at his residential office at a short notice. The primary objective of the meeting was to apprise the Commerce Minister on the concerns of the ILO published in the proceedings of the recently concluded 340<sup>th</sup> session of the ILO Governing Body meeting. Bangladesh was discussed due to the complaint lodged by five workers leaders under Article 26 of the ILO Constitution during the International Labour Conference of June 2019. Due to Covid-19 pandemic, the case could not be discussed earlier. However, the verdict was that Bangladesh government would need to come up with a detailed road map in terms of addressing international labour standards and workers' rights violation issues and present the same to the next meeting of the ILO Governing Body due to be held in March 2021. Besides, there were additional two cases being discussed under the Committee on Freedom of Association which were lodged in 2016 and 2017 respectively and no disposals were concluded yet. The Commerce Minister gave a patient hearing and noted the concerns. He also suggested that a comprehensive step should immediately be taken to address the concerns in the most appropriate manner befitting for Bangladesh.

### **19. Consultation Meeting with ASSET Project:**

A consultation meeting was held on 01 December 2020 with Industry Associations and ISCs concerning the ASSET (Accelerating and Strengthening Skills for Economic Transformation) Project. The Project was being planned by the World Bank in collaboration and partnership with the Government of Bangladesh.

It would be a 500 million USD project with duration of 5 years, from 2021 to 2026. The World Bank would provide an amount of USD 300 million and the Bangladesh government would provide USD 200 million. The Technical and Madrasah Education Division under the Ministry of Education would be the principal implementing authority. BEF had been actively involved right from the beginning of the planning phase of the project. BEF had already submitted a detailed project proposal to train mid-level management and supervisors on soft skills development. Major focus of BEF's skills development project would be training on regulatory



issues such as labor laws, rules, and issues connected to business and human rights. BEF would also be able to strengthen its capacity and utilize resources in opening a labor court support cell in future through this project.

## 20. Publication of “Aide-Mémoire”:

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

### I. MEMBERSHIP:

New Member: During the period, the following organizations joined the Federation as new members:

#### Ordinary Members:

Sl.	Name of Company
1	Fatullah Dyeing & Calendering Mills Ltd.
2	Softex Sweater Industries (Pvt.) Ltd.
3	SGS Bangladesh Limited.
4	Perfetti Van Melle Bangladesh Pvt. Ltd.
5	Sheltech Technology Limited.
6	Sheltech Engineering Limited.
7	The Consolidated Tea and Lands Company (Bangladesh) Ltd.
8	Sheltech Brokerage Limited.
9	Sheltech Consultants (Pvt.) Limited.

#### Group Members:

None

#### Associate Member:

None

#### Resigned:

None

#### Change of Company Name:

None

### II. MANAGING COMMITTEE

At the commencement of the year, i.e., on the 1st January, 2020, the managing Committee of the Federation comprised of the following:

#### PRESIDENT

Mr. Kamran T. Rahman	Managing Director The Kapna Tea Company Limited
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#### VICE-PRESIDENT

Mr. Habibullah N. Karim	Managing Director Technohaven Company Limited
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**Ordinary Members:** (In alphabetical order)

01.	Mr. Tahmid Ahmed	Director The Bengal Glass Works Limited
02.	Ms. Tahsinah Ahmed	Executive Director, Underprivileged Children Education Programs (UCEP) Bangladesh
03.	Mr. Tanvir Ahmed	Director Envoy Textiles Limited
04.	Mr. Syed Tareque Md. Ali	Managing Director Modern Industries (Bangladesh) Limited
05.	Ms. Shusmita Anis	Managing Director ACI Formulations Limited
06.	Mr. Selim Chowdhury	Managing Director G4S Secure Solutions Bangladesh (P) Limited
07.	Mr. Syed Tanvir Husain	Chief Human Resources Officer Grameenphone Limited
08.	Mr. Kh. Asadul Islam	Managing Director & CEO Alliance Capital Asset Management Limited
09.	Ms. Vidiya Amrit Khan	Deputy Managing Director Desh Garments Limited
10.	Mr. Sakif Ariff Tabani	Managing Director Khadim Ceramics Limited

**Group Members:** (In alphabetical order)

01.	Mr. M. Shah Alam	Chairman Bangladeshiyo Cha Sangsad
02.	Mr. Shahid Alam	Director Bangladesh Textile Mills Association
03.	Mr. Fazlee Shamim Ehsan	2 <sup>nd</sup> Vice-President Bangladesh Knitwear Manufacturers & Exporters Association
04.	Mr. Md. Munir Hossain	Director Bangladesh Garment Manufacturers & Exporters Association
05.	Mr. Zahirul Islam (Rinku)	General Member Bangladesh Ship Breakers and Recyclers Association
06.	Mr. Kedar Lele	Executive Committee Member Foreign Investors' Chamber of Commerce & Industry
07.	Mr. Md. Zahid Miah	Chairman Bangladesh Jute Spinners Association
08.	Mr. Mohammed Mahbubur Rahman Patwari	Executive Committee Member Bangladesh Jute Mills Association

**SECRETARY-GENERAL**

Mr. Farooq Ahmed	
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The following members were to retire on the eve of the 22<sup>nd</sup> AGM on 30 July 2020:

### Ordinary Members

01.	Mr. Tahmid Ahmed	Director The Bengal Glass Works Limited
02.	Mr. Kh. Asadul Islam	Managing Director & CEO Alliance Capital Asset Management Limited
03.	Mr. Selim Chowdhury	Managing Director G4S Secure Solutions Bangladesh (P) Limited
<b>Group members</b>		
01.	Mr. Md. Munir Hossain	Director Bangladesh Garment Manufacturers & Exporters Association
02.	Mr. Kedar Lele	Executive Committee Member Foreign Investors' Chamber of Commerce & Industry

From the Ordinary members, there would be 03 (Three) vacancies; 02 (two) vacancies as a result of the retirement and another vacancy due to cessation of membership of Mr. Selim Chowdhury. Therefore, there would be vacancy of the 03 (Three) members named above.

From the Group members, there would be 02 (Two) vacancies as a result of the retirement of 02 (Two) members named above.

In all, there would be a **total of 05 (Five) vacancies** – 03 (Three) representing Ordinary members and 02 (Two) representing Group members – for the two-year term, 2020-2022.

Of the 03 (Three) retiring Ordinary members mentioned above, i.e., Mr. Tahmid Ahmed, Mr. Kh. Asadul Islam and Mr. Selim Chowdhury, having served two consecutive terms of two years, would not be eligible to seek re-elections under clause 9(b), paragraph 1 of BEF Election Rules, for the next two annual terms, i.e., 2020-2022 and 2021-2023. Their respective representative organizations also would not be eligible to nominate anyone else to seek elections for the next two annual terms.

The retiring Group members would not be eligible to seek re-election as per BEF's Articles of Association 13 (1) for the next two annual terms. However, their organizations, i.e., Bangladesh Garment Manufacturers and Exporters Association (BGMEA), Foreign Investors' Chamber of Commerce & Industry (FICCI) would, remain eligible to nominate anyone else to contest the next election.

In all, election would be needed for 05 (five) vacancies [03 (three) vacancies from Ordinary members and 02 (two) vacancies from Group members].

The above 05 (five) vacancies [03 (three) vacancies from Ordinary members and 02 (two) vacancies from Group members] would be filled by election under relevant clauses of the Federation's Constitution and in accordance with the Bangladesh Employers' Federation (Election of the Members of the Committee) Rules, 1998 (as amended up to 2018 and as adopted by the Federation's Committee at its meeting held on the 16th March 2020) and subsequent re-amendment due to declaration of general holiday due to Covid-19 pandemic.

Thereafter, as required in Bangladesh Employers' Federation (Election of the Members of the Committee) Rules, 1998 (as amended up to 2018 and as adopted in the Committee meeting of the Federation held on 20 June 2020), a notice was issued to the following candidates (in alphabetical order), whose nominations were found valid, to find out whether any one would like to withdraw his/her candidature. No withdrawal advice was received from them within the stipulated time-limit.

The final list of candidates for the election of the Federation Committee for the term, 2020-2022, is as under:

Sl. No.	Name of candidate (in alphabetical order)	Designation of candidate and name of the member-firm
<b>ORDINARY MEMBERS</b>		
1.	Mr. Waseem Alim	Managing Director Chaldal Limited
2.	Mr. Md. Rezwan Selim	Managing Director Softex Sweater Industries (Pvt) Ltd.
3.	Mr. Md. Salauddin Yousuf	Director Lub-rref (Bangladesh) Limited
<b>GROUP MEMBERS</b>		
1.	Mr. M. H. M. Fairoz	Executive Committee Member Foreign Investors' Chamber of Commerce and Industry (FICCI)
2.	Mr. Mohammad Abdul Momen	Director Bangladesh Garment Manufacturers and Exporters Association (BGMEA)

Since there were 03 (Three) valid candidates against 03 (Three) vacant seats representing Ordinary members and 02 (Two) valid candidates against 02 (Two) vacant seats representing Group members, election (polling) was not required and the above-mentioned 05 (Five) valid candidates – 03 (Three) from Ordinary members and 02 (Two) from Group members – were hereby declared ipso facto elected to the Federation's Committee for the term, 2020-2022 under Rule 12 of the Bangladesh Employers' Federation (Election of the Members of the Committee) Rules, 1998 (as amended up to 2018 and as adopted in the Committee meeting of the Federation held on 20 June 2020), subject to usual confirmation at the next Annual General Meeting of the Federation.

The Management Committee of the Federation after the 22<sup>nd</sup> AGM held on 30 July, 2020 was as follows:

#### PRESIDENT

Mr. Kamran T. Rahman	Managing Director The Kapna Tea Company Limited
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#### VICE-PRESIDENT

Mr. Habibullah N. Karim	Managing Director Technohaven Company Limited
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#### Ordinary Members: (In alphabetical order)

01.	Ms. Tahsinah Ahmed	Executive Director Underprivileged Children Education Programs (UCEP) Bangladesh
02.	Mr. Tanvir Ahmed	Director Envoy Textiles Limited
03.	Mr. Syed Tareque Md. Ali	Managing Director Modern Industries (Bangladesh) Limited
04.	Mr. Waseem Alim	Managing Director Chaldal Limited
05.	Ms. Shusmita Anis	Managing Director ACI Formulations Limited
06.	Mr. Syed Tanvir Husain	Chief Human Resources Officer Grameenphone Limited

07.	Ms. Vidiya Amrit Khan	Deputy Managing Director Desh Garments Limited
08.	Mr. Md. Rezwan Selim	Managing Director Softex Sweater Industries (Pvt) Ltd.
09.	Mr. Sakif Ariff Tabani	Managing Director Khadim Ceramics Limited
10.	Mr. Md. Salauddin Yousuf	Director Lub-rref (Bangladesh) Limited
<b>Group Members: (In alphabetical order)</b>		
01.	Mr. M. Shah Alam	Chairman Bangladeshiyo Cha Sangsad
02.	Mr. Shahid Alam	Director Bangladesh Textile Mills Association
03.	Mr. Fazlee Shamim Ehsan	Director Bangladesh Knitwear Manufacturers & Exporters Association
04.	Mr. M. H. M. Fairoz	Executive Committee Member Foreign Investors' Chamber of Commerce and Industry (FICCI)
05.	Mr. Zahirul Islam (Rinku)	General Member Bangladesh Ship Breakers and Recyclers Association
06.	Mr. Md. Zahid Miah	Chairman Bangladesh Jute Spinners Association
07.	Mr. Mohammad Abdul Momen	Director Bangladesh Garment Manufacturers and Exporters Association (BGMEA)
08.	Mr. Mohammed Mahbubur Rahman Patwari	Executive Committee Member Bangladesh Jute Mills Association

## SECRETARY-GENERAL

Mr. Farooq Ahmed

## REPRESENTATIVE FROM ASSOCIATE MEMBERS (ISC):

The following representative from Associate Members (ISC) joined in the Federation committee meeting as observer during the term, August 2020 – July 2021:

01.	Mr. A.K.M. Bari	Chairman Tourism & Hospitality ISC
02.	Mr. Shafquat Haider	Chairman ISC IT Sector and Coordinator all ISC (In absence of Mr. A.K.M. Bari)

## III. SUB-COMMITTEES

As constituted by the Managing Committee, the following 15 (fifteen) Sub-Committees functioned during the term, August 2020 – July 2021: In alphabetical order

### 1. FINANCE & MEMBERSHIP SUB-COMMITTEE

01.	Mr. Habibullah N. Karim (Chairman)	Technohaven Company Ltd.
02.	Mr. Tahmid Ahmed	The Bengal Glass Works Limited
03.	Mr. Syed Tareque Md. Ali	Modern Industries (Bangladesh) Limited
04.	Mr. Abul Bashar	Prime Composite Mills Limited
05.	Mr. Abdul Momen Bhuiyan	Apex Footwear Limited.
06.	Ms. Farzana Chowdhury	Green Delta Insurance Co. Ltd.
07.	Mrs. Sabrina Islam	Osman Textiles Limited

08.	Mr. Adnan N. Rahman	Pubali Jute Mills Limited
09.	Mr. Md. Azizur Rahman, FCS	British American Tobacco Bangladesh Company Limited
10.	Mr. Mohammed Mahbubur Rahman Patwary	Bangladesh Jute Mills Association

## 2. LABOUR RELATIONS SUB-COMMITTEE

01.	Mr. Shahid Alam (Chairman)	Bangladesh Textile Mills Association
02.	Brig. Gen. Sharif Aziz, psc (Rtd)	Elite Security Services Limited
03.	Mr. Fazlee Shamim Ehsan	Bangladesh Knitwear Manufacturers & Exporters Association
04.	Mr. Ardashir Kabir	Bangladeshiyo Cha Sangsad
05.	Ms. Vidiya Amrit Khan	Desh Garments Limited
06.	Mr. Md. Zahid Miah	Bangladesh Jute Spinners Association
07.	Mr. Mohammad Abdul Momen	Bangladesh Garment Manufacturers and Exporters Association (BGMEA)
08.	Mr. Mohammed Mahbubur Rahman Patwari	Bangladesh Jute Mills Association
09.	Ms. Christabel Randolph	Marico Bangladesh Ltd.
10.	Mr. Md. Rezwan Selim	Softex Sweater Industries (Pvt.) Ltd

## 3. LABOUR LAW SUB-COMMITTEE

01.	Mr. M. Shah Alam (Chairman)	Bangladeshiyo Cha Sangsad
02.	Ms. Kazi Roushan Ara	Leather goods and Footwear Manufacturers and Exporters Association of Bangladesh
03.	Mr. Syed Tanvir Husain	Grameenphone Ltd.
04.	Mr. Md. Rafiqul Islam	Bangladesh Garment Manufacturers & Exporters Association
05.	Mr. Rafiqul Islam	Square Textiles Limited
06.	Ms. Vidiya Amrit Khan	Desh Garments Limited
07.	Mr. Abul Hashem Mazumder	Mirpur Ceramic Works Ltd
08.	Mr. Mohammad Abdul Momen	Bangladesh Garment Manufacturers & Exporters Association
09.	Mr. Md. Golam Mostafa, MBA	Bangladesh Frozen Foods Exporters Association
10.	Mr. Md. Rokonzaman	Amann Bangladesh Limited

## 4. LABOUR COURTS SUB-COMMITTEE

01.	Mr. Mohammed Mahbubur Rahman Patwari (Chairman)	Bangladesh Jute Mills Association
02.	Ms. Shusmita Anis	ACI Formulations Limited
03.	Ms. Kazi Roushan Ara	Leather goods And Footwear Manufacturers & Exporters Association of Bangladesh
04.	Mr. Md. Akterul Hoque	Eastern Refinery Ltd.
05.	Mr. Md. Rafiqul Islam	Bangladesh Garment Manufacturers & Exporters Association
06.	Mr. M. Jamaluddin	Bangladesh Textile Mills Association
07.	Mr. Nishant Manuja	Coats Bangladesh Limited
08.	Mr. A.S.M. Mainuddin Monem	Abdul Monem Sugar Refinery Ltd.
09.	Adv. Iqbal Sayeed	Alpha Tobacco Mfg. Co. Ltd.
10.	Mr. Md. Rezwan Selim	Softex Sweater Industries (Pvt) Ltd.

## 5. SELECTION SUB-COMMITTEE

01.	Mr. Syed Tareque Md. Ali (Chairman)	Modern Industries (Bangladesh) Ltd.
02.	Mr. Tahmid Ahmed	The Bengal Glass Works Limited
03.	Mr. Tanvir Ahmed	Envoy Textiles Limited
04.	Mr. Md. Mominul Ahsan	E-Zone HRM Limited
05.	Ms. Shusmita Anis	ACI Formulations Limited
06.	Ms. Kazi Roushan Ara	Leather goods and Footwear Manufacturers and Exporters Association of Bangladesh
07.	Mr. Fazlee Shamim Ehsan	Bangladesh Knitwear Manufacturers & Exporters Association
08.	Mr. Sakif Ariff Tabani	Khadim Ceramics Limited
09.	Adv. Iqbal Sayeed	Alpha Tobacco Mfg. Co. Ltd.

