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# Article

## EFFECTIVE WORKPLACE HOUSEKEEPING: BENEFITS, CHECKLIST & TIPS



By Chitra Reddy

The word 'housekeeping' generally brings to mind the normal chores like cleaning, dusting, arranging things and organizing clutter. But in the case of workplace housekeeping, it means way more than all this. The term 'workplace housekeeping' covers more aspects than the normal housekeeping and is very crucial and important for safeguarding the workplaces.

The whole idea behind the workplace housekeeping is to make the workplace a better, hygienic and safe place to work at. The importance of housekeeping has a vital role in the workplace safety program and in order to make this program successful, the employees must participate in and do the needful.

Why Maintain Good Housekeeping At Workplace?

Good housekeeping holds a very important position in the workplace as it helps in eliminating a number of workplace hazards. Proper safety is also ensured by good housekeeping by implanting safety procedures in the workplace.

Poor housekeeping can frequently contribute to accidents by increasing the risks of many kinds of hazards that cause injuries. If at the workplace debris, clutter and spills are accepted as normal then, in that case, there are chances for more serious health and safety hazards.

Housekeeping in the workplace refers to not only cleanliness but also includes the neatness in the workplace and all workplace safety procedures. It includes maintaining halls and floors to make them free from trip and slip hazards; removal of waste materials and many kinds of other hazards.

Attention must be paid to important details such as the layout of the whole workplace, adequacy of storage facilities etc.

Why Workplace Housekeeping?

Inappropriate or poor housekeeping often leads to a number of disruptions at the workplace. It creates unhealthy and non-desirable work culture and the overall efficiency of the employees tends to deteriorate. It can lead to many kinds of accidents, which can be stated as follows:

\* In the case where various objects at the workplace are not orderly arranged then there is always a fear of the employee tripping and tumbling over the loose objects which are scattered on the floor due to negligence in proper housekeeping or the floors or the stairs which are not properly cleaned.

\* In case the objects are not properly placed, there always remains a fear of getting hit by falling objects.

\* Proper cleaning and mopping of the floors is also important as it will avoid the unnecessary tripping on the greasy, dirty or wet surfaces.

\* Objects which are poorly stacked can hurt the employees if scattered vaguely.

Benefits of Good Housekeeping:

\* It helps in lesser handling owing to regular maintenance.

\* Lesser slipping and tripping as the workplace becomes a better manageable zone due to less clutter and spilling.

\* Lesser fire hazards.

\* The exposure to dangerous and hazardous substances is reduced marginally.

\* Improved control of materials and tools.

\* Better and efficient maintenance and cleaning of the equipments.

\* The overall hygiene of the workplace gets improved.

\* Better utilization of available space.

\* Less property damage.

\* Improved morale.

\* Improved productivity.

Elements of Workplace Housekeeping:

For a housekeeping procedure or plan to be effective, it needs to cover the following aspects/ elements:

Dust and Dirt Removal:

Many jobs have an open exposure to dirt, dust etc. In such cases, due steps should be taken in order to remove such impurities from the atmosphere. If it is not possible to clean the dirt and dust manually then in that case, proper machinery or ventilation plants should be installed in order to make the environment clean and fresh.

By using such kind of high capacity cleanliness machinery which comes with special fittings, aids in cleaning walls, machinery, ledges etc, it is always easy to maintain a clean environment. There are available special kind of vacuum cleaners as well which helps in removing the hazardous material; they should be used when and where required.

Employee Facilities:

There are many numbers of facilities which are provided to the employees. Washrooms, lockers etc are some of them. It should be made clear that the washrooms are cleaned multiple times in each shift, also it is important to make sure that there is adequate supply of toiletries in the washrooms.

In the case where the employee are exposed to hazardous materials, adequate facilities should be provided which includes showers, changing rooms, washing facilities. It is the obligation of the employer to provide the necessary facilities and take proper care of their employees.

It should be seen to and made sure that in the case where there is an exposure to toxic materials; there should be no smoking or drinking. A separate cafeteria/canteen should be provided in such cases which should be timely cleaned.

#### Surfaces:

Floors, walls etc should be kept neat and clean in order to avoid any kind of unforeseen danger. Where the floor conditions are poor, there stand chances for many kinds of unforeseen accidents.

It is mandatory and important to clean up the spilled oil, water or any other kind of liquid immediately. Where there has been a cleaning done recently, there should be a signage put up warning the employees about the wet floor.

In the case where regular cleaning cannot be done, in that case the flooring should be made anti skid. The walls should be colored light in color as it helps in reflecting light.

#### Maintain Light Fixtures:

The lightning source should be cleaned from time to time as a cleaner source leads to better lightning. The dirtier the lightning source is, the dingier the work place would look.

#### Stairways and the Aisles:

The aisles and staircases are one of the places wherein no unnecessary materials should be dumped. These places should be kept neat and clean as messing up here

means disruption in the free movement of the employees. Also, in the case of emergency, if these places stay cluttered and piled up then it could lead to a major problem as those who are getting affected would not be able to move freely. Also, in the case of blind corners in aisles and staircase or the corridors, mirrors must be used in order to ensure safe movement.

#### Spill Control:

Regular cleaning and maintenance should be implemented in order to avoid the hazards which can arise from spill damage. It should be taken care that the employee are using drip pans, safety guards etc wherever necessary.

#### Equipments and tools:



The tools and equipments should be properly marked and stored. It should be seen that after the use the tools and equipments, they are safely returned. A regular inspection, repair and cleanliness are some of the aspects to which attention should be paid.

#### Maintenance:

Maintaining buildings and equipment is one of the most important element of good housekeeping. It should be taken care that the equipments, buildings, machinery etc are in good and operational condition.

Time to time repair and maintenance are required and should be made in order to keep them in a proper condition. It should be made sure that there are no broken windows, defective plumbing, damaged doors, etc. as all this makes the workplace a neglected place and vibrates negativity around.

#### Waste Disposal:

Waste disposal or the scrap management is yet another important element of waste management. The unnecessary material or the scrap should be disposed of properly according to the regulated manner.

There are certain standards which are set up by the lawmakers which need to be adhered to at the time of disposing the waste. For many kinds of waste, there are scrap management companies which buyoff the scrap from the industries.

#### Storage:

Proper storage is one of the aspects which should be looked into in order to maintain a clean and healthy workplace environment. It should be taken care that there remains no unnecessary spillage, or clutter at the workplace, as all this leads to unforeseen accidents.

It is very important to store the stack drums and cartons on a solid foundation; they should also be tied in order to avoid falling down. The flammable, toxic and hazardous materials which can cause accidents should be separately stored and the area should be marked as dangerous. Normal entry of others should be prohibited.

#### Tips For Effective Workplace Housekeeping:

The followings are few housekeeping tips and housekeeping safety procedures that are to be maintained for making a workplace effective.

#### Prevent trips, slips and falls:



All due measures must be taken in order to avoid slips, trips and falls at the workplace. Proper and timely cleaning should be done and the cleanliness should be maintained. For the purpose of preventing trips and slips, the aisles should be kept clean; the damaged and ripped flooring should be replaced. Proper signage should be used in case of wet floors. In addition to the above measures, anti skid mats and should be used wherever required.

#### Control dust:



Dust and dirt should be removed from time to time and proper precautions should be taken to keep the work neat and clean. Professional vacuum cleaners should be used to maintain proper hygiene at the workplace.

Proper storage:



The materials which get stored at the workplace should be done so properly. This helps in removing the unnecessary clutter and also eases in finding out the material easily in case of need.

A proper workplace is one wherein every material has a designated place to be parked and once done so; it makes the life of all those employees who use those materials a little better.

