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# Labour News - June 2016

## Contents

5-7

### Article :

6 ways successful teams are built to last



8-9

- US\$12.25 billion remittance received during July-April 2015-16
- Kuwait issued nearly 20,000 visas for Bangladeshis to work as domestic workers
- Another BSCIC estate in Rajshahi to create 5,000 jobs

Home  
News

International News

- Malaysia: four sectors allowed to hire foreign workers 10
- Pakistan: remittances rise to \$16 billion in ten months 10
- Kuwait: deportations of expat workers stepped up 10
- Philippines: remittances hit \$2.7 billion in March 2016 11
- Japan: reforming labor market 11
- EU: unemployment rate at 8.8% in March 12
- Binladin Group: 77,000 workers to be laid off 13
- Shell: another 2,200 jobs to be eliminated 13
- Microsoft: 1,850 jobs to be cut at struggling smartphone unit 13

- ILO: innovative website on labor issues launched
- Africa: no economic growth without structural transformation and decent jobs
- Côte d'ivoire: to step up cooperation with ILO in the fight against child labor
- ILO: calls on EU countries to boost and modernize social dialogue

ILO News 14-16

BEF Events

- BEF organized a training program on increasing productivity at work



## Contents

<b>18</b>	<b>Judgment</b>	
<b>Statistics :</b>		
Consumer price index : National		26
Consumer price index : Rural		27
Consumer price index : Urban		28
Wage rate index by sectors: Bangladesh		29
Prices of essentials		30

## 6 WAYS SUCCESSFUL TEAMS ARE BUILT TO LAST



By Glenn Llopis

Building companies requires the know-how to build long-lasting teams. This is why most managers never become leaders and why most leaders never reach the highest pinnacle of leadership success. It requires the ability to master the "art of people" and knowing how to maneuver hundreds (if not thousands) of people at the right place and at the right time. It means knowing how each person thinks and how to best utilize their competencies rightly at all times. It's playing a continuous chess match - knowing that every wrong move that is made can cost the company hundreds of thousands, if not millions of dollars (just ask BP and Enron).

As you evaluate the sustainability of the team(s) you lead and its real impact on the organization you serve, here are six ways successful teams are built to last:

### **Be Aware of How You Work**

As the leader of the team, you must be extremely aware of your leadership style and techniques. Are they as effective as you think? How well are

attempting to lead? Evaluate yourself and be critical about where you can improve, especially in areas that will benefit those whom you are leading.

Though you may be in-charge, how you work may not be appreciated by those who work for you. You may have good intentions, but make sure you hold yourself accountable to course-correct and modify your approach if necessary to assure that you're leading from a position of strength and respectability.

### **Get to Know the Rest of the Team**

Much like you need to hold yourself accountable for your actions to assure you maximize performance and results, you must make the time to get to know your team and encourage camaraderie. In my "emotional intelligence blog," I discuss the importance of caring, understanding the needs of your team and embracing differences and helping your colleagues experience their significance. In this case, gathering intelligence means learning what defines the strengths and capabilities of your team - the real assets that each member brings to the table, those they leave behind and those yet to be developed.

All great leaders know exactly what buttons to push and when to push them. They are experts at activating the talent

that surrounds them. They are equally as effective at matching unique areas of subject matter expertise and / or competencies to solve problems and seek new solutions.

Fully knowing your team means that you have invested the time to understand how they are wired to think and what is required to motivate them to excel beyond what is expected from them.

### **Clearly Define Roles & Responsibilities**

When you successfully complete step 2, you can then more effectively and clearly define the roles and responsibilities of those on your team. Now, don't assume this is an easy step; in fact, you'll often find that people's ideal roles lie outside their job descriptions.

Each of your team member's responsibilities must be interconnected and dependent upon one another. This is not unlike team sports, where some players are known as "system players" - meaning that, although they may not be the most talented person on the team, they know how to work best within the "system." This is why you must have a keen eye for talent that can evaluate people not only on their ability to play a particular role - but even more so on whether they fit the workplace culture (the system) and will be a team player.

For example, I once inherited an employee who wasn't very good at his

specific job. Instead of firing him, I took the time to get to know him and utilized his natural talents as a strategic facilitator who could keep all of the moving parts within the department in proper alignment and in lock-step communication. This person helped our team operate more efficiently and saved the company money by avoiding the bad decisions they previously made because of miscommunications. He was eventually promoted into a special projects manager role.

### **Be Proactive with Feedback**

Feedback is the key to assuring any team is staying on track, but more importantly that it is improving each day. Feedback should be proactive and constant. Many leaders are prone to wait until a problem occurs before they give feedback.

Feedback is simply the art of great communication. It should be something that is part of one's natural dialogue. Feedback can be both formal and informal. In fact, if it becomes too structured and stiff, it becomes difficult for the feedback to be authentic and impactful.

Remember that every team is different, with its own unique nuances and dynamics. Treat them as such. No cookie-cutter approach is allowed. Allow proactive feedback to serve as your team's

greatest enabler for continuous improvement.

### **Acknowledge and Reward**

With proactive feedback comes acknowledgement and reward. People love recognition, but are most appreciative of respect. Take the time to give your teammates the proper accolades they have earned and deserve. I have seen too many leaders take performance for granted because they don't believe that one should be rewarded for "doing their job."

At a time when people want to feel as if they are making a difference, be a thoughtful leader and reassure your team that you are paying attention to their efforts. Being genuine in your recognition and respect goes a long way towards building loyalty and trust. It organically ignites extra effort!

When people are acknowledged, their work brings them greater satisfaction and becomes more purposeful.

### **Always Celebrate Success**

At a time when uncertainty is being dealt with each day, you must take the time to celebrate success. This goes beyond acknowledgment - this is about taking a step-back and reflecting on what you have accomplished and what you have learned throughout the journey.

In today's fast-paced, rapidly changing world of work, people are not

taking enough time to understand why they were successful and how their success reverberated and positively impacted those around them. I have seen leaders fall into the trap of self-aggrandizement - because of what their teams accomplished — rather than celebrating the success stories that in many cases required tremendous effort, sacrifice and perseverance.

Celebration is a short-lived activity. Don't ignore it. Take the time to live in the moment and remember what allowed you to cross the finish line.

Leaders are only as successful as their teams and the great ones know that with the right team dynamics, decisions and diverse personalities, everyone wins in the end.

