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HOW TO INCREASE PRODUCTIVITY IN A WORKPLACE



By Susan Culp

All successful businesses understand how important productivity is in a work environment. An employee's productivity can help the company in utilizing the capacity of their available workforce. Most enterprises that focus productivity has usually employees that are both healthy and happy, which also makes them a successful business.

So how can you increase the productivity in the workplace? Do you want to improve your workplace productivity but you don't know how, where to start and what to do? Here are some recommendations that you may follow to improve productivity .

Always inject it into your employees' minds that they are accountable for their actions and decisions.

In giving orders to your employees, always be precise. Never give general orders. Properly designate the task to each assigned individuals and ensure that they fully understand that they are the ones responsible for the duties assigned to them.

Always make sure that they fully know that they will be held accountable to whatever is the outcome of the task given to them.



By letting your workers understand the accountability that they have for the tasks or for the goals and decisions that they make encourages them to put an extra effort, and they are more cautious and meticulous to the tasked assigned to them.

Moreover, having them feel that they are held accountable would also strengthen their sense of ownership to the kind of work handed to them, so with this sort of mindset, they tend to achieve it as best as they could.

With this type of process, it is also another way to ensure that less mistake is committed.

Motivate your employees to be better than they are today and use the gamification process.



Motivation is an essential factor to ensure productivity in the workplace. Employees lacking motivation get easily bored especially those employees that do the routine every single day.

The same problem the unmotivated employees are facing is that they don't have any joy in finishing any tasks handed to them. One effective way to raise an employee's motivation is through gamification.

As the word gamification suggests, make something enjoyable out of the task handed to them.

Like RPG (role playing games) use boosts, rewards, life powers, top player, rankings, obstacles, level up, point system or anything that is repetitive but gives them motivation of achieving something, like being the top week's leader or the highest collector of life points.

Tasks like weekly reports or idea boosting for future projects and KPIs can be turned into a game to make the work more appealing, enjoyable and exciting.

This one is the kind of motivation that would also motivate and give the employees with tedious tasks a way to see it as a challenge. This kind of "game" environment boost up the motivation level of each employee.

With this type of process, employees are motivated to work hard and work more efficiently because they can earn something from it.

This thing is a standard error that employers fail to do - many companies usually forgets to give recognition to an employee's job well done or even say thanking the employees for working hard,

which can result in negative impact and the employees will feel unmotivated.

Employees might think that their efforts aren't recognized that they stick on doing mediocre work which leads them to boredom. Word of encouragement, simple thank you, and little rewards for working hard will show how much the management and the company value their jobs.

It may also be possible to convert rewards, points, and rankings to monetary bonuses. But always remember that it can come in many forms or mandatory leave or time off from work can be real rewards as well. Also, this will keep them motivated because they are both recognized and valued by doing their best for the company.

Never forget to ask real-time updates and ASAP feedbacks to every task handed to your employee.



Workers are motivated when they know what they need to expect to achieve anything. This one is the main reason why companies have their mission, vision, and goal even core values to give guidance to each employee. Setting tasks that need progress in a short period is an effective way to manage the employees time management.

However, always be mindful on how you delegate your duties, do not forget to

follow up each employee about the task entrusted to them.

Ask for the status on how far have they achieved from the task given to them - this way you will ensure that there are progress and productivity from your employees and in their work as well. It is also important that when they give their update, there is also feedback from your side.

Feedback are one way to ensure that the employees aren't stuck with whatever ideas they have, you can give them suggestions on how to improve or make it work faster.

Employees like to hear feedback from their employers, in this way they will know what parts of the task need tweaking or what are lacking or other things that could alternate if something the same comes up again.

Seeing from their updates, you'll see that there is a particular movement to their tasks. The supervisor or manager can be the one doing this, and you can directly ask them about the changes and progress of each employee.

Acknowledging the accomplishment but also addressing the error and faults that they made, have a constructive criticism to their performance.

Keep in mind that your employees are humans, not machines - NEVER MICROMANAGE.



It might be difficult to determine the difference of micro-managing and managing. However, always keep in mind that with micromanaging, you're teaching your employees to become dependent on you or their supervisors and making their decisions are hard. Employees need directions and should have initiative while doing their jobs.

