LABOUR NEWS

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Bangladesh Employers' Federation

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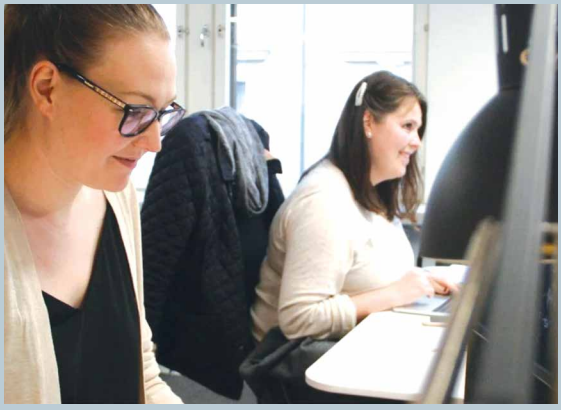
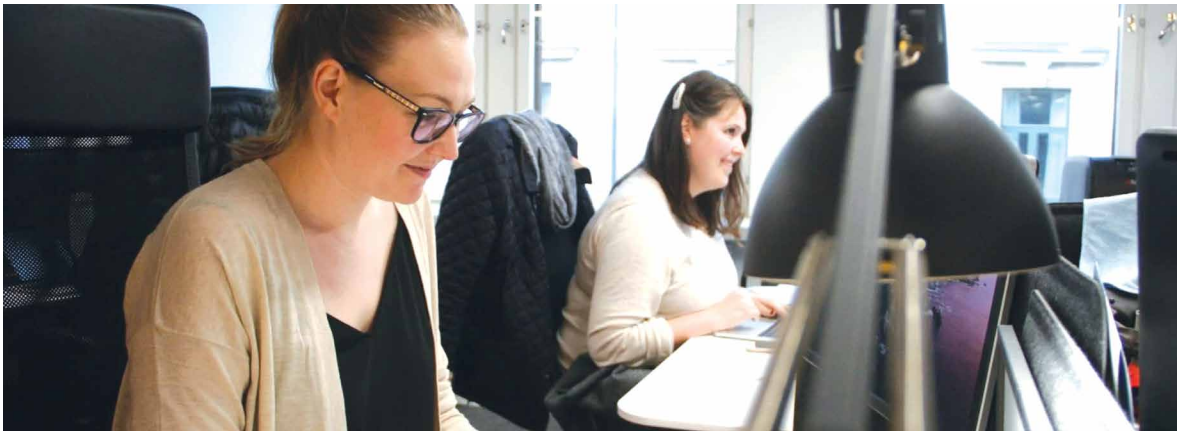


International Labour Organization

ARTICLE

EMPLOYEE COMMUNICATION PREDICTIONS FOR 2021 AND BEYOND

By Valène Jouany



Adapting to fast-changing markets is no longer an option for companies. They have to rethink their employee communication and embrace digital technologies to stay ahead of the competition.

What does growing a business in an ever-changing world mean? Basically, it means that you need your employees to have a deep understanding of your business goals, stay on top of industry trends, and come up with cutting-edge strategies that will take your product to the next level. In short, you need to help your employees adapt to the ever-changing business world we're living in and to do so, you'll have to provide them with the right communication technologies.

How Does Employee Communication Impact Your Business Success?

Wait a Minute — What Is Employee Communication? Essentially, employee communication involves the exchange of information, ideas, and feedback with and among employees to achieve the business goals originally set.

Employee communication is critical to your business success. It's the glue that holds your business together. However, most businesses don't have a long-term plan for their IC strategies. Ouch!

Think about it: having an effective communication strategy in place helps you improve collaboration in the workplace, employee productivity, and employee engagement. It's also a great way to motivate your employees and enhance innovation in the workplace!

That's not surprising that improving communication in the workplace is a top priority for most of the businesses! What's more, employee communication is crucial when it comes to building a strong company culture. The way you communicate the company's values, vision and strategy will have a direct impact on how your employees feel about the company.

Employee Communication Plays a Critical Role in Times of Change and Crisis

Employee communication also plays a critical role in change management.

When your company is undergoing change that involves restructuring such as a merger or an acquisition, you need to explain to your employees the implications this change will have on the business and on their jobs as well.

Your employees will have lots of questions and you can't afford not to have the answers to their questions. Communication is the key to maintaining continuous productivity and building trust with your employees during a merger or an acquisition.

Employee communication in times of crisis

The way you communicate with your employees will have a direct impact on how fast and well the organization recovers from a crisis.

Basically, if employee communication is not well handed during a crisis, the company may have to deal with five main issues:

Employees may get confused and worried because of a lack of information.

Productivity starts to slow down because employees are distracted and trying to find the information they need by themselves.

Trust in the brand may decrease. Because of the lack of information, employees get frustrated and may feel that top management and managers don't trust them. During a crisis, silence is the #1 mistake you should absolutely avoid!

Because employees are not well-informed, they may spread misinformation outside the company without knowing it. This is how misinformation may turn into rumors or a scandal.

Employees may start to look for another job because they don't feel secure at the company anymore.

Employee Communication Is the Key to Ensuring that Your Employees Are Aligned with Your Business Goals

You may have a great business plan, but if your employees are not informed or aware of what's going on in the company, they won't be able to adapt to this fast-changing business environment. By sharing the right information with the right employees at the right time, you make sure that everyone is aligned with your business goals and vision.

Also, you help your employees increase their productivity and work with their teammates in an effective way all while supporting their thought leadership.

5 Employee Communication Predictions that Will Reshape the Workplace in 2021 and Beyond

Instant Information Is the Future of Employee Communication

The way we communicate has changed: we expect information to find us immediately rather than having to spend time looking for it.

How many times have you felt frustrated because you couldn't find the information you were looking for right away (you had to browse several websites to find the stats or product reviews you were looking for), or because web pages you wanted to browse took too long to load?

