LABOUR NEWS

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Bangladesh Employers' Federation

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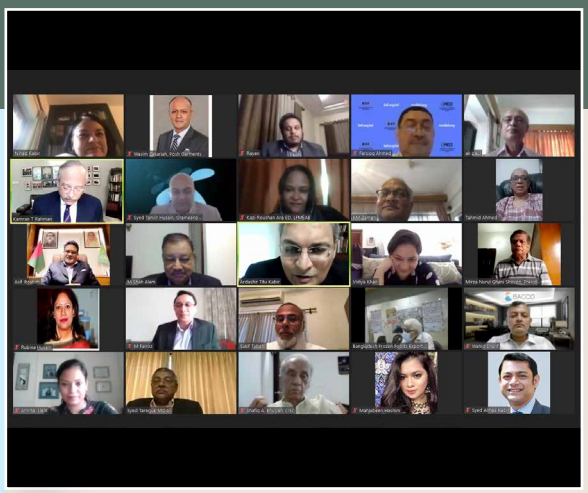


ARTICLE

10 WAYS TO FOSTER UPWARD COMMUNICATION IN THE WORKPLACE

By Kristina Martic

During this year, upward communication in the workplace has become the most important type of internal workplace communications. As employers are worried about their employees' wellbeing, safety and productivity while working from home, they want to show more empathy and open the space for their employees to speak up. We will go over the importance of building a culture of upward communication as well as some best practices for driving open workplace communications.

What Is Upward Communication?

Upward communication is the process in which employees directly communicate with upper management to provide feedback, share ideas and raise concerns regarding their day-to-day work.

Historically, downward communication was considered as the most important type of communication in the workplace. Today, however, in employee-centric organizations, upward communication is rising in its importance.

According to SIS International Research, organizations can lose more than $525,000 annually due to ineffective manager-employee communication.

Upward communication is increasing in popularity among organizations that want to build and encourage an inclusive, participative and engaging workplace culture. Companies that foster upward communication enjoy many benefits such as workplace transparency, better team collaboration, easier decision-making and, therefore, better employee experience.

The Importance of Upward Communication in the Workplace

The rise of remote work, social distancing and constant organizational change are completely reshaping the way employees communicate with their peers and their managers.

Organizations are trying to show empathy as employees across the world are going through the most difficult times of their careers. In order to achieve that, employers are switching from hierarchical, top-down communications to the more open, upward communication.

Let's take a deeper dive into the benefits of upward communication.

Workplace trust and transparency

When employees feel free to speak up, they are much more likely to trust their employers and their managers. As workplace trust plays an important role in shaping positive employee experience, companies are now introducing new ways for employees to engage in upward communication.

Employee engagement and retention

Effective upward communication creates a healthy work environment and results in a more engaged workforce. This ultimately improves employee retention. One study shows that up to 25% of employees who quit their jobs did so because they felt like they were kept in the dark.

Organizations that understand the importance of upward workplace communication also have well-set strategies around creating open environments for more satisfied employees.

Manager-employee relationships

Even though there are still managers who are not good at accepting feedback from their employees, most of them are becoming aware of the importance of this approach.

Qualtrics reports that 60% of U.S. employees have a way to provide feedback about their own employee experience, and only 30% said their feedback is acted upon by their employer.

Moreover, today when many employees work remotely, managers are introducing new ways to connect with their teams via digital communication channels.

Crisis and change management

Most businesses go through constant changes and are required to adapt to new working environments while ensuring positive digital employee experience (DEX). This year was a wake-up call for many organizations who didn't have change, crisis or continuity management strategies in place.

As employees are the most important stakeholders of any change in the organization, upward communication is a must!

Managers need to better understand their employees' feelings during tough situations, and that is only possible when employees feel free to speak up.

Organizational alignment

Upward communication is crucial for achieving organizational alignment among employees. When employees engage in upward communications, they will ask questions and they won't feel discouraged to request clarification about your company's goals, mission and vision. Organizations that communicate their strategies using one-way communication channels, don't have a way to answer questions employees may have.

Ultimately, this results in misalignment and a gap between what the leaders expect and what employees are supposed to do to get there.

In one study, only 10% of employees said that they were aware of their company's progress in real time. Nearly half of them say that they find out more about the performance of their organization by doing their own 'digging' than they do via 'official' information channels.

Collaboration and knowledge sharing

As most organizations are witnessing increasing skill gaps in their organizations, knowledge sharing among employees, and especially knowledge workers, is becoming critical. Moreover, over 50% of employees say that sharing of company information had a significant positive impact on their contribution to overall company performance.

Yet, this is hard to achieve within organizations that don't practice upward communication.

When employees freely share their ideas with their managers, their knowledge gets transferred to others in a much more agile and faster way.

Inclusivity and sense of purpose

Upward communication in the workplace creates a sense of meaning, purpose and inclusivity among employees. When employees feel like their share of voice is encouraged and appreciated, their work satisfaction, morale and experience naturally increase.

Innovation

Through effective and well-managed upward communication, employees can convey their suggestions or ideas for the organization's benefit. In the absence of such communication, the potential of employees is not completely utilized.

Luckily, more and more managers are realizing the importance of giving employees a voice. They are implementing solutions that allow employees to easily contribute suggestions and ideas to upper management and other employees.

How to Create a Culture of Upward Communication in the Workplace

As seen in the previous section, upward communication impacts the most important people-related KPIs. Employees' share of voice matters, and it is imperative that you try your best to solicit their feedback. Moreover, 75% of employees say that they would prefer to stay with a company that values their opinions and addresses concerns.

Let's now take a look into how to build a culture of upward workplace communication.

1.Get the managers' buy-in

Managers play the most important role in driving upward communication in the workplace. Therefore, the first step in building such culture is to get managers' buy-in. Yet, many managers still don't want or don't know how to encourage their employees' share of voice.

This problem is even more obvious now when most of communication happens online. This is why we are seeing an increasing demand for tools and technology solutions that enable employees to easily share their ideas, concerns and questions not only towards their managers, but towards the entire workplace.

2. Build a culture of open communication

Upper management should create a culture of listening in the workplace. Mid-management and supervisors who interact with low and mid-level employees should communications. To build a culture of upward communications, managers should encourage digital open-door policies that invite employees for discussions or suggestions without fear.

3. Understand your audience to personalize communication

In order for organizations to switch their focus to upward communication, they first need to understand their employees' current state of mind. More precisely, many large enterprises that operate in different countries need to understand the cultural differences among their workforce and adapt their communication efforts accordingly.