## 6. SEMINAR SUB-COMMITTEE

01.	Mr. Sakif Ariff Tabani (Chairman)	Khadim Ceramics Limited
02.	Ms. Tahsinah Ahmed	Underprivileged Children's Educational Programs (UCEP) Bangladesh
03.	Mr. Waseem Alim	Chaldal Limited
04.	Mr. Mahbubul Anam	Expo Freight Limited
05.	Mr. Sulav Chowdhury	Bangladesh Knitwear Manufacturers & Exporters Association
06.	Mr. Rezwanaul Hoque	Carlcare Technology BD Limited
07.	Mr. Zeraif Ayaat Hossain	Transcom Limited
08.	Mr. Srinivasa Kumar Karavadi	Bayer CropScience Limited
09.	Mr. Mushfequr Rahman	Berger Paints Bangladesh Limited
10.	Mr. Md. Salaudhin Yousuf	Lub-rref (Bangladesh) Limited

## 7. WAGES CONSULTATIVE SUB-COMMITTEE

01.	Mr. Mohammad Abdul Momen (Chairman)	Bangladesh Garment Manufacturers and Exporters Association (BGMEA)
02.	Mr. Shahid Alam	Bangladesh Textile Mills Association
03.	Mr. Dewan Tanvir Chowdhury	Nestle Bangladesh Limited
04.	Mr. Abu Luthfe Fazle Rahim Khan	Aftab Bahumukhi Farms Ltd.
05.	Ms. Saiqa Mazed	Linde Bangladesh Limited
06.	Mr. Muhammad Shamim Miah	Otobi Limited
07.	Mr. Anjan Kumar Paul	Square Fashions Limited
08.	Mr. Sakif Ariff Tabani	Khadim Ceramics Limited

## 8. MINIMUM WAGES RELATED SUB-COMMITTEE

01.	Mr. Fazlee Shamim Ehsan (Chairman)	Bangladesh Knitwear Manufacturers & Exporters Association
02.	Mr. M. Shah Alam	Bangladeshiyo Cha Sangsad
03.	Mr. Shahid Alam	Bangladesh Textile Mills Association
04.	Mr. Azizur Rashid Chowdhury	Malek Spinning Mills Limited
05.	Mr. Khandaker Gyasuddin	Bengal Glass Works Limited
06.	Mr. Md. Zahid Miah	Bangladesh Jute Spinners Association
07.	Mr. Mahbubur Rahman	Independent Television Limited
08.	Mr. Md. Rezwana Selim	Softex Sweater Industries (Pvt) Ltd.

## 9. PUBLIC RELATIONS SUB-COMMITTEE

01.	Mr. M. H. M. Fairoz (Chairman)	Foreign Investors Chamber of Commerce and Industry
02.	Mr. Tahmid Ahmed	The Bengal Glass Works Limited
03.	Dr. Roushan Alam	Libra Infusions Ltd.
04.	Mr. Waseem Alim	Chaldal Limited
05.	Ms. Shusmita Anis	ACI Formulations Limited
06.	Ms. Mubina Asaf	British American Tobacco Bangladesh Company Ltd.
07.	Mr. Md. Sazzadul Hassan	BASF Bangladesh Ltd.
08.	Mrs. Sabrina Islam	Osman Textiles Limited
09.	Mr. Ardashir Kabir	Kedarpur Tea Company Ltd.
10.	Mr. Abdul Momen	Apex Footwear Ltd.
11.	Mr. Md. Salaududdin Yousuf	Lub-rref (Bangladesh) Limited

## 10. SAFETY AND WORKING CONDITIONS SUB-COMMITTEE

01.	Mr. Tanvir Ahmed (Chairman)	Envoy Textiles Limited
02.	Ms. Sanchia Chowdhury	Square Textiles Limited
03.	Mr. Fazlee Shamim Ehsan	Bangladesh Knitwear Manufacturers & Exporters Association
04.	Mr. Mohiuddin Ahmed Mahin	Bangladesh Finished Leather, Leathergoods & Footwear Exporters Association (BFLLEA)
05.	Mr. Muin Uddin Mazumder	Sanofi Bangladesh Ltd.
06.	Mr. Mohammad Abdul Momen	Bangladesh Garment Manufacturers and Exporters Association (BGMEA)
07.	Ms. Adeeba Rahman, ACII (UK)	Delta Life Insurance Co. Ltd.
08.	Mr. Md. Rezwana Selim	Softex Sweater Industries (Pvt) Ltd.

## 11. TRAINING AND HUMAN RESOURCE DEVELOPMENT SUB-COMMITTEE

01.	Mr. Syed Tanvir Husain (Chairman)	Grameenphone Limited
02.	Ms. Tahsinah Ahmed	Underprivileged Children's Educational Programs (UCEP) Bangladesh
03.	Mr. Tanvir Ahmed	Sheltech Ceramics Limited
04.	Ms. Farzana Chowdhury	Green Delta Insurance Company Limited
05.	Mr. Najib Malek Chowdhury	Graphics Textiles Limited
06.	Mr. M. H. M. Fairoz	Singer Bangladesh Limited
07.	Mr. Fakhruul Hasan	Square Pharmaceuticals Limited
08.	Mr. Humayun Kabir	Siemens Bangladesh Limited
09.	Mr. Md. Ali Reza Khan	Social Market Company
10.	Mr. Rabbur Reza	Beximco Pharmaceuticals Ltd.
11.	Mr. Shyaan Siraj	Elite Iron & Steel Industries Limited

## 12. WOMEN IN DEVELOPMENT SUB-COMMITTEE

01.	Ms. Shusmita Anis (Chairperson)	ACI Formulations Limited
02.	Mr. Tahmid Ahmed	The Bengal Glass Works Limited
03.	Mr. M. Shah Alam	Bangladeshiyo Cha Sangsad
04.	Ms. Farzana Chowdhury	Green Delta Insurance Company Limited
05.	Mr. Fazlee Shamim Ehsan	Bangladesh Knitwear Manufacturers & Exporters Association
06.	Mrs. Sabrina Islam	Osman Textiles Limited
07.	Ms. Vidiya Amrit Khan	Desh Garments Limited
08.	Ms. Tootli Rahman	Women Entrepreneurs' Association of Bangladesh



### 13. SOCIAL DEVELOPMENT SUB-COMMITTEE (DECENT WORK FOLLOW-UP AND ILO DECLARATION ON FUNDAMENTAL PRINCIPLES AND RIGHTS AT WORK AND ITS FOLLOW-UP)

01.	Ms. Tahsinah Ahmed (Chairman)	Underprivileged Children's Educational Programs (UCEP) Bangladesh
02.	Mr. Imran Ahmed	Duncan Products Limited
03.	Mr. Fazlee Shamim Ehsan	Bangladesh Knitwear Manufacturers & Exporters Association
04.	Ms. Vidiya Amrit Khan	Desh Garment Limited
05.	Ms. Farhana Mahbub	American & Efirid (Bangladesh) Ltd.
06.	Mr. Mohammad Abdul Momen	Bangladesh Garment Manufacturers and Exporters Association (BGMEA)
07.	Mr. Kabir Reza	Dhaka Regency Hotel & Resort Ltd.
08.	Mr. Md. Rezwan Selim	Softex Sweater Industries (Pvt) Ltd.

### 14. IMPROVING SAFETY, WORKING CONDITIONS AND IR IN THE RMG SECTOR SUB-COMMITTEE

01.	Ms. Md. Rezwan Selim (Chairman)	Softex Sweater Industries (Pvt) Ltd.
02.	Mr. Syed Iqbal Azim	Azim & Son (Pvt.) Ltd.
03.	Mr. Md. Hafizul Islam	Picard Bangladesh Limited [LFMEAB]
04.	Mr. Tanvir Ahmed	Green Textile Limited
05.	Mr. Reajul Islam	Momtux Expo Limited
06.	Ms. Sanjida Awal	Prime Composit Mills Limited
07.	Mr. Mohammad Abdul Momen	Bangladesh Garment Manufacturers and Exporters Association (BGMEA)

### 15. PROCESS AUTOMATION SUB-COMMITTEE

01.	Mr. Waseem Alim (Chairman)	Chaldal Limited
02.	Mr. Tahmid Ahmed	The Bengal Glass Works Limited
03.	Mr. Md. Mominul Ahsan	E-Zone HRM Limited
04.	Mr. M. Shah Alam	Bangladeshiyo Cha Sangsad
05.	Mr. Syed Tanvir Husain	Grameenphone Limited
06.	Mr. Mohammed Mahbubur Rahman Patwari	Bangladesh Jute Mills Association
07.	Mr. Md. Salaududdin Yousuf	Lub-rref (Bangladesh) Limited

## IV. SECRETARIAT

Mr. Farooq Ahmed continued as the Secretary-General and the CEO of the Federation during the Year 2020.

## V. Bangladesh Employers' Federation's representations at various BODIES (August 2020 – July 2021):

01.	Representation at International Organisation of Employers, Geneva Substitute	Mr. Kamran T. Rahman President, BEF Mr. Farooq Ahmed Secretary-General, BEF
02.	Governing Body of Bangladesh Institute of Management	Mr. Habibullah N. Karim Vice-President, BEF
03.	Bangladesh Technical Education Board	Bangladeshiyo Cha Sangsad
04.	Bangladesh Minimum Wages Board	Grameenphone Limited

05.	Tripartite Consultative Council (TCC) on Labour Matters of the Ministry of Labour and Employment	(1) The President, Bangladesh Employers' Federation
		(2) The Vice-President, Bangladesh Employers' Federation
		(3) Mr. Farooq Ahmed, Secretary-General, BEF
		(4) The President, Bangladesh Garment Manufacturers and Exporters Association
		(5) The President, Bangladesh Knitwear Manufacturers and Exporters Association
		(6) The Chairman, Bangladeshiyo Cha Sangsad
		(7) The Chairman, Bangladesh Jute Spinners Association
		(8) The Chairman, Bangladesh Jute Mills Association
		(9) The President, Bangladesh Aushad Shilpa Samity
		(10) The President, Bangladesh Textile Mills Association
		(11) Mr. Syed Tanvir Husain, Chief Human Resources Officer, Grameenphone Limited
		(12) Mr. Syed Tareque Md. Ali, Managing Director, Mordern Industries Ltd.
		(13) Mr. Sakif Ariff Tabani, Managing Director, Khadim Ceramics Limited
		(14) Mr. Md. Rezwan Selim, Managing Director Softex Sweater Industries (Pvt) Ltd.
		(15) Ms. Shusmita Anis, Managing Director, ACI Formulations Limited
		(16) Mr. M. H. M. Fairoz Executive Committee Member, Foreign Investors' Chamber of Commerce & Industr
		(17) Mr. Tanvir Ahmed, Director, Envoy Textiles Limited
		(18) Ms. Tahsinah Ahmed Executive Director, Underprivileged Children's Educational Programs
		(19) Mr. Waseem Alim Managing Director, Chaldal Limited
		(20) Mr. Kazi Saifuddin Ahmed, Labour Adviser, BEF

Sd/-  
**(Kamran T. Rahman)**  
 PRESIDENT

Sd/-  
**(Farooq Ahmed)**  
 SECRETARY-GENERAL



## TRAINING & CAPACITY BUILDING INITIATIVES IN 2020

## PARTICIPATION IN AOTS / ITC- ILO / OTHER INTERNATIONAL ORGANISATION'S TRAINING PROGRAMMES:

The Federation nominated a number of participants to different training programmes conducted by The Association for Overseas Technical Cooperation and Sustainable Partnerships (AOTS), Japan / ITC – ILO Turin, Italy / and other International Organisations:

Sl. No.	Name of Participant	Designation & Name of the Firm	Training Programme	Place & Duration
1.	Mr. Moksud Belal Siddiqui,	Senior Economist Bangladesh Employers' Federation (BEF)	AOTS Joint Study workshop "Sustainable Development Goals (SDGs) in the Era of Industry 4.0"	10 January to 15 January 2020. Hanoi, Vietnam
	Mr. Samiur Rahman Khan Adit	Assistant Coordinator; SDG and Climate Change, Bangladesh Employers' Federation (BEF)		
2.	Mr. Nazrul Islam Chowdhury, ACS	Deputy Secretary – Regulatory Affairs, Bangladesh Employers' Federation (BEF)	ITC-ILO program on "Social partners' involvement in skills development"	July 2020 (All lectures and other activities were conducted online)
3.	Mr. Md. Moslem Uddin	Deputy Secretary (Membership and Communication) Bangladesh Employers' Federation (BEF)	DECP and ITC ILO "E-Learning Course on Membership Strategies for EMBOs"	27 July to 11 October 2020 (All lectures and other activities were conducted online)
	Ms. Nishat Islam	Assistant Coordinator: Development and Training Bangladesh Employers' Federation (BEF)		
4.	Mr. Joha Jamilur Rahman	Sr. Training Coordinator Bangladesh Employers' Federation (BEF)	ITC ILO E-learning course on "Sectoral Approaches to Skills Development"	21 September to October 30, 2020  (All lectures and other activities were conducted online)
5.	Mr. Md. Moslem Uddin	Deputy Secretary (Membership and Communication) Bangladesh Employers' Federation (BEF)	ILO-ACTEMP and ITCILO "E-Learning Course on Why Productivity Matters"	21 September to 30 October 2020 (All lectures and other activities were conducted online)
	Ms. Nishat Islam	Assistant Coordinator: Development and Training Bangladesh Employers' Federation (BEF)		
6.	Mr. Muhammad Habibur Rahman,	Sr. Legal Officer Bangladesh Employers' Federation (BEF)	ITC-ILO E-Learning course on "Employment Injury Schemes and the Prevention of Occupational Accidents and Diseases"	28 September to 27 November 2020 and 30 November to 4 December 2020 (All lectures and other activities were conducted online)

7.	Mr. Md. Syfur Rahman	Manager – Compliance Leathergoods and Footwear Manufacturers & Exporters Association of Bangladesh (LFMEAB)	AOTS Program on “Industrial Relations and Human Resource Management [ERHR1]”	8, 9, 22, 23, 29 October and 10 November and from 17 December to 25, December 2020. (All lectures and other activities were conducted online)
	Mr. Abdullah Al Mamun,	Senior HR Manager ACI Limited		
8.	Mr. Asif Ayub,	Additional Secretary, Bangladesh Employers’ Federation (BEF)	AOTS “Invitation Program for Leaders of Employers’ Organizations and Successful Former Participants [EREF1]”	12-November, 2020 to 22 December, 2020. (Ten online lectures and other activities were conducted during the period.)
	Mr. Mohammad Abdul Barek,	Deputy General Manager, HR, Admin & Compliance, Sublime Greentex Ltd.		
9.	Mr. Golam Samdani	Deputy Manager, Training & Development Department, Dhaka Electric Supply Company Limited	AOTS “Instructors’ Training Course on the “Management Training Program (MTP) [ERMI]”.	30 November to 9 December, 2020 and 1 February to 9 February, 2021. (All lectures and other activities were conducted online)
	Mr. Khalid Abdullah	Training Coordinator and Trainer, Human Resources, SQUARE Pharmaceuticals Limited		
	Mr. Md. Mostafizur Rahman,	Manager-HR, Admin and Compliance, F B Foot Wear Limited		
10.	Mr. Mohammad Azmal Hassan	Senior Manager, Human Resource and Admin SQUARE Fashions Limited	AOTS Program on “Occupational Safety and Health Management and Work Environment Improvement [ERWM]”	3 December 2020 to 9 March 2021. (All lectures and other activities were held online.)
11.	Mr. Md. Moslem Uddin	Deputy Secretary (Membership and Communication) Bangladesh Employers’ Federation (BEF)	AOTS Program on “Industrial Relations and Human Resource Management [ERHR2]”	17 December 2020 to 26 February 2021 (All lectures and other activities were conducted online)

## BANGLADESH EMPLOYERS’ FEDERATION’S PARTICIPATION IN SEMINARS / WORKSHOPS / SYMPOSIUMS AND OTHER NATIONAL / INTERNATIONAL AFFAIRS:

### (1) Bangladesh Employers’ Federation’s participation in Seminars / Workshops / Symposiums in Bangladesh:

During the year 2020 representatives of the Federation participated in the following seminars/workshops/conferences in Bangladesh:

1. Mr. Farooq Ahmed, Secretary-General, Mr. Santosh Kumar Dutta, Joint Secretary, Mr. Nazrul Islam Chowdhury, ACS, Deputy Secretary – Regulatory Affairs, Mr. Joha Jamilur Rahman, Sr. Training Coordinator, Ms Nishat Islam, Assistant Coordinator: Development and Training, Bangladesh Employers’ Federation (BEF) attended the “Consultative Workshop on review of NSDP 2011” with ISC’s, Employers Federation and NCCWE organized by NSDA at NSDA Conference Room, Dhaka on January 15, 2020.

