

LABOUR NEWS

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BANGLADESH EMPLOYERS' FEDERATION



Bangladesh Employers' Federation

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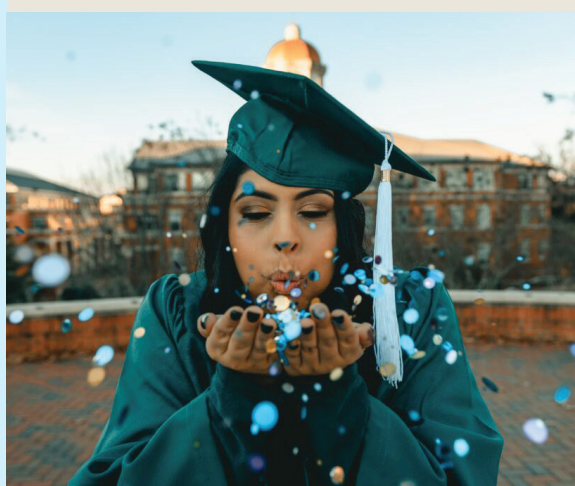
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ARTICLE

THE NEW GUIDE FOR DRIVING EMPLOYEE ENGAGEMENT IN THE WORKPLACE



Employee engagement has been the most popular topic among HR and other professionals for decades now. Today, when faced with unprecedented times, we are all becoming aware of the importance of other roles in driving a positive employee experience that ensures higher employee engagement levels.

Leaders, managers, crisis management, HR, internal communications, digital transformation, and other teams are all responsible for ensuring employee success in the workplace. In this blog, we will go over the best practices for ensuring high employee engagement and motivation in the workplace.

Is Employee Engagement Disrupted?

In a recent article, Josh Bersin talks about how this crisis has positively affected employee engagement and experience in the workplace. Many other professionals have also defined this pandemic as a big opportunity for organizations to transform.

Research done in the middle of this pandemic shows that companies are treating their employees better than ever. Additional data from a new study done by Willis Towers Watson clearly shows that businesses are bending over backward to take care of their employees.

The main reason why we are seeing this shift towards increased employee engagement is that COVID-19 has

created a level of transparency and trust we haven't seen in decades.

The Willis research found that 90% of companies believe their culture has improved, 83% believe their employee experience is better, and 84% believe employee engagement has gone up.

Therefore, it seems like remote and hybrid work were a wake-up call to the fact that when people don't feel safe, supported, or emotionally secure, they simply cannot do their jobs at their highest potential.

10 Ways to Drive Employee Engagement

Even though the times have changed, most organizations are still looking for the same thing: excellence. In order to achieve such excellence, they are aware that they need to put their people first. Employee-centric organizations that put the focus on their people are the ones who have a big competitive advantage.

In short, to drive high employee engagement and experience levels, organizations need to:

- Inspire their employees and boost employee morale
- Empower employees to be a part of the big change
- Help employees understand the vision and how they contribute in achieving it

- Listen and encourage employees' share of voice
- Implement digital tools that provide personalized experiences
- Create open and collaborative working environments
- Have approachable and trusted leaders

Let's now take a deeper dive into the best practices for driving better employee engagement, reducing employee turnover, and creating a positive employee experience.

1. Drive organizational alignment

Organizational alignment is a process of ensuring that the entire workforce understands, shares, and supports the company's vision, goals, and core company values.

When employees are aligned with the company's strategic goals, it's easier to drive their engagement because they invest more to achieve business goals together.

Even though this has always been the goal for many employers, today we can see a higher focus on driving organization alignment so that all employees can work towards the same goals.

With the emergence of remote work, it may be harder to achieve such alignment, and employee communications plays the most important role here.

Therefore, internal communicators, HR professionals, and leaders need to continuously ensure that the entire workplace is aligned and connected.

2. Continuously build trust in the workplace

Building trust in the workplace is more important than ever. During these unprecedented times, we have learned that trust in the workplace significantly impacts employee engagement and productivity.

PwC revealed that 55% of business leaders strongly believe that a lack of trust in the workplace constitutes a foundational threat to their business.

Another study found that, compared with employees working at low-trust companies, employees working at companies that cultivate trust:

- Feel 74% less stressed
- Are 106% more energetic at work
- Are 50% more productive
- Are 13% less willing to call in sick to work
- Feel 76% more engaged
- Report a 29% higher satisfaction with their lives overall
- Are 40% less likely to cope with burnout
- Similarly to driving organizational alignment, IC, HR, and leadership need to work together to ensure that employees feel supported by their employers.

3. Create a working environment that supports remote work

A recent survey of 2,000 participants in flexible work arrangements in China indicated that 63% were supportive of remote work, with 55% believing that their employer has provided them with the software, tools, and resources to work effectively.

Even though this data shows improvements regarding digital transformation in the workplace, some employers are still struggling to find digital solutions that best support remote work and enable employees to stay connected and engaged.

Effortory research shows that such tools that ensure seamless remote work can make your employees 63% more productive and 52% better able to collaborate.

With large numbers of employees working from home, and we are expecting this trend to become the new normal, it is important to ensure that all employees retain a strong sense of connection which directly impacts employee engagement.

Employers need to consider implementing new employee communications solutions that will serve as a central place for employees to start their days.

Currently, your workforce is probably using various communication channels such as email, intranets, tools such as Slack and Microsoft Teams as well as

other document sharing tools. With that, the employee communications ecosystem has become extremely complex.

