

# LABOUR NEWS

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BANGLADESH EMPLOYERS' FEDERATION



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## ARTICLE

### 9 REASONS WHY TEAMWORK IN THE WORKPLACE IS MORE IMPORTANT THAN EVER

By Kristina Martic



Improving teamwork in the workplace has become one of the main priorities for many employers across the world. However, it has also become a major challenge for most remote and hybrid organizations. Even though some people think that we may see the end of this pandemic soon, its consequences will stay with us forever.

Employees and teams have experienced the benefits of more flexible work. They have seen that work location doesn't necessarily impact their performance and productivity. So many of them are not ready to go back to their offices full time. However, the biggest challenge for remote and hybrid work is a team collaboration and team communication.

Today, when teamwork in the workplace is a prerequisite for organizational success and healthy corporate culture, employers need to find ways to mitigate the negative sides of remote work and enable better workplace collaboration. As agreed by many experts, teamwork in the workplace has many benefits, so let's take a look at some facts that really prove the power of teamwork in an organization.

#### **Despite Remote Work, Teamwork In the Workplace Is In the Rise**

According to research, employees now spend about 50% more time engaged in collaborative work. Cross-

functional communication and collaboration are bullet points of almost every job description out there.

With that, teamwork has become one of the most important communication skills and most desired traits among employees. Because employees are not physically connected as they used to be, the need for teamwork and better team collaboration has increased. The shift from synchronous to asynchronous communication makes it harder for individuals to stay connected. This is many organizations today focus on teamwork.

#### **Most Employees Consider Teamwork as “Very Important”**

Employers are well aware of the importance of teamwork in the workplace. According to research, about 75% of employers rate teamwork and collaboration as “very important”. The rest consider it important or somewhat important.

Traditionally, working in silos wasn't a big problem for many companies and individuals. The nature of many jobs used to be to celebrate individual success and individual performance. Today, on the contrary, we see more and more shared goals and team OKRs.

Furthermore, the most common EVP and core company value companies use today is “teamwork”. Being

aware of the importance of great team collaboration, organizations are trying to make teamwork part of their DNA.

### **Inefficient Team Collaboration Is the Reason Why Projects Fail**

Highly connected teams are more successful in delivering successful projects. This is particularly true when projects imply cross-departmental collaboration, which is the case for most workplace initiatives today. This is why 86% of employees and executives cite the lack of collaboration or ineffective communication for workplace failures.

When a project is delivered by a product team in a software company, this initiative most likely needs to be supported by the marketing, sales, customers success and other engineering teams. The effectiveness of this cross-functional collaboration usually determines the level of project success.

Yet, research shows that 39% of surveyed employees believe that people in their own organization don't collaborate enough. This is mostly due to individualism in certain cultures or frustrations caused by asynchronous communication, which we depend on. Many employees and employers still need time to adapt to the new ways of working. They need to better understand how to get the most out of digital workplaces

### **Teamwork in the Workplace Reduces Employee Turnover**

Teamwork and good workplace relationships have proved to have an impact on employee engagement, employee morale, wellbeing, and retention. According to research, 54% of employees say a strong sense of community (great coworkers, celebrating milestones, a common mission) kept them at a company longer than was in their best interest.

Today, when employees are changing jobs more than ever before, it is in every employer's interest to retain their people and stop them from leaving. Good peer relationships have a big impact on employees'

tenure. 37% of employees say "working with a great team" is their primary reason for staying, and 27% of employees who plan to leave within the first year cite feeling "disconnected" from the organization.

### **Most Teams Depend on Technology to Collaborate Efficiently**

The role of technology in enabling teamwork in the workplace is crucial. Many distributed teams depend on technology to collaborate in a more efficient way. Furthermore, the latest workplace technology is here to enable asynchronous communication.

According to an Alfresco survey, nearly 83% of professionals depend on technology to collaborate. 82% of the participants also felt that they would feel impacted if this technology to collaborate was lost.

However, organizations are challenged by understanding various types of technology and their impact on employee engagement and productivity. Adding too many different solutions can be counterproductive and frustrating to employees.

Hence, it is crucial that companies look for solutions that are flexible, scalable, easy to use, and accessible to every employee no matter where they are located and what's their nature of work. It is also important that the technology is secure and integrates with your organization's existing tech stack.

The 3 most popular workplace tech categories organizations have been implementing since the emergence of COVID-19 are:

- Employee experience platforms
- Employee engagement apps
- Internal communications apps

### **Teamwork in the Workplace Results in Higher Profitability**

Probably the biggest reason why employers are investing more time and resources into enabling teamwork is the fact that good teamwork results in greater profitability.

According to one research, extremely connected teams demonstrate a 21% increase in profitability. Connected teams are more driven to achieve great results together. They tend to be aligned with the organizational goals and objectives, and they know how to drive higher individual engagement among teams.

### **Virtual Team Building Activities Are More Popular Than Ever**

In response to the global shift to remote work caused by COVID, there was a nearly 2500% increase in interest in online and virtual team building activities during quarantine.

The purpose of team building is to foster a sense of belongingness and employee connectedness. The fact that your employees can't meet in person doesn't mean that you shouldn't find ways to help them connect. Even if your team is 100% remote, they can still interact with each other and feel less alone through virtual team-building activities. These may help boost employee wellbeing and productivity.

### **Socially Isolated Teams Are Less Productive**

Social isolation made this pandemic the worst time in many people's careers. People felt stressed, scared, and lonely at the same time. So the same way teamwork can increase productivity, isolation and the sense of loneliness can reduce it. While more people than ever are working from home, it may feel inevitable that employees feel isolated. That experience should be an alarming concern because, according to this Gallup article, feelings of employee isolation reduce productivity up to 21%.

