LABOUR NEWS

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BANGLADESH EMPLOYERS' FEDERATION

Bangladesh Employers' Federation

Chamber Building
122-124, Motijheel C/A, Dhaka-1000, Bangladesh
Phone : +880-2-9565208-10 & +880-2-9574129-31 (PABX)
Fax : +880-2-9565211-12 Email : sg@mccibd.org
Web : www.mccibd.org

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TRUST IN THE WORKPLACE: HOW TO BUILD IT

By Kristina Martic

Trust in the workplace has been emerging as one of the most popular topics since the beginning of the current pandemic. According to the Edelman "Trust Barometer" (a survey of 33,000 people in 28 countries), one in three people don't trust their employers. But how to successfully build trust in the workplace when teams are geographically dispersed?

In the same Edelman research, it was also discovered that trust decreases from top positions to the lowest. For instance, 64% of executives trust their organizations, while only 51% of managers and 48% of other staff trust their organizations.

In other words, employees trust their peers more than the CEOs and upper-level executives. The higher up you go, the more critical it is for you to build trust with those that you supervise.

In this article, we will learn more about the importance of trust in the workplace as well as some best practices around how to build and maintain trust.

Top Reasons Why Building Trust in the Workplace is so Important Today

Some of you may already have experienced working in a workplace where people are unreliable, disengaged, disloyal or uncommunicative. If so, you know how hard it is to strive and be successful within such a working environment. This is exactly how employees who work in low-trust workplaces feel.

Negative working atmosphere creates a highly stressful and undesirable environment for everyone. Within such organizations, employees withhold their talents, creativity, energy and passion. As a result, they lose productivity, their innovation capabilities, their competitive edge, and more.

Let's take a look at some examples and real data from Harvard Business Review, SHRM, Great Place to Work, Accenture, Gallup and Trust Edge that prove the benefits of building highly-trusted workplace.

Trust enhances teamwork and collaboration

Trust in the workplace has a big impact on how employees collaborate and work together on the same projects. As most employees are still working from home these days, employers have started realizing how important it is to build trust.

In most cases, poor employee communication is the reason number one for poor collaboration. The first step towards building trustworthy and collaborative workplaces is to drive open and honest communication in the workplace.

Trust improves organizational alignment

When employees trust their employers, they are much more likely to work together towards achieving the same ultimate business goals. Yet, such organizational alignment is not easy to achieve, especially in large enterprise organizations with offices around the

world. In order to have all the employees on the same page, organizations must do a much better job communicating their core company values, mission and vision to their employees.

Trust improves efficiency, engagement and productivity

Let's take a look at some numbers from the previously mentioned sources. According to research, disengagement costs U.S. companies approximately $450 billion to $550 billion annually. What does this have to do with trust in the workplace? A lot!

Indeed, 96% of engaged employees trust management, while 46% of disengaged employees trust management. Besides engagement, research shows that highly-trusted workplaces enjoy:

- A 50% higher employee productivity
- 106% more energy at work
- 13% fewer sick days

To add, companies with high trust levels outperform companies with low trust levels by 186%.

Trust enhances decision-making

Within highly trusted workplaces, trust goes both ways. Meaning, employees have trust in their superiors and other executives, and managers have trust in their own teams. When such synergy happens, managers are more likely to empower their employees to make their own decisions, and employees have the confidence and courage to make them.

Trust decreases stress and burnout in the workplace

According to the research mentioned above, employees who trust their employers experience 74% less stress and 40% less burnout. As stress and burnout have many negative impacts on employee motivation and productivity, employers are trying to find ways to eliminate these emerging challenges in their workplaces. To do so, they have no choice but to build trust in the workplace!

As trust starts with open communication, employers need to find ways to create company cultures that foster transparency, and they need to frequently communicate with their workforce in order to lower the stress levels within the organization.

Trust increases employee loyalty and retention

Employee burnout is often followed by employee turnover. Moreover, according to the Accenture research, burned out employees are 2.5 times more likely to leave their current employer.

The same research shows that 67% of US workers feel burned out sometimes, often, or always, and they are 63% more likely to take a sick day off. Such feelings are often caused by fear and anxiety about their work, and employees may not feel comfortable speaking up about it. To add, one-third of employees indicated that they would stay longer with an employer if its leaders kept their promises, and 28% said they would extend their tenure if transparency was practiced at all levels.

Trust overcomes resistance to change

During this pandemic, many employers had to go through significant changes in their operations and Human Capital Management. Moreover, many of us will remember this year as the year of digital transformation in the workplace.

Adjusting to remote work wasn't easy for everyone. It required organizations to adapt quickly and align their entire workforce with the new initiatives. But most people don't like change. Getting employees' buy-in and cooperation is crucial for a change to be successful. Like in many other examples, internal communications play the crucial role in communicating the importance of change and leading people through it. When communication is effective, trust in the workplace increases, making people more confident about your organization's decisions and new initiatives.

Trust improves innovation and creativity

When people feel free to communicate, express their ideas, and when they trust their employers and superiors, they are more prompt to innovate and come up with new solutions. Moreover, research highlights that, when there is more trust in the workplace, employees are 23% more likely to offer more ideas and solutions.

Remember, promoting a culture of trust, rather than fear, encourages collaboration and builds a creative workplace. When employees are afraid to make mistakes or have fear of being punished, they are far less likely to take initiatives, yet risk is essential to innovation.

8 Ways to Build Trust in the Workplace

In its global CEO survey, PwC reported that 55% of CEOs think that a lack of trust is a threat to their organization's growth. Even though they are aware of the importance of trust in the workplace, many are still unsure about how to achieve it. Remember, one in three people don't trust their employer.