4. Change the culture of leadership

Leaders and managers play an important role in driving employee engagement. Moreover, they account for over 70% of the variance in employee engagement. Today, their role is even bigger.

As Josh Bersin puts it: *“the CEO is now the Chief Empathy Officer. And this is really happening.”* Employees expect their leaders to set clear directions, to work on building stronger relationships, to stay in touch, and to keep them informed.

While these might not be the main priorities in the past, the current pandemic is completely reshaping Human Capital Management and, with that, the way managers motivate and engage their employees has also changed.

Today's leaders need to be excellent communicators, they need to speak with an authentic voice and be able to inspire their people.

Moreover, according to research, communication executives are heavily involved with the COVID-19 crisis response and nearly all (93%) said their company's leadership has done well.

5. Encourage “social” collaboration

As seen on the employee excellence image, collaboration in the workplace is an important factor in shaping positive EX and driving employee engagement.

Even though we have been experiencing social distancing restrictions in the past few months, we still need to make sure that our workplaces stay “social” and our employees stay connected in order to collaborate effectively.

This is why we are seeing a significant boost in the implementation of social employee communications technologies within organizations across the world. Such tools mimic your employees' favorite social media platforms that they use in their private lives.

Using them, employees have an easy way to join the company's conversations and drive meaningful conversations with their colleagues. Remember, internal communication drives collaboration. When communication and information flow freely and openly among peers from different departments, it inspires efforts to collaborate.

6. Enable easy peer-to-peer, to-down, and bottom-up feedback

One of the biggest drivers of employee engagement is employee feedback from both their managers and peers. However, instead of just providing annual performance reviews, you need to ensure on-the-spot, frequent employee feedback.

Employees want instant feedback on their work as this creates a sense of achievement and accomplishment. Therefore, we need to find ways to restructure employee feedback and make it a part of daily conversations in the workplace.

7. Ensure seamless access to important information and stop the information overload

Due to the pandemic, many organizations have been updating their working policies and procedures. Moreover, companies with strong policies and procedures for emergencies are better positioned to address the challenges of the COVID-19 pandemic.

Additionally, employers have started communicating information that they didn't have to before this pandemic. When asked about what type of information they share with their employees, here is what they said.

Therefore, ensuring that the right information finds the right employees at the right time has become critical. However, many organizations are struggling when it comes to ensuring that all the important information and company updates are actually delivered to, and consumed by, their employees.

Employers need to understand that not being able to find critical company information not only frustrates employees but it also results in decreased employee engagement as search for relevant information is

proved to be one of the biggest blockers of shaping positive EX and driving higher employee productivity.

8. Listen, listen, listen

Lately, we can see more organizations use employee surveys so that they can better understand their employees. This has been a trend for years, but it accelerated overnight. People want to be heard and they expect complete transparency in the workplace. Yet, many employees don't feel like their voice is heard and this has a negative effect on their engagement.

In order to show empathy and care for your employees' wellbeing, you first need to listen to their needs and concerns in order to provide an exceptional experience and to drive and increase engagement.

However, just sending a survey will not fix the problem of silos, misinformation, and lack of employee engagement. The conversation must go two-way. In other words, employees should be able to join the company-wide conversations on a daily basis. This is the only way to keep them motivated to go the extra mile.

9. Frequently communicate what your organization stands for

Employees who live by your core company values, and are proud to be your employee, are much more likely to also be more engaged. However, employers are the ones that should constantly remind their people about what their organization stands for.

According to research, when employees feel a sense of purpose, they will have 49% more confidence in the future of your organization and a 42% higher NPS — the likelihood that your employees will recommend your organization to people that they know.

In the past few months, many organizations have shown the world how they are following their social and corporate responsibilities. Many of them have

been helping the community to overcome the crisis as painlessly as possible. Your own employees should also be aware of all these initiatives, and they should be encouraged to share those news with others within and outside your organization.

Not only that having brand ambassadors has a significant impact on talent attraction and retention, but it also develops a sense of pride, inspiration, and achievement among your own employees.

10. Support your employees' growth and development

Even though job security has become an important factor for workers across the world, career growth and development still play important roles in driving employee engagement.

Moreover, many organizations are now struggling to close the skill gaps, and this problem will continue to grow. Employers should see this as an opportunity to educate and grow their employees internally.

Such an approach doesn't only help you deal with the talent shortage, but also motivates your employees as they can envision their career paths at your company.

The Importance of Communications in Driving Employee Engagement

As mentioned earlier, internal communications departments are now considered as one of the most important strategic business partners. Even though their role in shaping a positive employee experience, increasing productivity, and driving employee engagement may have been overlooked in the past, this is completely different now.

Transparency, trust, collaboration, empathy, alignment, and strong relationships are impossible to achieve without the proper employee communications strategy in place.

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

BEF EVENTS



BEF OFFICE-BEARERS PAY COURTESY CALL TO THE SECRETARY OF LABOUR AND EMPLOYMENT

Newly elected office-bearers of Bangladesh Employers' Federation (BEF) headed by its President Mr. Ardashir Kabir called on Md. Ehsan-E-Elahi, Secretary of Ministry for Labour and Employment at his Secretariat office on 31 August 2021. Mr. Kabir is seen presenting a bouquet to the Secretary.