### **Good Workplace Relationships Result in Higher Engagement**

Good teamwork is often the result of good workplace relationships. Such relationships can also have a big impact on the level of employees' job satisfaction and engagement at work. There is even research that proves it!

According to Gallup data, female employees who have a best friend (63%) at the workplace are two times more likely to be fully engaged at work than those who do not have a best friend at the workplace (29%). With employees spending at least 8 hours a day

working, it helps to have a best friend there. Making and maintaining strong friendships at work creates a space where employees feel safe and included.

### **Enabling Teamwork In YOUR Workplace**

As previously mentioned, workplace technology significantly impacts whether and how employees collaborate at work. It is more important than ever for employees to stay connected with their peers and for employers to be able to reach every employee with important information.

Technology such as employee communication apps also have the power to reduce the time employees spend searching for relevant information. The latest technology is designed to serve the right information to the right employees at the right time.

It is also made to make workplace communications more efficient and also more measurable. It encourages employees' share of voice and promotes frequent, honest, and transparent organizational communication.

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

## BEF EVENTS



### AOTS / BEF PROGRAM ON “HUMAN RESOURCE MANAGEMENT- MOTIVATION AND ENGAGEMENT”

Bangladesh Employers’ Federation (BEF) in cooperation with the Association for Overseas Technical Cooperation and Sustainable Partnerships (AOTS) of Japan organized a two-day long virtual training program on “Human Resource Management- Motivation and Engagement” during 7–8 February 2022. The objective of the training program was to deepen the understanding of participants on Industrial Relations and Human Resource Management with the reference of practice and experience in Japan, especially focusing on improvement of employees’ motivation and enhancement of employee engagement. Prof. MAITA Tatsunobu, President, CEO, HR Business Partner Inc., Professor, Graduate School of Management of GLOBIS University, Japan conducted and facilitated the sessions. A total number of 52 participants representing 20 organizations participated in the program.



### BIPARTITE QUARTERLY MEETING OF EMPLOYERS AND WORKERS ON “IMPROVING HEALTH, SAFETY & INDUSTRIAL RELATION (SOCIAL DIALOGUE) AT WORKPLACE”

BEF organized the Bipartite Quarterly Meeting of employers and workers on “Improving Health, Safety & Industrial Relation (Social Dialogue) at Workplace” at its Motijheel office on 26 January 2022.



### **BOOT CAMP AT SYLHET TSC UNDER SKILLS 21 PROJECT OF ILO**

BEF, in collaboration with Sylhet Technical School & College, with the technical assistance from Skills 21 Project of ILO, Dhaka, organized and conducted a 10-day long Incubating Entrepreneurs' "Boot Camp" with startup entrepreneurs during 13-23 February 2022 at Conference Hall, Sylhet TSC, Sylhet. The objectives of the program were to (i) mentor incubates for developing business incubation center, and (ii) design processes to nurture businesses from idea generation to start-up companies through a comprehensive business support program and also help them in getting established and accelerating their growth and success. Mr. Joha Jamilur Rahman, Senior Training Coordinator, BEF and Ruman Ishtiaq, SME Specialist, facilitated the program as resource persons. Mr. Alimul Ahsan Chowdhury, Director, Sylhet Chamber of Commerce & Industry and President, NASCIB, Sylhet graced the event as the Chief Guest, while Ms. Sharnalata Ray, President, Sylhet Women Chamber of Commerce and Industry, Mr. Towfiq Box Lipon, Councilor, Sylhet City Corporation, Mr. Gunjan Dallakoti, Deputy Country Director, ILO, and Md. Anisuzzaman, Program Officer, ILO were special guests. A total of 21 participants attended the program as incubates.

## HOME NEWS

### TK 5.0 BILLION SCHEME LAUNCHED FOR RETURNEE EXPATS



Bangladesh Bank (BB) created a Tk 5.0 billion refinance scheme to generate employment and to eliminate poverty for the expatriates who have returned home due to Covid 19 pandemic and other reasons. The central bank gave the information in a circular. The interest rate of this lending facility will be 6 percent and the tenure of the scheme is a maximum of three years. The scheme was formed under the stimulus package that was announced to deal with the possible economic shock from the shutdown enforced for curbing the spread of COVID-19.

### 200,000 RMG WORKERS TO GET FREE SPECIALIST CONSULTATIONS FROM DIGITAL HOSPITAL



The Digital Hospital has launched an innovative program to provide free expert consultations to 200,000 RMG employees. Save the Children, in partnership with USAID, initiated the program in collaboration with the factories of BGMEA and BEPZA. This is the second phase of the program. In the first phase, a total of 150,000 RMG employees and slum dwellers in

Dhaka and its surrounding areas received the facility. Under the second phase, 200,000 RMG workers will be able to access specialist doctor consultations with dermatologist, psychologist, gynecologist, medicine specialist and pediatrician, completely free of charge as many times as they want.

The medical facilities at the RMG factories will be equipped with all the necessary resources for availing specialist doctor consultations via video call directly from the medical centre. RMG workers will also have the option to avail this service via the Digital Hospital app.

### ILO AND BGMEA JOIN HANDS TO CONTINUE SAFETY MOMENTUM IN RMG SECTOR



The International Labour Organization (ILO) and the Bangladesh Garments Manufacturers and Exporters Association (BGMEA) joined hands in a bid to continue the momentum of workplace safety in the garment industry of Bangladesh. An implementation agreement was signed between ILO and BGMEA on 23 January 2022 to strengthen the capacity of Safety Committees. President of BGMEA, Faruque Hassan, Chief Technical Advisor of ILO's Improving Working Conditions in the RMG Sector Programme, George Faller, BGMEA Vice President, Md Nasir Uddin, among others, were present at the signing ceremony.