Precautions to be taken off while cleaning:

Those responsible of cleaning up the workplace should themselves follow certain standards and should be safeguarded against any kind of causality. Proper precautions and ethics needs to be followed herein. Such safety measures may differ in various workplaces but one thing which stays the same is that these measures must be followed diligently.

Employees must own responsibility:

Each and every worker should be in charge of keeping their own working area neat and tidy. If possible, they should report the safety hazards as soon as possible and should clean up the spills in their work area. If each individual becomes a little vigilant and participates in keeping the workplace neat and clean, then a whole lot of resources of the organization can be saved.

Rules should be written:

Like other policies in the corporate, the housekeeping ones should also be well defined and written. This in turn would make the person responsible to follow them in line. Once the protocols are set and the rules are written it becomes easy to follow them.

Long-term planning:



Housekeeping needs to be an ongoing process and all due measures should be taken to maintain the sanity of the workplace. Regular audit, walkthroughs and inspection schedules must be put in place which would in turn help in sustaining good housekeeping.

Do's and Don'ts of Workplace Housekeeping:

DO's:

The floors should be kept clean and clear.

The workplace should be adequately lighted.

The light fixtures should be clean.

The machinery and the tools should be inspected regularly.

The spills should be cleaned immediately.

DON'T:

Do not use the staircase or the aisle as a storage area.

No material should be allowed to be built up on the floors. The emergency exits shouldn't be blocked.

Source: <https://content.wisestep.com>

# Home News

## ILO INITIATES SCHEME TO RAISE MORE FEMALE SUPERVISORS IN RMG SECTOR



The International Labour Organisation (ILO) and International Finance Corporation (IFC) recently launched an innovative training scheme to get more women in supervisory roles in Bangladesh's garment sector. The Gender Equality and Returns (GEAR) initiative was launched at a high-level International Women's Day reception, hosted by High Commission of Canada to Bangladesh at his residence, marking 2019 International Women's Day. Diplomats and representatives from UN agencies, development partners, donors, government bodies, civil society, private sector, employers' organizations and unions attended the launching event.

## GOVERNMENT MOVES TO AMEND LABOR RULES

The government has started process to amend Bangladesh Labour Rules 2015 in line with Bangladesh Labour (amended) Act 2018 aiming at making the rules time befitting. The ministry of labour has recently formed a 10-member committee headed by an additional secretary. The government asked the committee to prepare a draft amendment of the rules for carrying out the purposes of the latest amendment of labour Act within six months.

## OVER 0.3 MILLION YOUTHS TO GET JOBS IN 28 HI-TECH PARKS

Posts, Telecommunications and Information and Communication Technology (ICT) Minister Mr. Mustafa Jabbar has said more than 0.3 million youths will get jobs within the next couple of years in 28 hi-tech parks now being constructed outside of Dhaka. He has also said around 14,000 youths will get jobs in 'Bangabandhu Sheikh Mujib Hi-tech Park, Rajshahi' Project that will play a vital role in boosting the current economy of the region by creating new technology-base employment. The Hi-tech Park is being built on 31 acres of land in Bulanpur area in the north-western city with an estimated cost of Tk 2,310 million to make Rajshahi a city of technology. The implementation works of hi-tech park are expected to be completed by December, 2021.

## RMG WORKERS OF ASROTEX GROUP TO GET SALARY THROUGH BKASH ACCOUNT



Around 17 thousand readymade garment (RMG) workers of Asrotex group will get their salary through bKash account from now. bKash Limited, the largest mobile financial service provider in the country, recently signed an agreement with Asrotex Group, the leading RMG manufacturer of the country. Over 0.15million RMG workers of 120 factories are now getting their salaries through bKash.

# International News

## USA COMPANIES PUT RECORD NUMBER OF ROBOTS TO WORK IN 2018



US companies installed more robots last year than ever before, as cheaper and more flexible machines put them within reach of businesses of all sizes and in more corners of the economy beyond their traditional foothold in car plants. Shipments hit 28,478, nearly 16 percent more than in 2017, according to the Association for Advancing Automation, based in Ann Arbor, Michigan.

Shipments increased in every sector except automotive, where carmakers cut back after finishing a major round of tooling up for new truck models. Shipments to food and consumer goods companies surged 60 percent compared to the year before. Shipments to semiconductor and electronics plants were up over 50 percent, while shipments to metal producers rose 13 percent.

Pressure to automate is growing in USA as companies seek to cut labor costs in a tight job market. Many companies that are considering bringing work back from overseas in response to the Trump administration's trade wars may find automation the best way to stay competitive, even with higher-cost U.S. workers.

## UAE DEPORTING ALL FOREIGN WORKERS IN SOME PROFESSIONS DECIDED

The United Arab Emirates (UAE) recently announced some decisions for foreign residents in the country, which will reduce their presence and replace them with UAE nationals in many jobs and sectors, according to a plan to end the number of many of them before the end of this year. The country has announced the prevention of renewal of residency in 35 professions for residents over the age of forty, terminating their services and deporting from the UAE.

The Ministry of Human Resources and Emiratisation announced the list of prohibited occupations including, among others, pharmacist, assistant pharmacist, medical secretary, administrative clerk, storekeeper, human resources officer, personnel manager, human resource manager, receptionist, treasurer, security guard, administrative manager, librarian, training manager, purchasing manager, book vendor, mail distributor, administrative assistant, purchasing officer, information recorder, secretary, client accountant, debt collector, cashier, tour guide etc.

## OMAN EXPAT VISA BAN EXTENDED

Oman's Ministry of Manpower has extended the visa ban on some occupations in the country, as the Sultanate continues to push its Omanisation policy.

The latest visa ban instituted by the ministry follows up on the initial announcement made at the end of January 2018, where 87 job sectors were reserved for only Omanis, and then renewed midway

through last year. The fields affected include information technology, accounting, finance, marketing, sales, administration and Human Resources, insurance, information & media, some medical and airport professions, and engineering and technical professions.

However, this does not include the permits that were issued before this decree. Those expats may continue to work until the end of the visa period, but small and medium enterprise (SME) owners and developers are allowed to continue to hire expat workers.

It may be mentioned that Oman's government had decided to step up its Omanisation campaign at the beginning of 2018. The ban was further extended in July 2018 for the second time, and again in February 2019 for the third time.

According to the National Centre for Statistics and Information, of the 2,041,190 workers in the private sector, only 250,717 are Omanis, with the vast majority - 87.72 percent - being expatriates.

#### **TURKEY 13.5 PERCENT UNEMPLOYMENT RATE RECORDED IN DECEMBER**



The unemployment rate in Turkey was 13.5 percent in December 2018 with 3.1 percentage point increase annually, the Turkish Statistical Institute (TÜİK) said in a statement. December's figure was also up from 12.3 percent from a month earlier. The number of jobless aged 15 and over in the

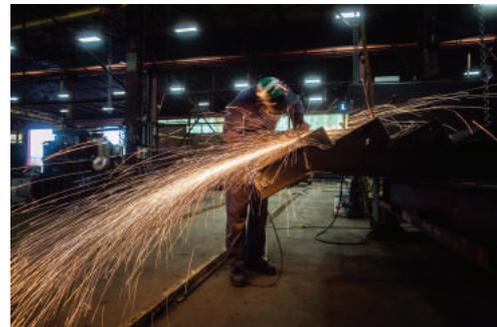
country rose to 4.3 million, a rise of 1 million from December 2017. Over the past five years, the lowest unemployment rate was 8.8 percent in May 2014 while the highest was recorded in December 2018. Meanwhile, the employment rate fell 1.5 percentage points year-on-year to 45.4 percent - almost 27.7 million - in the month. December's labor force participation rate (LFPR) remained at 52.4 percent compared to the same month of the previous year. The number of people in the labor force reached nearly 32 million in the month with an annual rise of 378,000.

