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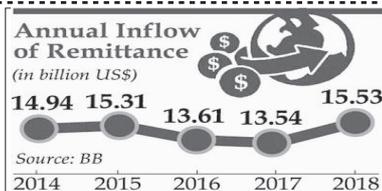
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WORKPLACE MOTIVATION - SOME TIPS



Employees are the building blocks of an organization. Organizational success depends on the collective efforts of the employees. The employees will collectively contribute to organizational growth when they are motivated.

Below mentioned are some tips for motivating the staff/employees in an organization:

- * Evaluate yourself- In order to motivate, encourage and control your staff's behaviour, it is essential to understand, encourage and control your own behaviour as a manager. Work upon utilizing your strengths and opportunities to neutralize and lower the negative impact of your weaknesses and organizational threats. The manager should adopt the approach "You're OK- I'm OK".

- * Be familiar with your staff- The

manager should be well acquainted with his staff. The more and the better he knows his staff, the simpler it is to get them involved in the job as well as in achieving the team and organizational goals. This will also invite staff's commitment and loyalty. A cordial superior-subordinate relationship is a key factor in job-satisfaction.

- * Provide the employees certain benefits- Give your staff some financial and other benefits. Give them bonuses, pay them for overtime, and give them health and family insurance benefits. Make sure they get breaks from work. Let them enjoy vacations and holidays.

- * Participate in new employees induction programme- Induction proceeds with recruitment advertising. At this point of time, the potential entrants start creating their own impressions and desires about the job and the organization. The manner in

which the selection is conducted and the consequent recruitment process will either build or damage the impression about the job and organization. Thus, the manager must have a say in framing the advertisement and also in the selection and recruitment process. After the decision about the candidate is made, the manager must take personal interest in the selected joiner's joining date, the family relocation issues, cost of removal, etc. Being observed by the new recruit and your entire team / staff to be involved completely, will ensure a persuasive entry in the organization.

* Provide feedback to the staff constantly- The staff members are keen to know how they are performing. Try giving a regular and constructive feedback to your staff. This will be more acceptable by the staff. Do not base the feedback on assumptions, but on facts and personal observations. Do not indulge in favouritism or comparing the employee with some one else. Sit with your staff on daily or weekly basis and make sure that feedback happens. This will help in boosting employee's morale and will thus motivate the staff.

* Acknowledge your staff on their achievements- A pat on the back, some words of praise, and giving a note of credit to the employee / staff member at personal level with some form of broad publicity can motivate the staff a lot. Make it a point to mention the staff's outstanding achievements in official newsletters or organization's journal. Not only acknowledge the employee with highest contribution, but also acknowledge the employee who meets and over exceeds the targets.

* Ensure effective time management- Having control over time ensures that things are done in right manner. Motivate your staff

to have "closed" times, i.e., few hours when there are no interruptions for the staff in performing their job role so that they can concentrate on the job, and "open" times when the staff freely communicate and interact. Plan one to one sessions of interaction with your staff where they can ask their queries and also can get your attention and, thereby, they will not feel neglected. This all will work in long run to motivate the staff.

* Have stress management techniques in your organization- Create an environment in which you and your staff can work within optimum pressure levels. Ensure an optimistic attitude towards stress in the workplace. Have training sessions on stress management, and ensure a follow-up with group meetings on the manner stress can be lowered at work. Give your staff autonomy in work. Identify the stress symptoms in employees and try to deal with them.

* Use counselling technique- The employees' / staff feelings towards the work, their peer, their superiors and towards the future can be effectively dealt through the staff counseling. Counselling provides an environment, incentive and support which enable the employee to achieve his identity.

* Give the employees learning opportunities- Employees should consistently learn new skills on the job. It has been well said by someone that with people hopping jobs more often than required and organizations no longer giving job security to employees, the young blood employees specifically realize that continuing learning is the best way to remain employable. Opportunities should be given to the employees to develop their skills and competencies and to make best use of their skills. Link the staff goals with the organizational goals.

* Set an example for your staff / subordinates- Be a role model for your staff. The staff would learn from what you do and not from what you say / claim. The way you interact with your clients / customers and how do you react later after the interaction is over have an impact upon the staff. The staff more closely observes your non-verbal communication (gestures, body language). Being unpunctual, wasting the organization's capital, mismanaging organization's physical equipments, asking the staff to do your personal work, etc. all have a negative impact on the staff. Try setting an example for your staff to follow.

* Smile often- Smiling can have a tremendous effect on boosting the morale of the staff. A smiling superior creates an optimistic and motivating work environment. Smiling is an essential component of the body language of confidence, acceptance and boldness. Smile consistently, naturally and often, to demonstrate that you feel good and positive about the staff who works for you. It encourages new ideas and feedback from the staff. The staff does not feel hesitant and threatened to discuss their views this way.

* Listen effectively- Listening attentively is a form of recognizing and appreciating the person who is talking. Reciprocal / Mutual listening develops cordial and healthy personal relationships on which the employee / staff development rests. If the managers do not listen attentively to the subordinates, the morale of the subordinates lowers down and they do not feel like sharing their ideas or giving their views. Effective listening by the manager boosts up the employees' morale and thus motivates them.

* Ensure effective communication- In order to motivate your staff, indulge in

effective communication such as avoid using anger expressions, utilize questioning techniques to know staff's mindset and analysis rather than ordering the staff what to do, base your judgements on facts and not on assumptions, use relaxed and steady tone of voice, listen effectively and be positive and helpful in your responses. Share your views with the staff.

* Develop and encourage creativity- The staff should be encouraged to develop the creativity skills so as to solve organizational problems. Give them time and resources for developing creativity. Let them hold constant brainstorming sessions. Invite ideas and suggestions from the staff. They may turn out to be very productive.

* Don't be rigid. Be flexible- Introduce flexibility in work. Allow for flexible working hours if possible. Let the employees work at home occasionally if need arises. Do not be rigid in accepting ideas from your staff. Stimulate flexible attitudes in the employees who are accountable to you by asking what changes they would like to bring about if given a chance.

* Adopt job enrichment- Job enrichment implies giving room for a better quality of working life. It means facilitating people to achieve self-development, fame and success through a more challenging and interesting job which provides more promotional and advancement opportunities. Give employees more freedom in job, involve them in decision-making process, show them loyalty and celebrate their achievements.

* Respect your team- Respect not only the employees' rights to share and express their views, and to be themselves, but their time too. This will ensure that the employees respect you and your time. Make the staff feel

that they are respected not just as employees / workers but as individuals too.

