

# LABOUR NEWS

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BANGLADESH EMPLOYERS' FEDERATION



**Bangladesh Employers' Federation**

**Chamber Building**

122-124, Motijheel C/A, Dhaka-1000, Bangladesh

Phone : +880-2-223385208-10 & +880-2-223354129-31 (PABX)

Fax : +880-2-223385212 Email : sg@mccibd.org

Web : <http://bef.org.bd/>

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## ARTICLE

### 18 LEADERSHIP COMMUNICATION TRENDS TO LOOK FOR IN 2021

By Valène Jouany & Kristina Martić



**Leadership communication** is one of the most important factors that influences business success. Learning the skills necessary to have effective workplace conversations is critical if we want to implement changes and produce real business results.

Effective leadership communication is not just a new business buzz phrase. It has a clear and critical impact on an organization's bottom line. Moreover, good communication is one of the most important leadership traits. Therefore, every leader should provide their employees with the tools, and the opportunities, to have meaningful and productive conversations.

#### What Is Leadership Communication?

Leadership communications consists of messages related to company culture and core values. These messages are of a significant importance to the key stakeholders such as employees, customers, strategic partners, shareholders and media. Communication coming from leaders is essential because it has a direct impact on the company's vision, mission and ability to embrace change.

The most important goal of messages coming from leaders is to build trust in the workplace and keep employees engaged. In this blog, we will go over some of the most important trends leaders should apply in internal communications.

#### Why Leadership Communication Is So Important in the Workplace

3 in 4 employees see effective communication as the number one leadership attribute. Yet, less than 1 in 3 employees feel like their leaders communicate efficiently.

Leaders have a direct impact on employee satisfaction, motivation and productivity. Without effective leadership communication, employers shouldn't expect from their employees to be engaged and connected to their workplace. What's more, research shows that leaders and managers are accountable for 70% of employee motivation and happiness.

In order to inspire and in order to motivate, business leaders need to establish and foster a strong line of communication with the 10 main goals:

- Align employees with company's culture
- Align employees with company's strategic goals
- Build trust in the workplace
- Keep employees engaged
- Encourage two-way conversations
- Boost employee collaboration
- Keep employees informed
- Communicate changes effectively
- Prevent internal miscommunications
- Make important information available

## 18 Leadership Communication Trends to Look for in 2021

Leadership communication has changed significantly in the past few years, and it is now more important than ever before. However, leaders need to be ready to deal with these changes and adjust their internal communications strategy.

Let's take a look into some of the leadership communications trends you should consider implementing in 2021.

### Keeping employees engaged

Employee engagement drives employee productivity and business success. Yet, 85% of employees are not engaged in the workplace. Leaders should, through good internal communication, be able to keep employees engaged and motivated.

Quality conversations build trust, empathy and clarity, which are all key ingredients for healthy relationships in the workplace.

If you look at the biggest drivers of employee engagement, many of them revolve around poor communication. Disengaged employees don't understand how they fit into the culture, how managers view their performance, or where the company is headed.

### Building an effective internal communications strategy

Even though companies are becoming aware of the importance of internal comms for business success, 60% of companies are still missing a long-term strategy for their internal communications.

Leaders should play the most important role in building this strategy and support its execution.

### Aligning employees with strategic goals

Leaders are responsible for creating synergy and organizational alignment within their companies. This is the most important prerequisite for creating a sense of commitment toward common goals.

When your employees have a good understanding of your company's vision, mission, strategic goals

and company culture, they are likely to feel more motivated and engaged.

However, many leaders are still facing challenges related to employees' misalignment with the company's core values and goals.

### Communicating more often

Employees expect more from the leaders when it comes to communications.

Moreover, 71% of employees believe that their leaders do not spend enough time communicating goals and plans.

So one of the most important leadership communications trends to consider in 2021 is to implement a more robust and efficient internal communications strategy.

### Building stronger relationships

There is a clear move towards more impactful leadership communication strategies among senior leaders. Leaders are now prioritizing the creation of more open and impactful connections with employees.

Leaders should strive towards moving to a less top-down controlled approach and provide more opportunities for collaboration across the organization.

Great leaders are able to see that putting leadership communication strategies in place helps to overcome many internal communication challenges.

### Developing an efficient content strategy

Content lies at the heart of everything communicators do, but an increasing number of internal communications content gets ignored by employees. This is why leaders should know how to implement a successful content strategy and management.

Creating content that is personalized and relevant is now a must. Therefore, employers are turning to new technologies that can help them boost employee engagement by filtering content that is relevant to employees.

## Making content more engaging

71% of employees don't read or engage with company emails or content.

The main reason why employees don't engage with internal content is because they get too much information that is not relevant to them.

For this reason, leaders are now turning to technology solutions that enable them to create personalized news feeds for the employees.

Technologies such as Smarp serve as the center point for content discovery, ensuring employees stay up to date with company news and industry trends. Employees can subscribe to the topics they are interested in, and their news feeds provide everyone with a personalized, filtered view.

## Building trust and encouraging transparency

Trust is the foundation for successful business. To build trust within workplaces, leaders should communicate in a way that is truthful, open and transparent.

However, this is not easy as many employees don't trust their employers.

2016 Edelman Trust Barometer showed in a survey of 33,000 individuals in 28 countries that almost 1 in 3 employees don't trust their employers.

## 9. Reaching every employee

Making sure that important information reaches the right employees is the crucial part of every internal communication strategy.

However, it can be the most challenging one.

Moreover, 74% of employees have the feeling they are missing out on important information at work.