Spoonfeeding every detail of their job is micromanaging, and it will never be helpful to the employee's growth. The leaders should give their specific tasks and roles in the organization, and the things that they need to achieve but on how they perform their work on day to day basis is the employee's job already.

To avoid micromanaging, always encourage employees to work on their styles and to whatever they are comfortable. As unique individuals, each employee has their ways of working and achieving their desired goals, and they use different methods which they prefer to get a good result.

After all, you just need to trust them to do a good job, and never doubt their capabilities because you hired them because they possess the potentials that you needed. Giving the employees the freedom to use whatever method and ways they want to use also encourage them to learn and work and to think independently to benefit the company.

And if there are some faults and mistakes to his/her tasks, always speak to him or her first before jumping to any conclusions, and to avoid them from committing the same mistakes. Remember that you must always provide a great working environment for your employees, to improve the productivity in the workplace.

Make sure that the tasks are realistic and attainable.

Pushing your employees to limit their ability is fine but DO NOT OVERDO IT. Employees are humans, and humans get tired. Some employees may feel completely overloaded from the queuing task on his or her to-do list.

Overloaded with tasks may be a reason that employees are procrastinating that leads to delays and unproductiveness. Overloaded with tasks may be results of functions that is unrealistic and overwhelming.

Employers need to have achievable goals to pull out some thorns and the so the employees will feel motivated that they could accomplish the tasks given to them. Do not burn them out with a crazy job and unachievable deadlines, this will help them avoid being unproductive.

Be strict with breaks.

Same as humans, our brain can also get tired, it can only do a certain amount before continuing being productive. Stress from overworking can lead to a lot of things; it can be that the employee will feel less motivated, and will procrastinate that will soon result to not being productive.

Like studying taking breaks from work can give a reset to your employee's tired brains, but breaks are opportunities to have a better opportunity. 15 to 20-minute breaks are the most suggested time to have our brain be reset and be refreshed to start a new task or continue on the on-going task.

Always impose at least 15 minutes breaks in between 2 hours and encourage them to use the 15 minutes to leave and

stay away from their desks. Giving them this kind of breaks will prevent them from having headaches and sore back that can trigger in slowing up their productivity.

Going out for walks or maybe some fresh air would help them resolve the stress that is piling up inside their minds. Avoid them from working during lunch breaks, at least let them have this time to relax or maybe take a nap.

Introduce them to recreational activities or physical fitness.



Your employee's health should be your top priority; your business can't be successful when your workforce is easily getting sick and are often absent from their posts. There can be a health risk from sitting down all day long, including sitting in front of the computer can also give them tired eyes.

Some ideas that can prevent employees from being ill or stressed is to have standing desks, or maybe giving them free time to work from home to decrease the stress in commuting to work, or maybe having a once a week yoga / Zumba/ aerobics session after office hours.

Encourage employees to have a physical fitness schedule in their daily activities; it could be stretching, little workout or maybe some home done

aerobics exercise. This kind of activities will not only keep them fit and healthy, but it helps the employees to have a clearer mind especially when working.

Proven that employees who are physically fit and mentally active will perform a better job and has a positive attitude towards work and its workplace.

Changing of roles

Having an employee focus on a particular task can be good because it can perfect the employee's abilities but having her perform the same function for about 40 hours, a can become exhausting and tedious, and might affect his or her productivity performance.

To break this dull job routine, try rotating the responsibilities and introduce some new roles to different employees but you should also consider the capabilities and field expertise.

By doing this, it will help you and your staff to expand their abilities and can give them an overview of the type of roles his co-workers has and even how the company works.

Let technology be your best friend.



Install an instant messaging software app to your employee's stations, this may sound a bad idea for having a productivity improved in a workplace, but this method is the complete opposite.

Doing this can be helpful especially on operations team or a large team, group messenger app where you can quickly give instructions or answer questions and maybe to give feedbacks as well.

For workers who are working in the field, or at home, this will be a convenient way of keeping in touch until they are back in the office. Dissemination of information and instructions helps in improving the productivity for companies with a larger workforce.