#### **UK RETAIL SECTOR SHED 70,000 JOBS IN FINAL MONTHS OF 2018**

Some 70,000 retail jobs were lost in UK in the final months of 2018 and nearly a third of retail businesses plan to shed staff in the coming months, according to a new report. The survey, carried out by the British Retail Consortium, came as John Lewis revealed it is to close its smallest department store, Knight & Lee in Southsea in Hampshire, putting 127 jobs at risk.

UK retailers are under intense pressure as shoppers rein back spending, switch their purchases online and prioritize spending on leisure and holidays. At the same time many retailers' costs have been rising, as a result of higher minimum wage levels and increased business rates.

#### **CANADA ECONOMY LOST 7200 JOBS IN MARCH**



Statistics Canada says the economy lost 7,200 jobs in March 2019, while the unemployment rate remained stable at 5.8 percent. The loss followed the gain of 55,900 jobs in February and 66,800 in January. Here are the jobless rates in March by province (numbers from the previous month in brackets): British Columbia 4.7 (4.5), Newfoundland and Labrador 11.5 per cent (11.8), Prince Edward Island 8.9 (10.3), Nova Scotia 6.2 (6.4), New Brunswick 7.9 (8.5), Quebec 5.2 (5.3), Ontario 5.9 (5.7), Manitoba 5.0 (5.3), Saskatchewan 4.9 (5.8), Alberta 6.9 (7.3).

#### **EMIRATES FEMALE EMPLOYEES HAILED ON INTERNATIONAL WOMEN'S DAY**



Emirates saluted its female workforce on International Women's Day with a special video highlighting the diverse roles that keeps one of world's biggest airlines running around the clock. From pilots and cabin crew to aircraft maintenance and engineering; and from flight dispatchers and cargo loaders to business and commercial support, Emirates said women filled 1,100 jobs across the group. Women form 40 percent of the workforce of Emirates Group, the Dubai airline said, from 160 nationalities.

#### **GM 4,000 WHITE-COLLAR JOB CUTS CONFIRMED**

General Motors (GM) is starting to lay off about 4,300 white-collar workers

worldwide. In November, 2018 the company said it wanted to cut 8,000 salaried and contract workers in order to raise profit margins and invest more in autonomous and electric vehicles. The company says 2,200 white-collar employees took buyouts, while another 1,500 contract workers were let go. Many of the layoffs will happen at GM's technical center near Detroit. Most work on components for internal combustion engines and discontinued car models.

#### **FORD EUROPEAN JOB CUTS ANNOUNCED**

Ford is planning to cut up to 5,000 jobs, including temporary staff, in Germany in an effort to turn around its European business. Some UK jobs will also be lost as



part of the strategy. Ford, which employs 53,000 people in the Europe, including 24,000 in Germany and 12,000 in the UK, reported losses of \$400 million in 2018.

## ILO NEWS



### International Labour Organization

#### 335TH SESSION OF THE ILO GOVERNING BODY



The 335th Session of the Governing Body (GB) of the ILO elected Silvia Elena Alfaro Espinosa, the new Permanent Representative of Peru to the United Nations Office in Geneva, as its new Chairperson, until June 2019.

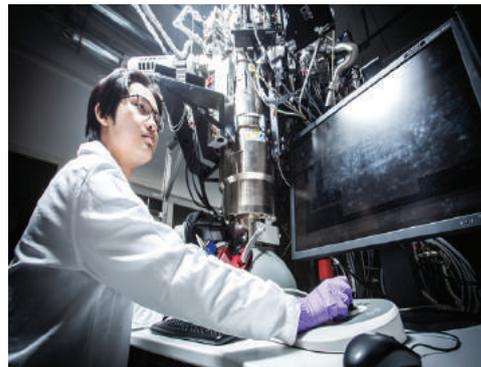
Espinosa replaces Claudio Julio de la Puente Ribeyro, who has taken up a new diplomatic assignment as the Ambassador of Peru to Spain. Delegates thanked him for his achievements and excellent work and congratulated the new GB chair on her appointment.

The current Session of the ILO Governing Body, which runs to 28 March 2019, will consider a number of issues including preparations for the Centenary Session of the International Labour Conference (ILC) in June. The focus of the ILC will be a series of discussions on the Report of the Global Commission on the

Future of Work. The ILC will also consider a Centenary outcome document that will set the long-term strategic direction of the ILO.

Speaking at the opening session of the GB, ILO Director-General said he was pleased with the wide and positive reception given to the report of the ILO Global Commission on the Future of Work, *Work for a brighter future*, whose launch on 22 January 2019 marked the official start of the ILO's Centenary year. "The future of work should not be decided for us, it is for us to construct," he said.

#### BUSINESS MODELS WORLDWIDE FACE RADICAL CHANGE



Global business models are changing rapidly and radically, creating a need for policy-makers, businesses and employers' organizations to innovate, adjust and become more flexible, according to new study.

The skills gap is a major issue, with 78 percent of corporate executives saying schools are failing to meet future employers' needs, according to the research conducted by the ILO Bureau for Employers' Activities (ACT/EMP) and the International Organization of Employers (IOE).

More broadly, the report identifies five trends that are radically altering global business models regardless of size, sector or location; technological innovation, global economic integration, climate change and sustainability, demographic and generational shifts, and a global shortage of skilled labor.

The report, Changing Business and Opportunities for Employer and Business Organizations, stresses that businesses cannot meet the challenges alone and should develop collective solutions through Employer and Business Membership Organizations (EBMOs).

"Technological innovation is by far the most influential trend, and is fundamentally changing the way companies add value to products and services," said ACT/EMP Director Deborah France-Massin. "At the same time, we find that the greater penetration of technology increases the demand for 'human' skills such as creativity, problem solving, communication and collaboration."

IOE Secretary-General Roberto Suarez Santos said: "The report confirms that companies, together with business and employer organizations, that embrace connectivity and digitalization will be the winners in this competitive landscape."

#### **MIDDLE EAST AND NORTH AFRICA CONFLICT AND MASS DISPLACEMENT INCREASE CHILD LABOR**



Conflict and crisis in the Middle East and North Africa has led to an increase in child labor across the region, including in children's involvement in armed conflict and other illicit activities, a new report finds.

Commissioned by the League of Arab States (LAS) and the Arab Council for Childhood Development (ACCD), the "Child Labour in the Arab Region: A Quantitative and Qualitative Analysis" report is the first to provide an overview of the profile and trends of child labor in the League's 22 member states.

"Over the past ten years, during which the region has witnessed high levels of armed conflict resulting in the mass displacement of populations - both within and between countries - the situation has certainly worsened," the report states.

The study reports that children in parts of the Arab region "have been increasingly drawn into the worst forms of child labor and face serious and worrying exploitation, abuse and violation of their rights."

Refugee and displaced children work in different sectors of activity, with a notable rise in street work, bonded labor, early marriages, and commercial sexual exploitation. Child labor among refugee and displaced children is mainly a coping mechanism for their families who face extreme poverty or where adults are unemployed, the study states.

Conflicts and mass displacement had a toll on agriculture and food security. Building resilient rural livelihoods is essential to child labour reduction in this sector, which generally involve high level of work related fatalities, non-fatal accidents and occupational diseases.

Agriculture accounts for more than half of children in employment in countries such as Yemen, Sudan and Egypt. The predominance of agriculture calls for special attention since this sector is characterized by early entry into work compared to other sectors.