Therefore, when communicating, leaders need to have a strategy about how the right information will reach the right employees at the right time.

## Choosing the right communication channels and tools

Leaders should understand what is the best way to deliver important information to the employees.

Email is not the most effective way to reach and engage with employees anymore!

60.8% of employees in a survey about workplace communication preferences revealed that they either occasionally, often or always ignore emails at work.

With so many people skimming their inboxes, leaders should now consider new internal communications channels and technologies.

## Supporting bottom-up conversations

Leaders need to do a better job in supporting two-way conversations and making employees feel like they can speak up.

Roughly half of employees aren't regularly speaking their minds at work. Only 52% of employees say that they always or almost always speak their minds when having work-related conversations with their leaders.

## Encouraging more employee-driven content

Two-way conversations are impossible to achieve if you don't encourage employee-driven content.

In addition to leaders sharing important messages and information, engage your employees by letting them create and consume employee-generated content.

## Switching to mobile-first employee communication

It is not a secret, employees spend more time on their phones than any other device at home or in the workplace.

Currently, the workforce is made up of 50% of millennials and by 2025, that number will reach 75%. The one thing we all know about millennials, is that they are tech-savvy and mobile-oriented.

Therefore, if you want them to engage with the message you share, you have to adapt your internal communication to their smartphone habits. That means that leaders should now consider implementing mobile-first communication solutions.

Moreover, with the gig economy, freelancers, more part-timers and flexible working locations, it has become a real struggle to reach all employees and deliver important messages at the right time.

Therefore, leaders who enable mobile-first conversations within their workplace are much more likely to reach all their employees and increase engagement levels.

#### Building a collaborative workplace culture

Good leadership communication helps people to connect and collaborate better, and it is the leaders' job to make that happen.

Effective communication keeps everyone on the same page. When people who work together know how to communicate clearly and respectfully, they can accomplish things more efficiently.

They work together as a unit, rather than as individuals with no clear game plan.

#### Making information easily accessible

The most common reason why important information gets lost in the workplace is because the information is not easily accessible.

This doesn't only create frustrations among employees but also has a very negative impact on employee engagement, motivation and productivity.

Did you know that an average employee spends 2.5 hours every day searching for information?

Start supporting the #NoSearch Revolution within your organization to eliminate challenges related to employee productivity.

#### Preventing miscommunications

Leaders are responsible for preventing miscommunication in the workplace. In a research, nearly 81% of employees indicated that miscommunication occurred in their organization very frequently, frequently, or occasionally.

To work effectively, employees need accurate information from their leaders. When communications

systems aren't in place, that information may not reach everyone who needs it.

Employees may have to seek out the details that they are missing, which takes them away from other work and cuts down on their productivity. In other cases, employees might make mistakes because of lack of information.

#### Making employees brand ambassadors

Every organization has its interesting moments that should also be seen by the external world. As employees' words are much more trusted than leaders', companies are now trying to make their employees brand ambassadors.

Employees who trust their leaders are willing to share their word both internally and externally. However, many organizations still don't have tools that enable employees to easily share interesting information with the outside world.

With modern employee communications solutions like Smarp, leaders can now enable their employees to share information externally and make them company's advocates.

#### Measuring the effectiveness of leadership communications

Today, leaders are able to better understand how efficient their communication towards employees is.

Luckily, modern employee communication solutions enable leaders to measure how effective their internal communications efforts are.

Everything in Smarp, our employee communications app, is measurable which helps leaders quickly find out what content resonates with the employees. Therefore, they can make better communications decisions based on real data.

Source: <https://blog.smarp.com>

## BEF EVENTS



### **BEF OFFICE-BEARERS CALLS ON THE ADVISER TO THE PRIME MINISTER ON PRIVATE INDUSTRY AND INVESTMENT**

Newly elected office-bearers of Bangladesh Employers' Federation (BEF) headed by its President Mr. Ardashir Kabir called on Mr. Salman F. Rahman, MP, Adviser to the Hon'ble Prime Minister on Private Industry and Investment at the Bangladesh Investment Development Authority office on 24 October 2021. The BEF President is seen presenting a bouquet to the Adviser.



### **BEF OFFICE-BEARERS CALLS ON THE LAW, JUSTICE AND PARLIAMENTARY AFFAIRS MINISTER**

Newly elected office-bearers of Bangladesh Employers' Federation (BEF) headed by its President Mr. Ardashir Kabir called on Mr. Anisul Huq, M.P., Minister, Ministry of Law, Justice and Parliamentary Affairs at his Secretariat office on 14 October 2021. The BEF President is seen presenting a bouquet to the Minister.



### **MEETING AND CONVOCATION IN REMEMBRANCE OF THE NATIONAL LEVEL WORKER LEADERS**

Bangladesh Employers' Federation (BEF) organized a meeting and convocation in remembrance of the national level worker leaders deceased due to Covid-19 infection in the recent past. The event was held on 23 October 2021. Mr. Ardashir Kabir, BEF President, in his statement welcomed everyone present in the event and prayed for the departed soul of national level worker leaders. The event was attended by BEF Committee members, former Presidents and prominent national level workers' leaders.



### **BEF ORGANIZED AN EVENT TITLED 'NATIONAL WORKERS AND EMPLOYERS CONFERENCE'**

Bangladesh Employers' Federation (BEF) with the support of Dutch Employers' Cooperation Programme (DECP) organized an event titled "National Workers and Employers Conference" under the project "Improving Industrial Relation through Social Dialogue" on 23 October 2021. BEF President, Committee members, former Presidents, employer representatives, and prominent national level worker leaders and representatives attended the event. The main objective of this conference was to initiate the dialogue to form a bipartite safety committee at the national level since BEF considers that working towards safety improvement at enterprises level would promote good industrial relation, subsequently promoting social dialogue.