Motivational Challenges



Motivation seems to be a simple function of management in books, but in practice it is more challenging. The reasons for motivation being challenging job are as follows:

- * One of the main reasons of motivation being a challenging job is due to the changing workforce. The employees become a part of their organization with various needs and expectations. Different employees have different beliefs, attitudes, values, backgrounds and thinking. But all the organizations are not aware of the diversity in their workforce and thus are not aware and clear about different ways of motivating their diverse workforce.

- * Employees motives cannot be seen, they can only be presumed. Suppose, there are two employees in a team showing varying performance despite being of same age group, having same educational qualifications and same work experience. The reason being what motivates one employee may not seem motivating to other.

- * Motivation of employees becomes challenging especially when the organizations have considerably changed the job role of the employees, or have lessened the hierarchy levels of hierarchy, or have

chucked out a significant number of employees in the name of down-sizing or right-sizing. Certain firms have chosen to hire and fire and paying for performance strategies nearly giving up motivational efforts. These strategies are unsuccessful in making an individual overreach himself.

- * The vigorous nature of needs also pose challenge to a manager in motivating his subordinates. This is because an employee at a certain point of time has diverse needs and expectations. Also, these needs and expectations keep on changing and might also clash with each other. For instance-the employees who spend extra time at work for meeting their needs for accomplishment might discover that the extra time spent by them clash with their social needs and with the need for affiliation.

Essentials / Features of a Good Motivation System

Motivation is a state of mind. High motivation leads to high morale and greater production. A motivated employee gives his best to the organization. He stays loyal and committed to the organization. A sound motivation system in an organization should have the following features:

- * Superior performance should be reasonably rewarded and should be duly acknowledged.

- * If the performance is not consistently up to the mark, then the system must make provisions for penalties.

- * The employees must be dealt in a fair and just manner. The grievances and obstacles faced by them must be dealt instantly and fairly.

- * Carrot and stick approach should be implemented to motivate both efficient and inefficient employees. The employees should

treat negative consequences (such as fear of punishment) as stick, an outside push and move away from it. They should take positive consequences (such as reward) as carrot, an inner pull and move towards it.

* Performance appraisal system should be very effective.

* Ensure flexibility in working arrangements.

* A sound motivation system must be correlated to organizational goals. Thus, the individual/employee goals must be harmonized with the organizational goals.

* The motivational system must be modified to the situation and to the organization.

* A sound motivation system requires modifying the nature of individual's jobs. The jobs should be redesigned or restructured according to the requirement of situation. Any of the alternatives to job specialization - job rotation, job enlargement, job enrichment, etc. could be used.

* The management approach should be participative. All the subordinates and employees should be involved in decision-making process.

* The motivation system should involve monetary as well as non- monetary rewards. The monetary rewards should be correlated to performance. Performance should be based on the employees' action towards the goals, and not on the fame of employees.

* "Motivate yourself to motivate your employees" should be the managerial approach.

* The managers must understand and identify the motivators for each employee.

* Sound motivation system should encourage supportive supervision whereby

the supervisors share their views and experiences with their subordinates, listen to the subordinates views, and assist the subordinates in performing the designated job.

Source: <https://www.managementstudyguide.com>

Home News

EPZ LABOUR ORDINANCE PROMULGATED

The President recently promulgated Bangladesh EPZ Labour Ordinance, 2019 bringing establishments of Export Processing Zones within the purview of inspection system of the Ministry of Labour and Employment. Legislative and Parliamentary Affairs Division of the the Ministry issued a gazette notification of Bangladesh EPZ Labour Ordinance 2019 repealing EPZ Workers' Welfare Association and Industrial Relations Act, 2010.

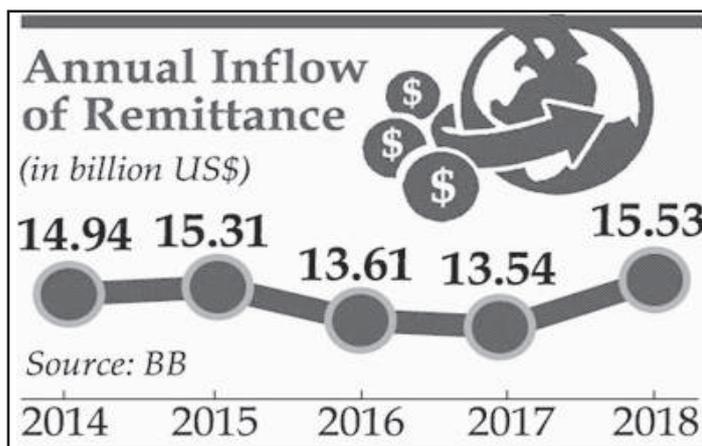
The ordinance reduced minimum membership requirement to create a workers welfare association to 20 percent from 30 percent. The ordinance relaxed the provision for strike and lock-out in the factories saying that workers welfare association would have consent of two-thirds members of its executive committee to serve any notice of strike. Previously, the requirement was three-fourths members. Following repeated urge from international community including International Labour Organization (ILO) and the European Union, the government moved to bring changes in EPZ labor laws in line with ILO Conventions.

EZs TO 'CREATE 10 MILLION JOBS'

The government is eyeing to generate some 10 million employment opportunities and boost export earnings by around US\$40 billion through the establishment of 100 economic zones (EZs) across the country by 2030. The government approved some 79 economic zones including 56 public and 23 private economic zones till June 2018.

REMITTANCE FLOW UP 15% IN 2018

Inward remittance jumped by nearly 15 percent or around \$2.0 billion in calendar year 2018 following the depreciating mode of taka against dollar.



Remittance inflows rose to \$15.53 billion in 2018 from \$13.54 billion a year ago despite a falling trend in outbound jobs of Bangladeshis. The uptrend in fuel oil prices globally also contributed to raise the inflow of remittance, particularly from the Middle-Eastern countries," said a senior official of the central bank.

Currently, 29 exchange houses are operating globally with 1,223 drawing arrangements set up abroad to boost remittance inflow, according to the central banker. The BB earlier took multiple measures to encourage expatriate workers to send home their hard-earned money through formal banking channel to help boost the country's foreign exchange reserve.

WORKERS' MIGRATION COST PLEDGED TO BE CUT



Mr. Imran Ahmed, State Minister for the Expatriates' Welfare and Overseas Employment recently assured of reducing the migration cost for the outbound workers as well as taking an initiative to create a returning workers' database. He also made it categorically clear that his ministry would not tolerate any corruption in the process of sending workers abroad.

He also said that though the government had the statistics of outbound workers, there was no data for the returning workers. So, the government would take an initiative to develop a databank of the returning workers. The government would also take steps to reduce the migration cost and provide necessary information regarding protection of the outbound workers, the Minister added.