2. Mr. Samiur Rahman Khan Adit, Assistant Coordinator; SDG and Climate Change, Bangladesh Employers' Federation (BEF) attended the Training program on "The Agreement on Trade Related Aspects of Intellectual Property Rights (TRIPS)" organized by the Ministry of Commerce on 21-22 January 2020.
3. Mr. Joha Jamilur Rahman, Sr. Training Coordinator, Bangladesh Employers' Federation (BEF) attended the "Workshop on Developing training curriculum for Govt. officers & mid-level managers of RMG Sectors" organized by the Institute of Public Health Nutrition (IPHN) at IPHN building, Mohakhali, Dhaka on January 27 and February 3, 2020.
4. Mr. Farooq Ahmed, Secretary-General, Mr. Santosh Kumar Dutta, Joint Secretary, Mr. Nazrul Islam Chowdhury, ACS, Deputy Secretary – Regulatory Affairs, Mr. Joha Jamilur Rahman, Sr. Training Coordinator, Ms. Nishat Islam, Assistant Coordinator: Development and Training, Bangladesh Employers' Federation (BEF) attended the "SDIR Project Mission Meeting" organized by ILO, Dhaka at CEBAL Office, Banani, Dhaka on February 10, 2020.
5. Mr. Joha Jamilur Rahman, Sr. Training Coordinator, Bangladesh Employers' Federation (BEF) attended the "SDIR Project Stakeholder Meeting" Organized by ILO, Dhaka at the DoL, Shromo Bhaban, Bijaynagar, Dhaka on February 11, 2020.
6. Mr. Santosh Kumar Dutta, Joint Secretary, Mr. Joha Jamilur Rahman, Sr. Training Coordinator, Mr. Muhammad Habibur Rahman, Sr. Legal Officer, Ms. Nishat Islam, Assistant Coordinator: Development and Training, Bangladesh Employers' Federation (BEF) attended the "Workshop on Technical Sub Committee (TSC) regarding development of Competency Standard on Legal and Compliant issues in Business Enterprise" organized by BTEB at BTEB Office, Agargaon, Dhaka on March 8-10, 2020.
7. Mr. Farooq Ahmed, Secretary-General, Mr. Joha Jamilur Rahman, Sr. Training Coordinator, Bangladesh Employers' Federation (BEF) attended the "SCDC Workshop on Validation of Competency Standard on Legal and Compliance Practices in Enterprise" organized by BTEB at BTEB Office, Agargaon, Dhaka on March 21, 2020.
8. Mr. Kamran T. Rahman, President and Mr. Farooq Ahmed, Secretary-General, Bangladesh Employers' Federation (BEF) attended a meeting organized by European Union Dhaka Delegation held over virtual means. EU requested BEF to collaborate and cooperate with the EU Delegation in Dhaka to move forward in a transparent manner in identifying beneficiary sectors engaged in export along with workers maintaining specific criteria except RMG sector. BEF assured EU delegation that all possible assistance would be rendered to them in that regard. The meeting was held on 07 June 2020.
9. Mr. Asif Ayub, Additional Secretary, Bangladesh Employers' Federation (BEF) attended the "e-Workshop on National Work plan on Global Compact for Migration" organized by International Organization for Migration (IOM) on 13 June 2020.
10. Mr. Joha Jamilur Rahman, Sr. Training Coordinator, Bangladesh Employers' Federation (BEF) attended the "Workshop on Institutional Management Advisory Board (IMAB)" organized under ILO Skills21 Project at the TTTC, Dhaka on June 15, 2020.
11. Ms. Nishat Islam, Assistant Coordinator: Development and Training, Bangladesh Employers' Federation (BEF) attended the "Workshop on Co-Ideate Bankable & 'Brokerable' Solutions to Respond to Gender based Violence (Gbv) in an Integrated New Way" organized by UNFPA, UNDP, ILO Bangladesh during 10-13 August, 2020.
12. Mr. Samiur Rahman Khan Adit, Assistant Coordinator; SDG and Climate Change, Bangladesh Employers' Federation (BEF) attended the "Training program on Trade policy and Negotiation Issues in the aftermath of the Covid-19 Global pandemic" organized by Policy Research Institute during 27-30 August 2020.

13. Mr. Farooq Ahmed, Secretary-General, Bangladesh Employers' Federation (BEF) attended the discussion session on "Social and Labor Convergence Program (SLCP)" organized by the ILO-Better Work (ILO-BW) on 17 September 2020.
14. Mr. Santosh Kumar Dutta, Joint Secretary, Mr. Joha Jamilur Rahman, Senior Training Coordinator, Mr. Md. Nazrul Islam Chowdhury, ACS, Deputy Secretary – Regulatory Affairs, Mr. Muhammad Habibur Rahman, Senior Legal Officer, Ms. Nishat Islam, Assistant Coordinator-Development & Training, Bangladesh Employers' Federation (BEF) attended the "Training of Trainers on Covid-19 industry response" organized by RMG Learning Hub of the ILO country Office for Bangladesh on 07 – 08 October 2020.
15. Mr. Samiur Rahman Khan Adit, Assistant Coordinator; SDG and Climate Change, Bangladesh Employers' Federation (BEF) attended the "Training program on Starting a Business and Protecting Minority Investors" organized by USAID FtF-BITBEE project during 12- 16 October 2020.
16. Mr. Farooq Ahmed, Secretary-General, Mr. Santosh Kumar Dutta, Joint Secretary, Mr. Muhammad Habibur Rahman, Senior Legal Officer, Bangladesh Employers' Federation (BEF) attended the "Better Work Bangladesh Business Forum" organized by the ILO Country Office for Bangladesh on 28 – 29 October 2020.
17. Mr. Santosh Kumar Dutta, Joint Secretary, Mr. Samiur Rahman Khan Adit, Assistant Coordinator; SDG and Climate Change, Ms. Nishat Islam, Assistant Coordinator: Development and Training, Bangladesh Employers' Federation (BEF) attended the "Workshop on Investing in WATSAN, Climate Finance, and Renewable Energy in Bangladesh: Market Analytics, Financing Instruments & Networking" organized by UNRCO, UNDP, UNCDF, ILO, and UN Women at BICC Dhaka held on 28 December 2020.

## **(2) Bangladesh Employers' Federation's representations at various International Seminars / Workshops / Conferences:**

During the year 2020 representatives of the Federation participated in the following international seminars/ workshops/conferences:

1. Mr. Kamran T. Rahman, President, Mr. Syed Tareque Md. Ali, Member of the Committee, and Mr. Farooq Ahmed, Secretary-General, Bangladesh Employers' Federation (BEF) attended the SAFE meeting sponsored by the DECP in Thankot, Kathmandu, Nepal held on 28 - 29 February 2020.
2. Mr. Kamran T. Rahman, President and Mr. Farooq Ahmed, Secretary-General, Bangladesh Employers' Federation (BEF) attended a virtual conference organized by the ILO Geneva connecting all employers and business organizations of ILO's member states where the Director-General, ILO, Mr. Guy Ryder had exchanged views and addressed the participants highlighting ILO's predictions about the impact of the COVID-19 pandemic on the labor market and also the priorities needed for the countries to safeguard lives and livelihood across the world. The conference was held on 30 April 2020.
3. Mr. Santosh Kumar Dutta, Joint Secretary, Mr. Muhammad Habibur Rahman, Sr. Legal Officer from Bangladesh Employers Federation (BEF) participated in the ITCILO "Launch of the new EOSH package – discover with us the new features on 8 June". 4 webinars were held on 9, 12, 16 and 19 June 2020.
4. Mr. Asif Ayub, Additional Secretary, Bangladesh Employers' Federation (BEF) attended the "GFMD Bali Process Session on Irregular Migration" organized by GFMD 2020 on 29 June 2020.
5. Mr. Asif Ayub, Additional Secretary, Bangladesh Employers' Federation (BEF) attended the "GFMD Abu Dhabi Dialogue Session on Labor Migration Governance" organized by GFMD 2020 on 9 July 2020.
6. Mr. Asif Ayub, Additional Secretary, Bangladesh Employers' Federation (BEF) attended the "1st Stakeholder Consultation on the Asia Pacific Regional Review of GCM" organized by International Organization for Migration (IOM) on 29 October 2020.



7. Mr. Farooq Ahmed, Secretary-General, Bangladesh Employers, Federation (BEF) attended the "Webinar: Zoom information meeting on Telework" organized by ILO RO-Asia and the Pacific on 04 November 2020.
8. Mr. Asif Ayub, Additional Secretary, Bangladesh Employers' Federation (BEF) attended the "2nd Stakeholder Consultation on the Asia Pacific Regional Review of GCM" organized by International Organization for Migration (IOM) on 19 November 2020.
9. Mr. Samiur Rahman Khan Adit, Assistant Coordinator; SDG and Climate Change, Bangladesh Employers' Federation (BEF) attended the "UNCTAD Webinar on The Impact of COVID-19 Pandemic on the Global Investment Outlook" organized by Islamic Development Bank Group on 16-November 2020.

## **BANGLADESH EMPLOYERS' FEDERATION (BEF) - JOINT PROGRAMS WITH ILO, AOTS, JILAF AND OTHER NATIONAL AND INTERNATIONAL ORGANIZATIONS**

Following joint activities were undertaken during the year 2020:

### **Meeting with the National Level Trade Union and Workers' Federation Leaders** (22 January, 2020)

Bangladesh Employers' Federation (BEF) organized a lunch meeting with the national level trade union and workers' federation leaders on 22 January 2020 at the Chamber building. The lunch was hosted as a goodwill gesture of BEF at the beginning of the year and was arranged keeping the spirit of "Mujib Borsho". It was attended by over 50 national level trade union leaders along with BEF's former Presidents and few Committee members. It was appreciated by the worker leaders and appeared to be immensely beneficial in fostering industrial relations in the country. BEF had organized similar luncheon meeting in the past but not on a regular basis. Experiencing the warmth and appreciation, BEF Committee unanimously agreed to make similar event as an annual one, where the employers and the worker leaders could share a common platform to express their mind as well as raise pertinent issues for mutual consultation.

### **2. Meeting on the Challenges of the RMG sector being faced due to COVID-19** (07 April, 2020)

Bangladesh Employers' Federation (BEF) with the support of the ILO Dhaka Office organized a virtual meeting on 07 April 2020 to discuss the challenges of the RMG sector being faced due to COVID-19 and concerns raised due to massive cancellation of orders and likely chances of losing jobs by the workers in the RMG sector. It was attended by leaders from the RMG sector, some of the ambassadors among the countries of the development partners, Chairman, BIDA, Adviser to the Hon'ble PM on Industry and Investment, and Minister for Commerce. The concerns of massive cancellation of orders were noted by the ambassadors and policy makers which ultimately created some pressure among the buyers to rethink their decisions of cancellation of orders.

Following the meeting on RMG sector held on 07 April 2020, BEF approached ILO to organize another similar meeting to discuss the concerns and challenges of sectors other than RMG. BEF had emphasized the concerns of the informal sector and other major sectors involved in the global supply chain such as Leather, Leather-goods & Footwear, Frozen Food, Jute & jute-goods etc. BEF also highlighted the urgency to maintain the supply of essential items during the general holiday period. The meeting was held on 13 April 2020 over Zoom and it was represented by all major industrial sectors and leaders of the Industry Skills Council (ISC). It was attended by senior officials from ILO Dhaka and Delhi office.

### **3. Meeting with all United Nations (UN) agencies in Bangladesh** (20 May, 2020)

BEF in consultation with ILO Dhaka Office organized a virtual meeting with all United Nations (UN) agencies in Bangladesh on 20 May 2020 to discuss the challenges of the MSMEs in Bangladesh. The UN agencies were



requested to come up with specific proposals to support the MSMEs so that the organization can remain sustainable during the COVID-19 pandemic and reduce the impact as far as possible.

#### **4. Mentorship workshop with the selected Mentors under the Skills 21 project of ILO** (28 October, 2020)

Bangladesh Employers' Federation (BEF) under the Skills 21 project of ILO organized a day-long Mentorship workshop with the selected Mentors at Dhaka on October 28, 2020.

The overall objective of this workshop was to solicit feedback and suggestions on ILO-BEF Plan for setting up business incubation center; Collaboration with the existing and planning initiatives where possible; and engagement as a mentor for the incubation centers where necessary. Also, to discuss that how the incubation center can help the potential entrepreneurs and overcome existing challenges.

In total 23 participants (Male – 21 and Female – 02) joined the workshop and actively participated in the deliberations.

#### **5. Monitoring visit and preparation of report on the progress under the Skills 21 project of ILO** (2-6 November, 2020)

Bangladesh Employers' Federation (BEF) under the Skills 21 project of ILO arranged the Monitoring visit and preparation of report on the progress of the business incubation centers and provided advice and support for quality assurance during November 2-6, 2020.

The overall objectives of the visit was to prepare elements of Business Incubation, Strategies, and activities, exchange views regarding project activity and relationship building with enterprises. Also sharing activities of business incubation center and boot camp with the stakeholders

#### **6. Capacity building Workshop with Partner Enterprise, Stakeholders, Member of IMAB and Employers** (5 November, 2020)

Bangladesh Employers' Federation (BEF) under the Skills 21 project of ILO organized Capacity building Workshop with Partner Enterprise, Stakeholders, Member of IMAB and Employers on November 5, 2020.

The overall objective of this workshop was to strengthen and maintain dynamic linkage between potential employers and institute; support and provide quality inputs to implement training as per labor market needs; provide necessary data on the future trends in each occupations and employment; gain a clear understanding of the employers' forum, and how the program can help entrepreneurs and SME development in Bangladesh.

In total 18 Participants (Male – 17 and Female – 01) joined the workshop and actively participated in the deliberations.

#### **7. Training on Performance Management with APO, Japan** (1-3 December, 2020)

BEF in collaboration with the Asian Productivity Organization (APO), Japan organized "Training on Performance Management" on December 1-3, 2020 through online platform. Resource person from APO, Japan conducted the training session.

Mr. Farooq Ahmed, Secretary-General, BEF delivered the inaugural address, Mr. S.M. Ashrafuzzaman, Joint Secretary, Head of NPO, Ministry of Industries, Bangladesh Government, Md. Abdul Musabbir, DD, NPO and Mr. Yasunobu Kakiuchi, Resource Person, APO, Japan also spoke on the occasion.

Reputed resource person from APO, Japan was Mr. Yasunobu Kakiuchi, Certified Management Consultant (PMC), Representative of “KAKIUCHI Planning Office. He is the member of Tokyo Small and Mid-Enterprise Management Consultant Association JAPAN. He has 36 years’ work experience in Sony Cooperation after completing University graduation. Experienced in Product Planning, Marketing, Business Control, Factory Management, he was assigned as the Director of Sony International HK and Deputy President of Sony Malaysia (Penang) Factory and lean manufacturing and management by promoting “KAIZEN” activities for production area and indirect area. He was being assigned CFO and Director of Advertising Agency which was Sony subsidiary company and introduced new HR System as a head of HR division. He was Lecturer of Initiatives for business improvement and productivity improvement focusing on management improvement. He was a registered SME Management Consultant certified by minister of METI and Accredited Management Consultant certified by JPC.

The overall training objectives were to: update knowledge and share the concept on performance management system at the participants own company; formulate performance standards to be achieved by the team members in relation to the unit’s goals, objectives and deliverables; describe performance standards and specify the activities to be performed and the standards to which they are to be performed; explain the performance monitoring system selected in line with organization’s policies and procedures; practice and prepare a performance review, counseling and coaching procedures to improve performance

In total 41 participants from the member organizations enrolled for the training program on Performance Management amongst them 38 were male and 03 female.

#### **MONTHLY WORKSHOP FOR THE OFFICERS OF THE MEMBER-FIRMS**



Bangladesh Employers’ Federation organizes workshop every month for the officers of the member-firms dealing with labor laws, administrative matters, human resources, service conditions, occupational health and safety and various other subjects under the labor laws. It is generally held on Tuesday of the last week of every month at the Conference room of the Federation or online platform like ZOOM or Google Meet. The officers directly benefit from attending the workshop. No charge shall be given for participating in the workshop.

Four or five agenda of the workshop are sent to the member-firms at least one week ahead of the workshop. This facilitates lively discussion on the agenda containing labor law and occupational safety issues. The participating officers can discuss any other issue in respect of their organizations concerning labor laws and their application. The workshop is conducted by the Labor Adviser and facilitated by the Senior Legal Officer of the Federation.

The Federation organized six workshops in the previous year (2020) due to corona virus pandemic. The workshops were held through blended mode (some physical and some online). More than 196 officers of the member-firms attended and took part in workshops.

