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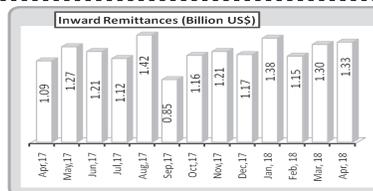
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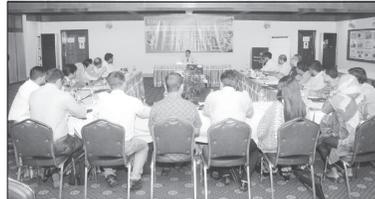
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HUMAN CAPITAL MANAGEMENT



Employees are the lifeline of an organization. Organization runs with the help of individuals who contribute in their own way in its success and productivity. Employees spend maximum part of their day in workplaces and strive hard to achieve the goals and objectives of the organization. Employees ought to be motivated from time to time so that they develop a sense of attachment towards their organizations and also deliver their best.

Every employee in his/her tenure acquires some set of skills through his experience, exposure, trainings and so on which further increase his/her productivity eventually benefitting the organization.

Knowledge and expertise which employees develop in due course of time to further increase the productivity of organizations refer to human capital.

Every organization invests its money and resources to train new employees. Employees in turn work hard, upgrade their existing knowledge and contribute in their own way to increase the productivity of their organization.

What is Human Capital Management?

Who do you think are the most valuable resource in an organization? Employees. Individuals who spend maximum part of their day contributing towards the success of an organization are its most crucial resource. Employees can

either make or break an organization, truly making them an organization's lifeline.

Human Capital management refers to managing an organization's employees for them to contribute significantly in the overall productivity of organization. In a layman's language, managing workforce of an organization refers to human capital management.

Human Capital Management is defined as the process of acquiring, training, managing, retaining employees for them to contribute effectively in the processes of the organization. In simpler words, upgrading the existing skills of an employee and extracting the best out of him/her refers to human capital management.

Human Capital Management (HCM) Driver 1 - Leadership Practices

Communication: Employees must be treated well for them to develop a feeling of attachment and loyalty towards the organization. Managers must understand that their role is not just to sit in closed cabins and impose ideas on others. They ought to communicate well with their subordinates. Employees must have an easy access to the senior management.

Communication from management to employees also known as Top down communication is essential for the employees to be aware of their goals and objectives and for them to know what is expected out of them.

Inclusiveness: Management ought to sit with employees on a common platform to invite suggestions and feedbacks from them.

Supervision: Senior executives and management must reduce the various levels of hierarchy between them and employees'. Management must interact and motivate the employees from time to time for them to give their level best.

Leadership: Senior executives should support, lead and influence the workforce so that they contribute effectively towards the organization.

HCM Driver 2 - Employee Engagement

Key Responsibility Areas: Key responsibility areas of an individual should be designed in line with his education, skills, expertise, experience and also area of interest. This way, work never becomes a burden for him.

Commitment: Outstanding efforts of employees must be acknowledged for them to feel motivated and work harder even next time. Employees performing well ought to be suitably rewarded and appreciated in front of others.

Time: Time management ensures that no employee is overburdened. Responsibilities must be equally shared among employees.

Evaluation: Employee engagement must be evaluated from time to time by the top management.

HCM Driver 3 - Knowledge Accessibility

Information Availability: Employees must have an easy access to all relevant information required to perform their duties. Organizations must organize various training programs (In house Trainings or Out sourced trainings) to constantly upgrade the existing skills of employees and acquaint them with new learnings.

Team Work: Employees must be motivated to work in teams rather than working alone.

Information Sharing: Encourage employees to share information with each other.

HCM Driver 4 - Workforce Optimization

Work processes: Senior management must define work processes of employees well for maximum productivity.

Working Conditions: An organization needs to provide excellent working conditions to the employees to expect the best out of them.

Accountability: Individuals must be held accountable for their work. Get a commitment from employees and nothing like it, if everything is in writing.

Hiring: Individuals responsible for talent acquisition must ensure that they hire the right candidate for the right role. Design a strong induction program for all the newly joined employees.

Performance Management: Employee's performance needs to be strongly monitored and managed.

HCM driver 5 - Learning Capacity

Innovation: New ideas should be welcome. Employees must be encouraged to come out with new and innovative ideas which might benefit the organization.

Training: Trainings must be practical/relevant and designed to sharpen the skills of employees. Do not design training programs just for the sake of it. They must benefit the employees.

Career Development: Employees must be aware of their growth plan in the organization.

Learnings: New learnings should be valued by all in the organization.

Ways for Organizations to Increase Human Capital

Let us go through various ways which help an organization to increase its human capital:

Constant Trainings

It is rightly said that the success and failure of any organization depends on its employees. So, it is essential for every organization to upgrade the skills of its employees for them to cope well with the changing times.

Employees must be trained from time to time for them to utilize their knowledge to the fullest when required and become indispensable resource for their organization. Human resource professionals or training managers must not design training programs just for the sake of it. Understand how your training program would benefit the employees?

Management can also sponsor the education of their employees for them to sharpen their skills and increase human capital. Realistic training programs increase efficiency of an employee, who further increases the productivity of organization.

Monitoring Performance

Monitoring performance of employees also increases human capital. Understand what your employees are upto? Managers must take regular feedbacks from their subordinates. Introduce the concept of online weekly report system, where each employee would have his/her own login ID and password. At the end of every week, employees should be directed to fill the

online weekly report which would automatically go to their reporting bosses for them to evaluate their performances and write comments and feedbacks. In this way superiors can also keep a track on their employees' progress.

Direct Communication

Subordinates must be able to walk up to their manager's cabin in case of queries. The "Hitler Approach" does not work now a day. Problems must be discussed on an open forum for everyone to give their suggestions, feedbacks and ideas. Do not ignore even the minutest problem. Any problem left unattended may lead to a serious situation later on. Each employee should have a say in major decisions of the company. This way employee feels attached towards the management as well as organization. You never know when someone might come up with a brilliant idea.

Defined Job Responsibilities

Job responsibilities of employees must be clearly defined to expect the best out of them. Key responsibility areas must be designed in line with an individual's past work experience, educational qualification and area of interest. KRAs ought to reflect essential functions of one's job.

Motivation

Employees must be motivated from time to time for them to work harder even next time and for others to draw inspiration from them. The talents of good employees must be recognized either by offering them lucrative incentives or giving them a decent salary hike.

Strategic Human Capital Plan

Human Capital Planning helps an organization to design human capital policies, strategies, programs to increase efficiency of employees and help them accomplish goals and objectives of organization. Implementation of human capital plan helps human resource professionals to hire the right candidate, train him/her, upgrade his/her skills, manage him/her and also retain an employee.

Let us go through key components of a strategic human capital plan:

- * Clarity in Direction
- * Clarity in human capital goals
- * Strategies/Policies to accomplish already defined goals and objectives
- * A foolproof implementation Plan
- * An accountability system

Clarity in Direction

This component involves the complete understanding of an organization. It is essential to understand the budgetary constraints, vision of an organization, requirements and expectations of stakeholders, customers, senior management, needs of current workforce to achieve a clear strategic direction.

Discuss and collect data from stakeholders, customers, employees to understand their needs and expectations. It will help you define the vision of an organization and its workforce. Try to analyze the current state of employees and where they would exactly like to see themselves and organization two years down the line. Such an analysis will help you understand the gaps in the system.

Clarity in Human Capital Goals

Understanding the gap between current and desired state helps in developing human capital goals which would not only increase the overall efficiency of employees but also make them feel attached towards the organization.

Set human capital goals such as:

- * Only the best talent should be hired.
- * Developing realistic induction programs for new employees.
- * Continuously develop skills of workforce in line with the requirements.
- * Retaining hard working and dedicated employees

Strategies/Policies to Accomplish Already Defined Goals and Objectives

The next step once goals and objectives are set is to design strategies and policies to achieve the same. Human resource professionals should design long term plans to ensure employees are satisfied with their jobs and deliver their level best.