We are living in a fast-changing world and not surprisingly, we are getting impatient when it comes to finding the information we need. The same goes with internal communication in the workplace: employees don't want to and can't afford to spend time searching for the information they need.

34% of employees are currently dissatisfied or extremely dissatisfied with communications they're experiencing at their workplace. And it's pretty easy to understand why they're feeling frustrated: employees spend on average 2.5 hours a day searching for the information they need.

The time wasted looking for information has a tremendous domino effect: not only do employees get frustrated, but they also have a lower productivity and feel disconnected to the business.

At the end of the day, if you're not able to provide your employees with the information they need at the right time, you may end up with lower employee engagement.

To avoid employee frustration and disengagement in the workplace, many businesses are shifting their internal communication towards instant employee communication.

Adequate Content Distribution

Internal communications and external communications are usually perceived as two distinctive worlds. In most businesses, HR and communication teams create materials for their employees such as newsletters, onboarding materials or surveys while marketing teams produce educational and engaging content such as videos, infographics, success stories, quizzes or eBooks to reach their target audience and increase brand awareness.

Many internal communication professionals have realized that this distinction between internal and external communications is not the best approach to keep employees engaged.

Instead of excluding marketing materials from the content they share with employees, they are merging internal and external communications. In other words, they don't build their content distribution based on their audiences (internal vs external stakeholders). Instead, they have a global, holistic approach where they distribute content based on their audiences' needs.

As a consequence, they may share across the organization marketing materials that are informative, helpful, and most importantly relevant for employees, even though this content was created for external audiences in the first place.

In a nutshell, what matters is not to spread content across the organization – but to share the right information with your employees.

Mobile-First Employee Communication

Millennials represent 50% of the workforce worldwide and they are projected to represent 75% of the workforce by 2025. As we all know, millennials are tech-savvy and mobile-oriented. So, if you want them to engage with the content you share with them, you'll need to adapt your internal communication to their news consumption habits. In short, you'll need to turn your internal communication into mobile-first employee communication!

Sending emails across the organization, using an Intranet that is not mobile-friendly, or hosting meetings where 73% of attendees are not paying attention or doing other work is not the best way to get your message through to your employees!

To improve employee communication, more and more businesses are launching communication apps where employees can find the latest company news and the materials they need in their news feed. That way, they can communicate with their employees in a fast and engaging way!

Tailored Employee Communication

Sharing instant information with employees doesn't mean sending them hundreds of notifications a day!

Did you know that nowadays, employees open only 24% of emails they receive? The thing is, most employees feel that they're dealing with too much information and information overload has negative impacts on their ability to focus on a task.

Instead of pushing standardized (and sometimes) irrelevant messages, make sure you share the right content with your employees. After all, employee communication is all about supporting employees in their jobs and inspiring them!

At the end of the day, it's your employees' well-being and productivity that may suffer from information overload.

But thankfully, internal communication and HR professionals have acknowledged the drawbacks of information overload in the workplace and they are launching communication apps that allow them to tailor content each employee receives based on their needs. That way, employees don't feel overwhelmed with too much or irrelevant information.

Simply put, each employee receives in their news feed any content that is relevant to their role in the company, their expertise, the language(s) they speak, their location and so on. That way, employees are up-to-date with their company news and have access to the right information, even in large organizations or companies with branch offices in several countries.

At the end of the day, it's a win-win situation: your employees are well-informed and enjoy a great employee experience. At the same time, they are able to do their job effectively all while feeling more connected and engaged.

The Shift Towards Visual Storytelling

Welcome to the new world! The old days where you used to share company news through your Intranet or weekly newsletter that no one would read are over!

Your employees are not that much interested in reading long emails or detailed activity reports (yes, long reports can be boring!).

Think about it: why do people browse their social media feeds several times a day?

The answer is pretty simple: they're looking for entertainment! What's more, content that drives the most engagement on social media includes videos, infographics and pictures.

So, if you want your employees to interact with your content, make it fun and engaging! And to do so, you'll need to tell stories and to include visuals in the materials you share with your employees.

With visual storytelling, not only do your employees read your content, they also interact with it more often. The shift towards visual storytelling has already started: more and more businesses are sharing infographics, videos, interactive newsletter and quizzes with their employees!

Employee Communication Becomes a Top Priority for Most Businesses in 2021

The exchange of information in the workplace has a direct impact on employees' productivity, motivation and well-being.

A recent employee culture survey by Gartner finds that employees who are moderately stressed underperform those who aren't by 5% — reducing a $1 billion top line by $32.5 million at an average company. That's a lot!

Simply put, you won't be able to attract and retain top talent if you overlook communication at your workplace. That's why more and more businesses are prioritizing employee communication and encouraging their leaders to develop top communication skills.

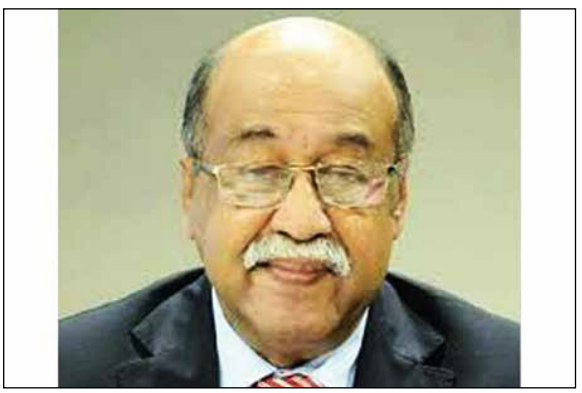
Source: https://blog.smarp.com

HOME NEWS

ILO EXPRESSES SATISFACTION OVER WORKING ENVIRONMENT OF EPZ

Mr. Tuomo Poutiainen, International Labour Organization (ILO) Country Director for Bangladesh, expressed satisfaction over workers rights and peaceful working environment of the Export Processing Zones (EPZs). He hoped that greater collaboration between BEPZA and ILO would further improve competitiveness and working condition of the EPZs. The ILO country director made the remarks during his visit with Executive Chairman of BEPZA at BEPZA Complex. The Executive Chairman informed the ILO Country Director on various activities taken by the authority to combat the pandemic such as maintaining safety measures and social distance for ensuring secured industrial environment. They also discussed `Bangladesh EPZ Labour Act 2019.