DUTY-FREE IMPORT BENEFITS GIVEN FOR MORE FIRE FIGHTING TOOLS

National Board of Revenue (NBR) recently extended duty benefits on import of some additional fire safety equipment and chemicals for export-oriented readymade garment industries. Customs wing of the NBR issued a statutory regulatory order amending the previous SRO in this connection.

According to the amended SRO, apparel makers will enjoy duty benefits on import of cold fire, fire fighting agent, extinguishing agent, empty CE stainless water fire extinguisher, cold fire tactical loop, tactical loop hole can and sprinkler system and equipment. Of the items, some are equipment and some are preparations and charges for fire extinguisher, charged fire-extinguishing grenades.



CABINET COMMITTEE FOR 9TH WAGE BOARD RECONSTITUTED

The cabinet committee formed to review the Ninth Wage Board Award for journalists and employees working in newspapers and news agencies has been reconstituted keeping its terms of reference unchanged. A proposal for the reconstitution of the cabinet committee was approved at the maiden cabinet meeting of the newly formed government, held with Prime Minister in the chair.

Road Transport and Bridges Minister Obaidul Quader will lead the seven-member committee as its convenor. The six other members of the committee are Home Minister Asaduzzaman Khan, Agriculture Minister Dr Abdur Razzaque, Information Minister Dr Hasan Mahmud, Industries Minister Nurul Majid Mahmud Humayun, State Minister for Cultural Affairs KM Khalid and State Minister for Labour and Employment Begum Monnuzan Sufian. According to the terms of reference, the committee will submit its report by January 28, 2019.

International News

JAPAN 126 MEASURES TO ATTRACT MORE FOREIGN WORKERS



Japan's government recently adopted a slew of measures to encourage foreign nationals to work in the country and to smooth their integration into society. Prime Minister urged his ministers to do their best to ensure foreign workers are motivated to come -- and not only to big cities but also smaller communities. His call comes ahead of a law change designed to bring hundreds of thousands into short-handed sectors.

The ministers adopted 126 measures in total, including steps to promote coexistence among local Japanese and newcomers and assistance for foreign nationals already residing in Japan. To achieve all this, the government posted a supplementary budget of 6.1 billion yen (\$55.3 million) for fiscal 2018 and a budget of 16.3 billion yen for fiscal 2019.

In April, a revision of the immigration control and refugee recognition act is to pave the way for accepting about 340,000 foreign workers in targeted industries over five years.

Under the plans adopted, one-stop facilities, tentatively named Centers for Multicultural Information and Assistance, will be established at about 100 locations nationwide. These centers will provide consultations on

administrative procedures and everyday life in 11 languages -- Japanese, English, Chinese, Korean, Spanish, Vietnamese, Thai, Portuguese, Indonesian, Nepalese and Tagalog -- using translation apps and other means.

The Japanese government will also seek to ensure all regions have Japanese-language schools, and new qualifications will be given to Japanese-language teachers.

Other measures will include providing information in multiple languages to make it easier for non-Japanese families with small children to use medical institutions and child care facilities.

Another key move is to increase safeguards against malicious brokers and employers that prey on foreign workers, including through cooperation with governments in workers' home countries. For this, Tokyo plans to sign bilateral deals with the governments of nine countries where it plans to conduct Japanese language examinations for locals wishing to obtain a new category of visa. Vietnam, the Philippines and Myanmar are on the list.

Steps will also be taken to prevent exploitation of non-Japanese workers under the technical intern system, which is based on an existing visa status, as the government expects technical interns to shift to new visa statuses.

The new "category 1 specified skills" visa covers 14 job types, including nursing care, restaurants and construction.

The government estimates up to 60,000 people will use the new visa to find nursing care jobs in Japan in the first five years, making it the biggest job category in terms of the number of

foreign workers. Restaurant work is likely to be next, with 53,000 foreign workers expected to be employed over the same period.

The government anticipates a total of 345,150 foreign nationals will find jobs using the visa status.

PHILIPPINES REMITTANCES UP 8% TO \$2.76 BILLION IN OCTOBER



Personal and cash remittances in the Philippines booked their fastest growth in six months, rising by at least eight percent in October 2018 as overseas Filipinos continued to send more money to their loved ones in the Philippines ahead of the Christmas holidays, the Bangko Sentral ng Pilipinas (BSP) reported.

Personal remittances climbed by eight percent to \$2.76 billion in October from \$2.55 billion in the same month last year. This was the fastest growth since the 12.9 percent increase recorded in April this year.

On the other hand, cash remittances coursed through banks increased 8.7 percent to \$2.47 billion in October from \$2.27 billion in the same month last year. The increase in cash remittances in October was the fastest in six months or since booking a double-digit growth of 12.7 percent in April this year.

The top countries that contributed to the growth in October were the US, Canada, and Taiwan, helping reverse the 0.9 percent decline last August and the 8.3 percent drop in September last year.

OMAN INDIANS AGAIN BECOME LARGEST EXPATRIATE COMMUNITY



Indians have once again overtaken Bangladeshis to become the largest expatriate community in Oman. According to the latest data from the National Centre for Statistics and Information (NCSI), there were 664,227 Indians living and working in the Sultanate, as compared to 663,618 Bangladeshis, as of October 2018. Among the Indian population, 48,115 were female, while the vast majority - 616,112 - were male. The same is true for the Bangladeshi workforce, of whom only 28,335 are female and the rest-635,283-are male.

PAKISTAN OVER 8 MILLION EXPATRIATES MAY SEND RECORD MONEY HOME

Pakistan is expected to receive remittances worth a record \$22 billion in financial year 2018-19 as the government has offered an incentive package to overseas workers to attract more money through official banking channels, some experts said. Remittances from more than 8 million overseas Pakistanis are likely to post double-digit growth over \$19.62 billion received in 2017-18. The country received remittances worth \$19.91 billion, an all-time high, in 2015-16.

Latest data from the State Bank of Pakistan showed that remittances rose 13.14 percent in the first quarter of fiscal year 2018-19 as overseas workers remitted a record \$5.42

billion during July-September 2018 compared to \$4.79 billion in the same period last year. The country is expected to receive \$22.19 billion worth of remittances if the similar trend continues in the remaining three quarters, experts said. The country's Prime Minister in a recent tweet expressed his willingness to facilitate overseas Pakistanis to boost remittance inflows up to \$40 billion in coming years.

CANADA UNEMPLOYMENT RATE HIT RECORD LOW IN NOVEMBER

Canada's unemployment rate reached a record low in November, 2018, according to Statistics Canada's monthly Labour Force Survey. The unemployment rate, defined as the number of unemployed people as a percentage of the labor force, dropped in the month to 5.6 percent — a number that hasn't been reached since comparable data became available in 1976.