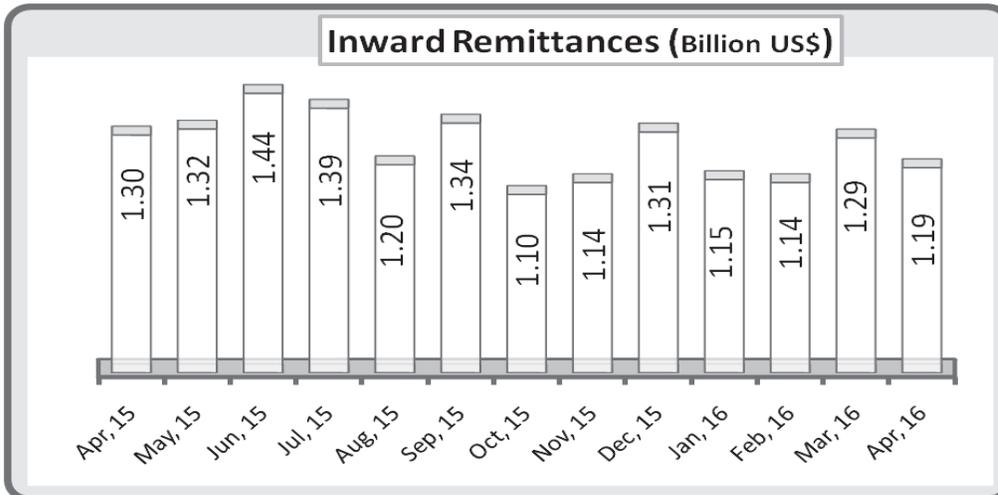
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Source: <http://www.forbes.com>

**US\$12.25 BILLION REMITTANCE RECEIVED DURING JULY-APRIL 2015-16**

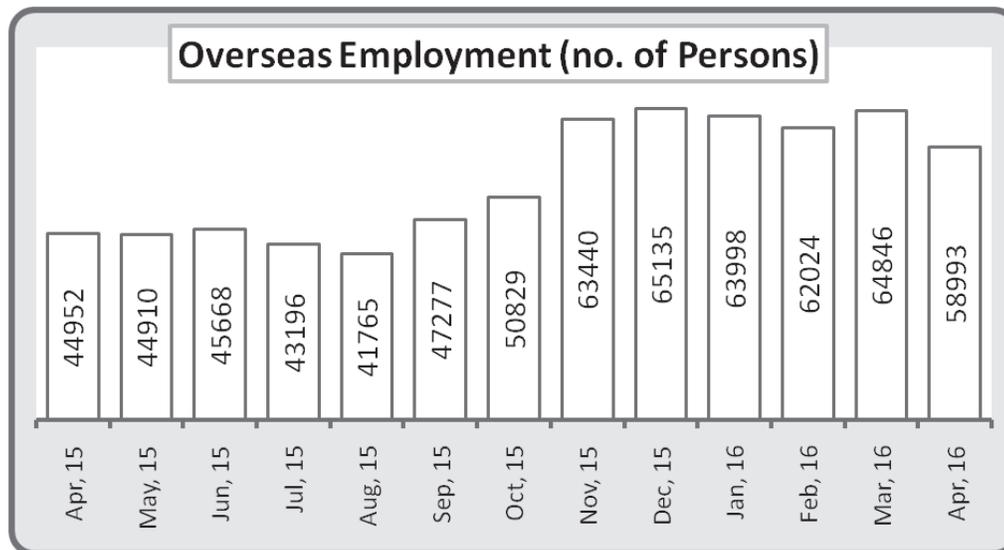
The inward remittances received from Bangladeshi nationals working abroad reached US\$12.25 billion during July-April 2015-16, according to Bangladesh Bank. The remittance fell by \$0.31 billion or 2.47 percent from \$12.56 billion received during July-April 2014-15. During July-April 2015-16, \$2466.15 million remittance were received from Saudi Arabia, \$2213.77 million from the

United Arab Emirates, \$2038.89 million from U.S.A., \$1091.74 million from Malaysia, \$846.18 million from Kuwait, \$740.73 million from Oman, \$686.82 million from U.K., \$413.25 million from Bahrain, \$338.03 million from Qatar, \$315.50 million from Singapore, \$271.69 million from Italy and \$828.08 million from other countries.



Source: Bangladesh Bank

Meanwhile, a total of 561503 Bangladeshis got foreign jobs during July-April 2015-16 compared to 371251 during July-April 2014-15, showing a rise of 190252 employees or 51.25 percent, according to the Bureau of Manpower Employment and Training (BMET). During July-April 2015-16, a total of 124701 documented workers went to Oman, 102194 to Qatar, 74740 to Saudi Arabia, 44715 to Malaysia, 41774 to Singapore, 23643 to Bahrain, 17208 to Jordan, 13134 to Kuwait, 12322 to Lebanon, 11001 to United Arab Emirates, 3959 to Brunei, 3511 to Mauritius, 1591 to South Korea, 137 to Libya and 86873 to other countries.



Source: BMET

#### **KUWAIT ISSUED NEARLY 20,000 VISAS FOR BANGLADESHIS TO WORK AS DOMESTIC WORKERS**

Nearly 20,000 work permits have been issued for Bangladeshis to work as domestic workers for Kuwaiti families following the announcement made by Kuwaiti Ministry of Interior to allow recruitment of Bangladeshi nationals, reports Al-Shahed daily. The General Department for Residency Affairs earlier issued a decision to grant authorization to the directors of immigration departments in the six governorates to issue work permits for Bangladeshi domestic laborers.

#### **ANOTHER BSCIC ESTATE IN RAJSHAHI TO CREATE 5,000 JOBS**

Bangladesh Small and Cottage Industries Corporation (BSCIC) recently

launched a fresh project to set up a new estate in Rajshahi which would generate job opportunities for nearly 5,000 people. The new project would have 296 industrial plots on 50 acres of land to pave the way for involvement of small and medium enterprises (SMEs) in the region. The project scheduled to be implemented by June 2018 would have three types of industrial plots. The number of A-type industrial unit is 83 having 6,000 square feet each while the number of B-type is 89 with 4,500 square feet each and the remaining plots will be S-type with the size of 3,500-4,000 square feet.

**MALAYSIA FOUR SECTORS ALLOWED TO HIRE FOREIGN WORKERS**

The Malaysian Cabinet is lifting the freeze on hiring foreign workers for four sectors, says the country's Transport Minister. The decision was made in light of appeals from the manufacturing, construction, plantation and furniture-making industries, which are facing a major shortage of workers. However, the minister said that the Cabinet was already looking to improve the system for hiring foreign workers, after which they would gradually lift the hiring freeze for other sectors too. A survey by the Federation of Malaysian Manufacturers showed that 84% of manufacturers were facing a labor shortage, with half of them claiming that they had not been able to fulfill existing orders. The survey showed 146 companies required 13,270 new workers this year to meet their business needs and replace unfit or returning workers.

**PAKISTAN REMITTANCES RISE TO \$16 BILLION IN TEN MONTHS**

Overseas Pakistanis remitted US\$16.03 billion in the first ten months (July'15 to April'16) of FY16, showing a growth of 5.25% compared with US\$15.24 billion received during the same period in the preceding year, according to the State Bank of Pakistan (SBP).