There is new app sold in the market or even downloaded for free each day. These are apps that you think are impossible for a human to create. Apps like language tutorials, to-do lists application, even apps where you can check and jot down your expenses are available.

With the various types of apps in the market, do some research and find an app that fits your business. After that, try to suggest it to your employees.

You can also look for browser extensions designed to help boost productivity, like this list of productivity-boosting chrome extensions.

As we live in a Digital Era, it is undeniable that the leverage of the use of technology is the best thing that company could do. There are a lot of newly discovered techniques that will help in an organization's productivity.

Providing the needed technology to your employees can help them save time and also improve productivity, this will also assist in the increase in the level of customer satisfaction. Satisfied customers mean positive cash flow and sales for the company.

With this, it is going to be a huge advantage for businesses to use technology and to improve the speed and accuracy of the employees.

When talking about technology, do not limit it to computers and internet connections only but also utilize the uses and functions of hardware and software - both that can help improve the productivity of an employee in your workplace.

Mobile phones and smartphones are great tools because it offers access to communication and everyone can use stuff that is work related like sending documents and passing information.

However, it is important that you remind your employees that there is a fine line between work and personal life and this as well they need to balance to achieve a productive work life.

Always set the bar high.

Different organizations have their standards, and this is essential if the company is aiming for success. Let your employees know what kind of rules your business is imposing and what are the things that you are expecting from them.

Letting them have clear explanations on what to expect will be easier for them to accept their failure especially on targets and quotas set by the company.

Also, always remind your employees that there is a ladder that they need to climb to achieve higher positions. Developing new skills or acquiring new knowledge will provide them opportunities to get promotions.

Every day in work should be a challenge to each employee so that they will not stay complacent and would just

stick on a lesser opportunity that would also downgrade their value as an employee and the productivity of the company.

Let them realize that trust, opportunities, and respect is something that everyone should earn.

Provide training.



Just like how we update our technologies, your employees needs an upgrade as well - this will help them be productive. Learning is a continuous process and providing your employees with seminars and training course will improve not only their skills but also refresh their minds.

Letting them learn innovations that will help them while working will also motivate them. Motivated employees are happy employees who also means productive employees.

But it doesn't mean that you need to spend a considerable amount of money just to give them the training that you want them to have, there is always an option that you can hire a speaker or trainer that would like to teach or motivate your employees.

Improvement in workplace productivity can be a hard task but trying to implement the tips above can help you and your business in a little way.

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

Home News

PRIME MINISTER ANNOUNCES 5% INCREMENT FOR TEACHERS UNDER MPO

The Prime Minister recently announced "Baishakhi Festival" allowance and five percent increment for teachers and employees of non-government educational institutions under monthly pay order (MPO). She made the announcement while distributing cheques of seed money among nine organizations and trust funds at a ceremony held



at the Gono Bhaban. Nearly five lakh teachers and employees of non-government educational institutions, including schools, colleges and madrasas under the MPO, will get the increment and allowance. An additional amount of Tk 532 crore would be spent annually on meeting the expenses of the increment, while Tk 177 crore would be required annually to provide the special allowance.

COATS, SYNGENTA CONTRIBUTE TO BANGLADESH WORKERS WELFARE FOUNDATION FUND



Coats
Bangladesh

syngenta

Coats Bangladesh Ltd. recently contributed Tk. 6.85 million, out of its profit of 2017, to Bangladesh Workers Welfare Foundation Fund. The company's Chairman, Mr. Salahuddin Kashem Khan handed over a cheque of Tk. 6.85 million to the State Minister for Labour and Employment Mr. Md. Mojibul Haque at his office at the Bangladesh Secretariat. The fund was handed over according to the provision of section 234 of the Bangladesh Labour Act, 2006.

Meanwhile, a three-member team led by Mr. AMM Golam Towhid, managing director of Syngenta Bangladesh Limited handed over a cheque for Tk 2.34 million, one-tenth of its total profit of the last one year, to Mr. Md. Mojibul Haque, the state minister for Labour and Employment.

