

# LABOUR NEWS

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BANGLADESH EMPLOYERS' FEDERATION



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## ARTICLE

### EMPLOYEE FEEDBACK DONE RIGHT: 9 BEST PRACTICES

BY Kristina Martić



**Employee feedback** is crucial for improving employee satisfaction, motivation, engagement, and productivity. Yet, many employees are still not happy with the way and frequency of receiving feedback from their superiors.

In this blog, we will cover the importance of employee feedback in the workplace and share some of the best practices for giving feedback to employees.

#### The New Era of Employee Feedback

Historically, employee feedback was reserved for quartal, semi-annual, or annual performance reviews. With work becoming more and more agile, this approach is just not working anymore. According to research, 77% of HR executives believe performance reviews aren't an accurate representation of employee performance.

Today, employees expect continuous employee feedback from both their superiors and their peers.

Furthermore, remote work and distributed workplaces are also impacting the way employees collaborate and communicate with each other. Cross-functional collaboration is crucial now, and digital tools have become the only mean of communication for many organizations.

Employers need to adjust to these new trends, understand their people, and recognize the importance of on-the-spot feedback.

#### Why Employees Need Continuous Feedback

Employee feedback is one of the most important pillars of every talent management strategy. It greatly impacts employee experience in the workplace, and it can be one of the main causes of high employee turnover rates or low satisfaction and productivity rates.

Let's take a look into the main reasons why employee feedback should never be neglected.

#### Employee motivation and engagement

Positive feedback and recognition have a direct impact on employee engagement and motivation in the workplace. According to research, 69% of employees say they would work harder if they felt their efforts were better recognized. Every employer should, therefore, implement a structured employee recognition and feedback program. This is the best way to encourage and reward people for good work.

#### Productivity and profitability

Great research by Gallup proved that managers who receive strengths feedback are more likely to have teams that show greater profitability:

- A study of 530 work units with productivity data found that teams with managers who received strength feedback showed 12.5% greater

productivity post-intervention than teams with managers who received no feedback.

- In a study of 469 business units ranging from retail stores to large manufacturing facilities, Gallup found that units with managers who received strengths feedback showed 8.9% greater profitability post-intervention relative to units in which the manager received no feedback.

## **Employee retention**

In general, employees who receive frequent feedback are more satisfied with their work. People who receive frequent feedback are always in the loop, they tend to be happier at work, which directly impacts their retention rates.

In the previously mentioned study, Gallup found that those who received strengths feedback had turnover rates that were 14.9% lower than for employees who received no feedback.

## **9 Best Practices for Giving Employee Feedback**

There are certain ways to make feedback more meaningful and useful for employees. Digital workplaces have to adjust to new ways of communicating with their peers and superiors. It is important to leverage the benefits and power of new workplace technology that makes it easier to connect with people. So what are some of the best practices for giving feedback in the workplace?

### **1. Make feedback a part of your company culture**

Driving the culture of frequent and honest workplace communications is not an easy task. However, it is absolutely necessary for a healthy work atmosphere and better business results.

Many organizations are now making frequent feedback a part of their core company values. Honesty, open communications, and collaboration are some of the most common values employers try to embed in their employee behaviors!

### **2. Give feedback frequently**

Today, most employees expect on-the-spot feedback from their managers and peers. Frequent feedback

helps them stay on track and make sure that their work contributes to business success. According to research, 43% of highly engaged employees get feedback at least once a week, compared to only 18% of employees with low engagement.

### **3. Understand your multigenerational workforce**

Managing a multigenerational workforce is complex. Different generations expect different things from their employers. According to PwC, nearly 60% of survey respondents reported that they would like feedback on a daily or weekly basis—a number that increased to 72% for employees under age 30.

Therefore, it is important to understand that younger generations, more than those older ones, expect more frequent feedback on their work.

### **4. Tie feedback to core values and business goals**

To make employee feedback more meaningful, it is important to make it clear. This is why terms “value-based feedback” and “value-based recognition” were born. Feedback and recognition should always tie back to a company’s core values, mission, and ultimate business goals.

Employees want to be continuously reminded that their work has purpose and meaning, and they want to understand whether and how their contributions drive business results.

### **5. Focus on the positives**

Positive feedback reinforces and acknowledges a job well done while negative feedback is corrective feedback that points out issues with behavior or performance and helps redirect misaligned priorities.

Whether the feedback is positive or negative, it should always be constructive, and it should mainly focus on the strengths. Otherwise, you risk leaving your employees feeling criticized, demotivated, and disengaged.

Employees are 30 times more likely to be engaged when managers prioritize feedback focused on their employees’ strengths.



**Organizations need to do a mindset switch and educate their managers about the importance of encouraging and driving bottom-up feedback. Even though not many managers feel comfortable receiving negative feedback from their employees, this is the only way for managers to become better leaders.**

## **6. Implement regular surveys and check-ins**

Sometimes, it can be hard for managers to give regular feedback, especially for the ones who have remote and distributed employees. For them, it may be hard to continuously engage with their teams. This is why employee survey solutions have become so popular since the emergence of the pandemic.

Short surveys and employee check-ins are a great way for collecting feedback and identifying challenges employees may be facing. Based on these results, managers can dig deeper into the causes behind the challenges.

## **7. Don't forget about your frontline employees**

Giving and receiving feedback from frontline and deskless employees is usually much harder compared to employees who have designated working spaces. Their nature of work usually requires employers to come up with different strategies to accommodate their blue-collar workforce.

Because frontline workers often depend on their smartphones to connect with managers and other colleagues, it is crucial that employers understand the benefits of investing in mobile-first internal communications technology.

## **8. Always act on feedback**

Asking for feedback and not acting on it is worse than not asking for feedback at all. Unfortunately, many employers and managers still tend to ask for feedback just for a sake of it. This approach has a contra effect on employees, resulting in broken trust among people in the organization. When you collect feedback from employees, make sure that you act on it in a timely manner.