## Snapshots from Training Activities 2020















## REPRESENTATIVES ON THE LABOUR COURTS

### প্রথম শ্রম আদালত, ঢাকা

১. মোহাম্মদ জহিরুল ইসলাম ব্যবস্থাপক (প্রশাসন) বাংলাদেশ পাটকল কর্পোরেশন (বিজেএমসি) আদমজি কোর্ট (এনেক্স-১) ১১৫-১২০, মতিঝিল বা/এ ঢাকা-১০০০ মোবাইল: ০১৯১৪ ৩৭৪১৯২	২. মোঃ রফিকুল ইসলাম অতিরিক্ত সচিব (শ্রম) বাংলাদেশ গার্মেন্ট ম্যানুফেকচারার্স এন্ড এক্সপোর্টার্স এসোসিয়েশন (বিজিএমইএ) বিজিএমইএ কমপ্লেক্স প্লট নং- ৭/৭এ, সেক্টর-১৭ ব্লক নং- এইচ-১, উত্তরা, ঢাকা-১২৩০ মোবাইল: ০১৯১৩ ৫২৯৮৬২
৩. মুহাম্মাদ হাবিবুর রহমান জ্যেষ্ঠ আইন কর্মকর্তা বাংলাদেশ এমপ্লয়ার্স ফেডারেশন (বিইএফ) চেম্বার বিল্ডিং (৫ম তলা) ১২২-১২৪, মতিঝিল বা/এ ঢাকা-১০০০ মোবাইল: ০১৭১১ ২০৪৬১৩	৪. ফারজানা সারমীন যুগ্ম সচিব (কমপ্লায়েন্স সেল) বাংলাদেশ নীটওয়ার ম্যানুফেকচারার্স এন্ড এক্সপোর্টার্স এসোসিয়েশন (বিকেএমইএ) প্লানার্স টাওয়ার (৫ম তলা) ১৩/এ, সোনারগাঁ রোড বাংলামোটর, ঢাকা-১০০০ মোবাইল: ০১৭১২ ৫৭৭০২৭
৫. মোঃ মমিনুল ইসলাম ব্যবস্থাপক (মানবসম্পদ বিভাগ) পপুলার ফার্মাসিউক্যালস্ লিমিটেড শেলটেক পাছকুঞ্জ ১৭, শুক্রাবাদ, পশ্চিম পাছপথ ঢাকা-১২০৭ মোবাইল: ০১৮১৪ ৬৬০৬৫২	৬. মোঃ মনজুর মোরশেদ সহঃ মহাব্যবস্থাপক (এইচআর এন্ড এডমিন) এনভয় ফ্যাশন লিঃ (এনভয় গ্রুপ) দিয়াখালী, ইয়ারপুর জামগড়া, আশুলিয়া ঢাকা-১৩৪১ মোবাইল: ০১৭১৩ ৪৮৩০৬১

### দ্বিতীয় শ্রম আদালত, ঢাকা

১. মোঃ আব্দুল মান্নান ব্যবস্থাপক (বোর্ড ও কোং) বাংলাদেশ পাটকল কর্পোরেশন (বিজেএমসি) আদমজি কোর্ট (এনেক্স-১) ১১৫-১২০, মতিঝিল বা/এ ঢাকা-১০০০ মোবাইল: ০১৮১৭ ৫৪৯৬২৫	২. কাজী রওশন আরা নির্বাহী পরিচালক লেদারগুডস এন্ড ফুটওয়ার ম্যানুফেকচারার্স এন্ড এক্সপোর্টার্স এসোসিয়েশন অব বাংলাদেশ ইরেস্টর হাউজ (১০ম তলা) ১৮, কামাল আতাতুর্ক এভিনিউ ঢাকা-১২১৩ মোবাইল: ০১৯৭৭ ৭৭৮২৭২
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৩. মার-আ-নুল ইসলাম সতিন সহঃ যুগ্ম সচিব (কমপ্লায়েন্স ও শ্রম) বাংলাদেশ নীটওয়ার ম্যানুফেকচারার্স এন্ড এক্সপোর্টার্স এসোসিয়েশন (বিকেএমইএ) প্লানার্স টাওয়ার (৫ম তলা) ১৩/এ, সোনারগাঁ রোড বাংলামোটর, ঢাকা-১০০০ মোবাইল: ০১৭১২ ১৪৭৯৭৩	৪. মোহাম্মদ মোস্তাফিজুর রহমান কোম্পানী সেক্রেটারী এসিআই ফরমুলেশনস্ লিমিটেড ২৪৫, এসিআই সেন্টার তেজগাঁও শিল্প এলাকা ঢাকা-১২০৮ মোবাইল: ০১৭১৩ ০৫৩০৫৩
৫. কে এম সাকিবর আহমেদ উপ-পরিচালক ও শিল্পসম্পর্ক প্রধান গ্রামীণফোন লিমিটেড জিপি হাউজ বসুন্ধরা, বারিধারা ঢাকা-১২২৯ মোবাইল: ০১৭১১ ৫০৬৮৭০	৬. মোহাম্মদ রেজা মাহমুদ নির্বাহী পরিচালক (কারখানা) নিটটেক্স ইন্ডাস্ট্রিজ লিঃ প্লট নং- ২৪৭-২৫২ বাইমাইল, কোনাবাড়ী গাজীপুর-১৩৪৬ মোবাইল: ০১৭১৪ ০৯৬২৬০

### তৃতীয় শ্রম আদালত, ঢাকা

১. মোঃ সাজ্জাদ-আল-জামান ব্যবস্থাপক বাংলাদেশ পাটকল কর্পোরেশন (বিজেএমসি) আদমজি কোর্ট (এনেক্স-১) ১১৫-১২০, মতিঝিল বা/এ ঢাকা-১০০০ মোবাইল: ০১৭১৫ ৪৭০৬৫৯	২. মোঃ মমিনুল আহসান ব্যবস্থাপনা পরিচালক ই-জোন এইচআরএম লিমিটেড প্লানার্স টাওয়ার (দশম তলা) সিআর দত্ত রোড (সোনার গাঁও রোড) ঢাকা-১০০০ মোবাইল: ০১৭১৩ ৩৬৩০৫৫
৩. মাহমুদ হাসান ব্যবস্থাপক (ল এন্ড এডমিন) সিঙ্গার বাংলাদেশ লিমিটেড বাড়ী নং- ৫বি, রোড নং- ১২৬ গুলশান-১, ঢাকা-১২১২ মোবাইল: ০১৭১১ ১৫৬১১৩	৪. আবুল হাশেম মজুমদার উপ-মহাব্যবস্থাপক (মানবসম্পদ বিভাগ) মিরপুর সিরামিক ওয়াকর্কস্ লিমিটেড ৬২, কালসি রোড, সেকশন-১২ পল্লবী, মিরপুর, ঢাকা-১২১৬ মোবাইল: ০১৮১১ ৩৪৩৪০২
৫. মোঃ মাহফুজুর রহমান অতিরিক্ত মহাব্যবস্থাপক (কমপ্লায়েন্স) জিন্মাত নীটওয়ারস্ লিঃ (ডিবিএল গ্রুপ) ক্যাপিটা সাউথ এভিনিউ টাওয়ার (৭ম তলা) হাউজ-৫০, রোড-০৩ গুলশান এভিনিউ, ঢাকা-১২১২ মোবাইল: ০১৭১৩ ১৪৮৮৪৬	৬. মোঃ মজিবুর রহমান মহাব্যবস্থাপক (এইচআর এন্ড এডমিন) কনফিডেন্স নীটওয়ার লিমিটেড ধনুয়া, শ্রীপুর গাজীপুর মোবাইল: ০১৮২০ ৫২৩০৮০

### প্রথম শ্রম আদালত, চট্টগ্রাম

১. মোঃ মামনুর রশিদ মহাব্যবস্থাপক ও আঞ্চলিক সমন্বয় কর্মকর্তা বাংলাদেশ পাটকল কর্পোরেশন (বিজেএমসি) চট্টগ্রাম আঞ্চলিক কার্যালয় সান্তার চেম্বার ৯৯, আখ্য়াবাদ বা/এ, চট্টগ্রাম মোবাইল: ০১৭৮৭ ৬৭৬০৪৫	২. মোহাম্মদ আতিক পরিচালক বাংলাদেশ গার্মেন্ট ম্যানুফেকচারার্স এন্ড এক্সপোর্টার্স এসোসিয়েশন (বিজিএমইএ) বিজিএমইএ ভবন (লেভেল-৪ ও ৫) ৬৬৯/ই, ঝাউতলা রোড দক্ষিণ খুলশী, চট্টগ্রাম মোবাইল: ০১৮১৯ ৩১৫৩৩৭
৩. মীর মাহবুবুল হক কমিটি সদস্য বাংলাদেশীয় চা সংসদ বাসা নং-৪৬০ (৭ম তলা) রোড নং-৩১, নিউ ডিওএইচএস মহাখালী, ঢাকা-১২০৬ মোবাইল: ০১৮১৮ ৩৫৮৭৫৩	৪. মোহাম্মদ মহসীন চৌধুরী অতিরিক্ত সচিব বাংলাদেশ গার্মেন্ট ম্যানুফেকচারার্স এন্ড এক্সপোর্টার্স এসোসিয়েশন (বিজিএমইএ) বিজিএমইএ ভবন (লেভেল-৪ ও ৫) ৬৬৯/ই, ঝাউতলা রোড দক্ষিণ খুলশী, চট্টগ্রাম মোবাইল: ০১৫৫৪ ৩৩৭৭৪৮
৫. মোহাম্মদ গিয়াস উদ্দিন যুগ্ম সচিব (কমপ্লায়েন্স ও শ্রম) বাংলাদেশ নীটওয়ার ম্যানুফেকচারার্স এন্ড এক্সপোর্টার্স এসোসিয়েশন (বিকেএমইএ) শ্রেস ক্লাব ভবন (১ম ও ২য় তলা) ২৩৩/১, বি.বি. রোড নারায়ণগঞ্জ-১৪০০ মোবাইল: ০১৭১৬ ২৬০০৮০	৬. মোঃ সোহেল উপ সচিব (কমপ্লায়েন্স) বাংলাদেশ নীটওয়ার ম্যানুফেকচারার্স এন্ড এক্সপোর্টার্স এসোসিয়েশন (বিকেএমইএ) চেম্বার হাউজ (৫ম তলা) ৩৮, আখ্য়াবাদ সি/এ চট্টগ্রাম মোবাইল: ০১৮১৯ ৯৫১১৩৭

### দ্বিতীয় শ্রম আদালত, চট্টগ্রাম

১. আরিফ আহমদ সহঃ মহাব্যবস্থাপক, ট্রেনিং এন্ড ডেভেলপমেন্ট চিটাগাং স্টক এক্সচেঞ্জ লিমিটেড সিএসই বিল্ডিং ১০৮০, শেখ মুজিব রোড আখ্য়াবাদ, চট্টগ্রাম মোবাইল: ০১৭১১ ৮১২১১০	২. আন ম সাইফুদ্দিন প্রাক্তন পরিচালক বাংলাদেশ গার্মেন্ট ম্যানুফেকচারার্স এন্ড এক্সপোর্টার্স এসোসিয়েশন (বিজিএমইএ) বিজিএমইএ কমপ্লেক্স প্লট নং- ৭/৭এ, সেক্টর-১৭ ব্লক নং- এইচ-১, উত্তরা, ঢাকা-১২৩০ মোবাইল: ০১৯৭১ ৭২০১৩২
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৩. মোঃ আব্দুল হাই নির্বাহী পরিচালক মাসুদ ফিস প্রসেসিং এন্ড আইস কমপ্লেক্স লিঃ বি.এফ.ডি.সি প্লট-২২, ব্লক-বি ইছানগর, কর্ণফুলী চট্টগ্রাম মোবাইল: ০১৭১৩ ১১০৫২৩	৪. রঞ্জন কুমার রায় যুগ্ম সচিব (কমপ্লায়েন্স এন্ড লেবার) বাংলাদেশ নীটওয়ার ম্যানুফেকচারার্স এন্ড এক্সপোর্টার্স এসোসিয়েশন (বিকেএমইএ) প্রেস ক্লাব ভবন (১ম ও ২য় তলা) ২৩৩/১, বি.বি. রোড নারায়ণগঞ্জ-১৪০০ মোবাইল: ০১৭১২ ৫৯২০৮৯
৫. মোহাম্মদ আরিফ উল্লাহ উর্ধ্বতন ব্যবস্থাপক (এইচআর, প্রশাসন) পেডরোলো এনকে লিমিটেড পেডরোলো প্রাজা ০৫, জুবিলী রোড চট্টগ্রাম মোবাইল: ০১৯১৯ ২১০৩০৩	৬. মোঃ গোলাম নেওয়াজ উর্ধ্বঃ মহাব্যবস্থাপক (এইচআর, কমপ্লায়েন্স) সেকশন সেভেন লিমিটেড প্লট- ২১-২৬, রোড- ০৪ সেক্টর-০৩, সিইপিজেড চট্টগ্রাম মোবাইল: ০১৭১৩ ১৪৮১৭৩

### খুলনা শ্রম আদালত

১. মোঃ কামরুজ্জামান উর্ধ্বতন প্রশাসনিক কর্মকর্তা (এইচআরএম) খুলনা শিপইয়ার্ড লিমিটেড বাংলাদেশ নৌবাহিনী খুলনা মোবাইল: ০১৭১৮ ৬২৭০৪৮	২. সঞ্জয় কুমার বিশ্বাস ব্যবস্থাপক (প্রশাসন) প্লাটিনাম জুবিলী জুট মিলস্ লিমিটেড খালিসপুর খুলনা ০১৭২৩ ৪২৬০২৬
৩. মোঃ আব্দুল খালেক চেয়ারম্যান এয়ারিস্ট ফুড এক্সপোর্টার্স লিঃ ১৬৬-১৬৭, রামনগর মুরুলীর মোড়, রাজার হাট যশোর মোবাইল: ০১৭৩৬ ২৪৭৭৬৪	৪. খন্দকার আইনুল ইসলাম ব্যবস্থাপনা পরিচালক সাউথফিল্ড ফিশারিজ লিমিটেড বাগমারা পূর্ব রূপসা-৯২৪১ খুলনা মোবাইল: ০১৭১৩ ০০৬৩০৫
৫. মোঃ ফজলুর রহমান সহঃ মহাব্যবস্থাপক (প্রশাসন) শুন শিং সিমেন্ট মিলস লিঃ লবণছড়া, শিপইয়ার্ড-৯২০১ খুলনা মোবাইল: ০১৭৩০ ৭৮৯৫৫৩	৬. মোঃ জাকারিয়া খালেদ সহকারী সচিব (কমপ্লায়েন্স সেল) বাংলাদেশ নীটওয়ার ম্যানুফেকচারার্স এন্ড এক্সপোর্টার্স এসোসিয়েশন (বিকেএমইএ) প্লানার্স টাওয়ার (৫ম তলা) ১৩/এ, সোনারগাঁ রোড বাংলামোটর, ঢাকা-১০০০ মোবাইল: ০১৬৮৪ ৩২৯৮৫৬

### রাজশাহী শ্রম আদালত

১. মোঃ আশরাফুর রহমান উপ-ব্যবস্থাপক (ভান্ডার ক্রয়) রাজশাহী জুট মিলস্ শ্যামপুর রাজশাহী মোবাইল: ০১৭১৮ ৯৩৩৮২৩	২. মোঃ সাদরুল ইসলাম পরিচালক রাজশাহী চেম্বার অব কমার্স এন্ড ইন্ডাস্ট্রি চেম্বার ভবন স্টেশন রোড রাজশাহী-৬১০০ মোবাইল: ০১৭১১ ১১১৬৬৯
৩. রিয়াজ আহমেদ খান পরিচালক রাজশাহী চেম্বার অব কমার্স এন্ড ইন্ডাস্ট্রি চেম্বার ভবন স্টেশন রোড রাজশাহী-৬১০০ মোবাইল: ০১৭১১ ৩৭৫৯৪৩	৪. মোঃ আব্দুল গাফ্ফার পরিচালক রাজশাহী চেম্বার অব কমার্স এন্ড ইন্ডাস্ট্রি চেম্বার ভবন স্টেশন রোড রাজশাহী-৬১০০ মোবাইল: ০১৭১৫ ০৫৭৫২০
৫. মোঃ আসাদুজ্জামান পরিচালক রাজশাহী চেম্বার অব কমার্স এন্ড ইন্ডাস্ট্রি চেম্বার ভবন স্টেশন রোড রাজশাহী-৬১০০ মোবাইল: ০১৭৪৫ ৫০০৫০০	৬. মাসুদুর রহমান পরিচালক রাজশাহী চেম্বার অব কমার্স এন্ড ইন্ডাস্ট্রি চেম্বার ভবন স্টেশন রোড রাজশাহী-৬১০০ মোবাইল: ০১৭১১ ২৬৯১৯২

### রংপুর শ্রম আদালত

১. মোঃ আনিছুর রহমান (রাজু) সদস্য নবাবগঞ্জ বাজার ব্যবসায়ী সমিতি নবাবগঞ্জ রংপুর মোবাইল: ০১৭১৬ ৪৩৭১০৬	২. এ কে এম আজিজুল ইসলাম রাজু যুগ্ম সম্পাদক রংপুর জেলা মটর মালিক সমিতি দক্ষিণ গুপ্তপাড়া রংপুর মোবাইল: ০১৮১৯ ১৪৬৪৬৮
৩. মোঃ জাকির হোসেন স্বত্বাধিকারী সান্দ্র বেকারী নবাবগঞ্জ রংপুর মোবাইল: ০১৭১৬ ১০৭৩৩৮	৪. মোঃ আব্দুর রাজ্জাক (দুলন) সদস্য রংপুর ক্রোকারী সমিতি দেওয়ানবাড়ী রোড রংপুর মোবাইল: ০১৭৪৭ ০৩৩৪৪৬

৫. মোঃ কামরান আলী সিটি ফ্লাওয়ার মিল ও মিনার অটো রাইস মিল স্টেশন রোড আলমগর রংপুর মোবাইল: ০১৭১১ ১০৮১৩৩	৬. মোঃ আব্দুর রাজ্জাক মেসার্স নর্দার্ন এজেন্সি আর কে রোড রংপুর মোবাইল: ০১৭১৬ ৪০৪৫৫১
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### সিলেট শ্রম আদালত