### CONSULTATION ON “BANGLADESH DECENT WORK COUNTRY PROGRAMME (DWCP) 2022-2026 (DRAFT)”

ILO Country Office for Bangladesh, in cooperation with Bangladesh Employers’ Federation (BEF), organized a consultation on “Bangladesh Decent Work Country Programme (DWCP) 2022-2026 (draft)” on 15 November 2021 at BEF Gulshan Office. Mr. Gunjan Dallakoti, SME Development Specialist, ILO Country Office for Bangladesh, presented the draft DWCP document. In his welcome address, the BEF President Mr. Ardashir Kabir said that the new DWCP could help in balancing decent work and cost in a post-pandemic world. He also believed that this DWCP could take Bangladesh to the new age of development. The consultation was attended by representatives from BEF member organizations, line associations, and Industry Skills Councils.



### JOB NETWORKING FAIR FOR THE RETURNEE MIGRANTS IN CUMILLA

ILO, in collaboration with the Government of Bangladesh, Bangladesh Employers’ Federation (BEF) and Helvetas Bangladesh supported by the Government of Switzerland, organized a job networking fair for the returnee migrants in Cumilla on 13 November 2021. The fair aimed to establish linkages between return migrants, relevant government organizations, employers, and service providers to promote decent employment opportunities. Mr. Md. Nazibul Islam, Additional Secretary, Ministry of Expatriates’ Welfare and Overseas Employment, inaugurated the job networking fair. Several government agencies, ten employers’ organizations and nine NGOs/CSOs participated in the fair. Around 300 participants attended the fair.

## HOME NEWS

### RECEIVING INWARD REMITTANCES THROUGH OPGSPS ALLOWED



Bangladesh Bank (BB) allowed receiving inward remittances through online payment gateway service providers (OPGSPs). The foreign exchange policy department of the central bank issued a circular approving the authorized dealers (ADs) banks to repatriate remittances through OPGSPs. The circular states that ADs are required to enter into an arrangement with internationally-recognized OPGSPs and maintain separate nostro (an account that a bank holds in a foreign currency in another bank) collection account for each OPGSP.

### SAUDI ARABIA RECRUITS 33,263 FEMALE WORKERS FROM BANGLADESH IN NINE MONTHS



Saudi Arabia recruited more than 30,000 female workers from Bangladesh in the last nine months of the current calendar year amid Covid-19 pandemic, according to the latest data from the Bureau of Manpower Employment and Training (BMET). It

showed that a total of 33,263 female workers went to Saudi Arabia during the January-September period of this year. Saudi Arabia hired about 68 percent of the total female workers (49,129) who went abroad from the country in the nine months of the current year.

### UAE URGED TO FIX WAGE STRUCTURE FOR BANGLADESHI WORKERS



The government has requested the authorities concerned of the United Arab Emirates (UAE) to fix wage structure for Bangladeshi workers staying in the gulf state. Expatriates' Welfare and Overseas Employment Minister Imran Ahmad made the request at a meeting with Dr Abdulrahman Abdulmannan Al Awar, the UAE Minister of human resources and Emiratization (MOHRE).

### \$300 MILLION WORLD BANK LOAN FOR UPSKILLING TECHNICAL KNOWLEDGE OF YOUTHS AND WOMEN



Under a deal signed recently, the World Bank (WB) will provide US\$300 million in loans for upskilling technical knowledge of some 0.1 million youths and women in Bangladesh. With the financial support, four government agencies will work for enhancing technical skills of the Bangladeshi youths under a project titled Accelerating and Strengthening Skills for Economic Transformation (ASSET). The Directorate of Technical Education would be the key implementing agency, while the Ministry of Expatriates' Welfare and

Overseas Employment, the Ministry of Industries, and the Medical Education and Family Welfare Division will be the partner agencies in executing the ASSET project.

### **THE DIFE INSPECTED FACTORIES UNDER EPZ FOR THE FIRST TIME**



The Department of Inspection for Factories and Establishments (DIFE), for the first time, inspected factories under the jurisdiction of Export Processing Zone (EPZ). Inspector General of the DIFE Md Nasir Uddin Ahmed inspected two local factories and two foreign factories at Uttara EPZ situated at Syedpur in Nilphamari District. On October 14, the IG inspected Section Seven International Limited and Mazen (Bangladesh) Industries Limited. On October 16, he also inspected Deshbandhu Textile Mills Limited and Ventura Leatherware MFY (BD) Limited. During his visit to EPZ, he exchanged views with the managing authorities of the factories and visited EPZ's medical centers, security barracks, school and college.

### **RMG WORKERS' DIGITAL DATABASE INITIATED**

A new project titled 'Digital Repository of RMG Workers' has been taken for developing a digital and credible database of the entire workforce of the country's readymade garment (RMG) industry. In this connection, Bangladesh Garment Manufacturers and Exporters Association (BGMEA) signed a Memorandum of Understanding (MoU) with Brac University at the BGMEA office. The country's RMG sector shares a history of almost four glorious decades, but comprehensive information on its employed workers

is yet to bring together. Being a labor-intensive industry and having the importance of the labor force to ensure sustainable growth, it is essential to have an accurate, complete, and credible data repository of the entire workforce of the RMG industry. Realizing this context, BGMEA and BracU have stepped to collaborate on this joint project.