Delegate responsibilities to employees as per their skills, educational qualification, expertise and interest areas. Assign a team leader. Team Managers should take proper feedbacks from team members to monitor their performances. Know what your team members are upto? Managers must interact with their team members on a regular basis to understand their expectations from the system and also to keep a track on their growth in the organization.

Implementation Plan

Implementation Plan includes the actions and steps required to implement human capital plans.

Successful implementation plans include:

- * Allocating a responsible resource for the same
- * Setting a timeframe/deadline for implementing human capital plans
- * Allocating budgets for the same

Accountability System

No process or plan is successful unless and until it is managed well. It is essential to keep a track. Accountability system involves measuring the success and failure of an implemented plan. It also helps you to analyze the loopholes in the plan (if any) and ways to rectify the same.

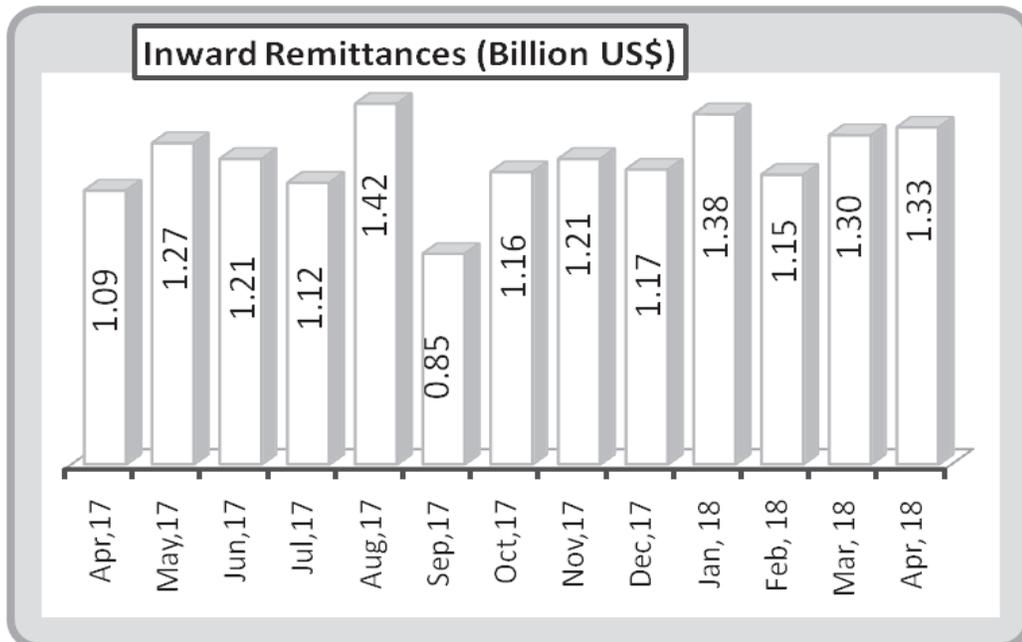
Source: <https://www.managementstudyguide.com>

Home News

REMITTANCE INFLOW REACHED US\$ 12.09 BILLION DURING JULY-APRIL 2017-18

The inward remittances received from Bangladeshi nationals working abroad reached US\$ 12.09 billion during July-April 2017-18, according to Bangladesh Bank. The remittance rose by \$1.80 billion or 17.49 percent from \$10.29 billion received during July-April 2016-17. During July-April 2017-18, \$2092.78 million remittance were received from Saudi Arabia, \$1918.67

million from the United Arab Emirates, \$1601.21 million from U.S.A., \$963.72 million from Kuwait, \$922.73 million from U.K., \$901.76 million from Malaysia, \$769.74 million from Oman, \$655.12 million from Qatar, \$556.38 million from Italy, \$446.21 million from Bahrain, \$266.99 million from Singapore and \$992.87 million from other countries.



Source: Bangladesh Bank

Meanwhile, a total of 761339 Bangladeshis got foreign jobs during July-April 2017-18 compared to 753294 during July-April 2016-17, showing a rise of 8045 employees or 1.07 percent, according to the Bureau of Manpower Employment and Training (BMET). During July-April 2017-18, a total of 356970 documented workers went to Saudi Arabia, 141903 to Malaysia, 64885 to Oman, 59118 to Qatar, 39423 to Kuwait, 33098 to Singapore, 12827 to Jordan, 6519 to Brunei, 5800 to Lebanon, 5495 to Mauritius, 3376 to Bahrain, 2622 to United Arab Emirates, 1592 to South Korea and 27711 to other countries.

TK. 5,710 SET AS GROSS MONTHLY MINIMUM WAGE FOR COTTON TEXTILE WORKERS

The Government set Tk. 5,710 as gross monthly minimum wage for the workers of cotton textile sector increasing it from Tk. 3,302 which was set in 2011. The Ministry of Labour and Employment announced the wage structure proposed by the Minimum Wage Board. According to the gazette notification, published on May 3, 2018, the Government incorporated 10 grades in wage structure. The minimum monthly wage for workers in grade 10 was Tk. 5,710. The minimum monthly wage for the workers in grade-9 was announced at Tk. 6,061, for grade-8 Tk. 6,250, for grade-7 Tk. 6,520, for grade-6 Tk. 6,763, for grade-5 Tk. 7,033, for grade-4 Tk. 7,303, for grade-3 Tk. 7,924, for grade-2 Tk. 8,275 and for grade-1 Tk. 8,977. The Government announced Tk. 4,100 as the monthly wage for the apprentice workers with six-month period of apprenticeship. There are some 7,000 textile factories across the country and 5 million people are working in the units.

477 GARMENT UNITS FULLY FIX SAFETY HAZARDS

A total of 477 garment factories, out of the 2,200 units inspected by the western retailers' platforms, have so far completely fixed the safety hazards, identified in their initial inspection. Engineers of Accord on Fire and Building Safety in Bangladesh have inspected some 1,600 units, and out of them 142 units have been fully remediated. The number is 335 for the factories under Alliance for Bangladesh Worker Safety, out of 600 units. It may be mentioned that Accord and Alliance were formed to improve the workplace safety situation in the country's readymade garment (RMG) sector immediately after the Rana Plaza building collapse that killed more than 1,100 workers on April 24, 2013.

PROJECT LAUNCHED FOR TECHNICAL EDUCATION

The European Union (EU) and International Labour Organization (ILO) recently launched a project in Dhaka to modernize Bangladesh's technical and vocational education and training (TVET) system. The ILO will implement the "Skills 21 – Empowering citizens for inclusive and sustainable growth" project while the EU provides €19.5 million of the €20 million budget. Apart from making the TVET system more comprehensive and coherent, it will continue reforms in National Skills Development System and develop a Bangladesh Qualifications Framework. It will also work with the government to improve governance aspects and directly with TVET institutions to introduce reformed programs, trained instructors and management as well as services for career guidance and job placement. Initially there will be seven model TVET institutes in Gaibandha, Jamalpur, Sylhet, Feni, Kaptai, Bagerhat and Khulna.

EPZ FACTORIES BROUGHT WITHIN THE PURVIEW OF THE DIFE

The Government recently decided to bring factories established in the Export Processing Zones within the purview of the Department of Inspection for Factories and Establishments (DIFE) under the country's labor law. Against the backdrop of continuous pressure from the ILO and Sustainability Compact Partners, the Government took the move to allow labor inspection in conformity with the labor law in factories located in the EPZs. The Government also decided to ease the workers representative requirement for trade union registration to 20 percent from the existing 30 percent for factories in and out of the EPZ.

International News

PAKISTAN US\$16257 MILLION REMITTANCE RECEIVED IN THE FIRST TEN MONTHS

Remittances sent home by overseas Pakistanis amounted to US\$16257 million in the first ten months (July 2017-April 2018) of current 2017-18 fiscal year compared to US\$15643.97 million in the same period of 2016-17 fiscal year, showing a growth of 3.92%, the State Bank of Pakistan (SBP) said.