## **9. Encourage bottom-up feedback**

Bottom-up feedback is sometimes more important than top-down feedback. However, top-down feedback is still much more popular than bottom-up feedback. This is the consequence of low trust. Employees who don't have trust in their managers are much less likely to speak up and give feedback to their bosses.

Organizations need to do a mindset switch and educate their managers about the importance of encouraging and driving bottom-up feedback. Even though not many managers feel comfortable receiving negative feedback from their employees, this is the only way for managers to become better leaders. This is the only way for managers to better support their employees throughout their career journeys.

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

## BEF EVENTS



### BEF OFFICE-BEARERS PAY A COURTESY CALL TO THE PRINCIPAL SECRETARY TO THE PRIME MINISTER

Newly elected office-bearers of Bangladesh Employers' Federation (BEF) headed by its President Mr. Ardashir Kabir called on Dr. Ahmad Kaikaus, Principal Secretary to the Hon'ble Prime Minister, at his office on 22 September 2021. The BEF team discussed various issues and received guidance from the Principal Secretary who is also the Chairman of the Executive Committee of National Skills Development Authority (NSDA). The BEF President is also the Vice President of NSDA.



### VIRTUAL RECEPTION HELD AMONG THE EMPLOYERS' AND BUSINESS MANAGEMENT ORGANIZATIONS IN SOUTH ASIA

At the initiative of BEF, a virtual reception of all the Employer and Business Management Organizations (EBMOs) within South Asia and ASEAN region was held on 17 September 2021. The objective of the meeting was to exchange views, introduce and interact among the leaderships, and also make a common position on issues of mutual interest. Participants of the EBMOs in the South Asia and the ASEAN region discussed the unprecedented challenges faced by the EBMOs due to the COVID-19 and shared the practices and lessons learned during this difficult time. Besides, the representatives from partner organizations: IOE, ACTEMP, and DECP participated in the virtual reception. From BEF, Mr. Ardashir Kabir, President, Ms. Shusmita Anis, Vice-President, and Mr. Farooq Ahmed, Secretary-General & CEO attended the meeting.

## HOME NEWS

### INFLOWS OF REMITTANCES FELL BY 19.30% IN JULY-AUGUST OF FY22



Inflows of remittances decreased by 19.30 percent and stood at US\$3.68 billion in July-August of FY22 compared to US\$4.56 billion in July-August of FY21. Remittances declined significantly due to the second wave of COVID-19 pandemic situation. During this period, many Bangladeshi migrants lost their jobs, some migrants were laid off by their companies and many others who returned to Bangladesh couldn't go back due to suspended international flights and unmet vaccine requirements.

### 41,076 FEMALE WORKERS WENT ABROAD WITH JOBS IN EIGHT MONTHS



According to the data of the Bureau of Manpower Employment and Training (BMET), 41,076 female workers went abroad for employments during the

January-August period of this year. Among them, 27,472 went to Saudi Arabia, 7,874 to Jordan, 3,667 workers to Oman, 1,291 to Qatar, and 509 to the United Arab Emirates (UAE). In 2020, a total of 21,934 women went to different job destination countries. The demand for women domestic helps had increased in recent days in Middle Eastern (ME) countries as the impact of the Covid-19 pandemic eased there.

### REGISTRATION MADE MANDATORY FOR EXPATRIATE BANGLADESHIS



The government has made registration under the membership program of the Wage Earners' Welfare Board (WEWB) mandatory for expatriate Bangladeshis to bring them under its database. To this effect, the Ministry of Expatriates' Welfare and Overseas Employment issued a circular on 7 October and directed the Bangladesh missions abroad to enlist expatriates mandatorily under the WEWB membership program while providing consular services to them. It also suggested initiating campaigning program to increase the number of memberships. The WEWB launched the enlistment program for the Bangladeshi expatriate workers and diaspora (long-term expatriates) in June 2017 to bring them under the government database. The expatriates can get membership by paying an immigration clearance fee of Tk 3,500 each. Only 66,123 Bangladeshis received membership cards until June 2021, according to the WEWB data.



## **BAT BANGLADESH DONATES TK 111 MILLION TO BANGLADESH LABOUR WELFARE FOUNDATION FUND**



BAT Bangladesh donated Tk 111 million to the Labour Welfare Foundation Fund under the Ministry of Labor and Employment. On behalf of BAT Bangladesh, Mr. Saad Jasim, head of human resources, Mr. Sheikh Shabab Ahmed, head of external affairs along with two other senior managers Mr. Mehedy Arif Mozammel and Mr. Akhtar Anwar Khan handed over the cheque to Md Ehsan e Elahi, Secretary, Ministry of Labor and Employment, at the secretariat. Begum Jebunnesa Karim Additional Secretary, Ministry of Labour and Employment along with other high officials were also present at the event.

## **NESTLE BANGLADESH DONATES TK. 18.8 MILLION TO BANGLADESH LABOUR WELFARE FOUNDATION FUND**



Nestle Bangladesh Limited recently donated Tk 18.8 million to the Bangladesh Labour Welfare Foundation Fund under the Ministry of Labor and Employment

as a contribution from the profit of the company for the year 2020. On behalf of Nestlé Bangladesh, Mr. Debabrata Roy Chowdhury, Director-Legal & Taxation, RSA & Company Secretary, Ms. Fatema Rizwana, Human Resources Director, and Mr. AKM Habibul Haq, Manager, Company Security & Public Affairs, handed over the cheque to Md. Ehsan-e-Elahi, Secretary, Ministry of Labour and Employment. Ms. Jebunnesa Karim, Additional Secretary, Ministry of Labour and Employment, and Ms. Shamima Sultana, Additional Director (Pension), Ministry of Labour and Employment, were also present at the event.