The thing is, business leaders are now facing new challenges: building trust when teams are geographically dispersed. Indeed, remote work has become the new normal, which leads organizations to adjust their strategies.

So let's now take a look into what you can do to create a highly trusted workplace in a post-COVID-19 world where remote work is the new normal.

1 Encourage employees' share of voice

58% of employees believe they themselves are responsible for ensuring they have a successful career, yet 63% of employees also say that employers have "too much power and control over their professional lives and well-being". When employees feel like they are not in control of their careers, they also can't feel high levels of trust.

In order to fix this issue, employers must give employees a voice, create opportunities for shared actions and empower them with information. It is important that employees feel like they can speak up about important issues, their needs and concerns without being held back.

The biggest mistake that employers make is practicing one-way communication with their employees. Meaning, they send out newsletters to inform their employees, without giving them an opportunity to join the conversation and share their voice.

2 Create a better company culture with open and transparent employee communications

IBM conducted a study of over 1,700 CEOs from 64 countries and 18 industries. One of the major findings is that companies that outperform their peers are 30% more likely to identify openness as a key influence on their organization. Unlike organizations with many hierarchical levels and closed company culture, today's successful CEOs are intentionally incorporating openness and transparency into their workplace cultures.

Transparency is showing accountability through communication. Being honest, vulnerable, giving frequent feedback, setting expectations and keeping employees informed and connected are all forms of transparency. Without transparency, people tend to make up their own truth about something, which may lead to extensive misinformation in the workplace, where people feel frustrated and left out.

3 Share important information with your employees

Topics around trust and transparency in the workplace are especially popular now as we are facing a lot of uncertainty to the current pandemic. Many employees feel scared and worried, and a lack of relevant information is the most common culprit for that. On the other side, there is an extensive information overload that employees are facing. When employees don't get the right information, when they are not able to find it quickly or when they have to deal with a lot of irrelevant information coming their way, both their trust and productivity are disrupted.

Employers have to find better ways to keep their employees informed about the important company updates as well as updates from other relevant and trusted sources. Many of them still haven't find ways to inform their employees in a timely manner and make communication more personalized.

4 Foster peer-to-peer communication

A great research by Edelman shows that the most common source of workplace information is

other employees (37%), even more than personal communication from one's manager (35%). Therefore, keeping employees connected and enabling them to communicate efficiently not only does build trust among employees, but it also creates better relationships and empowers knowledge sharing in the workplace.

Yet, many organizations' employee communications ecosystems are very complex and, therefore, highly unproductive. When employees have to deal with and pay attention to multiple different communication channels, the chances for frustration and important information getting lost are very likely.

Consequently, your employees may feel uninformed, lost and confused. Therefore, employers need to switch to more centralized employee communication solutions that have the ability to connect multiple communication solutions into a single platform that serves as a source of relevant information.

5 Authentic and approachable leadership

The same Edelman research showed that 71% of employees agree it's critically important for their CEO to respond to and talk about challenging times and sensitive topics. I believe that we all have witnessed this during these hard times that COVID-19 has brought to us. Therefore, building trust starts with leadership.

A recent Harvard Business Review study found that three key factors drive trust in leadership: consistency, good judgment and positive relationships. Out of 87,000 360-degree leadership assessments, those who achieved ratings at or above the 60th percentile for the three factors—marginally better than average—achieved an overall 80th percentile trust score. When none of these qualities were displayed, a 20th percentile trust score was given.

This ultimately proves that an emotionally connected leader who speaks with an authentic voice and has a clear vision is more likely to be trusted and receive support from the entire workplace.

Moreover, when leaders' words and their actions are disconnected, employees are less likely to be engaged and committed to the organization.

6 Create a sense of purpose

Because employees are looking for certainty in an uncertain world, businesses now have the opportunity to take a stand on issues and drive informed conversations about what their organization stands for.

Edelman research proved that one in four employees say they would never work for an organization that lacks greater purpose or fails to deliver meaningful societal impact, 71% of them are looking for a greater purpose and 71% of them want to do more meaningful work. Another 42% of employees say they would need to be paid significantly more to work for an organization that didn't offer these elements of shared action.

Without these trust-building efforts, employers risk losing their best talent and hurting their overall workplace culture.

7 Engage your employees in change management and digital transformation efforts

Employers should partner with their employees on change. As mentioned before, many people are resistant to change. However, instead of leaving people out when such projects are implemented, employers need to engage them as much as possible in order to earn their trust.

Employers must be transparent and inspirational about where they want to take the organization in the future, they should address their employees' concerns, and provide training that enables the employees of today to be the employees of tomorrow.

Leading transformation in the workplace is not an easy job, and proper employee communication is what separates companies with successful transformation from the ones that haven't been so successful.

Still, only 38% of employees who have experienced workplace transformation say that their employer communicated effectively about the changes, and only 36% say their employers were honest about changes their organization would face.

When employees' expectations around how they think people should be treated are higher than what employers actually deliver, the trust is hurt and employees don't feel empowered.

8 Adopt the human-centric approach and enhance employee empowerment

Within the context of change and transformation, employers are only partially delivering the information employees need to co-create and be successful.

Employee-centric workplaces are the ones where trust levels are high. In order to have your employees believe in what you say and work with you towards the same goals, you need to put your people first and make them feel more empowered.

When employees' expectations around how they think people should be treated are higher than what employers actually deliver, the trust is hurt and employees don't feel empowered.