In April 2018, the inflows of remittances amounted to US\$1650.59 million compared to US\$1538.94 million in April 2017.

countries	April 2017(US\$ million)	April 2018(US\$ million)
Saudi Arabia	439.13	399.56
UAE	344.01	358.28
USA	199.69	240.39
UK	191.62	232.58
Malaysia	81.12	110.07
Kuwait	58.59	64.28
Oman	57.28	50.71
Bahrain	29.41	22.79
Qatar	29.90	29.90
Others	108.19	142.03
Total	1538.94	1650.59

Source: State Bank of Pakistan

SAUDI ARABIA THE RECRUITMENT OF FOREIGN WORKERS DISCOURAGED

Saudi Arabia has been trying unsuccessfully for years to increase the percentage of Saudi workers in all areas of the economy. The country has a population of 32.6 million people (20.4 million Saudis and 12.2 million foreigners) but regarding the active population, the proportions are reversed: there are 13.5 million workers of which 5.8 million are Saudis and 7.7 million foreigners.

The generous income from oil that has enriched the country for the last decades has allowed a significant part of the Saudi population to enjoy a certain standard of living through subsidies, discounts, fiscal exemptions and the access to jobs in the public sector. But in recent years, because of the increase in population, the economic recession and the prudence in the face of the inevitable reduction in the global demand of fossil fuels as a result of energy transition, the Saudi Arabia has launched a plan of economic reforms through the substitution of foreign workers for local staff.

At present there are more than 3 million jobless Saudi Arabians and the unemployment rate exceeds 30 percent among the youth. Until now, the country has encouraged the youth to study and work, and boosted the recruitment of Saudis through plans that were met with relative success. The Saudis are partly responsible for the failure of Saudization in many professional fields because they are reluctant to take lower paid jobs or jobs

with less occupational prestige. Besides, the better paid professions require qualifications and experience that, in many cases, only foreign workers can offer.

On this occasion, however, Saudi Arabia has opted for a more expeditious method. It has decided to dismiss the foreigners working in the public sector and to penalize private companies that hire more foreigners than Saudis with new taxes. Besides, the Ministry of Labour and Social Development also published a list of 12 activities off-limits for non-Saudis. The measure will enter into force on 11 September 2018. From this date on, only Saudi citizens will be able to work in shops selling watches, eyeglasses, medical equipment, electrical appliances and electronics, car parts, building materials, carpets, cars and motorbikes, home furniture and ready-made office materials, ready-made garments, children's clothes, menswear, household utensils, and pastries.

INDIA LARGEST REMITTANCE-RECEIVING COUNTRY IN WORLD

India was the largest remittance-receiving country in the world, with migrant workers from the country sending home \$69 billion in 2017, according to a report which said remittances to the Asia-Pacific region amounted to \$256 billion last year. The report 'RemitSCOPE - Remittance markets and opportunities - Asia and the Pacific' said India (\$69 billion), China (\$64 billion) and the Philippines (\$33 billion) are the three largest remittance-receiving countries in the world in 2017. Pakistan (\$20 billion), and Vietnam (\$14 billion) are also in the top 10.

Remittances are particularly crucial in rural areas where poverty is the highest.

Worldwide, an estimated 40 percent of the total value of remittances goes to rural areas. However, in the Asia-Pacific region, remittances go disproportionately to countries with a majority of rural populations such as Nepal (81 per cent), India (67 per cent), Vietnam (66 per cent), Bangladesh (65 per cent), Pakistan (61 per cent) and the Philippines (56 per cent). Remittances to rural areas are generally costlier due to expenses associated with offering access points in distant locations.

JAPAN PROGRAM TO BRING IN FOREIGN WORKERS TO BE EXPANDED

In a bid to increase the number of foreign workers to alleviate the country's labor shortage, Japan will introduce a new residency status for foreign technical intern trainees as early as April 2019. Foreign nationals who have finished a five-year technical intern program will be allowed to stay and work for an additional five years. Currently, foreign technical interns must leave Japan after finishing the five-year program. The new visa is aimed at extending their stay to help alleviate the nation's labor shortage. They may also be able to change their visa status to work longer in the country and invite family members from their home countries.

Japan's policy, in principle, is to not grant unskilled workers permanent residency. Instead, the government hopes to expand the scope and length of the technical intern program, which allows foreign nationals to work in the country to acquire on-the-job skills. The move, which broadens the scope of the program, signals a significant policy change by allowing interns to remain in the workforce for an additional five years. A bill introducing the

measure through an amendment to the Immigration Control Law will be submitted as early as April 2019. The new residency status will help ease labor shortages in such areas as farming and nursing.

PHILIPPINE REMITTANCES RISE TO \$7.8 BILLION IN Q1

Personal remittances from overseas Filipinos reached US\$7.8 billion in the first quarter of 2018, registering 1.3 percent year-on-year growth, the Central Bank of the Philippines said. However, personal remittance in March 2018 was US\$2.6 billion, or 9.9 percent lower than the level posted in the same month last year.

In the first three months of 2018, cash remittances from overseas Filipinos coursed through banks stood at US\$7.0 billion, posting 0.8 percent growth from the level posted in the same period a year ago. In March alone, total cash remittances fell by 9.8 percent year-on-year to \$2.4 billion. The countries that registered the biggest declines in cash remittances in March were Saudi Arabia, United Arab Emirates (UAE), Qatar, and the United States.

TURKEY UNEMPLOYMENT RATE FALLS TO 10.6%

Turkey's unemployment rate stood at 10.6 percent in February, 2018, falling 2 percentage points on a yearly basis, TurkStat, the country's statistical authority said. TurkStat said the number of unemployed persons aged 15 years and over -- 3.35 million in February -- decreased by 546,000, year-on-year.

While youth unemployment rate, including persons aged 15-24 was 19 percent with 4.3 percentage point decrease, the unemployment rate for persons aged

15-64 was 10.5 percent with 2 percentage point decrease.

The number of employed people rose by some 1.2 million to nearly 28.2 million over the same period, moving the employment rate to 46.6 percent with a 1.3 percentage points annual increase, Turkstat added.

NEPAL RANKS 4TH IN TERMS OF REMITTANCE CONTRIBUTION TO GDP

Nepal received remittances worth Rs 699 billion in the Fiscal Year 2016/17 ranking fourth in the list of countries with large contribution of remittances to GDP, according to a report launched by the country's Ministry of Labour, Employment and Social Security, with support from International Organisation for Migration (IOM), the International Labour Organization (ILO) and The Asia Foundation. The report also states that during past three years Nepali labor migrants have registered nearly 7,500 complaints, citing numerous instances of fraud and malpractice during their recruitment and employment abroad.

BRAZIL UNEMPLOYMENT RISES FOR THIRD MONTH TO 13.1 %

Joblessness in Brazil rose for the third straight month in March, 2018 reaching 13.1 percent, in a blow to hopes for a smooth recovery from the country's worst ever recession. The rate for the three-month period ending in March rose from 12.6 percent in February. It means there are now 13.7 million people officially out of work, the Brazilian Institute for Geography and Statistics said. However, the 13.1 percent rate is still below the peak of 13.7 percent recorded in the same period a year ago. The worst recession on record in Latin America's

biggest economy saw unemployment shoot up from just 6.5 percent at the end of 2014 to the high of 13.7 percent a year ago, before steadily declining.

USA JOB GROWTH PICKS UP, UNEMPLOYMENT RATE FALLS TO 3.9%

Job growth in USA increased less than expected in April 2018 and the unemployment rate dropped to near a 17-1/2-year low of 3.9 percent as some out-of-work Americans left the labor force.

Nonfarm payrolls increased by 164,000 jobs in April, the US Labor Department reported. Data for March was revised to show the economy adding 135,000 jobs instead of the previously reported 103,000.

While cold weather in March and April probably held back job growth, hiring is moderating as the labor market hits full employment. Employers, especially in the construction and manufacturing sectors, are increasingly reporting difficulties finding qualified workers.

The drop in April in the unemployment rate from 4.1 percent in March pushed it to a level last seen in December, 2000 and within striking distance of the Fed's forecast of 3.8 percent by the end of this year. It was the first time in six months that the jobless rate dropped.