১. সৈয়দ মহিউদ্দিন মহাব্যবস্থাপক এম. আহমেদ টি এন্ড ল্যান্ডস কোম্পানী লিঃ দরগামহল্লা সিলেট মোবাইল: ০১৭১৩ ৪৮৫৩৫৩	২. শামসুল আলম সেলিম চেয়ারম্যান ও পরিচালক নন্দন এ্যাগ্রো ফিসারিজ লিঃ শুভেচ্ছা-১৮৮, আপন গ্রীন টাওয়ার মিয়া ফাজিল চিশতি সিলেট সদর, সিলেট মোবাইল: ০১৭১১ ৩৪১৩৮৯
৩. মুঃ জসিম উদ্দীন খন্দকার ফুলকলি ফুড প্রোডাক্টস লিমিটেড ৯-১০, বিসিক ইন্ডাস্ট্রিয়াল এরিয়া খাদিম নগর সিলেট মোবাইল: ০১৭৪২ ১৫৭০৮২	৪. মোহাম্মদ এনামুল হক উপ-মহাব্যবস্থাপক (এইচআর এন্ড এডমিন) লাফার্জহোলসিম বাংলাদেশ লিমিটেড নোয়ারাই, ছাতক সুনামগঞ্জ মোবাইল: ০১৭১৩ ০৬৬৮৯৩
৫. হেলেন আহমদ স্বত্বাধিকারী ও চেয়ারম্যান আহমদ হাউজিং ও হোটেল রাজমহল ১নং কমলা বাগান মজুমদারী বিমানবন্দর, সিলেট-৩১০০ মোবাইল: ০১৭১১ ৯৭৫৩৪১	৬. মেহেরনুন্নেসা আকতার এইচআর ম্যানেজার নির্বানা ইন মির্জাজঙ্গল সিলেট মোবাইল: ০১৭১১ ২৮১০০৬

### বরিশাল শ্রম আদালত

১. <b>সুলতান মাহমুদ</b> ব্যবস্থাপনা পরিচালক মেসার্স মুলাদী নেভিগেশন কোম্পানী বান্দ রোড স্টীমার ঘাট বরিশাল মোবাইল: ০১৭১১ ২৪৫৬৬৭	২. <b>সৈয়দ মোঃ ইয়াহিয়া</b> মহাব্যবস্থাপক মোহাম্মাদী ইলেক্ট্রিক ওয়ারারস এন্ড মাল্টি প্রোডাক্টস্ লিমিটেড স্বরূপ আলী চেয়ারম্যান সড়ক হাটখোলা, বরিশাল মোবাইল: ০১৭৫৫ ৫২০৮৫১
৩. <b>আলমগীর হাওলাদার</b> ব্যবস্থাপনা পরিচালক সাউদার্ন ইন্টারন্যাশনাল কোম্পানী ২নং মধ্য টিয়াখালী কলাপাড়া পটুয়াখালী মোবাইল: ০১৭৩৫ ৯৩৪৮৯৭	৪. <b>মোঃ কাওছার হোসেন শিপন</b> সাধারণ সম্পাদক বরিশাল-পটুয়াখালী বাস মালিক সমিতি রূপাতলি বরিশাল মোবাইল: ০১৭১১ ৩৬৮০৩৭
৫. <b>বিজয় কৃষ্ণ দে</b> ব্যবস্থাপনা পরিচালক অমৃত মোমে জে এন্ড কোম্পানী লিঃ অমৃত মোমে জে সড়ক বরিশাল মোবাইল: ০১৮১৯ ৭৯০০২১	৬. <b>কাজল ঘোষ</b> মহাব্যবস্থাপক কেমিস্ট ল্যাবরেটরিজ লিমিটেড কলেজ রোড বরিশাল মোবাইল: ০১৭১১ ১৩১৮০১

## IMPORTANT COURT CASES ON LABOUR MATTERS:

### High Court Division

(Special Original Jurisdiction)

Writ petition No. 14266 of 2016

Gobinda Chandra Tagore J

Mohammad Ullah J

Mujibar Rahman ((Md) and 2 (two) others ..... Petitioners

vs

Bangladesh, represented by the Secretary, Ministry of Labour, Bangladesh and 3 (three) others..... Respondents

Mohammad Ullah J : On an application under Article 102 of the Constitution of the People's Republic of Bangladesh, at the instance of 3 (three) trade unions of Bangladesh Inland Water Transport Authority (BIWTA), the Rule Nisi was issued calling upon the respondents to show cause as to why the order dated 21-6-2016 (sic 22-6-2016) issued by the respondent No. 2 declaring the respondent No. 4 as the Collective Bargaining Agent (CBA) of BIWTA shall not be declared to have been issued without lawful authority and is of no legal effect and/or why such other or further order or orders as to this Court may seem fit and proper shall not be passed.

2. Subsequently, at the instance of the petitioners, on an application, a Supplementary Rule was issued calling upon the respondents to show cause as to why the registration of the trade union in the name of the respondent No. 4 having Registration No. B-2176 should not be declared to have been given without lawful authority and is of no legal effect 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 facts relevant for disposal of the Rule as stated in the Writ Petition as well as in the application for Supplementary Rule are that the petitioner No. 1 is a Member of Bangladesh Inland Water Transport Union having Registration No. B-I440 registered in the year, 1969; the petitioner No. 2 is the President of BIWTA Master Pilot and Staff Union having Registration No. Chatta- 1692 registered in the year, 1968 and the petitioner No 3 is the former President and a general member of Bangladesh Inland Water Transport Authority Floating Workers Union having Registration No. B- 1320 registered in the year, 1968. The Deputy Director, Directorate of Labour issued a letter on 18-10-2016 providing information with regard to 3 (three) trade unions under the BIWTA. A Memo dated 7-2-2019 has also been issued by the Deputy Director, Directorate of Labour providing information that there is another trade union, namely, Bangladesh Inland Water Transport Sramik Karmachari Union having Registration No. B-1928 registered on 18- 12-1990. It has further been stated in the Writ Petition that under the provisions of Labour Law, 2006 there is no provision for forming more than 3(three) trade unions in an establishment. While there were 4 (four) trade unions under the BIWTA the Secretary, BIWTA vide Memo dated 28-12-2015 requested the respondent No.2, Director of Labour to give more registration for trade unions if they desire to be registered. In the aforesaid facts and circumstances, the registration of the respondent No. 4 was given by violating the provisions of section 179(5) of the Labour Law, 2006 (hereinafter referred to as the Act, 2006). Therefore, the impugned Memo dated 22-6-2016 issued by the respondent No.2, declaring the respondent No. 4 as the CBA of BIWTA is liable to be declared to have been issued without lawful authority and is of no legal effect. Subsequently, the petitioner No. 1 came to know that the respondent

No. 4, trade union was formed by some persons who were the members of the petitioner No. 1's trade union. The petitioner No.1 filed an application on 31-3-2016 to the Director of Labour to know the whereabouts of the trade union of the respondent No. 4 and its Constitution, the list of members, the list of the executive committee and other relevant informations, but the Director of Labour did not provide any such information. On 28-7-2016 7(seven) persons including the petitioners filed an application to the registrar of trade union praying for cancellation of declaration of the CBA of BIWTA and for holding fresh election, but the respondent No. 2 did not take any step. Subsequently, all the petitioners filed another application to the respondent No.2 in order to get information with regard to the registration of the respondent No. 4, but the respondent No. 2, did not provide any sort of information to the petitioners, and therefore, they could not file any petition before the Labour Court within 1(one) month to take recourse to law and, as such, they finding no other equally and efficacious remedy filed the instant Writ Petition and obtained the Rule and the supplementary Rule as stated above.

4. The respondent No. 2, Director of Labour and the respondent No. 4 have contested the Rule by filing separate affidavits-in-opposition. The common case of the respondent Nos. 2 and 4 are as follows:

The respondent No. 4 on 16-2-2016 got registration No. B-2176 as the third trade union of BIWTA. On 7-6-2016, the respondent No. 2, registrar of trade union wrote a letter to all the unions of BIWTA seeking their opinion as to whether they were interested in participating in the CBA election of BIWTA. But, the petitioners No. 1 and 3 by separate letters dated 15-6-2016 and 19-6-2016 expressed their unwillingness to participate in the CBA election. Only the respondent No. 4 expressed its interest in participating in the CBA election and filed an application on 16-6-2016 to the registrar of trade union to that effect. As the petitioners Nos. 1 and 3 did not intend to participate in the CBA election, the respondent No. 4 was declared as CBA of the BIWTA. Accordingly, the respondent No. 4 has been functioning as the CBA of the BIWTA. Thus, there being no merit in the Rule as well as in the Supplementary Rule, the Rules are liable to be discharged inasmuch as the Writ Petition is not maintainable as there is an alternative forum for the petitioners to seek redress, if any, before the registrar of trade union as well as in the Labour Court.

5. At the outset, Mr Mantu Chandra Ghosh, learned Advocate appearing for the petitioners submits that while there were 4 (four) registered trade unions under the BIWTA, the respondent No. 2 gave registration to the respondent No. 4 as the 5th trade union at the influence of the Secretary of BIWTA and, as such, the same is liable to be declared to have been given without lawful authority and is of no legal effect.
6. The learned Advocate submits further that the petitioners No. 1 and 3 never wrote letters dated 15-6-2016 and 19-6-2016 addressing to the respondent No.2 expressing their unwillingness to participate in the CBA election.
7. The learned Advocate next submits that one Md Nurul Amin Sarkar claiming himself as the acting Secretary of the trade union of the petitioner No. 1 purportedly filed an application dated 15-6-2016 to the Director of Labour informing the unwillingness of the trade union of the petitioner No.1 to participate in the CBA election while it appears from the Annexure-E-1 that the said Md Nurul Amin Sarkar was the Executive President of the respondent No. 4 before the respondent No. 4 trade union was registered on 16-2-2016 and, as such, the declaration of the respondent No. 4 as the CBA is liable to be declared to have been given without lawful authority and is of no legal effect.
8. The learned Advocate next submits that since the formation and the registration of the respondent No. 4's trade union are illegal and without lawful authority, declaration of the respondent No. 4 as the CBA of BIWTA is also liable to be declared to have been given without lawful authority and is of no legal effect.



9. The learned Advocate having referred to the decision in the case of Assessing Officer, Narayanganj Range, vs Burmah Eastern Limited reported in 1981 BLD (AD) 450 = 34 DLR (AD) 29 and in the case of Bangladesh Bank vs Zafar Ahmed Chowdhury, reported in 56 DLR (AD) 175 submits that since the registration of the respondent No. 4 as the 5th Trade Union of BIWTA was without jurisdiction, the alternative remedy need not be availed of when the petitioners' right adversely affected by the impugned order dated 22-6-2016 inasmuch as the remedies available before the Director of Labour as well as the Labour Court is not an efficacious remedy, and therefore, the Writ Petition is very much maintainable and, as such, the Rule as well as the Supplementary Rule should be made absolute.
10. On the other hand, Mr Mahbulul Haque, learned Advocate appearing for the respondent No. 4 submits that the petitioners' grievance, if any, may be addressed before the registrar of trade union as well as the Labour Court concerned and, as such, there being equally and efficacious remedy the Writ Petition is not maintainable.
11. The learned Advocate for the respondent No. 4 next submits that since the petitioners No. 1 and 3 expressed their unwillingness to participate in the CBA election of BIWTA, the respondent No. 2, Director of Labour declared the respondent No. 4 as the CBA of BIWTA under the provisions of section 202(5) of the Act, 2006.
12. The learned Advocate intends to rely on the decisions made in the cases of-
  - (1) Government of Bangladesh represented by the Secretary, Ministry of Works vs Asaf Khan, reported in 22 BLC (AD) 40;
  - (2) Golzar Hosain (Md), Advocate vs Janata Bank reported in 65 DLR (AD) 101;
  - (3) ABM Asgarr vs The Administrator and the Chairman of the Allotment Committee, Dhaka reported in 5 ALR (AD) 74; and
  - (4) Sadekul Islam (Md) vs Registrar of Trade Unions reported in 9 BLC 316 and an unreported judgment and order dated 9-2-2017 passed in Writ Petition No. 6857 of 2012.
13. The respondent No. 2 has adopted the submissions of the respondent No. 4.
14. We have considered the submissions of the learned Advocate and perused the materials on record.
15. The questions for determination are whether the registration of the respondent No. 4 as the trade union of BIWTA had been given in accordance with law within the jurisdiction of the respondent No. 2 and whether the declaration of the respondent No. 4 as the CBA of BIWTA had been given lawfully or not.
16. Before entering into the factual matter let us examine the provisions of law.
17. Section 178 of the Act, 2006 provides the requirements for registration of a trade union. Section 178(2) (V) of the Act, 2006 provides that the application for registration of a trade union shall be accompanied by the name of the establishment to which the trade union relates and the total number of workers employed or working therein.
18. Section 179 provides for the procedure of registration of a trade union. Wherein section 179(1) (c) speaks about the manner in which a worker may become a member of the trade union, specifying therein that no worker shall be enrolled as its member unless he applies in the form set out in the constitution declaring that he is not a member of any other trade union.

19. Sub-section (2) of section 179 provides that a trade union workers shall not be entitled to registration under this Chapter, unless it has a minimum membership of 30% (thirty percent) of the total number of workers employed in the establishment in which it is formed.
20. Provided that where more than one establishment under the same employer are allied to and connected with one another for the purpose of carrying out the object and purpose of the same industry, they shall irrespective of their place of situation, be deemed to be one establishment for the purpose of this sub-section.
21. Sub-section (5) of section 179 creates an embargo to the effect that no registration shall be provided to more than 3 (three) trade unions any time in an establishment or group of establishments.
22. While section 190 of the Act, 2006 provides the procedure for cancellation of registration of a trade union. Sub-section (1) of section 190 provides that subject to other provisions of this section, the Director of Labour may cancel the registration of a trade union, if-
  - (a) the trade union applies for cancellation of registration;
  - (b) it ceased to exist;
  - (c) it obtained registration by fraud or by misrepresentation of facts;
  - (d) It contravened any of the basic provisions of its constitution;
  - (e) it committed any unfair labour practice;
  - (f) its membership has fallen short of the number of membership required under this Chapter; or
  - (g) it contravened any provision of this Chapter or the rules.
23. Sub-section. (2) of section 190 provides that if the Director of Labour is satisfied on enquiry that the registration of a trade union needs to be cancelled, he shall submit an application to the Labour Court seeking to do so. Sub-section (3) of section 190 provides that after obtaining such permission the Director of Labour shall cancel the registration of a trade union within 30(thirty) days from the date of receipt of the permission from the Labour Court concerned.
24. Sub-section (4) of section 190 puts an embargo that the registration of a trade union shall not be cancelled on the ground mentioned in subsection (1)(e), unless an application is submitted to the Labour Court within 3(three) months of the occurrence of unfair labour practice by such trade union mentioned in the allegation.
25. In the instant case, first dispute arose when the Director of Labour declared the respondent No. 4 as the CBA of BIWTA by the impugned letter dated 22-6-2016 (Annexure-G to the Writ Petition). It appears from the letter dated 18-10-2016 issued by the Deputy Director, Directorate of Labour, Annexure-5 to the affidavit-in-opposition of the respondent No. 4 corresponding to Annexure-C-1 to the Writ Petition, that at least there were 3(three) trade unions under the BIWTA. Those are (1) BTWTA Floating Workers Union having Registration No. B-1320 registered in the year, 1968, (2) Bangladesh Water Transport Authority Employees Union having Registration No. B-1440 registered in the year, 1969, (3) Bangladesh Inland Water Transport Authority Sramik Karmochari Union registered on 16-2-2016.