Nearly 19 million people were employed in Canada in November, an increase of 0.5 percent over the previous month. Six provinces saw employment increase in November, with Quebec and Alberta posting the highest gains.

In Quebec, the number of employed grew by 26,000 in November, which was the result of full-time work. More than four million people in Quebec were employed in November and the province's unemployment rate stood at 5.4 per cent, just below the national rate of 5.6 per cent. In Alberta, employment rose by 24,000, also with gains in full-time work.

Ontario also saw employment rise, with 20,000 more people employed in November. British Columbia also saw employment increase in November, with 16,000 more people employed than the previous month. At 4.4 percent, the province's unemployment remained among the lowest in Canada, despite a slight increase in November.

GERMANY RELAXING RULES TO ATTRACT FOREIGN WORKERS



Worker-starved Germany plans to ease immigration rules to attract foreign jobseekers and replenish its fast ageing workforce, despite mounting public resistance against new arrivals. Under the planned relaxed rules, jobseekers from outside the EU -- including, for example, cooks, metallurgy workers or IT technicians -- would be allowed to come to Germany for six months to try and find employment, provided they speak German and can financially support themselves.

With unemployment at a record low since Germany's 1990 reunification, companies in Germany, Europe's biggest economy, have been complaining that a chronic shortage in workers is threatening growth. In the areas of mathematics, computing, natural sciences and technology, a record 338,200 jobs went unfilled in September, according to data from the Cologne-based German Economic Institute.

USA UNEMPLOYMENT RATE ROSE TO 3.9% IN DECEMBER



Total nonfarm payroll employment increased by 312,000 in December, and the

unemployment rate rose to 3.9 percent, the U.S. Bureau of Labor Statistics reported. Job gains occurred in health care, food services and drinking places, construction, manufacturing, and retail trade.

The unemployment rate rose by 0.2 percentage point to 3.9 percent in December, and the number of unemployed persons increased by 276,000 to 6.3 million. A year earlier, the jobless rate was 4.1 percent, and the number of unemployed persons was 6.6 million.

Among the major worker groups, the unemployment rates for adult men (3.6 percent) and Blacks (6.6percent) increased in December. The jobless rates for adult women (3.5 percent), teenagers (12.5 percent), Whites (3.4 percent), Asians (3.3 percent), and Hispanics (4.4 percent) showed little or no change over the month.

The number of long-term unemployed (those jobless for 27 weeks or more) was little changed at 1.3 million and accounted for 20.5 percent of the unemployed. Over the year, the number of long-term unemployed was down by 205,000.

UK JOBLESS RATE FALLS TO NEW 43 YEAR-LOW

UK's unemployment rate fell unexpectedly to a new 43-year low in the three months to June 2018. The unemployment rate fell to 4.0 percent in the April-June period, the lowest since the three months to February 1975 and beating economists' forecasts for it to hold steady at a previous low of 4.2 percent. The drop came despite a smaller-than-expected number of jobs created over the three-month period, of 42,000 - less than half the average forecast.

FORD 1,000 JOBS TO BE CUT AT WELSH FACTORY

Ford, car manufacturer, is planning to cut 370 jobs at an engine plant in south Wales in the first phase of redundancies that will see up to



1,000 members of staff lose their jobs. It comes as Ford looks to revise its European operations having announced plans recently to cut structural costs and let thousands of people go.

The first lot of staff cuts at its giant plant in Bridgend, Wales, is expected to be offered as voluntary redundancies, according to BBC Wales.

The Bridgend factory employs around 1,700 people but the current contracts to produce engines for Jaguar Land Rover (JLR) as well as the Ford Ecoboost engine are set to finish at the end of this year. The plant won the investment for Ford's Dragon engine, the latest petrol engine, but that only employs 500 people. Current plans could see more than half the workforce phased out by the end of 2021 as part of 1,150 job cuts across the UK.

TESLA THOUSANDS OF JOBS TO BE SLASHED IN PROFITABILITY DRIVE

Tesla plans to cut 9% of its workforce as part of a restructuring intended to reduce costs and boost profitability. The job cuts at Elon Musk's electric car maker come as it tries to increase production of its Model 3 sedan and turn a quarterly profit this year. Tesla said the more than 3,000 cuts would affect mostly salaried employees and not those making its cars. Tesla employed more than 37,000 people at the end of last year.

ILO NEWS



International Labour Organization

ILO 100 YEARS OF FIGHTING FOR SOCIAL JUSTICE



Imagine a world with no weekends, eight-hour working day, no minimum working age and no protection for pregnant vulnerable workers. That's the workplace you might have faced if the International Labour Organization (ILO) did not exist. Created in 1919, in the aftermath of the first World War, the ILO is set to mark 100 years of working for social justice.

It is easy now to forget how radical the idea behind the ILO's mandate was, as summed up in the Preamble to its constitution: "Universal and lasting peace can be established only if it is based upon social justice."

Just as revolutionary was its structure, bringing together governments, workers and employers to determine labour standards. This was described later by President Franklin Delano Roosevelt of the United States, as a 'wild dream'.

At the time of the ILO's founding, there was increasing understanding of the world's economic interdependence and the need for cooperation to ensure that growing international competition did not drive down working conditions. As the Constitution put it "...the failure of any nation to adopt humane conditions of labour is an obstacle in the way of other nations which desire to improve the conditions in their own countries."

These sentiments went on to be enshrined in the foundations of the ILO – literally. When, in 1926, the ILO moved into its first purpose-built offices on the shore of Lake Geneva, the foundation stone was engraved with the Latin phrase, *Si vis pacem, cole justiciam* (If you desire peace, cultivate justice). The formal gates of the building also reflected the uniqueness of the ILO. They require three keys to open, symbolizing the equal contributions of the three constituent groups.

GLOBAL MEDIA COMPETITION ON LABOUR MIGRATION



To mark International Migrants Day on 18th December, the ILO announced the four winners of its 2018 Global Media Competition on Labour Migration. The ILO

received more than 250 entries from 72 countries. The competition's reviewing committee had the difficult task of creating a shortlist from many outstanding submissions. An independent panel of four prominent judges finally selected the following four winners in the two thematic areas:

Labour Migration

1 Sarah Haaij and Saskia Houttuin (media report): "How weavers in Burkina Faso are now on Europe's migration front line ". This entry looks at different aspects of migration in the Sahelian country, including efforts to create local decent work opportunities.

2 Miguel Roth (photo essay/multimedia): "Las preguntas de Solomon ". This multimedia story (in Spanish) profiles Solomon, a Nigerian man starting a new life in Argentina, who, while facing difficulties in adapting to a new country and language, also enjoys the new opportunities before him.