Source: https://blog.smarp.com

BEF EVENTS

WORKSHOP ON "HUMAN RESOURCE MANAGEMENT – PERFORMANCE BASED WAGE SYSTEM"

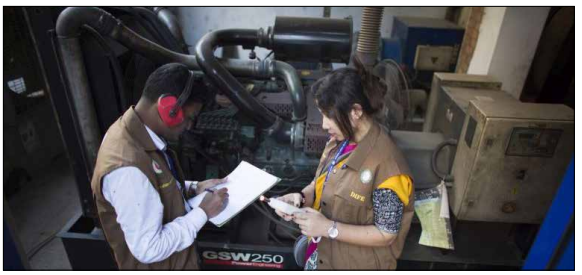
The Association for Overseas Technical Cooperation and Sustainable Partnerships (AOTS), Japan in cooperation with BEF virtually organized a two-day long workshop on "Human Resource Management – Performance Based Wage System" during 22-23 February 2021. In the inaugural ceremony held on 22 February, H.E. Mr. ITO Naoki, the Japanese Ambassador to Bangladesh, Mr. Yoshioka Osamu, General Manager, Economy Partnerships Promotion Department, AOTS of Japan, Dr. A K M Moazzem Hussain, Adviser to AOTS Activities in Bangladesh, Mr. Kamran T. Rahman, President, BEF, spoke virtually. Mr. Farooq Ahmed, Secretary-General, BEF moderated the inaugural session. The resource person Mr. Kobayashi Susumu, Senior Management Consultant, Japan Productivity Center conducted and facilitated the workshop program. A total of 36 junior and mid-level managers from different member organizations of BEF physically attended the workshop maintaining social distancing and other Covid related health guidelines. The main focus of the workshop was to discuss the Japanese wage system and its link to productivity.

BEF RECEIVED NATIONAL PRODUCTIVITY AND QUALITY EXCELLENCE AWARD 2019

Bangladesh Employers' Federation (BEF) was nominated to receive the National Productivity and Quality Excellence Award 2019 awarded by the National Productivity Organisation under the Ministry of Industries. Mr. Kamran T. Rahman, President of BEF received the award at a ceremony held on 15 February 2021 at the Pan Pacific Sonargaon Hotel. BEF was awarded under trade body and association category. Other institution that received the award in the category was the Dhaka Chamber of Commerce and Industry. Besides, sixteen companies received the award in the large industry category, six companies won in the medium industry category, two companies won in small industry category, two companies received the award in micro industry category and three companies got the award in the state-owned industry category.

HOME NEWS

LABOUR INSPECTION: NEW WORKPLACE SAFETY AND REGISTRATION PROTOCOLS INTRODUCED



With an aim to ensure decent working conditions in all workplaces across Bangladesh, the Department of Inspection of Factories and Establishments (DIFE) , under the Ministry of Labour and Employment, formulated four Standard Operating Procedures (SOPs) to further improve its labor inspection services and governance. The new SOPs, officially approved in November 2020, aimed at i) improving the registration and licensing of organizations; ii) ensuring the approval of factory layout plans; iii) documenting labor complaints and their related investigations; and iv) the investigation of occupational accidents. The official Bangla copies of each of the four SOPs can be downloaded from DIFE's website: www.dife.gov.bd .

According to DIFE data, the labor inspectors conducted 38,054 inspections in 2020, provided 7,616 new licences and renewed 27,811 existing licences for factories and establishments. During the same period, DIFE received 46 reports of workplace accidents and 4182 complaints, 69% of which were resolved.

31 INDUSTRIES RECEIVE NATIONAL PRODUCTIVITY AWARD

Thirty-one industrial organizations in the country received the National Productivity and Quality Excellence Award 2019. Industries Minister Mr. Nurul Majid Mahmud Humayun presented the award at a function organized by the National Productivity Organisation (NPO) under the Ministry of Industries recently. Sixteen companies that received the National Productivity and Quality Excellence Award 2019 in the large industry category were: Banga Building Materials Ltd, RFL Electronics Ltd, Rangpur Metal Industries Ltd, Ispahani Tea Ltd, NatoreAgro Ltd, Plummy Fashions Ltd, Universal Jeans Ltd, Genesis Washing Ltd, RFL Plastics Ltd, Durable Plastics Ltd, Akij Jute Mills Ltd, Ian Jute Mills Ltd, One Bank Ltd, Sonar Bangla Insurance Ltd, Brain Station 23 Ltd and Hatil Complex Ltd. Gate Well Limited, Northern Flower Mills Ltd, Romania Food and Beverage Ltd, Concept Knitting Ltd, Banga Plastic International Ltd, Packmat Industries Ltd, Basumati Distribution Ltd and QNS Shipping Logistic Limited won the award in the medium industry category.

In small industries category, SR Handicraft and Rangpur Foundry Limited and in the micro industry category, Masco Dairy Enterprise and Janata Engineering received the excellence award. Gazi Wires Ltd, Carew & Co (Bangladesh) Ltd and the Bangladesh Livestock Research Institute received the award in the state-owned industry category. Besides, the Bangladesh Employers' Federation and the Dhaka Chamber of Commerce and Industry received the Institutional Appreciation Award 2019 in the trade body and association category.

34.95% REMITTANCE GROWTH RECORDED IN SEVEN MONTHS

The inflow of remittances in the first seven months of the current fiscal year (July-January of FY21) grew by 34.95 per cent to US$14.91 billion from US$11.05 billion in the corresponding period of the previous fiscal year despite the ongoing COVID-19 pandemic. The government incentive and the latest policy support provided by the Bangladesh Bank (BB) have contributed to achieve the new record of inward remittances.