PRODUCTIVITY TO BE 5.6% BY 2030: INDUSTRIES MINISTER



Industries Minister Mr. Nurul Majid Mahmud Humayun said that productivity in all sectors would be increased to 5.6 percent from the existing 3.8 percent by 2030. Japan based, Asian Productivity Organization (APO) and National Productivity Organisation (NPO) of Bangladesh have jointly formulated a master plan for 10 years. Through implementing the plan, productivity in all sectors will be increased to 5.6 percent from the existing 3.8 percent by 2030," he said in a greeting message for the 60th anniversary of the APO.

ICT TRAINING TO BE PROVIDED TO 7,450 NEW GRADUATES, PROFESSIONALS

The Bangladesh Association of Software and Information Services (BASIS) recently launched a two-year project titled 'BASIS SEIP Tranche 3' to provide information and communication technology-related training to 7,450 fresh graduates, diploma holders and students who graduated in 2020. BASIS launched the project in association with the finance ministry's Skills for Employment Investment Programme. Under the project, newly graduated students would be trained under 11 ICT-related courses and two-year experience holders would be trained under eight IT-related courses. Participating at the briefing online, Mr. Mustafa Jabbar, posts and telecommunications minister said that the project was launched with a view to building human resources in the field of information technology as part of implementing the government's vision of Digital Bangladesh.

SIX INDUSTRIAL SECTORS FREED FROM CHILD LABOR

Six industrial sectors of the country namely tannery, glass, ceramic, ship recycling, export-oriented leather and footwear and sericulture sectors have been freed afresh from child labor. The announcement came following recommendations from the national monitoring core committee and the Department of Inspection for Factories and Establishments (DIFE). Begum Munnujan Sufian, State Minister for Labour and Employment made the announcement at a press conference at the Shrom Bhaban. Earlier, the export oriented RMG and the shrimp processing industries were declared as free from child labor. With the latest six sectors, a total of eight industries sectors are now free from child labor.

BANGLALINK PARTNERS WITH GOOGLE TO FACILITATE YOUTH EMPLOYMENT THROUGH KORMO JOBS

Banglalink, one of the leading digital communications service providers in the country, entered a strategic partnership with Google to facilitate youth employment in the country. Erik Aas, chief executive officer (CEO) at Banglalink, made the announcement at a virtual press conference, which was also joined by Bickey Russel, Operations Lead of Kormo Jobs at Google's Next Billion Users initiative team. Under this partnership, Banglalink will host kiosks for Kormo Jobs powered by Google, at its customer centers in Dhaka and Chittagong. At the kiosks, Kormo representatives will assist job-seekers in finding employment opportunities and accessing learning resources through the Kormo Jobs app. Kormo Jobs will also hold regular training sessions on CV writing, interview tips, and other topics on jobs search as part of the initiative. Mr. Mustafa Jabbar, Posts and telecommunications minister, joined the virtual event as the chief guest.

TRAINING ARRANGED FOR RETURNEE WOMEN MIGRANT WORKERS

A 'Training on Women's Economic Leadership' course for returnee women migrant workers began in the capital recently. Japanese Ambassador Naoki Ito inaugurated the course at Bangladesh-Korea Technical Training Centre (BKTTC). The course is being conducted under a project titled 'Women and Girls at the Centre of COVID-19 Prevention', launched last year by UN Women, supported by the Japan government, to help the returnee workers.

Shoko Ishikawa, country representative of UN Women Bangladesh, and Nafriza Shayma, additional director general of Bureau of Manpower, Employment and Training (BMET), were present at the inaugural ceremony.

INFLOWS OF REMITTANCE INCREASED BY 37.58 PERCENT IN SIX MONTHS

The inflow of remittances in the first six months of the current fiscal year (July-December of FY21) increased, year-on-year, by 37.58 percent to US$12.94 billion from US$9.41 billion.

Monthly Trends in Remittances

Month	Remittances (million US$) FY21[P]	FY20[R]	Change (%)
July	2598	1598	62.58
August	1964	1445	35.92
September	2151	1477	45.63
Total of July-September	**6713**	**4520**	**48.52**
October	2102	1642	28.01
November	2079	1555	33.70
December	2051	1692	21.22
Total of October–December	**6232**	**4889**	**27.47**
Total of July - December	**12945**	**9409**	**37.58**

Notes: P=Provisional; R=Revised
Source: BB

INTERNATIONAL NEWS

PAKISTAN: REMITTANCES JUMP OVER 9% IN JANUARY

Total remittances to Pakistan jumped over nine percent in January as the country tries to attract more remittances from legal channels. According to State Bank of Pakistan's latest data, remittances during January totaled $1.90 billion as compared to $1.744 billion in the corresponding month last year, showing an increase of $163.2 million or 9.3 percent. During January 2020, remittances received from Saudi Arabia amounted to $433.4 million while Pakistani nationals in the UAE remitted $395.5 million. Remittances received from the other major markets such as the USA and UK amounted to $335.1 million and $299.1 million, respectively. Meanwhile, remittances during the July-January period of the current fiscal year amounted to $13.3 billion as compared to $12.77 billion in the same period last fiscal year, an increase of $528.1 million or 4.1 percent.