### **\$200 MILLION DEAL SIGNED WITH IDA FOR EMPLOYMENT PROJECT**

Bangladesh and the International Development Association (IDA) of the World Bank group signed a financial agreement of \$200 million loan to implement the "Recovery and Advancement of Informal Sector Employment Project (RAISE)". The project will be implemented by Palli Karma-Sahayak Foundation (PKSF). The project has been taken up with the aim of increasing the economic opportunities of the low-income youth community in urban areas and the migrant workers returning from abroad due to the COVID-19 pandemic.

### **BIDA TO LEAD INSPECTION AT MILLS, FACTORIES TO ENSURE SAFE ENVIRONMENT**

The Bangladesh Investment Development Authority (BIDA) will lead inspection operations at the mills, factories and business establishments to ensure safe working environment there and also to find out the reasons for possible fire incidents. Based on the available data and information, the government would take necessary measures for ensuring safe working environment there and also to avert possible fire incidents and other accidents. This was informed at a training workshop jointly organized by BIDA and the Department of Inspection for Factories and Establishments (DIFE). Mr. Salman F Rahman, Prime Minister's Private Industry and Investment Adviser, spoke at the event as the chief guest.

### **PRAN-RFL GENERATES 33,000 JOBS IN NARSINGDI**

Pran-RFL Group recently generated 33,000 more jobs at three factories in Narsingdi. Around 90 percent of the employees are locals and about 20,000 employees are female.

## INTERNATIONAL NEWS

### PAKISTAN: REMITTANCES REMAINED ABOVE \$2 BILLION MARK FOR 16TH CONSECUTIVE MONTH



The overseas Pakistani workers' remittances continued strong trend and remained above \$2 billion mark for 16th consecutive month as the remittances were recorded at \$2.7 billion in September 2021. In terms of growth, the remittances increased by 0.5% over previous month and soared by 16.9% over the same month last year, according to data released by State Bank of Pakistan (SBP). Remittance inflows during September 2021 were mainly sourced from Saudi Arabia (\$691million), United Arab Emirates (\$502 million), United Kingdom (\$370 million) and the United States (\$245 million). Cumulatively, remittances reached \$8.0 billion in first quarter of Fiscal Year 2021-22, a significant growth of 12.5% over the same period last year.

### INDIA: UNEMPLOYMENT RATE FELL SHARPLY IN SEPTEMBER



India's unemployment rate fell sharply in September to 6.86% against 8.32% in August as 8.5 million additional jobs were created in the month with the majority of them in rural India with construction activity picking up pace, the Centre for Monitoring Indian Economy (CMIE) said. According to CMIE, the construction industry in rural India absorbed 7.55 million additional people in September on the back of steady growth in investments in road building and possible increase in employment under the rural employment guarantee

scheme the Mahatma Gandhi National Rural Employment Guarantee. As per the CMIE, the creation of additional jobs pushed up India's employment rate to 37.87% in September as compared to 37.15% in August.

### MALAYSIA: TRAVEL BAN ON MIGRANT WORKERS LIFTED



Malaysia will let foreign workers back into the country after an almost 16-month hiatus due to the COVID-19 pandemic, and allow some tourists back to its resort island of Langkawi, the country's prime minister said. The agreement reached by the government's pandemic taskforce on foreign workers has been hotly anticipated by vital sectors like palm oil plantations and rubber glove manufacturing, which rely on migrant labor. Malaysia is reliant on some two million documented migrant workers to produce everything from gloves to iPhone parts. From mid-November, Malaysia will also allow certain international travelers to visit its tropical holiday island of Langkawi, reopening its borders to foreign tourists for the first time since the start of the pandemic.

### PHILIPPINES: REMITTANCES UP 4.8% IN AUGUST



Overseas Filipinos sent more money to their loved ones in the Philippines in August 2021, according to Bangko Sentral ng Pilipinas, the central bank. Remittances climbed to \$2.88 billion during the month — a 4.8% leap from the \$2.756 tallied in August 2020. However, the recent outturn is lower than the \$3.16

billion logged in July. The United States remains the biggest source of overall remittances, accounting for 40.7% of total money sent as of end-August. Other major sources were Singapore, Saudi Arabia, Japan, and the United Kingdom. Meanwhile, the August figure brought total money remitted by Filipino overseas for first eight months of 2021 to \$22.67 billion, up 5.9% from the same period last year.

### AUSTRALIA: UNEMPLOYMENT RATE RISES TO 5.2% IN OCTOBER



Australia's jobless rate jumped to 5.2% in October 2021 as more people began to look for work even as the economy shed 46,300 jobs during a period when half the economy was still in Covid-triggered lockdowns. The increase in unemployment according to the Australian Bureau of Statistics was worse than the markets had expected. Pushing the jobless tally higher was an increase in some states of the number of people looking for work, with the so-called participation rate rising from 64.5% in September to 64.7% in October. The increase was the first since June.

### GERMANY: LABOUR MARKET CONTINUES TO RECOVER FROM THE CORONAVIRUS CRISIS



The German labor market continues to recover from the coronavirus crisis. In October 2021, around 2,377 million people in the federal republic were without a job - 88,000 fewer than in September and 383,000 fewer than a year ago. However, it has not yet returned

to its pre-crisis level: in October 2019, only around 2,2 million people were drawing unemployment benefits. In a recently-published forecast, several leading economic research institutes predicted that the pre-pandemic level would only be reached once again in Germany in the coming year.