The study reports that over half of Arab countries are currently affected by conflicts or inflows of refugees and internally displaced persons (IDPs). These include Iraq, Jordan, Lebanon, Libya, Somalia, Sudan, Syria, Tunisia, the Palestinian West Bank and Gaza Strip, and Yemen.

The study reports a rise in the recruitment and use of children by armed groups, both among local and refugee populations, especially in Yemen, Syria and Iraq. The majority of recruited children are generally boys. However, there is an emerging tendency to recruit more girls and children below the age of 15. Hundreds of children across the Arab region are also held in detention and even tortured on grounds of being involved in armed groups, the report states.

Children's involvement in employment varies substantially across the Arab region, with Sudan and Yemen showing the highest rates of child employment (19.2 percent and 34.8 percent respectively.)

Child employment rates are higher among boys. The report cautions, however, "surveys might fail to capture hidden forms of child labor among girls, such as domestic work and unpaid household services, which merit further research and enquiry." Unpaid work is also higher amongst the younger age group, and in rural areas.

## MYANMAR NEW LAW A MAJOR STEP FOR WORKPLACE SAFETY AND HEALTH



The enactment of the new Occupational Safety and Health Law is a major step towards safer and healthier workplaces in Myanmar. The new law will play a pivotal role in preventing occupational injuries, diseases and deaths, said the ILO Liaison Officer in Yangon.

The law provides for the establishment of a new tripartite National OSH Council and will require employers to put in place OSH committees at workplace level to steer the prevention of occupational accidents and diseases. This will contribute to strengthen national and enterprise level social dialogue on OSH and ultimately in improving the competitiveness of Myanmar's enterprises in ASEAN countries and the world.

The implementation of the law will further contribute to the efforts and commitments of the country to achieve the Myanmar Sustainable Development Plan and SDG target 8.8 on Protection of the labour rights and promotion safe and secure working environments for all workers.

ILO Myanmar is currently implementing a portfolio of OSH-related projects, including Vision Zero Fund targeting the agriculture and garment sectors, Safe Youth @ Work promoting OSH among young workers, and activities under the ILO-Japan and ILO Korea programs.

## **VIETNAM    LABOUR    INSPECTION CAMPAIGN LAUNCHED FOR WOODWORK INDUSTRY DEVELOPMENT**



A labour inspection campaign kicked off recently in Binh Duong Province Vietnam to promote labor law compliance for the sustainable development of Vietnam's woodwork industry.

The 2019 labour inspection campaign is conducted by the Ministry of Labour, Invalids and Social Affairs (MoLISA) with support from the ILO through the New Industrial Relations Framework project. It is also a collaboration effort with the Vietnam General Confederation of Labour, Vietnam Chamber of Commerce and Industry and other wood processing associations.

The campaign will involve a mix of inspection activities, trainings, communication and outreach activities that will engage workers and enterprises and raise their awareness of the importance of labour law compliance in the wood processing industry nationwide.

The campaign has been designed by the inspectorates using the ILO approach on strategic compliance planning. The topic, scope and interventions of the campaign are based on the inspectorates' assessment of existing resources and their understanding of the root causes for non-compliance challenges built through an analysis of past reports, surveys and

discussions with stakeholders. The inspectorates will also coordinate with stakeholders to monitor and support efforts to solve the non-compliance issues during the campaign period through information sharing and dialogues in the workplace.

The woodwork sector employs about 500,000 workers, of which about 40-45 percent are seasonal unskilled workers. But according to the Ministry of Agriculture and Rural Development, the number of workers could be in the range of millions if taking into account those working in forest plantations.

Woodwork and forestry is Vietnam's sixth biggest exporting sector, averaging growth of about 13 per cent annually in the 2010-17 period. In 2017, the sector exported about US\$8 billion worth in value. Its five most important markets are the US, China, Japan, the EU and South Korea.

The 2019 Labour Inspection Campaign, which will be run until the end of the year, is the fifth one of its kind since 2015. Initiated by ILO and MoLISA, each year, the campaign focuses on promoting compliance in a specific sector.

## **CAMBODIA    A NEW DECENT WORK COUNTRY PROGRAM ADOPTED**



The ILO, the workers' and employers' organizations and the Royal Government of Cambodia signed a new five-year plan of action which promotes inclusive growth and

sustainable development through decent work in Cambodia.

The Decent Work Country Programme (DWCP) for Cambodia focuses on three areas:

" promoting employment and sustainable enterprise development;

" strengthening and expanding social protection, including occupational safety and health (OSH);

" improving industrial relations and rights at work.

The DWCP was signed during a special event marking the ILO 100th anniversary and the 50th anniversary of Cambodia's ILO membership. The ceremony, presided over by Samdech Prime Minister Hun Sen, celebrated the many achievements of the long and fruitful partnership that the ILO has built with the Royal Government and people of Cambodia.

The new Decent Work Country program will run until 2023, supporting Cambodia's transition from low-income country to upper-middle income country by 2030. It reflects the government and social partners' commitment to address the labor market challenges in Cambodia and realize decent work for all Cambodians.

"This fifth Decent Work Country Program builds on 50 years of Cambodian membership of the ILO and a hundred years of ILO's experience. Its focus on ensuring labor rights for all women and men, including the most vulnerable, is at the core of the ILO's mandate, since its creation in 1919." said Mr Graeme Buckley, Director of the ILO Country Office for Thailand, Cambodia and Lao PDR.

"The ILO's centenary offers an

opportunity not only to celebrate our achievements but also to look into our future, and chart a path that will enable us to meet the challenges of this new century. Today's ceremony marks a new chapter of the long and fruitful history of ILO's cooperation with the Royal Government of Cambodia, Cambodian Federation of Employers and Business Associations, and Cambodian trade unions." Mr Buckley added.

The DWCP 2019-2023 provides a framework for cooperation between the ILO, the Royal Government of Cambodia and the social partners to contribute to the achievement of Cambodia's national development objectives by 2030. The DWCP will support implementation of the Rectangular Strategy IV, the National Strategic Development Plan 2019-2023 and the Cambodian Sustainable Development Goals (CSDGs). Priority will be placed in this context on implementation of SDG 8: Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all.

## BEF Events



The BEF organized a seminar on "Migration: Where Do We Stand?" at the BEF on 14 March 2019. Mr. Benjir Ahmed, M.P., President, BAIRA attended the seminar as the chief guest while Mr. Ahmed Munir Saleheen, PhD, Additional Secretary, Ministry of Expatriates' Welfare and Overseas Employment was the special guest. Mr. Kamran T. Rahman, President of the BEF, is seen speaking on the occasion.



Participants at the seminar held on 14 March 2019



Bangladesh Employers' Federation (BEF) organized a training program at the BEF on Bangladesh Labour Law with the latest amendment 2018 during March 30-31, 2019. A total of 30 participants attended the training course. Mr. Mr. Jafrul Hasan Sharif, Advocate and Consultant, Chairman and Senior Partner, Attorneys and Mr. Md. Rafiqul Islam, Additional Secretary, BGMEA acted as resource persons while Mr. Joha Jamilur Rahman, Training Coordinator, BEF acted as course coordinator.



Participants at the training program held during March 30-31, 2019

# Judgment



Surendra Kumar Sinha CJ

Syed Mahmud Hossain J

Hasan Foez Siddique J

Mirza Hussain Haider J

Government of Bangladesh, Represented by its Secretary, Ministry of Law, Justice and Parliamentary Affairs, Bangladesh Dhaka and Others..... Appellant

vs

Md Mosharraf Hossain and others ..... Respondents

## Judgment

February 15, 2017

**Hasan Foez Siddique J :** These two appeals being civil Appeal Nos. 250-251 of 2015 are directed against the judgment and order passed by the High Court Division in Writ Petition Nos. 6936 of 2013 and 8015 of 2013 making both the Rules absolute.