MALAYSIA: FOREIGN WORKERS MOVED TO HOTELS TO CURB COVID-19 SPREAD

A national initiative has taken off to place foreign workers at hotels temporarily to address the worsening Covid-19 situation in Malaysia caused by poor living conditions. The move is aimed at addressing the transmission of Covid-19 at workplaces involving workers' dormitories, said the Tourism, Arts and Culture Ministry. According to the Ministry, the cost to rent a hotel room will be RM200 (S$65.54) per month per person, and there will be an additional RM20 monthly charge for each worker to cover electricity and water. Other amenities, including laundry and food, would be borne by the employee or the employer themselves, said the ministry. The ministry's joint initiative with the Labour Department of Peninsular Malaysia will be carried out in accordance to the Workers' Minimum Standards of Housing and Amenities Act 1990.

PHILIPPINES: $2.64 BILLION REMITTANCES RECEIVED IN NOVEMBER 2020

Filipinos abroad sent home more money in November 2020 amid the global COVID-19 crisis, the Bangko Sentral ng Pilipinas (BSP) said. Remittances are up 0.1% for the month at $2.64 billion, matching the previous year's level. This marks the third straight month of higher amount sent home to the families of overseas Filipinos. For the past 11 months, personal remittances from Filipinos abroad hit $29.988 billion, down 0.9% year on year. Major sources of remittances were the United States, Singapore, Qatar, Oman, Hong Kong, and Taiwan, the BSP said. Remittances are a big source of disposable income among Filipino families, as the dollars sent home provide for food, daily expenses, school fees, and luxuries of their loved ones at home.

OMAN: NUMBER OF FOREIGN WORKERS AXED TO REVIVE DOMESTIC EMPLOYMENT

Migrant workers in Oman will no longer be able to carry out a series of jobs, which in the future will be the exclusive responsibility of citizens in an attempt to revive the economy and the internal employment market affected by the Covid-19 pandemic. The Minister of Labor of Oman announced that "a certain number of jobs in the private sector will be nationalized". He then added that, on the expiry date, the work permits for foreigners belonging to the category and sectors involved in the reform will not be renewed. These will include insurance companies, car dealerships, financial, commercial and administrative positions which will be "limited to Oman citizens only". Even the work of a driver "regardless of the vehicle being driven" will be the exclusive prerogative of the locals. The immigrant workforce constitutes about 40% of the total workforce in the Sultanate of Oman, out of 4.5 million inhabitants.

TURKEY: YOUTH UNEMPLOYMENT REACHES ALARMING LEVEL

The most recent figures by the Turkish Statistical Institute show that the jobless rate in the 15-24 age group has reached nearly 25%, while the overall rate stands at 12.7%. Youth unemployment is the highest among university graduates at 21% or 961,000 people, according to the Platform of the Young Unemployed. However, some researchers estimate that the actual youth unemployment stands at about 40%, counting in those who are not actively looking for jobs out of despair and are thus excluded from the official statistics.

A survey on the well-being of youth in Turkey, released recently, reveals that "finding a job" is the top issue that young people in Turkey prioritize for contentment in life. The survey – based on interviews with 1,230 urban people aged 18-30 – finds that 65% of those employed are content with their lives, but the rate falls to 47% among the jobless. According to the survey, 73% of young people believe that finding a job is hard and job opportunities are limited in Turkey, while half of the respondents believe job opportunities are better abroad and a third wish to emigrate.

AUSTRALIA: OVER 12.6 MILLION WERE EMPLOYED IN JANUARY

Over 12.6 million Australians were employed in January – the highest since early March 2020, up 26,000 from December driven by an increase in

full-time employment, up 46,000 to 8,197,000 although part-time employment was down 20,000 to 4,478,000. A total of 1,680,000 Australians were unemployed (11.7% of the workforce), down 44,000 from December. The good news is that there were fewer people looking for full-time work, down 105,000 to 692,000. However, there was an increase of 61,000 to 988,000 Australians looking for part-time work.

UK: UNEMPLOYMENT RATE HIT 5.0 PERCENT AT THE END OF 2020

Britain's unemployment rate hit 5.0 percent at the end of 2020, the highest level for more than four-and-a-half years, as coronavirus lockdowns destroyed jobs, official data showed. The rate for the three months to the end of November compares with 4.9 percent in the quarter to October, the Office for National Statistics said in a statement. At 5.0 per cent, the figure is 1.2 percentage points above the same period a year earlier, to reach the highest level since April 2016, the ONS added.

USA: 6.3% UNEMPLOYMENT RATE IN JANUARY

The current U.S. unemployment rate is 6.7% for January 2021, the Bureau of Labor Statistics (BLS) said in its monthly report on Friday. The rate is close to double the 3.5% rate in February, before the COVID-19 pandemic. This unemployment rate is 0.4 percentage points lower than December. The total number of unemployed is 10.1 million, which is lower than that of December. The number of long-term unemployed (those who have been searching for jobs for 27 weeks or more) rose to 4.0 million. The labor force participation rate was 61.4%, which is 0.01 percentage points lower than that in December.

CANADA: TIGHTER RESTRICTIONS DROVE EMPLOYMENT DOWN IN JANUARY

Tighter coronavirus restrictions across Canada drove employment down in January 2021, according to the new Labour Force Survey. Employment fell by 213,000 jobs in January, following a drop of 53,000 in December. Employment losses were entirely in part-time work, and were concentrated in the Quebec and Ontario. Employment also fell in Newfoundland and Labrador, but rose in Alberta, Manitoba, Nova Scotia, and Prince Edward Island. However, employment held steady in British Columbia, Saskatchewan and New Brunswick. The unemployment rate in the country was at 9.4 percent, the highest since August when unemployment was at 10.2 percent.

MEXICO: LABOR FORCE PARTICIPATION RATE HELD RELATIVELY STEADY IN 2020

While 2020 has been a tumultuous year for employment in Mexico, data indicates that the labor force participation rate in the country held relatively steady, around 60% for some time, comparable to the rate found in the United States (61%). That rates provides a good sense of the availability of labor in Mexico as part of its total 129 million people. In Mexico, the labor force participation rate analyzes data for all workers 15 years and older actively employed or in the process of job hunting. It does not consider people who aren't seeking work outside the home or unable to work.While the unemployment rate has peaked above 5% in 2020 due to the coronavirus pandemic, for the most part, unemployment is right within experts' "ideal" rate, between 3% and 4%, as people are eager to connect with good jobs made readily available.