## **BKASH DONATES TK 1 MILLION TO BGMEA HEALTH FUND FOR GARMENT WORKERS**

bKash recently donated Taka one million to Bangladesh Garment Manufacturers and Exporters Association (BGMEA) health fund, formed to support garment workers' health safety. Mr. Ali Ahmmed, Chief Commercial Officer of bKash, handed over the cheque to BGMEA President Mr. Faruque Hassan at BGMEA Gulshan office. Mr. Shahidullah Azim, BGMEA Vice-president, Mr. ATM Mahbub Alam, EVP, Payroll Business of bKash and senior officials of both the organizations were also present on the occasion. Through the donation, bKash has joined BGMEA's initiative of ensuring health safety and overall health development for garment workers. Currently, around 750,000 garment workers are receiving salary through bKash. Upon receiving salary, they can send money to their loved ones at home, recharge mobile balance, make payment, pay utility bills and avail other services.

## **THE DEPARTMENT OF LABOR TO SIMPLIFY AND BRING TRANSPARENCY IN THE SERVICES**

The Department of Labor has taken initiative to simplify and bring transparency in the services of the Department. For this purpose, an open database has been prepared to make all the information of the trade unions easily available to the general public. Through this, any user will be able to collect all the information related to trade unions using the website of the Department of Labor. Begam Munnujan Sufian, state Minister for Labor and Employment will unveil the database on 30 September, 2021.

## INTERNATIONAL NEWS

### PAKISTAN: \$2.66 BILLION REMITTANCES RECEIVED IN AUGUST 2021



Overseas Pakistanis continued to remit a record amount of over \$2 billion for the 15th consecutive month in August 2021, the second month of the new financial year 2021-22. Non-resident Pakistanis remitted a record \$2.66 billion in the month, according to data released by the State Bank of Pakistan (SBP). In terms of growth, remittances increased by 26.8 percent in August, which is a decade high growth rate for that month. On cumulatively basis, Pakistan received \$5.36 billion remittances during the first two month of financial year 2021-22, reflecting a year-on-year growth of 10.4 percent.

### INDIA: 1.5 MILLION LOST JOBS IN AUGUST AS JOBLESS RATE SOARS



Over 1.5 million people from both the formal and informal sectors lost their jobs in August 2021, reversing some of the gains made in July, as the unemployment rate rose in rural and urban India. According to the Centre for Monitoring Indian Economy (CMIE), the number of the employed fell from 399.38 million in July to 397.78 million in August, with nearly 1.3 million job losses in rural India alone.

According to CMIE, the national unemployment rate rose from 6.95% in July to 8.32% in August. Urban unemployment rose almost 1.5 percentage points to 9.78% in August from 8.3% in July. Rural unemployment rose 1.3 percentage points to 7.64% in August against 6.34% in July, primarily driven by low sowing during the kharif season.

While the employment rate fell, the labor force participation rate in India climbed marginally in August, indicating that a larger pool of people were willing to get into the job market. The monthly CMIE data showed 36 million people were actively looking for work in August, compared to around 30 million in July.

### INDONESIA: INDUSTRIES ARE READY FOR INDUSTRY-DRIVEN COMPETENCY STANDARDS



The Indonesian industries enthusiastically welcome the Guide for Industry in Developing Competency Standards. Jointly developed by the ILO and the Indonesian Employers' Association (Apindo), the Guide opens an opportunity for a greater, direct involvement of industries in setting-up competency standards based on specific needs of industries.

The Guide is also in line with the Manpower Ministerial Decree No. 3/2016 on Procedure of Competency Standards Development, stating that all stakeholders are allowed to be involved in the development competency standards that are required for certain types of employments and professions. The proposed standards will be then reviewed and undertaken for next verification, authentication and finalization steps led by the Ministry of Manpower.

## PHILIPPINES: REMITTANCES HIT 7-MONTH HIGH IN JULY



Overseas Filipinos sent more money home in July 2021, data from the Bangko Sentral ng Pilipinas (BSP) showed. The BSP reported total remittances of \$3.16 billion during the month - up 2.6% from the same month last year. This is the highest amount tallied since December last year, when Filipinos abroad remitted \$3.2 billion. The strong July performance of remittances pushed the country's cumulative cash remittances higher by 5.8 percent to \$17.771 billion in the January-to-July period this year from \$16.802 billion registered in the same period last year. Meanwhile, in terms of country sources, the US registered the highest share of overall remittances at 40.4 percent in January to July 2021, followed by Singapore, Saudi Arabia, Japan, the United Kingdom, the United Arab Emirates, Canada, South Korea, Qatar and Taiwan.

## AUSTRALIA: UNEMPLOYMENT RATE WAS AT 4.6% IN SEPTEMBER 2021



Australia's seasonally adjusted unemployment rate was at 4.6% in September 2021, little changed from a near 13-year low of 4.5% in August and compared

with market consensus of 4.8%. This was also the first rise in the jobless rate since September 2020, amid extended lockdowns in New South Wales, Victoria and the Australian Capital Territory. The number of unemployed rose by 8,900 to 626 thousand, as people looking for full-time work increased 4,900 to 418,400, and those looking for only part-time added 4,100 to 207,700.

Meanwhile, employment fell by 138,000 to 12.88 million, in line with forecasts, with part-time employment declining 164,700 while full-time employment increased 26,700. The participation rate was down 0.7 points to 64.5 percent, below estimates of 64.7. The underemployment rate inched down 0.1 points to 9.2 percent, and the underutilization rate rose 0.1 points to 13.9 percent. Monthly hours worked in all jobs advanced 15 million, or 0.9 percent, to 1,729 million hours.

## UK: RISKING SOCIAL CRISIS AS JOBS SUPPORT SCHEME ENDS



Britain's furlough scheme that has kept millions of private-sector workers in jobs during the coronavirus pandemic ended, with predictions of a spike in unemployment and a slump in living standards. Prime Minister Boris Johnson's Conservative government has spent almost £70 billion (\$96 billion, 82 billion euros) on paying the bulk of wages for staff stuck at home, helping to keep the official unemployment rate relatively low. Some 12 million people have been on furlough, with some one million workers still supported up until its end. Of those remaining, more than 25 percent work in construction and manufacturing.