International News

SOUTH KOREA JOB CREATION IMPROVES



South Korea's labor market conditions improved in September 2018, though the number of those unemployed topped 1 million for nine straight months. The number of those employed totaled 27,055,000 in September, up 45,000 from a year ago, according to Statistics Korea. It was up from a rise of 3,000 jobs in August, but the job growth hovered below 100,000 for eight straight months. The September figure marked the third-lowest monthly increase this year.

Those who were hired by manufacturers reduced 42,000 in September from a year earlier, after shrinking more than 100,000 for three months to August. The number of those who work in the eatery and lodging sectors tumbled 86,000 in the month, marking the biggest fall since the relevant data began to be compiled in 2014. The sharp fall was attributed to the lower number of Chinese tourists visiting South Korea and stiffer competition in the sectors.

Job creation in the health, social welfare, information and communications, and agricultural industries increased last

month, while those in the business facility management, rent services, wholesale and retail sectors declined.

The number of those unemployed totaled 1,024,000 in September, up 92,000 from a year earlier. The reading topped 1 million for the ninth consecutive month. Jobless rate stood at 3.6 percent in September, up 0.3 percentage points from the same month of last year. It was the highest September figure since 2005.

QATAR SUPPORT FUND SET UP FOR MIGRANT WORKERS



Qatar has set up a support fund for foreign workers who run into difficulties, such as not being paid, the latest in a series of UN-backed labor reforms. The fund would "support and care for workers, secure their rights and provide a healthy and safe work environment for them". It is the latest reform announced by the World Cup 2022 host, which has come under intense international pressure over its treatment of migrant laborers. Earlier, Qatar said it had implemented the near abolition of the exit visa system, which requires foreign workers to obtain their bosses' permission to leave the country. The changes are part of a three-year agreement signed by Qatar last November with the UN's International Labor Organization to oversee reform.

MONGOLIA UNEMPLOYMENT RATE DROPS 4.6% IN FIRST 3 QUARTERS



The unemployment rate in Mongolia decreased by 4.6 per cent in the first three quarters of this year, compared with the same period last year, the country's National Statistical Office (NSO) said. But the figure was 4.9 percentage points higher month-on-month.

A total of 24,200 people were recorded to be unemployed, more than half of whom were female. And the highest unemployment rate went to people aged 15-24. The report showed that 30.2 percent of the unemployed had university degrees. During the first three quarters of this year, some 14,900 out of the total registered unemployed people got a new job through intermediaries.

JAPAN PLAN TO ATTRACT MORE FOREIGN WORKERS UNVEILED



Japan recently unveiled a plan to attract more foreign blue-collar workers, as the world's No. 3 economy battles a crippling labor shortage caused by an ageing and shrinking population. The plan reportedly aims at fill

gaping shortages in sectors such as agriculture, nursing, construction, hotels and shipbuilding. Under the draft legislation, foreign nationals with skills in fields identified as facing shortages would be awarded a visa allowing them to work for up to five years. Foreign workers in those fields who hold stronger qualifications and pass a Japanese language test will also be allowed to bring family members and can obtain permanent residency status. Japan has traditionally been cautious about accepting unskilled workers from abroad and currently limits residential status to highly skilled professionals. The only exception to this rule is for South Americans of Japanese descent.

BAHRAIN ILLEGAL WORKERS ARE BEING REGULARIZED



The Bahrain government had decided to regularize thousands of undocumented migrant domestic workers. Domestic workers for the first time are being included in the flexi work permit scheme that was launched in July last year to regularize migrant workers without proper documents, according to a Gulf Daily News report. The report also confirmed that the workers who absconded from their employers before November 1 would be considered eligible to get new visa. Bahrain's Labour Market Regulatory Authority (LMRA) chief executive was quoted saying that the new scheme was in fact a 'limited time offer.' The flexi

work permit scheme allows illegal expatriates with expired or terminated work permits to sponsor themselves and work for multiple employers. It is valid for two years, after which point it must be renewed, and comes with a residence permit. The permits, available from the LMRA branch in Sitra, are aimed at combating the illegal visa trade - in which expatriates pay out as much as 1,500 Bahraini Dinar (above Tk 300,000) to buy residence permits.