HEINEKEN: 8,000 JOBS CUTS WORLDWIDE AS PANDEMIC TAKES FIZZ OUT OF SALES

Dutch brewing company Heineken said that it would cut around 8,000 jobs worldwide as the coronavirus pandemic kept much of the hospitality sector closed. Heineken, the world's number two brewer, said it recorded a net loss of 204 million euros (S$328 million) in 2020, a 109 percent fall in profits from the year before. Sales fell by 17 percent to 23 billion euros with bars and cafes closed in many countries, the company said. Founded in the 19th century in Amsterdam, Heineken sells more than 300 brands, including its namesake plus others such as Strongbow and Amstel. It employs 85,000 people globally.

BOMBARDIER: TO LAY OFF 1,600 WORKERS AS PANDEMIC WEIGHS DOWN DEMAND

Jet maker Bombardier Inc said that it would cut about 1,600 jobs and reported an adjusted loss before interest and taxes for the fourth quarter, as the COVID-19 pandemic weighs down aircraft demand. The Montreal-based company, which has become a pure-play business-jet maker after selling its rail division to French train maker Alstom SA, reported a 19.7% fall in business aircraft deliveries in 2020.

The company reported an adjusted loss before interest, taxes of $165 million for the quarter ended 31 December 2020, compared with a profit of $168 million a year earlier. Business jet deliveries of the company fell to 114 units in 2020 from 142 in the previous year.

ILO NEWS

ILO JOINS PARTNERSHIP TO PROMOTE GLOBAL HEALTH

The ILO joined the Global Action Plan for Healthy Lives and Well-being for All (SDG3 GAP), becoming the 13th signatory agency to the partnership. SDG3 GAP brings together multilateral organizations with expertise in health, development and humanitarian work, to support countries in achieving the health-related Sustainable Development Goals (SDGs) by the target date of 2030.

Potential areas of cooperation and contribution for the ILO include health financing, social protection, occupational safety and health, gender equality, and rights, standards and conditions for health workers.

The other members of the SDG3 GAP are: Gavi, the Global Financing Facility for Women, Children and Adolescents (GFF), the Global Fund to Fight AIDS, Tuberculosis and Malaria, UNAIDS, Unitaid, UNDP, UNFPA, UNICEF, UN Women, World Bank Group, WFP and WHO.

The ILO has published a research brief that provides an overview of national legislative and policy responses designed to protect the life and health of workers during the COVID-19 pandemic.

ILO ACHIEVES CARBON NEUTRALITY

The ILO has achieved carbon neutrality, in line with the target set across the United Nations system to become climate neutral by 2020.

The ILO started working on reducing greenhouse gas emissions in 2016, by introducing an Environmental Sustainability Policy and an Environmental Management System. The goal was to improve the operations of the Organization, making them more environmentally friendly.

In the past four years several measures to reduce environmental impact have been implemented at the ILO headquarters in Geneva, where 80 percent of the waste volume of the building is now recycled or composted. A "Papersmart Policy", covering the production and distribution of paper documents, has also been introduced.

The remaining carbon emissions are offset through the purchase of Certified Emission Reductions credits (CERs). These contribute to the Adaptation Fund established under the Kyoto Protocol to monetize and finance concrete adaptation projects and programs in developing countries that are particularly vulnerable to the adverse effects of climate change.

The ILO's efforts are part of a broader strategy within the UN system called Greening the Blue . This initiative began on 5 June 2007, when then UN Secretary-General called on all UN agencies, funds and programs to 'go green'. The goal was to become climate neutral by 2020 through a combination of emission reductions and offsetting.

MUSIC COMPETITION LAUNCHED TO RAISE AWARENESS OF CHILD LABOR

The Music Against Child Labour Initiative, which brings together musicians to raise awareness of child labor, is launching a song competition to mark the UN

International Year for the Elimination of Child Labour. While child labor has decreased by almost 40 percent over the last two decades, the COVID-19 pandemic threatens to reverse that progress.

Musicians of all genres are invited to submit a song to inspire governments and stakeholders to take action to eliminate child labor, which affects nearly 1 in 10 children worldwide.

The global Music Against Child Labour Initiative, launched in 2013 by the ILO, JM International and the International Federation of Musicians (FIM), together with renowned musicians and key partners from the world of music has two key aims: raising awareness of child labor through music, and empowering children, including children formerly in child labor, through music.

This first edition of the song competition is taking place with the support of the CLEAR Cotton project co-funded by the European Commission and implemented by the ILO in collaboration with the Food and Agriculture Organization of the United Nations (FAO).

Winners will be selected by a panel of technical and music experts, based on musical quality, the relevance of the message, song originality, and the inclusion of a call to action. Entries will be reviewed by the award-winning composer AR Rahman and other artists from the musical world.

VOCATIONAL TRAINING HAMPERED BY COVID-19 PANDEMIC

Vocational training and apprenticeship programs have been hard hit by the COVID-19 pandemic. According to a global survey of more than 1,350 providers of Technical Vocational Educational Training (TVET), many countries and training providers were insufficiently prepared to respond to the constraints that resulted from the crisis, although some rapidly shifted to distance learning.

The survey, conducted between 5 April and 15 May 2020 by the ILO in collaboration with the United Nations Educational, Scientific and Cultural Organization (UNESCO) and the World Bank, covered TVET providers, policymakers and social partners in 126 countries.

A majority of survey respondents reported disruptions to training, in particular to work-based learning due to enterprise closures, as well as the cancellation of assessment and certification exams. However, since the start of the crisis, innovations in teaching and learning have begun to emerge, says the report, Skills development in the time of COVID-19: Taking stock of the initial responses in technical and vocational education and training .