### USA: UNEMPLOYMENT RATE DROPS TO 4.8%



The Bureau of Labor Statistics' September jobs report showed a decrease of 0.4 percentage points in the U.S. unemployment rate, from 5.2% in August to 4.8% in September 2021. US employers added just 194,000 jobs in September, the Labor Department said, down from 366,000 in August — and far below the increase of more than one million in July, before the highly contagious Delta variant led to a spike in coronavirus cases across much of the country. Leisure and hospitality businesses, the main driver of job growth earlier this year, added fewer than 100,000 jobs for the second straight month in September.

### CANADA: JOBLESS RATE CONTINUED DOWNWARD TREND



Canada's unemployment rate continued downward trend, falling 0.2 percentage points to 6.9 percent in September 2021, the lowest rate since the onset of the COVID-19 pandemic, Statistics Canada said. The country's jobless rate declined for the fourth consecutive month in September.

## ILO NEWS

### ILO LAUNCHES NEW TOOL ON SOCIAL DIALOGUE



The ILO recently launched a new tool to help its constituents enhance the effectiveness and inclusiveness of their national social dialogue institutions. The tool was developed as part of the Plan of Action on social dialogue and tripartism (2019-2023) that was endorsed by the ILO Governing Body at its March 2019 session. The Plan also implements the resolution and conclusions on social dialogue of the International Labour Conference (ILC) held in June 2018.

The self-assessment method for social dialogue institutions (SAM-SDI) guides the social dialogue actors – governments, employers' and workers' organizations – through a process that analyses the inclusiveness and effectiveness of their social dialogue institutions. Based on this analysis, they can devise and implement an action plan to increase the institution's impact on policy-making.

Social dialogue, based on respect for freedom of association and the right to effective collective bargaining, has a crucial role in designing policies to promote social justice and social and economic progress.

Social dialogue institutions have a key role to play in the achievement of the UN Sustainable Development Goals (SDGs), particularly SDG 16, which promotes peaceful and inclusive societies for sustainable development, access to justice for all and effective, accountable and inclusive institutions at all levels.

Social dialogue is also an essential component of SDG 8, which promotes sustained, inclusive and

sustainable economic growth, full and productive employment and decent work for all. It is also central to the achievement of SDG 5, on gender equality.

### IRENA AND ILO WORK TOGETHER FOR A JUST AND INCLUSIVE TRANSITION TO A SUSTAINABLE ENERGY FUTURE



The Directors-General of the International Renewable Energy Agency (IRENA) and the ILO recently signed an agreement to reinforce their cooperation, to promote employment and decent jobs for women and men in an energy transition that leaves no one behind.

The rapid deployment of renewable energy is indispensable to the pursuit of the Sustainable Development Goals. Making such a transition conducive to decent work creation, with more and better jobs, while ensuring a just transition for all is essential, said the ILO Director-General. "Working together, the ILO and IRENA can further promote decent work and social justice in the energy transition, in a comprehensive manner."

We have seen significant progress in renewable energy deployment, which is reflected in the continuously increasing number of workers in the sector worldwide, but it is uneven across geographies and communities, said IRENA Director-General. Progress that is not just or inclusive is not sustainable. Achieving a green economy cannot be done without creating opportunities for all, making sure that all groups of society have access to decent, well-paying jobs, the IRENA Director-General added.

The agreement will allow both organizations to draw from and complement each other's strengths in implementing activities of their mutual interest. Their collaboration will include among others joint research and initiatives, capacity building, training activities, outreach and communications, as well as joint events for knowledge sharing.

## 12 MILLION GLOBAL RENEWABLE ENERGY JOBS



Renewable energy employment worldwide reached 12 million last year, up from 11.5 million in 2019, according to the eighth edition of *Renewable Energy and Jobs: Annual Review 2021* released by the International Renewable Energy Agency (IRENA) in collaboration with the ILO.

The report confirms that COVID-19 caused delays and supply chain disruptions, with impacts on jobs varying by country and end use, and among segments of the value chain. While solar and wind jobs continued leading global employment growth in the renewable energies sector, accounting for a total of 4 million and 1.25 million jobs respectively, liquid biofuels employment decreased as demand for transport fuels fell. Off-grid solar lighting sales suffered, but companies were able to limit job losses.

China commanded a 39 percent share of renewable energy jobs worldwide in 2020, followed by Brazil, India, the United States, and members of the European Union. Many other countries are also creating jobs in renewables. Among them are Vietnam and Malaysia, key solar PV exporters; Indonesia and Colombia, with large agricultural supply chains for biofuels; and Mexico and the Russia, where wind power is growing.

In Sub-Saharan Africa, solar jobs are expanding in diverse countries like Nigeria, Togo, and South Africa.

## EMPLOYMENT IMPACT OF THE PANDEMIC WORSE THAN EXPECTED



The loss of working hours in 2021 because of the pandemic will be significantly higher than previously estimated, as a two-speed recovery between developed and developing nations threatens the global economy as a whole, says the ILO.

The ILO is now projecting that global hours worked in 2021 will be 4.3 per cent below pre-pandemic levels (the fourth quarter of 2019), the equivalent of 125 million full-time jobs. This represents a dramatic revision of the ILO's June projection of 3.5 per cent or 100 million full-time jobs.

*The eighth edition of the ILO Monitor: COVID-19 and the world of work*, warns that without concrete financial and technical support, a "great divergence" in employment recovery trends between developed and developing countries will persist.