PAKISTAN US\$7419.98 MILLION REMITTANCES RECEIVED DURING JULY-OCTOBER 2018

Remittances sent home by overseas Pakistanis amounted to US\$7419.98 million during July-October 2018 compared to US\$6444.46 million received during the same period of 2017, showing a growth of 15.13%, according to the State Bank of Pakistan (SBP).

| countries | July-October 2017(US\$ million) | July-October 2018(US\$ million) |
|--------------|---------------------------------|---------------------------------|
| Saudi Arabia | 1689.24 | 1757.70 |
| UAE | 1411.35 | 1607.77 |
| USA | 841.58 | 1137.22 |
| UK | 913.54 | 1058.23 |
| Malaysia | 320.95 | 509.28 |
| Kuwait | 259.93 | 261.63 |
| Oman | 227.29 | 220.52 |
| Qatar | 134.32 | 132.58 |
| Bahrain | 126.48 | 110.63 |
| Australia | 77.67 | 83.34 |
| Canada | 66.93 | 73.35 |
| Others | 375.18 | 467.73 |
| Total | 6444.46 | 7419.98 |

Source: State Bank of Pakistan

PHILIPPINES REMITTANCES DECLINES IN AUGUST



Personal remittances from overseas Filipinos declined by 1.4 percent to \$2.76 billion in August 2018 from the \$2.8 billion received in August 2017, the Bangko Sentral ng Pilipinas (BSP), the central bank, reported. Despite the decline in August, personal remittances from overseas Filipinos increased by 2.4 percent year-on-year to reach \$21.2 billion in the first eight months of 2018," the BSP said. Broken down, the BSP said personal remittances from land-based workers with work contracts of one year or more grew by 2.1 percent, reaching \$16.3 billion from January to August. Transfers from sea-based workers and land-based workers with short-term contracts also expanded by 3.8 percent to \$4.4 billion year-on-year.

VIETNAM AMONG TOP 10 REMITTANCE RECEIVING COUNTRIES



Vietnam has been listed in the top ten countries receiving the highest overseas remittances worldwide, according to a

report jointly conducted by United Nations Development Programme (UNDP) and the Vietnamese Ministry of Planning and Investment. Last year, Vietnamese living abroad sent home US\$13.8 billion, up 16% on-year, accounting for around 2.5% of the world's total overseas remittances. Of the total figure, 55% came from the USA, followed by Australia, Canada, France, Germany and South Korea. UNDP said that overseas remittances are estimated to make up 6-8% of Vietnam's annual GDP during the 2006-2017 period.

USA UNEMPLOYMENT RATE HITS THE LOWEST LEVEL SINCE 1969



The unemployment rate in the USA fell two-tenths of a percentage point to 3.7 percent in September 2018, the lowest level since December 1969 and one-tenth of a percentage point below expectations. However, job creation for September fell to its lowest level in a year. Nonfarm payrolls in USA rose just 134,000, the worst performance since last September, when a labor strike weighed on the numbers. Job creation for September was concentrated in professional and business services, which rose by 54,000. Health care saw 26,000 new positions while transportation and warehousing was up 24,000. Construction continued to show gains with 23,000, while new hires in manufacturing increased by 18,000 thanks to a gain in durable goods-related industries.

CANADA 63,300 JOBS ADDED IN ECONOMY IN SEPTEMBER



The Canadian economy added 63,300 jobs in September 2018, pushing the unemployment rate slightly lower to 5.9 per cent. The job gains came from the part-time sector. Part-time positions were up by around 80,000. The job gains were concentrated in the private sector, particularly the construction industry.

Regionally, seven provinces saw job gains in September, with Ontario and B.C. adding 36,000 and 33,000 net new positions, respectively. B.C.'s unemployment rate now stands at just 4.2 per cent, by far the lowest in the country. But the jobless rate dropped across the Atlantic provinces as well, down to 7.9 per cent and 7.8 per cent from 8.3 per cent and 8.4 per cent in New Brunswick and Nova Scotia. Bucking the trend, Alberta saw its unemployment rate edge up to 7 per cent, still lower than the 7.8 percent recorded a year ago.