During April 2016, the inflow of remittances amounted to \$1656.85 million, which is 1.02% higher than that of April 2015. The country-wise details for the month of April 2016 show that inflows from Saudi Arabia, UAE, USA, UK, GCC countries (including Bahrain, Kuwait, Qatar and Oman) and EU countries amounted to \$488.78 million, \$345.99 million, \$189.84 million, \$221.88 million, \$199.53 million and \$39.85 million respectively compared with the inflow of \$519.65 million, \$398.41 million, \$ 214.45 million, \$186.96 million, \$193.13 million and \$27 million respectively in April 2015.

Remittances received from Norway, Switzerland, Australia, Canada, Japan and other countries during April 2016 amounted to \$170.98 million together as against \$100.49 million received in April 2015.

**KUWAIT DEPORTATIONS OF EXPAT WORKERS STEPPED UP**

Kuwait has stepped up deportations of expatriate workers this year, Al-Anba newspaper reported, with most expelled for overstaying their residency permits but others sent home for traffic offences. In the first four months of the year, 14,400 expats, were deported compared with 26,600 in the whole of 2015, the news paper said. Expatriates make up some 70 percent of Kuwait's 4.3 million

population, greatly outnumbering its 1.3 million citizens. In April 2013, the then Kuwaiti labor minister announced plans to deport around 100,000 expatriates each year for the next decade to reduce the number of foreigners living in the emirate. Meanwhile, the Kuwaiti government made a string of traffic offences punishable by deportation, including skipping red lights and driving without a licence, a document difficult for many expats to obtain.

#### **PHILIPPINES REMITTANCES HIT \$2.7 BILLION IN MARCH 2016**

Personal remittances by overseas Filipino workers (OFWs) reached \$2.7 billion in March 2016, 1.4% higher than in March 2015, according to Bangko Sentral ng Pilipinas (BSP). The March result means that despite worries about a slump at the onset of 2016, OFW remittances still hit \$7.2 billion in the first quarter of 2016, higher by 4.3% compared to the first quarter of last year, the BSP said.

It noted that land-based OFWs with work contracts of one year or more contributed \$5.6 billion, while sea-based workers and land-based workers with short-term contracts (excluding their expenditures abroad) chipped in \$1.6 billion.

Meanwhile, March cash remittances from OFWs channeled through banks

amounted to \$2.4 billion, a growth of 1.5% year-on-year. On a cumulative basis, cash remittances for the first quarter rose to \$6.6 billion, 4.4% higher than the level recorded in the comparable period in 2015. Cash remittances from both land-based (\$5.1 billion) and sea-based workers (\$1.4 billion) grew by 5.3% and 1.5% year-on-year, respectively.

#### **JAPAN REFORMING LABOR MARKET**

Japan's labor market situation is improving. The unemployment rate of 3.1 per cent in October 2015 was the lowest for 20 years. And, although improvement has been slow, wage growth has been accelerating.

However, Japan's labor market still faces several serious issues. The country is suffering from labor shortages. Japan's working-age population peaked in the mid-1990s and has been declining since then. According to government projections the labor force is expected to shrink to 44 million by 2060, which is about half of its highest level. This will obviously have a negative impact on potential growth in the long term. In the short term, mismatches across occupation and employment-type (that is, full-time versus part-time positions) will cause labor shortages.

The labor market duality between regular and non-regular workers has also deepened. In the past 30 years the number

of so-called 'non-regular workers' — that is, temporary, part-time and contract workers — has increased from 15 per cent of the labor force in 1984 to 37 per cent in 2015. These workers are usually paid less, have a much lower level of job security and receive significantly less social insurance than regular workers.

Non-regular employment does provide flexibility and cost reductions for firms. But an excessive imbalance in the labor market reduces productivity incentives and training opportunities. Japan's economic slowdown, demographic changes, the strict employment protection of regular workers and the low labor costs of non-regular workers have all contributed to this imbalance.

Wages are also trending down. Although wages recently experienced some positive growth, average nominal wages have dropped nearly 15 per cent since 1997. Japan is the only advanced country where wages are downward flexible, meaning that wages can drop in response to falling demand for labor.

Structural factors are responsible for this decline in wages. The rising share of lower-waged non-regular workers has reduced average wages. Japan's wage system, in which base wages are rigid but firms are able to reduce bonus and overtime payments based on employees' short-term performance, is another factor. So is the decline in workers' bargaining

power. Population ageing further reduces average wages because retirees are often re-hired as part-time workers at a lower wage rate.

These labor market problems are not cyclical but a result of Japan's dysfunctional employment system. Life-long employment, seniority-based wages, internal training and promotion, and enterprise unionism — in which trade unions exist within firms rather than across industries — lies behind these structural problems.

When Japan's economy was growing rapidly in the 1960s and 1970s, and had a large youth population, this system worked well and helped lower unemployment. But in the face of Japan's prolonged economic stagnation and ageing population this structure has become part of the problem.

#### **EU UNEMPLOYMENT RATE AT 8.8% IN MARCH**

Eurostat, the statistical office of European Union (EU) estimates that 21.419 million men and women in the EU were unemployed in March 2016. The EU unemployment rate was 8.8% in March 2016, down from 9.7% in March 2015.

Among the Member States, the lowest unemployment rates in March were recorded in Czech Republic (4.1%) and Germany (4.2 %). The highest rates were observed in Greece (24.4%) and Spain (20.4 %).

Compared with a year ago, the unemployment rate in March fell in twenty-five Member States, and increased in Austria, Latvia and Finland. The largest decreases were registered in Cyprus, Bulgaria and Spain.

In March 2016, 4.287 million young people (under 25) were unemployed in the EU with unemployment rate of 19.1%. The lowest youth unemployment rates were observed in Germany (6.9%), Czech Republic and Malta (9.8%), and the highest in Greece (51.9 % in January 2016), Spain (45.5%), Croatia (39.0% in the fourth quarter 2016) and Italy (36.7%).

#### **BINLADIN GROUP 77,000 WORKERS TO BE LAID OFF**

The Saudi Binladin Group, one of Saudi Arabia's most powerful firms, has laid off 77,000 foreign workers, a Saudi daily reported, citing an anonymous company official. The report in the Al-Watan newspaper is the latest alleging tens of thousands of layoffs, unpaid salaries and unrest by employees of the firm which built some of the Gulf country's landmarks. Saudi Binladin Group was sanctioned by the government after a deadly crane accident in Mecca last September.