Fair Recruitment

3 Sophie Cousins and an anonymous contributor (media report), edited by Megan Clement: "Will migrant domestic workers in the Gulf ever be safe from abuse? " This entry tells the harrowing story of some domestic workers who were abused while working in Gulf countries and looks at efforts to prevent the exploitation of domestic workers recruited from abroad.

4 Norman Zafra (photo essay/multimedia): "Obrero film " This multimedia project follows a group of Filipino construction workers who temporarily migrated to Christchurch, New Zealand, to help rebuild the city after the 2011 earthquake.

The aim of the competition was to promote a balanced discourse and quality reporting on labor migration and fair recruitment.

MIGRANT WORKERS 164 MILLION IN 2017



The number of migrant workers stood at 164 million in 2017 across the globe, a 9.0 per cent rise since 2013, according to the latest estimate of ILO. The ILO estimated 150 million as migrant workers in 2013. The findings were revealed by the ILO in its second edition of 'Global Estimates on International Migrant Workers'.

The majority of migrant workers - 96 million - are men, while 68 million are women. This represents an increase in the share of men among migrant workers, from 56 percent to 58 percent, and a decrease by two percentage points in women's share, from 44 percent to 42 percent.

The 164 million account for 70.1 per cent of the 234 million working age migrant population (15 years and over).

Nearly 87 percent of migrant workers are of prime working age, between 25 and 64 years old suggesting that some countries of origin are losing the most productive segment of their workforce, according to the report.

Of the 164 million migrant workers worldwide, approximately 111.2 million or 67.9 percent live in high-income countries,

30.5 million or 18.6 percent in upper middle-income countries, 16.6 million or 10.1 percent in lower middle-income countries and 5.6 million or 3.4 percent in low-income countries.

ILO COMMISSION KEEP HUMANS IN GOOD JOBS IN THE ROBOT ERA



Governments must ensure the global economy keeps providing decent jobs - and not just for robots, a global commission set up by the ILO said. The "Global Commission on the Future of Work", co-chaired by South African President Cyril Ramaphosa and Swedish Prime Minister Stefan Lofven, said in a report that governments, employers and unions needed to adapt to revolutionary changes in the world of work.

"In short, the future of our societies depends on how we deal with the challenges and opportunities related to the world of work, we need to reorient policies as well as actions to deliver a human-centered agenda, which is what this report basically focuses on," Ramaphosa told a news conference.

Among the commission's recommendations was the establishment of an international governance system for digital labor platforms to ensure technology supports, rather than supplants, decent work.

To illustrate that such an international labor code was workable, Ramaphosa and

ILO Director-General Guy Ryder cited the ILO's 2006 Maritime Labour Convention, which set minimum working and living standards for all seafarers working on ships flying the flags of ratifying countries.

The commission, which deliberated for 18 months, proposed other far-reaching reforms to promote decent work, including ending the corporate focus on quarterly financial reporting, investment in lifelong learning and using broader metrics than simple GDP to measure success.

Ryder said the commission had also vigorously discussed the merits of governments providing a universal basic income, but decided against recommending such a step directly.

He said one of the questions raised most often about the future of work is: "Will my job be lost to a robot?" but the commission preferred not to take a binary view of technology in which "it's us or them".

"The future of employment is not going to be determined alone by the autonomous forward march of technology and technologies. It depends on policy," Ryder said.

Depending on policy choices, technology could create positive outcomes for jobs and societies, or lead to what Germany's Chancellor Angela Merkel had called 19th century-style "digital day laborers", he said.

Ramaphosa said robots had cut worker numbers in South Africa's car industry, but he wanted to see jobs in associated industries "mushrooming", which he said could be a win-win situation.

"We are now involved in a real, serious conversation with the automakers about how best we can limit the loss of jobs

that continues to ensue as a result of robots being deployed.”

More than three million industrial robots will be in use in factories around the world by 2020, according to the International Federation of Robotics.

LATIN AMERICA AND THE CARIBBEAN UNEMPLOYMENT DOWN SLIGHTLY IN 2018



After increasing for three years, unemployment in Latin America and the Caribbean dipped slightly to 7.8 percent in 2018 from 8.1 percent in 2017, according to the ILO's Labour Overview 2018.

However, there is uncertainty about future trends, amid slow growth, high volatility and concerns about the high rate of youth unemployment. ILO Regional Economist Hugo Ñopo warned that youth unemployment in the region was at alarming levels. One in five of those aged 14-25 were looking for but failing to find work.

The report also highlights the need to step up efforts to reduce gender inequality in the world of work. Women's labor force participation rate remained constant in the first nine months of 2018, at 50.3 per cent, which is 20 percentage points below that for men. In the same period the unemployment rate for women reached 10

per cent, compared with 7.3 per cent for men.

While the average unemployment rate for the region fell, at national level it increased in 10 countries and fell in seven. The decrease in the regional rate was largely driven by an improvement in Brazil - home to 40 per cent of the region's economically active population - which saw its unemployment rate fall by 0.6 percentage points.

Real minimum wages increased both regionally and in 12 of the 16 countries that provided data.

The report says one million jobs could be created if an International Monetary Fund forecast for 2.2 per cent growth in 2019 is realized. But it also warns that future trends in the region remain uncertain, amid labor market vulnerability to political, trade and investment fluctuations.

UZBEKISTAN ILO DIRECTOR-GENERAL ON FIRST EVER VISIT



On December 14, Shavkat Mirziyoev, President of Uzbekistan, had a meeting with the ILO Director-General at the Tashkent International Airport. In his warm welcome to the guest, the head of state specifically pointed out Uzbekistan's high appreciation of the fruitful cooperation with the ILO

which has been promoting social justice and enforcement of workers' rights worldwide throughout its centenary history.

Being a member of the ILO since 1992, Uzbekistan has so far ratified 14 ILO Conventions including eight fundamental ones. Since 2017 the country has been implementing the 2020 Decent Work Country Programme.

As part of this programme, activities are under way to improve the national labor law, enhance the public awareness of labor rights, implement feedback to foster the legal culture of the population and ensure prompt response to violations of the law in the area of industrial relations. Earlier this year, an office of the ILO National Coordinator was opened up in Uzbekistan.

At the meeting, the parties underlined their willingness to continue a constructive dialogue and develop partnership relations between the ILO and Uzbekistan on all issues including in new areas.

Guy Ryder expressed his sincere gratitude to the head of state for a warm welcome and praised the social and economic policies pursued by Uzbekistan at a new stage of development.

MYANMAR ACTEMP CONTRIBUTES TO DISASTER PREVENTION



Myanmar ranks, according to the UN Risk Model, as the 'most at risk' country for natural disasters, including high risk for cyclones, storm surges, tsunamis, flooding and landslides during rainy season and much of the country is prone to earthquake.