## GERMANY: 44.9 MILLION PEOPLE WERE IN EMPLOYMENT IN AUGUST 2021



Roughly 44.9 million people resident in Germany (national concept) were in employment in August 2021, according to provisional calculations of the Federal Statistical Office (Destatis). After average monthly increases of just under 60,000 people, or 0.1%, in the months from March to July 2021, the seasonally adjusted number of persons in employment rose by 65,000 (+0.1%) in August 2021 compared with the previous month. However, the number of persons in employment is still considerably below the pre-crisis level. On a seasonally adjusted basis, the number of persons in employment in August 2021 was down by 0.8%, or 383,000, on February 2020, the month before restrictions were imposed due to the coronavirus pandemic in Germany. Compared with August 2020, the number of persons in employment rose by 0.6% (+277,000) in August 2021, which was the fourth consecutive year-on-year increase. In February 2021, the year-on-year change rate had been -1.6%.

## USA: UNEMPLOYMENT RATE DROPS TO 5.2% IN AUGUST 2021



The US unemployment rate declined by 0.2 percentage point to 5.2 percent in August 2021, according to US Bureau of Labor Statistics. The number of unemployed people edged down to 8.4 million, following a large decrease in July 2021. Both measures are down considerably from their highs at the end of the

February-April 2020 recession. However, they remain above their levels before the COVID-19 pandemic (3.5 percent and 5.7 million in February 2020). Among the major worker groups, the unemployment rates for adult men (5.1 percent) and Whites (4.5 percent) declined in August 2021, while the rate for teenagers (11.2 percent) increased. The unemployment rates for adult women (4.8 percent), Blacks (8.8 percent), Asians (4.6 percent), and Hispanics (6.4 percent) showed little change over the month. By educational attainment, the unemployment rate was lowest for those with a bachelor's degree and higher (2.8 percent) in August 2021. The unemployment rate was highest for those with less than a high school diploma (7.8 percent).

## CANADA: ECONOMY ADDED 90,000 JOBS IN AUGUST



Canada's economy finished a sizzling summer by adding 90,200 jobs in August 2021, the third consecutive monthly increase that brought the country as close as it has been to recouping historic employment losses last year. The gains in August were concentrated in full-time work and in the hard-hit service sector, led by gains in accommodation and food services as restrictions eased in much of the country. Employment increased in Ontario, Alberta, Saskatchewan and Nova Scotia in August, with little or no change in all other provinces. British Columbia remained the lone province with employment above pre-pandemic levels. The country's unemployment rate fell to 7.1 percent for the month, compared with 7.5 percent in July, bringing the rate to the lowest level since the onset of the pandemic last year. However, Statistics Canada said the unemployment rate would have been 9.1 percent in August, down from 9.5 percent in July, had it included in calculations Canadians who wanted to work but didn't search for a job.



## ILO NEWS

### UN SECRETARY-GENERAL CALLS FOR ACCELERATED ACTION ON JOBS AND SOCIAL PROTECTION



Investing in job-rich growth, social protection and a just transition to a net-zero emissions future, particularly in low- and middle-income countries, could prevent a further deepening of the inequalities between developed and developing economies that have been exacerbated during the COVID-19 pandemic, said UN Secretary-General, António Guterres, in a policy brief issued recently.

At least US\$982 billion in fiscal stimulus measures is needed to respond to the immediate labor market shocks of the crisis and to support a just transition, as well as US\$ 1.2 trillion annually for social protection floors in low- and middle-income countries. No advanced economy has achieved economic and social progress without investing in social protection systems and quality public services that provide people with the necessary support to navigate the vicissitudes of their lives.

While the wealth of billionaires increased by over US\$ 3.9 trillion between March and December 2020, the impact of the pandemic on the world of work, among other factors, increased the number of extremely poor by between 119 and 224 million people – the first increase in poverty in over 21 years.

- An estimated 8.8 per cent of total working hours – equivalent to the hours worked in one year by 255 million full-time workers – were lost in 2020.
- This corresponds to a loss of US\$3.3 trillion in labor income before government support.

- Because of the pandemic, there are an estimated 75 million fewer jobs in 2021 than there were before the crisis, and 23 million fewer projected in 2022.

The Secretary-General's brief calls for urgent investments in a job-rich, sustainable and socially inclusive recovery. The public and private sectors should leverage finance to significantly ramp up such investments to get the world back on track to achieve the Sustainable Development Goals and to address ever increasing risks from climate change and environmental degradation that could jeopardize 1.2 billion jobs – equivalent to 40 percent of the global labor force.

A human-centered recovery from the pandemic needs employment and social protection policies to work in tandem, not only to improve people's living standards, but also to help them navigate the challenges of a rapidly changing world of work and the transition towards the goal of net zero carbon emissions by 2050.

### ILO ADOPTS CODE OF PRACTICE ON SAFETY AND HEALTH IN TEXTILES, CLOTHING, LEATHER AND FOOTWEAR INDUSTRIES



Experts from governments and employers' and workers' organizations have adopted a code of practice on safety and health in textiles, clothing, leather and footwear – the first for these industries. Based on international labor standards and other sectoral guidelines, the code provides comprehensive and practical advice on how to eliminate, reduce and control all major hazards and risks. This includes

chemical substances, ergonomic and physical hazards, tools, machines and equipment, as well as building and fire safety.

More than 60 million workers around the globe will benefit from the new code, which will be of particular importance to developing countries and emerging economies.

The textiles, clothing, leather and footwear industries have been hit hard by the COVID-19 crisis. Thousands of enterprises have been forced to stop production, leading to millions of workers losing their livelihoods.