Cultural differences can affect the language in messages flowing through upward channels to managers. If you want your employees to speak up and join daily company conversations, communication needs to be personal and relevant to what they do.

Yet, many internal communicators, managers and leaders don't have an easy way to segment their audiences and make communication more personal and localized.

4. Choose the right communication mediums

Upward communication channels can be broken by the communication mediums available to lower-level employees versus managers and leaders. Directors or managers often use multiple communication channels that other employees may not have access to. Instead, employers need to turn to communication channels available and inclusive to the entire workplace.

One-way communications channels such as company-wide email newsletters are, therefore, dead. Using such mediums prevent employees from joining the conversation and share their voice.

5. Crate channels for employees to express their ideas and concerns

If you want your employees to engage in upward communication, consider creating communication channels designated for your employees to ask questions, comment on leadership announcements, engage with one another and provide their feedback. When you do so, your employees will understand that you are really putting an effort in encouraging them to be open and transparent.

Moreover, with the rapid increase of remote work, engaging dispersed workforce has become the priority for most managers.

6. Encourage employee-generated content

One of the best ways to show your employees the importance of upward communication, and encourage them to speak up, is by allowing them to create and share their own content in the organization.

Consider implementing workplace communication solutions where managers and leaders are not the only ones driving the conversations. Instead, encourage regular employees to create and publish their own stories and make them visible to others.

7. Support your managers with knowledge and tools

In order for managers to drive meaningful conversations with their teams, they need to possess good communication skills and have the access to the right technology to engage their digital workplace.

Oftentimes, internal communications professionals are the ones who support managers in mastering their employee communication strategy. They work closely together to find the best ways to connect with their teams, build stronger relationships and drive upward communication.

8. Encourage leaders to be authentic and approachable

More and more, we see leaders engage in company-wide conversations. During the current pandemic, employees are expecting from leaders to speak to them, share important news and updates and also invite them to share their own thoughts and concerns.

As mentioned earlier, for many employees, these are the most stressful times of their careers. hence, it is the leaders' job to communicate in an authentic way and be approachable if they want to experience the benefits of upward communication.

9. Create and share engaging internal content

When inviting employees to participate, managers and leaders need to make sure to share authentic, personal and inspiring internal content relevant to their audiences. Unfortunately, many workplace communication tools such as outdated intranets and emails don't allow them to do so.

As a result, employees may feel left out or even overwhelmed with the overload of information not relevant to their roles, positions, locations, their age or even language that they speak. Employees will engage in upward communication only when the communication is relevant to their knowledge or meets their interests.

Consider introducing a communication solution with personalized employee news feeds where employees can start their day by engaging in a fun and meaningful way.

10. Measure your employees' engagement

Driving and improving digital upward communication in the workplace is only possible when you know what you are doing right and what you're doing wrong.

In other words, internal communicators, managers and leaders need to be able to measure employees' engagement with their communication messages.

They need to understand what type of content employees engage with in order to make future, data-drive decisions.

The Role of Managers in Driving Upward Communication

According to a Gallup study, employee engagement increases when managers provide consistent and clear communication. Another study showed that 4 out of 5 employees surveyed wanted to hear more frequently from their bosses about how their company was doing, and more than 90% of employees surveyed said they would rather hear bad news than no news.

Therefore, management should continuously incorporate a routine downward communication and encourage employees to practice upward communication. Communication from management can help prevent silos across departments and make management more approachable.

However, downward-only communication has significant negative sides. Since messaging trickles down through a "chain of command," the original intent and motivation of the communication can be distorted.

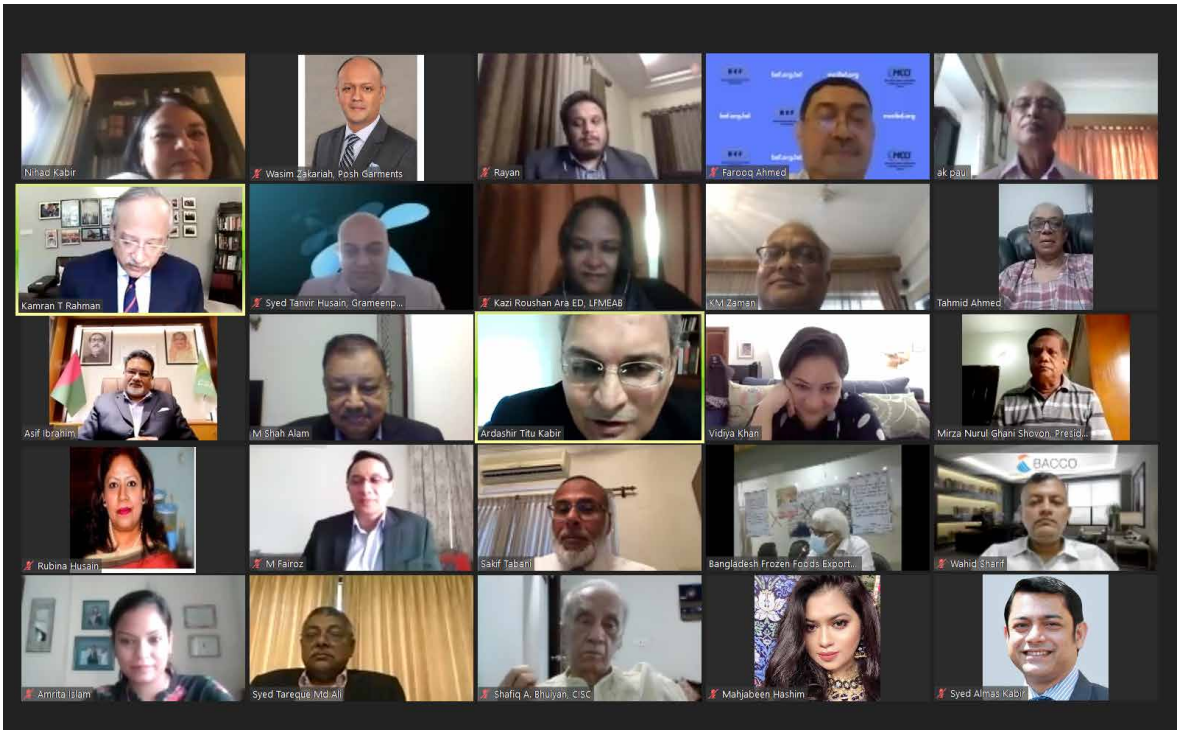
Managers need to understand that downward communication does not leave room for an immediate response from their employees, and the result is that one-way messaging can come off authoritative and closed off to feedback.