AUSTRALIA UNEMPLOYMENT RATE AT 5%



Australia's unemployment rate is falling faster than anticipated, dropping sharply to 5% in September 2018 from 5.3% in August hitting the lowest level in six-and-a-half years. The larger than expected decline in unemployment means the labor market is now meeting the Reserve Bank's definition of "full employment". In seasonally adjusted terms - a statistical technique that removes the effects of seasonal variation in employment - the number of employed persons increased by 5,600 in September, which was much weaker than the 45,000 new jobs in August. It means the average increase in new jobs in the past three months has slowed to 15,000, down from 46,000 in January.

GENERAL MOTORS CUT IN NORTH AMERICAN SALARIED WORKFORCE



General Motors Co plans to cut its North American salaried workforce, starting with voluntary buyout offers but resorting to layoffs if necessary. The Detroit automaker began notifying employees of the cost-cutting move as it reported third quarter profits that beat Wall Street estimates. GM, however, has had to cut its forecast for automotive cash flow, and for the first nine months of 2018 has burned \$300 million in cash in its core auto operations, as costs for steel and other commodities have risen.

BOMBARDIER 5,000 JOBS TO BE ELIMINATED



Canadian aircraft and transport company Bombardier will cut 5,000 jobs globally and sell off its aging turboprop line in a bid to "streamline" operations. The seven per cent reduction of its workforce across the organization will occur over the next 12 to 18 months, while key aerospace engineering team members will be redeployed to its booming business jet segment. The cuts will be concentrated in the aerospace business and will affect 3,000 workers in Canada.

TOSHIBA 7,000 JOBS PLANNED TO BE CUT



Toshiba is shedding thousands of jobs in its latest attempt to turn its business around. The Japanese conglomerate said that it was laying off 7,000 staff, or about 5% of its total workforce, as part of a new, five-year strategy. Toshiba will also sell its struggling natural gas business in the United States and liquidate its British nuclear power division. Toshiba said the job cuts will come through a mix of direct layoffs and by not replacing staff who have left.

ILO NEWS



International Labour Organization

FLAGSHIP PROGRAMME ON SOCIAL PROTECTION



The Director-General of the International Labour Organization (ILO) and the United Nations High Commissioner for Human Rights have called for world leaders to support social security and assistance programs worldwide, saying they are critical to achieving the goals of the UN's global development agenda.

Social protection programs must be ready to reach an additional four billion people by the year 2030, the target date for the UN's Sustainable Development Agenda and its 17 Goals, they said.

Speaking to more than 100 top government officials, business representatives, trade unionists and others, at the third meeting of the Multi-Stakeholder Partnership aiming at achieving Sustainable Development Goal 1.3 on Social Protection, the ILO Director General said that greater efforts would be required at all levels. "Closing the social

protection gap is at the heart of the ILO's commitment to achieving social justice," he said. "I know you all are present here today because you - and the institutions you represent - are also called to act."

The ILO, whose international labour Conventions set minimum standards and other guidelines for social protection coverage, has been leading efforts to expand benefits through its Global Flagship Programme on Building Social Protection Floors for All, which started in 2016. The ILO is also the responsible specialized UN agency for monitoring progress toward the achievement of the UN Sustainable Development Goal (SDG) 1.3 on the extension of social protection, which is recorded in the World Social Protection Report and database.

HOW DIGITALIZATION CAN HELP ACHIEVE FAIR MIGRATION



Digital technologies are making it easier to access information and connect people. They offer tremendous opportunities to simplify, secure, and accelerate the migration process for the growing population of migrant workers in the Asia-Pacific region.

The use of digital tools and platforms has spread across all sectors of our societies, including in the management

of labor migration and services provided to migrant workers. Women and men migrant workers themselves are using apps and digital spaces to find jobs, connect with their communities and to transfer money home.

Digital migration management platforms can help reduce the cost and time induced by formal recruitment processes, which too often pushes many women and men to migrate through informal, undocumented, and unsafe channels.

When digital management platforms also store important documents - such as work contracts, payment slips or medical certificates - they create a record of agreements, a so called 'digital trail'. This can be useful if disputes about contract terms, repayments or other issues arise between a migrant worker and an employer or recruitment agency.