In the third quarter of 2021, total hours worked in high-income countries were 3.6 per cent lower than the fourth quarter of 2019. By contrast, the gap in low-income countries stood at 5.7 per cent and in lower-middle income countries, at 7.3 percent.

From a regional perspective, Europe and Central Asia experienced the smallest loss of hours worked, compared to pre-pandemic levels (2.5 per cent). This was followed by Asia and the Pacific at 4.6 percent. Africa, the Americas and Arab States showed declines of 5.6, 5.4 and 6.5 percent respectively.

## STATISTICS

## 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. Misc. Goods & Services
2013-14	195.08	209.79	176.23	194.77	163.47	206.14	164.06	167.20	164.38	193.75
2014-15	207.58	223.80	186.79	204.50	171.80	214.45	180.77	181.78	168.02	204.21
2015-16	219.86	234.77	200.66	233.38	182.74	227.39	199.94	201.34	171.01	211.61
2016-17	231.82	248.90	209.92	243.56	194.01	235.85	206.70	210.78	177.56	217.51
2017-18	245.22	266.64	217.76	255.24	200.25	249.68	209.28	218.80	183.65	223.81
2018-19	258.65	281.33	229.58	277.64	206.98	265.25	215.31	235.23	186.72	239.87
2019-20	273.26	296.86	243.00	290.00	220.70	282.67	230.07	248.48	190.13	259.27
2020-21	288.44	313.86	255.85	298.14	228.29	298.15	247.86	271.45	193.61	288.53
2021										
March	291.96	317.32	259.44	303.73	229.50	302.63	251.13	274.68	195.89	299.06
April	293.88	320.28	260.02	304.23	229.44	305.00	251.50	276.02	195.95	299.67
May	287.92	308.41	261.65	305.17	225.90	306.46	251.53	294.86	195.99	299.99
June	291.70	314.19	262.87	306.00	226.63	308.95	251.90	297.31	196.54	301.82
July	293.19	316.02	263.93	307.11	227.12	310.07	252.47	300.58	197.00	302.72
August	297.73	323.04	265.28	310.34	228.06	311.90	252.66	301.81	197.47	303.97
September	304.22	332.58	267.85	313.63	230.62	316.69	252.89	303.73	199.55	306.12

Source: Bangladesh Bureau of Statistics (BBS)

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

Period	General Index	Index by expenditure group								
		1. Food & Beverage	2. Non-Food	I. Clothing & Footwear	II. Fuel & Lighting	III. Household Equipment	IV. Medical Care & Health Expenses	V. Transport & Communication	VI. Recreation, Entertainment,	VIII. Misc. Goods & Services
2012-13	<b>183.90</b>	<b>192.14</b>	<b>170.79</b>	184.54	157.40	186.40	164.63	160.98	174.07	187.05
2013-14	<b>196.90</b>	<b>207.72</b>	<b>179.69</b>	200.61	164.05	197.62	168.87	166.01	179.72	199.74
2014-15	<b>209.10</b>	<b>221.02</b>	<b>190.13</b>	214.07	171.34	209.29	187.18	174.09	183.84	212.34
2015-16	<b>220.10</b>	<b>230.31</b>	<b>203.86</b>	242.26	179.19	222.11	211.04	188.69	187.84	221.12
2016-17	<b>231.02</b>	<b>243.08</b>	<b>211.83</b>	253.51	187.45	229.57	219.35	193.71	194.81	226.47
2017-18	<b>244.17</b>	<b>259.86</b>	<b>219.21</b>	263.96	192.89	246.23	221.15	197.24	201.31	233.72
2018-19	<b>256.74</b>	<b>273.55</b>	<b>230.01</b>	282.76	198.99	261.30	225.86	207.51	205.05	253.71
2019-20	<b>271.20</b>	<b>289.08</b>	<b>242.74</b>	292.21	212.44	277.56	242.40	217.05	208.93	275.65
2020-21	<b>286.37</b>	<b>306.40</b>	<b>254.51</b>	298.86	220.23	286.65	264.04	234.11	214.52	305.80
2021										
March	<b>290.68</b>	<b>311.14</b>	<b>258.12</b>	303.14	221.19	290.59	267.27	236.73	218.62	318.88
April	<b>292.85</b>	<b>314.27</b>	<b>258.77</b>	303.82	220.74	293.87	267.78	237.86	218.67	319.94
May	<b>285.71</b>	<b>301.94</b>	<b>259.90</b>	304.76	215.65	295.17	267.79	257.41	218.69	320.49
June	<b>288.95</b>	<b>306.47</b>	<b>261.07</b>	305.46	216.70	297.57	268.29	258.73	219.52	322.27
July	<b>290.34</b>	<b>308.10</b>	<b>262.08</b>	306.64	217.46	298.65	269.03	260.86	220.08	322.84
August	<b>295.21</b>	<b>315.29</b>	<b>263.25</b>	308.15	218.83	300.24	269.06	262.52	220.27	323.49
September	<b>302.27</b>	<b>325.14</b>	<b>265.88</b>	311.22	221.60	305.23	269.29	264.50	221.93	325.75

Source: Bangladesh Bureau of Statistics (BBS)