Monthly Trends in Remittances

Month	Remittances (million US$)		Change (%)
	FY21P	FY20R	
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	1963	1638	19.84
Total of July - January	**14908**	**11047**	**34.95**

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

In the last month of the period under review (January 2021), year-on-year, remittances registered a growth of 19.84 per cent to US$1.96 billion from US$1.64 billion. But the inflow of remittances in January decreased by 4.39 per cent from the previous month of US$2.05 billion (December 2020). According to experts, the government's incentive along with the competitive attitude of some banks has helped achieve the higher growth of inward remittances.

SINGAPORE TO RECRUIT 10,000 BANGLADESHIS

Foreign Minister Dr AK Abdul Momen said Singapore had decided to recruit 10,000 more Bangladeshi workers what he considered as a good sign amid COVID-19 pandemic. He said Bangladesh high commission in Singapore was working beyond its capacity by issuing 500 visas everyday as Bangladesh Mission issued the work permits for Bangladeshi workers in Singapore. Besides, he said, Romania had declared to employ 2,000 Bangladeshi workers at their 'Halal' meat processing industries.

NATIONAL QUALIFICATION FRAMEWORK APPROVED

The government has approved the uniform 'Bangladesh National Qualifications Framework (BNQF)' aiming to ensure and verify the efficiency of all types of education systems in the country. The declaration of approval was extended from a virtual meeting of the Steering Committee of Bangladesh Qualifications Framework, chaired by Education Minister Dr. Dipu Moni.

The entire education system has been divided into two parts with a total of 10 steps and these are: Pre-Bachelor Education (Level 1- Level 6) and Post-Bachelor Education (Level 6 to Level 10). The necessary amendments will be made to the first part within the next two months through coordinating with different types of education systems to make it functional and effective.

The uniform framework was developed by coordinating with National Qualifications Framework (NQF), formulated by UGC in 2019 and Bangladesh Qualifications Framework (BQF), formulated by the Division of Technical Education in 2020. With the approval of the Qualifications Framework, the Bangladesh Accreditation Council will get impetus and would be more dynamic in its activities.

KARMASANGSTHAN BANK HAS GIVEN LOANS WITHOUT COLLATERAL TO 41,613 YOUTHS

Karmasangsthan Bank has given Bangabandhu Youth Loan without collateral to 41,613 youths at an 8% interest rate. On the occasion of the birth centenary of Bangabandhu Sheikh Mujibur Rahman, the bank took up the Bangabandhu Youth Loan program last year. The program has indirectly created employment for more than 10 million people, according to the bank. Under the program, the bank has adopted an action plan to create self-employment for 200,000 trained unemployed youths in 2020 and 2021. The budget has been fixed at Tk30 billion. An entrepreneur can take a loan from Tk20,000 to a maximum of Tk5,00,000.

INTERNATIONAL NEWS

PAKISTAN: REMITTANCE SURGE 24.2% IN FEBRUARY

The remittances dispatched by the overseas Pakistanis surged by 24.2 percent to 2.26 billion in February 2021 against same month of last year when the remittances inflows were recorded at $1.82 billion, according to State Bank of Pakistan. For the first eight months of this fiscal year, remittances reached $18.74 billion and have risen by 24.1 percent over last fiscal year. Efforts under the Pakistan Remittances Initiative (PRI) and the gradual re-opening of major host destinations such as Middle East, Europe and United States contributed to the sustained increase in remittances.

In February, the remittances inflow from USA increased to $210.8 million from $138 million last year, whereas from United Kingdom the inflow also surged to $349.2 million from $173.8 million in February 2020. Similarly, from Saudi Arabia the remittances also rose from $513.1 million to $532.6 million while that from Dubai, Abu Dhabi, Sharjah, Bahrain, Kuwait, Qatar, and Oman, the inflow also rose to $429 million, $51.7 million, $5.2 million, $38.2 million, $71.8 million and $82.3 million respectively.

The remittances from European countries also jumped to $256 million in February 2021 compared to the inflow worth of $132.6 million in February 2020. Likewise, from Malaysia, the Pakistanis sent $15.7 million, from Australia $50.2 million, from Canada $45.6 million and from Japan, an amount of $6.5 million was transferred.

PHILIPPINES: REMITTANCES COME IN AT $29.9 BILLION, DEFYING COVID

Cash remittances from Filipinos working overseas dropped 0.8% to $29.9 billion last year, defying expectations of a sharper fall due to the pandemic, the country's central bank said.

However, the repatriation of over 400,000 workers amid the raging global health crisis has raised concerns of whether the remittance inflows -- a lifeline to a Philippine economy that shrank by a record 9.5% last year -- can sustain their strength.

Remittances from the U.S., which comprised nearly 40% of the total, as well as from Singapore, Canada, Hong Kong, Qatar, South Korea and Taiwan grew while those from Saudi Arabia, Japan, the U.K., United Arab Emirates, Germany and Kuwait dropped, according to the central bank.

The Philippines, Asia's third largest recipient of remittances after India and China, has relied on money sent home by around 10 million Filipinos who live and work overseas. Armies of Filipino nurses, seafarers, nannies, hotel staff and construction workers help power the Southeast Asian nation's economy through their remittances, which represents around 9% of the country's gross domestic product.

SOUTH KOREA: MIGRANTS ARE DOING THE JOBS SOUTH KOREANS SNEER AT

South Korea's Ministry of the Interior and Safety announced that the South Korean population officially declined for the first time, decreasing by 20,838 (0.04 percent) since 2019, making the 2020 total 51,829,023. This decline was caused by a 23,787 (0.09 percent) drop in the male population; the female population grew, but the rate of growth was just 0.01 percent, 0.09 percent down on last year.