What's more, when managers encourage upward communication culture, it motivates employees to feel they can share feedback about company processes and culture with upper management. Ultimately, this creates a healthy work atmosphere and environment.

As mentioned earlier, upward communication can aid overall creativity and innovation in the workplace and make employees feel they have a voice in approaching the ultimate company goals and objectives. However, managers have to be 100% on-board with upward communication from their employees.

Source: https://blog.smarp.com

BEF EVENT



The 23rd Annual General Meeting (AGM) of the Bangladesh Employers' Federation (BEF) was held virtually on 28 July 2021. Mr. Ardashir Kabir, Managing Director, Sathgao Tea Estate & Director, Kedarpur Tea Co. Limited and Ms. Shusmita Anis, Managing Director, ACI Formulations Limited & Director, Advanced Chemical Industries Limited were elected as the President and Vice President respectively of BEF for the term 2021-23. A large number of representatives of member organizations joined the AGM.

HOME NEWS

TELEMEDICINE SERVICE FOR RMG WORKERS LAUNCHED

Seven physicians of the Department of Inspection for the Factories and Establishments (DIFE) will provide health services to the garment workers over phone to prevent the spread of coronavirus and to raise awareness. The Ministry of Labor and Employment issued a circular on 07 July 2021, Wednesday. All the garment workers and officials have been asked to contact the physicians to get health advice related to coronavirus.

ENTREPRENEURSHIP DEVELOPMENT SUPPORT FOR COVID-19 AFFECTED RETURNEE MIGRANT WORKERS

Standard Chartered Bangladesh and BRAC recently announced the launch of a Covid-19 response initiative that will work with returnee migrant workers to ensure economic self-reliance through skills and entrepreneurship development. The Standard Chartered Foundation is financing the two-year project titled "Covid-19 recovery: Entrepreneurship Training and Gainful Employment for Returnee Migrants Affected by Covid-19 in Bangladesh". Under the project, the returnee migrants affected by Covid-19 will be supported with emergency arrival assistance, counselling, entrepreneurship training followed by in-kind financial assistance as business award money to start their new business, which will support their sustainable economic reintegration. The project will also link beneficiaries with microfinance institutes (MFIs) to facilitate access to finance and provide emergency and psycho-social support. It may be mentioned that more than 400 thousand migrants returned to their home country within a year due to the ongoing pandemic and half of the returnee migrants could not find gainful employment upon their return.

INFLOW OF REMITTANCES GREW BY 36.06% TO US$24.77 BILLION IN 2020-21

The inflow of remittances in the just concluded fiscal year (FY21) grew by 36.06 percent to US$24.77 billion from US$18.21 billion in the previous fiscal year (FY20), thanks to the expatriate Bangladeshis sending money amid the ongoing COVID-19 pandemic. This growth was mainly due to various policy initiatives and financial support undertaken by the government specially by allowing two percent cash incentive for sending inward remittance through the official channel.

Monthly Trends in Remittances

Month	Remittances (million US$)		Change (%)
	FY21[P]	FY20[R]	
July	2598	1598	62.58
August	1964	1445	35.92
September	2151	1477	45.63
October	2102	1642	28.01
November	2079	1555	33.70
December	2051	1692	21.22
January	1962	1638	19.78
February	1781	1452	22.66
March	1911	1276	49.76
April	2068	1093	89.20
May	2171	1505	44.25
June	1932	1832	5.46
Total of July - June	**24770**	**18205**	**36.06**

Notes: P=Provisional; R=Revised
Source: Bangladesh Bank

200,000 RETURNEE EXPATS TO GET TK 13,500 EACH

The government will provide Tk 13,500 to each of some 200,000 expatriate workers who have returned home facing the negative impact of the COVID-19 pandemic. They will get the financial support under a Tk 4.27 billion project approved during a meeting of the Executive Committee of the National Economic Council (ECNEC) virtually presided over by the Prime Minister recently. The Wage Earners Welfare Board under the Ministry of Expatriates' Welfare and Overseas Employment will implement the Tk 4.27 billion project by December 2023.The World Bank will provide Taka 4.25 billion as a loan for the project.

COVID-19 AWARENESS CAMPAIGN FOR RMG WORKERS LAUNCHED

The International Labour Organization (ILO) launched a Behaviour Change Awareness Campaign to identify and reduce the COVID-19 risks faced by ready-made garment (RMG) workers in their workplaces and communities. Launched in June in collaboration with BRAC, the campaign targets at least 5,000 households in the RMG dense areas of Gazipur and Chattogram, covering a population of more than 20,000 people, with at least 60% of the beneficiaries been women.

Funded by Denmark and Sweden, the campaign is a part of the ILO's Social Dialogue and Industrial Relations (SDIR) project's COVID-19 response work, jointly with the Department of Labour, Bangladesh Garment Manufacturers and Exporters Association (BGMEA), Bangladesh Employers' Federation (BEF), Bangladesh Knitwear Manufacturers and Exporters Association (BKMEA) and Workers Resource Centre (WRC).

The campaign was developed based on the findings of a pulse survey conducted on 300 garment workers to identify the gaps in understanding of COVID-19 risks and preventive measures. The findings of the survey called for an integrated Behaviour Change Campaign. An example of a finding would be that only 38.6% of the respondents recognized COVID-19 as a deadly disease.

With the tagline "Keep Covid-19 away by Knowing and Complying," the campaign aims to inform RMG workers, their families and communities about Covid-19 symptoms, along with the precautions and prevention measures against coronavirus as an urgent priority in everyday life. Special emphasis has been put on informing pregnant and breastfeeding mothers.

INTERNATIONAL NEWS

PAKISTAN: RECORD $29.4 BILLION REMITTANCES RECEIVED DURING 2020-21

Pakistan received record $29.4 billion remittances during the financial year 2020-21 as non-resident Pakistanis continued to send over $2 billion foreign exchange for the 13th consecutive month in June. State Bank of Pakistan, the central bank, said workers' remittances registered a substantial $6.24 billion, or 27 percent year-on-year growth, improving the country's external sector position despite the challenging global economic conditions.

Overseas Pakistanis residing in the UAE and Saudi Arabia continued to play the lead role as they remitted a record $13.77 billion during July-June 2021 compared to $12.22 billion in the corresponding fiscal period, reflecting a strong growth of 12.68 percent despite difficult times in the wake of the Covid-19 pandemic.