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

Period	Index by expenditure group										General Index
	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. Misc. Goods & Services		
2013-14	214.85	171.61	183.66	162.80	221.11	155.82	168.52	147.83	186.37		
2014-15	230.56	182.32	197.93	172.33	223.53	169.80	190.26	150.95	194.16		
2015-16	245.66	196.39	216.50	186.86	236.67	180.93	215.50	152.84	199.87		
2016-17	263.09	207.38	224.66	201.60	246.87	185.05	229.59	158.93	206.45		
2017-18	283.19	215.83	238.67	208.77	255.74	188.96	242.55	164.59	211.57		
2018-19	300.30	229.00	267.92	216.22	272.20	197.25	265.77	166.95	222.78		
2019-20	315.83	243.34	285.82	230.27	291.66	208.97	283.12	169.81	239.06		
2020-21	332.08	257.64	296.78	237.63	318.36	220.17	312.59	171.05	267.20		
2021											
March	332.39	261.21	304.84	239.11	323.80	223.51	316.50	171.37	274.58		
April	334.96	261.70	305.00	239.51	324.57	223.65	318.07	171.44	274.65		
May	324.20	264.00	305.95	237.77	326.30	223.69	336.12	171.50	274.69		
June	333.04	265.26	307.02	238.13	328.95	223.85	339.82	171.74	276.58		
July	335.34	266.40	308.02	238.31	330.15	224.12	344.35	172.10	277.88		
August	341.94	267.99	314.51	238.74	332.41	224.59	345.11	172.87	279.86		
September	350.75	270.46	318.22	241.05	336.84	224.83	346.97	175.41	281.89		

Source: Bangladesh Bureau of Statistics (BBS)

## WAGE RATE INDEX BY SECTORS: BANGLADESH

(Base: 2010-11=100)

Sector	2018-19	2019-20	2020-21	July '21	August '21	September '21
General	160.23	170.39	180.83	184.78	185.44	187.13.
percentage change (Point to Point)	6.40	6.35	6.12	5.72	5.80	5.91
percentage change (over previous month)				0.03	0.36	0.91
<b>1. Agriculture</b>	<b>159.92</b>	<b>170.28</b>	<b>181.16</b>	<b>185.03</b>	<b>185.58</b>	<b>187.46</b>
percentage change (over previous month)	6.42	6.48	6.39	5.81	5.93	6.07
percentage change (over previous month)				-0.01	0.30	1.01
i) Agriculture	159.91	170.32	181.23	185.13	185.69	187.58
percentage change (Point to Point)	6.44	6.51	6.41	5.84	5.96	6.12
percentage change (over previous month)				-0.01	0.30	1.02
ii) Fish	160.59	168.58	177.84	180.17	180.13	181.16
percentage change (Point to Point)	5.22	4.97	5.49	4.48	4.24	3.40
percentage change (over previous month)				-0.02	-0.03	0.58
<b>2. Industry</b>	<b>158.74</b>	<b>168.24</b>	<b>177.52</b>	<b>181.42</b>	<b>182.16</b>	<b>183.43</b>
percentage change (Point to Point)	6.22	5.99	5.51	5.39	5.40	5.45
percentage change (over previous month)				0.07	0.41	0.70
i) Construction	152.86	160.17	167.24	170.07	170.28	171.40
percentage change (Point to Point)	5.19	4.77	4.42	4.22	4.04	4.01
percentage change (over previous month)				0.06	0.12	0.66
ii) Production	170.66	184.65	198.37	204.44	206.25	207.84
percentage change (Point to Point)	8.14	8.21	7.43	7.42	7.75	7.96
percentage change (over previous month)				0.09	0.89	0.77
<b>3. Service</b>	<b>164.78</b>	<b>175.33</b>	<b>185.99</b>	<b>190.42</b>	<b>191.48</b>	<b>193.13</b>
percentage change (Point to Point)	6.69	6.41	6.07	5.96	5.97	6.01
percentage change (over previous month)				0.14	0.56	0.86

Source: Bangladesh Bureau of Statistics (BBS)

**KEY PRODUCTIONS OF MAJOR INDUSTRIES (BASE 2005-06)**

Sl. No	Major industries	Unit	FY 2020-21	FY2021-22		% changes over the previous month	% changes over the same month of previous year
			Jul/20	June' 21 (F)	July 21 (P)		
1	Jute Textile	M.Ton	21657	71920	15891	-77.90	-26.62
	(a) Hessian	M.Ton	2926	8482	1750	-79.37	-40.19
	(b) Sacking	M.Ton	9436	39441	8850	-77.56	-6.21
	(c) Carpet backing cloth.	M.Ton	1	65	15	-76.92	1400.00
	(d) Others	M.Ton	9294	23932	5276	-77.95	-43.23
2	Cotton Textile	M.Ton					
	(a) Yarn	M.Ton	22290	22244	21641	-2.71	-2.91
	(b) Cloth	000' Mtr.	3014	3077	3416	11.00	13.33
3	Garments	Mill. Tk	126762	110021	104203	-5.29	-17.80
4	Knittwear	Mill. Tk	141218	135511	140641	3.79	-0.41
5	Paper	M.Ton	22883	33435	32999	-1.30	44.21
6	Fertilizer	M.Ton	84470	93555	104329	11.52	23.51
7	Iron and Steel						
	M.S. products	M.Ton	31009	34043	34065	0.06	9.86
8	Cement	M.Ton	1669533	1678510	1151895	-31.37	-31.00
9	Petroleum products	M.Ton	127690	134055	139126	3.78	8.96
10	Cigarettes	Mill. No.	1245	1305	1310	0.38	5.22
11	Matches	000' Gross	4182	3699	3710	0.30	-11.29
12	Drugs and pharmaceuticals	000 Tk.	22974234	29662577	25702623	-13.35	11.88
13	Tea	M.Ton	12178	13354	12760	-4.45	4.78
14	Salt	M.Ton	7935	8870	8763	-1.20	10.44
15	Edible oil	M.Ton	103725	75341	53644	-28.80	-48.28
16	Soap and detergent	M.Ton	25185	13514	9593	-29.01	-61.91
17	Processing & Preserving of fruits	000 Ltr	9074	9112	8694	-4.59	-4.19