But 236,000 people left the labor force in April, adding to the 158,000 who quit in March. The labor force participation rate, or the proportion of working-age Americans who have a job or are looking for one, fell to 62.8 percent in April from 62.9 percent in March. It was the second straight monthly drop in the participation rate.

CANADA SURPRISE JOB LOSS IN APRIL

The Canadian economy unexpectedly shed jobs in April, 2018, putting a dent on the confidence that policymakers have been expressing recently over the country's growth outlook. The country lost 1,100 jobs in April, according to Statistics Canada. The unemployment rate was unchanged at 5.8 percent in April. The job losses in the month were concentrated mainly in the retail and construction trade, with weakness in those sectors offsetting gains in areas such as scientific and technical services as well as accommodation and food services.

EU 17.481 MILLION UNEMPLOYED

Eurostat estimates that 17.481 million men and women in the EU were unemployed in March 2018. The EU unemployment rate was 7.1% in March 2018, down from 7.9% in March 2017.

Among the Member States, the lowest unemployment rates in the month were recorded in the Czech Republic (2.2%), Malta (3.3%), and Germany (3.4%). The highest unemployment rates were observed in Greece (20.6%) and Spain (16.1%). Compared with a year ago, the unemployment rate fell in all Member States except Lithuania. The largest decreases were registered in Cyprus, Greece, Croatia and Portugal.

In March, 2018, 3.500 million young people (under25) were unemployed in the EU with the youth unemployment rate of 15.6% compared with 17.3% in March 2017. The lowest youth unemployment rate was observed in Germany (6.1%), Czech Republic (6.8%) and the Netherlands (7.0%), while the highest were recorded in Greece (42.3%), Spain (35.0 %) and Italy (31.7%).

ILO NEWS



International Labour Organization

PAKISTAN VICTIMS OF 2012 FACTORY FIRE RECEIVE ADDITIONAL COMPENSATION



More than five years after the deadly Ali Enterprises factory fire in Baldia, Karachi, victims and their families started receiving regular payments from a US\$5.15 million additional compensation package financed by German retailer KiK Textilien, the main buyer at the Pakistani company.

A ceremony was held in Karachi on 19 May 2018 to mark the occasion, attended by the parties to the arrangement, including beneficiaries and representatives of the Pakistani and German Governments, the Sindh authorities, employers, trade unions, civil society organizations and the ILO. Minister for Labour and Human Resource, Sindh, Mr. Syed Nasir Hussain Shah presided over the ceremony as the chief guest.

It may be mentioned that more than 255 workers were killed and 57 injured in

the fire at the garment factory on 11 September 2012, considered the most serious industrial accident in Pakistan's history.

KiK Textilien initially provided US\$1 million in emergency benefits in December 2012. This was distributed through the Sindh High Court to the dependants of the identified victims. The beneficiaries also received payments from public social security schemes with the provisions of local legislation.

In September 2016, KiK Textilien agreed to pay an additional amount of US\$ 5.15 million for long term compensation, to ensure that regular payments go to beneficiaries in line with the minimum requirements of ILO's Employment Injury Benefits Convention (C 121). Additional beneficiaries, including the disabled victims of the factory fire, are in the process of having their compensation rights fully established. In January 2018, all parties agreed on how the funds would be disbursed to the different categories of beneficiaries.

"The tragedy and its aftermath highlighted the importance of protecting workers at the bottom of the value chain in Pakistan, and that means safety measures at the workplace and the right to adequate compensation for workers and their families in case of accidents," said Ingrid Christensen, Director of the ILO office in Pakistan. "The resolution of this complex issue also demonstrated the importance of robust and continuous dialogue based on social dialogue and technical expertise."

GREEN ECONOMY 24 MILLION NEW JOBS TO BE CREATED



Twenty-four million new jobs will be created globally by 2030 if the right policies to promote a greener economy are put in place, a new ILO report says. According to World Employment and Social Outlook 2018: Greening with Jobs report, action to limit global warming to 2 degrees Celsius will result in sufficient job creation to more than offset job losses of 6 million elsewhere.

New jobs will be created by adopting sustainable practices in the energy sector, including changes in the energy mix, promoting the use of electric vehicles and improving the energy efficiency of buildings.

Ecosystem services - including air and water purification soil renewal and fertilization, pest control, pollination and protection against extreme weather conditions - sustain, among others, farming, fishing, forestry and tourism activities, which employ 1.2 billion workers.

But projected temperature increases will make heat stress, particularly in agriculture, more common. It can lead to several medical conditions, including exhaustion and stroke. The report calculates that heat stress will cause a 2 per cent global loss in hours worked by 2030 due to sickness.

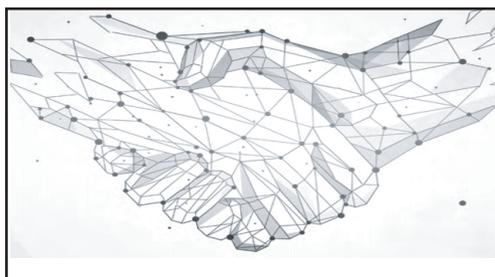
“The findings of our report underline that jobs rely heavily on a healthy environment and the services that it provides. The green economy can enable millions more people to overcome poverty, and deliver improved livelihoods for this and future generations. This is a very positive message of opportunity in a world of complex choices,” ILO Deputy Director-General said at the launch.

At the regional level, there will be net job creation in the Americas, Asia and the Pacific and Europe, representing some 3 million, 14 million and 2 million jobs respectively, resulting from measures taken in the production and use of energy.

In contrast, there could be net job losses in the Middle East (-0.48 per cent) and Africa (-0.04 per cent) if current trends continue, due to the dependence of these regions on fossil fuel and mining, respectively.

The report calls on countries to take urgent action to train workers in the skills needed for the transition to a greener economy, and provide them with social protection that facilitates the transition to new jobs, contributes to preventing poverty and reduces the vulnerability of households and communities.

SOCIAL DIALOGUE KEY TO DECENT WORK GLOBAL DEAL REPORT



A report by the Global Deal partnership says social dialogue plays a key role in creating decent jobs and improved performance for business but that new efforts are needed to ensure the recognition and realization of the rights to freedom of association and collective bargaining.

The report, *Building trust in a changing world of work*, was co-authored by the ILO and the Organisation for Economic Co-operation and Development (OECD) and coordinated by the Global Deal – a partnership that aims to encourage governments, businesses, unions and other organizations to make commitments to enhance social dialogue.

"The new report shows that enhanced social dialogue can create opportunities for more inclusive labor markets and economic growth, better socio-economic outcomes and greater well-being for workers, improved performance for businesses and restored trust for governments," said the ILO Director-General.

The report also notes that about half of the world's working population remains outside the coverage of two very important international labor instruments protecting their rights to freedom of association and collective bargaining: ILO Conventions No. 87 and No. 98.

The report calls for renewed efforts to promote ratification of the two fundamental Conventions, and ensuring that the rights they enshrine are realized in law and in practice.

It also says that governments have a key role to play in creating the enabling policy environment needed for the full development of social dialogue, and of

strong, independent and representative organizations of workers and employers.

The report highlights the crucial role played by social partners in shaping the future of work, through workplace cooperation, collective bargaining and tripartite social dialogue. Social partners can jointly decide what technologies to adopt and how. They can contribute to manage transitions for displaced workers, help identify skills' needs and develop education and training programs.

GLOBAL COMMISSION ON THE FUTURE OF WORK



The Global Commission on the Future of Work has begun shaping the framework and recommendations for its final report, following discussions at its third meeting in Geneva on 15-17 May, 2018. During the discussions, members looked at various themes that are likely to inform the report, which will be published in 2019 – the ILO's Centenary year – including new forms of work; the impact on work of the shifts in global demographics; digitalization and its implications; lifelong learning; inclusivity and gender equality; the measurement of work and human well-being; and attaining sustainable development.