Under the deals inked with BGMEA, 700 Safety Committee members from 75 garment factories will be trained on occupational safety and health (OSH), hazard identification and risk assessment, building safety culture, management of fire accidents and COVID-19 guidelines. These up-skilled Safety

Committee members will in turn spread the awareness among roughly 50,000 workers in their respective factories.

**98 MORE WORKERS LEAVE FOR SOUTH KOREA**



On 9 February, 2022, 98 Bangladeshi workers left for South Korea from Hazrat Shahjalal International Airport by chartered flights operated by a Korean air company. It was the second batch of Bangladeshi expatriate workers going to Korea this year. The South Korean government, which had suspended accepting foreign workers in March 2020 due to the Covid-19 pandemic, resumed receiving the expatriates from December 2021. After the resumption, a total of 339 Bangladesh expatriate workers travelled to Korea-- 111 in December 2021, 130 in January, 2022 and 98 in February 2022, according to the South Korean Embassy in Dhaka. According to the Bangladesh Bank, the remittance inflow from the Bangladesh workers in Korea has been continuously increasing in recent years from US\$ 80.65 million in FY 2016-17 to US\$ 209.16 million in FY 2020-21.

**REMITTANCE FELL BY 20.91% TO US\$10.24 BILLION IN JULY-DECEMBER OF FY22**



The inflow of remittances in July-December of FY22 decreased substantially by 20.91 percent to US\$10.24 billion from US\$12.95 billion in the corresponding six months of the previous fiscal year (Table 3). This decline in remittances is a reflection of the second wave of COVID-19 pandemic situation when many Bangladeshi migrants lost their jobs, some migrants were laid off by their companies; besides, many others who returned home couldn't go back due to suspended international flights as a part of countrywide lockdown and unmet vaccination requirements.



In the last month of the review period (December 2021), year-on-year, remittances dropped by 20.58 percent to US\$1.63 billion from US\$2.05billion. December's remittances, however, increased month-on-month by 5.16 percent from US\$1.55 billion (November 2021). According to experts, higher gap in exchange rate of the US dollar against the local currency between formal banking channel and kerb market has encouraged illegal 'hundi' activities in recent months.

## INTERNATIONAL NEWS

### PAKISTAN: REMITTANCES ABOVE \$2 BILLION FOR A SEVENTH STRAIGHT MONTH



With \$2.5 billion of inflows in December 2021, monthly remittances received by Pakistan stayed above the \$2 billion mark for the seventh straight month, according to the data released by the State Bank of Pakistan (SBP). Remittances in December increased 2.5 percent on a month-on-month basis while the rise was 3.4 percent in annual terms. Remittance flows in the latest month were mainly sourced from Saudi Arabia (\$626.6 million), United Arab Emirates (\$453.2 million), United Kingdom (\$340.8 million) and United States (\$248.5 million). Cumulatively, remittances grew 11.3 percent to \$15.8 billion in the first half of 2021-22 on a year-on-year basis, the SBP said. Proactive policy measures by the government and the SBP to incentivize the use of formal channels and altruistic transfers to Pakistan amid the pandemic have positively contributed towards the sustained inflows of remittances since last year, the central bank said.

### INDIA: UNEMPLOYMENT FELL SHARPLY TO 6.57%



The unemployment rate in India in January 2022 fell sharply to 6.57%, according to the data from the Centre for Monitoring Indian Economy (CMIE). This is the lowest rate witnessed since March 2021. In December 2021, the unemployment rate rose to a four-month high of 7.91%, compared to 6.97% in November.

Area wise data showed that the rural unemployment in January 2022 declined to 5.84% against 7.28% in December 2021, While urban unemployment was recorded at 8.16% compared to 9.30% in December 2021.

Telangana state recorded the lowest unemployment rate in January at 0.7%, followed by Gujarat at 1.2%, Meghalaya at 1.5%, Odisha at 1.8% and Karnataka at 2.9%. On the other hand, Haryana witnessed the highest unemployment rate of 23.4% in January 2022, followed by Rajasthan (18.9%), Tripura (17.1%), Jammu & Kashmir (15%) and Delhi (14.1%).

### MALAYSIA: NO MORE SPECIAL QUOTAS FOR HIRING OF FOREIGN WORKERS BY EMPLOYERS



Malaysia will not offer special quotas for recruitment of foreign workers. "No more special quotas will be given for the recruitment of foreign workers in the country," The Star, a Malaysian online news portal quoted Home Minister Datuk Seri Hamzah Zainudin as saying. He made it clear that every application from the employers must now go through the Ministry's evaluation committee to determine the number of foreign workers to be eligible for employment in accordance with the set terms and conditions. "Take the plantation sector for example, you must know the

foreign worker quota and how many are eligible. Let's say there should be 1,000 workers but because there is no sufficient accommodation, so probably you can only get 400," the minister added.

### MYANMAR: SOME 1.6 MILLION JOBS WERE LOST IN MYANMAR IN 2021



Some 1.6 million jobs were lost in Myanmar in 2021, according to new estimates released by the International Labour Organization (ILO), with the military takeover compounding the impact of the COVID-19 pandemic. One year on from the military takeover in Myanmar on 1 February 2021, the country's labor market has remained fragile since the military takeover in Myanmar on 1 February 2021. Working hours are estimated to have decreased 18 percent in 2021 relative to 2020, equivalent to the working time of at least 3.1 million full-time workers. These working-hour losses were driven by employment losses as well as increased underemployment.