Source: Bangladesh Bureau of Statistics (BBS)

**AVERAGE RETAIL PRICES OF SELECTED COMMODITIES IN DHAKA CITY**

SL. No.	Unit	2020-21	July '21	August '21	September '21
<b>I. Cereals:</b>					
1. Rice: Najershail/Minikat	Kg.	68.15	69.24	69.50	69.73
2. Rice: Pajam/Equiv.	Kg.	65.63	64.35	64.67	64.81
3. Rice: Irri/Boro	Kg.	52.02	52.75	52.86	52.97
4. Wheat (atta), white.	Kg.	40.60	41.81	41.81	41.92
<b>II. Pulses:</b>					
5. Moongdal (husked)	Kg.	129.76	130.33	130.58	129.24
6. Lentil (husked)	Kg.	120.56	122.73	122.67	120.10
<b>III. Sugar &amp; Molasses:</b>					
7. Sugar (white)	Kg.	67.48	70.10	70.20	80.05
8. Molasses (sugarcane)	Kg.	111.75	112.31	112.42	113.17
<b>IV. Protein Items:</b>					
9. Fish-Rohu-cut piece	Kg.	398.66	350.00	350.00	343.70
10. Fish-Hilsa, medium size	Kg.	1187.36	1190.00	1200.00	1170.00
11. Prawn/Shrimp, about 3" long	Kg.	686.08	630.00	630.00	625.67
12. Barbel (Shing), about 50-gram weight each	Kg.	682.99	530.00	530.00	510.00
13. Beef, best quality	Kg.	545.80	580.00	580.00	570.00
14. Mutton, best quality	Kg.	750.33	780.00	780.00	785.70
15. Fowl, alive	Kg.	432.28	415.00	420.00	413.00
16. Egg (Hen), Farm	4 pcs	34.38	34.00	36.00	39.00
17. Egg (Duck)	4 pcs	56.85	52.50	52.70	53.34
<b>V. Edible oil :</b>					
18. Mustard oil, best quality	Liter	201.37	215.00	215.40	214.22
19. Soyabean oil, best quality	Liter	118.74	145.00	145.63	143.81
<b>VI. Spices:</b>					
20. Chilli (dry), best quality	Kg.	371.19	367.00	367.35	352.23
21. Onion (local)	Kg.	61.14	55.71	55.80	56.20
22. Garlic (Local)	Kg.	114.45	124.67	124.90	128.37
23. Turmeric (Local)	Kg.	170.25	193.47	193.61	196.15
24. Ginger (Local)	Kg.	151.55	127.00	129.00	130.36
25. Salt (fine)	Kg.	35.00	32.00	32.00	32.21
<b>VII. Vegetable:</b>					
26. Potato, best quality	Kg.	35.87	25.88	25.50	25.20
27. Brinjal, best quality	Kg.	66.57	52.00	50.00	53.00
28. Lady's finger, best quality	Kg.	59.47	60.50	55.00	57.00
29. Papaya (green)	Kg.	36.10	40.30	40.00	30.00
<b>VIII. Milk:</b>					
30. Milk (Milk vita packet)	Liter	75.38	70.00	70.00	72.00
31. Lactozen (full cream) (400gm)	Each	605.15	608.00	605.00	607.00

SL. No.	Unit	2020-21	July '21	August '21	September '21
<b>IX. Fuel &amp; lighting :</b>					
32. Firewood (gazari)	Quintal	489.46	494.69	495.22	495.97
33. Kerosene	Liter	81.46	76.12	76.25	76.38
34. Matches (40 sticks)	Box	2.00	2.00	2.00	2.00
<b>X. Clothing:</b>					
35. Long cloth (fine)	Meter	80.53	82.45	83.67	83.89
36. Long cloth (medium)	Meter	76.82	78.34	78.90	79.41
37. Saree (medium), white Tangail handloom: A451 80x80 count 5.5 yds.	Each	726.58	730.45	732.69	734.79
38. Lungi (medium.) 48" handloom 60X60	Each	799.50	800.10	800.00	803.10
39. Undershirt (genjee 100 c.m sleeveless)	Each	101.31	105.00	105.28	106.44
<b>XI. Housing &amp; Household Requisites:</b>					
40. Cement (local)	Bag of 50 Kg.	447.62	445.81	445.98	446.57
41. Aluminum (Degchi)	Gram	0.43	0.43	0.43	0.43
42. Bamboo (mul) about 30 feet long	Each	191.49	198.35	198.65	198.73
43. Enamel plate	Each	70.79	72.90	72.97	72.98
<b>XII. Miscellaneous:</b>					
44. Coconut oil (unscented, imported)	Kg.	280.20	282.10	282.18	282.36
45. Cigarettes (Star)	10 Sticks	80.23	80.55	80.57	80.63
46. White paper	Quire	27.36	28.00	28.00	28.47
47. Blade-Sword (stainless steel)	Each	3.01	3.00	3.00	3.05

Source: Bangladesh Bureau of Statistics (BBS)

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স্কয়ার টিমালোজি লিমিটেড

# A BRIEF PROFILE OF BEF

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

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

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

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

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

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



**Bangladesh Employers' Federation**