Worldwide, about 2.8 million workers die every year from work-related injuries and diseases in different sectors. A further 160 million workers suffer from work-related diseases, and 374 million workers experience non-fatal injuries. More than four per cent of the world's annual gross domestic product (GDP) is lost as a consequence of work-related injuries and diseases.

### **NEW PUBLICATIONS STRENGTHEN TIES BETWEEN TRADE POLICY AND DECENT WORK**



Two new publications created to pave the way for a more comprehensive and realistic analysis of the effects of trade on labor markets, based on a human-centered approach, have been unveiled by the International Labour Organization (ILO).

The Trade and decent work: Indicator guide, provides analytical tools to support research on trade and decent work. It includes indicators on rights at work, employment, social protection and social dialogue – the four pillars of the ILO's Decent Work Agenda – that

can be used to assess the interactions between trade and labour markets.

The Trade and decent work: Handbook of assessment methodologies, evaluates methodologies for assessing the impact of trade on various aspects of decent work.

Speaking about the two publications, Martha Newton, ILO Deputy Director-General for Policy said, "For trade to deliver on sustainable development, decent work and social justice, it is fundamental that trade policies are designed in a way that strengthens their labor impacts and inclusiveness. This is why we must continue to integrate decent work objectives into our trade policy assessments across countries."

The publications were authored by the ILO's Research Department, in partnership with the European Commission (EC), under the ILO's Trade, enterprises and labour markets: Diagnostic and firm-level assessment (ASSESS) project, which is part of a broader ILO research program, Integrating trade and decent work (INTEGRATE). INTEGRATE aims to position decent work as a central objective of trade policy, as called for by the ILO's Centenary Declaration for the Future of Work.

### **LATIN AMERICA AND THE CARIBBEAN: ILO WARNS OF A RECOVERY WITH HIGH UNEMPLOYMENT AND WORRYING INFORMALITY**



The ILO has told the 21st Inter-American Conference of Ministers of Labour (IACML) that there is a need to seek an inclusive, sustainable and resilient recovery from a crisis that has left a legacy of high unemployment and worrying informality in Latin America and the Caribbean.

Speaking at the opening session of the two-day meeting, hosted by Argentina, ILO Director-General Guy Ryder said that it had been a dramatic 18 months since the outbreak of the COVID-19 crisis. He stressed that while there are signs of economic recovery in the region, governments must reflect on the direction of employment recovery.

According to indicators from a group of countries in the region, “about 70 percent of the jobs recovered from mid-2020 to the first quarter of 2021 consisted of informal occupations,” Ryder said. “This is a worrying statistic,” he added.

The ILO Director-General participated in the opening of the meeting – which was held virtually for the first time – together with the Secretary-General of the Organization of American States (OAS), Luis Almagro, Barbados Labour Minister, Colin Jordan and Argentina Labour Minister, Claudio Moroni.

“The pandemic has brought the world of work to its knees. It has led to unemployment, underemployment and inactivity, with a sharp increase in poverty and informality, and a widening of inequalities around the world,” Ryder said. The crisis “has brutally exposed inequalities and vulnerabilities.”

Against this backdrop, the goal should be to move towards “a recovery that is inclusive, sustainable and resilient. It is not an easy task, but it is not impossible either.”

#### **PAKISTAN: FIT PILOT PROGRAM IN TEXTILE AND READYMADE GARMENTS SECTOR**



The ILO under its European Union funded ILES project, began pilot of the Factory Improvement Toolset (FIT) Program in Pakistan. Under its initial roll out phase, a one-day orientation session was organized for the FIT facilitators on 15 September 2021. This session was attended by the ILO's eleven trained facilitators under FIT and the ILO staff.

The facilitators were briefed on the FIT program including its key features; different modules; module roll out methodology; key documentation; monitoring module; were given examples from other countries where FIT had already been piloted. Facilitators were also sensitized on the challenges in implementing FIT and how they were addressed in other countries.

Speaking at the session the ILO's Country Director Ms Ingrid Christensen said that: “We are happy to share that we are now adding Pakistan to the pilot program of FIT. I am sure that the Employers, Workers and the Supervisors in the textile and ready-made garments sector will be glad that we are adding yet another toolbox along with SCORE and WISE approach already in place, that will help the enterprises further develop as well as improve in so many areas.”

She reminded the facilitators that decent work is the pre-requisite for sustainable enterprises and all the work that the ILO is supporting through the consultants may at one hand help in improving their employability skills and production capacity but at the other hand they are also aimed at achieving decent work objectives.

The one-day session was followed by initial visits to the eleven factories that had given consent to join the FIT pilot program. All these participating enterprises had already completed SCORE short course offered by the ILO. In this visit, the ILO team along with its FIT facilitators met the management of the enterprises, briefed them about the FIT methodology, the modules available and the support ILO will be providing to help the enterprises implement these modules.

## INDONESIA: FREE COVID-19 RISK ASSESSMENT SERVICE OFFERED TO ENHANCE WORKPLACE SAFETY AND BUSINESS CONTINUITY



The ILO together with the Ministry of Manpower, and the Embassy of Japan recently launched a risk assessment service to help businesses identify, assess and manage the distinctive COVID-19 risks within their workplaces. The risk assessment tools were developed based on the national guideline on COVID-19 prevention and control at the workplace to support safer and more sustainable businesses during the pandemic.

The service is provided for free to benefit up to 1,500 workplaces by strengthening their preventive measures as guided by professional occupational safety and health (OSH) doctors. The risk assessment service also allows enterprises to register up to five workplaces and review risk factors in the workplaces. It also conducts employee surveys to assess workers' risk awareness and behaviors.

Participating enterprises will receive recommendations based on risk assessment results. OSH doctors under the Indonesian Medical Association for Occupational Health (IDKI), as the implementing partner, will provide suggestions on short and long-term infection control measures for each workplace as well as keep the enterprises abreast of public health advice to ensure their preparedness to respond to localized outbreaks.