2. The writ petitions have been filed challenging Article 7(7) of the চাকরি বেতন ও ভাতাদি আদেশ, ২০০৯) and also seeking direction

to the respondents for providing selection grade to the writ-petitioners and pay scale of Taka 15,000 – 700 x 16-26,200 from the date of completion of their 4 (four) years service as Bench Readers/ Officers.

3, Short facts, for the disposal of these appeals are, that the Writ Petition No. 6936 of 2013 was filed by 2 (two) Bench Readers of the Appellate Division of the Supreme Court

of Bangladesh while Writ Petition No. 8015 of 2013 was filed by 4 (four) Bench Officers (BO) of the High Court Division.

4. The case of the writ petitioners of Writ Petition No. 6936 of 2013 was that initially they were appointed as Personal Assistant-cum-Stenographer in the High Court Division of the Supreme Court of Bangladesh on 6-5-2002 and 22-1-2001 and, thereafter, they were promoted to the post of Assistant Bench Officer (ABO) of the High Court Division on 1-12-2003 and then to the post of Bench Reader on 1-2-2007 and 16-5-2007 respectively. In 2009, the writ-petitioner No. 1 filed Writ Petition No. 3354 of 2009 challenging the provisions of বাংলাদেশ সুপ্রীম কোর্ট (আপীল বিভাগ) এর কর্মকর্তা ও কর্মচারীদের নিয়োগ বিধিমালা, ২০০০ and prayed for a direction to treat him as a first class gazetted officer and pay him salary in the pay scale of Taka 9,000 – 405 x 16-15,480 under the National Pay Scale, 2005 which is equivalent to Taka 15,000 – 700 x 16 – 26,200 under the National Pay Scale, 2009. The High Court Division, by a judgment and order dated 7-1-2010, disposed of that writ petition with direction that all Bench Readers would be treated as first class gazetted officers and also would be entitled to get the same pay scale as that of Bench Officers of the High Court Division from the date of joining as Bench Readers. The judgment of the High Court Division was upheld by the Appellate Division by a judgment and order dated 6-10-2010 passed in Civil Petition for Leave to Appeal No.1248 of 2010. Pursuant to that judgment and order of the Appellate Division, the writ petitioners were treated as first class gazetted officers and were granted pay scale equivalent to that of the Bench Officer of the High Court Division from the date of their appointments as Bench Reader which was in grade- VIII under the National Pay Scale, 2005.

equivalent to Taka 12,000 in grade VIII under the National Pay Scale, 2009. The writ-petitioners' salary was fixed in pay scale of Taka 12,000 in grade-VIII under the National Pay Scale, 2009. That on 20-2-2013, the issue of granting selection grade to the Bench Readers of the Appellate Division came up for consideration before the grade selection committee and' the committee recommended for granting selection grade to 5 (five) Bench Readers who completed 4 (four) years service on 1-7-2009. The case of the writ- petitioners, who have been promoted to the post of Bench Readers in 2007, were not considered by the committee for granting them selection grade. Further case of these writ-petitioners was that on 4-5-2012 11 (eleven) Assistant Bench Officers (ABO), who were appointed as ABO on the same date with the writ-petitioners, were granted selection grade and they were getting pay scale of Taka 15,000 under the National Pay Scale, 2009 whereas the petitioners who were promoted from the post of ABO to Bench Readers have been realizing their salaries in the pay scale of Taka 12,000 under the National Pay Scale, 2009 and thus, ABOs, being junior to the writ petitioners, are getting a higher scale.

5. The case of the writ-petitioners of Writ Petition No.8015 of 2013, in short, was that all the writ-petitioners were appointed as Personal Assistant-cum-Stenographers in the High Court Division of Supreme Court of Bangladesh and subsequently they were promoted to the post of Assistant Bench Officer and, thereafter, the writ petitioner No. 1 on 17-5-2007, the writ petitioner No. 2 on 21-1-2007, the writ petitioner No. 3 on 20-6-2006 and the writ petitioner No.4 on 28-7-2005 were promoted to the post of Bench Officer (BO) of the High Court Division and their pay was fixed in pay scale of Taka 12,000 in grade- VIII under the National Pay

Scale, 2009. Some of the Bench Officers, who were getting salary in pay scale of Taka 7,400 in grade-VIII under the National Pay Scale, 2005 equivalent to Taka 12,000 in grade-VII under National Pay Scale, 2009, were granted selection grade. Pursuant to the circular dated 8-6-2011 and after being granted selection grade, they were getting salary in the scale of Taka 15,000 in grade-VII under the National Pay Scale, 2009. But the case of the writ- petitioners were not considered. That the writ- petitioners submitted several representations to the writ respondent No.4 for granting them selection grade, but the respondent No. 7, vide memo dated 18-7-2013 informed the writ petitioners that since they are first class officers of grade-VIII and since in the Order, 2009 there is no provision for giving selection grade to first class officers of grade-VIII, it has been decided not to give selection grade to the petitioners.

6. Rules were issued in both the writ petitions which were contested by the writ respondents.

7. The High Court Division, upon hearing the learned Counsel of both the sides, made the rules absolute with a direction to the respondents to grant selection grade to the writ-petitioners of both the writ petitions from the date of completion of 4 (four) years service as Bench Readers and Bench Officers.

8. Thus, the appellants preferred, these two appeals getting leave.

9. In CA No. 250 of 2015 (1) Mohammad Shamsul Alam son of HM Aaur Rahman, Bench Reader of the Appellate Division. Supreme Court of Bangladesh. (2) Muhammad Habibur Rahrnan, son of late Md Shahid Ullah, Bench Reader of the Appellate Division, Supreme Court of Bangladesh (3) Muhammad Jamal Hosen, son of late Hazrat

All, Bench Bangladesh, 4. Md Abdur Razzaque, son of Md Abdul Mannan Sikder, Bench Reader of the Appellate Division, Supreme Court of Bangladesh 5. Md Yousuf Ali, son of Md Mozammel Haque, Bench Reader of the Appellate Division, Supreme Court of Bangladesh, 6. Md Mahbub Hossain. Bench Reader of the Appellate Division, Supreme Court of Bangladesh and in CA No. 251 of 2015 1. Md Abul Hasan Miah, son of Md Abdul Hai Khan, Bench Officer. Bangladesh Supreme Court, High Court Division, 2. Md Sultan Alauddin, son of Md Abdul Hamid. Bench Officer, Bangladesh Supreme Court, High Court Division, 3. Md Anisuz-zaman Akhand, son of Md Tofazzal Hossain Akhand, Bench Officer, Bangladesh Supreme Court, High Court Division, 4. Hanif Sikder, son of Abdul Motalib Sikder, Bench Officer, Bangladesh Supreme Court, High Court Division, 5. Rezaul Karim, son of Ishaque, Bench Officer, Bangladesh Supreme Court, High Court Division, 6. Most. Rashida Begum, daughter of late Mahabubur Rahman Biswas, Bench Officer, Bangladesh Supreme Court, High Court Division, 7. Sheikh Golam Rasul, son of Sheikh Zenaruddin, Bench Officer, Bangladesh Supreme Court, High Court Division, 8. Md Maniruzzaman Manir, son of Md Shahed All Howlader, Bench Officer, Bangladesh Supreme Court, High Court Division, 9. Matiar Rahman, son of Nurul Haque, Bench Officer, Bangladesh Supreme Court, High Court Division, 10. AKM Fazlul Haque, son of Kasimuddin, Bench Officer, Bangladesh Supreme Court, High Court Division, 11. Shudhangshu Sharker Biswas, son of Debendra Nath Biswas, Bench Officer, Bangladesh Supreme Court, High Court Division, 12. Md Akteruzzaman Khan, son of Abdul Jalil Khan, Bench Officer, Bangladesh Supreme Court, High Court Division, 13. Md Murshedul Hasan, son of AKM Dalil Uddin