TVET provides education and training at different skill levels related to a wide range of employment options, including for plumbers, electricians, sales workers, accountants, programmers and bank clerks. The practical, hands-on nature of the training programs has created particular challenges.

At the start of the pandemic, few countries and training providers had sufficient equipment, connectivity, remote learning software and platforms, and pedagogical resources. In addition, most students and instructors initially lacked the digital skills to be able to adapt and use their TVET services.

The switch to remote teaching has been a process of learning by doing. Examples highlighted in the report showed the development of flexible learning and assessment options, ranging from high- to low- or no- tech solutions. These include the use of offline platforms, including national television channels, to disseminate practical knowledge in a number of countries, including the Democratic Republic of the Congo, Madagascar and Pakistan, and the development of self-paced learning guides and virtual skills assessments. In some countries, students shot videos and photos of practical tasks carried out at home and uploaded them onto virtual platforms.

EU AND ILO REINFORCE COOPERATION FOR JUST RECOVERY FROM CRISIS AND PROMOTE DECENT WORK

The European Commission and the ILO signed a renewed exchange of letters on 4 February, updating the framework for their longstanding cooperation that began in 1958. This is the third formal agreement, following previous exchanges of letters in 1989 and 2001.

On occasion of the exchange of letters, ILO Director-General Guy Ryder and EU Commissioner for Jobs and Social Rights Nicolas Schmit confirmed their cooperation on a number of pressing matters.

Commissioner Nicolas Schmit said: "The world of work is profoundly changing. The pandemic is having an immense impact on employment and social affairs. Digitalization and climate change transform the what, where and how of our work. We have to act now and seize the momentum to tackle these important challenges, but at the same time we have to ensure that we build in the social dimension in the transition. I look forward to continuing our good cooperation with the ILO to build a better future of work in the EU and across the world."

ILO Director-General Guy Ryder said: "Our partnership with the European Commission is very valuable to us. At a time when the world of work is facing so many challenges, we need to join forces for a human-centered approach to the future of work. I look forward to continuing our strong partnership."

UZBEKISTAN: SYSTEMIC FORCED LABOR AND CHILD LABOR HAS COME TO AN END IN COTTON INDUSTRY

The systematic and systemic use of child labor and forced labor in Uzbekistan's cotton industry has come to an end, although some local vestiges still remain, according to a new ILO report.

The report, compiled for the World Bank, shows that one in eight people of working age in Uzbekistan participated in the cotton harvest. This makes it the world's largest recruitment effort. Sixty-five percent of pickers were women, and the vast majority were from rural areas.

Systematic child labor has been eradicated and child labor is no longer a major concern. The country is making significant progress on fundamental labor rights in the cotton fields. More than 96 percent of workers in the 2020 cotton harvest worked freely and the systematic recruitment of students, teachers, doctors and nurses has completely stopped.

In 2020, the share of cotton pickers that experienced coercion was 33 percent lower than in 2019. However, there were still cases at the local level of people being threatened with loss of privileges or rights if they declined an invitation to pick cotton.

The ILO monitoring had a particular focus on the pandemic. Many Uzbek migrant workers returned to Uzbekistan as a result of the pandemic which resulted in more people being available for the cotton harvest.

Pickers demonstrated a high level of awareness about coronavirus, but many shared their concerns about the disease. One third of cotton pickers said that face masks and hand washing facilities were available. Two thirds of pickers said that they could always maintain social distancing during lunchtime or breaks.

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										
May	**273.53**	**294.08**	**247.17**	291.72	226.30	285.80	239.36	252.04	190.96	263.66
June	**276.12**	**297.95**	**248.13**	291.98	227.07	286.78	240.16	253.34	190.96	267.19
July	**278.27**	**300.75**	**249.46**	292.20	227.57	288.73	240.64	257.25	190.98	271.37
August	**282.11**	**307.20**	**249.95**	292.29	227.60	291.54	240.81	257.59	191.01	272.54
September	**288.12**	**316.11**	**252.24**	292.42	227.99	293.11	246.45	263.02	191.79	280.87
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
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

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										
May	**271.39**	**286.89**	**246.74**	293.69	217.63	279.01	254.99	218.41	210.07	282.01
June	**273.01**	**289.00**	**247.56**	293.81	219.01	279.14	255.24	219.35	210.07	284.53
July	**275.13**	**291.87**	**248.49**	293.85	219.94	279.53	255.57	221.62	210.08	287.79
August	**279.26**	**298.38**	**248.84**	293.94	219.95	281.05	255.76	221.84	210.11	288.95
September	**285.77**	**307.48**	**251.22**	294.09	220.65	282.13	263.51	226.89	211.33	296.06
October	**289.30**	**313.16**	**251.34**	294.26	220.80	282.28	263.52	226.98	211.36	296.19
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

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										
May	277.47	311.63	247.75	287.96	236.33	297.74	212.61	289.09	170.34	241.02
June	281.87	319.81	248.87	288.49	236.42	300.22	214.34	290.80	170.34	245.79
July	284.09	322.42	250.75	289.06	236.42	304.91	215.08	296.51	170.37	251.09
August	287.38	328.71	251.42	289.15	236.46	309.98	215.22	296.98	170.39	252.27
September	292.47	337.17	253.60	289.24	236.49	312.42	217.24	302.84	170.70	262.11
October	293.88	339.94	253.81	289.37	236.53	312.80	217.47	303.54	170.72	262.36
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

WAGE RATE INDEX BY SECTORS: BANGLADESH

(Base: 2010-11=100)