Key sectors have suffered considerable impacts. Rural farmers were hard hit by armed conflict, violence and insecurity. Construction, garments, and tourism and hospitality were also among the hardest hit industries in 2021, with year-on-year employment losses reaching an estimated 31 percent, 27 percent and 30 percent, respectively. The losses in both working hours and employment were disproportionately greater for women than men overall. Women also accounted for an overwhelming majority of job losses in garments as well as tourism and hospitality.

### AFGHANISTAN: JOB LOSSES TOTALED MORE THAN HALF A MILLION SINCE AUGUST 2021



Job losses in Afghanistan following the change in administration in August 2021 totaled more than half a million in the third quarter and may reach 900,000 by mid-2022, according to new estimates released by the International Labour Organization (ILO). The contraction – a 14 percent loss by mid-2022 – reflects workers pushed out of employment due to the change in administration and ensuing economic crisis as well as restrictions on women's participation in the workplace.

The total number of hours worked in the Afghan economy is estimated to have dropped by 13 percent in the third quarter of 2021 compared to a hypothetical scenario with no change in administration. Women workers have been disproportionately impacted by the crisis. Already extremely low by global standards, women's employment levels are estimated to have decreased 16 percent in the third quarter 2021 with a pessimistic scenario projecting falls of up to 28 percent by mid-2022.

### JAPAN: FOREIGN WORKER DATA TO BE GATHERED FOR BETTER SUPPORT



Japan plans to launch a new survey in fiscal 2023 to collect data on foreign workers, such as their income and types of employment, to better accommodate their needs, according to the labor ministry. The survey will ask employers of foreign workers about their income, types of jobs, and the length of service, among others, in line with questions in the existing government statistics such as those on employment status and trends. The survey also includes questions specific to foreigners, such as their proficiency in Japanese, native language, the duration of stay and amount of remittances, in addition to basic ones such as age and gender.

The number of foreign workers in Japan rose to a record 1.73 million as of last October amid a workforce shortage, but the government currently has only basic information on them, such as their residency status, nationality and workplace size. Critics have pointed out that the government has been unable to come up with adequate support measures for foreign workers since it does not know their actual employment conditions.

#### GERMANY: LABOR MARKET REMAINS STABLE



The German labor market remains stable even during the Omicron wave of the coronavirus pandemic. The labor market has got off to a good start in 2022. The number of unemployed people increased in January, but by not nearly as much as usual, said a member of the board of the Federal Employment Agency (BA) in Nuremberg. The number of unemployed people in Germany increased to 2.462 million in January, as is usual for the season. That is 133,000 more than in December 2021, but 439,000 fewer than in January 2021, according to the Federal Employment Agency. The number of unemployed people is only 37,000

higher than in January 2020, when the coronavirus crisis still had no impact on public life in Germany. The unemployment rate in January rose to 5.4 percent from 5.1 percent.

#### USA: ROBUST 467,000 JOBS ADDED AS ECONOMY SHAKES OFF OMICRON WAVE



The US economy added 467,000 jobs in January 2022, a far better than expected performance for the labor market amid the surge in coronavirus cases tied to the Omicron variant. The surprise rise in the payrolls defied predictions by economists, who projected gains of 150,000 jobs. There were also large upward revisions to data from previous months, in a sign of the strength of the labor market recovery. The unemployment rate ticked up to 4 percent despite the strong gains, from 3.9 percent previously. The data released by the Bureau of Labor Statistics was collected during the worst of the Omicron surge in the US, which fueled a record-setting number of Covid cases, hospital admissions and fatalities.

#### CANADA: MORE THAN 200,000 JOBS LOST IN JANUARY AS OMICRON BITES



The Canadian economy lost more jobs than expected in January 2022, posting its first decline since May 2021 as the Omicron-driven COVID-19 wave peaked. Canada shed 200,100 jobs, roughly matching the losses in January and April 2021, and the jobless rate jumped to 6.5% from a revised 6.0% in December, Statistics Canada said. As Omicron propagated across the country, governments reimposed capacity limits and closures on workplaces such as restaurants, retail outlets, gyms and theatres. The vast majority of job cuts were in Ontario and Quebec, where some of the strictest measures of any province came down. Food services and hotels were among the hardest hit, suffering their biggest monthly drop since the first wave. The plunge, which accounted for 57 percent of the total decline, impacted young people and women the most, Statistics Canada said.

#### **ALSTOM: 7,500 PEOPLE TO BE HIRED WORLDWIDE THIS YEAR**



French rail company Alstom announced it planned to hire 7,500 people worldwide this year to meet rising demand and record orders totaling 77.8 billion euros at the end of last year. The firm hopes to hire 6,000 engineers and managers as well as 1,500 workers and technicians, according to the firm that has 72,000 salaried staff around the world. The firm seeks to recruit 3,900 people in Europe, 1,700 in the Asia-Pacific region, 1,500 in North and South America, and 400 in Africa, the Middle East and Central Asia. Alstom announced earlier a 1.8-billion-euro (\$2-billion) deal to supply up to 200 regional trains to Norway.

#### **UNILEVER: 1,500 MANAGEMENT JOBS TO BE AXED**



Unilever will cut about 1,500 management jobs and reshape its business to focus on five main product areas as it tries to boost growth after a failed acquisition and with an activist investor to appease. The maker of Dove soap and Magnum ice cream, which employs about 149,000 people worldwide, said that it would focus on beauty and wellbeing, personal care, home care, nutrition, and ice cream. The move, which Unilever said had been in the works for a year, echoes the reshaping by rival Procter & Gamble (P&G) three years ago.

#### **AMAZON: 1,500 NEW APPRENTICESHIPS TO BE CREATED IN UK**



Amazon will create 1,500 new apprenticeships in the United Kingdom in 2022. The internet company said it was offering 40 entry to degree-level apprenticeship schemes, including new schemes in the areas of publishing, retailing, marketing, and a program focused on environmental, social and corporate governance (ESG). Amazon grew its permanent UK workforce by 25,000 in 2021, taking the total to 70,000. Amazon has invested 32 billion pounds (\$43.3 billion) in the UK since 2010.