Non-resident Pakistanis in Saudi Arabia remitted $7.66 billion in 2020-21 against $6.61 billion in 2019-20, showing an increase of 16 percent, while overseas Pakis¬tanis residing in the UAE sent $6.11 billion during the fiscal year 2020-21 compared to $5.61 billion in 2019-20, reflecting an increase of 8.9 percent.

INDIA: UNEMPLOYMENT RATE FELL TO 9.17% IN JUNE

India's unemployment rate fell to 9.17% in June after a spike to 11.9% in May from 7.97% in April due to the second Covid wave. According to the Centre for Monitoring Indian Economy (CMIE), in June 2021, urban unemployment rate fell, but still remained high at 10.07% compared with 14.73% in May. Rural unemployment rate in June stood at 8.75% from 10.63% in May. April and May accounted for 22.7 million job losses, according to CMIE.

MYANMAR: HEAVY JOB LOSSES IN THE FIRST HALF OF 2021

Estimates released by the International Labour Organization (ILO) suggest a significant deterioration in labor market conditions in Myanmar since the military took power in February this year. Employment contracted by an estimated 6 percent in the second quarter of 2021 compared to the fourth quarter of 2020, reflecting 1.2 million job losses. In the first half of 2021, an estimated 14 percent of working hours were lost, which is equivalent to the working time of at least 2.2 million full-time workers. In terms of both working-hour and employment losses, women are estimated to have been impacted more than men.

All sectors of the economy have been impacted, with construction, garments and tourism and hospitality among the hardest hit. In the first half of 2021, employment in these sectors decreased by an estimated 35 percent, 31 percent and 25 percent respectively, with even higher losses in relative working hours.

PHILIPPINES: MAY REMITTANCES UP 13.1% ON FAVORABLE BASE

Remittances from overseas Filipinos (OFs) saw double-digit growth in May, as coronavirus restrictions eased and more jobs came back worldwide. The Bangko Sentral ng Pilipinas said money transfers coursed through banks grew 13.1% to $2.38 billion in May 2021 from $2.106 billion in May 2020.Meanwhile, personal remittances or transfers sent in cash or in-kind through informal channels rose 13.3% to $2.65 billion from $2.34 billion a year ago. The remittances were mostly from the United States, Malaysia, South Korea, Singapore, and Canada.

CANADA: ECONOMY ADDED 230,700 JOBS IN JUNE 2021

Statistics Canada says the economy added 230,700 jobs in June 2021 as restrictions put in place to slow the pandemic were rolled back across the country. The gain came as the number of part-time positions rose 263,900, driven by jumps in jobs in the hard-hit retail and food services sectors. bringing it basically back to pre-pandemic levels, while the number of full-time jobs fell 33,200. The result for June left the country about 340,000 jobs, or almost two percent, below pre-pandemic employment levels seen in February 2020.

The 101,000 jobs increase in the accommodation and food services sector was the largest increase since last July, with Quebec, Alberta and British Columbia accounting for most of the increase, while Ontario grew slower on account of restrictions on indoor dining. More people also went looking for work in June, after giving up on the job hunt in May, as the total size of the Canadian labor force increased by 170,000 in June.

The unemployment rate fell to 7.8 percent for the month compared with 8.2 percent in May.

USA: ECONOMY ADDED 943,000 NEW JOBS IN JULY

The recovering US economy added 943,000 new jobs in July, as hard-hit industries continued to return to normal. The result was shy of the million jobs some economists had been expecting, but enough to push the unemployment rate down a half a point to 5.4 percent, the Labor Department reported. With widespread vaccinations allowing economic activity to return to normal, hiring has begun to accelerate, but the economy remains 5.7 million jobs short of the pre-pandemic level. Notable gains in hiring in July came in the leisure and hospitality sector, which increased 380,000, as well as public education, which rose 220,000, the report said. In another sign the labor market has not fully recovered, there were 4.5 million people working part time because they cannot find full-time work, the report said.

ILO NEWS

FEWER WOMEN THAN MEN WILL REGAIN EMPLOYMENT DURING THE COVID-19 RECOVERY

According to ILO, the inequalities between women and men in the world of work that have been exacerbated during the COVID-19 pandemic will persist in the near future. A new policy brief finds there will be 13 million fewer women in employment in 2021 compared to 2019, while men's employment will have recovered to 2019 levels. Even though the projected jobs growth in 2021 for women exceeds that of men, it will, nonetheless, be insufficient to bring women back to pre-pandemic employment levels. Only 43.2 percent of the world's working-age women will be employed in 2021, compared to 68.6 percent of working-age men.

The ILO brief, Building Forward Fairer: Women's rights to work and at work at the core of the COVID-19 recovery , shows that women have suffered disproportionate job and income losses because of their over-representation in the hardest-hit sectors, such as accommodation and food services, and the manufacturing sector.

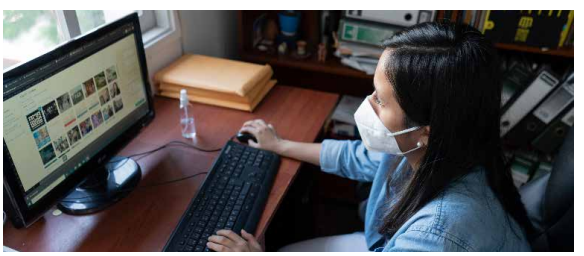
Globally, between 2019 and 2020, women's employment declined by 4.2 percent, representing a drop of 54 million jobs, while men's employment declined by 3 percent, or 60 million jobs.

Not all regions have been affected in the same way. The Americas experienced the greatest reduction in women's employment as a result of the pandemic (a reduction of 9.4 percent). The second highest drop in the number of employed women was observed in the Arab States where, between 2019 and 2020, women's employment declined by 4.1 percent and men's by 1.8 percent.

In Asia and the Pacific, the pandemic led women's employment to decrease by 3.8 percent, compared to a decline of 2.9 percent for men. In Europe and Central Asia, women's employment was curtailed considerably more than men's, leading to a 2.5 percent and a 1.9 percent decrease, respectively. In Africa, men's employment experienced the smallest decline across all geographic regions, with just a 0.1 percent drop between 2019 and 2020, while women's employment decreased by 1.9 percent.

During the pandemic, however, women faired considerably better in countries that took measures to prevent them from losing their jobs and allowed them to re-enter employment as early as possible. In Chile and Colombia, for example, wage subsidies were applied to new hires, with higher subsidy rates for women. Colombia and Senegal were among those who created or strengthened support for women entrepreneurs. In other cases, such as Mexico or Kenya, quotas were established to guarantee that women benefited from public employment programs.