## THAILAND: LAUNCHING OF THE UPDATED LABOR INSPECTION GUIDELINES



The ILO, through the joint ILO-UN Women Safe and Fair Programme, under the European Union-United Nations Spotlight Initiative, in close collaboration with the Department of Labour Protection and Welfare, Ministry of Labour, the Royal Thai Government, launched the updated Labor Inspection Guidelines with attention to women migrant workers, domestic workers, forced labor, and violence and harassment. The online launching took place on 15 September 2021. Started in 2020, the guidelines has been updated in response to the COVID-19 pandemic. The revision of the guidelines was completed in 2021 and are currently used for online capacity training of over 300 labor inspectors across all regions of Thailand.

Labour inspection is such an essential part of the labor administration system, exercising the fundamental function of labor law enforcement and effective compliance. It ensures fairness in the workplace and helps promote economic development. In essence, the institution of labor inspection supervises the enforcement of legal provisions, particularly with regard to workers' rights and play a key role in the world of work.

The Thai updated guidelines and capacity training address the latest ILO Violence and Harassment Convention, 2019 (No. 190), and the hard-to-reach sector, such as domestic work which is predominantly performed by women. The characteristics of domestic work make it challenging for labor inspectors to provide adequate legal protections. A similar challenge is faced when it comes to ensuring decent accommodations for workers in dormitories, for example migrant workers in the construction sector.

Over 300 labour inspectors from across the country will undergo a training, supported by the joint ILO-UN Women Safe and Fair Programme, throughout September and October. The Labor Inspection Guidelines will not only serve them as a training resource, but also as a tool to examine how the national labor standards are applied in the workplace and advise employers and workers on how to improve the application of national law in such areas as working hour, wages, occupational safety and health, forced labor, and violence and harassment in the workplace.



## 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, Health	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
2020-21	273.26	296.86	243.00	290.00	220.70	282.67	230.07	248.48	190.13	259.27
2021										
February	290.30	315.35	258.18	302.12	229.35	299.53	250.79	272.60	195.12	296.15
March	291.96	317.32	259.44	303.73	229.50	302.63	251.13	274.68	195.89	299.06
April	293.88	320.28	260.02	304.23	229.44	305.00	251.50	276.02	195.95	299.67
May	287.92	308.41	261.65	305.17	225.90	306.46	251.53	294.86	195.99	299.99
June	291.70	314.19	262.87	306.00	226.63	308.95	251.90	297.31	196.54	301.82
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

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, Health	VIII. Misc. Goods & Services
2012-13	183.90	192.14	170.79	184.54	157.40	186.40	164.63	160.98	174.07	187.05
2013-14	196.90	207.72	179.69	200.61	164.05	197.62	168.87	166.01	179.72	199.74
2014-15	209.10	221.02	190.13	214.07	171.34	209.29	187.18	174.09	183.84	212.34
2015-16	220.10	230.31	203.86	242.26	179.19	222.11	211.04	188.69	187.84	221.12
2016-17	231.02	243.08	211.83	253.51	187.45	229.57	219.35	193.71	194.81	226.47
2017-18	244.17	259.86	219.21	263.96	192.89	246.23	221.15	197.24	201.31	233.72
2018-19	256.74	273.55	230.01	282.76	198.99	261.30	225.86	207.51	205.05	253.71
2019-20	271.20	289.08	242.74	292.21	212.44	277.56	242.40	217.05	208.93	275.65
2020-21	286.37	306.40	254.51	298.86	220.23	286.65	264.04	234.11	214.52	305.80
2021										
February	288.70	308.85	256.63	302.42	221.07	286.32	266.91	234.66	217.17	314.18
March	290.68	311.14	258.12	303.14	221.19	290.59	267.27	236.73	218.62	318.88
April	292.85	314.27	258.77	303.82	220.74	293.87	267.78	237.86	218.67	319.94
May	285.71	301.94	259.90	304.76	215.65	295.17	267.79	257.41	218.69	320.49
June	288.95	306.47	261.07	305.46	216.70	297.57	268.29	258.73	219.52	322.27
July	290.34	308.10	262.08	306.64	217.46	298.65	269.03	260.86	220.08	322.84
August	295.21	315.29	263.25	308.15	218.83	300.24	269.06	262.52	220.27	323.49

Source: Bangladesh Bureau of Statistics (BBS)

**CONSUMER PRICE INDEX: URBAN**

(Base: 2005-06=100)

Period	General Index	Index by expenditure group								
		1. Food & Beverage	2. Non-Food	I. Clothing & Footwear	II. Fuel & Lighting	III. Household Equipment	IV. Medical Care & Health Expenses	V. Transport & Communication	VI. Recreation, Entertainment,	VIII. Misc. Goods & Services
2013-14	199.73	214.85	171.61	183.66	162.80	221.11	155.82	168.52	147.83	186.37
2014-15	204.76	230.56	182.32	197.93	172.33	223.53	169.80	190.26	150.95	194.16
2015-16	219.31	245.66	196.39	216.50	186.86	236.67	180.93	215.50	152.84	199.87
2016-17	233.29	263.09	207.38	224.66	201.60	246.87	185.05	229.59	158.93	206.45
2017-18	247.17	283.19	215.83	238.67	208.77	255.74	188.96	242.55	164.59	211.57
2018-19	262.17	300.30	229.00	267.92	216.22	272.20	197.25	265.77	166.95	222.78
2019-20	277.06	315.83	243.34	285.82	230.27	291.66	208.97	283.12	169.81	239.06
2020-21	292.27	332.08	257.64	296.78	237.63	318.36	220.17	312.59	171.05	267.20
2021										
January	293.16	332.50	258.94	300.32	238.75	320.07	222.26	311.40	171.25	270.46
February	293.25	331.20	260.24	301.55	238.95	322.76	223.22	314.40	171.32	273.90
March	294.32	332.39	261.21	304.84	239.11	323.80	223.51	316.50	171.37	274.58
April	295.78	334.96	261.70	305.00	239.51	324.57	223.65	318.07	171.44	274.65
May	292.00	324.20	264.00	305.95	237.77	326.30	223.69	336.12	171.50	274.69
June	296.79	333.04	265.26	307.02	238.13	328.95	223.85	339.82	171.74	276.58
July	298.47	335.34	266.40	308.02	238.31	330.15	224.12	344.35	172.10	277.88
August	302.39	341.94	267.99	314.51	238.74	332.41	224.59	345.11	172.87	279.86