## ILO NEWS

### ILO AND IWCA SIGN MOU TO IMPROVE OCCUPATIONAL SAFETY AND HEALTH OF WOMEN IN THE COFFEE SECTOR



The ILO and the International Women's Coffee Alliance (IWCA) signed a Memorandum of Understanding (MOU) that establishes a collaborative partnership that aims to create a safer, more sustainable coffee supply chain for women in the international coffee community. The IWCA facilitates programs and partnerships in support of their global chapter network, representing women in 29 countries who depend on coffee for their livelihoods. Engaging with the ILO's Vision Zero Fund will provide IWCA chapter members with valuable opportunities to attend technical trainings and improve their occupational health and safety knowledge.

The ILO's Vision Zero Fund promotes collective action that mobilizes a wide range of stakeholders, including global business, to develop and implement joint solutions to address endemic safety and health challenges in global supply chains. It is active in the agriculture, construction, garment and textile supply chains, and currently implements projects in eight countries on three continents.

IWCA Global Executive Director, Sarada Krishnan said "Women face many occupational hazards that are rarely recognized, since women's work in the household or farm are culturally not considered as professional endeavours. To overcome this and to make the women's work environment safe, women-specific training programmes need to be offered. I am thrilled about our partnership with the International Labour Organization, which will allow us to develop

gender specific interventions through joint trainings, research and events."

"Because of the different jobs, responsibilities and social roles of women and men, they face different physical and psychological risks in the workplace, meaning different responses are needed if safety and health policies and prevention strategies are to be effective," said ILO Vision Zero Fund's Global Programme Manager, Ockert Dupper. "Our new partnership with the IWCA will support joint research and give us a better understanding of the risks and hazards faced by women in the coffee sector. It will also help us ensure that interventions, training and campaigns are designed to take gender into account. The IWCA's worldwide network will help to ensure that knowledge, tools are widely shared and so make a real difference."

### CRUCIAL CHANGES NEEDED TO PROTECT WORKERS' HEALTH WHILE TELEWORKING



The World Health Organization (WHO) and the International Labour Organization (ILO) have called for measures to be put in place to protect workers' health while teleworking.

A new technical brief on healthy and safe teleworking, published by the two UN agencies, outlines the health benefits and risks of teleworking and the changes needed to accommodate the shift towards different forms of remote work arrangements brought on by the COVID-19 pandemic and the digital transformation of work.

Among the benefits, the report says, are improved work-life balance, opportunities for flexible working hours and physical activity, reduced traffic and

commuting time, and a decrease in air pollution – all of which can improve physical and mental health and social wellbeing. Teleworking can also lead to higher productivity and lower operational costs for many companies.

However, the report warns that without proper planning, organization and health and safety support the impact of teleworking on the physical and mental health and social wellbeing of workers can be significant. It can lead to isolation, burnout, depression, domestic violence, musculoskeletal and other injuries, eye strain, an increase in smoking and alcohol consumption, prolonged sitting and screen time and unhealthy weight gain.

The report outlines the roles that governments, employers, workers and workplace health services should play in promoting and protecting health and safety while teleworking.

Measures that should be put in place by employers include ensuring that workers receive adequate equipment to complete the tasks of the job; providing relevant information, guidelines and training to reduce the psychosocial and mental health impact of teleworking; training managers in effective risk management, distance leadership and workplace health promotion; and establishing the “right to disconnect” and sufficient rest days. Occupational health services should be enabled to provide ergonomic, mental health and psychosocial support to teleworkers using digital telehealth technologies, the report says.

The report offers practical recommendations for the organization of telework to meet the needs of both workers and organizations. These include discussing and developing individual teleworking work plans and clarifying priorities; being clear about timelines and expected results; agreeing on a common system to signal availability for work; and ensuring that managers and colleagues respect the system. Enterprises with teleworkers should develop special programmes for teleworking, combining measures for the management of work and performance with information and communication technologies and

adequate equipment, and occupational health services for general health, ergonomic and psychosocial support.

### **LATIN AMERICA AND THE CARIBBEAN: AFTER TWO YEARS OF THE PANDEMIC, LABOR MARKET RECOVERY HAS BEEN INSUFFICIENT**



The economic growth recorded in 2021 was insufficient to recover labor markets in Latin America and the Caribbean, says a new report released by the ILO. The Labour Overview of Latin America and the Caribbean notes that after two years of the crisis, the region faces high unemployment and the prospect of an increase in informality. It offers a look at the worst employment crisis since the ILO Regional Office first began publishing the annual report in 1994.

The strong economic recovery in the region recorded in 2021, with growth above 6 percent, was not enough to recover the jobs that were lost. 4.5 million of the 49 million jobs that were lost at the worst point of the crisis in the second quarter of 2020 are yet to be recovered. Of these, 4 million jobs are people who have become unemployed due to the pandemic crisis, 500,00 are those that have not returned to the labor market. At the beginning of 2022, it is estimated that there are about 28 million unemployed people in the region.

The average regional unemployment rate at the end of 2021 has been estimated at 9.6 percent, which represents an improvement from the 10.6 percent it reached in 2020, but a setback compared to the 8 percent that was recorded for 2019, which in this case is used as a reference to calculate the impact of two years of the pandemic.