#### **SHELL ANOTHER 2,200 JOBS TO BE ELIMINATED**

Royal Dutch Shell is to cut at least another 2,200 jobs, with around 475 of

those coming from its UK and Ireland oil and gas production business. Most of the 475 UK job losses will be from Shell's headquarters in Aberdeen. Some posts offshore and at the energy company's plant at Mossmorran in Fife will also be affected. The cuts are mainly due to Shell's takeover of oil and gas exploration firm BG Group and prolonged low oil prices, it said. Shell has announced more than 10,000 job losses over the past two years.

#### **MICROSOFT 1,850 JOBS TO BE CUT AT STRUGGLING SMARTPHONE UNIT**

Microsoft Corp announced more big cuts to its smartphone business, just two years after it bought handset maker Nokia in an ill-fated attempt to take on market leaders Apple Inc and Samsung Electronics Co Ltd. Microsoft said it would shed up to 1,850 jobs, most of them in Finland, and write down \$950 million from the business. It did not say how many employees currently work on smartphones in the group as a whole.



## International Labour Organization

### **ILO: INNOVATIVE WEBSITE ON LABOR ISSUES LAUNCHED**

The ILO has launched a new "InfoStories" website, providing an innovative and in-depth look at key issues in the world of work. InfoStories is an adaptation of an iPad app launched in 2014, which was the first of its kind for the ILO. The new website allows users to delve into a broad range of multimedia content on particular themes, such as child and forced labour and discrimination in the workplace.

In InfoStories, readers can navigate through videos, data visualizations, illustrations and other interactive elements that present complex concepts and the results from ILO research in clear, jargon-free language.

Charlotte Beauchamp, former head of the Publishing unit in the ILO and originator of the project, recalls that the objective was to adopt a digital-only and highly visual approach to ILO issues: "Rather than taking a traditional journalistic angle, we decided on an infographic approach - editing down quite complex information and retelling it with more images than words - and to make a product that would be purely digital."

With its visual and innovative approach, InfoStories makes an ideal tool for presentations and classes on labor-related themes. For researchers, it also offers the raw data used in each chart for download.

The InfoStories website has been developed over the course of eight months by British digital agency Syndicut in collaboration with the ILO. The InfoStories app is available for free on the App Store. It has already been downloaded in over 30 countries and was presented at the Frankfurt Book Fair and at Oxford International Centre for Publishing Studies at Oxford Brookes University. It currently offers all five issues published online.

Readers can sign up on [ilo.org/infostories](http://ilo.org/infostories) to get a notification via e-mail once new stories are published.

### **AFRICA NO ECONOMIC GROWTH WITHOUT STRUCTURAL TRANSFORMATION AND DECENT JOBS**

For economic transformation, sustained growth and decent employment to occur, African governments, in partnership with the private sectors and workers' representatives, need to address one of the key challenges of our time – creating decent jobs for Africa's youthful population, stated ILO Regional Director for Africa at the first African employers' summit in Naivasha, Kenya.

The ILO Head for Africa urged decision-makers to address key binding constraints, including bridging the infrastructure gap; deepening regional integration; building a capable workforce while expanding employment opportunities and embrace digital technology.

Africa's trajectory over the last decade has opened up new and large opportunities for transformational growth and development but "the high commodity demand that has underpinned recent growth trends is not invulnerable - the slowdown or re-orientation we now observe in the Chinese economy or the protracted decline in oil prices are having an adverse impact on a number of African commodity exporters. And a failure to build a strong economic development base that gives opportunity to young, urbanizing populations could generate instability that could reverse the current gains", ILO Regional Director for Africa said.

### **CÔTE D'IVOIRE TO STEP UP COOPERATION WITH ILO IN THE FIGHT AGAINST CHILD LABOR**

The International Labour Organization (ILO) and Côte d'Ivoire have decided to work even more closely together to fight child labor, especially in its worst forms. They reasserted their joint commitment at the end of the recent visit to ILO headquarters by the First

Lady of Côte d'Ivoire, during which she met with the ILO Director-General.

The First Lady is also the President of the National Committee to Oversee Action in the Fight against Child Trafficking, Exploitation and Labour (CNS). She was accompanied by Côte d'Ivoire's Minister for Employment and Social Protection.

The ILO will provide technical assistance to the authorities in Côte d'Ivoire, in particular for the process of reviewing the list of dangerous jobs for which children under the age of 18 cannot be employed, which has already started, and for the process of drawing up the list of light jobs for which children between the ages of 13 and 15 may be employed, as set out in ILO Convention No. 138 and the Resolution concerning statistics of child labour adopted by the 18th International Conference of Labour Statisticians in 2008.

Both parties also underscored the need to collect reliable statistics on the forms of child labor to be abolished, through the National Statistics Institute. The statistics are needed to draw up the policies and programs required to fight child labor effectively and to monitor progress towards implementation of target 8.7 of the Sustainable Development Goals.

Cote d'Ivoire also wishes to obtain ILO support for further surveys of child labor in the country. Lastly, ILO will

provide support to train labor inspectors to monitor the application of the lists of dangerous work and light work.

### **ILO CALLS ON EU COUNTRIES TO BOOST AND MODERNIZE SOCIAL DIALOGUE**

Social dialogue between government, employers and workers is a powerful tool to address persistent labour market imbalances and sustain economic and jobs recovery in the European Union, ILO Deputy Director-General Deborah Greenfield told a high-level meeting of governments, the social partners and international experts.

Addressing the Tripartite Knowledge Sharing Conference on "Post-crisis social dialogue: Good practices in the EU 28", Greenfield shared the first findings of a forthcoming ILO report funded by the European Union.

The report clearly shows that social dialogue suffered during the crisis in half of the countries covered by the study. However, from 2013 onwards when the crisis eased, social dialogue recovered but not in all countries.

Trends in the countries observed also highlight the mounting pressure for labor market reform which often weakened social protection policies. The latter often act as an important buffer in favour of those who live in poverty or on the brink of it.

"We need to reject any claim that the

'new normal' is one that has no room for social dialogue," she warned; reminding the audience that social dialogue lies not only at the heart of the ILO mandate but also of the European social model.

Greenfield also highlighted that - based on the early findings of the report - countries where social dialogue has proven more resilient had done better in weathering the crisis.

"Governments and representatives from employers and workers have a responsibility to reinvigorate existing social dialogue institutions. Nothing short of a serious commitment and sustainable collaborative efforts will rebuild those institutions and find new ways of working together," she said.

Finally, the ILO senior official insisted that social dialogue institutions could also help develop creative policy proposals for a sustainable economic and jobs recovery.

The outcome of the discussions at the Paris conference will be included into the final version of the ILO report.

## *BEF Events*

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Bangladesh Employers' Federation (BEF) organized a training program on increasing productivity at work during 30-31 May 2016. The overall objectives of this training program were to promote productivity and quality, sharing knowledge and experience among the participants. A pool of resource persons from National Productivity Organization (NPO), Ministry of Industry conducted the training session. A total of 44 participants attended the program.