South Korea's population decline is a major contributing factor to its need for immigration, and that need is growing. However, major flaws in South Korea's immigration policies for blue-collar workers create deadly vulnerabilities for the migrant workers they desperately need.

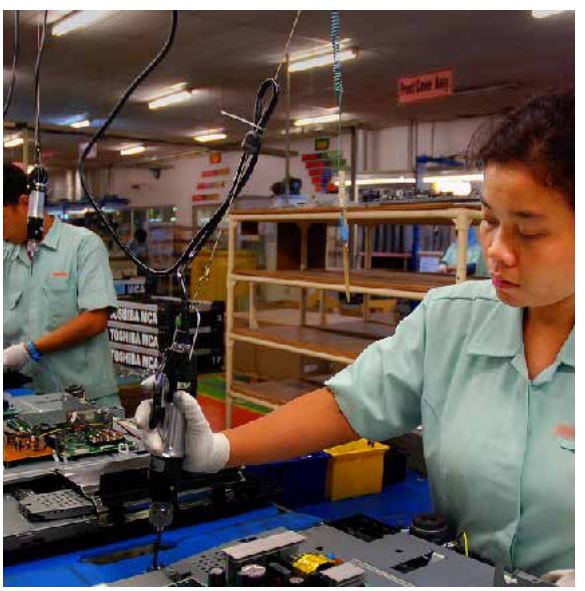
Today, although there are legal ways to work in blue-collar fields as a migrant worker, many migrant workers in South Korea are still undocumented, since policies still fail to align with need. South Korea no longer has a domestic population able to meet its labor needs and not just because of simple population decline.

South Korea's SMEs mainly need workers in agriculture, fishing, manufacturing, and construction, among other blue-collar sectors, which is inherently mismatched with the employment expectations of South Korean young adults. Many of these positions are so-called 3D jobs—dirty, dangerous, and demeaning (or difficult). This increases young Koreans' reluctance to pursue the positions.

This job skills mismatch has led South Korea to bring in migrant workers through its Employment Permit System (EPS) to work in SMEs that employ fewer than 300 employees. The system is explicitly aimed at sectors experiencing a severe labor shortage. However, it has numerous flaws.

Migrant workers who enter South Korea through the EPS are legally tied to their employer. They can change employers only with written consent from their current employer. Extending their stay of three years by another 22 months also requires employer consent. Exceptions to employer consent are made only if the worker has evidence of mistreatment or if the employer shuts down. Additionally, the EPS does not allow migrant workers to be accompanied by family members.

VIETNAM: COVID-19 WIDENS EXISTING GENDER INEQUALITIES



With remarkably high labor market participation rate, women in Vietnam face multiple and persistent labor market inequalities, and carry a disproportionate double burden of work and family responsibilities, according to a new research brief Gender and the labour market in Viet Nam: An analysis based on the Labour Force Survey by the International Labour Organization (ILO).

More than 70 percent of Vietnam's working-age women are in the labor force, compared to the global level of 47.2 percent and the average of 43.9 percent in Asia and the Pacific.

While the gender gap in labor force participation is narrower in Vietnam than in the world, it has still stood at 9.5 percentage points (men's rate higher than women's) over the last decade.

The research also indicated that the high labor force participation of women in Vietnam should not be interpreted as an indicator of equal opportunity. Female workers were overrepresented in vulnerable employment, particularly in contributing family work. They earned less than men (by 13.7 percent on monthly wages in 2019), despite comparable working hours and the progressive elimination of gender gaps in educational attainment.

Women were also underrepresented in decision-making jobs. They accounted for nearly half of the labor force, but less than one fourth of overall management roles. Women spent an average of 20.2 hours per week cleaning the house, washing clothes, cooking and shopping for the family, family care and childcare, whereas men spent only 10.7 hours. Close to one fifth of men did not spend any time on these activities at all.

USA: PANDEMIC JOB PAIN FELL UNEVENLY ON MINORITIES, THE POOR

Black workers, women and others in low-paying jobs in USA were more likely to become unemployed during the pandemic, faced greater health risks if they did keep working and were pushed out of the labor market at faster rates, according to a research released by the Federal Reserve Bank of New York.

Researchers found that by December white workers in USA were leaving the labor force at the same rate as in pre-pandemic times but the exit rate for Black workers had "increased dramatically."

The exodus could have long-lasting effects and threatens to erase the gains Black workers experienced during the record-long economic expansion that followed the Great Recession, the analysts said. "This relatively high rate of labor force exit for Black workers may lead to a persistently elevated Black-white labor force participation gap and an uneven labor market recovery."

Low-wage workers, including many women and minority workers, accounted for the vast majority of the job losses during the crisis and are facing a slower recovery, the researchers said.

Employment for high-wage workers, those earning above $85,000 a year, fully recovered by December and even rose above pre-pandemic levels. But employment of low-wage workers, or those earning less than $30,000 a year, was still 14 percent below pre-crisis levels - and falling.

The unequal outcomes can be linked in part to the fact that many low-income workers were employed in the leisure and hospitality industry, which was heavily affected by shutdowns and is facing reduced demand.

Unlike many higher-earning professionals who pivoted to working from home last March, many low-wage workers held jobs that had to be done in person - including work in healthcare, retail, construction and agriculture. That made them more susceptible to job losses, and put them at greater risk of infection when they were able to work, the researchers said.

ILO NEWS

INTERNATIONAL WOMEN'S DAY: GENDER EQUALITY IN THE WORKPLACE

It's now more than 100 years since the ILO first established standards on women in the workplace, focusing on maternity protection. A century on, much has changed, and we can all point to women who are successfully making a living, carving out careers, doing well in business and taking up leadership positions.