Bangladesh Employers' Federation (BEF) held a briefing session for its newly appointed office bearers at its Gulshan office on 30 August 2021. Mr. Farooq Ahmed, Secretary-General, BEF gave a detailed overview of BEF and discussed its activities. Led by the President Mr. Ardashir Kabir, the BEF Committee and Secretariat members attended the session.



Bangladesh Employers' Federation (BEF), in collaboration with Jamalpur Technical School & College, with the support of the Skills 21 Project of ILO, Dhaka, organized and conducted a workshop with partner enterprises, members of IMAB, stakeholders and employers on 25 August 2021 at Conference Hall, Jamalpur Technical School & College, Bazrapur, Jamalpur. The objectives of the workshop were to (i) create an employers' forum for increasing skills development initiatives, and (ii) support and give quality inputs to implement training as per labor market needs. Mr. Joha Jamilur Rahman, Senior Training Coordinator, BEF, moderated the workshop. Mr. Md. Atikur Rahman Sana, Sr. Vice President, Bangladesh Awami League, Jamalpur Zilla, Mr. Md. Shaheenur Alam, President, NASCIB, Jamalpur Zilla, Mr. Alhaj Md. Yousuf Khan, Director, The Jamalpur Chamber of Commerce and Industry and Dr. Engr. Md. Abul Hashem, Principal, Jamalpur Technical School & College were present as guests. A total of 30 participants attended the workshop.



Bangladesh Employers' Federation (BEF), in collaboration with Feni Polytechnic Institute, with the support of the Skills 21 Project of ILO, Dhaka, conducted a workshop with partner enterprises, members of IMAB, stakeholders and employers on 22 August 2021 at Conference Hall, Feni Polytechnic Institute, Malipur, Feni. The objectives of the workshop were to (i) create an employers' forum for increasing skills development initiatives, and (ii) support and give quality inputs to implement training as per labor market needs. Mr. Joha Jamilur Rahman, Senior Training Coordinator, BEF, moderated the workshop. Mr. Aynul Kobir Shamim, President, Feni Chamber of Commerce and Industry, Mr. Jalal Uddin Babu, Director, Feni Chamber of Commerce and Industry, Mr. Parvez Hazarai, Secretary, Feni City Business Association, Mr. Bahar Uddin, Counselor, Feni City Corporation, Mr. Iftekhar Ripon, President, NASCIB, Feni Zilla, and Mr. Md. Musaddikul Bari, Principal, Feni Polytechnic Institute were present as guests. A total of 28 participants attended the workshop.

HOME NEWS

PATHOLOGY LAB INAUGURATED IN ISHWARDI EPZ



Executive Chairman of Bangladesh Export Processing Zones Authority (BEPZA) Major General Md Nazrul Islam inaugurated a pathology laboratory at Ishwardi EPZ Medical Centre to ensure improved healthcare facility to the workers at low cost. Workers are getting free medicines and other medical services from this medical Centre. Now, the workers will also get diagnostic facilities easily from this pathology lab. It may be mentioned that BEPZA has set up medical centers and hospitals in 8 EPZs including Ishwardi from where workers get better medical facilities.

INCEPTA PHARMACEUTICALS HANDED OVER A CHEQUE OF TK 45.90 MILLION TO `BANGLADESH LABOUR WELFARE FOUNDATION FUND



Incepta Pharmaceuticals Limited handed over a cheque of Tk 45.90 million from its profit to `Bangladesh Labour Welfare Foundation Fund for the welfare of institutional and non-institutional labors of the country. On behalf of the company, the cheque was handed over by Mr Zahidul Alam, Head of Admin and Mr Enayet Hossain, Senior Manager, Human Resource of INCEPTA Pharmaceuticals Ltd. Director General, Additional Secretary Begum Jebunnesa Karim received the cheque on behalf of the Foundation.

MARICO BANGLADESH DEPOSITED TK 22.0 MILLION TO THE BANGLADESH LABOUR WELFARE FOUNDATION FUND



Marico Bangladesh Limited has recently deposited Tk 22.0 million to the Bangladesh Labour Welfare Foundation Fund under the Ministry of Labor and Employment. The cheque was handed over to State Minister for Labor and Employment Begum Monnujan Sufian by the representatives of the Workers Profit Participation Trust Fund including Chief Financial Officer and Chairman of the fund Elias Ahmed. Additional Secretary and Director General of Bangladesh Worker Welfare Foundation Begum Jebunnesa Karim was present on the occasion.

STANDARD CHARTERED-UCEP ANNOUNCE SECOND PHASE OF RE-SKILLING PROGRAM

Standard Chartered, in partnership with UCEP, recently announced the launch of the second phase of re-skilling and employment reintegration program for economically vulnerable individuals who have lost their livelihoods due to the impact of Covid-19. The current phase will work with 500 beneficiaries from Rajshahi and Khulna. Through this program, beneficiaries will improve their competencies through Apprenticeship Training, on technical and vocational areas that have been identified as skills gaps in both formal and informal sectors. This second phase will be built on the success of the first, through which around 300 trainees from Rajshahi and Rangpur found meaningful employment after reskilling training. The current phase will work with 500 beneficiaries from Rajshahi and Khulna.