LATIN AMERICA AND THE CARIBBEAN: TELEWORKING PERMEATED THE LABOR MARKETS AS A WAY TO COPE WITH THE CONSEQUENCES OF THE PANDEMIC



The ILO says that teleworking permeated the labor markets of Latin America and the Caribbean as a way to cope with the consequences of the COVID-19 coronavirus pandemic, in the context of a devastating drop in economic activity marked by employment, falling income and business closures.

Preliminary estimates from the ILO indicate that at the worst moment of the crisis, in the second quarter of 2020, some 23 million people transitioned to telework in the region. As in other parts of the world, this modality emerged as a mechanism to guarantee the continuity of certain economic activities and, with it, employment.

A new technical note from the ILO released recently says that in countries in the region where data is available, between 20 and 30 percent of wage earners who were actually working did so from their homes during the lockdown measures. Before the pandemic, that figure was less than 3 percent.

The report advises that while it is too early to predict the extent of the effectiveness of teleworking, it is necessary for countries and societies to be prepared to assume that this modality is here to stay, either as a convenient solution for some people and companies, or through the proliferation of hybrid forms that combine work at establishments with work from home.

The ILO analysis says that although work from home already existed before the pandemic, it mainly covered self-employed workers, or special situations where it was combined with work at establishments, "but in the context of quarantine it happened, in many cases, to be the only modality of work."

ILO regional specialist in labor economics and author of the technical note, Roxana Maurizio, said however that not all workers were able to use this modality. It was mainly the formally employed, salaried people, with a high educational level, stable employment relationships in professional, managerial and administrative occupations, and of course with access to the necessary technologies to carry out their tasks, who demonstrated the greatest increases in telework, she explained.

The technical note highlights that "informal workers, self-employed, young, with lower qualifications and with low earnings, who experienced the greatest job losses and hours worked, especially in the first half of 2020, had much less access to teleworking."

ASEAN REGION: SLOW JOBS RECOVERY PREDICTED

Working hours in the ASEAN region are projected to only partially recover in 2021 and 2022, according to new research by the ILO. COVID-19 and the ASEAN labor market: Impact and policy response highlights the heavy impact of the pandemic on ASEAN economies and looks at possible recovery scenarios. In none of the scenarios, taking into consideration mobility restrictions, progress on vaccinations and the pace of economy recovery, are working hours projected to fully recover by 2022. In 2021, ASEAN is expected to see losses in working hours of 7.4 percent in the baseline scenario and 7.0 percent and 7.9 percent in the optimistic and pessimistic scenarios, respectively, compared to pre-pandemic levels.

The region recorded working-hour losses of 6.1 percent in the first quarter of 2021 and 6.2 percent in the second quarter. In the second half of 2021, labor market conditions are expected to deteriorate further due to the ongoing wave of the COVID-19 pandemic.

The brief highlights that in 2020, there were 10.6 million fewer workers in employment in the region than what would have been expected in the absence of the pandemic. The region recorded working-hour losses of 8.4 percent in 2020, equivalent to the working time of about 24 million full-time workers while labor income fell by 7.8 percent.

The Philippines saw the largest working-hour losses among ASEAN countries in 2020 with an annual decrease of 13.6 percent. In contrast, working hours in countries like Brunei Darussalam, Laos and Thailand saw hours worked drop by 4.3 to 4.5 percent. Women and young workers were among the groups of workers most impacted by job losses.

ASEAN economies and labour markets have been affected through various channels by the pandemic, including lockdown measures implemented by authorities to curb the spread of the virus, the dramatic decline in tourism, the decrease in domestic consumption as well as impacts through global supply chains.

According to the brief, ASEAN countries have collectively allocated nearly 16 percent of GDP on the

fiscal stimulus response as of the end of May 2021. However, further policy action in the realm of social protection, enterprise support and labor protections will be needed to ensure a human-centered recovery from the crisis in the ASEAN region.

JORDAN: THE IMPACT OF COVID-19 ON ENTERPRISES

Over one year into the COVID-19 pandemic, enterprises across Jordan continue to face profound challenges. Micro and small businesses - which make up the majority of private enterprises in the Jordanian economy - are hardest hit, according to a new report by the ILO, the United Nations Development Programme (UNDP) and Fafo Institute for Labour and Social Research (FAFO).

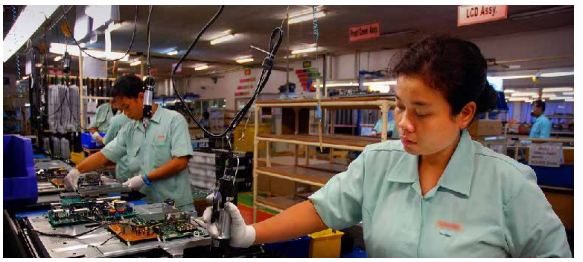
The assessment is based on data collected from more than 2,000 enterprises in February and March 2021, as well as individual interviews and focus group discussions with representatives from various sectors. It also builds on an earlier survey conducted over a year ago in April/May 2020.

The report points out that most enterprises surveyed reported that they did not benefit from government support. Of those which did, the majority were medium and large enterprises rather than micro and small enterprises. Nearly four out of five micro-enterprises were not aware of any support packages. The report also highlights that the majority of businesses were only just coping with very few adapting business processes or introducing digital platforms.

Most surveyed businesses saw a decline in revenues, with the majority reporting lower demand for their products and services and problems in accessing capital. Many saw their debt increase with the costs of energy and utilities being a major concern. Challenges to pay rent, wages, and social security were among the greatest burdens faced by enterprises.

For many enterprises, the future remains uncertain, with one in five indicating they would not be able to bounce back to pre-pandemic levels of operations.

VIETNAM: NEW PROJECT LAUNCHED TO PROMOTE COMPLIANCE, SOCIAL DIALOGUE IN ELECTRONICS SECTOR



The ILO in Vietnam and the Vietnam Chamber of Commerce and Industry (VCCI) recently launched a new project to promote compliance and social dialogue in electronics supply chains in the country. Funded by the European Union and other donors, the project focuses on promoting and improving compliance and social dialogue in electronics global supply chain in Vietnam in line with the 1998's ILO Declaration on Fundamental Principle on the Rights at Work. It aims at achieving decent work in the electronics global supply chains for a fair, resilient, and sustainable COVID-19 crisis recovery.