Within those themes, the 28-member Commission touched on numerous issues including youth employment, skills, income

inequality, informality, the rural economy, the digital divide and gender equality. They also discussed the institutional ramifications of the future of work.

At the end of the Commission discussions, the Commissioners agreed the next steps ahead of their final meeting 15–17 November 2018, which will discuss the final draft of the report.

After its publication in early 2019, ILO constituents – government, employer and worker representatives – will have an opportunity to consider the findings, prior to the Centenary International Labour Conference (ILC) in June next year.

AIDS IMPACT ON THE LABOR FORCE COSTS BILLIONS IN LOST EARNINGS



In addition to human suffering, HIV and AIDS cause billions of dollars in lost earnings, largely as a result of the deaths of hundreds of thousands of workers that could be prevented with treatment, the ILO said in a report launched recently.

Lost earnings attributable to AIDS - as a result of death or inability to work - show a substantial decline from 2005, when they totaled almost \$17 billion, but are still projected to amount to \$7.2 billion in 2020.

The report - The impact of HIV and AIDS on the world of work: Global estimates - prepared in collaboration with UNAIDS,

examines how the evolution of the HIV epidemic and the scale-up of antiretroviral therapy (ART) have impacted the global labour force and how it is projected to do so in the future, and assesses the economic and social impacts of HIV on workers and their households.

The report shows that labor force deaths attributed to HIV and AIDS are projected to fall to 425,000 in 2020, from 1.3 million in 2005. The greatest incidence of mortality is among workers in their late 30s. "This is the age workers are normally at the peak of their productive life. These deaths are totally avoidable if treatment is scaled up and fast tracked," said the ILO Director-General.

The good news is that AIDS treatment is keeping workers productive. The number of workers living with HIV either fully or partially unable to work has fallen dramatically since 2005, and this trend is projected to continue. The total number of those estimated to be fully unable to work is expected to decline to about 40,000 in 2020 from a 2005 level of about 350,000 - an 85 per cent decline for men and a 93 per cent decline for women.

The report also looks at the "hidden costs" - the burden of care or additional chores for members of the household. In 2020, some 140,000 children will carry out an added, child-labor level chore burden, according to the medium prediction, while an additional full-time equivalent of 50,000 full-time workers will perform unpaid care work.

The number of workers living with HIV increased from 22.5 million in 2005 to 26.6 million in 2015. It is projected to rise

to close to 30 million in 2020, even if ART is scaled up as projected.

107TH SESSION OF ILC WHAT'S TO EXPECT



This year's International Labour Conference (ILC) - an annual event often called the world parliament of labor - will take place at the UN Palais des Nations in Geneva from 28 May to 8 June, 2018. More than 5,700 government, employer and worker delegates from the ILO's 187 member States will discuss some of the most pressing issues facing the world of work. Here's a look at some of the main items on the agenda of the 107th session of the ILC.

Why is the world of work unfair to women?: Women continue to be paid approximately 20 per cent less than men per month across the world, even when they do the same work, or work of equal value. This year's annual Director-General's report addresses the obstacles to gender equality at work and in society. It also suggests how these challenges can be tackled and how to sustain progress when achieved in a new push for equality.

How to fight violence and harassment at work: How is violence and harassment at work affecting the health, security and wellbeing of working women

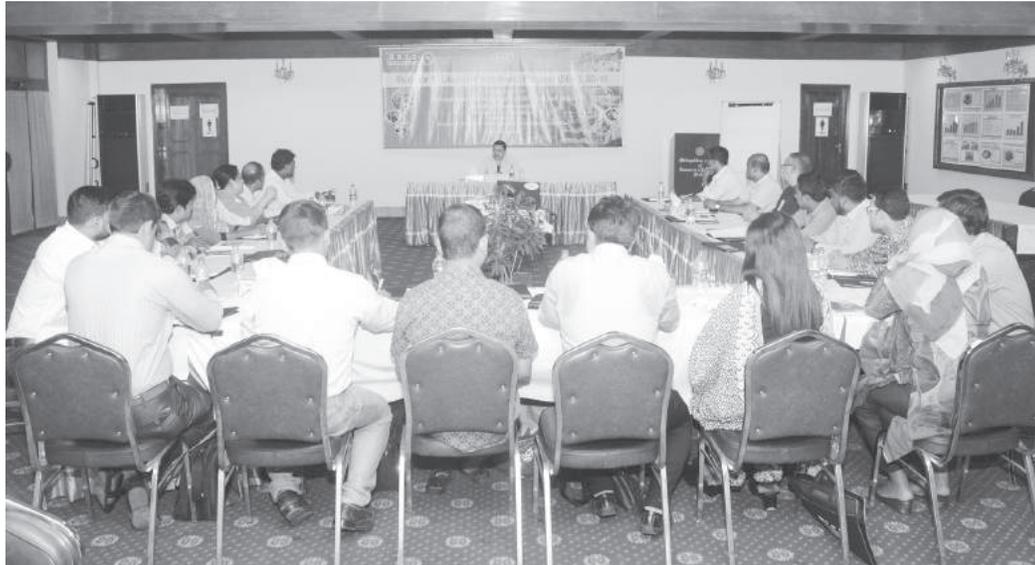
and men? The issue of violence and harassment in the world of work will be in the spotlight as the ILO and its constituents discuss moving towards the adoption of a new international instrument - a Convention or a Recommendation - on this critical issue. Once there is consensus, the instrument will be adopted at a later ILC.

Social dialogue and tripartism : Sound industrial relations and effective social dialogue are a means to promote better wages and working conditions, as well as social justice and peace. Discussions on this topic will be guided by a report on social dialogue and tripartism, which reviews global trends, both progress and challenges ahead stemming from inequality, changes in technology and demographic shifts.

Shaping development cooperation in support of the SDGs: The ILO and its constituents will look at the way forward for ILO development cooperation, and how its unique normative agenda, tripartite structure and commitment to social dialogue can best support the Sustainable Development Goals (SDGs), particularly in respect of decent work.

Ensuring decent working time for the future: Working time probably comes a close second to wages as the working condition that has the most direct impact on the day-to-day lives of workers. The Committee on the Application of Conventions and Recommendations will look at standards related to working time in light of transformations taking place in the world of work.

BEF Events

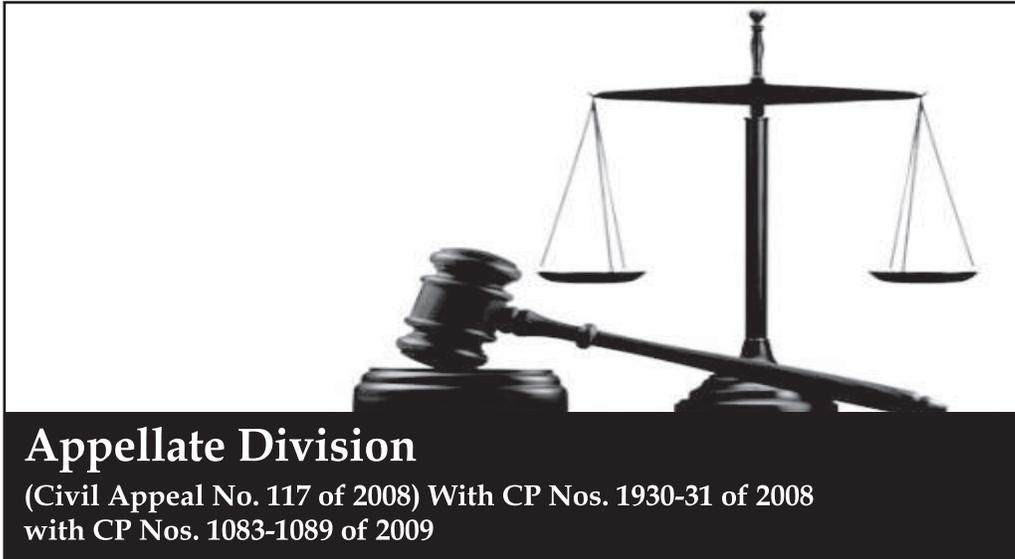


The BEF in collaboration with BRAC organized a training program at the BEF on Occupational Health and Safety (OHS) and Soft Skills for RMG & Textile sector during May 9-10, 2018. Mr. Sharif Hossain, Chief of Compliance, Bangladesh Knitwear Manufacturers & Exporters Association (BKMEA) and Mr. Abu Kowcher Bhuiyan, Senior Executive, Bangladesh Garment Manufacturers and Exporters Association (BGMEA) acted as resource persons while Mr. Joha Jamilur Rahman, Training Coordinator, BEF acted as course coordinator.