INFLOWS OF REMITTANCE FELL IN JULY 2021



Inflows of remittances during July of FY22 decreased significantly by US\$726.72 million or 27.97 percent and stood at US\$1,871.49 million against US\$2,598.21 million received during July of FY21. In July 2021 remittance 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. Besides, many others who returned home couldn't go back due to suspended international flights as a part of country-wide lockdown and unmet vaccine requirements.

AWARENESS-RAISING CAMPAIGN STRATEGY FOR THE TVET INSTITUTES DEVELOPED



The Directorate of Technical Education (DTE), through the Skills 21 project, will start a year-round campaign to increase the popularity of TVET. The campaign strategy has been developed with the assistance of the ILO, the implementer of the Skills 21 project funded by the European Union. An orientation workshop was held in Dhaka on implementing this campaign strategy on 18 September 2021. Principals, Chief Instructors and officials of various technical education and training institutes, including polytechnic institutes, technical

schools and colleges of the country and officials of the Technical and Madrasah Education Division (TMED) and DTE, took part in the workshop. The Secretary of the Technical and Madrasah Education Division (TMED), Md. Aminul Islam Khan, inaugurated the workshop and unveiled the campaign mnemonic/logo, messages, creatives at the event. He also launched a Facebook platform for TVET students name "Karigori Protibha", which will connect TVET students and working as a knowledge-sharing platform. ILO's Skills 21 project will eventually handover this platform to DTE's IT cell to run beyond the project.

INTERNATIONAL NEWS

PAKISTAN: \$2.71 BILLION REMITTANCES RECEIVED IN JULY



Overseas Pakistanis continued to remit record money over \$2 billion for the 14th consecutive month in July 2021, the first month of new financial year 2021-22. According to latest data released by the State Bank of Pakistan (SBP), non-resident Pakistanis remitted record \$2.71 billion in the month, second-highest ever level of remittances reported in the month of July. Remittance inflows during July 2021 were mainly sourced from Saudi Arabia (\$641 million), UAE (\$531 million), United Kingdom (\$393 million) and the USA (\$312 million).

INDIA: JOBLESS RATE DROPS TO FOUR-MONTH LOW IN JULY



India's jobless rate fell to the lowest level in four months in July 2021, adding to signs of a nascent recovery in the economy where sales tax collections and demand for some commodities have signaled a rebound. Most economic activities resumed in the South Asian nation after state governments eased pandemic curbs following a fall in coronavirus infections from May peaks. The unemployment rate dropped to 6.95% in July 2021 from 9.17% the previous month, according to latest data from private research firm Centre for Monitoring Indian Economy (CMIE). While the rural

jobless rate slid to 6.3%, urban unemployment stayed above 8%, showed the data, which is based on surveys and is widely accepted in the absence of timely government data. The return of jobs is a positive for the economy, where private consumption makes up some 60% of gross domestic product, and is recovering from an unprecedented contraction last fiscal year.

OMAN: NUMBER OF FOREIGN WORKERS DROP BY 10.3%



The number of expatriate workers in various sectors in Oman decreased by 10.3 per cent to 1.4 million at the end of last July, data published by the National Centre for Statistics and Information revealed. The decrease was attributed to the government's replacement policy to provide job opportunities for citizens, as the number of jobs that were created through replacement reached 2,847 by the end of the first half of the year. These included 1,965 jobs in the Ministry of Health, 175 jobs in the Ministry of Higher Education, Scientific Research and Innovation, 292 jobs at the University of Technology and Applied Sciences, 348 jobs in the Ministry of Education, 38 jobs in the Ministry of Information, 26 jobs in the Ministry of Housing and Urban Planning, and 3 jobs in Ministry of Agricultural Wealth, Fisheries and Water Resources.

According to the data, 1.1 million foreigners work in the private sector, 39,000 workers in the government sector, and 241,000 in the domestic sector. According to the data, most of the expatriate workers in the Sultanate are of Bangladeshi nationality, with 528,000, then Indians with 465,000, and Pakistanis with 179,000.

PHILIPPINES: REMITTANCES UP FOR 5TH STRAIGHT MONTH IN JUNE



MONEY SENT HOME by overseas Filipino workers (OFWs) reached a six-month high in June, as more host countries gradually reopened their economies amid the rollout of coronavirus vaccines. Cash remittances rose by 7% to \$2.638 billion in June from \$2.465 billion a year ago, data released by the Bangko Sentral ng Pilipinas (BSP) showed.

By source country, the US continued to have the biggest share of overall remittances followed by Singapore, Saudi Arabia, the United Kingdom, Japan, the United Arab Emirates, Canada, South Korea, Qatar and Taiwan. Together, these countries accounted for 78.4% of total cash remittances.

Meanwhile, personal remittances, which include inflows in kind, jumped by 7.3% to \$2.936 billion in June from \$2.737 billion a year earlier. Personal remittances increased by 6.7% to \$16.616 billion in the first half of 2021 from \$15.573 billion a year earlier.

LAOS: RELIEF PROVIDED TO 4,500 RETURNEE MIGRANT WORKERS



The Ministry of Labour and Social Welfare in Laos received support of US\$35,000 from the International

Labour Organization to provide immediate relief supplies and information to 4,500 returnee Lao migrant workers during their two-week stay at quarantine centers. Jointly funded by the ILO's Ship to Shore Rights South East Asia and TRIANGLE in ASEAN programs, the assistance will target key provinces where returns have increased in recent months due to the third wave outbreak of COVID-19 in Thailand.