## STATISTICS

## CONSUMER PRICE INDEX: NATIONAL

(Base: 2005-06=100)

Period	General Index	Index by expenditure group								
		1. Food & Beverage	2. Non-Food	I. Clothing & Footwear	II. Fuel & Lighting	III. Household Equipment	IV. Medical Care & Health Expenses	V. Transport & Communication	VI. Recreation, Entertainment,	VIII. Misc. Goods & Services
2013-14	195.08	209.79	176.23	194.77	163.47	206.14	164.06	167.20	164.38	193.75
2014-15	207.58	223.80	186.79	204.50	171.80	214.45	180.77	181.78	168.02	204.21
2015-16	219.86	234.77	200.66	233.38	182.74	227.39	199.94	201.34	171.01	211.61
2016-17	231.82	248.90	209.92	243.56	194.01	235.85	206.70	210.78	177.56	217.51
2017-18	245.22	266.64	217.76	255.24	200.25	249.68	209.28	218.80	183.65	223.81
2018-19	258.65	281.33	229.58	277.64	206.98	265.25	215.31	235.23	186.72	239.87
2019-20	273.26	296.86	243.00	290.00	220.70	282.67	230.07	248.48	190.13	259.27
2020-21	288.44	313.86	255.85	298.14	228.29	298.15	247.86	271.45	193.61	288.53
2021										
June	291.70	314.19	262.87	306.00	226.63	308.95	251.90	297.31	196.54	301.82
July	293.19	316.02	263.93	307.11	227.12	310.07	252.47	300.58	197.00	302.72
August	297.73	323.04	265.28	310.34	228.06	311.90	252.66	301.81	197.47	303.97
September	304.22	332.58	267.85	313.63	230.62	316.69	252.89	303.73	199.55	306.12
October	307.49	337.70	268.75	314.48	231.64	316.85	252.99	306.31	199.71	306.66
November	305.97	333.58	270.58	316.73	232.46	317.92	253.09	313.36	200.25	307.71
December	304.81	330.71	271.61	320.38	232.71	318.70	253.16	314.27	201.02	308.65

Source: Bangladesh Bureau of Statistics (BBS)

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

Period	General Index	Index by expenditure group								
		1. Food & Beverage	2. Non-Food	I. Clothing & Footwear	II. Fuel & Lighting	III. Household Equipment	IV. Medical Care & Health Expenses	V. Transport & Communication	VI. Recreation, Entertainment,	VIII. Misc. Goods & Services
2012-13	<b>183.90</b>	<b>192.14</b>	<b>170.79</b>	184.54	157.40	186.40	164.63	160.98	174.07	187.05
2013-14	<b>196.90</b>	<b>207.72</b>	<b>179.69</b>	200.61	164.05	197.62	168.87	166.01	179.72	199.74
2014-15	<b>209.10</b>	<b>221.02</b>	<b>190.13</b>	214.07	171.34	209.29	187.18	174.09	183.84	212.34
2015-16	<b>220.10</b>	<b>230.31</b>	<b>203.86</b>	242.26	179.19	222.11	211.04	188.69	187.84	221.12
2016-17	<b>231.02</b>	<b>243.08</b>	<b>211.83</b>	253.51	187.45	229.57	219.35	193.71	194.81	226.47
2017-18	<b>244.17</b>	<b>259.86</b>	<b>219.21</b>	263.96	192.89	246.23	221.15	197.24	201.31	233.72
2018-19	<b>256.74</b>	<b>273.55</b>	<b>230.01</b>	282.76	198.99	261.30	225.86	207.51	205.05	253.71
2019-20	<b>271.20</b>	<b>289.08</b>	<b>242.74</b>	292.21	212.44	277.56	242.40	217.05	208.93	275.65
2020-21	<b>286.37</b>	<b>306.40</b>	<b>254.51</b>	298.86	220.23	286.65	264.04	234.11	214.52	305.80
2021										
June	<b>288.95</b>	<b>306.47</b>	<b>261.07</b>	305.46	216.70	297.57	268.29	258.73	219.52	322.27
July	<b>290.34</b>	<b>308.10</b>	<b>262.08</b>	306.64	217.46	298.65	269.03	260.86	220.08	322.84
August	<b>295.21</b>	<b>315.29</b>	<b>263.25</b>	308.15	218.83	300.24	269.06	262.52	220.27	323.49
September	<b>302.27</b>	<b>325.14</b>	<b>265.88</b>	311.22	221.60	305.23	269.29	264.50	221.93	325.75
October	<b>306.10</b>	<b>330.77</b>	<b>266.85</b>	311.93	223.17	305.04	269.32	267.33	221.97	325.94
November	<b>304.31</b>	<b>326.57</b>	<b>268.89</b>	314.38	224.10	306.24	269.42	275.53	222.77	326.97
December	<b>303.14</b>	<b>324.00</b>	<b>269.95</b>	318.14	224.27	306.91	269.47	276.30	223.49	328.00

Source: Bangladesh Bureau of Statistics (BBS)