Other good practices that are emerging are the use of digital solutions for managing support services to migrant workers' throughout the migration cycle, including legal support, welfare assistance and online training opportunities.

In addition to making the bureaucratic procedures simpler, more affordable and transparent, migrant workers can use digital technology to share knowledge and information. Online networks can provide peer-to-peer assistance to migrant workers and help them to organize.

By using online rating sites and apps, migrant workers can compare recruitment agencies, money transfer operators, and other service providers, which can help migrant workers make informed choices.

Digital financial services can also help migrant workers manage their income and savings, and send money back home whilst avoiding the traditional banking services fee.

Online complaint mechanisms can help migrant workers seek assistance, even when working in remote and isolated places.

QATAR EASING OF EXIT VISA SYSTEM COMES INTO FORCE



Long-awaited reform of Qatar's controversial exit visa system, which requires foreign workers to obtain their bosses' permission to leave the country, came into force recently. "Law No. 13 of 2018... regulating the entry, exit and residency of expatriates is being implemented starting today," the interior ministry announced on Twitter.

Under the new law, all but five percent of a company's workforce -- reportedly those in the most senior positions -- can leave without prior permission from employers. Those not allowed to leave Qatar "for any reason" can file a complaint to the Expatriate Exit Grievance Committee that will "take a decision within three working days", the ministry said. Qatar announced in September it had approved legislation to scrap the visa system -- a lynchpin of the country's "kafala", or sponsorship, system which many liken to modern-day slavery.

OCCUPATIONAL SAFETY AND HEALTH LAO PDR AND ILO JOIN FORCES



The Ministry of Labour and Social Welfare of Lao PDR and the ILO recently signed a Cooperation Agreement to start a new project designed to improve occupational safety and health in Lao PDR supply chains. The project is supported by the Vision Zero Fund (VZF), a G-7 initiative, which aims to achieve a world without occupational accidents and diseases. The project will be implemented in cooperation with employer and worker organizations.

"While Lao PDR's economy is growing, unsafe working conditions continue to expose farm and factory workers to significant hazards and risks in both domestic and export-oriented sectors. These unsafe conditions can cause human suffering through workplace accidents, injuries and diseases, and can also impact negatively on a business' production and productivity" says the Director of the ILO Country Office for Thailand, Cambodia and Lao PDR.

Starting in January 2019, the project will first focus on the coffee and garment sector supply chains. With the support of public and private organizations and service providers as implementing partners, the project will help build a preventative culture of safety and health at work through interventions that improve workplace

health and safety (i.e. through training on OSH for management and workers, the promotion of OSH management systems and the establishment of effective OSH committees).

SOUTH-SOUTH COOPERATION CHINA PARTNERS WITH THE ILO



On 6 November, in Beijing, the ILO Deputy Director General Ms Deborah Greenfield and MOHRSS Vice-Minister Qiu Xiaoping signed a "Partnership Agreement for Promoting Development Cooperation with a Focus on South-South Initiatives." The deal aims at enhancing public employment services, improving labour market information system, and boosting skills development in Lao PDR, Cambodia and Myanmar.

The new Agreement builds upon a number of ILO-China South-South initiatives that have taken place since 2012 including in Lao PDR and Cambodia. It also puts into practice the 2018 ILC Resolution on Effective Development Cooperation in support of the SDGs .

Commitment to the realization of the 2030 Agenda for Sustainable Development is a prominent feature of China's growing role in the international arena. The ILO is committed to building on South-South cooperation to promote decent work and social justice worldwide. The signing of this new agreement creates a significant pathway for joint achievements.

NIGERIA UNEMPLOYED YOUTHS, THREAT TO SECURITY, NATIONAL DEVELOPMENT



The Federal Government of Nigeria has raised an alarm that the increasing number of unemployed youths in the country posed a great threat to the nation's security and socioeconomic development. The Permanent Secretary, Ministry of Youth and Sports Development of Nigeria made this known at a multi-stakeholder meeting on the 'Nigerian Youth Employment Action Plan and Global Initiative on Decent Jobs for Youths' organised by the sports enterprise and promotion department of the ministry, in collaboration with the ILO in Abuja.