Mia, Bench Officer, Bangladesh Supreme Court, High Court Division, 14. Md Nurul Islam, son of Md Taiub Ali, Bench Officer, Bangladesh Supreme Court, High Court Division, 15. SM Monir-uzzaman, son of Altaf Hossain Shikder, Bench Officer, Bangladesh Supreme Court, High Court Division, 16. Asaduzzaman, son of Kanchan Mia, Bench Officer, Bangladesh Supreme Court, High Court Division, 17. Mosammat Fatema Akter, daughter of Aminur Haque, Bench Officer, Bangladesh Supreme Court, High Court Division, 18. Md Asaduzzaman, son of Md Chan Miah, Bench Officer, Bangladesh Supreme Court, High Court Division, 19. Md Abdul Mannan, son of Abdul Berek, Bench Officer, Bangladesh Supreme Court, High Court Division, 20. Mohammad Sahadat Hossain, son of Shahasher Ali, Bench Officer, Bangladesh Supreme Court, High Court Division, 21. Md Saiful Islam Khondakar, son of Md Golam Mostafa Khandakar, Bench Officer, Bangladesh Supreme Court, High Court Division, Dhaka, 22. Md Abdul Kuddus, son of Md Ali Ashraf, Bench Officer, Bangladesh Supreme Court, High Court Division, 23. Md Jahirul Haque, son of late Shaijuddin Ahmed, Bench Officer, Bangladesh Supreme Court, High Court Division, 24. Obayedur Rahman, son of late Md Habibur Rahman, Bench Officer, Bangladesh Supreme Court, High Court Division, 25. Md Ariful Islam., son of Md Motiur Rahman, Bench Officer, Bangladesh Supreme Court, High Court Division, 26. Anowar Hossan, son of late Md Athor Ali. Bench Officer, Bangladesh Supreme Court, High Court Division, 27. Mohammad Ashaduzzaman, son of late Md Abdul Latif, Bench Officer, Bangladesh Supreme Court, High Court Division, 28. Muhammad Ali Akber. son of Muhammad Ali Karim, 29. Md Mir Kashem, son of Md Younus Mia, Bench Officer, Bangladesh Supreme

Court, High Court Division. From the identifications mentioned above and the statements made in the applications it appears that those applicants are Bench Readers and Bench Officers of the Supreme Court. Since the applicants of these two applications and the writ petitioner-respondents of the two respective appeals stand on the similar footing their prayers for addition of parties are allowed.

10. Mr Murad Reza, learned Additional Attorney-General appearing for the appellants, in his submission mainly submits that writ petitioners are the public servants so any dispute in respect of terms and conditions of their service, seniority and gradations etc. would be adjudicated by the Administrative Tribunal and the Administrative Tribunals have exclusive jurisdiction to decide all the disputes, the High Court Division erred in law in making the Rules absolute.

11. The learned Counsel for respondents in their submissions supported the judgment and order of the High Court Division.

12. The learned Additional Attorney-General in his submission mainly pointed out that the instant writ petition were not maintainable in view of the Article 117 of the Constitution and section 4 of the Administrative Tribunal Act. He relied upon the case of Bangladesh vs Sontosh Kumar Saha reported in 21 BLC (AD) 94. The learned Additional Attorney-General though relied upon the case of Sontosh Kumar Saha but perhaps he failed to notice the observation of this Court in respect of the employees of the Supreme Court. In the said Judgment, this Division specifically made observations in Civil Petition for Leave to Appeal Nos. 644 and 645 of 2005 which run as follows:

“In these petitions some employees of the High Court Division and the Appellate Division of the Supreme Court of Bangladesh sought direction to grant selection grade, pay and status similar to those given to other officers of the Supreme Court. It is stated in the applications that the Assistant Bench Officers were promoted to the post of Bench Officers (grade 8) as 1st Class Gazetted Officers on and from 1st December, 2003 and they were also upgraded. It is further stated that the Supreme Court by notification under memo dated 11th December, 2011, 19th June, 2012, 31st December, 2012 granted selection grade and pay scale in grade No. 7 upgrading from grade No.8 instead of grade No.6 in respect of Bench Officers but no such notification was made in respect of the writ petitioners, and thereby, they were discriminated in granting them selection grade of two tiers from grade No. 8 to grade No. 6 of the National Pay Scale, 2005.

The High Court Division made the rules absolute and directed the writ respondents to grant them selection grade and pay scale to the writ petitioners and others standing on the same footing in grade-6, that is, Taka 11,000 – 475 x 14 – 17650 as per National Pay Scale, 2005 and Taka 18,500 – 800 x 14 – 29,700 as per National Pay Scale, 2009 from the date of completion of four years in service as Bench Officers in Class-I post in the High Court Division with all arrears upon modification of the orders under notification dated 11th December, 2011 circulated under Memo dated 11th December, 2011, notification dated 19th June, 2012, 19th June, 2012 and notification dated 31 st December, 2012, 31st December, 2012 and other similar notifications circulated in this regard granting selection grade within 30 (thirty days) from the date of receipt of the judgment.

In respect of the above petitions Particularly in CP Nos. 644 and 645 of 2015, the Bench Readers and Bench Officers were upgraded to 1st Class Gazetted Officers (grade No. 8) on and from 23rd February, 2000 and 1st December, 2003 respectively, but the writ petitioners' scale was not upgraded to grade No. 6 as selection grade scale, although they have already completed four years service as Bench Readers 1st Class, and therefore, they are entitled to selection grade of two tiers from 8th grade to 6th grade of the National Pay Scale, 1997 (for writ petitioner No. 1) and National Pay Scale, 2005 (for writ petitioner Nos. 2-4). They further stated that the Supreme Court by notification dated 10th October, 2013, granted selection grade to writ petitioners No. 1 and others in grade No. 7 but after completion of four years in service, the Bench Readers were granted selection grade scale in grade No. 7 instead of grade No. 6, and hereby, the writ petitioners were denied such benefit, and therefore, there was discrimination in considering the case of the writ petitioners.

The High Court Division made the Rule absolute and directed the writ-respondents to grant them selection grade and pay scale in grade-6, that is, Taka 7200 – 260 x 14 – 10,840 as per National Pay Scale, 1997 and Taka 18,500 – 800 x 14 – 29,700 as per National Pay Scale, 2009 to writ-petitioner No. 1 and Taka 11,000–475 x 14– 17650 as per National Pay Scale, 2005 and Taka 18,500 – 800 x 14–29700 as per National Pay Scale, 2009 to writ petitioner Nos. 2-4 from the date of completion of four years service as Bench Readers of the Appellate Division of the Supreme Court of Bangladesh with all arrears upon modification of the notification dated 10th October, 2013 within 30 (thirty days) from the date of receipt of this

judgment. It was directed that the judgment shall be applicable to other Bench Officers and Bench Readers, if any, who are placed in the same status with those petitioners.