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

Period	General Index	Index by expenditure group								
		1. Food & Beverage	2. Non-Food	I. Clothing & Footwear	II. Fuel & Lighting	III. Household Equipment	IV. Medical Care & Health Expenses	V. Transport & Communication	VI. Recreation, Entertainment,	VIII. Misc. Goods & Services
2013-14	<b>199.73</b>	<b>214.85</b>	<b>171.61</b>	183.66	162.80	221.11	155.82	168.52	147.83	186.37
2014-15	<b>204.76</b>	<b>230.56</b>	<b>182.32</b>	197.93	172.33	223.53	169.80	190.26	150.95	194.16
2015-16	<b>219.31</b>	<b>245.66</b>	<b>196.39</b>	216.50	186.86	236.67	180.93	215.50	152.84	199.87
2016-17	<b>233.29</b>	<b>263.09</b>	<b>207.38</b>	224.66	201.60	246.87	185.05	229.59	158.93	206.45
2017-18	<b>247.17</b>	<b>283.19</b>	<b>215.83</b>	238.67	208.77	255.74	188.96	242.55	164.59	211.57
2018-19	<b>262.17</b>	<b>300.30</b>	<b>229.00</b>	267.92	216.22	272.20	197.25	265.77	166.95	222.78
2019-20	<b>277.06</b>	<b>315.83</b>	<b>243.34</b>	285.82	230.27	291.66	208.97	283.12	169.81	239.06
2020-21	<b>292.27</b>	<b>332.08</b>	<b>257.64</b>	296.78	237.63	318.36	220.17	312.59	171.05	267.20
2021										
June	<b>296.79</b>	<b>333.04</b>	<b>265.26</b>	307.02	238.13	328.95	223.85	339.82	171.74	276.58
July	<b>298.47</b>	<b>335.34</b>	<b>266.40</b>	308.02	238.31	330.15	224.12	344.35	172.10	277.88
August	<b>302.39</b>	<b>341.94</b>	<b>267.99</b>	314.51	238.74	332.41	224.59	345.11	172.87	279.86
September	<b>307.81</b>	<b>350.75</b>	<b>270.46</b>	318.22	241.05	336.84	224.83	346.97	175.41	281.89
October	<b>310.05</b>	<b>354.60</b>	<b>271.29</b>	319.31	241.45	337.61	225.03	349.27	175.69	282.86
November	<b>309.05</b>	<b>350.69</b>	<b>272.83</b>	321.21	242.13	338.46	225.15	355.04	175.94	283.93
December	<b>307.89</b>	<b>347.07</b>	<b>273.82</b>	324.64	242.48	339.45	225.24	356.12	176.77	284.76

Source: Bangladesh Bureau of Statistics (BBS)

## WAGE RATE INDEX BY SECTORS: BANGLADESH

(Base: 2010-11 =100)

Sector	2018-19	2019-20	2020-21	October '21	November '21	December '21
General	160.23	170.39	180.83	188.71	190.67	191.87
percentage change (Point to Point)	6.40	6.35	6.12	5.97	6.02	6.11
percentage change (over previous month)				0.84	1.04	0.63
<b>1. Agriculture</b>	<b>159.92</b>	<b>170.28</b>	<b>181.16</b>	<b>189.12</b>	<b>191.29</b>	<b>192.53</b>
percentage change (over previous month)	6.42	6.48	6.39	6.08	6.12	6.24
percentage change (over previous month)				0.89	1.15	0.65
i) Agriculture	159.91	170.32	181.23	189.27	191.46	192.72
percentage change (Point to Point)	6.44	6.51	6.41	6.14	6.18	6.31
percentage change (over previous month)				0.90	1.16	0.66
ii) Fish	160.59	168.58	177.84	181.19	182.55	182.79
percentage change (Point to Point)	5.22	4.97	5.49	2.83	2.86	2.68
percentage change (over previous month)				0.02	0.75	0.13
<b>2. Industry</b>	<b>158.74</b>	<b>168.24</b>	<b>177.52</b>	<b>184.92</b>	<b>186.42</b>	<b>187.52</b>
percentage change (Point to Point)	6.22	5.99	5.51	5.61	5.66	5.72
percentage change (over previous month)				0.81	0.81	0.59
i) Construction	152.86	160.17	167.24	172.59	173.64	174.53
percentage change (Point to Point)	5.19	4.77	4.42	4.21	4.26	4.30
percentage change (over previous month)				0.70	0.61	0.51
ii) Production	170.66	184.65	198.37	209.92	212.34	213.86
percentage change (Point to Point)	8.14	8.21	7.43	8.02	8.08	8.15
percentage change (over previous month)				1.00	1.15	0.72
<b>3. Service</b>	<b>164.78</b>	<b>175.33</b>	<b>185.99</b>	<b>194.48</b>	<b>196.33</b>	<b>197.52</b>
percentage change (Point to Point)	6.69	6.41	6.07	6.16	6.21	6.25
percentage change (over previous month)				0.70	0.95	0.61

Source: Bangladesh Bureau of Statistics (BBS)

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

Sl. No	Major industries	Unit	FY 2020-21	FY2021-22		% changes over the previous month	% changes over the same month of previous year
				Aug' 21 (P)	September 21 (P)		
1	Jute Textile	M.Ton	26370	20000	15500	-22.50	-41.22
	(a) Hessian	M.Ton	3039	2103	1662	-20.97	-45.31
	(b) Sacking	M.Ton	10988	11238	8695	-22.63	-20.87
	(c) Carpet backing cloth.	M.Ton	7	16	13	-18.75	85.71
	(d) Others	M.Ton	12336	6643	5130	-22.78	-58.41
2	Cotton Textile	M.Ton					
	(a) Yarn	M.Ton	20889	23397	23305	-0.39	11.57
	(b) Cloth	000' Mtr.	2952	3962	3970	0.19	34.49
3	Garments	Mill. Tk	90274	97772	129044	31.98	42.95
4	Knittwear	Mill. Tk	108822	135722	162442	19.69	49.27
5	Paper	M.Ton	29544	30955	29315	-5.30	-0.78
6	Fertilizer	M.Ton	104352	93154	89898	-3.50	-13.85
7	Iron and Steel						
	M.S. products	M.Ton	30856	34080	34030	-0.15	10.29
8	Cement	M.Ton	1493600	1624706	1591101	-2.07	6.53
9	Petroleum products	M.Ton	124655	144388	124672	-13.66	0.01
10	Cigarettes	Mill. No.	1280	1315	1320	0.38	3.13
11	Matches	000' Gross	4267	3715	3725	0.27	-12.70
12	Drugs and pharmaceuticals	000 Tk.	24033802	24982231	26798383	7.27	11.50
13	Tea	M.Ton	12144	14387	12607	-12.37	3.81
14	Salt	M.Ton	8185	7877	7595	-3.58	-7.21
15	Edible oil	M.Ton	89521	74490	101464	36.21	13.34
16	Soap and detergent	M.Ton	20118	15719	15950	1.47	-20.72
17	Processing & Preserving of fruits	000 Ltr	9081	9223	8949	-2.97	-1.46