Source: Bangladesh Bureau of Statistics (BBS)

# WAGE RATE INDEX BY SECTORS: BANGLADESH

(Base: 2010-11=100)

Sector	2018-19	2019-20	2020-21	June '21	July '21	August '21
General	160.23	170.39	180.83	184.72	184.78	185.44
percentage change (Point to Point)	6.40	6.35	6.12	5.97	5.72	5.80
percentage change (over previous month)				0.02	0.03	0.36
<b>1. Agriculture</b>	<b>159.92</b>	<b>170.28</b>	<b>181.16</b>	<b>185.05</b>	<b>185.03</b>	<b>185.58</b>
percentage change (over previous month)	6.42	6.48	6.39	6.11	5.81	5.93
percentage change (over previous month)				-0.03	-0.01	0.30
i) Agriculture	159.91	170.32	181.23	185.15	185.13	185.69
percentage change (Point to Point)	6.44	6.51	6.41	6.13	5.84	5.96
percentage change (over previous month)				-0.03	-0.01	0.30
ii) Fish	160.59	168.58	177.84	180.21	180.17	180.13
percentage change (Point to Point)	5.22	4.97	5.49	4.92	4.48	4.24
percentage change (over previous month)				-0.01	-0.02	-0.03
<b>2. Industry</b>	<b>158.74</b>	<b>168.24</b>	<b>177.52</b>	<b>181.28</b>	<b>181.42</b>	<b>182.16</b>
percentage change (Point to Point)	6.22	5.99	5.51	5.59	5.39	5.40
percentage change (over previous month)				0.10	0.07	0.41
i) Construction	152.86	160.17	167.24	169.96	170.07	170.28
percentage change (Point to Point)	5.19	4.77	4.42	4.31	4.22	4.04
percentage change (over previous month)				0.08	0.06	0.12
ii) Production	170.66	184.65	198.37	204.24	204.44	206.25
percentage change (Point to Point)	8.14	8.21	7.43	7.83	7.42	7.75
percentage change (over previous month)				0.13	0.09	0.89
<b>3. Service</b>	<b>164.78</b>	<b>175.33</b>	<b>185.99</b>	<b>190.16</b>	<b>190.42</b>	<b>191.48</b>
percentage change (Point to Point)	6.69	6.41	6.07	6.06	5.96	5.97
percentage change (over previous month)				0.15	0.14	0.56

Source: Bangladesh Bureau of Statistics (BBS)



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

SL. No.	Unit	2020-21	June '21	July '21	August '21
<b>I. Cereals:</b>					
1. Rice: Najershail/Minikat	Kg.	68.15	68.72	69.24	69.50
2. Rice: Pajam/Equiv.	Kg.	65.63	65.38	64.35	64.67
3. Rice: Irri/Boro	Kg.	52.02	52.46	52.75	52.86
4. Wheat (atta), white.	Kg.	40.60	41.81	41.81	41.81
<b>II. Pulses:</b>					
5. Moongdal (husked)	Kg.	129.76	130.60	130.33	130.58
6. Lentil (husked)	Kg.	120.56	122.44	122.73	122.67
<b>III. Sugar &amp; Molasses:</b>					
7. Sugar (white)	Kg.	67.48	70.36	70.10	70.20
8. Molasses (sugarcane)	Kg.	111.75	111.70	112.31	112.42
<b>IV. Protein Items:</b>					
9. Fish-Rohu-cut piece	Kg.	398.66	355.00	350.00	350.00
10. Fish-Hilsa, medium size	Kg.	1187.36	1170.00	1190.00	1200.00
11. Prawn/Shrimp, about 3" long	Kg.	686.08	640.00	630.00	630.00
12. Barbel (Shing), about 50-gram weight each	Kg.	682.99	540.00	530.00	530.00
13. Beef, best quality	Kg.	545.80	570.00	580.00	580.00
14. Mutton, best quality	Kg.	750.33	780.00	780.00	780.00
15. Fowl, alive	Kg.	432.28	420.00	415.00	420.00
16. Egg (Hen), Farm	4 pcs	34.38	35.00	34.00	36.00
17. Egg (Duck)	4 pcs	56.85	53.80	52.50	52.70
<b>V. Edible oil :</b>					
18. Mustard oil, best quality	Liter	201.37	214.35	215.00	215.40
19. Soyabean oil, best quality	Liter	118.74	141.62	145.00	145.63
<b>VI. Spices:</b>					
20. Chilli (dry), best quality	Kg.	371.19	365.28	367.00	367.35
21. Onion (local)	Kg.	61.14	52.74	55.71	55.80
22. Garlic (Local)	Kg.	114.45	120.33	124.67	124.90
23. Turmeric (Local)	Kg.	170.25	192.91	193.47	193.61
24. Ginger (Local)	Kg.	151.55	118.27	127.00	129.00
25. Salt (fine)	Kg.	35.00	35.00	32.00	32.00
<b>VII. Vegetable:</b>					
26. Potato, best quality	Kg.	35.87	25.47	25.88	25.50
27. Brinjal, best quality	Kg.	66.57	57.20	52.00	50.00
28. Lady's finger, best quality	Kg.	59.47	61.36	60.50	55.00
29. Papaya (green)	Kg.	36.10	42.10	40.30	40.00
<b>VIII. Milk:</b>					
30. Milk (Milk vita packet)	Liter	75.38	70.30	70.00	70.00
31. Lactozen (full cream) (400gm)	Each	605.15	610.12	608.00	605.00