According to United Nations data, there are 1.3 million Lao nationals living abroad, with Thailand the largest destination country. Lao migrant workers are predominantly employed in domestic work, construction, manufacturing, agriculture, seafood processing and entertainment work, mainly in neighboring border provinces and larger cities in Thailand.

UK: UNEMPLOYMENT DIPS AHEAD OF FURLOUGH ENDING



British unemployment dipped in July as the economy reopened further, but the outlook remains clouded with the government's furlough jobs support scheme ending on 30 September. Unemployment dropped to 4.6 percent in the three months to the end of July compared with 4.7 percent in the second quarter, the Office for National Statistics (ONS) said in a statement. Vacancies are meanwhile at a record high with certain sectors including road haulage and hospitality seriously affected by a shortage of staff owing to the virus outbreak and Brexit. At the same time, the number of UK workers on payrolls has rebounded above pre-pandemic levels, the ONS added.

ITALY: EMPLOYMENT IMPROVES IN SECOND QUARTER



Nearly 340,000 new jobs were created in Italy in the second quarter (Q2) of this year, up 1.5 percent from the first quarter, data released by the National Statistics Institute (ISTAT) showed. The main driver of growth was the increase of temporary workers, which grew by more than 225,000, or an increase of 8.3 percent compared to the first quarter, according to the ISTAT.

The number of “inactive” workers aged 15 to 64 -- those who were able to work but no longer seeking employment -- also dropped by 2.4 percent in Q2, the equivalent of more than 335,000 workers.

Though the overall employment situation was improving, ISTAT data showed the number of employed residents was still 678,000 fewer in Q2 in Italy compared to the second quarter of 2019, before the start of the coronavirus pandemic. Female workers, young workers, and foreigners were hit hardest in the labor sector, official figures showed.

USA: JOB OPENINGS RACED TO A NEW RECORD HIGH IN JULY 2021



US job openings raced to a new record high in July 2021 while layoffs rose moderately. Job openings, a measure of labor demand, jumped 749,000 to 10.9 million on the last day of July, the highest level since the series began in December 2000. It was the fifth straight month that job openings, which have been increasing since January, hit a record high. Job openings rose in the Northeast, South, Midwest and West regions. The Labor Department’s monthly Job Openings and Labor Turnover Survey, or JOLTS report, also showed a steady increase in the number of workers voluntarily quitting their jobs, a sign of confidence in the labor market.

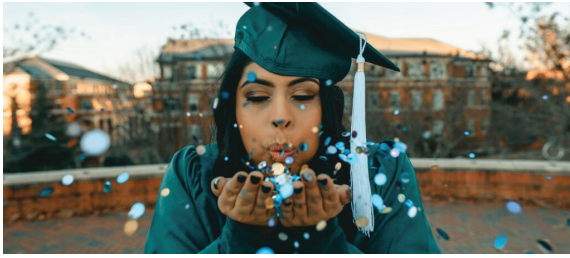
QANTAS: STANDING DOWN 2,500 STAFF OVER SYDNEY LOCKDOWN



Qantas says it will stand down 2,500 staff as a lockdown in Sydney impacts air travel across Australia. The furlough - affecting pilots, crew and airport workers - will last for at least two months, the airline said. Qantas said it would pay staff until mid-August, after which they could apply for government support payments. Since June, fresh Covid outbreaks have forced most Australian states to reimpose restrictions. The highly contagious Delta variant has forced lockdowns in several cities and some state border closures. The situation is most severe in Sydney. It is seeing about 200 new infections each day, despite being in lockdown since 26 June. Nearly all states have banned travelers from Australia’s largest city.

ILO NEWS

ONLY HALF OF WORKERS WORLDWIDE HOLD JOBS CORRESPONDING TO THEIR LEVEL OF EDUCATION



Many people are working in jobs that do not match their level of education. At the same time, many employers claim to have difficulties in finding workers with the skills that they need to expand their business and innovate successfully. This phenomenon points to a significant disconnect between the world of education and the world of work.

Drawing on labor force survey data on the level of education and occupations of all employed workers in over 130 countries, the ILO estimates that only about half of these workers hold jobs corresponding to their level of education. The remainder are either overeducated or undereducated for their jobs.

Workers in higher income countries are more likely to hold jobs that match their level of education. In high income countries, this is the case for around 60 percent of the employed. The analogous shares for upper-middle- and lower-middle income countries are 52 and 43 percent, respectively. In low-income countries, only one in four workers hold jobs corresponding to their level of education. These observations suggest that the rate of matching increases with countries' level of development.

ALMOST 2 MILLION PEOPLE DIE FROM WORK-RELATED CAUSES EACH YEAR



Work-related diseases and injuries were responsible for the deaths of 1.9 million people in 2016, according to the first joint estimates from the World Health Organization (WHO) and International Labour Organization (ILO). According to the *WHO/ILO Joint Estimates of the Work-related Burden of Disease and Injury, 2000-2016: Global Monitoring Report*, the majority of work-related deaths were due to respiratory and cardiovascular disease.

Non-communicable diseases accounted for 81 percent of the deaths. The greatest causes of deaths were chronic obstructive pulmonary disease (450,000 deaths); stroke (400,000 deaths) and ischaemic heart disease (350,000 deaths). Occupational injuries caused 19 percent of deaths (360,000 deaths).