Source: Bangladesh Bureau of Statistics (BBS)

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

SL. No.	Unit	2020-21	October '21	November '21	December '21
<b>I. Cereals:</b>					
1. Rice: Najershail/Minikat	Kg.	68.15	69.77	69.32	68.56
2. Rice: Pajam/Equiv.	Kg.	65.63	64.84	63.40	62.72
3. Rice: Irri/Boro	Kg.	52.02	52.99	51.27	51.06
4. Wheat (atta), white.	Kg.	40.60	41.95	41.97	42.14
<b>II. Pulses:</b>					
5. Moongdal (husked)	Kg.	129.76	129.18	129.34	129.55
6. Lentil (husked)	Kg.	120.56	120.03	118.57	115.11
<b>III. Sugar &amp; Molasses:</b>					
7. Sugar (white)	Kg.	67.48	80.09	80.15	83.87
8. Molasses (sugarcane)	Kg.	111.75	113.22	113.63	118.80
<b>IV. Protein Items:</b>					
9. Fish-Rohu-cut piece	Kg.	398.66	340.10	338.46	330.22
10. Fish-Hilsa, medium size	Kg.	1187.36	1160.00	1150.00	1170.00
11. Prawn/Shrimp, about 3" long	Kg.	686.08	625.70	622.50	620.00
12. Barbel (Shing), about 50-gram weight each	Kg.	682.99	500.00	496.00	487.00
13. Beef, best quality	Kg.	545.80	567.33	560.25	572.47
14. Mutton, best quality	Kg.	750.33	780.00	782.00	780.00
15. Fowl, alive	Kg.	432.28	405.00	408.00	410.30
16. Egg (Hen), Farm	4 pcs	34.38	39.40	38.10	36.00
17. Egg (Duck)	4 pcs	56.85	54.17	54.32	53.67
<b>V. Edible oil :</b>					
18. Mustard oil, best quality	Liter	201.37	214.28	214.45	216.77
19. Soyabean oil, best quality	Liter	118.74	142.50	149.36	156.25
<b>VI. Spices:</b>					
20. Chilli (dry), best quality	Kg.	371.19	350.00	350.37	350.60
21. Onion (local)	Kg.	61.14	75.80	72.43	65.00
22. Garlic (Local)	Kg.	114.45	130.42	129.60	120.00
23. Turmeric (Local)	Kg.	170.25	197.55	197.13	196.58
24. Ginger (Local)	Kg.	151.55	131.71	131.34	128.22
25. Salt (fine)	Kg.	35.00	32.10	32.00	32.07
<b>VII. Vegetable:</b>					
26. Potato, best quality	Kg.	35.87	27.44	26.59	26.87
27. Brinjal, best quality	Kg.	66.57	56.00	50.00	49.20
28. Lady's finger, best quality	Kg.	59.47	60.00	59.00	57.50
29. Papaya (green)	Kg.	36.10	32.00	31.30	30.00
<b>VIII. Milk:</b>					
30. Milk (Milk vita packet)	Liter	75.38	70.00	70.10	72.00
31. Lactozen (full cream) (400gm)	Each	605.15	605.00	605.24	606.37

SL. No.	Unit	2020-21	October '21	November '21	December '21
<b>IX. Fuel &amp; lighting :</b>					
32. Firewood (gazari)	Quintal	489.46	498.22	498.87	498.87
33. Kerosene	Liter	81.46	76.47	82.51	83.44
34. Matches (40 sticks)	Box	2.00	2.00	2.00	2.00
<b>X. Clothing:</b>					
35. Long cloth (fine)	Meter	80.53	85.00	86.70	89.10
36. Long cloth (medium)	Meter	76.82	85.00	82.17	86.45
37. Saree (medium), white Tangail handloom: A451 80x80 count 5.5 yds.	Each	726.58	738.36	740.57	748.61
38. Lungi (medium.) 48" handloom 60X60	Each	799.50	805.65	807.19	807.88
39. Undershirt (genjee 100 c.m sleeveless)	Each	101.31	108.02	108.94	109.57
<b>XI. Housing &amp; Household Requisites:</b>					
40. Cement (local)	Bag of 50 Kg.	447.62	448.13	448.67	451.52
41. Aluminum (Degchi)	Gram	0.43	0.44	0.44	0.44
42. Bamboo (mul) about 30 feet long	Each	191.49	198.80	199.63	200.24
43. Enamel plate	Each	70.79	73.11	73.65	73.87
<b>XII. Miscellaneous:</b>					
44. Coconut oil (unscented, imported)	Kg.	280.20	284.40	284.89	284.95
45. Cigarettes (Star)	10 Sticks	80.23	80.67	80.74	80.77
46. White paper	Quire	27.36	28.55	28.83	28.90
47. Blade-Sword (stainless steel)	Each	3.01	3.03	3.06	3.05

Source: Bangladesh Bureau of Statistics (BBS)

# খুশকির বিড়ম্বনা? আর না

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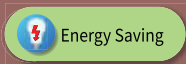
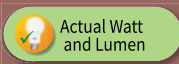
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# A BRIEF PROFILE OF BEF

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

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

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

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

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

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



**Bangladesh Employers' Federation**