A view of participants at the training program held during 30-31 May 2016

## Judgment



(Writ Petition No. 10746 of 2013)

Moyeenul Islam Chowdhury J

Md Ashraful Kamal J

Gazi AKM Fazlul Haque and others .....Petitioner

vs

Privatization Commission represented by its Chairman, Prime Minister's Office, and  
others ..... Respondents

### Judgment

(From the previous issue)

November 20th, 2014.



9. In the Supplementary Affidavit dated 29-10-2014 filed by the petitioners, it has been stated that at the moment, there are 2(two) vacant posts of Director in the Privatization Commission. One vacancy arose when Syed Jaglul Pasha

was withdrawn from the Commission on 10-2-2014. Against that vacancy on the same day, one Dr. Syed Nesar Ahmed Romy was appointed on deputation and that appointment was stayed by the High Court Division. Another vacancy in the post of Director of the Commission arose when Mr Md Mizanur Rahman went on Post Retirement Leave (PRL) on 25-8-2014 vide Memo dated 13-8-2014.

10. At the outset, Mr ABM Siddiquir Rahman Khan, learned Advocate appearing on behalf of the petitioners, submits that the Bangladesh Civil Service Recruitment Rules, 1981 are not clearly applicable in the case of the petitioners and the recruitment, promotion and deputation of the officers and employees of the Privatization Commission are regulated by the Service Regulations of 2002 which have been framed pursuant to sections 15 and 26(1) of the Privatization Act, 2000.

11. Mr ABM Siddiquir Rahman Khan also submits that as per Regulation 3 of the Service Regulations of 2002, the permanent vacant posts of the Commission shall be filled up, subject to certain restrictions, through direct recruitment, promotion and deputation and as per Regulation 6 and the schedule of the Service Regulations of 2002, it is crystal clear that a Deputy Director having completed 5 (five) years of satisfactory service is eligible for promotion to the post of Director of the Commission and if no competent/ suitable/ qualified Deputy Director is available for promotion to the post of Director of the Commission, only in that case, the post of Director of the Commission may be filled up by a Joint Secretary or an officer working in any Autonomous Body or Semi-Government Organization or Body enjoying the scale of a Joint Secretary of the Government of Bangladesh by deputation and as the

petitioners are all competent for promotion to the posts of Director having unblemished service records for over 15(fifteen) years, the question of filling up of the posts of Director of the Commission by way of deputation is out of the question and in this perspective, the authority ought to have promoted the petitioners to the posts of Director of the Commission along with Mr Md Mizanur Rahman and by not so doing, the authority violated the provisions of Regulation 6 and the relevant provisions of the schedule of the Service Regulations of 2002 causing grave prejudice to them.

12. Mr ABM Siddiquir Rahman Khan next submits that as per the schedule of the Service Regulations of 2002, there are 4(four) posts of Director of the Commission and one post of Legal Advisor, but in practice, the post of Legal Advisor is being treated as Director (Law) which is evident from the designation of Mr Md Mizanur Rahman, Director (Law) who was admittedly promoted to the post of Director of the Commission on 2-1-2013 from the post of one of the Deputy Directors of the Commission and the plea of non-existence of any vacancy in the post of any Director of the Commission stands belied by the promotion of Mr Md Mizanur Rahman to the post of Director of the Commission on 2-1-2013 when admittedly there was no vacancy in that post and after joining the Commission as Director, admittedly after a lapse of 6(six) months or so, one of the deputed

Directors, namely, Mr Paresh Chandra Roy was withdrawn from the Commission and in such a posture of things, it can not be agitated at all that the non-existence of any vacancy in the post of Director of the Commission is an impediment in the way of promotion of any one of the petitioners to the post of Director of the Commission.

13. Mr ABM Siddiquir Rahman Khan further submits that at present, there are 2(two) vacant posts of Director in the Privatization Commission and one vacancy occurred when one Director Syed Jaglul,Pasha was withdrawn from the Commission on 10-2-2014 and though against that vacancy, one Dr Syed Nesar Ahmed Rummy was appointed by deputation; yet that appointment was admittedly stayed by the High Court Division and another vacancy in the post of Director of the Commission arose when Mr Md Mizanur Rahman went on PRL on 25-8-2014 and as there are 2(two) clear vacancies in the Directorship of the Commission at this point of time, the respondents may be directed to fill up those vacancies in accordance with the provisions of Regulation 6 read with the schedule of the Service Regulations of 2002 so that the petitioners will get fair play and their Jong sufferings will come to an end.

14. Per contra, Mr Md Motahar Hossain (Sazu), learned Advocate appearing on behalf of the respondent

Nos. 1 and 6. submits that promotion is not a matter of right and it has to be earned by the meritorious service of the officer or the employee concerned and seniority *ipso facto* is not sufficient for considering the petitioners for promotion to the post of Director of the Commission and excepting the petitioner No. 1 the other petitioner along with Md Mizanur Rahman were considered for promotion by the DPC and the DPC. having been satisfied with the seniority and satisfactor service record of Mr Md Mizanur Rahman recommended him for promotion to the post of Director of the Commission and accordingly he was promoted thereto and indisputably, Mr Md Mizanur Rahman was the senior most Deputy Director of the Commission at the time of Consideration of his case for promotion to the next Higher post, that is to say, to the post of Director of the Commission and given this scenario, it cannot be said by any stretch of imagination that the deputy Directors were not considered for promotion at all.

15. Mr. Md Motahar Hossain (Sazu) further submits that the Bangladesh Civil Service Recruitment Rules, 1981 are the general rules for appointment, promotion etc of the persons in the service of the Republic and as the Service Regulations of 2002 run counter to the provisions of the Bangladesh Civil Service Recruitment Rules, 1981, necessary amendments to the Service Regulations of are in progress.

16. Mr Md Motahar Hossain (Sazu) next submits that the Service Regulations of 2002 contemplate a minimum of 5(five) years service for a Deputy Director for promotion to the post of Director of the Commission; but the total length of service of a Deputy Director for promotion has not been specified in the Service Regulations of 2002 and at the time of promotion of the Deputy Director Mr Md Mizanur Rahman to the post of Director of the Commission, his total length of service was taken into account together with his unblemished service record and having been satisfied, the DPC recommended him for promotion to the post of Director and accordingly he was promoted as one of the Directors of the Commission.

17. Mr Md Motahar Hossain (Sazu) also submits that the petitioners did not specifically challenge the appointment of any Director of the Commission by way of deputation and as Mr ABM Siddiqur Rahman Khan is very vocal against the deputation orders of the Directors of the Commission, he ought to have challenged the same in specific terms, but since he did not do so and no Rule was issued in that regard, this Court will not go into the question of legality or other wise of those deputation orders and this being the landscape the Rule is necessarily incompetent and, as such, the Rule is liable to be discharged on this count alone.