26. Besides it appears from the letter dated 7-2-2019 (Annexure-IX to the supplementary of the petitioner) issued by the Deputy Director, Directorate of Labour that there is another trade union, namely, Bangladesh Inland Water Transport Authority Sramik Karmachari Union having Registration No. B-1928 registered on 18-12-1990. On the other hand, from the letter dated 9-8-2017 issued by the registrar of trade union it appears that the registration No. Chatta-1692 dated 2-9-1993 of BIWTA Master Pilot and Staff Union had been cancelled pursuant to the order of the 1st Labour Court, Chattagram passed in IR Case No. 37 of 2017. Therefore, at least there were four other registered trade unions under the BIWTA when the trade union of the respondent No. 4 bearing Registration No. B-2 176 registered on 16-2-2016. But sub-section (5) of section 179 prohibits from registering more than 3 (three) trade unions at a time in an establishment or group of establishments. So, the registration of the trade union, namely, BIWTA Master Pilot and Staff Union bearing Registration No. Chatta-1692 as the 4th registered trade union and the registration of the respondent No. 4 namely, Bangladesh Inland Water Transport Authority Sramik Karmachari Union, bearing Registration No. B-2176 as the 5th trade union were given by the registrar of trade union without jurisdiction.
27. Since, the registrations of the said 4th and 5th trade unions were given by the respondents No. 2 or 3 without jurisdiction the same were void abinitio. However, it appears that the registration of BIWTA Master Pilot and Staff Union bearing Registration No. Chatta-1692 was cancelled on 9-8-2017. Even after such cancellation of the Registration No. Chatta-1692, the registration of the respondent No. 4 remains as the 4th trade union which is prohibited by sub-section (5) of the section 179 of the Act, 2006.
28. We have already found the registration of the respondent No. 4 was given by the Directorate of Labour, without jurisdiction as well as wholly without lawful authority and therefore, the alternative remedy provided in the statute does not preclude this Court from exercise its jurisdiction under Article 102 of the Constitution.
29. We find support our aforesaid views from the case of Assessing Officer, Narayanganj Range, vs Burmah Eastern Limited reported in 1981 BLD (AD) 450 = 34 DLR (AD) 29 wherein it was held that-  
  
"As we have found the impugned action without jurisdiction, the question of availing statutory alternative remedy does not arise. We are of opinion that the High Court Division has rightly held that the Writ Petition was maintainable."
30. Similarly, we have found the support of our views from the case of Bangladesh Bank vs Zafar Ahmed Chowdhury, reported in 56 DLR (AD) 175 wherein their Lordships held that:  
  
"If an order affecting one's legal right is challenged as wholly without authority, an alternative remedy provided by the statute will not stand in the way of the exercise of writ jurisdiction."
31. Therefore, the writ petition is maintainable on the authority of the decisions in the cases cited above, although the remedies by way of filing an application to the Director of Labour or then to the Labour Court provided in section 190 of the Act, 2006 were not availed of. In view of the above, we are in respectful agreement with the principle laid down in the aforesaid decisions of the Appellate Division.
32. On the other hand, the decision as have been referred to by the learned Advocate for the respondent No. 4 propounded the principle that the Writ Petition is not maintainable if alternative efficacious remedy is provided in the statute are not applicable in the present facts and circumstances of the case in hand. Section 190 of the Act, 2006 provides for remedy on certain facts and circumstances. But in the instant

case, we have found that the registration of the respondent No. 4 was void abinitio which requires no further formal cancellation.

33. In the aforesaid facts and circumstances, we find merit in the Rules and, as such, the Rule and the Supplementary Rule should be made absolute.
34. Accordingly, the Rule and the Supplementary Rule are made absolute.
35. The Director of Labour is hereby directed to take necessary steps for holding CBA Election of BIWTA within 30 (thirty) days from the date of receipt of this judgment and order in accordance with law.
36. During the proceeding of the instant Writ Petition, the respondent No. 2, Director General, Department of Labour (corresponding to the former post of Director of Labour) was directed to appear before this Court with the concerned record, accordingly he appeared and his personal appearance was dispensed with for the time being. Since we have concluded the matter, the appearance of the respondent No. 2 is hereby dispensed with.

Let the lower authority record along with a copy of this judgment be sent to the respondent No. 2 at once.

Ed.

*Source: The Dhaka Law Reports (November 2019)*

## Appellate Division (Civil)

Civil Appeal No. 167 of 2016

Syed Mahmud Hossain CJ

Hasan Foez Siddique J

Zinat Ara J

Government of Bangladesh, represented by the Secretary, Ministry of Social Welfare, Bangladesh Secretariat and others ..... Appellants

vs

Md Akterun Nabi ..... Respondent

Judgment

April 23rd, 2019

Syed Mahmud Hossain CJ : This appeal, by leave, is directed against the judgment and order dated 26-7-2011 passed by the High Court Division in Writ petition No.6964 of 2010 making the Rule absolute.

2. The facts, leading to the filing of this civil appeal, in a nutshell, are:

The writ-petitioner-respondent was appointed as village social worker under the Upazila Social Services Project, Hobiganj, under the Social Welfare Department along with 63 others on 31-1-1978. At the time of filing application for appointment, the writ- petitioner-respondent described his date of birth as on 24-8-1952 in his application supported by an affidavit sworn in by his father on 25-8-1976. Accordingly, being selected as a fit candidate, he was appointed to the aforesaid post on temporary basis. Subsequently, his service was made permanent. Since then the writ-petitioner- respondent had been serving the said department to the full satisfaction of all concerned for last 32 years. Thereafter, upon completion of 57 years of his age on 24-8- 2009, he went on leave preparatory to retirement and, as such, he prayed for obtaining LAM-grant on 12-7-2009 which was approved by different higher authorities of the writ-petitioner-respondent. Suddenly, on 18-4-2010, the writ-petitioner received a letter from Director (Administration and Finance) of the Social Welfare Department of Bangladesh. In the said letter, it has been stated that the date of birth of the writ- petitioner-respondent as mentioned in the SSC certificate is on 1-7-1950 which is different from the date of birth shown by the writ-petitioner-respondent and that he had already completed his 57th year on 30-6-2007 i.e. two years back. Therefore, the writ- petitioner-respondent was directed to return the salary, benefit and other facilities received in excess from the Government for the said two extra years through treasury challan.

3. Being aggrieved by the said letter dated 18-4-2010 (Annexure-E to the writ petition) the writ-petitioner-respondent submitted a representation to the authority and being unsuccessful, he issued a legal notice through his lawyer by registered post dated 18-7-2010, requesting the writ-respondent-appellants to withdraw the impugned memo. Having received no reply from the authority, the writ-petitioner-respondent filed a writ petition and obtained Rule Nisi in Writ Petition No.6964 of 2010.
4. The writ-respondent No.2, Director General, Department of Social Welfare, entered appearance and contested the Rule by filing affidavit-in-opposition controverting the material statements made in the writ petition. The case of writ-respondent No.2, in short, is that the writ- petitioner-respondent having passed the SSC examination in the year 1967 was appointed on 31-1-1978 and joined the service on 22-

2-1978. The age mentioned in the SSC certificate being acceptable to the Government and no affidavit being acceptable regarding age and the SSC examination certificate clearly having shown the date of birth of the writ-petitioner-respondent as on 1-7-1950 the writ-petitioner-respondent completed his service on 30-6-2007 upon completion of 57th year of age and, as such, the impugned order has been rightly issued by the writ-respondent-appellants. It is further contended that the writ-petitioner-respondent did not correct/amend the SSC certificate and, as such, the date of birth shown in the affidavit sworn in by his father is false and not acceptable to the authority. It is further contended that since the service is transferable the false date of birth escaped the notice of the authority. Now when he applied for LAM-grant after retirement the matter came to the notice of the authority on examination of the records finally and, as such, the authority took appropriate steps though at a belated stage. It is further contended that under Rule 9 of Chapter 3 of the Bangladesh Service Rules, the declaration as to date of birth of an employee made at the time of entry into the Government services shall be deemed to be binding upon him which he cannot change subsequently as no revision of such declaration is allowed to be made by the person who made the declaration at a later time/stage for any purpose, whatsoever. It is further contended that since the SSC examination certificate is the conclusive evidence as to the date of birth of a Government servant, a different date made by a declaration on oath upon changing the same is not at all acceptable. The next contention of the writ-respondent-appellants is that the writ petition is not maintainable as the jurisdiction under Article 102 of the Constitution cannot be invoked by a person who is in the service of the Republic since Article 117 provides appropriate forum, before the Administrative Tribunal, for the writ-petitioner-respondent to seek remedy for any wrong in respect of the terms and conditions of the service. With these contentions the writ-respondent-appellants prayed for discharging the Rule with costs.

5. The learned judges of the High Court Division, upon hearing the parties, by the impugned judgment and order dated 26-7-2011, made the Rule absolute.
6. Feeling aggrieved by and dissatisfied with judgment and order passed by the High Court Division, the writ-respondents as the leave-petitioners filed Civil Petition for Leave to Appeal No.946 of 2012 before this Division, in which, leave was granted on 4-2-2016, resulting in Civil Appeal No.167 of 2016.
7. Mr. Biswajit Debnath, learned Deputy Attorney-General, appearing on behalf of the appellants, submits that the writ-petitioner passed the SSC examination in 1967 and thereafter, he was appointed on 31-1-1978 and he joined the service on 22-2-1978 and the age mentioned in the SSC certificate being acceptable by the Government and no affidavit being acceptable regarding age and according to SSC certificate, the writ-respondent having attained superannuation on 30-6-2007 upon completion of 57th year of age the impugned order had been rightly issued and, as such, the High Court Division erred in law in making the Rule absolute. He further submits that under Rule 9 of Chapter-3 of the Bangladesh Service Rules, the declaration as to date of birth of an employee made at the time of entry into the Government service shall be deemed to be binding upon him. He lastly submits that the instant writ petition was not maintainable in view of the provision of Article 117 of the Constitution.
8. Dr Naim Ahmed, learned Advocate, appearing on behalf of the respondent, on the other hand, submits that the writ-petitioner-respondent at the time of entry into the service declared that his date of birth as 24-8-1952 and that in support of that contention, his father had sworn an affidavit (Annexure-B to the writ petition) and, as such, no interference is called for. He also submits that the writ-petitioner-respondent throughout the tenure of service mentioned that his date of birth was on 24-8-1952 and, as

such, his age cannot be determined with reference to the SSC certificate by the authority and that the High Court Division rightly made the Rule absolute and, as such, no interference is called for.

9. We have considered the submissions of the learned Deputy Attorney-General for the writ- respondent-appellants and the learned Advocate for the writ-petitioner-respondent, perused the impugned judgment and the materials on record.
10. Leave was granted to consider what would be the actual age of the writ-petitioner- respondent at the time of entry into the Government service and whether the date mentioned in the SSC certificate be accepted as correct date of birth. Leave was also granted to consider whether the writ petition was maintainable in view of the provision of Article 117 of the Constitution.
11. Admittedly, the writ-petitioner-respondent was appointed as 'Village Social Worker' by office order dated 31-1-1978 as contained in Annexure-A to the writ petition on temporary basis. Pursuant to the office order dated 31- 1-1978, the writ-petitioner-respondent joined the service on 22-2-1978. Having gone through the Annexure-B the affidavit sworn in by the father of the writ-petitioner-respondent before the Magistrate First Class on 25-8-1976, it appears that the date of birth of the writ-petitioner- respondent incorporated in the SSC certificate was declared to be wrong and the actual and real date of birth of the writ-petitioner-respondent, Md. Akhterun Nabi has been declared as 24-8- 1952. As a proof of the date of birth, the writ- petitioner-respondent annexed Annexure-B- 1, the birth certificate issued by the Government authority and Annexure-B-2, the Voter Identification Card both showing that the actual date of birth was on 24-8-1952. Annexure-C series reveal that the writ-petitioner-respondent made many representations to the authority, which were recommended by the higher officials for LAM- grant of his pension benefit and in those recommendations, the writ-petitioner-respondent's date of retirement had been shown as 24-8-2009 on the basis of the calculation made from actual date of birth, that is, 24-8-1952. The Deputy Director of the Department of Social Welfare also recommended for LAM-grant as contained in Annexure-C-2 that the writ-petitioner-respondent is in Leave Preparatory to Retirement (LPR) since 24-8-2009. In Annexure-D series, the copies of service-books of several years, it appears that the date of birth of the writ-petitioner-respondent has been shown as 24-8-1952 and the said books were signed and counter-signed by all higher authorities from time to time. From those annexures, it transpires that the writ-petitioner- respondent at the entry point made a declaration that his date of birth was 24-8- 1952 and the said stand of the respondent had never been changed at any subsequent point of time nor was ever objected to by any authority.
12. In order to resolve the date of birth, it is necessary to have a glance over Rule 9 of Bangladesh Service Rules (Part-I), where it has been stated as under:  

“বিধি-৯। সরকারী চাকরিতে প্রবেশের সময় বা প্রবেশের উদ্দেশ্যে একজন আবেদনকারী যে বয়স ঘোষণা করেন, উহাই তাহার ক্ষেত্রে আবশ্যিকভাবে প্রযোজ্য হইবে এবং পরবর্তীকালে কোন উদ্দেশ্যেই তাহা সংশোধনের অনুমতি দেওয়া যাইবে না।”
13. From the aforesaid Rule, it appears that a declaration as to age made by an applicant at entry point in Government service shall be binding on him and there shall be no change of such declaration.
14. In Md Habibur Rahman Khan vs Bangladesh, represented by the Secretary (2002, 7 MLR (AD) 133 = 53 DLR (AD) 105 this Division has held that declaration of age at the time of entry into service is binding upon the declarant and not upon the employer. The declaration does not put an embargo on the employer to look into the personal record of the declarant to see if the declaration made in the verification roll is correct or not.

15. It appears that the declaration as to the date of birth of writ-petitioner-respondent was made at the entry point, and had not been changed at any time during his service. So, it is binding upon him. The authority never looked into the personal record of the declarant to verify whether it was correct or not. But at the end of his service they came up with a plea that since the date of birth in the SSC certificate of the writ-petitioner-respondent was 1-7-1950, he ought to refund extra 2 years salary and benefit which he received from the authority. A perusal of the affidavit (Annexure-B) reveals that the father of the writ-petitioner-respondent in his affidavit mentioned both the dates mentioned in the SSC certificate and the actual date of birth of the writ-petitioner-respondent and the said affidavit was very much available to the authority for proper scrutiny from the date when the writ-petitioner-respondent applied for the job. Annexure-B, the affidavit shows that it was sworn in before the respondent applied for the job.
16. Having gone through the affidavit, the writ-respondent-appellants appointed the respondent for the said post and he joined accordingly. The writ-petitioner-respondent had since been performing his duties uninterruptedly for 32 years. Writ-respondent-appellant No.2 in his affidavit-in-opposition filed before the High Court Division contended that since the writ-petitioner-respondent's job was transferable, the authority could not look into the papers filed by him at the entry point or at any time during course of his service. This is a lame excuse which does not stand to reason. Admittedly, the writ-petitioner-respondent did not carry his service record with him and, as such, the writ-respondent-appellants cannot take the plea that as the service of writ-petitioner-respondent was transferable they could not detect the actual date of birth of the writ-petitioner-respondent for long 32 years.
17. What is important to mention here is that the onus is on the authority to examine the documents placed before and being satisfied with those documents the authority appointed the writ-petitioner-respondent in the service. At the entry level, the authority could refuse to accept the changed date of birth on the basis of the affidavit filed by the writ-petitioner-respondent and could appoint another person to his post. The writ-respondent-appellants now cannot take advantage of their own failure and the writ-petitioner-respondent could not suffer for the fault of the writ-respondent-appellants. The affidavit (Annexure-B) reveals that it was sworn in 2 years before applying for the job and the said affidavit was with the authority. After completion of tenure of service, the writ-respondent-appellants are now asking the writ-petitioner-respondent to refund the pay and other benefits which is not acceptable under the law.
18. The High Court Division relied upon the case of Randir Singh vs State of Rajasthan reported in 1992(2) ESC 435 (Raj) where it has been observed that the respondents were duty bound to scrutinize the documents right at the time of admission rather than punishing at a belated stage.
19. Again in the case of Burn Standard Company Co. Ltd vs Dinabandhu Majurnder, (1995) 4 SCC 172 the Indian Supreme Court held that when the date of birth entered in the service and leave record on the basis of voluntary declaration made by the employee at the time of appointment authenticated by him and never objected to up to the fag end of service such action of any party will act as acquiescence and when a party expresses acquiescence and thereby waived a right to dispute he will be estopped from making any such dispute at the end of the service.
20. In the case of Major (Rtd) Quazi Husna Hena Begum vs Lt. Col. Kazi Mansurul Islam. reported in 15 MLR (AD), 65 = 62 DLR (AD) 266, this Division held that when by an act, conduct or consent, express or implied a person allows another person to proceed in doing some act or transaction with bonafide belief, such conduct or consent of the person so allowing constitutes waiver and acquiescence and the said person is stopped from claiming any right subsequent thereto against the person acting under such assurance.



21. Relying on the cases referred to above, we find that the writ-respondent-appellants in last 32 years by their conduct, act and consent, expressed that they had no objection as to the date of birth of the writ-petitioner-respondent endorsed in the service book made on the basis of the affidavit sworn in by his father on 25-8-1976.
22. Under such circumstances, the writ- respondent-appellants could not come with the plea that the writ-petitioner-respondent's retirement was overdue and he had been rightly asked to refund the pay and other benefits, which he received for the excess 2 years in the service. The writ-respondent appellants had no plea that the writ-petitioner-respondent by practicing fraud upon them continued in the service for 2 more years. Now the writ-respondent-appellants could not ask to the writ-petitioner-respondent to refund the salaries and other benefits for extra 2 years as alleged. Had there been a question of fraud then probably the matter would have been otherwise. Record reveals that no allegation of fraud has been made against the writ-petitioner-respondent whatsoever at any time during the tenure of the service.
23. It is against the principle of natural justice to ask the writ-petitioner-respondent to pay the service related benefit for the alleged excess 2 years as the writ-petitioner-respondent was never served with any notice and was not given any opportunity of being heard. Over and above when any person renders service to anybody he has a right to get remuneration for the service he rendered and it is the duty of the party who received such service to pay for such service he received. The writ-petitioner-respondent had rendered service for 2 extra years and he should not be deprived of getting proper remuneration for the same. The duty cast upon the authority to see whether the writ-petitioner-respondent had been in service in accordance with law or not. Having received the service without any question, from the writ-petitioner-respondent, the writ- respondent-appellants now cannot say that his service for two years must be without remuneration.
24. Taking into consideration the case of Syed Abdul Ali vs Secretary, Ministry of Cabinet Affairs, Establishment Division, 31 DLR (AD) 256, we are of the view that since the order impugned before the High Court Division had been issued after retirement of the writ-petitioner-respondent he cannot be treated in the service of the Republic. Thus issuance of the order impugned before the High Court Division upon the writ-petitioner-respondent, when he was not actually in the service can be challenged under Article 102 of the Constitution.