Addressing the launching event, VCCI Vice President Hoang Quang Phong appreciated ILO's support and cooperation to help electronics businesses in Vietnam improve their competitiveness through promoting corporate social responsibility in labour practices, particularly VCCI's initiative of creating the Electronics Business Coalition in 2017.

Electronics accounts for about 18 percent of Vietnam's entire industry and employs over one million workers. The sector made up one-third of the total national exports of 2020 and expects further growth while Vietnam deepens its global integration. However, electronics sector still faces multiple challenges in improving its competitiveness to better join the global supply chains and currently needs to respond to significant disruptions caused by the COVID-19.

CONSUMER PRICE INDEX: NATIONAL

(Base: 2005-06=100)

Period	General Index	Index by expenditure group								
		1. Food & Beverage	2. Non-Food	I. Clothing & Footwear	II. Fuel & Lighting	III. Household Equipment	IV. Medical Care & Health Expenses	V. Transport & Communication	VI. Recreation, Entertainment,	VIII. Mise. Goods & Services
2012-13	**181.73**	**193.24**	**166.97**	179.66	155.61	195.33	159.66	159.34	157.23	182.54
2013-14	**195.08**	**209.79**	**176.23**	194.77	163.47	206.14	164.06	167.20	164.38	193.75
2014-15	**207.58**	**223.80**	**186.79**	204.50	171.80	214.45	180.77	181.78	168.02	204.21
2015-16	**219.86**	**234.77**	**200.66**	233.38	182.74	227.39	199.94	201.34	171.01	211.61
2016-17	**231-82**	**248.90**	**209.92**	243.56	194.01	235.85	206.70	210.78	177.56	217.51
2017-18	**245.22**	**266.64**	**217.76**	255.24	200.25	249.68	209.28	218.80	183.65	223.81
2018-19	**258.65**	**281.33**	**229.58**	277.64	206.98	265.25	215.31	235.23	186.72	239.87
2019-20	**273.26**	**296.86**	**243.00**	290.00	220.70	282.67	230.07	248.48	190.13	259.27
2020-21	**273.26**	**296.86**	**243.00**	290.00	220.70	282.67	230.07	248.48	190.13	259.27
November	**288.71**	**316.41**	**253.19**	292.73	228.62	295.29	246.77	264.74	191.96	282.91
December	**287.41**	**313.59**	**253.85**	293.08	228.84	295.74	247.29	266.32	192.16	285.38
October	**290.91**	**320.94**	**252.40**	292.57	228.09	293.35	246.54	263.41	191.81	281.05
November	**288.71**	**316.41**	**253.19**	292.73	228.62	295.29	246.77	264.74	191.96	282.91
December	**287.41**	**313.59**	**253.85**	293.08	228.84	295.74	247.29	266.32	192.16	285.38
January	**290.03**	**315.81**	**256.97**	301.15	229.98	297.45	249.01	269.58	194.13	291.53
February	**290.30**	**315.35**	**258.18**	302.12	229.35	299.53	250.79	272.60	195.12	296.15
March	**291.96**	**317.32**	**259.44**	303.73	229.50	302.63	251.13	274.68	195.89	299.06
April	**293.88**	**320.28**	**260.02**	304.23	229.44	305.00	251.50	276.02	195.95	299.67
May	**287.92**	**308.41**	**261.65**	305.17	225.90	306.46	251.53	294.86	195.99	299.99
June	**291.70**	**314.19**	**262.87**	306.00	226.63	308.95	251.90	297.31	196.54	301.82

Source: Bangladesh Bureau of Statistics (BBS)

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

Period	General Index	Index by expenditure group								
		1. Food & Beverage	2. Non-Food	I. Clothing & Footwear	II. Fuel & Lighting	III. Household Equipment	IV. Medical Care & Health Expenses	V. Transport & Communication	VI. Recreation, Entertainment,	VIII. Mise. Goods & Services
2012-13	**183.90**	**192.14**	**170.79**	184.54	157.40	186.40	164.63	160.98	174.07	187.05
2013-14	**196.90**	**207.72**	**179.69**	200.61	164.05	197.62	168.87	166.01	179.72	199.74
2014-15	**209.10**	**221.02**	**190.13**	214.07	171.34	209.29	187.18	174.09	183.84	212.34
2015-16	**220.10**	**230.31**	**203.86**	242.26	179.19	222.11	211.04	188.69	187.84	221.12
2016-17	**231.02**	**243.08**	**211.83**	253.51	187.45	229.57	219.35	193.71	194.81	226.47
2017-18	**244.17**	**259.86**	**219.21**	263.96	192.89	246.23	221.15	197.24	201.31	233.72
2018-19	**256.74**	**273.55**	**230.01**	282.76	198.99	261.30	225.86	207.51	205.05	253.71
2019-20	**271.20**	**289.08**	**242.74**	292.21	212.44	277.56	242.40	217.05	208.93	275.65
2020-21	**286.37**	**306.40**	**254.51**	298.86	220.23	286.65	264.04	234.11	214.52	305.80
November	**286.55**	**308.38**	**251.82**	294.31	221.73	283.05	263.55	227.32	211.59	296.34
December	**285.25**	**305.88**	**252.43**	294.65	221.97	283.68	263.89	227.70	211.78	299.99
January	**288.33**	**308.97**	**255.50**	301.58	222.39	284.59	264.64	231.64	215.34	308.59
February	**288.70**	**308.85**	**256.63**	302.42	221.07	286.32	266.91	234.66	217.17	314.18
March	**290.68**	**311.14**	**258.12**	303.14	221.19	290.59	267.27	236.73	218.62	318.88
April	**292.85**	**314.27**	**258.77**	303.82	220.74	293.87	267.78	237.86	218.67	319.94
May	**285.71**	**301.94**	**259.90**	304.76	215.65	295.17	267.79	257.41	218.69	320.49
June	**288.95**	**306.47**	**261.07**	305.46	216.70	297.57	268.29	258.73	219.52	322.27

Source: Bangladesh Bureau of Statistics (BBS)

CONSUMER PRICE INDEX: URBAN

(Base: 2005-06=100)