18. We have heard the submissions of the learned Advocate Mr ABM Siddiqur Rahman Khan and the counter-submissions of the learned Advocate Mr Md Motahar Hossain (Sazu) and perused the writ petition, Affidavit-in-Opposition, Supplementary Affidavit-in-Opposition, Affidavits-in-Reply and Supplementary Affidavit and relevant Annexures annexed thereto.

19. There are two components of the Rule-issuing order, that is to say, (1) the respondents were called upon to show cause as to why they should not be directed to consider the promotion of the petitioners as per the Service Regulations of 2002 and (2) why the filling up of the posts of Director of the Commission by deputation despite the availability of the eligible/qualified Deputy Directors of the Commission in violation of the Service Regulations of 2002 should not be declared to be without lawful authority and of no legal effect.

20. It is a settled proposition of law that the writ Court cannot direct the authority to promote the petitioners to the posts of Director of the Commission; but they have the right to be considered for promotion in accordance with Regulation 6 and the schedule of the Service Regulations of 2002. There is no gains lying in the fact that barring the petitioner No. 1, the other petitioners along with Mr Md Mizanur Rahman were considered for

promotion and the DPC recommended Mr Md Mizanur Rahman, the senior most Deputy Director, for promotion and accordingly he was promoted to the post of Director of the Commission. Such being the state of affairs, it cannot be said that apart from the petitioner No. 1, the other 2(two) petitioners were not considered for promotion by the DPC. Presumably, the case of the petitioner No. 1 was left out by the DPC in that he was the junior most Deputy Director of the Commission at the relevant time. The learned Advocate Mr Md Motahar Hossain (Sazu), it appears, has rightly submitted that the petitioners did not challenge any specific deputation order in this writ petition. But nonetheless, all the petitioners have the right to be considered for promotion in accordance with the Service Regulations of 2002.

21. The second component of the Rule- issuing order relates to filling up of the posts of Director of the Commission by deputation despite the availability of the competent Deputy Directors of the Commission in violation of the Service Regulation of 2002. From the materials on record, it is manifestly clear that in the past excepting Mr Md Mizanur Rahman, all the posts of Director of the Privatization Commission were filled up by deputationists. Now a pertinent question arises: is the filling up of the posts of Director by the deputationists

permissible in view of Regulation 6 and the schedule of the Service Regulations of 2002? As we see it, the fate of the Rule Nisi hinges upon the answer to this question.

22. Anyway, for proper appreciation of the matter, Regulation 6 of the Service Regulations of 2002 is quoted below verbatim:

“৬। পদোন্নতির মাধ্যমে নিয়োগ।-(১) এই প্রবিধানমালার অন্যান্য বিধান ও তফসিল সাপেক্ষে কোন কর্মচারীকে পরবর্তী পদোন্নতির জন্য বিবেচনা করা হইবে।

(২) কেবলমাত্র জ্যেষ্ঠতার কারণে কোন ব্যক্তি অধিকার হিসাবে তাহার পদোন্নতি দাবী করিতে পারিবে না।

(৩) জ্যেষ্ঠতা তথা মেধার ভিত্তিতে পদোন্নতির মাধ্যমে নিয়োগ করা হইবে, তবে চাকুরীর বৃত্তান্ত সন্তোষজনক না হইলে কোন ব্যক্তিকে পদোন্নতির জন্য বাছাই কমিটি সুপারিশ করিবে না।”

23. From a combined reading of Regulation 6 and the relevant portion of the schedule of Service Regulations of 2002, we find that only seniority is not the sole yardstick for promotion of any officer of the Commission to the next higher post. Along with his seniority, merit of the officer shall be taken into consideration for promotion to the next higher post by the Selection Committee/ DPC. In case of promotion of a Deputy Director to the post of Director of the Commission, he must have completed a minimum of 5(five) years service and his

service record must be satisfactory and free from any blemish or stain. If no Deputy Director having the requisite service length and satisfactory service record is available for promotion, only in that event the post of Director of the Commission may be filled up by deputation.

24. What we are driving at boils down to this: in the matter of promotion to the posts of Director, the Deputy Directors shall have the first priority if they are found to be incompetent or unqualified, only in that case, the authority is empowered to fill up the posts of Director by deputation. From the whole gamut of the facts and circumstances of the case and the materials on record, it is palpably clear that the authority filled up the posts of Directors of the Commission in the past without caring for the relevant provisions of law. This is the long-standing practice of the Privatization Commission. The only recent exception is the case of promotion of the Deputy Director Mr Md Mizanur Rahman to the post of Director of the Commission. Against this backdrop, it seems to us that this single instance of promotion of one of the Deputy Directors to the post of Director of the Commission is a face-saving device. However, we feel constrained to hold the the authority failed to properly regulate Regulations of 2002 in the matter of promotion of the Deputy Directors to the posts of Director of the Commission.

In this respect, the respondents ought to be circumspect and careful in the future.

25. As to the contention of the learned Advocate Mr Md Motahar Hossain (Sazu) that the Bangladesh Civil Service Recruitment Rules, 1981 are contradictory to the Service Regulations of 2002 in the matter of promotion of the Deputy Directors of the Commission, suffice it to say that he cannot make such a contention when admittedly the recruitment and promotion of the officers and employees of the Commission are regulated by the Service Regulations of 2002. It will not be out of place to mention that the Privatization Commission is a statutory body. As a statutory body under the Privatization Act of 2000, the Service Regulations of 2002 have been framed with a view to regulating the recruitment, promotion etc of the officers and employees of the Commission. In this context, it may be pointed out that the authority may take necessary steps for amendment of the Service Regulations of 2002 in line with the Bangladesh Civil Service Recruitment Rules of 1981, if it is so advised. Unless and until any such amendment is made, the contention of the learned Advocate Mr Md Motahar Hossain (Sazu) in this regard is fully and wholly irrelevant.

26. It transpires that on the plea of non- existence of any vacancy in the post of Director of the Commission, the petitioners were not considered for

promotion in the past. But at a subsequent stage, Mr Md Mizanur Rahman along with the petitioner Nos. 2 and 3 were considered for promotion by the DPC. As per the recommendation of the DPC, it is undisputed, the senior most Deputy Director Mr Md Mizanur Rahman was promoted to the post of Director on 2-1-2013 and he joined the Commission as Director when there was no clear vacancy in the Directorship of the Commission. Afterwards the respondent No. 2 requested the respondent No. 5 to withdraw one of the deputed Directors of the Commission, namely, Mr Paresh Chandra Roy and in accordance with the request, the respondent No. 5 withdrew Mr Paresh Chandra Roy from the Commission on 2-6-2013 and on 23-6-2013 Mr Md. Mizanur Rahman was put in charge of the office of Director (Law) of the Commission.