The study considers 19 occupational risk factors, including exposure to long working hours and workplace exposure to air pollution, asthmagens, carcinogens, ergonomic risk factors, and noise. The key risk was exposure to long working hours – linked to approximately 750,000 deaths. Workplace exposure to air pollution (particulate matter, gases and fumes) was responsible for 450,000 deaths.

"It's shocking to see so many people literally being killed by their jobs," said Dr Tedros Adhanom Ghebreyesus, WHO Director-General. "Our report is a wake-up call to countries and businesses to improve and protect the health and safety of workers by honouring their commitments to provide universal coverage of occupational health and safety services."

Work-related diseases and injuries strain health systems, reduce productivity and can have a catastrophic impact on household incomes, the report warns.

Globally, work-related deaths per population fell by 14 per cent between 2000 and 2016. This may reflect improvements in workplace health and safety, the report says. However, deaths from heart disease and stroke associated with exposure to long working hours rose by 41 and 19 percent respectively. This reflects an increasing trend in this relatively new and psychosocial occupational risk factor.

LATIN AMERICA AND THE CARIBBEAN: AN INSUFFICIENT LABOR MARKET RECOVERY WITH A PREDOMINANCE OF INFORMAL JOBS



The economic recovery in Latin America and the Caribbean is still insufficient to recuperate the jobs lost during the pandemic, and has given rise to a labor market characterized by a high unemployment rate and a strong prevalence of informal occupations, highlighted a new ILO technical note released recently.

“Neither the quantity nor the quality of jobs that this region requires to cope with the aftermath of an unprecedented crisis are being created. The labor overview is complex and poses challenges of great magnitude,” announced ILO Director for Latin America and the Caribbean when presenting the publication.

“In 2021, informal jobs are leading the partial recovery of employment,” added the ILO Director. “These are jobs that are generally unstable, with low wages, without social protection or rights.” The ILO Director added that, “the close link between labor informality, low income and inequality has become even more evident in this context.”

The technical note “Employment and informality in Latin America and the Caribbean: An insufficient and uneven recovery” reviews the changes detected in labor markets, income and inequality in recent months. It also addresses both the impacts of the crisis and the recovery of jobs as some economic activities have restarted.

About 70 percent of the jobs generated from mid-2020 to the first quarter of 2021 are occupations in conditions of informality, according to data from a group of Latin American countries, the ILO technical note advises.

URBAN PASSENGER TRANSPORT SYSTEMS WILL BE CRUCIAL TO MOVE TOWARDS A ZERO-CARBON FUTURE



Urban passenger transport services and operations (UPT) can help fight climate change but sustainable investments are needed to help the sector transition towards a green economy with decent and sustainable jobs.

Transport is responsible for 25 percent of global energy-related greenhouse gas emissions and formally employs 7.3 million workers around the world. The shift to low-carbon modes of transport, as well as the formalization of informal transport services and the expansion of public transport infrastructure will be crucial to achieve the climate change targets set out in the 2030 Agenda for Sustainable Development .

These are among the main conclusions of the Technical meeting on the future of decent and sustainable work in urban transport services (30 August-3 September 2021) that brought together representatives from governments, employers and workers at the ILO to discuss the future of decent and sustainable decent work in this sector and analyze the challenges and opportunities ahead.

Urban passenger transport authorities, operators and workers have been struggling in recent years with under-investment and austerity, terrorist attacks and violence, informality, and disruption from new technologies. These problems have been compounded by the massive impact of the pandemic.

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
2020-21	273.26	296.86	243.00	290.00	220.70	282.67	230.07	248.48	190.13	259.27
2021										
January	290.03	315.81	256.97	301.15	229.98	297.45	249.01	269.58	194.13	291.53
February	290.30	315.35	258.18	302.12	229.35	299.53	250.79	272.60	195.12	296.15
March	291.96	317.32	259.44	303.73	229.50	302.63	251.13	274.68	195.89	299.06
April	293.88	320.28	260.02	304.23	229.44	305.00	251.50	276.02	195.95	299.67
May	287.92	308.41	261.65	305.17	225.90	306.46	251.53	294.86	195.99	299.99
June	291.70	314.19	262.87	306.00	226.63	308.95	251.90	297.31	196.54	301.82
July	293.19	316.02	263.93	307.11	227.12	310.07	252.47	300.58	197.00	302.72

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										
January	288.33	308.97	255.50	301.58	222.39	284.59	264.64	231.64	215.34	308.59
February	288.70	308.85	256.63	302.42	221.07	286.32	266.91	234.66	217.17	314.18
March	290.68	311.14	258.12	303.14	221.19	290.59	267.27	236.73	218.62	318.88
April	292.85	314.27	258.77	303.82	220.74	293.87	267.78	237.86	218.67	319.94
May	285.71	301.94	259.90	304.76	215.65	295.17	267.79	257.41	218.69	320.49
June	288.95	306.47	261.07	305.46	216.70	297.57	268.29	258.73	219.52	322.27
July	290.34	308.10	262.08	306.64	217.46	298.65	269.03	260.86	220.08	322.84

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

Source: Bangladesh Bureau of Statistics (BBS)

WAGE RATE INDEX BY SECTORS: BANGLADESH

(Base: 2010-11 = 100)