SL. No.	Unit	2020-21	June '21	July '21	August '21
<b>IX. Fuel &amp; lighting :</b>					
32. Firewood (gazari)	Quintal	489.46	493.43	494.69	495.22
33. Kerosene	Liter	81.46	75.62	76.12	76.25
34. Matches (40 sticks)	Box	2.00	2.00	2.00	2.00
<b>X. Clothing:</b>					
35. Long cloth (fine)	Meter	80.53	81.13	82.45	83.67
36. Long cloth (medium)	Meter	76.82	77.97	78.34	78.90
37. Saree (medium), white Tangail handloom: A451 80x80 count 5.5 yds.	Each	726.58	728.14	730.45	732.69
38. Lungi (medium.) 48" handloom 60X60	Each	799.50	803.84	800.10	800.00
39. Undershirt (genjee 100 c.m sleeveless)	Each	101.31	103.77	105.00	105.28
<b>XI. Housing &amp; Household Requisites:</b>					
40. Cement (local)	Bag of 50 Kg.	447.62	445.69	445.81	445.98
41. Aluminum (Degchi)	Gram	0.43	0.43	0.43	0.43
42. Bamboo (mul) about 30 feet long	Each	191.49	197.90	198.35	198.65
43. Enamel plate	Each	70.79	72.79	72.90	72.97
<b>XII. Miscellaneous:</b>					
44. Coconut oil (unscented, imported)	Kg.	280.20	278.93	282.10	282.18
45. Cigarettes (Star)	10 Sticks	80.23	80.57	80.55	80.57
46. White paper	Quire	27.36	28.06	28.00	28.00
47. Blade-Sword (stainless steel)	Each	3.01	3.03	3.00	3.00

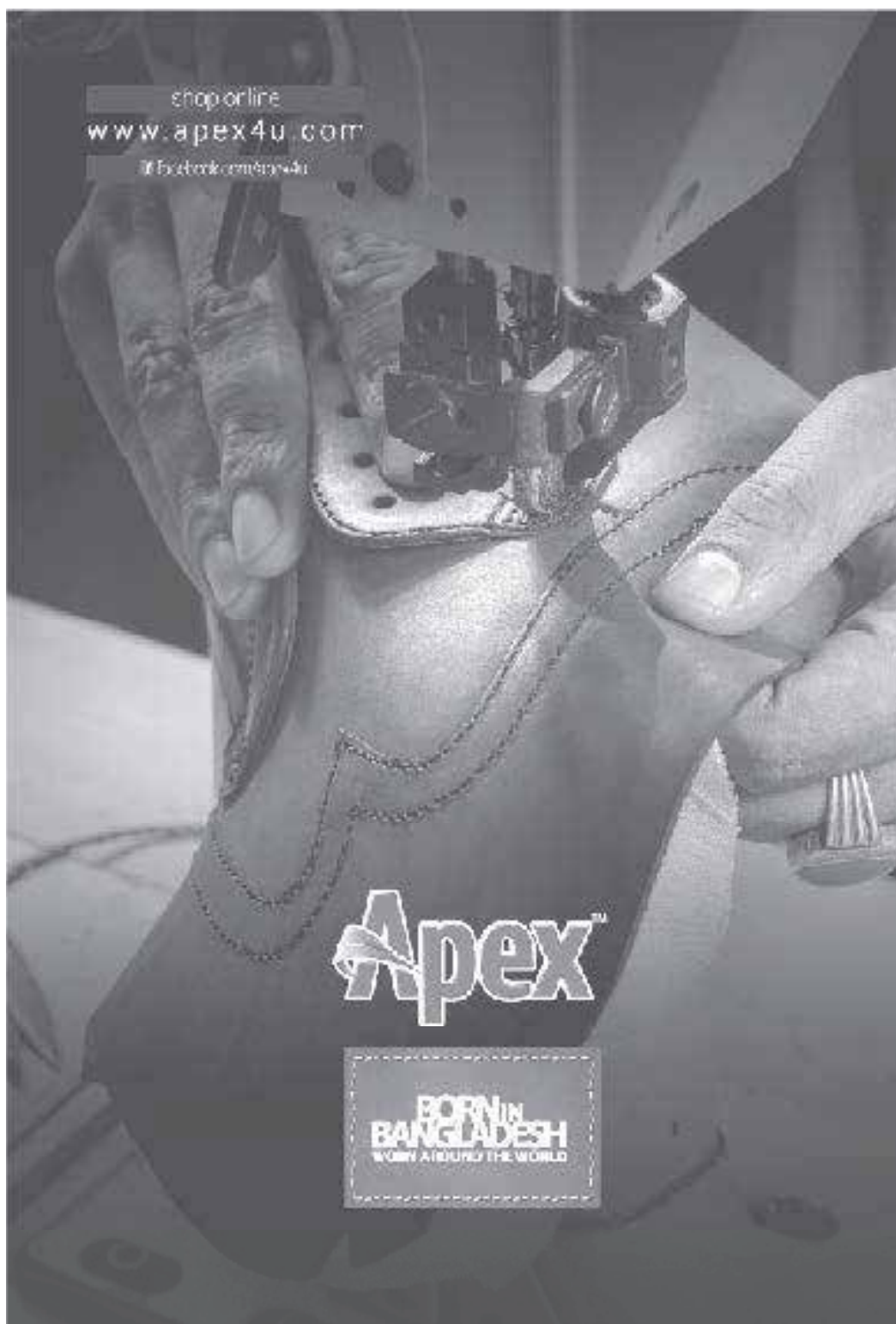
Source: Bangladesh Bureau of Statistics (BBS)

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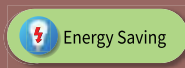
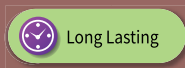
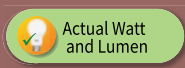


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# A BRIEF PROFILE OF BEF

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

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

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

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

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

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



**Bangladesh Employers' Federation**