Sector	2016-17	2017-18	2018-19	August'20	September'20	October' 20	November '20	December '20
General	141.46	150.59	160.23	175.28	176.70	178.08	179.85	180.82
percentage change (Point to Point)	6.50	6.46	6.40	5.91	5.95	6.03	6.10	6.15
percentage change (over previous month)				0.29	0.81	0.78	0.99	0.54
1. Agriculture	141.22	150.27	159.92	175.20	176.73	178.28	180.26	181.23
percentage change (over previous month)	6.59	6.41	6.42	6.16	6.23	6.24	6.34	6.40
percentage change (over previous month)				0.19	0.87	0.88	1.11	0.54
i) Agriculture	141.19	150.23	159.91	175.25	176.76	178.32	180.31	181.29
percentage change (Point to Point)	6.60	6.40	6.44	6.19	6.24	6.25	6.35	6.41
percentage change (over previous month)				0.19	0.86	0.89	1.12	0.54
ii) Fish	143.19	152.63	160.59	172.80	175.21	176.20	177.48	178.01
percentage change (Point to Point)	6.37	6.61	5.22	4.78	5.73	5.76	5.60	5.67
percentage change (over previous month)				0.21	1.40	0.56	0.72	0.30
2. Industry	140.27	149.45	158.74	172.83	173.95	175.10	176.43	177.37
percentage change (Point to Point)	6.24	6.55	6.22	5.25	5.26	5.51	5.52	5.56
percentage change (over previous month)				0.40	0.65	0.66	0.76	0.53
i) Construction	137.43	145.32	152.86	163.67	164.79	165.61	166.55	167.33
percentage change (Point to Point)	5.37	5.75	5.19	4.15	4.37	4.53	4.51	4.56
percentage change (over previous month)				0.30	0.69	0.50	0.57	0.47
ii) Production	146.01	157.81	170.66	191.42	192.52	194.34	196.47	197.74
percentage change (Point to Point)	7.22	8.08	8.14	7.20	6.84	7.25	7.31	7.32
percentage change (over previous month)				0.59	0.57	0.95	1.09	0.65
3. Service	145.01	154.44	164.78	180.70	182.17	183.20	184.85	185.90
percentage change (Point to Point)	6.60	6.51	6.69	6.02	6.04	6.05	6.11	6.14
percentage change (over previous month)				0.55	0.81	0.56	0.90	0.57

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

SL. No.	Unit	2019-20	August '20	September' 20	October ' 20	November ' 20	December '20
I. Cereals:							
1. Rice: Najershail/Minikat	Kg.	62.43	68.00	68.00	68.00	68.00	68.20
2. Rice: Pajam/Equiv.	Kg.	59.16	64.65	65.70	65.75	65.68	66.30
3. Rice: Irri/Boro	Kg.	45.51	49.80	52.25	52.30	52.23	52.28
4. Wheat (atta), white.	Kg.	40.00	40.00	40.00	40.00	40.00	40.00
II. Pulses:							
5. Moongdal (husked)	Kg.	130.54	122.58	120.66	135.00	135.00	134.30
6. Lentil (husked)	Kg.	111.61	114.30	114.10	125.00	125.00	122.50
III. Sugar & Molasses:							
7. Sugar (white)	Kg.	62.20	62.00	65.54	65.00	65.00	66.30
8. Molasses (sugarcane)	Kg.	104.53	115.00	110.00	110.00	110.00	112.00
IV. Protein Items:							
9. Fish-Rohu-cut piece	Kg.	430.56	430.00	430.65	400.00	400.00	410.00
10. Fish-Hilsa, medium size	Kg.	1388.75	1235.12	1250.00	1148.00	1148.00	1150.00
11. Prawn/Shrimp, about 3" long	Kg.	754.80	756.02	756.35	650.00	650.00	652.00
12. Barbel (Shing), about 50-gram weight each	Kg.	777.15	775.21	675.00	675.00	675.00	679.00
13. Beef, best quality	Kg.	524.34	775.15	775.21	555.00	675.00	551.00
14. Mutton, best quality	Kg.	743.54	735.35	735.40	745.00	745.00	740.00
15. Fowl, alive	Kg.	422.98	430.75	430.70	432.00	432.00	432.00
16. Egg (Hen), Farm	4 pcs	35.27	35.12	38.00	40.04	36.00	34.00
17. Egg (Duck)	4 pcs	60.00	60.00	60.00	60.00	60.00	58.00
V. Edible oil :							
18. Mustard oil, best quality	Liter	195.74	200.00	200.00	200.00	200.00	200.00
19. Soyabean oil, best quality	Liter	100.94	105.11	105.19	105.35	110.20	115.33
VI. Spices:							
20. Chilli (dry), best quality	Kg.	235.39	375.80	370.20	300.00	390.00	380.00
21. Onion (local)	Kg.	95.58	50.65	92.65	115.10	88.21	80.70
22. Garlic (Local)	Kg.	169.34	120.00	120.00	120.00	120.00	118.00
23. Turmeric (Local)	Kg.	158.18	160.45	160.00	160.07	160.07	165.40
24. Ginger (Local)	Kg.	171.01	165.25	220.21	200.00	160.00	162.00
25. Salt (fine)	Kg.	37.24	35.00	35.00	35.00	35.00	35.00
VII. Vegetable:							
26. Potato, best quality	Kg.	25.93	35.00	40.00	55.00	50.00	52.00
27. Brinjal, best quality	Kg.	60.09	68.58	80.00	110.03	75.65	65.15
28. Lady's finger, best quality	Kg.	54.96	60.10	68.25	75.50	60.00	55.37
29. Papaya (green)	Kg.	28.80	30.00	30.00	45.25	35.00	36.10
VIII. Milk:							
30. Milk (Milk vita packet)	Liter	80.15	80.65	80.70	80.70	80.70	80.70