International Women's Day should be the perfect occasion to celebrate this success and to look forward to a bright and prosperous future for all women who wish to work. Unfortunately the reality for so many women is different.

COVID-19 is partly to blame, amplifying pre-existing inequalities and often having a disproportionate impact on women's employment. Women are also more at risk of being pushed out of jobs into the more precarious informal sector or work that matches neither their skills nor aspirations. However if we are to be honest, even before the pandemic hit, the situation was less than rosy.

Just over a year ago, before most of us had even heard of COVID-19, ILO's flagship report 'A Quantum Leap for gender equality for the future of work' highlighted how progress in closing gender gaps had stalled, and in some cases reversed.

There are numerous factors preventing women from entering, remaining and progressing in the labor force. Top amongst them is unpaid care work, the burden of which still rests disproportionately on the shoulders of women worldwide. For all the efforts to advance gender equality, between 1997 to 2012 the amount of unpaid care work carried out by women fell by just 15 minutes a day while men did 8 minutes a day more. At this rate it will take over 200 years for the gap to close and certainly far longer when the impacts of COVID-19 are taken into account.

Women continue to occupy fewer jobs and sectors than men. Those working in the same occupation as men are still systematically paid less (approx. 20 percent worldwide). Globally, according to ILO data, fewer than one third of managers are women, a situation that has changed very little in the last 30 years, although they are likely to be better educated than their male counterparts. And if this isn't bad enough, women with children are further penalised with regards to employment, pay and leadership opportunities. These penalties are carried throughout a woman's life cycle, often contributing to poverty during elder years, due to a lack of pensions and social safety nets.

Following are four key areas to make transformative change for women in the world of work.

First, we must seek to tackle the huge disparity between women's and men's unpaid care responsibilities. Men need to do more and would benefit from a better work-life balance. Increased support and investment at workplace level is also vital, through policies that allow a more flexible approach to working hours and careers, as well as pathways to manage care responsibilities and return to the workforce after care-giving absences, without unfair penalties.

Second, governments need to adopt – or in some cases make sweeping changes to – legislation and policies that enhance women's access to the labour market as well as higher skilled and better paid jobs and opportunities. This includes investing in publicly funded, accessible, professional care services. Many countries have legislation in place but implementation is weak, so allocating resources, increasing capacity and holding duty bearers accountable can go a long way.

Third, gender-based violence and harassment, including sexual harassment is unacceptable and must be addressed. ILO's Violence and Harassment Convention provides a clear framework and practical

actions in this regard since it was shaped by world of work institutions. Ratification and implementation of the Violence and Harassment Convention should be at the top of the agenda for every country in the region – following the lead of Fiji, which ratified it in June 2020.

Lastly, steps are needed at every level to support women's voice, representation and leadership. Discrimination in hiring and promotion must be removed and affirmative action considered to close stubborn gender gaps once and for all. We must also reach out to women everywhere, including those with compounding identities who often face marginalisation, such as migrant workers, members of the LGBTI community, ethnic minority and indigenous women as well as women with disabilities.

LAOS: INCOME SUPPORT TO HELP 17,000 GARMENT WORKERS HIT BY COVID-19

Each of up to 17,000 garment workers in Lao PDR affected by the COVID-19 pandemic is to receive two months' emergency income support worth 900,000 LAK (approximately US$100).

The Lao Social Security Organization (LSSO) announced that one-time cash transfers totaling US$1.8 million would help mitigate workers' lost income and support business continuity while reducing employers' staff turnover costs. The German Federal Ministry for Economic Cooperation and Development (BMZ) is funding the initiative, which has been developed with technical support from the ILO.

Eligible beneficiaries, of whom 85 percent are women, will receive the cash transfers by the end of March.

BOSNIA AND HERZEGOVINA: COVID-19 THREATENS 245,000 JOBS

In Bosnia and Herzegovina, the Covid-19 crisis has led to a decline in working hours during the third quarter of 2020, equivalent to the loss of 170,000 full-time jobs. With this, the working hours lost are 3 to 4 percent higher than the average loss of working hours in the six Western Balkan economies.

The latest impact assessment report identifies 14 sectors in which over 245,000 jobs are at immediate risk as the health crisis persists. These sectors include wholesale and retail trade, transport, crop and animal production, accommodation and food service activities, as well as several export-oriented industries (apparel, plastic, wood, minerals) and food products manufacturing.

The report offers five preliminary policy recommendations which need to be further evaluated and adjusted through social dialogue:

- Formulate comprehensive employment policies at entity level.
- Decouple health insurance from the registration as unemployed
- Improve interoperability of databases and information exchange among different levels of Government and across institutions
- Consider the articulation of additional job retention schemes
- Reconsider some of the design features of employment retention schemes, should they be re-introduced.

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
January	**290.03**	**315.81**	**256.97**	301.15	229.98	297.45	249.01	269.58	194.13	291.53

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
January	**288.33**	**308.97**	**255.50**	301.58	222.39	284.59	264.64	231.64	215.34	308.59

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
January	**293.16**	**332.50**	**258.94**	300.32	238.75	320.07	222.26	311.40	171.25	270.46