27. In this connection, we feel tempted to say that unless and until there is any clear vacancy in the Directorship of the Commission, no attempt should be made to appoint anybody thereto either by way of promotion or by way of deputation. Be that as it may, since it is admitted that Mr Md Mizanur Rahman, the senior most Deputy Director, was appointed as Director on promotion when there was no vacancy in the Directorship of the Commission, it does not lie in the mouth of Mr Md Motahar Hossain (Sazu)

to say that if there is no vacancy in the Directorship of the Commission, the question of promotion of the petitioners to the posts of Director of the Commission does not arise at all. In a word, he cannot blow hot and cold in the same breath. What we are trying to emphasize is this: the Privatization Commission admittedly made a departure or deviation from Regulation 3 of the Service Regulations of 2002 in the matter of promotion of Mr Md Mizanur Rahman when there was no clear vacancy in the Directorship of the Commission. This conduct of the respondents is reprehensible and cannot be countenanced at all.

28. At present, there are 2 (two) clear vacancies in the Directorship of the Commission as evidenced by Annexures-Z-1 to the supplementary affidavit dated 29-10-2014. That being so, those 2 (two) vacancies are to be filled up in accordance with Regulation 6 read with the schedule of the Service Regulations of 2002. From legal standpoint, the petitioners being Deputy Directors must be considered first for promotion to the vacant posts of Director of the Commission, having regard to their length of service and satisfactory service records and if they are not found to be eligible for promotion for some reason or other to be recorded in black and white, only then those vacant posts can be filled up by

deputationists. The question of filling up of the posts by deputationists will not come first as has been the longstanding practice in the Commission as we find from the various Annexures on record. Precisely speaking, the question of filling up of the vacant posts of Director of the Commission by way of deputation will arise only when the petitioners are considered for promotion and the Selection Committee/DPC does not recommend them for promotion for any justifiable cause. That is the bottom line.

From the foregoing discussions and in view of the facts and circumstances of the case, the Rule is disposed of with the above observations made in the body of the judgment without any order as to costs.

Ed.

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Source: The Dhaka Law Reports ( January, 2016)

**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
2010-11	156.59	170.48	138.77	140.09	132.33	158.13	144.55	127.44	139.52	148.68
2011-12	170.19	183.65	152.94	160.79	143.36	175.58	152.63	148.58	144.48	164.57
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
July, 15	212.65	227.78	193.26	223.43	173.74	221.85	193.61	190.80	169.80	209.62
Aug, 15	215.03	231.91	193.39	223.21	174.06	222.31	193.78	191.19	169.90	208.82
Sept, 15	218.21	235.85	195.59	231.68	175.28	223.02	194.13	193.62	169.97	209.20
Oct, 15	219.62	237.44	196.77	231.53	175.45	223.94	194.36	200.08	170.22	210.86
Nov, 15	219.38	236.61	197.27	231.99	175.84	225.03	194.40	201.28	170.48	211.01
Dec, 15	220.45	236.57	199.78	235.93	177.80	229.04	197.29	205.19	170.63	211.16
Jan, 16	222.87	236.42	205.50	237.18	190.58	230.67	205.18	206.22	171.73	212.79
Feb, 16	222.58	235.81	205.61	237.23	190.59	230.81	205.46	206.31	171.78	213.34
Mar. 16	223.25	236.99	205.64	237.25	190.60	230.86	205.48	206.34	171.81	213.40

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
2010-11	159.41	170.81	141.28	143.51	134.08	155.22	147.33	125.37	151.11	150.17
2011-12	173.26	183.62	156.77	164.55	146.37	169.35	156.87	150.60	158.26	168.84
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
July, 15	213.75	224.32	196.93	230.24	173.07	215.90	202.75	179.72	186.15	219.47
Aug, 15	216.15	228.17	197.02	229.94	173.54	216.41	202.80	180.13	186.20	218.07
Sept, 15	219.31	231.79	199.44	240.91	173.90	217.33	203.20	181.71	186.25	218.14
Oct, 15	220.53	233.19	200.39	240.82	173.91	218.52	203.52	187.27	186.30	219.41
Nov, 15	220.01	232.04	200.87	241.30	174.42	219.72	203.53	187.40	186.77	219.64
Dec, 15	220.87	232.02	203.13	245.12	175.63	223.52	206.32	191.17	187.03	219.79
Jan, 16	222.75	231.86	208.26	246.47	185.06	225.62	218.07	192.65	189.09	222.65
Feb, 16	222.32	231.06	208.42	246.22	185.08	225.85	218.41	192.71	189.14	223.48
Mar, 16	222.98	232.12	208.44	246.53	185.09	225.88	218.42	192.72	189.77	223.53

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
2010-11	151.36	169.68	135.43	133.58	130.30	163.26	139.80	129.72	127.01	146.83
2011-12	164.52	183.71	147.84	153.65	139.88	186.54	145.37	146.34	129.61	159.31
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
July, 15	210.63	236.22	188.38	210.50	174.53	232.32	177.96	203.00	152.17	197.47
Aug, 15	212.96	241.03	188.55	210.44	174.67	232.70	178.33	203.31	152.31	197.39
Sept, 15	216.17	245.74	190.44	214.15	176.87	233.04	178.60	206.74	152.40	198.15
Oct, 15	217.93	247.82	191.93	213.90	177.24	233.48	178.68	214.19	152.86	200.30
Nov, 15	218.21	247.76	192.51	214.31	177.47	234.36	178.77	216.57	152.89	200.36
Dec, 15	219.67	247.67	195.31	218.48	180.32	238.74	181.85	220.63	152.93	200.50
Jan, 16	223.09	247.55	201.81	219.54	196.96	239.55	183.12	221.17	153.01	200.62
Feb, 16	223.06	247.41	201.87	219.59	196.97	293.53	183.30	221.29	153.05	200.81
Mar,16	223.75	248.85	201.91	219.63	196.99	239.62	183.34	221.35	153.07	200.88

Source: Bangladesh Bureau of Statistics

**WAGE RATE INDEX BY SECTORS: BANGLADESH**

(Base:2010-11-100)