For the reasons stated above, we do not find any substance in this appeal. Accordingly, this Civil Appeal is dismissed without any order as to costs.

Ed.

*Source: The Dhaka Law Reports ( August 2019)*

## Appellate Division (Civil)

Civil Appeal No. 914 of 2016

Md Abdul Wahhab Miah J

Syed Mahmud Hossain J

Md Imman Ali J

Hasan Foez Siddique J

Mirza Hussain Haider J

Birendra Nath Ojha and 16 others..... Petitioners

vs

Government of Bangladesh and others ..... Respondents\*

Judgment

November 19th, 2017

Md Imman Ali J: The delay of 595 days in filing Civil Petition for Leave to Appeal No.3811 of 2016 is hereby condoned.

2. These civil petitions for leave to appeal are directed against judgment and order dated 16-4-2015 passed the High Court Division in Writ Petition Nos. 96652 of 2011, 2490 of 2015, 8920 of 2011, 110 of 2012, 8834, 8396, 8704, 8803, 9316, 7991 and 10348 all of 2011, thereby discharging the Rules.
3. The petitioners herein filed writ petitions before the High Court Division Challenging Regulation Noes. 13.1 and 13.5 in Chapter-Three of Grameen Bank Chakuri Bidhimala, 1993 (the Bidhimala) as being violative of Article 27 of the Constitution of the People's Republic of Bangladesh. They also challenged orders of termination of the writ petitioners from their service in the name of voluntary retirement as well as seeking direction upon the respondents to re-instate them in their service along with seniority, back wages and other privileges.
4. The facts of the case, in brief, are that the writ petitioners were appointed by the Grameen Bank and subsequently their services were confirmed by concerned authority. They were later forcefully released from their respective service in Grameen Bank on different dates.
5. The Grameen Bank is a 'public body' within the meaning of the Services Re-Organization and Conditions Act, 1975 (Act No.XXXII of 1975). In section 2 of the said Act, a public body has been defined to mean any body, authority, corporation or institution constituted or established by or under any law and includes any other body, authority or institution owned, controlled or managed or set up by the Government. The terms and condition of any person holding service in any public body, is subject to uniform grants and scales and uniform terms and conditions of service. The Grameen Bank Ordinance, 1983 was promulgated through publication in the gazette notification dated 4-9-1983 and thereby Grameen Bank was converted into a public limited company under Banking Companies Ordinance, 1962 (LVII of 1962) (annexure-C). The persons in the service of the Grameen Bank are governed by the provisions of the Grameen Bank Chakuri Bidhimala, 1993 promulgated under section 27 of the Ordinance. The writ petitioners contend that the Bidhimala, 1993 has given unbridled and unqualified discretionary powers to the Board of the Grameen Bank. There is no guideline in the regulation itself as to how this discretion is to be exercised, which has made the provision ultra vires the provisions of Articles 27, 29 and 31 of the Constitution of

the People's Republic of Bangladesh, and as such, it is liable to be struck down by judicial review. In the said Bidhimala the provision regarding termination and forceful retirement has been inserted, which are totally inconsistent with law and the same has been formulated in violation of natural justice. After 10 years of service an employee cannot be terminated at the whim and caprice of the employer. However, the impugned orders have been issued with mala fide intention in colourable exercise of unfettered powers under the Bidhimala. Respondent No.3 supplied prescribed form to the employees and created pressure upon the writ petitioners to submit application for voluntary retirement otherwise they would be issued retirement letter.

6. Respondent Nos.3 and 4 contested the Rule by filing affidavit-in-opposition contending inter alia that the services of the writ petitioners have been dealt with in accordance with the provisions of the Bidhimala, 1993 by way of option to retire and the same was exercised by the writ petitioners, and they have been duly paid full retirement benefits and they are not aggrieved persons. It was further contended that annexure-B reflects that the services of the writ petitioners were not terminated in terms of Rule 13.1 or rule 13.5 of the aforesaid Bidhimala. The Services Re-Organization and Condition Act, 1975 has no manner of application in respect of Grameen Bank. The Bidhimala, 1993 has been duly and properly framed and the issue relating to termination and retirement of employees have been dealt with legally and properly in framing of the Bidhimala and there is no inconsistency in application of the same. The provisions of sub-regulation 13.1 and 13.5 of Chapter-Three of the Bidhimala, 1993 are not violative of Article 27, 29 and 31 of the Constitution and the writ petitioners were not dealt with under these provisions. All the writ petitioners individually and separately at different times opted to retire from service and they were accordingly dealt with and thus they were not terminated from service forcibly. The writ petitioner have only annexed release orders, although application seeking retirement from service have been received individually by Grameen Bank, Head Office, Mirpur, Dhaka and the Grameen Bank authority on due and proper consideration of provisions relating to retirement and pension, and gratuity scheme as contained in Chapter-Eleven, Rules 47, 48, 49 and 51 of the Bidhimala, 1993 on completion of requisite length of service acted upon and processed cases individually to retire them from service and consider individual cases of applicant from time to time over the years and accorded payment to all of them as admissible retirement benefits inclusive of all ancillary pension gratuity benefits, and all the applicants duly received their benefits without any objection whatsoever and at no point of time did any of them send any representation or appeal calling for any action on the part of Grameen Bank authority nor filed any case before the Administrative Tribunal.
7. The Grameen Bank is included in the schedule of enterprises as mentioned in the Administrative Tribunal Act, 1980 and any instance of deviation or infringement of legal right as embodied in the Bidhimala, 1993 is amenable to the statutory jurisdiction of the Administrative Tribunal set up under the Administrative Tribunal Act, 1980.
8. In due course after hearing both the parties, by the impugned judgment and order the Rules were discharged. Hence, the writ petitioners are now before us having filed these seventeen civil petitions for leave to appeal.
9. Mr Mahbub Ali, learned Senior Advocate, along with the learned advocates listed above appeared on behalf of their respective clients-petitioners herein. It was submitted on behalf of the petitioners that the High Court Division did not at all sift and analyze the annexures properly and that led the Court to arrive at an erroneous decision. It was further submitted that the High Court Division failed to appreciate

that the Grameen Bank forced the petitioners to file the applications for voluntary retirement. It was submitted that the High Court Division did not consider the matter according to law and equity as because many service matters are settled by this Division by granting leave although the same was filed in writ jurisdiction and as such the impugned judgment and order passed by the High Court Division is liable to be set aside. It was lastly submitted that the High Court Division manifestly erred in law resulting in an error occasioning failure of justice in misreading the annexures and failed to consider the legal and admitted facts and in basing decision on mere surmise and conjecture, as such the impugned judgment and order passed by the High Court Division is liable to be set aside.

10. Mr Abdur Razzak Khan, learned Senior Advocate, appeared on behalf of the respondent No.5 in CP Nos. 1235, 1439, 1441, 1443, 1444, 1495-1497 of 2016 and 3563-3564 of 2017 and respondent No.3 in CP Nos.914, 1440, 1442, 1498, 3811, 3397 and 3565 of 2016 made submissions in support of the impugned judgment and order of the High Court Division.
11. We have considered the submissions of the learned Advocates appearing on behalf of the parties concerned, perused the impugned judgment and order of the High Court Division and other connected papers on record.
12. The Grameen Bank was established by Ordinance No. XLVI of 1983 and section 27 of the Ordinance provides for promulgating service regulations for the officers and employees of the bank and, accordingly, the permanent employees are governed by those / regulations. It is noted at the outset that the Grameen Bank is included in the schedule of enterprises as mentioned in the Administrative Tribunal Act, 1980, which means that matters relating to the service of employees of the Grameen Bank would have to be dealt with by the Administrative Tribunal.
13. The petitioners herein filed the writ petitions challenging the vires of regulations 13.1 and 13.5 of the Grameen Bank Chakuri Bidhimala, 1993 as being violative of Article 27 of the Constitution. They also challenged the orders of what they term as “termination” of the petitioners from their service in the name of voluntarily retirement. The contention of the petitioners was that regulations 13.1 and 13.5 are arbitrary in nature and enable the bank to discriminate and exercise arbitrary power in terminating the service of employees.
14. The High Court Division noted that the issue with regard to the enforceability of regulations 13.1 and 13.5 or any provision of the Bidhimala had already been decided in 64 DLR (AD) 152, and accordingly found that there was no substance in the submissions regarding the vires of the said regulations.
15. On the question of voluntarily retirement/ release order of the petitioner from their respective jobs, the High Court Division observed that the release orders annexed with the writ petitions did contain anything to suggest that the petitioners were either forced to sign the voluntary retirement application or that they were released under the provisions of regulation 13.1 of the Bidhimala, 1993.

Regulation 13.1 is found in Chapter- Three of the Bidhimala. The heading of the Chapter is ‘অবসান ও পদত্যাগ’ which translated would be ‘termination and resignation’. Regulation 13.1 provides as follows;

#### ১৩.০ চাকুরীর অবসান

“১৩.১ যথাযথ কর্তৃপক্ষ যে কোন স্থায়ী কর্মীকে কোন কারণ দর্শানো ব্যতিরেকেই তিন মাসের নোটিশ দিয়ে অথবা নোটিশের পরিবর্তে তিন মাসের সাবস্ট্যান্টিভ পে (মূল বেতন) প্রদান করে তাঁর চাকুরীর অবসান (টারমিনেশন) ঘটাতে পারেন।”

We would emphasize here that the words used in Chapter- Three are ‘অবসান ও পদত্যাগ’ and regulation

13.1 mentions AemvbÖ (meaning 'termination'). We find from the memos which are impugned in the writ petitions, as observed by the High Court Division, that there is no mention of the word ÖAemvbÖ. On the other hand, the word used in the impugned memos releasing the writ petitioners is ÖAemiÖ.

16. Chapter-Eleven of the Bidhimala, contains the words ÖAemi I †cbkbÖ which in English would be 'retirement and pension'. The relevant provisions of regulations 48.1, and 48.2 of the Bidhimala are quoted below:

“৪৮.০ পেনশনের জন্য যোগ্য চাকুরীকাল

৪৮.১ : কোন কর্মীর যোগ্য চাকুরীকাল কমপক্ষে ১০ বছর হলে তিনি পেনশনের জন্য যোগ্য হবেন।

এই অধ্যায়ে যোগ্য চাকুরী কাল বলতে বুঝাবেঃ

K) .....

L) .....

M) .....

N) .....

৪৮.২ কোন কর্মীর যোগ্য চাকুরী কাল ২০ বছর পূর্ণ হলে তবে তিনি পেনশনের জন্য কর্তৃপক্ষের নিকট ইচ্ছা জ্ঞাপন করতে পারবেন এবং সেক্ষেত্রে নিয়ম মোতাবেক তিনি পেনশন পাবেন।”

As we have stated earlier the word used in the impugned memos is 'Aemi'. Thus it is clear in our mind that the writ petitioners' service was ended under the provision of Chapter-Eleven, in particular regulation 48.1 and 48.2 which provides that an employees would be eligible to a pension after at least 10 years of service and he may apply for voluntary retirement after 20 years of service. In our mind there can be no doubt that the writ petitioners were given retirement with all attending benefits.

From the above discussion it is obvious that regulations 13.1 and 13.5 have no manner of application in the facts of the instant case and challenging the vires of the said regulation was totally misconceived.

17. The Grameen Bank being in the list of enterprises contained in the schedule to the Administrative Tribunal Act, 1980, matters relating to service of the employees of the Grameen Bank would have to be referred to the Administrative Tribunal. As such any petition under the writ jurisdiction relating to service matters of the Grameen Bank is not maintainable. Challenging the vires of the regulations was merely a ploy to bring the matter within the scope of the writ jurisdiction. As it happens, the writ petitioners challenged the regulation Nos. 13.1 and 13.5 in Chapter- Three of the regulations which are not applicable to their cases.

In the facts and circumstances discussed above, we are of the view that the challenge to the vires of regulations 13.1 and 13.5 of the Bidhimala was totally misconceived and that the Grameen Bank being an enterprise listed within the schedule of the Administrative Tribunal Act, 1980, the writ petitions were not maintainable. Accordingly, we find no merit in the Civil Petitions for Leave to Appeal, which are hereby dismissed.

Ed.

Source: Dhaka Law Reports (November 2019)

## 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. wegK/ev#RU 14/2016/944 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 *Arbitration and Conciliation Act, 1996* came into force, the Act, 1996 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 filed 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



## MAJOR ECONOMIC INDICATORS

Indicators	FY17	FY18	FY19	FY20	FY21 (P)
<b>National Accounts</b>					
GDP (million US\$)	249,742	274,114	302,568	323,111	355,037
GNI (million US\$)	260,418	286,615	316,089	338,904	377,056
GDP Growth (%)	7.28	7.86	8.15	3.51	5.47
Population (million number)	161.75	163.65	165.55	167.43	169.31
Per Capita GDP (US\$)	1,544	1,675	1,828	1,930	2097
Per Capita GNI (US\$)	1,610	1,751	1,909	2,024	2227
<b>GDP by Sector:</b>					
<b>Agriculture</b>					
Share in GDP (%)	14.74	14.23	13.65	13.74	13.47
Growth Rate (%)	2.97	4.19	3.92	4.59	3.45
<b>Industry</b>					
Share in GDP (%)	32.42	33.66	35.00	34.78	34.99
Growth Rate (%)	10.22	12.06	12.67	3.25	6.12
<b>Manufacturing</b>					
Share in GDP (%)	21.74	22.85	24.08	23.59	23.66
Growth Rate (%)	10.97	13.40	14.20	1.80	5.77
<b>Construction</b>					
Share in GDP (%)	7.36	7.50	7.63	7.98	8.22
Growth rate (%)	8.77	9.92	10.25	8.66	8.68
<b>Electricity, Gas &amp; Water Supply</b>					
Share in GDP (%)	1.52	1.54	1.55	1.52	1.51
Growth Rate (%)	8.46	9.19	9.58	1.69	4.74
<b>Service</b>					
Share in GDP (%)	52.84	52.11	51.35	51.48	51.54
Growth Rate (%)	6.69	6.39	6.78	4.16	5.61
<b>Wholesale and Retail Trade, Repair of Motor Vehicles</b>					
Share in GDP (%)	14.01	13.95	13.92	13.94	14.08
Growth Rate (%)	7.37	7.45	8.14	4.03	6.54
<b>Hotel and Restaurants</b>					
Share in GDP (%)	0.75	0.75	0.74	0.72	0.73
Growth Rate (%)	7.13	7.28	7.57	1.75	6.85
<b>Transport, Storage &amp; Communication</b>					
Share in GDP (%)	11.26	11.13	11.01	10.98	11.04
Growth rate (%)	6.76	6.58	7.19	3.67	6.07
<b>Financial Intermediations</b>					
Share in GDP (%)	3.45	3.45	3.42	3.40	3.36
Growth Rate (%)	9.12	7.90	7.38	3.09	4.31
<b>Real-estate, Renting &amp; Business Activities</b>					
Share in GDP (%)	6.49	6.31	6.13	6.18	6.15
Growth rate (%)	4.80	4.98	5.23	4.83	4.90

Indicators	FY17	FY18	FY19	FY20	FY21 (P)
<b>Public Administration and Defence</b>					
Share in GDP (%)	3.70	3.71	3.65	3.70	3.73
Growth Rate (%)	9.15	8.47	6.40	5.44	6.16
<b>Health and Social Works</b>					
Share in GDP (%)	1.85	1.83	1.89	2.00	2.09
Growth rate (%)	7.63	7.02	11.79	9.97	9.94
<b>Education</b>					
Share in GDP (%)	2.48	2.46	2.44	2.47	2.47
Growth rate (%)	11.35	7.01	7.66	5.06	5.56
<b>Community, Social and Personal Services</b>					
Share in GDP (%)	8.87	8.52	8.15	8.08	7.90
Growth Rate (%)	3.62	3.65	3.72	3.01	3.05
<b>Money and Credit (billion Tk.):</b>					
Narrow Money (M1)	2,400.79	2,548.94	2,732.93	3,282.64	3,756.16
Percentage Change (%)	(13.02)	(6.17)	(7.22)	(20.11)	(14.42)
Broad Money (M2)	10,160.76	11,099.81	12,196.12	13,737.35	15,605.18
Percentage Change (%)	(10.88)	(9.24)	(9.88)	(12.64)	(13.60)
Foreign Assets (net)	2,666.97	2,646.74	2,724.00	2,973.36	3,821.79
Percentage Change (%)	(14.40)	(-0.76)	(2.92)	(9.15)	(28.53)
Domestic Assets (net)	7,493.79	8,453.07	9,472.12	10,763.99	11,783.38
Percentage Change (%)	(9.68)	(12.80)	(12.06)	(13.64)	(9.47)
Domestic Credit	8,906.70	10,216.27	11,468.85	13,076.34	14,390.93
Percentage Change (%)	(11.16)	(14.70)	(12.26)	(14.02)	(10.05)
Govt. Sector Credit (net)	973.34	948.95	1,132.73	1,811.51	2,202.20
Percentage Change (%)	(-14.78)	(-2.51)	(19.37)	(59.92)	(21.57)
Other Public Sector Credit	172.80	192.00	233.56	292.15	300.17
Percentage Change (%)	(7.66)	(11.11)	(21.65)	(25.09)	(2.74)
Public Sector Credit	1,146.14	1,140.95	1,366.29	2,103.66	2,502.37
Percentage Change (%)	(-12.02)	(-0.45)	(19.75)	(53.97)	(18.95)
Private Sector Credit	7,760.56	9,075.32	10,102.56	10,972.68	11,885.56
Percentage Change (%)	(15.66)	(16.28)	(11.32)	(8.61)	(8.32)
Reserve Money	2,246.59	2,337.43	2,461.88	2,844.83	3,480.72
Percentage Change (%)	(16.28)	(4.04)	(5.32)	(15.56)	(22.35)
Total Liquid Assets	2,671.94	2,642.67	2,718.06	3,357.98	4,490.87
Percentage Change (%)	(1.89)	(-1.10)	(2.85)	(23.54)	(33.74)
Minimum Required Liquid Assets (CRR+SLR)	1,645.40	1,705.18	1,861.90	1,962.39	2,173.76
Percentage Change (%)	(13.44)	(3.63)	(9.19)	(5.40)	(10.77)
Financial Deepening (M2/GDP*100)	51.43	49.32	47.97	50.15	51.83
<b>Balance of Payments (million US\$):</b>					
Trade Balance	-9,472	-18,178	-15,835	-17,858	-22,799
Exports f.o.b (including EPZ)	34,019	36,285	39,604	32,832	37,882
Imports f.o.b (including EPZ)	43,491	54,463	55,439	50,690	60,681
Services	-3,288	-4,201	-3,177	-2,578	-3,008