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	January'21
General	141.46	150.59	160.23	175.28	176.70	178.08	179.85	180.82	182.25
percentage change (Point to Point)	6.50	6.46	6.40	5.91	5.95	6.03	6.10	6.15	6.19
percentage change (over previous month)				0.29	0.81	0.78	0.99	0.54	0.79
1. Agriculture	**141.22**	**150.27**	**159.92**	**175.20**	**176.73**	**178.28**	**180.26**	**181.23**	**182.82**
percentage change (over previous month)	6.59	6.41	6.42	6.16	6.23	6.24	6.34	6.40	6.44
percentage change (over previous month)				0.19	0.87	0.88	1.11	0.54	0.88
i) Agriculture	141.19	150.23	159.91	175.25	176.76	178.32	180.31	181.29	182.89
percentage change (Point to Point)	6.60	6.40	6.44	6.19	6.24	6.25	6.35	6.41	6.46
percentage change (over previous month)				0.19	0.86	0.89	1.12	0.54	0.88
ii) Fish	143.19	152.63	160.59	172.80	175.21	176.20	177.48	178.01	179.34
percentage change (Point to Point)	6.37	6.61	5.22	4.78	5.73	5.76	5.60	5.67	5.70
percentage change (over previous month)				0.21	1.40	0.56	0.72	0.30	0.74
2. Industry	**140.27**	**149.45**	**158.74**	**172.83**	**173.95**	**175.10**	**176.43**	**177.37**	**178.50**
percentage change (Point to Point)	6.24	6.55	6.22	5.25	5.26	5.51	5.52	5.56	5.58
percentage change (over previous month)				0.40	0.65	0.66	0.76	0.53	0.64
i) Construction	137.43	145.32	152.86	163.67	164.79	165.61	166.55	167.33	167.88
percentage change (Point to Point)	5.37	5.75	5.19	4.15	4.37	4.53	4.51	4.56	4.57
percentage change (over previous month)				0.30	0.69	0.50	0.57	0.47	0.33
ii) Production	146.01	157.81	170.66	191.42	192.52	194.34	196.47	197.74	200.04
percentage change (Point to Point)	7.22	8.08	8.14	7.20	6.84	7.25	7.31	7.32	7.34
percentage change (over previous month)				0.59	0.57	0.95	1.09	0.65	1.16
3. Service	**145.01**	**154.44**	**164.78**	**180.70**	**182.17**	**183.20**	**184.85**	**185.90**	**187.15**
percentage change (Point to Point)	6.60	6.51	6.69	6.02	6.04	6.05	6.11	6.14	6.16
percentage change (over previous month)				0.55	0.81	0.56	0.90	0.57	0.67

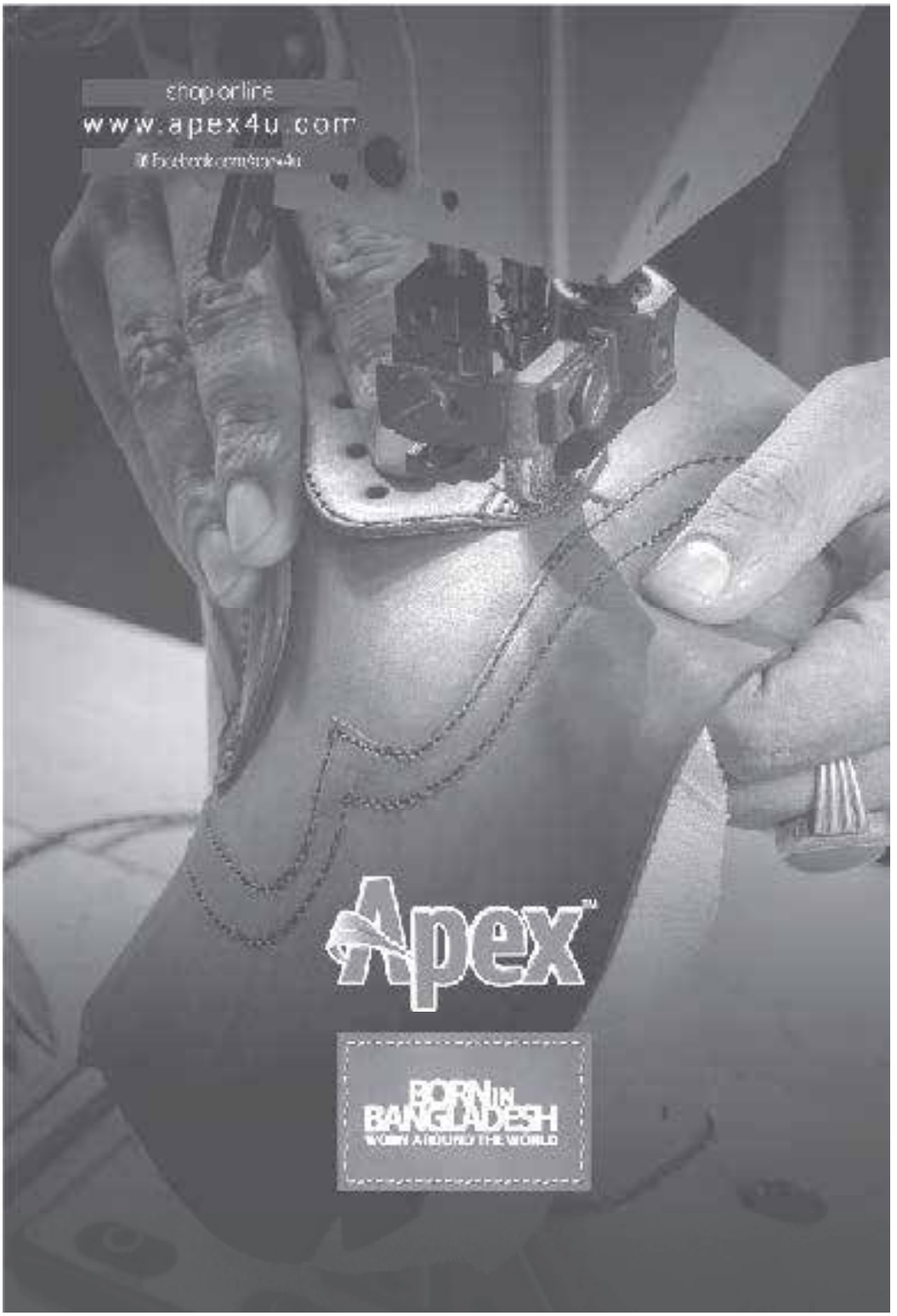
AVERAGE RETAIL PRICES OF SELECTED COMMODITIES IN DHAKA CITY