Period	General Index	Index by expenditure group								
		1. Food & Beverage	2. Non-Food	I. Clothing & Footwear	II. Fuel & Lighting	III. Household Equipment	IV. Medical Care & Health Expenses	V. Transport & Communication	VI. Recreation, Entertainment,	VIII. Mise. Goods & Services
2012-13	**177.71**	**195.91**	**161.88**	170.39	153.55	211.03	151.15	157.53	139.06	176.96
2013-14	**199.73**	**214.85**	**171.61**	183.66	162.80	221.11	155.82	168.52	147.83	186.37
2014-15	**204.76**	**230.56**	**182.32**	197.93	172.33	223.53	169.80	190.26	150.95	194.16
2015-16	**219.31**	**245.66**	**196.39**	216.50	186.86	236.67	180.93	215.50	152.84	199.87
2016-17	**233.29**	**263.09**	**207.38**	224.66	201.60	246.87	185.05	229.59	158.93	206.45
2017-18	**247.17**	**283.19**	**215.83**	238.67	208.77	255.74	188.96	242.55	164.59	211.57
2018-19	**262.17**	**300.30**	**229.00**	267.92	216.22	272.20	197.25	265.77	166.95	222.78
2019-20	**277.06**	**315.83**	**243.34**	285.82	230.27	291.66	208.97	283.12	169.81	239.06
2020-21	**292.27**	**332.08**	**257.64**	296.78	237.63	318.36	220.17	312.59	171.05	267.20
November	**292.70**	**336.02**	**255.01**	289.74	236.61	316.82	218.03	305.97	170.78	266.34
December	**291.41**	**332.42**	**255.74**	290.11	236.80	316.95	218.88	308.89	170.98	267.36
January	**293.16**	**332.50**	**258.94**	300.32	238.75	320.07	222.26	311.40	171.25	270.46
February	**293.25**	**331.20**	**260.24**	301.55	238.95	322.76	223.22	314.40	171.32	273.90
March	**294.32**	**332.39**	**261.21**	304.84	239.11	323.80	223.51	316.50	171.37	274.58
April	**295.78**	**334.96**	**261.70**	305.00	239.51	324.57	223.65	318.07	171.44	274.65
May	**292.00**	**324.20**	**264.00**	305.95	237.77	326.30	223.69	336.12	171.50	274.69
June	**296.79**	**333.04**	**265.26**	307.02	238.13	328.95	223.85	339.82	171.74	276.58

Source: Bangladesh Bureau of Statistics (BBS)

WAGE RATE INDEX BY SECTORS: BANGLADESH

(Base: 2010-11=100)

Sector	2016-17	2017-18	2018-19	April'21	May'21	June '21
General	141.46	150.59	160.23	184.45	184.68	184.72
percentage change (Point to Point)	6.50	6.46	6.40	6.32	6.41	5.97
percentage change (over previous month)				-0.05	0.12	0.02
1. Agriculture	**141.22**	**150.27**	**159.92**	**184.95**	**185.11**	**185.05**
percentage change (over previous month)	6.59	6.41	6.42	6.64	6.69	6.11
percentage change (over previous month)				-0.03	0.09	-0.03
i) Agriculture	141.19	150.23	159.91	185.05	185.21	185.15
percentage change (Point to Point)	6.60	6.40	6.44	6.67	6.71	6.13
percentage change (over previous month)				-0.02	0.09	-0.03
ii) Fish	143.19	152.63	160.59	180.23	180.23	180.21
percentage change (Point to Point)	6.37	6.61	5.22	5.47	5.45	4.92
percentage change (over previous month)				-0.58	0.00	-0.01
2. Industry	**140.27**	**149.45**	**158.74**	**180.77**	**181.11**	**181.28**
percentage change (Point to Point)	6.24	6.55	6.22	5.62	5.79	5.59
percentage change (over previous month)				-0.08	0.19	0.10
i) Construction	137.43	145.32	152.86	169.61	169.83	169.96
percentage change (Point to Point)	5.37	5.75	5.19	4.42	4.53	4.31
percentage change (over previous month)				-0.05	0.13	0.08
ii) Production	146.01	157.81	170.66	203.40	203.99	204.24
percentage change (Point to Point)	7.22	8.08	8.14	7.72	7.97	7.83
percentage change (over previous month)				-0.12	0.29	0.13
3. Service	**145.01**	**154.44**	**164.78**	**189.55**	**189.87**	**190.16**
percentage change (Point to Point)	6.60	6.51	6.69	6.14	6.30	6.06
percentage change (over previous month)				-0.07	0.17	0.15

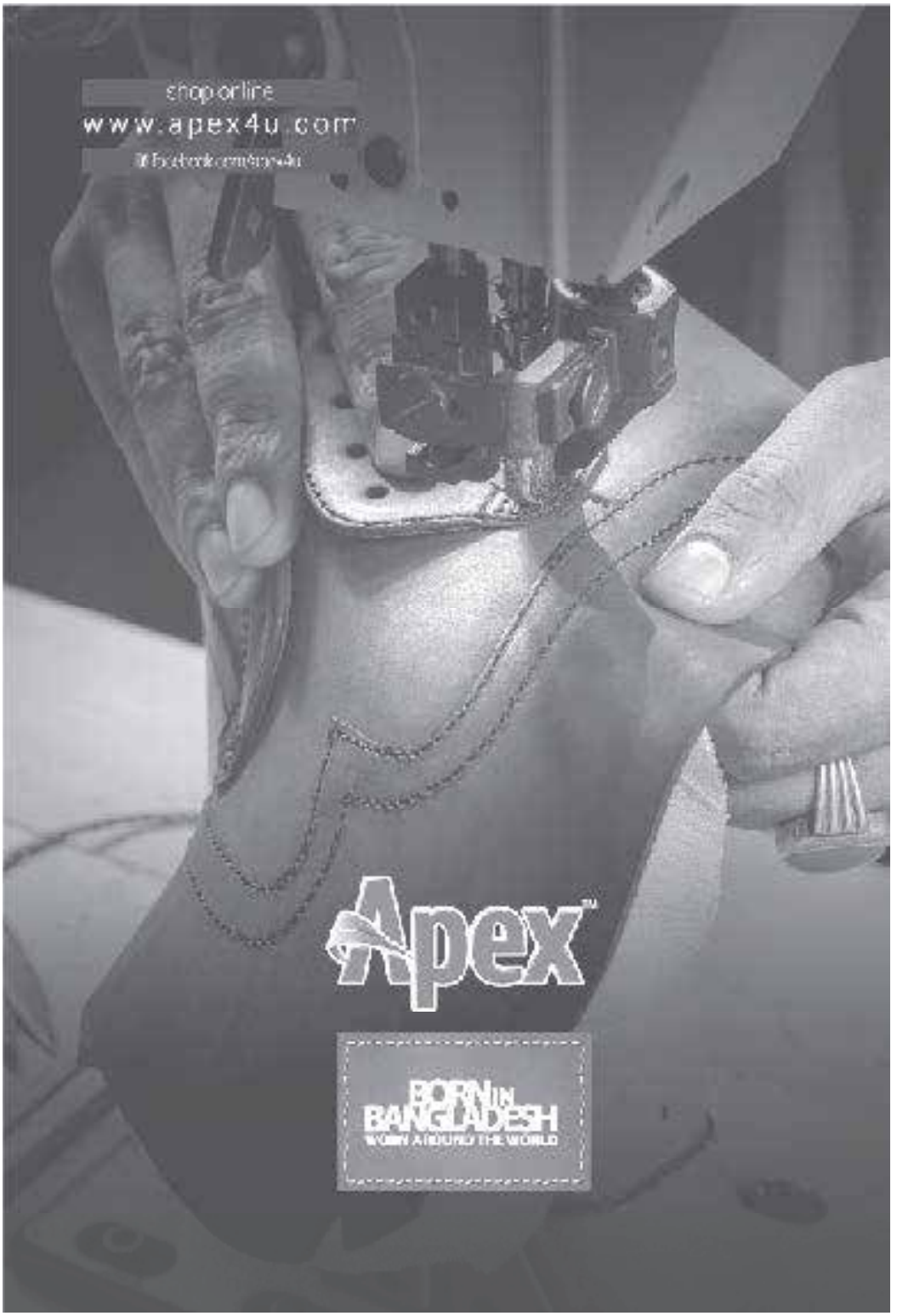
Source: Bangladesh Bureau of Statistics (BBS)