Indicators	FY17	FY18	FY19	FY20	FY21 (P)
Primary Income	-1,870	-2,641	-2,993	-3,070	-3,363
Secondary Income	13,299	15,453	16,903	18,782	25,362
Workers' Remittances (current a/c portion)	12,769	14,982	16,420	18,205	24,778
Current Account Balance	-1,331	-9,567	-5,102	-4,724	-3,808
Capital Account	400	331	239	256	221
Financial Account	4,247	9,011	5,907	7,809	13,080
Foreign Direct Investment (net)	1,653	1,778	2,628	1,271	1,771
Errors and Omissions	-147	-632	-865	-172	-219
Overall Balance	3,169	-857	179	3,169	9,274
<b>Public Finance (billion Tk.):</b>					
NBR Tax Revenue (Revised Target)	1,850.00	2,250.00	2,800.00	3,005.00	3,010.00
NBR Tax Revenue Collection	1,716.79	2,023.13	2,238.92	2,184.06	2,598.82
Tax Revenue Collection (NBR+Non-NBR)	1,779.62	2,093.34	2,299.24	2,223.56	2,648.00
ADP (Revised Target)	1,192.96	1,575.94	1,766.20	2,011.99	2,092.72
ADP Expenditure	1,070.85	1,483.06	1,671.86	1,617.41	1,720.50
<b>Consumption, Investment &amp; Savings as % of GDP:</b>					
Consumption	74.67	77.17	74.98	76.23	75.83
Private	68.67	70.81	68.71	69.96	69.65
General Government	6.00	6.36	6.27	6.27	6.18
Investment	30.51	31.23	31.57	30.47	29.92
Private	23.10	23.26	23.54	22.06	21.25
Public	7.41	7.97	8.03	8.41	8.67
National Savings	29.64	27.42	29.50	28.67	30.39
Domestic Savings	25.33	22.83	25.02	23.77	24.17
Foreign Exchange Reserves (million US\$)	33,493	32,943	32,717	36,037	46,391
Rate of Inflation (average, Point-to-Point)	5.44	5.78	5.48	5.65	5.56
GDP Deflator (%) Change	6.28	5.60	4.46	4.09	4.22
Exchange Rate (Taka/US\$)	79.12	82.10	84.03	84.78	84.81

Note: P = Provisional

Sources: Ministry of Finance, Bangladesh Bureau of Statistics (BBS), and Bangladesh Bank (BB)

## MAJOR TRADING PARTNERS

(in million US\$)

Country	FY20		FY21 (P)	
	Exports	Imports (fob)	Exports	Imports (fob)
Argentina	13.86	608.70	6.85	615.40
Australia	678.19	649.30	834.05	750.30
Belgium	723.43	184.50	704.98	158.30
Brazil	120.26	1,428.70	88.02	1,742.20
Canada	1,000.49	943.30	1,164.01	982.80
China P.R	600.11	11,489.90	680.66	12,876.90
Denmark	649.75	72.20	861.78	96.0
France	1,703.58	208.50	1,962.14	193.70
Germany	5,099.19	860.10	5,953.51	796.00
Hong Kong	139.68	279.80	147.68	290.10
India	1,096.38	5,793.60	1,279.67	8,597.60
Indonesia	51.42	1,902.40	68.22	1,843.70
Italy	1,282.81	506.80	1,308.62	437.00
Japan	1,200.78	1,720.70	1,183.64	1,998.40
Korea Republic of	352.82	1,030.30	398.67	1,127.30
Kuwait	23.53	389.30	28.21	27.50
Malaysia	236.37	1,671.30	306.57	1,576.90
Netherlands	1,098.68	138.30	1,277.44	190.50
Pakistan	50.54	543.90	82.71	502.50
Poland	1,164.25	57.90	1,503.64	49.90
Qatar	35.30	1,218.70	51.04	991.50
Russian Federation	487.29	781.90	665.32	466.70
Saudi Arabia	262.88	1,091.20	261.12	979.60
Singapore	95.10	1,716.20	116.57	2,494.30
Spain	2,189.03	178.00	2,343.99	163.00
Sweden	584.39	63.10	656.12	91.30
Switzerland	81.10	274.70	83.53	372.60
Taiwan: Province of China	60.63	849.50	67.43	735.50
Thailand	35.46	801.60	39.00	765.60
Turkey	453.46	233.40	499.79	371.70
Ukraine	19.96	522.70	26.85	319.40
UAE	294.91	720.00	495.85	1,313.90
UK	3,453.88	411.10	3,751.27	388.50
USA	5,832.39	2,126.10	6,974.01	2,267.60
Vietnam	48.16	555.10	61.29	668.60
Others	2,454.03	3,537.00	2,824.06	3,687.50
<b>Total</b>	<b>33,674.09</b>	<b>45,559.80*</b>	<b>38,758.31</b>	<b>50,930.30*</b>

Note: P = Provisional, \* = excluding other unclassified and Export Processing Zones (EPZs) to abroad

Sources: Export Promotion Bureau (EPB) and Bangladesh Bank (BB)

## EXPORT PERFORMANCE (GOODS)

(in million US\$)

Products	Target for FY21	Exports in FY21 (P)	% Change of Exports in FY21 over Target	Exports in FY20	% Change of Exports in FY21 over FY20
<b>A. Primary Commodities (1+2)</b>	<b>1,644.00</b>	<b>1,505.51</b>	<b>-8.42</b>	<b>1,318.21</b>	<b>14.21</b>
1. Frozen Food & Live Fish	574.00	477.37	-16.83	456.15	4.65
a. Live Fish	-44.71	13.00	6.32	-51.38	11.43
b. Frozen Fish	100.00	115.57	15.57	75.29	53.50
c. Shrimps	415.00	328.84	-20.76	332.65	-1.15
d. Crabs	32.00	12.38	-61.31	24.85	-50.18
e. Others	14.00	14.26	1.86	11.93	19.53
2. Agricultural Products	1,070.00	1,028.14	-3.91	862.06	19.27
a. Tea	4.00	3.56	-11.00	3.12	14.10
b. Vegetables	230.00	118.73	-48.38	164.00	-27.60
c. Tobacco	115.00	86.20	-25.04	80.36	7.27
d. Fruits	0.75	0.58	-22.67	0.49	18.37
e. Spices	40.22	43.29	7.63	33.28	30.08
f. Dry Food	225.00	283.38	25.95	193.71	46.29
g. Others	455.03	492.40	8.21	387.10	27.20
<b>B. Manufactured Commodities (1+...+19)</b>	<b>39,356.00</b>	<b>37,252.80</b>	<b>-5.34</b>	<b>32,355.88</b>	<b>15.13</b>
1. Petroleum bi Products	50.00	23.33	-53.34	23.48	-0.64
2. Chemical Products	245.00	280.58	14.52	198.86	41.09
a. Pharmaceuticals	170.00	169.02	-0.58	135.79	24.47
b. Others	75.00	111.56	48.75	63.07	76.88
3. Plastic Products	123.00	115.28	-6.28	100.52	14.68
4. Rubber	34.00	34.24	0.71	26.22	30.59
5. Leather & Leather Products	920.00	941.67	2.36	797.60	18.06
a. Leather	115.00	119.14	3.60	98.31	21.19
b. Leather Products	265.00	252.65	-4.66	220.55	14.55
c. Leather Footwear	540.00	569.88	5.53	478.75	19.03
6. Handicrafts	28.00	33.97	21.32	20.52	65.55
7. Paper & Paper Products	94.30	71.44	-24.24	77.97	-8.38
8. Cotton & Cotton Products	160.54	154.29	-3.89	133.56	15.52
9. Jute & Jute Goods	1,167.00	1,161.48	-0.47	882.35	31.63
a. Raw Jute	180.00	138.15	-23.25	129.89	6.36
b. Jute Yarn & Twine	750.00	799.04	6.54	564.26	41.61
c. Jute Sacks & Bags	145.00	138.66	-4.37	106.54	30.15
c. Others	92.00	85.63	-6.92	81.66	4.86
10. Man Made Filaments & Staple Fibres	135.00	119.43	-11.53	108.52	10.05
11. Specialized Textiles	143.00	130.90	-8.46	116.04	12.81
12 Readymade Garments (RMG)	33,785.00	31,456.73	-6.89	27,949.19	12.55

Products	Target for FY21	Exports in FY21 (P)	% Change of Exports in FY21 over Target	Exports in FY20	% Change of Exports in FY21 over FY20
a. Knitwear	16,700.00	16,960.03	1.56	13,908.00	21.94
b. Woven Garments	17,085.00	14,496.70	-15.15	14,041.19	3.24
13. Home Textile	960.00	1,132.03	17.92	758.91	49.17
14. Other Footwear	380.00	344.46	-9.35	277.13	24.30
15. Headgear/Cap	230.00	226.38	-1.57	191.17	18.42
16. Engineering Products	362.00	529.00	46.13	292.92	80.60
a. Iron Steel	65.00	128.86	98.25	55.95	130.31
b. Engineering Equipment	95.00	96.31	1.38	66.47	44.89
c. Electric Products	45.00	67.48	49.96	39.39	71.31
d. Bicycle	100.00	130.89	30.89	82.84	58.00
e. Others	57.00	105.46	85.02	48.27	118.48
17. Ships, Boats & Floating Structures	18.00	0.20	-98.89	11.32	-98.23
18. Other Manufacturing Products	370.00	324.18	-12.38	274.63	18.04
19. Others	151.16	173.22	14.59	114.96	50.68
<b>Total (A+B)</b>	<b>41,000.00</b>	<b>38,758.31</b>	<b>-5.47</b>	<b>33,674.09</b>	<b>15.10</b>

Note: P = Provisional

Source: Export Promotion Bureau (EPB)

## Employment by Broad Sectors

(million)

SL. #	Survey Year	Agriculture	Industry	Services	Total
1	LFS 1995-96	17.0 (48.85)	4.6 (13.22)	13.2 (37.93)	34.8 (100.00)
2	LFS 1999-2000	19.8 (50.77)	5.1 (13.08)	14.1 (36.15)	39.0 (100.00)
3	LFS 2002-03	22.9 (51.69)	6.1 (13.77)	15.3 (34.54)	44.3 (100.00)
4	LFS 2005-06	22.8 (48.10)	6.9 (14.56)	17.7 (37.34)	47.4 (100.00)
5	LFS 2010	25.7 (47.50)	9.4 (17.38)	19.0 (35.12)	54.1 (100.00)
6	LFS 2013	26.2 (45.09)	12.1 (20.83)	19.8 (34.08)	58.1 (100.00)
7	QLFS 2015-16	25.3 (42.53)	12.2 (20.50)	22.0 (36.97)	59.5 (100.00)
8	LFS 2016-17	24.7 (40.63)	12.4 (20.39)	23.7 (38.98)	60.8 (100.00)

Note: Figures in parentheses indicate the percentage change

Source: Quarterly Labor Force Survey (QLFS) 2015-16 and Labor Force Survey (LFS), various years, BBS.

## Labor Force Participation Rates by Gender (age 15 years and above)

(per cent)

Sl. #	Survey Year	National			Urban			Rural		
		Total	Male	Female	Total	Male	Female	Total	Male	Female
1	LFS 1995-96	52.0	87.0	15.8	51.7	82.0	20.0	52.1	88.6	14.5
2	LFS 1999-2000	54.9	84.0	23.9	55.8	83.7	26.5	54.6	84.0	23.1
3	LFS 2002-03	57.3	87.4	26.1	56.8	85.1	27.4	57.5	88.1	25.6
4	LFS 2005-06	58.5	86.8	29.2	55.7	83.2	27.4	59.4	88.0	29.8
5	LFS 2010	59.3	82.5	36.0	57.3	80.2	34.5	60.0	83.3	36.4
6	LFS 2013	57.1	81.7	33.5	56.7	81.7	32.9	57.3	81.6	33.7
7	QLFS 2015-16	58.5	81.9	35.6	56.0	81.7	30.8	59.6	81.9	37.6
8	LFS 2016-17	58.2	80.5	36.3	55.7	81.0	31.0	59.3	80.3	38.6

Source: Quarterly Labor Force Survey (QLFS) 2015-16 and Labor Force Survey (LFS), various years, BBS.

## Labor Force and Employment Situation by Gender (age 15 years and above)

(million)

Sl. #	Survey Year	Labor Force			Employed Population			Unemployed Population		
		Total	Male	Female	Total	Male	Female	Total	Male	Female
1	LFS 1995-96	36.1	30.7	5.4	34.8	29.8	5.0	1.3	0.9	0.4
2	LFS 1999-2000	40.7	32.2	8.5	39.0	31.1	7.9	1.7	1.1	0.6
3	LFS 2002-03	46.3	36.0	10.3	44.3	34.5	9.8	2.0	1.5	0.5
4	LFS 2005-06	49.5	37.3	12.2	47.4	36.1	11.3	2.1	1.2	0.9
5	LFS 2010	56.7	39.5	17.2	54.1	37.9	16.2	2.6	1.6	1.0
6	LFS 2013	60.7	42.5	18.2	58.1	41.2	16.9	2.59	1.28	1.31
7	QLFS 2015-16	62.1	43.1	19.0	59.5	41.8	17.7	2.6	1.3	1.3
8	LFS 2016-17	63.5	43.5	20.0	60.8	42.2	18.6	2.7	1.3	1.4

Source: Quarterly Labor Force Survey (QLFS) 2015-16 and Labor Force Survey (LFS), various years, BBS.

## Youth Labor force (aged 15-29) by Gender

(million)

Sl. #	Survey Year	National			Urban			Rural		
		Total	Male	Female	Total	Male	Female	Total	Male	Female
1	LFS 2002-03	19.0	13.5	5.5	4.4	3.1	1.3	14.6	10.4	4.2
2	LFS 2005-06	17.8	13.2	4.6	4.2	3.0	1.2	13.6	10.2	3.4
3	LFS 2010	20.9	13.1	7.8	5.1	3.1	2.0	15.8	10.0	5.8
4	LFS 2013	23.4	14.0	9.4	6.5	3.8	2.7	16.9	10.2	6.7
5	QLFS 2015-16	20.8	13.7	7.1	6.1	4.0	2.1	14.7	9.7	5.0
6	LFS 2016-17	20.1	13.1	7.0	6.1	3.9	2.2	14.0	9.2	4.8

Source: Quarterly Labor Force Survey (QLFS) 2015-16 and Labor Force Survey (LFS), various years, BBS.





# A BRIEF PROFILE OF BEF

Bangladesh Employers' Federation (BEF) is the national organization of employers. It represents all associations representing major industries in the country as well as established individual enterprises.

The objectives of the Federation are to promote, encourage and protect the interests of employers in industrial relations and, through such efforts, to establish good relations among employers and workers, which play a vital supporting role in the country's economic development.

BEF is well known as a progressive body, having a proactive approach on social issues. It is the only body of the employers recognized by the Ministry of Labour and Employment, and accordingly enjoys the sole representative capacity in the Tripartite Consultative Council, Labour Courts, Minimum Wages

Board, National Wages and Productivity Commission, etc. It closely interacts with the Ministry of Labour and Employment on all policy issues. Similarly, it maintains close touch with other relevant Ministries of the Government on issues concerning industrial relations, enterprise efficiency, competitiveness, etc.

BEF's activities cover a wide range of issues besides industrial relations. Training and skill development is a major activity along with enterprise level programs for productivity improvement, safety and health, good management practices, etc.

BEF has taken major initiatives to foster close relationship with the trade unions and it enjoys their goodwill and confidence on many issues.