SL. No.	Unit	2019-20	November ' 20	December '20	January '21
I. Cereals:					
1. Rice: Najershail/Minikat	Kg.	62.43	68.00	68.20	68.37
2. Rice: Pajam/Equiv.	Kg.	59.16	65.68	66.30	66.55
3. Rice: Irri/Boro	Kg.	45.51	52.23	52.28	52.78
4. Wheat (atta), white.	Kg.	40.00	40.00	40.00	40.30
II. Pulses:					
5. Moongdal (husked)	Kg.	130.54	135.00	134.30	134.20
6. Lentil (husked)	Kg.	111.61	125.00	122.50	122.30
III. Sugar & Molasses:					
7. Sugar (white)	Kg.	62.20	65.00	66.30	70.40
8. Molasses (sugarcane)	Kg.	104.53	110.00	112.00	110.00
IV. Protein Items:					
9. Fish-Rohu-cut piece	Kg.	430.56	400.00	410.00	395.00
10. Fish-Hilsa, medium size	Kg.	1388.75	1148.00	1150.00	1150.00
11. Prawn/Shrimp, about 3" long	Kg.	754.80	650.00	652.00	658.00
12. Barbel (Shing), about 50-gram weight each	Kg.	777.15	675.00	679.00	685.00
13. Beef, best quality	Kg.	524.34	675.00	551.00	553.00
14. Mutton, best quality	Kg.	743.54	745.00	740.00	748.00
15. Fowl, alive	Kg.	422.98	432.00	432.00	432.00
16. Egg (Hen), Farm	4 pcs	35.27	36.00	34.00	32.00
17. Egg (Duck)	4 pcs	60.00	60.00	58.00	55.00
V. Edible oil :					
18. Mustard oil, best quality	Liter	195.74	200.00	200.00	195.00
19. Soyabean oil, best quality	Liter	100.94	110.20	115.33	121.70
VI. Spices:					
20. Chilli (dry), best quality	Kg.	235.39	390.00	380.00	370.00
21. Onion (local)	Kg.	95.58	88.21	80.70	50.20
22. Garlic (Local)	Kg.	169.34	120.00	118.00	110.00
23. Turmeric (Local)	Kg.	158.18	160.07	165.40	170.00
24. Ginger (Local)	Kg.	171.01	160.00	162.00	140.00
25. Salt (fine)	Kg.	37.24	35.00	35.00	35.00
VII. Vegetable:					
26. Potato, best quality	Kg.	25.93	50.00	52.00	45.00
27. Brinjal, best quality	Kg.	60.09	75.65	65.15	60.10
28. Lady's finger, best quality	Kg.	54.96	60.00	55.37	52.60
29. Papaya (green)	Kg.	28.80	35.00	36.10	37.00
VIII. Milk:					
30. Milk (Milk vita packet)	Liter	80.15	80.70	80.70	70.00
31. Lactozen (full cream) (400gm)	Each	599.40	600.02	603.60	610.00
IX. Fuel & lighting :					
32. Firewood (gazari)	Quintal	527.04	490.37	492.77	490.15
33. Kerosene	Liter	82.63	91.65	91.65	65.00

SL. No.	Unit	2019-20	November ' 20	December '20	January '21
34. Matches (40 sticks)	Box	2.00	2.00	2.00	2.00
X. Clothing:					
35. Long cloth (fine)	Meter	80.24	80.30	80.35	80.30
36. Long cloth (medium)	Meter	76.35	76.46	76.47	76.45
37. Saree (medium), white Tangail handloom: A451 80x80 count 5.5 yds.	Each	725.43	725.79	725.85	725.88
38. Lungi (medium.) 48" handloom 60X60	Each	798.40	798.75	798.79	798.81
39.Undershirt (genjee 100 c.m sleeveless)	Each	100.00	100.00	100.00	100.35
XI. Housing & Household Requisites:					
40. Cement (local)	Bag of 50 Kg.	458.75	450.00	450.20	445.00
41. Aluminum (Degchi)	Gram	0.42	0.42	0.43	0.42
42. Bamboo (muli) about 30 feet long	Each	175.61	189.71	189.75	190.15
43. Enamel plate	Each	70.00	70.00	70.20	70.40
XII. Miscellaneous:					
44. Coconut oil (unscented, imported)	Kg.	279.86	281.44	281.46	280.27
45. Cigarettes (Star)	10 Sticks	70.83	80.00	80.00	80.00
46. White paper	Quire	27.98	27.00	27.00	27.00
47. Blade-Sword (stainless steel)	Each	3.00	3.00	3.00	3.00

Source: Bangladesh Bureau of Statistics (BBS)


Kool
BODY SPRAY
Deodorant body spray
BLUE PASSION
Long-lasting fragrance
150 ml
লং লাস্টিং
Koolness
সারাদিন...
Kool
Deodorant body spray
CITRUS BEAT
Long-lasting fragrance
150 ml
Kool
Deodorant body spray
SAINT
Long-lasting fragrance
150 ml
Kool
Deodorant body spray
IGNITE
Long-lasting fragrance
150 ml
স্কয়ার
স্কয়ার টয়লেট্রিজ লিমিটেড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BORN IN BANGLADESH
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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