SL. No.	Unit	2019-20	August '20	September' 20	October ' 20	November ' 20	December '20
31. Lactozen (full cream) (400gm)	Each	599.40	600.00	600.00	600.02	600.02	603.60
IX. Fuel & lighting :							
32. Firewood (gazari)	Quintal	527.04	482.02	488.15	490.37	490.37	492.77
33. Kerosene	Liter	82.63	91.55	91.60	91.65	91.65	91.65
34. Matches (40 sticks)	Box	2.00	2.00	2.00	2.00	2.00	2.00
X. Clothing:							
35. Long cloth (fine)	Meter	80.24	80.30	80.30	80.30	80.30	80.35
36. Long cloth (medium)	Meter	76.35	76.43	76.44	76.46	76.46	76.47
37. Saree (medium), white Tangail handloom: A451 80x80 count 5.5 yds.	Each	725.43	725.65	725.76	725.79	725.79	725.85
38. Lungi (medium.) 48" handloom 60X60	Each	798.40	798.69	798.75	798.75	798.75	798.79
39.Undershirt (genjee 100 c.m sleeveless)	Each	100.00	100.00	100.00	100.00	100.00	100.00
XI. Housing & Household Requisites:							
40. Cement (local)	Bag of 50 Kg.	458.75	450.00	450.00	450.00	450.00	450.20
41. Aluminum (Degchi)	Gram	0.42	0.42	0.42	0.42	0.42	0.43
42. Bamboo (muli) about 30 feet long	Each	175.61	189.65	189.71	189.71	189.71	189.75
43. Enamel plate	Each	70.00	70.00	70.00	70.00	70.00	70.20
XII. Miscellaneous:							
44. Coconut oil (unscented, imported)	Kg.	279.86	281.40	281.40	281.44	281.44	281.46
45. Cigarettes (Star)	10 Sticks	70.83	80.00	80.00	80.00	80.00	80.00
46. White paper	Quire	27.98	27.00	27.00	27.00	27.00	27.00
47. Blade-Sword (stainless steel)	Each	3.00	3.00	3.00	3.00	3.00	3.00

Source: Bangladesh Bureau of Statistics (BBS)


খুশকির বিড়ম্বনা?
আর না
খুশকি থেকে দ্রুত মুক্তি পেতে ব্যবহার করুন
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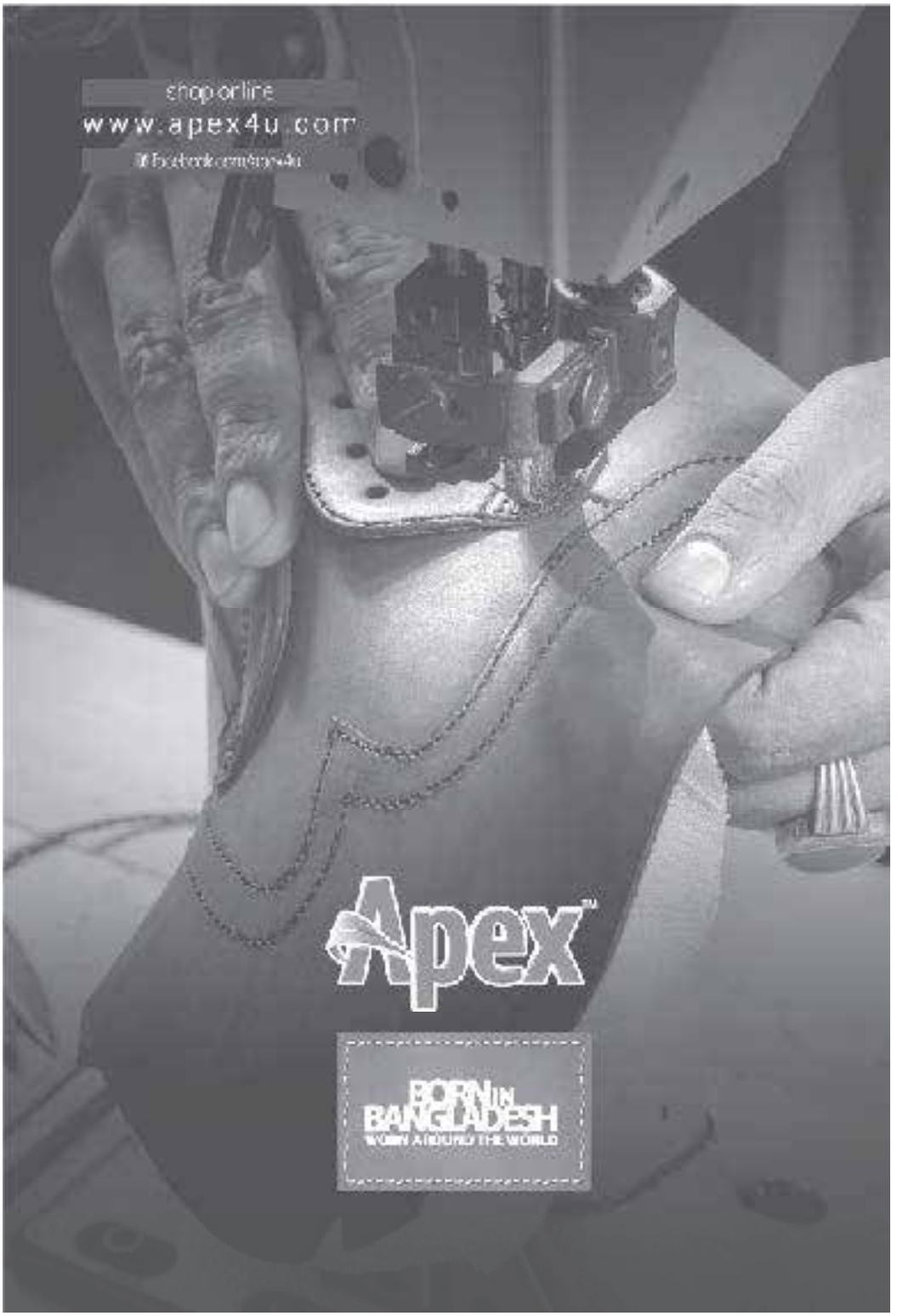
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A BRIEF PROFILE OF BEF

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.

Bangladesh Employers' Federation