Sector	2012-13	2013-14	2014-15	Jan'16	Feb'16	March'16
<b>General</b>	112.62	118.82	124.69	133.49	134.19	134.61
percentage change (Point to Point)	6.01	5.50	4.94	6.03	5.95	5.93
percentage change (over previous month)				0.69	0.52	0.31
1. i) Agriculture	112.08	118.44	124.51	133.20	133.85	134.24
percentage change (Point to Point)	5.78	5.68	5.12	5.83	5.87	6.19
percentage change(over previous month)				0.67	0.49	0.29
ii) Agriculture	112.08	118.40	124.46	133.17	133.82	134.21
percentage change (Point to Point)	5.76	5.64	5.12	5.84	5.89	6.22
percentage change(over previous month)				0.67	0.49	0.29
iii) Fish	111.89	120.81	126.85	135.21	135.50	135.85
percentage change (Point to Point)	6.55	7.97	5.00	5.47	5.23	4.58
percentage change(over previous month)				0.80	0.21	0.26
2. Industry	113.43	119.07	124.38	132.47	133.25	133.63
percentage change (Point to Point)	6.08	4.97	4.47	5.73	5.47	4.96
percentage change(over previous month)				0.60	0.59	0.29
i) Construction	114.70	119.93	124.84	130.46	130.94	131.36
percentage change (Point to Point)	6.87	4.56	4.09	5.11	4.49	4.20
percentage change(over previous month)				0.45	0.37	0.32
ii) Production	111.53	121.86	127.28	136.53	137.92	138.22
percentage change (Point to Point)	5.19	9.27	4.44	6.95	7.37	6.41
percentage change(over previous month)				0.86	1.02	0.22
3. Service	113.63	120.16	126.15	136.98	137.80	138.38
percentage change (Point to Point)	6.96	5.75	4.98	7.63	7.42	6.68
percentage change(over previous month)				0.92	0.60	0.42

Source: Bangladesh Bureau of Statistics

**PRICES OF ESSENTIALS**  
Wholesale / retail prices of Dhaka market on 12 May 2016

Category	Commodity	Wholesale Price(Tk)			Retail Price(Tk)		
		Unit	Min.	Max.	Unit	Min.	Max.
Rice	Nagirshail	100 kg	4200	4800	kg	45	52
	Mimikate	100 kg	3700	4200	kg	42	47
	Pariza, BR 28	100 kg	2530	3400	kg	30	37
	Shorna	100 kg	2200	2400	kg	25	28
	Chinigura	100 kg	7000	10000	kg	95	110
	Kalajira	100 kg	9000	10000	kg	95	110
Flour (coarse)	Loose/white	100 kg	1900	2100	kg	24	26
	Poly pack	100 kg	2850	2900	kg	30	32
Flour (fine)	Loose	100 kg	2640	2700	kg	32	34
	Poly pack	100 kg	3550	3600	kg	38	42
Lentils	Masur (local)	100 kg	13200	13500	kg	136	145
	Masur (imported)	100 kg	9400	9800	kg	100	120
	Mug	100 kg	8200	9000	kg	100	115
	Gram (whole)	100 kg	9300	8500	kg	95	100
	Khesari	100 kg	6200	6400	kg	85	80
	Mash	100 kg	11500	10800	kg	120	125
Edible Oil	Soyabean	100 liter	7352	7370	kg	80	82
	Palm	100 liter	6300	6530	kg	65	70
	Mustard	100 liter	10500	10600	kg	120	130

Category	Commodity	Wholesale Price(Tk)			Retail Price(Tk)			
		Unit	Min.	Max.	Unit	Min.	Max.	
Spices	Onion (local)	100 kg	3200	4000	kg	40	48	
	Onion (imported)	100 kg	1800	2000	kg	24	25	
	Garlic (local)	100 kg	9000	10,000	kg	100	130	
	Garlic (imported)	100 kg	19000	20000	kg	220	240	
	Dry chilli (local)	100 kg	11000	12500	kg	140	180	
	Dry Chili (imported)	100 kg	17000	17500	kg	180	200	
	Ginger (local)	100 kg	4000	4000	kg	60	65	
	Ginger (imported)	100 kg	3500	4500	kg	50	60	
	Turmeric (local)	100 kg	12000	17500	kg	170	220	
	Turmeric (imported)	100 kg	12500	15000	kg	150	200	
	Green Chili	100 kg	3000	3500	kg	40	50	
	Fish	Rui local (1-2 kg)	100 kg	17,000	25,000	kg	180	280
		Rui imported (1.5-3kg)	100 kg	16,000	23,000	kg	180	260
		Katla local (1kg-2kg)	100 kg	17,500	23,000	kg	180	260
Katla imported (1.5kg-3kg)		100 kg	16,500	23000	kg	180	260	
Hilsha (400 gm-800 gm)		100 kg	50,000	90,000	kg	550	1100	
Pangash		100 kg	10,000	12000	kg	120	140	
Silver Carp		100 kg	10,000	13,000	kg	140	180	
Tilapia		100 kg	14,000	13,000	kg	150	180	
Shrimp (small)		100 kg	34,000	40000	kg	400	450	

Category	Commodity	Wholesale Price(Tk)			Retail Price(Tk)		
		Unit	Min.	Max.	Unit	Min.	Max.
Vegetables	Potato-Holland ( white )	100 kg	1300	1450	kg	17	20
	Brinjal	100 kg	2400	3000	kg	30	40
	Pumpkin	100 kg	800	1000	kg	12	18
	Cucumber	100 kg	1800	2000	kg	20	30
	Potol	100 kg	1800	2000	kg	24	30
	lady's finger	100 kg	1600	2000	kg	25	30
	Chichinga	100 kg	1800	2200	kg	25	30
	Papaya	100 kg	3000	3500	kg	40	45
	Borboti	100 kg	2200	2500	kg	25	35
	Tomato	100 kg	2000	2500	kg	25	35
	Bitter gourd (korolla)	100 kg	1800	2500	kg	25	35
	Lalshak	100 kg	800	1000	kg	15	20
	Pui Shak	100 kg	700	800	kg	15	20
	Meat	Beef	kg	-	-	kg	400
Mutton		kg	-	-	kg	520	600
Poultry	Hen (local)	100 kg	32000	34000	kg	360	400
	Hen (farm)	100 kg	14500	15000	kg	160	165

Category	Commodity	Wholesale Price(Tk)			Retail Price(Tk)		
		Unit	Min.	Max.	Unit	Min.	Max.
Egg	Hen (local)	100 pieces	940	1000	4 pieces	40	42
	Hen (farm-red)	100 pieces	690	700	4 pieces	31	32
	Farm (white)	100 pieces	680	690	4 pieces	30	32
	Duck (local)	100 pieces	800	820	4 pieces	32	38
Powder Milk	Dano	12 kg	6540	6600	kg	550	560
	Red Cow	12 kg	6600	6624	kg	570	580
	Diploma	12 kg	6420	6420	kg	545	550
Fruit	Apple	100 kg	9500	13000	kg	110	150
	Green-Coconut	100 pieces	3000	4000	1 piece	35	60
	Watermelon	100 pieces	8000	18,000	1 piece	100	250
	Banana	80 pieces	260	320	4 pieces	20	25
Others	Salt Iodine (Packed)	100 kg	2200	3140	kg	25	35
	Sugar	100 kg	5000	5020	kg	52	54
	Akher Gur	100 kg	-	-	kg	65	80
	Date Gur	100 kg	-	-	kg	80	110

Source: Department of Agricultural Marketing