These petitions are quite distinguishable from the other cases. The writ petitioners invoked their fundamental rights as they were discriminated by the same authority and they are working in the same court. Moreso, the works of Bench Readers of the Appellate Division and Assistant Bench officers of the High Court Division are completely different. The Bench Readers are appointed from among the Bench Officers/Assistant Bench Officers of the High Court Division and if the Bench Officers get status higher than them, certainly they will be discriminated. It is to be noted that the working hours of these officers is from 9 am to 5 pm but they used to work till 8/9 pm every day. In respect of Assistant Bench Officers, the very nature of their job is painstaking. They work almost 12/14 hours a day and even on holidays because they are attached to the Judges. During the vacation as well, they cannot enjoy the holidays as they remain busy with the finalization of judgments. The High Court Division has rightly exercised its jurisdiction and we find no infirmity to interfere with the judgment.”

13. Since this Division has already answered the point raised by the learned Additional Attorney-General in *Sontosh Kumar Saha case*, we are of the view that it would be repetition if we discuss the issue again. In the cited case this Division, while deciding the issue so far the matter relates to service of the employees of the Supreme Court, observed that the High Court Division has rightly exercised its jurisdiction entertaining the writ petitions. We are of the view that there is no scope for any interference by the

Court at this stage. As such, we are left with no option but to dismiss these appeals.

14. Since the writ petitioner-respondents and the employees, who have been impleaded as respondents, in these two appeals stand on the similar footings, they are also entitled to get similar benefits.

Thus, both the appeals are dismissed.

Ed.

Source: The Dhaka Law Reports (January 2019)

## 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	<b>195.08</b>	<b>209.79</b>	<b>176.23</b>	194.77	163.47	206.14	164.06	167.20	164.38	193.75
2014-15	<b>207.58</b>	<b>223.80</b>	<b>186.79</b>	204.50	171.80	214.45	180.77	181.78	168.02	204.21
2015-16	<b>219.86</b>	<b>234.77</b>	<b>200.66</b>	233.38	182.74	227.39	199.94	201.34	171.01	211.61
2016-17	<b>231-82</b>	<b>248.90</b>	<b>209.92</b>	243.56	194.01	235.85	206.70	210.78	177.56	217.51
2017-18	<b>245.22</b>	<b>266.64</b>	<b>217.76</b>	255.24	200.25	249.68	209.28	218.80	183.65	223.81
2018-19										
June	<b>246.82</b>	<b>265.33</b>	<b>223.09</b>	270.93	202.06	255.39	211.80	225.87	184.57	228.60
July	<b>249.65</b>	<b>269.91</b>	<b>223.66</b>	270.94	202.11	255.79	211.96	226.60	184.71	233.10
August	<b>253.07</b>	<b>275.09</b>	<b>224.85</b>	272.39	202.59	257.76	213.34	229.48	184.82	233.94
September	<b>257.62</b>	<b>281.86</b>	<b>226.54</b>	273.56	203.56	262.51	214.29	232.09	185.01	236.64
October	<b>259.13</b>	<b>283.44</b>	<b>227.96</b>	275.01	204.49	265.50	214.82	234.21	185.29	239.03
November	<b>258.00</b>	<b>281.24</b>	<b>228.21</b>	275.46	204.77	265.68	214.91	234.47	185.35	239.18
December	<b>258.13</b>	<b>281.17</b>	<b>228.60</b>	275.85	205.26	265.97	215.17	235.17	185.41	239.33
January	<b>261.58</b>	<b>285.50</b>	<b>230.91</b>	277.56	209.66	266.24	216.04	235.83	188.11	240.53
February	<b>261.36</b>	<b>284.96</b>	<b>231.10</b>	277.68	209.72	266.35	216.08	236.23	188.14	241.42

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,	VII. Misc. Goods & Services
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										
June	<b>244.38</b>	<b>257.11</b>	<b>224.13</b>	277.13	194.85	252.36	222.89	200.14	202.50	240.74
July	<b>247.40</b>	<b>261.57</b>	<b>224.86</b>	277.11	194.86	252.49	223.09	200.86	202.75	247.64
August	<b>251.04</b>	<b>266.89</b>	<b>225.82</b>	278.36	195.00	253.59	224.87	203.83	202.85	248.17
September	<b>255.86</b>	<b>273.63</b>	<b>227.58</b>	279.17	196.18	258.87	225.39	205.85	203.13	251.53
October	<b>257.43</b>	<b>275.37</b>	<b>228.88</b>	280.61	197.73	261.54	225.75	207.24	203.23	251.67
November	<b>256.11</b>	<b>273.03</b>	<b>229.18</b>	281.09	198.19	261.76	225.87	207.39	203.32	251.81
December	<b>256.19</b>	<b>272.94</b>	<b>229.53</b>	281.46	198.85	261.98	226.18	207.47	203.39	251.90
January	<b>260.22</b>	<b>278.61</b>	<b>230.96</b>	283.42	200.68	261.83	226.34	207.92	206.61	253.74
February	<b>259.93</b>	<b>278.00</b>	<b>231.18</b>	283.60	200.78	261.98	226.37	208.06	206.64	255.13

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
2013-14	<b>191.73</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	158.05	229.59	158.93	206.45
2017-18	<b>247.17</b>	<b>283.19</b>	<b>192.83</b>	238.69	208.77	255.74	188.96	242.55	164.59	211.57
2018-19										
June	<b>251.32</b>	<b>285.38</b>	<b>221.70</b>	259.16	210.41	260.72	192.82	254.23	165.21	213.61
July	<b>253.80</b>	<b>290.27</b>	<b>222.08</b>	259.22	210.51	261.57	192.91	254.97	165.24	215.13
August	<b>256.83</b>	<b>295.12</b>	<b>223.53</b>	261.04	211.38	265.09	193.60	257.75	165.37	216.37
September	<b>260.86</b>	<b>301.91</b>	<b>225.15</b>	262.90	212.10	268.90	195.28	261.00	165.45	218.26
October	<b>262.28</b>	<b>303.14</b>	<b>226.75</b>	264.36	212.32	272.45	196.11	263.94	165.92	223.43
November	<b>261.51</b>	<b>301.28</b>	<b>226.91</b>	264.77	212.38	272.57	196.16	264.31	165.96	223.59
December	<b>261.72</b>	<b>301.22</b>	<b>227.35</b>	265.19	212.68	273.01	196.32	265.69	166.01	223.80
January	<b>264.09</b>	<b>302.30</b>	<b>230.85</b>	266.41	220.05	273.99	198.42	266.58	168.15	224.22
February	<b>264.01</b>	<b>301.96</b>	<b>231.00</b>	266.46	220.07	274.04	198.48	267.27	168.17	224.48

Source: Bangladesh Bureau of Statistics

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

Sector		2014-15	2015-16	2016-17	Nov. '18	Jan. '19	Feb. '19
<b>General</b>	percentage change (Point to Point)	124.69	132.81	141.46	159.89	161.07	162.35
	percentage change (over previous month)	4.94	6.52	6.50	6.18	6.21	6.48
					0.39	0.73	0.80
1.	Agriculture	124.51	132.48	141.22	159.61	160.91	162.23
	percentage change(over previous month)			6.59	6.17	6.26	6.56
	percentage change(over previous month)				0.32	0.81	0.83
i)	Agriculture	124.46	132.44	141.19	159.59	160.90	162.25
	percentage change (Point to Point)	5.12	6.52	6.60	6.19	6.28	6.59
	percentage change(over previous month)				0.32	0.82	0.84
ii)	Fish	126.85	134.59	143.19	160.63	161.12	161.66
	percentage change (Point to Point)	5.00	6.12	6.37	5.08	4.96	4.92
	percentage change(over previous month)				0.23	0.3	0.34
2.	Industry	124.38	132.02	140.27	158.33	159.29	160.37
	percentage change (Point to Point)	4.47	6.16	6.24	6.03	6.08	6.26
	percentage change(over previous month)				0.49	0.61	0.68
i)	Construction	124.84	129.77	137.43	152.59	153.11	153.86
	percentage change (Point to Point)	4.09	4.18	5.37	5.05	5.09	5.19
	percentage change(over previous month)				0.42	0.34	0.49
ii)	Production	127.28	136.18	146.01	169.97	171.82	173.59
	percentage change (Point to Point)	4.44	7.70	7.22	7.84	7.91	8.23
	percentage change(over previous month)				0.62	1.09	1.03
3.	Service	126.15	136.03	145.01	164.49	165.50	166.99
	percentage change (Point to Point)	4.98	7.86	6.60	6.52	6.24	6.52
	percentage change(over previous month)				0.50	0.61	0.90