Participants at the training program held during May 9-10, 2018

Judgment



Surendra Kumar Sinha CJ

Nazmun Ara Sultana J

Md Imman Ali J

Hasan Foez Siddique J

Mirza Hussain Haider J

Bangladesh Biman Airlines Limited..... Appellant

vs

(In Ca No. 117 of 2008)

Captain Mir Mazharul Huq and others Respondents

(In Ca No. 117 of 2008)

Judgment

April 11th, 2017

Surendra Kumar Sinha CJ: This appeal by leave and the petitions are disposed of analogously since the law point involved in these matters are identical. For avoiding repetition the facts in Writ Petition No. 202 of 1990 out of which the appeal has arisen are narrated below shortly.

2. Captain Mir Mazharul Huq was one of the senior most pilots of the Bangladesh Biman (the Biman). He developed a problem in his eyesight. In spite of treatment as his vision had not improved, there was recommendation for grounding him and the said fact was brought to the notice of the Biman authority and

thereupon he was given compulsory retirement for public interest under regulation 11A(2) of the Regulations, 1979 on the ground that he has completed 25 years in service. He challenged the said action of the Biman.

3. The High Court Division discharged the rule observing that there was no illegality in exercising the power of compulsory retirement as per provisions in regulation 11A(2) of the Regulations, 1979. As against the judgment of the High Court Division, leave was granted by this court at his instance to consider the contention that "Bangladesh Biman Corporation had no power under the law to retire the appellant compulsorily from service or completion of 25 (twenty five) years of service, as the appellant being a public servant within the meaning of the definition of "public servant" as given in the Public Servant (Retirement) Act, 1974 (Act No.XII of 1974), and section 3 of the said Act having provided that the provisions of the said Act and the rules made thereunder shall have effect notwithstanding anything inconsistent therewith contained in any other laws or rules in force the appellant could only be retired before the age of superannuation by the Government in exercise of its power under section 9(2) of the said Act. It was also the contention that the power to retire having been conferred on the Government only, the Bangladesh Biman corporation had no authority under the law to retire the appellant from service under Regulation 11A(2) of the Bangladesh Biman Corporation Employees (Service) Regulations, 1979 and in that view of the matter the High Court Division was wrong in discharging the Rule. It was also the contention of the appellant that the provisions of Regulation 11A(2) of the said

Regulations being contrary to the provisions of the said Act No. XII of 1974, the said Regulations and its provision *ultra vires* the provision of Act No.XII of 1974".

4. While disposing of the Appeal this court observed that undisputably the order of retirement was passed by the Biman itself under regulation 11A(2) of the Regulations; that the order of retirement so passed is not sustainable in views of the decisions of this court in CP No. 676 of 1996 and *Bangladesh Biman Corporation vs Md Zainul Abedin, 20 BLD (AD) 230* and as per agreement between the Bangladesh Biman Corporation and the Bangladesh Airline Pilots Association in 1986, the Biman was required to act as per Clause 12.1.1 of Article 12 of the said agreement since there was no equivalent post to offer to the appellant in case of grounding him and ought not to have resorted to the provision of Regulation 11A (2) of the Regulations.

5. Mr Mahbubey Alam, leared counsel appearing for Biman argued that this court has committed error of law apparent on the face of record in holding that the government is the authority to give compulsory retirement of Captain Mir Mazharul Huq relying upon the case reported in *Biman Corporation vs Md Zainul Abedin 20 BLD (AD) 230* overlooking that the views taken in the case has been overruled by this court in Civil Apparel Nos. 37-38 of 1990. He further argues that this court has committed further error in holding that Biman has no authority to give compulsory retirement of Captain Mir Mazharul Huq under regulation 11A(2) of the Bangladesh Biman Corporation Employees (Service) Regulation 1979 and that section 9(2) of the Public Servants (Retirement) Act, 1974 was applicable to him in failing to consider that in presence of

specific law covering the field, the Act of 1974 has no manner of application to him.

6. If the terms and conditions of an employee of Biman is regulated by the Government Servants (Discipline and Appeal) Rules, 1985, then the Public Servants (Retirement) Act, 1974 shall be applicable to him. If the Rules of 1985 not applicable on him then the Public Servants (Retirement) Act, 1974 will not be applicable, is pure and simple. There is no doubt about it. Now the question is whether the Rules of 1985 is applicable to him. The simple answer is manifestly in negative.

7. In exercise of the powers conferred by section 30 of the Bangladesh Biman Corporation Ordinance, 1977 and in supersession of all rules, regulations made on the subject, Board of Directors of the Corporation with previous sanction of the government made the Bangladesh Biman Corporation Employee (service) Regulation, 1979. It is said, the Regulations shall apply to all employees of the Corporation on contract, service and apprentices to such extent as may be specified in the apprenticeship contract. Section 30 of the Ordinance empowers the Board to promulgate the Regulations for all matters for the purpose of giving effect to the provisions of the Ordinance.

8. Though section 27 of the Ordinance states that all officers and employees of the Corporation be deemed to be public servants within the meaning of section 21 of the Penal Code while acting the pursuance of the Ordinance or Regulations made thereunder, Section 21 does not define public servants, but describes them only by enumeration, which itself is merely illustrative and by no means exhaustive. Persons designated 'the public servants' form a class by themselves as

requiring special protection of the law. Persons who are the embodiment of law and authority naturally possess some privileges, and they are visited the corresponding penalties if they deviate from the course prescribed to them by their duty. Section 21 may generally signify any person duly appointed and invested with authority to administer any part of the public duty imposed by law, whether it be judicial, ministerial or mixed.

9. Public servants known to the law are either government or statutory or those mentioned in the section. Some local or special laws have declared certain functionaries as public servants for the purposes of the Penal Code. A person may be declared to be public servant by a statute but such declaration would not necessarily make him a public servant within the meaning of section 21, though he will be a public servant for other purposes in accordance with the provisions of the statute. A public servant need not necessarily be appointed by the government. This is obvious from the explanation and the illustrations in which a Municipal Commissioner is declared to be a public servant, though he is elected by the suffrage of his constituency subject only to the approval of the government (Explanation-1).

10. The term 'regulations' has been of much use recently to denote ordinances having force of law made by subordinate authority under delegated powers. (*Lloyd vs Wallach (1915) 20CLR 229*). Regulations framed under an Act or Ordinance are of very great importance. Such regulations are framed for the successful operation of the parent law. Without proper regulation, a statute will often be worse than useless. (*Chief Inspector of Mines vs KC Thaper AIR 1961*)

SC 838). When an Act/Ordinance enables an authority to make regulations, a regulation which is validly made is *intra vires* of the regulation making authority should be regarded as though it were itself an enactment. (*Wicks vs Director of public prosecutions (1947) 1 All ER 205; (1947) AC 362*) where the legislature enacts that all orders and regulations made under the section shall have the force of law, it means only that such order and regulations shall have an obligatory character analogous to that of the law. (*Riddell vs Reid (1942) 2 All ER 161*).