The ILO, under the Bureau for Employers' Activities (ACTEMP) leadership, has launched a regional initiative in Asia called the Sustainable and Resilient Enterprise -SRE (<https://conflictdisaster.org/>), whose aim is to connect enterprises with employers networks and to provide tools for disaster prevention. In Myanmar, ILO/ACTEMP in collaboration with UNOCHA and the Union of Myanmar Chamber of Commerce and Industry (UMFCCI), adapted a specific tool of the SRE platform called "Business Continuity Plan", which is the first indispensable step to set up a company disaster management system.

In 2018 the toolkit was tested in a number of enterprises; then Train the Trainers activities were organized for UMFCCI dedicated trainers. In November, UMFCCI Training Institute was able to autonomously promote and successfully deliver its first course on Business Continuity Plan for 22 company-members.

UMFCCI Joint Secretary General U Kyaw Dewa expressed his satisfaction: "This training on Business Continuity Plan is definitely useful for our companies which need to be more aware on how simple preventive actions can ensure their business to survive after natural disaster. We are glad our trainers are now able to deliver it. We will include this course in our regular training offer and possibly deliver it beyond Yangon region, where this training is even more needed".

BEF Events



Office-bearers of Bangladesh Employers' Federation (BEF) headed by its President, Mr. Kamran T. Rahman called on the Adviser to the Prime Minister, Private Industry and Investment, Mr. Salman F. Rahman, MP at his office on 23 January 2019.



An extraordinary general meeting (AGM) was held at the BEF on 29 January 2019. Mr. Kamran T. Rahman, the President of the BEF (4th from right) is seen delivering his speech.



Bangladesh Employers' Federation (BEF) organized a training program at the BEF on Bangladesh Labour Law With the Latest Amendment 2018 during January 5-6, 2019. A total of 32 participants attended the training course. Mr. Mr. Jafrul Hasan Sharif, Advocate and Consultant, Chairman and Senior Partner, Attorneys and Mr. Md. Rafiqul Islam, Additional Secretary, BGMEA acted as resource persons while Mr. Joha Jamilur Rahman, Training Coordinator, BEF acted as course coordinator.



Participants at the training program held during January 5-6, 2019



Bangladesh Employers' Federation (BEF) organized a training program at the BEF on Bangladesh Labour Law With the Latest Amendment 2018 during January 19-20, 2019. A total of 32 participants attended the training course. Mr. Mr. Jafrul Hasan Sharif, Advocate and Consultant, Chairman and Senior Partner, Attorneys and Mr. Md. Rafiqul Islam, Additional Secretary, BGMEA acted as resource persons while Mr. Joha Jamilur Rahman, Training Coordinator, BEF acted as course coordinator.



Participants at the training program held during January 19-20, 2019

Judgment



Appellate Division

(Civil)

Civil Petition for Leave to Appeal No. 2846 of 2014.

Md Abdul Wahhab Miah J

Md Imman Ali J

AHM Shamsuddin Choudhury J

Chairman, Rural Electrification Board at present (Bangladesh Rural Electrification Board)
Dhaka Petitioner

vs

Maziruddin Ahmed Khan and others..... Respondents

Judgment

April 1st, 2015

Md Imman Ali J : This civil petition for leave to appeal is directed against the judgement and order dated 5-3-2014 passed by the High Court Division in Writ Petition No.798 of 2013.

2. Facts as emerge from writ petition in brief are as follows:

The petitioner before us, an engineering graduate, also having an MBA

degree, joined the Rural Electrification Board (REB) as a General Manager on 16-9-1989. On 4-10-2012, he was taken, by surprise when he received a show cause notice, which, according to him, contained irrelevant and concocted allegations, but he replied to it on 17-10-2012.

3. A Committee set up to inquire into the allegations, submitted its report on 23-8-2012.

4. The Writ petitioner asserts that he was dismissed on 7-11-2012, without being given an opportunity of personal hearing and without serving on him a second show cause notice. He preferred an appeal on 20-11-2012, but the appellate body summarily dismissed his appeal without considering the averments made in the memo of appeal and the order of the appellate body was a non-speaking one.

5. In making the Rule absolute, the High Court Division observed that respondent No. 5 who actually issued the show cause notice also initiated the appeal process with negative recommendation to the appellate forum, as is revealed by the relevant documents. It went on to state that the writ respondents did not consider the memo of appeal and never provided an opportunity to the writ petitioner to defend his case by way of written statement or personal hearing, adding that the alleged inquiry was concluded some 76 days after the expiry of the statutory time limit, which is 30 days whereas rule 40 of REB's Service Rules provides that it is incumbent to dispose of such an appeal within 30 days. Again respondent No. 5, who issued the show cause notice, also affixed his signature on the appellate order. The High Court Division iterated that the principle "audi alteram partem" was fully ignored in that the writ petitioner was not allowed to appear before the inquiry committee, adding that the respondents utterly failed to follow their own service Rules.

6. As we took the leave petition for hearing, Mrs. Sufia Khatun, the learned Advocate on Record, argued for the leave petitioner that the inquiry committee conducted inquiry fully in accord with REB Rules, which contains no provision for

personal appearance. She added that the writ petitioner was given all opportunities to defend himself, so there was no breach of the principles of natural justice. She continued to submit that the inquiry was concluded within the stipulated period.

7. Mr Abul Kalam Mainudin, the learned Advocate for the respondents before us, on the other hand, submitted that all the documents show that the principles of natural justice were violated.

8. We have perused the judgement of the High Court Division and considered the connected papers as well as the submission of the learned Advocates appearing for the parties concerned.

9. The fact that the leave petitioner conducted the inquiry without allowing the respondent before us to appear before the committee personally stands vindicated by the fact that REB's learned Advocate submitted before the High Court Division and before us that REB Rules do not warrant personal appearance.

10. Whether REB Rules so provide or not, the principles of fairness and natural justice demand this requirement, and as Byles, J. observed in *Cooper vs Wandsworth Board of Works (1863 14CB (NS)180)*, such provisions shall be implied, even if not expressed, unless expressly excluded by the concerned statute, because "justice of the common law will supply the mission of the legislature".

11. Similarly in the classic case of *R vs University of Cambridge, (1723 1 str. 557)*, i.e. Dr. Bentley's case, the Kings Bench gave a sermon that right to be heard is required by "the laws of God and man", establishing the theme that even if there are no positive words in a statute, requiring right to be

heard, yet that provision shall be read into the statute. These observations were approved by the House of Lords in *Ridge vs Baldwin* [1964]AC 40.

12. As the High Court Division rightly expressed, Articles 31 and 32 of our constitution demand such rights.

13. The decision of the leave petitioner is also vitiated by the fact that the same person, i.e. respondent No. 5, who issued the show cause notice also initiated the appeal process transmitting a negative message and also affixed his signature on the appellate decision.