Source: Bangladesh Bureau of Statistics

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

Sector		2015-16	2016-17	2017-18	Dec. '18	Jan. '19	Feb. '19
<b>General</b>	percentage change (Point to Point)	130.85	140.08	150.77	160.22	161.30	162.50
	percentage change (over previous month)	6.96	7.04	7.65	6.07	6.17	6.46
1.	Agriculture	128.99	138.56	150.21	160.51	161.74	163.16
	percentage change(over previous month)	6.40	7.39	8.44	6.67	6.75	7.19
	percentage change(over previous month)				0.24	0.77	0.88
i)	Agriculture	128.95	138.51	150.06	160.49	161.72	163.16
	percentage change (Point to Point)	6.39	7.39	8.37	6.68	6.76	7.21
	percentage change(over previous month)				0.24	0.77	0.89
ii)	Fish	134.00	144.63	155.28	163.25	163.66	164.24
	percentage change (Point to Point)	8.48	7.92	7.40	4.85	4.83	4.82
	percentage change(over previous month)				0.25	0.25	0.36
2.	Industry	131.14	139.30	148.73	156.64	157.55	158.37
	percentage change (Point to Point)	6.73	6.21	6.79	5.21	4.56	5.50
	percentage change(over previous month)				0.42	0.57	0.52
i)	Construction	129.18	137.00	145.55	152.91	153.53	154.1
	percentage change (Point to Point)	5.67	6.04	6.27	5.02	5.16	5.18
	percentage change(over previous month)				0.44	0.41	0.37
ii)	Production	135.28	144.15	155.45	164.56	166.03	167.39
	percentage change (Point to Point)	8.96	6.55	7.84	5.59	6.06	6.13
	percentage change(over previous month)				0.38	0.89	0.82
3.	Service	138.23	148.78	158.98	168.13	169.05	170.31
	percentage change (Point to Point)	9.90	7.63	6.88	5.66	5.50	5.76
	percentage change(over previous month)				0.40	0.55	0.74

Source: Bangladesh Bureau of Statistics

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

SL. No. Item with specification	Unit	2016-17	Dec. '18	Jan. '19	Feb. '19
1	2	3	4	5	6
<b>I. Cereals:</b>					
1. Rice : Najershail/Minikat	kg	55.87	52.50	62.20	62.00
2. Rice : Pajam/Equivalent	kg	54.41	58.29	58.45	58.25
3. Rice : Irri/Boro	kg	39.18	48.47	52.01	51.95
4. Wheat (atta), white, Packet	kg	40.00	40.00	40.00	40.00
<b>II. Pulses</b>					
5. Moogdal (husked)	kg	118.59	114.95	115.55	116.54
6. Lentil (husked)	kg	132.18	110.02	112.35	112.40
<b>III. Sugar &amp; Molasses :</b>					
7. Sugar (White)	kg	72.93	58.90	55.00	58.60
8. Molasses (Sugarcane)	kg	87.20	98.35	98.88	98.89
<b>IV. Protein Items</b>					
9. Fish- Rohu-cut piece	kg	395.21	425.12	428.00	430.00
10. Fish-Hilsa, Medium size	kg	1618.90	1065.58	2065.60	1800.52
11. Prawn/Shrimp, about 3" long	kg	705.17	738.62	740.12	745.25
12. Barbel (Shing), about 50 gram weight each	kg	777.48	776.48	780.05	780.19
13. Beef, best quality	kg	463.52	500.00	500.00	500.00
14. Mutton, best quality	kg	630.57	765.92	765.95	766.28
15. Fowl, Alive	kg	400.78	410.35	411.05	412.00
16. Egg (Hen), Farm	4pcs	32.33	33.45	33.50	33.50
17. Egg (Duck)	4pcs	47.34	55.28	55.30	55.30
<b>V. Edible oil:</b>					
18. Mustard oil, best quality	Litre	182.79	186.56	188.10	189.52
19. Soyabean oil, best quality	Litre	92.66	96.59	96.69	96.72

SL. No. Item with specification	Unit	2016-17	Dec.'18	Jan.'19	Feb.'19
1	2	3	4	5	6
<b>VI. Spices:</b>					
20. Chilli (dry), best quality	kg	220.16	210.18	210.52	211.60
21. Onion (local)	kg	35.03	50.12	38.09	28.50
22. Garlic (Local)	kg	184.02	88.20	90.00	95.42
23. Turmeric (Local)	kg	213.44	175.23	175.00	175.00
24. Ginger (Local)	kg	107.30	118.15	125.00	140.00
25. Salt (fine)	kg	41.74	38.40	38.38	38.40
<b>VII. Vegetable</b>					
26. Potato, best quality	kg	23.27	35.15	25.00	20.00
27. Brinjal, best quality	kg	56.45	45.16	42.00	52.15
28. Lady's finger, best quality	kg	45.96	47.50	45.05	58.20
29. Papaya (green)	kg	27.25	20.00	20.00	20.00
<b>VIII. Milk :</b>					
30. Milk (Milk Vita packet)	Litre	71.18	72.00	72.00	72.00
31. Lactozen (Full cream) (400gm)	Each	588.65	596.40	596.66	596.72
<b>IX. Fuel &amp; lighting:</b>					
32. Firewood (gazari)	Quintal	660.13	670.11	671.12	671.15
33. Kerosene	Litre	74.50	75.24	75.25	75.25
34. Matches (40 sticks)	Box	2.00	2.00	2.00	2.00
<b>X. Clothing</b>					
35. Long cloth (fine)	Metre	78.83	80.15	80.15	80.15
36. Long cloth (medium)	Metre	75.04	76.13	76.15	76.15
37. Saree (medium) , White Tangail handloom: A451 80x80 count 5.5 yds.	Each	701.82	715.45	715.48	715.53
38. Lungi (medium) 48" handloom 60x60	Each	475.21	795.60	795.62	795.65
39. Undershirt (genjee 100 c.m sleeveless)	Each	100.00	100.00	100.00	100.00

SL. No. Item with specification	Unit	2016-17	Dec. '18	Jan. '19	Feb. '19
1	2	3	4	5	6
<b>XI. Housing &amp; household Requisites:</b>					
40. Cement (local)	50 kg	455.29	472.30	475.00	480.00
41. Aluminium (Degchi)	Gram	0.52	0.42	0.42	0.42
42. Bamboo (mul) about 30 feet long	Each	145.86	147.38	147.40	147.44
43. Enamel plate	Each	69.56	70.00	70.00	70.00
<b>XII. Miscellaneous:</b>					
44. Coconut oil (unscented, imported)	50 kg	277.70	278.83	278.85	278.90
45. cigarettes (Star)	10 sticks	60.00	60.00	60.00	60.00
46. White paper	Quire	27.63	27.90	27.90	27.90
47. Blade-Sword (stainless steel)	Each	2.00	2.00	3.00	3.00

Source: Bangladesh Bureau of Statistics (BBS)