11. The Regulation of 1979 was promulgated for similar purpose as the one promulgated in respect of government servants. In respect of the public servants, in presence of specific law covering the field, there is no scope for the application of Act of 1974 in respect of an officer of Biman. Regulation 5 empowers the Corporation to give compulsory retirement of any employee after completion of 25 years if the Corporation feels in its interest to retire him. Similarly, Regulation 11A(2) of the Regulations empowers the Corporation to give compulsory retirement to an employee after completion of 25 years of service if the Corporation considers it expedient to do so. Words in regulation 5 are in parimateria with those in section 4 of Act of 1974. Section 9 has given an option to a public servant or the government to opt or give retirement after completion of 25 years of service in the public interest. Before amendment of section 9 of Act of 1974 by Ordinance No. 1 of 1983 with retrospective effect from 28-7-1981, section 9(2) was declared violative to articles 27 and 29 of the constitution in *Dr Nurul Islam vs Bangladesh, 33 DLR (AD) 2001*. After the judgment sub-section (2) was

substituted as under:

" The government may, if it considers necessary in the public interest so to do, retire from service from a public servant at any time after he has completed 25 years of service without assigning any reason".

12. By this substitution the words "if it considers necessary in the public interest so to do" have been inserted to meet the inconsistency as observed by this court in *Dr. Nurul Islam (ibid)*. Similarly in regulation 11A(2) verbatim language has been used as in section 9 which is reproduced below:-

" The Corporation may, if it considers expedient so to do, retire from service an employee at any time after he has completed twenty-five years service without assigning any reason".

13. In the sub-section (2) the words "if it considers expedient so to do" have been used. Therefore, there is no gainsaying that this sub-section (2) is couched in similar language of section 9(2) of Act of 1974. It is now settled that for public interest either a public servant or an employee of Biman may be given compulsory retirement after completion of 25 years for public interest. Admittedly Captain Mir Mazharul Huq has been suffering from vision and he being a senior most officer who could not be accommodated in any other similar post, had been given compulsory retirement by the authority in the public interest after completion of 25 years. This court declared his compulsory retirement without lawful authority in Appeal No. 123 of 2001 following the decision of *Biman Corporation Limited vs Md Zainul Abedin, (ibid)* ignoring the previous decision of this court in *Bangladesh Biman vs Yusuf Haroon, 10 BLT (AD) 22= 54 DLR (AD) 161*. By this decision this court overruled the

views taken in *Md Zainul Abedin (Supra)* (20 BLD (AD)230).

14. In *Md Zainul Abedin (Supra)*, this court considered section 9(2) Act of 1974 and regulation 11A(2) and observed that there is clear conflict between "these two provisions so far as it relates to retiring authority is concerned." In the former it is the government while in the latter it is the Corporation and then it concluded its opinion holding that the writ petitioner being public servant the government has power to retire him under section 9(2). This court totally ignored in that case that though an officer of Biman is a public servant, he is not a public servant of the Republic within the meaning of section 2(d) of Act, 1974, inasmuch as, the expression 'public servant' has been explained but it cannot be taken as a definition of public servant and the definition is not exhaustive. It is in inclusive nature and does not define the words. It says a class categories of public servants, a person serving in any Corporation may come within the term 'public servant'. The number of persons claiming the right and the nature of right itself will be the criteria on which conclusion may be arrived. In presence of special law covering the field of service regulation this inclusive explanation will not prevail over the regulation. Besides Bangladesh Biman Corporation, there are other corporations which do not promulgate the terms and conditions of service and in those Corporations this definition will be applicable.

15. The views taken by this court in that case is that in presence of conflict between sections 9(2) and regulation 11A(2), the Act will prevail is not a correct view, inasmuch as, in the definition of 'law'

defined in article 152, a 'Regulation' and an 'Act of Parliament', are taken at par. So, the Regulations promulgated by the Board with prior approval of the government covering the specific field shall prevail over the Act of 1973. If any Rules are framed by the authority in exercise of powers under section 11 of Act of 1974 in respect of the employees or officers, the portion of the Rules to the extent of the inconsistency shall be void but section 9(2) shall not prevail over the regulation 11A(2).

16. This court in *Yousuf Haroon (Supra)* has rightly held that this regulation 11A(2) was added on 5-2-1984 after the decision in *Dr. Nurul Islam (supra)*. It further held that since there is principle or guidelines for retiring an employee after 25 years of service, it cannot be said that regulation 11A(2) does not give any guideline or that there is scope for arbitrary exercise of power by the Corporation. It further held that an employee of Biman can be given compulsory retirement by the Corporation in exercise of powers under rule 5 of Bangladesh Biman Corporation Employees (Pension and Gratuity) Rules, 1988 as well as regulation 11A(2).

The authority before making the order of compulsory retirement was satisfied that for the interest of Corporation he was given compulsory retirement and that there was nothing on record to show that the order of compulsory retirement was made arbitrarily or *malafide*. Under the unamended provision, there was scope for arbitrary exercise of discretion from among persons similarly situated and holding similar job, but under the present provision there is no scope to exercise arbitrary power. We fully endorse to the views taken in *Yousuf Haroon (Supra)*.

17. This court has overlooked the earlier decision in the appeal. In view of the above, we find substance in the submission of the learned counsel that there is error apparent in the face of the judgment. If the previous judgment is allowed to stand, that would lead to failure of justice. There is error which is apparent on the face of the record in the judgment. The error is so patent and glaring that it can be located without any elaborate argument and without any scope for any controversy with regard to such error, which at a glance stares at the face. An overruled point of law cannot be ignored by this court and when a proposition of law has been settled, which is binding on all courts and though it is not binding on this court, it can overrule the said decision. A decision of a court overlooking a decision, or if it is contrary to law, constitutes an error apparent on the face of the record justifying its review. It is immaterial whether such error occurred by reason of lawyer's mistake or oversight on the part of the court (in *Jamna vs Lai*, AIR 1950 FC 131).

The appeal is allowed without order as to cost and the leave petitions are disposed of. The judgment in the appeal shall govern the leave petitions.

Ed.

Source: The Dhaka Law Reports (January, 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
2012-13	181.73	193.24	166.97	179.66	155.61	195.33	159.66	159.34	157.23	182.54
2013-14	195.08	209.79	176.23	194.77	163.47	206.14	164.06	167.20	164.38	193.75
2014-15	207.58	223.80	186.79	204.50	171.80	214.45	180.77	181.78	168.02	204.21
2015-16	219.86	234.77	200.66	233.38	182.74	227.39	199.94	201.34	171.01	211.61
2016-17	231-82	248.90	209.92	243.56	194.01	235.85	206.70	210.78	177.56	217.51
July '17	236.61	254.20	214.05	246.77	199.50	241.75	207.58	215.24	182.62	217.15
August '17	239.92	259.60	214.68	247.67	199.10	244.00	207.67	216.38	182.81	219.51
Sept. '17	244.36	267.38	214.84	247.78	199.16	244.12	207.84	216.44	182.87	220.48
Oct. '17	245.86	269.73	215.26	248.03	199.21	247.01	207.92	216.59	182.97	220.61
Nov. '17	244.85	267.10	216.33	249.62	199.41	249.66	208.32	217.68	183.07	223.89
Dec. '17	245.03	267.06	126.79	249.92	199.98	250.06	208.83	217.89	183.69	224.44
Jan. '18	248.13	271.05	218.73	259.67	200.65	250.87	209.09	218.22	184.00	224.61
Feb. '18	247.81	270.25	219.04	259.98	200.69	251.08	209.58	219.29	184.21	224.83
March '18	248.65	271.27	219.64	260.22	200.75	253.21	210.47	219.94	184.27	226.55

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
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
July '17	235.53	248.32	215.20	256.87	191.78	236.72	219.99	194.75	200.19	224.84
August '17	238.97	253.36	216.08	257.42	191.97	239.91	220.04	195.95	200.28	227.02
Sept. '17	243.70	260.54	216.28	257.48	191.99	240.04	220.23	196.01	200.31	228.71
Oct. '17	245.48	263.46	216.88	257.76	192.07	243.96	220.25	196.18	200.46	228.84
Nov. '17	244.12	260.63	218.15	259.36	192.25	246.75	220.56	197.05	200.56	234.28
Dec. '17	244.20	260.34	218.50	259.57	192.65	247.19	220.67	197.18	201.58	234.49
Jan. '18	247.49	264.64	220.20	267.63	193.11	247.75	220.90	197.24	201.60	234.65
Feb. '18	246.93	263.56	220.47	267.99	193.16	247.92	221.65	197.74	201.94	234.79
March '18	247.76	264.50	221.14	268.19	193.24	250.35	221.83	198.01	202.01	237.82