Sector	2018-19	2019-20	2020-21	May'21	June '21	July '21
General	160.23	170.39	180.83	184.68	184.72	184.78
percentage change (Point to Point)	6.40	6.35	6.12	6.41	5.97	5.72
percentage change (over previous month)				0.12	0.02	0.03
1. Agriculture	159.92	170.28	181.16	185.11	185.05	185.03
percentage change (over previous month)	6.42	6.48	6.39	6.69	6.11	5.81
percentage change (over previous month)				0.09	-0.03	-0.01
i) Agriculture	159.91	170.32	181.23	185.21	185.15	185.13
percentage change (Point to Point)	6.44	6.51	6.41	6.71	6.13	5.84
percentage change (over previous month)				0.09	-0.03	-0.01
ii) Fish	160.59	168.58	177.84	180.23	180.21	180.17
percentage change (Point to Point)	5.22	4.97	5.49	5.45	4.92	4.48
percentage change (over previous month)				0.00	-0.01	-0.02
2. Industry	158.74	168.24	177.52	181.11	181.28	181.42
percentage change (Point to Point)	6.22	5.99	5.51	5.79	5.59	5.39
percentage change (over previous month)				0.19	0.10	0.07
i) Construction	152.86	160.17	167.24	169.83	169.96	170.07
percentage change (Point to Point)	5.19	4.77	4.42	4.53	4.31	4.22
percentage change (over previous month)				0.13	0.08	0.06
ii) Production	170.66	184.65	198.37	203.99	204.24	204.44
percentage change (Point to Point)	8.14	8.21	7.43	7.97	7.83	7.42
percentage change (over previous month)				0.29	0.13	0.09
3. Service	164.78	175.33	185.99	189.87	190.16	190.42
percentage change (Point to Point)	6.69	6.41	6.07	6.30	6.06	5.96
percentage change (over previous month)				0.17	0.15	0.14

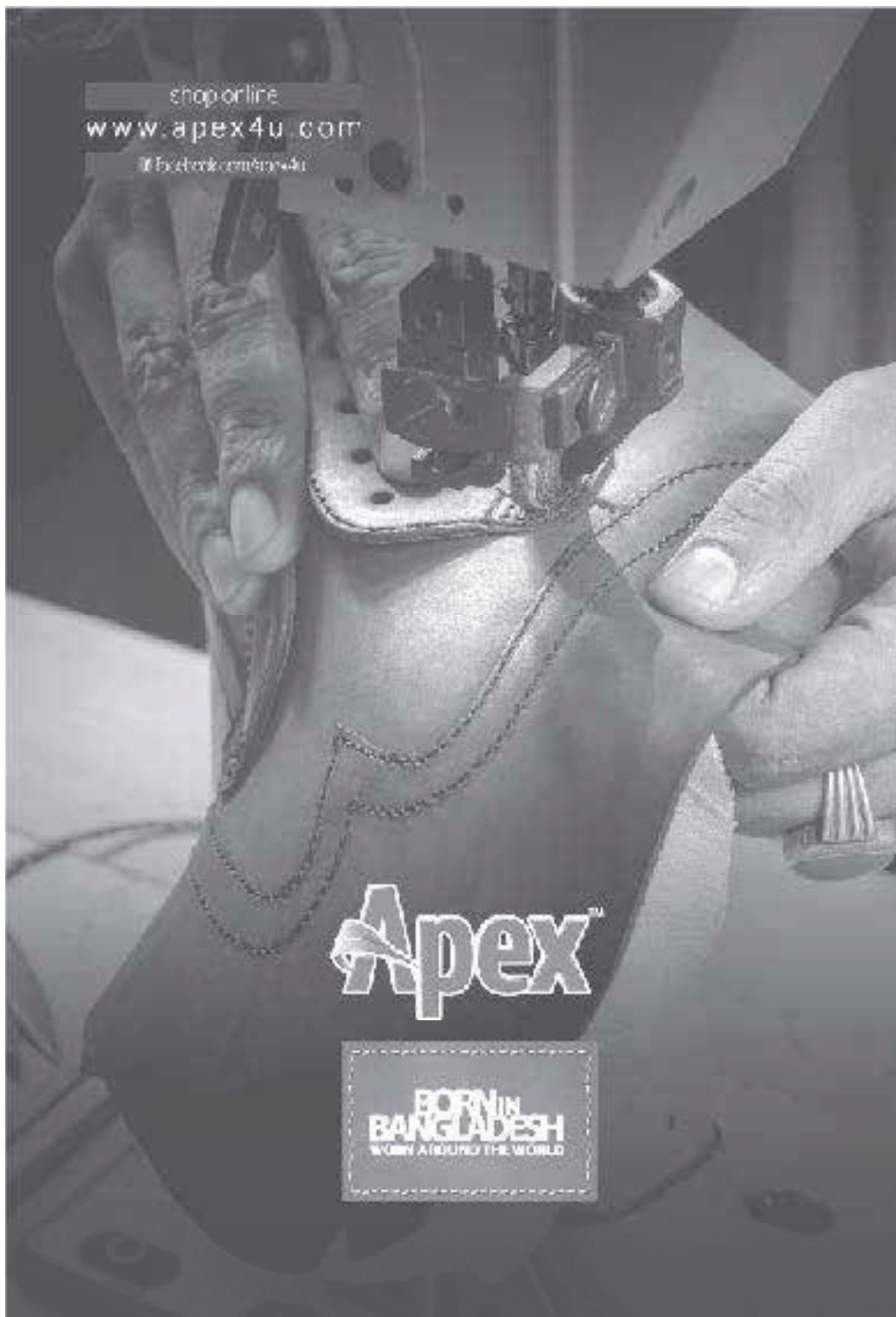
Source: Bangladesh Bureau of Statistics (BBS)