14. This was in serious breach of the first rule of natural justice, which is that no man shall be the judge of his own cause (nemo Judex in re sua). On the same account the House of Lords set aside even a decision by none other than the Lord High Chancellor of England (*Dimes vs Grand Junction Canal*, 1852 3 HLC 759).

15. As was stated in *R vs Sussex Justices, ex parte Mac Cartney* (1924 1KB 256) in respect to this principle, "Justice must not only be done but also be seen to be definitely and manifestly done".

16. The leave petitioners, thus have been in breach of both the principles of natural justice, wherefor its decision cannot pass the test of legality.

The leave petition is, accordingly, dismissed.

Ed.

The Dhaka law Reports (September 2018)

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										
March	248.65	271.27	219.64	260.22	200.75	253.21	210.47	219.94	184.27	226.55
April	248.85	271.42	219.90	260.33	200.86	254.08	210.78	220.47	184.31	226.72
May	245.80	265.27	220.83	261.92	201.61	254.88	211.45	221.55	184.40	228.29
June	246.82	265.33	223.09	270.93	202.06	255.39	211.80	225.87	184.57	228.60
July	249.65	269.91	223.66	270.94	202.11	255.79	211.96	226.60	184.71	233.10
August	253.07	275.09	224.85	272.39	202.59	257.76	213.34	229.48	184.82	233.94
September	257.62	281.86	226.54	273.56	203.56	262.51	214.29	232.09	185.01	236.64
October	259.13	283.44	227.96	275.01	204.49	265.50	214.82	234.21	185.29	239.03
November	258.00	281.24	228.21	275.46	204.77	265.68	214.91	234.47	185.35	239.18

Source: Bangladesh Bureau of Statistics

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

Period	General Index	Index by expenditure group								
		1. Food & Beverage	2. Non-Food	I. Clothing & Footwear	II. Fuel & Lighting	III. Household Equipment	IV. Medical Care & Health Expenses	V. Transport & Communication	VI. Recreation, Entertainment,	VIII. Misc. Goods & Services
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										
March	247.76	264.50	221.14	268.19	193.24	250.35	221.83	198.01	202.01	237.82
April	247.86	264.56	221.29	268.30	193.39	250.50	227.27	198.06	202.08	238.07
May	243.62	257.06	222.22	269.82	194.23	251.32	222.49	198.57	202.20	240.36
June	244.38	257.11	224.13	277.13	194.85	252.36	222.89	200.14	202.50	240.74
July	247.40	261.57	224.86	277.11	194.86	252.49	223.09	200.86	202.75	247.64
August	251.04	266.89	225.82	278.36	195.00	253.59	224.87	203.83	202.85	248.17
September	255.86	273.63	227.58	279.17	196.18	258.87	225.39	205.85	203.13	251.53
October	257.43	275.37	228.88	280.61	197.73	261.54	225.75	207.24	203.23	251.67
November	256.11	273.03	229.18	281.09	198.19	261.76	225.87	207.39	203.32	251.81

Source: Bangladesh Bureau of Statistics

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

Period	Index by expenditure group									
	General Index	1. Food & Beverage	2. Non-Food	I. Clothing & Footwear	II. Fuel & Lighting	III. Household Equipment	IV. Medical Care & Health Expenses	V. Transport & Communication	VI. Recreation, Entertainment,	VIII. Misc. Goods & Services
2013-14	191.73	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	158.05	229.59	158.93	206.45
2017-18	247.17	283.19	192.83	238.69	208.77	255.74	188.96	242.55	164.59	211.57
2018										
March	250.28	287.79	217.65	245.08	209.46	258.24	191.04	244.11	165.12	212.64
April	250.67	288.18	218.05	245.18	209.52	260.39	191.10	245.16	165.14	212.70
May	249.83	285.30	218.98	246.91	210.15	261.15	192.54	246.87	165.19	213.39
June	251.32	285.38	221.70	259.16	210.41	260.72	192.82	254.23	165.21	213.61
July	253.80	290.27	222.08	259.22	210.51	261.57	192.91	254.97	165.24	215.13
August	256.83	295.12	223.53	261.04	211.38	265.09	193.60	257.75	165.37	216.37
September	260.86	301.91	225.15	262.90	212.10	268.90	195.28	261.00	165.45	218.26
October	262.28	303.14	226.75	264.36	212.32	272.45	196.11	263.94	165.92	223.43
November	261.51	301.28	226.91	264.77	212.38	272.57	196.16	264.31	165.96	223.59

Source: Bangladesh Bureau of Statistics

WAGE RATE INDEX BY SECTORS: BANGLADESH
(Base:2010-11-100)

Sector		2014-15	2015-16	2016-17	Sept. '18	Oct. '18	Nov. '18
General		124.69	132.81	141.46	156.58	157.88	159.28
percentage change (Point to Point)		4.94	6.52	6.50	6.25	6.19	6.26
percentage change (over previous month)					0.69	0.83	0.89
1.	Agriculture	124.51	132.48	141.22	156.18	157.57	159.10
	percentage change(over previous month)			6.59	6.14	6.09	6.25
	percentage change(over previous month)				0.71	0.89	0.97
i)	Agriculture	124.46	132.44	141.19	156.13	157.53	159.07
	percentage change (Point to Point)	5.12	6.52	6.60	6.15	6.10	6.27
	percentage change(over previous month)				0.71	0.90	0.98
ii)	Fish	126.85	134.59	143.19	158.59	159.53	160.26
	percentage change (Point to Point)	5.00	6.12	6.37	5.78	5.65	5.35
	percentage change(over previous month)				0.86	0.59	0.46
2.	Industry	124.38	132.02	140.27	155.37	156.45	157.57
	percentage change (Point to Point)	4.47	6.16	6.24	6.18	6.10	6.10
	percentage change(over previous month)				0.56	0.70	0.71
i)	Construction	124.84	129.77	137.43	150.29	151.11	151.96
	percentage change (Point to Point)	4.09	4.18	5.37	5.22	5.12	5.18
	percentage change(over previous month)				0.48	0.54	0.57
ii)	Production	127.28	136.18	146.01	165.66	167.29	168.93
	percentage change (Point to Point)	4.44	7.70	7.22	7.99	7.92	7.83
	percentage change(over previous month)				0.70	0.98	0.98
3.	Service	126.15	136.03	145.01	161.00	162.31	163.67
	percentage change (Point to Point)	4.98	7.86	6.60	6.88	6.79	6.63
	percentage change(over previous month)				0.86	0.81	0.84

Source: Bangladesh Bureau of Statistics

WAGE RATE INDEX BY SECTORS: DHAKA DIVISION
(Base:2010-11-100)