Source: Bangladesh Bureau of Statistics

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
2012-13	177.71	195.91	161.88	170.39	153.55	211.03	151.15	157.53	139.06	176.96
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
July '17	238.59	268.56	212.52	227.59	208.43	250.59	186.33	237.82	163.67	207.67
August '17	241.66	274.82	212.81	229.17	207.36	251.20	186.51	238.89	163.96	210.23
Sept. '17	245.56	283.09	212.92	229.34	207.46	251.28	186.64	238.97	164.05	210.33
Oct. '17	246.56	285.03	213.09	229.55	207.47	252.38	186.83	239.08	164.10	210.45
Nov. '17	246.21	283.37	213.89	231.14	207.69	257.77	187.36	240.41	164.18	211.06
Dec. '17	246.57	283.44	214.50	231.61	208.47	255.11	188.58	240.71	164.38	212.03
Jan. '18	249.31	286.72	216.77	244.57	209.37	256.37	188.86	241.34	165.00	212.22
Feb. '18	249.42	286.55	217.12	244.77	209.40	256.65	188.93	243.02	165.08	212.53
March '18	250.28	287.79	217.65	245.08	209.46	258.24	191.04	244.11	165.12	212.64

Source: Bangladesh Bureau of Statistics

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

Sector		2014-15	2015-16	2016-17	Jan. '18	Feb. '18	March '18
1.	General	124.69	132.81	141.46	151.65	152.48	152.98
	percentage change (Point to Point)	4.94	6.52	6.50	6.52	6.31	6.38
	percentage change (over previous month)				0.70	0.54	0.33
i)	Agriculture	124.51	132.48	141.22	151.43	152.25	152.66
	percentage change(over previous month)			6.59	6.54	6.31	6.34
	percentage change(over previous month)				0.73	0.54	0.27
ii)	Agriculture	124.46	132.44	141.19	151.39	152.21	152.62
	percentage change (Point to Point)	5.12	6.52	6.60	6.55	6.32	6.34
	percentage change(over previous month)				0.74	0.54	0.27
2.	Fish	126.85	134.59	143.19	153.50	154.09	154.75
	percentage change (Point to Point)	5.00	6.12	6.37	6.29	5.56	6.09
	percentage change(over previous month)				0.41	0.38	0.43
i)	Industry	124.38	132.02	140.27	150.17	150.93	151.77
	percentage change (Point to Point)	4.47	6.16	6.24	6.48	6.21	6.39
	percentage change(over previous month)				0.56	0.50	0.56
ii)	Construction	124.84	129.77	137.43	145.70	146.27	147.30
	percentage change (Point to Point)	4.09	4.18	5.37	5.50	5.07	5.34
	percentage change(over previous month)				0.31	0.39	0.71
3.	Production	127.28	136.18	146.01	159.22	160.38	160.83
	percentage change (Point to Point)	4.44	7.70	7.22	8.36	8.39	8.41
	percentage change(over previous month)				1.01	0.73	0.28
3.	Service	126.15	136.03	145.01	155.77	156.77	156.98
	percentage change (Point to Point)	4.98	7.86	6.60	6.50	6.52	6.56
	percentage change(over previous month)				0.88	0.64	0.13

Source: Bangladesh Bureau of Statistics

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

SL. No. Item with specification	Unit	2016-17	Feb'18	Mar'18	April'18
1	2	3	4	5	6
I. Cereals:					
1. Rice : Najershail/Minikat	kg	55.87	64.08	66.21	65.46
2. Rice : Pajam/Equivalent	kg	54.41	59.54	59.90	58.01
3. Rice : Irri/Boro	kg	39.18	52.72	52.88	50.38
4. Wheat (atta), white, Packet	kg	40.00	40.00	40.00	40.00
II. Pulses					
5. Moogdal (husked)	kg	118.59	117.45	118.02	118.10
6. Lentil (husked)	kg	132.18	110.08	110.15	110.19
III. Sugar & Molasses :					
7. Sugar (White)	kg	72.93	55.00	56.98	57.28
8. Molasses (Sugarcane)	kg	87.20	95.38	95.42	95.49
IV. Protein Items					
9. Fish- Rohu-cut piece	kg	395.21	396.50	398.12	398.18
10. Fish-Hilsa, Medium size	kg	1618.90	1350.21	1370.30	1600.82
11. Prawn/Shrimp, about 3" long	kg	705.17	725.18	725.38	725.45
12. Barbel (Shing), about 50 gram weight each	kg	777.48	775.30	775.40	775.16
13. Beef, best quality	kg	463.52	497.54	497.80	497.88
14. Mutton, best quality	kg	630.57	759.20	759.25	759.32
15. Fowl, Alive	kg	400.78	404.58	405.12	405.17
16. Egg (Hen), Farm	4pcs	32.33	26.00	26.00	28.00
17. Egg (Duck)	4pcs	47.34	48.70	48.70	48.75
V. Edible oil:					
18. Mustard oil, best quality	Litre	182.79	181.77	185.15	185.19
19. Soyabean oil, best quality	Litre	92.66	96.37	96.34	96.35

SL. No. Item with specification	Unit	2016-17	Feb'18	Mar'18	April'18
1	2	3	4	5	6
VI. Spices:					
20. Chilli (dry), best quality	kg	220.16	231.49	235.11	235.15
21. Onion (local)	kg	35.03	65.10	45.07	40.08
22. Garlic (Local)	kg	184.02	100.00	92.19	90.35
23. Turmeric (Local)	kg	213.44	200.00	190.02	190.12
24. Ginger (Local)	kg	107.30	101.56	108.10	105.21
25. Salt (fine)	kg	41.74	40.70	40.72	40.75
VII. Vegetable					
26. Potato, best quality	kg	23.27	20.00	18.00	15.56
27. Brinjal, best quality	kg	56.45	48.06	45.90	42.12
28. Lady's finger, best quality	kg	45.96	45.44	45.00	40.00
29. Papaya (green)	kg	27.25	20.00	18.00	20.00
VIII. Milk :					
30. Milk (Milk Vita packet)	Litre	71.18	71.58	71.90	71.90
31. Lactozen (Full cream) (400gm)	Each	588.65	595.85	595.92	595.95
IX. Fuel & lighting:					
32. Firewood (gazari)	Quintal	660.13	665.11	666.08	666.12
33. Kerosene	Litre	74.50	74.98	75.00	75.00
34. Matches (40 sticks)	Box	2.00	2.00	2.00	2.00
X. Clothing					
35. Long cloth (fine)	Metre	78.83	79.98	79.98	79.98
36. Long cloth (medium)	Metre	75.04	75.88	75.89	75.91
37. Saree (medium), White Tangail handloom: A451 80x80 count 5.5 yds.	Each	701.82	708.90	708.95	708.97
38. Lungi (medium) 48" handloom 60x60	Each	475.21	488.18	489.22	489.25
39. Undershirt (genjee 100 c.m sleeveless)	Each	100.00	100.00	100.00	100.00

SL. No. Item with specification	Unit	2016-17	Feb'18	Mar'18	April'18
1	2	3	4	5	6
XI. Housing & household Requisites:					
40. Cement (local)	50 kg	455.29	448.12	448.30	455.54
41. Aluminium (Degchi)	Gram	0.52	0.42	0.42	0.42
42. Bamboo (mul) about 30 feet long	Each	145.86	146.80	146.92	146.95
43. Enamel plate	Each	69.56	69.99	69.99	70.00
XII. Miscellaneous:					
44. Coconut oil (unscented, imported)	50 kg	277.70	278.23	278.32	278.35
45. cigarettes (Star)	10 sticks	60.00	60.00	60.00	60.00
46. White paper	Quire	27.63	27.78	27.80	27.82
47. Blade-Sword (stainless steel)	Each	2.00	2.00	2.00	2.00

Source: Bangladesh Bureau of Statistics (BBS)