AVERAGE RETAIL PRICES OF SELECTED COMMODITIES IN DHAKA CITY

SL. No.	Unit	2019-20	May '21	June '21	July '21
I. Cereals:					
1. Rice: Najershail/Minikat	Kg.	62.43	66.15	68.72	69.24
2. Rice: Pajam/Equiv.	Kg.	59.16	64.25	65.38	64.35
3. Rice: Irri/Boro	Kg.	45.51	51.37	52.46	52.75
4. Wheat (atta), white.	Kg.	40.00	41.30	41.81	41.81
II. Pulses:					
5. Moongdal (husked)	Kg.	130.54	132.00	130.60	130.33
6. Lentil (husked)	Kg.	111.61	125.00	122.44	122.73
III. Sugar & Molasses:					
7. Sugar (white)	Kg.	62.20	70.55	70.36	70.10
8. Molasses (sugarcane)	Kg.	104.53	110.00	111.70	112.31
IV. Protein Items:					
9. Fish-Rohu-cut piece	Kg.	430.56	360.00	355.00	350.00
10. Fish-Hilsa, medium size	Kg.	1388.75	1140.00	1170.00	1190.00
11. Prawn/Shrimp, about 3" long	Kg.	754.80	650.00	640.00	630.00
12. Barbel (Shing), about 50-gram weight each	Kg.	777.15	580.00	540.00	530.00
13. Beef, best quality	Kg.	524.34	560.00	570.00	580.00
14. Mutton, best quality	Kg.	743.54	770.00	780.00	780.00
15. Fowl, alive	Kg.	422.98	440.00	420.00	415.00
16. Egg (Hen), Farm	4 pcs	35.27	34.00	35.00	34.00
17. Egg (Duck)	4 pcs	60.00	54.10	53.80	52.50
V. Edible oil :					
18. Mustard oil, best quality	Liter	195.74	212.80	214.35	215.00
19. Soyabean oil, best quality	Liter	100.94	130.85	141.62	145.00
VI. Spices:					
20. Chilli (dry), best quality	Kg.	235.39	360.00	365.28	367.00
21. Onion (local)	Kg.	95.58	48.50	52.74	55.71
22. Garlic (Local)	Kg.	169.34	110.00	120.33	124.67
23. Turmeric (Local)	Kg.	158.18	185.00	192.91	193.47
24. Ginger (Local)	Kg.	171.01	112.00	118.27	127.00
25. Salt (fine)	Kg.	37.24	35.00	35.00	32.00
VII. Vegetable:					
26. Potato, best quality	Kg.	25.93	24.00	25.47	25.88
27. Brinjal, best quality	Kg.	60.09	60.00	57.20	52.00
28. Lady's finger, best quality	Kg.	54.96	60.00	61.36	60.50
29. Papaya (green)	Kg.	28.80	45.00	42.10	40.30
VIII. Milk:					
30. Milk (Milk vita packet)	Liter	80.15	70.00	70.30	70.00
31. Lactozen (full cream) (400gm)	Each	599.40	610.00	610.12	608.00

SL. No.	Unit	2019-20	May '21	June '21	July '21
IX. Fuel & lighting :					
32. Firewood (gazari)	Quintal	527.04	492.85	493.43	494.69
33. Kerosene	Liter	82.63	75.00	75.62	76.12
34. Matches (40 sticks)	Box	2.00	2.00	2.00	2.00
X. Clothing:					
35. Long cloth (fine)	Meter	80.24	80.87	81.13	82.45
36. Long cloth (medium)	Meter	76.35	77.82	77.97	78.34
37. Saree (medium), white Tangail handloom: A451 80x80 count 5.5 yds.	Each	725.43	727.95	728.14	730.45
38. Lungi (medium.) 48" handloom 60X60	Each	798.40	799.98	803.84	800.10
39. Undershirt (genjee 100 c.m sleeveless)	Each	100.00	103.15	103.77	105.00
XI. Housing & Household Requisites:					
40. Cement (local)	Bag of 50 Kg.	458.75	445.20	445.69	445.81
41. Aluminum (Degchi)	Gram	0.42	0.43	0.43	0.43
42. Bamboo (mul) about 30 feet long	Each	175.61	195.00	197.90	198.35
43. Enamel plate	Each	70.00	72.50	72.79	72.90
XII. Miscellaneous:					
44. Coconut oil (unscented, imported)	Kg.	279.86	278.19	278.93	282.10
45. Cigarettes (Star)	10 Sticks	70.83	80.53	80.57	80.55
46. White paper	Quire	27.98	27.98	28.06	28.00
47. Blade-Sword (stainless steel)	Each	3.00	3.00	3.03	3.00

Source: Bangladesh Bureau of Statistics (BBS)

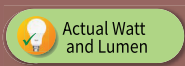


TRANSTEC
Lighting

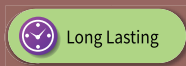
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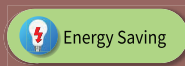
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কুল টেকনোলজি লিমিটেড

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