Sector	2015-16	2016-17	2017-18	Oct. '18	Nov. '18	Dec. '18
General	130.85	140.08	150.77	158.44	159.71	160.22
percentage change (Point to Point)	6.96	7.04	7.65	6.34	6.33	6.07
percentage change (over previous month)				0.76	0.80	0.32
1.	128.99	138.56	150.21	158.74	160.13	160.51
Agriculture	6.40	7.39	8.44	6.07	7.00	6.67
percentage change(over previous month)				0.92	0.87	0.24
i)	128.95	138.51	150.06	158.71	160.11	160.49
Agriculture	6.39	7.39	8.37	7.03	7.01	6.68
percentage change (Point to Point)				0.92	0.88	0.24
percentage change(over previous month)						
ii)	134.00	144.63	155.28	162.44	162.85	163.25
Fish	8.48	7.92	7.40	5.61	4.86	4.85
percentage change (Point to Point)				0.54	0.25	0.25
percentage change(over previous month)						
2.	131.14	139.30	148.73	154.89	156.00	156.64
Industry	6.73	6.21	6.79	5.29	5.40	5.21
percentage change (Point to Point)				0.51	0.71	0.42
percentage change(over previous month)						
i)	129.18	137.00	145.55	151.33	155.24	152.91
Construction	5.67	6.04	6.27	5.03	5.19	5.02
percentage change (Point to Point)				0.44	0.60	0.44
percentage change(over previous month)						
ii)	135.28	144.15	155.45	162.41	163.94	164.56
Production	8.96	6.55	7.84	5.82	5.97	5.59
percentage change (Point to Point)				0.66	0.94	0.38
percentage change(over previous month)						
3.	138.23	148.78	158.98	166.35	167.47	168.13
Service	9.90	7.63	6.88	6.09	5.87	5.66
percentage change (Point to Point)				0.73	0.67	0.40
percentage change(over previous month)						

Source: Bangladesh Bureau of Statistics

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

SL. No. Item with specification	Unit	2016-17	Oct. '18	Nov. '18	Dec. '18
1	2	3	4	5	6
I. Cereals:					
1. Rice : Najershail/Minikat	kg	55.87	64.00	62.54	52.50
2. Rice : Pajam/Equivalent	kg	54.41	60.09	58.32	58.29
3. Rice : Irri/Boro	kg	39.18	49.48	48.50	48.47
4. Wheat (atta), white, Packet	kg	40.00	40.00	40.00	40.00
II. Pulses					
5. Moogdal (husked)	kg	118.59	116.60	115.00	114.95
6. Lentil (husked)	kg	132.18	111.80	110.08	110.02
III. Sugar & Molasses :					
7. Sugar (White)	kg	72.93	60.00	58.62	58.90
8. Molasses (Sugarcane)	kg	87.20	97.65	98.00	98.35
IV. Protein Items					
9. Fish-Rohu-cut piece	kg	395.21	400.75	420.24	425.12
10. Fish-Hilsa, Medium size	kg	1618.90	2065.30	2065.45	1065.58
11. Prawn/Shrimp, about 3" long	kg	705.17	735.12	738.28	738.62
12. Barbel (Shing), about 50 gram weight each	kg	777.48	776.04	776.38	776.48
13. Beef, best quality	kg	463.52	500.00	500.00	500.00
14. Mutton, best quality	kg	630.57	765.68	765.90	765.92
15. Fowl, Alive	kg	400.78	409.15	410.20	410.35
16. Egg (Hen), Farm	4pcs	32.33	34.00	33.42	33.45
17. Egg (Duck)	4pcs	47.34	60.00	55.21	55.28
V. Edible oil:					
18. Mustard oil, best quality	Litre	182.79	186.21	186.52	186.56
19. Soyabean oil, best quality	Litre	92.66	96.49	96.53	96.59

SL. No. Item with specification	Unit	2016-17	Oct.'18	Nov.'18	Dec.'18
1	2	3	4	5	6
VI. Spices:					
20. Chilli (dry), best quality	kg	220.16	240.10	210.15	210.18
21. Onion (local)	kg	35.03	59.12	58.10	50.12
22. Garlic (Local)	kg	184.02	90.67	90.73	88.20
23. Turmeric (Local)	kg	213.44	180.00	175.12	175.23
24. Ginger (Local)	kg	107.30	120.00	120.00	118.15
25. Salt (fine)	kg	41.74	38.42	38.32	38.40
VII. Vegetable					
26. Potato, best quality	kg	23.27	26.00	26.00	35.15
27. Brinjal, best quality	kg	56.45	50.00	48.20	45.16
28. Lady's finger, best quality	kg	45.96	50.00	47.15	47.50
29. Papaya (green)	kg	27.25	20.00	20.00	20.00
VIII. Milk :					
30. Milk (Milk Vita packet)	Litre	71.18	72.00	72.00	72.00
31. Lactozen (Full cream) (400gm)	Each	588.65	596.30	596.38	596.40
IX. Fuel & lighting:					
32. Firewood (gazari)	Quintal	660.13	668.98	669.06	670.11
33. Kerosene	Litre	74.50	75.15	75.18	75.24
34. Matches (40 sticks)	Box	2.00	2.00	2.00	2.00
X. Clothing					
35. Long cloth (fine)	Metre	78.83	80.05	80.11	80.15
36. Long cloth (medium)	Metre	75.04	76.04	76.08	76.13
37. Saree (medium) , White Tangail handloom: A451 80x80 count 5.5 yds.	Each	701.82	715.35	715.40	715.45
38. Lungi (medium) 48" handloom 60x60	Each	475.21	795.38	795.45	795.60
39. Undershirt (genjee 100 c.m sleeveless)	Each	100.00	100.00	100.00	100.00

SL. No. Item with specification	Unit	2016-17	Oct. '18	Nov. '18	Dec. '18
1	2	3	4	5	6
XI. Housing & household Requisites:					
40. Cement (local)	50 kg	455.29	475.00	472.21	472.30
41. Aluminium (Degchi)	Gram	0.52	0.42	0.42	0.42
42. Bamboo (mul) about 30 feet long	Each	145.86	147.13	147.23	147.38
43. Enamel plate	Each	69.56	70.00	70.00	70.00
XII. Miscellaneous:					
44. Coconut oil (unscented, imported)	50 kg	277.70	278.75	278.79	278.83
45. cigarettes (Star)	10 sticks	60.00	60.00	60.00	60.00
46. White paper	Quire	27.63	27.90	27.90	27.90
47. Blade-Sword (stainless steel)	Each	2.00	2.00	2.00	2.00

Source: Bangladesh Bureau of Statistics (BBS)