AVERAGE RETAIL PRICES OF SELECTED COMMODITIES IN DHAKA CITY

SL. No.	Unit	2019-20	April '21	May '21	June '21
I. Cereals:					
1. Rice: Najershail/Minikat	Kg.	62.43	69.95	66.15	68.72
2. Rice: Pajam/Equiv.	Kg.	59.16	66.87	64.25	65.38
3. Rice: Irri/Boro	Kg.	45.51	53.69	51.37	52.46
4. Wheat (atta), white.	Kg.	40.00	41.48	41.30	41.81
II. Pulses:					
5. Moongdal (husked)	Kg.	130.54	134.35	132.00	130.60
6. Lentil (husked)	Kg.	111.61	125.20	125.00	122.44
III. Sugar & Molasses:					
7. Sugar (white)	Kg.	62.20	71.78	70.55	70.36
8. Molasses (sugarcane)	Kg.	104.53	112.30	110.00	111.70
IV. Protein Items:					
9. Fish-Rohu-cut piece	Kg.	430.56	370.00	360.00	355.00
10. Fish-Hilsa, medium size	Kg.	1388.75	1180.00	1140.00	1170.00
11. Prawn/Shrimp, about 3" long	Kg.	754.80	650.00	650.00	640.00
12. Barbel (Shing), about 50-gram weight each	Kg.	777.15	580.00	580.00	540.00
13. Beef, best quality	Kg.	524.34	560.00	560.00	570.00
14. Mutton, best quality	Kg.	743.54	770.00	770.00	780.00
15. Fowl, alive	Kg.	422.98	440.00	440.00	420.00
16. Egg (Hen), Farm	4 pcs	35.27	31.20	34.00	35.00
17. Egg (Duck)	4 pcs	60.00	52.00	54.10	53.80
V. Edible oil :					
18. Mustard oil, best quality	Liter	195.74	200.37	212.80	214.35
19. Soyabean oil, best quality	Liter	100.94	128.70	130.85	141.62
VI. Spices:					
20. Chilli (dry), best quality	Kg.	235.39	360.00	360.00	365.28
21. Onion (local)	Kg.	95.58	38.25	48.50	52.74
22. Garlic (Local)	Kg.	169.34	105.00	110.00	120.33
23. Turmeric (Local)	Kg.	158.18	181.00	185.00	192.91
24. Ginger (Local)	Kg.	171.01	108.00	112.00	118.27
25. Salt (fine)	Kg.	37.24	35.00	35.00	35.00
VII. Vegetable:					
26. Potato, best quality	Kg.	25.93	25.00	24.00	25.47
27. Brinjal, best quality	Kg.	60.09	80.00	60.00	57.20
28. Lady's finger, best quality	Kg.	54.96	65.00	60.00	61.36
29. Papaya (green)	Kg.	28.80	40.00	45.00	42.10
VIII. Milk:					
30. Milk (Milk vita packet)	Liter	80.15	70.00	70.00	70.30
31. Lactozen (full cream) (400gm)	Each	599.40	610.00	610.00	610.12
IX. Fuel & lighting :					
32. Firewood (gazari)	Quintal	527.04	492.65	492.85	493.43

SL. No.	Unit	2019-20	April '21	May '21	June '21
33. Kerosene	Liter	82.63	75.00	75.00	75.62
34. Matches (40 sticks)	Box	2.00	2.00	2.00	2.00
X. Clothing:					
35. Long cloth (fine)	Meter	80.24	80.83	80.87	81.13
36. Long cloth (medium)	Meter	76.35	77.17	77.82	77.97
37. Saree (medium), white Tangail handloom: A451 80x80 count 5.5 yds.	Each	725.43	727.88	727.95	728.14
38. Lungi (medium.) 48" handloom 60X60	Each	798.40	799.95	799.98	803.84
39.Undershirt (genjee 100 c.m sleeveless)	Each	100.00	102.91	103.15	103.77
XI. Housing & Household Requisites:					
40. Cement (local)	Bag of 50 Kg.	458.75	445.00	445.20	445.69
41. Aluminum (Degchi)	Gram	0.42	0.43	0.43	0.43
42. Bamboo (muli) about 30 feet long	Each	175.61	195.00	195.00	197.90
43. Enamel plate	Each	70.00	72.50	72.50	72.79
XII. Miscellaneous:					
44. Coconut oil (unscented, imported)	Kg.	279.86	278.19	278.19	278.93
45. Cigarettes (Star)	10 Sticks	70.83	80.53	80.53	80.57
46. White paper	Quire	27.98	27.98	27.98	28.06
47. Blade-Sword (stainless steel)	Each	3.00	3.02	3.00	3.03

Source: Bangladesh Bureau of Statistics (BBS)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ব্যবহার করুন, নিশ্চিন্তে থাকুন।

স্কয়ার

পণ্যটি কিনতে
স্ক্যান করুন

স্কয়ার টয়লেট্রিজ লিমিটেড

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.

BEF

Bangladesh Employers' Federation