The Permanent Secretary, who stressed that youth unemployment remained a great challenge in the country, noted that an urgent and comprehensive measure was needed to mitigate the problem and provide opportunities for economic engagement of the youths. To this end, the government with support from the ILO, developed the youth employment action plan which targets youths between the ages of 18 to 35, to address the fragmentation and harness technical and financial resources for meaningful impact.

On his part, the Director ILO country office in Nigeria noted that the national development plan directly targets the creation of jobs for the teeming population of unemployed youths in the country.

ASIA-PACIFIC DECENT WORK DEFICITS CAST A SHADOW ON GROWTH



Despite two decades of economic growth, Asia-Pacific still faces structural weaknesses in its labor markets, warns a new report published by the ILO. Based on the most recent available data, the ILO's report, entitled Asia-Pacific Employment and Social Outlook 2018: Advancing decent work for sustainable development (APESO) sheds light on the labor market challenges facing the most populous region of the world.

While the Asia-Pacific region has made rapid progress to substantially reduce extreme poverty, one fourth of all workers in the region - 446 million workers - still lived in moderate or extreme poverty in 2017 and nearly half of the workforce - 930 million people - were still making a living in vulnerable employment as own-account or unpaid contributing family workers.

High employment ratios and productivity gains in the region mask persistent and worrying decent work deficits. Many people, in particular in the region's developing economies, still have no choice but to take jobs with poor working conditions that do not generate stable incomes nor safeguard them and their families against poverty in the longer term. What is especially frustrating here is that despite the region's important economic gains, there are still so many workers just barely getting by.

BEF Events



Bangladesh Employers' Federation (BEF) in collaboration with B-SEP Project of ILO organized a Stakeholder Meeting on Workplace Learning Program in Bangladesh at the BEF on November 8, 2018. A total of 26 participants from 9 selected companies attended the workshop.



Participants at the Stakeholder Meeting held on November 8, 2018

Judgment



High Court Division

(Special Original Jurisdiction)

Writ petition No. 3226 of 2013 with writ petition No. 8689 of 2015

Zubayer Rahman Chowdhury J

Md Khasruzzaman J

Sohel Rana (Md) and others Petitioner

vs

Government of the People's Republic of Bangladesh,
represented by the Secretary, Ministry of Power,
Energy and Mineral Resources,

Bangladesh Dhaka and others..... Respondents

Judgment

August 24th, 2016

Zubayer Rahman Chowdhury J :

The issue of “seniority” has presented itself, yet once again, before this Court with two contending groups, all serving in Geological Survey of Bangladesh, in the fray.

2. Writ Petition No. 3226 of 2013 is at the instance of 17 writ petitioners, who are all serving as Assistant Director (Geology),

Geological Survey of Bangladesh, wherein the Rule was issued on 14-3-2013 in the following term:

“Let a Rule Nisi issue calling upon the Respondents to show cause as to why Rule 4(1)(ka) of the নন-ক্যাডার কর্মকর্তার ও কর্মচারী জ্যেষ্ঠতা ও পদোন্নতি বিধিমালা-২০১১ published in Bangladesh Gazette on 4-5-2011 (Annexure-Q) and impugned letter vide Memo No. ৮০.১০৫.০০৮.২৭.০৪.০০১/২০১২ তারিখ-

২৮ মাঘ, ১৪১৯ বঙ্গাব্দ, ১০ ফেব্রুয়ারী, ২০১৩ খ্রিষ্টাব্দ signed by the Respondent No. 5 showing 6 (six) Assistant Directors Seniority upon the 22 (twenty two) Assistant Directors (Annexure-P) should not be declared to have been made without any lawful authority and of no legal effect and/or pass such other or further order or orders as to this Court may seem fit and proper.

Pending hearing of the Rule, the parties are directed to maintain statusquo in respect of seniority of the petitioners and the other 06 (six) Assistant Directors referred to in Annexure-E.”

3. Writ Petition No. 8639 of 2015 is at the instance of two petitioners, both serving as Assistant Directors of Geological Survey of Bangladesh, wherein the Rule was issued an 1-9-2015 in the following term:

“Let the supplementary affidavit do form part of the main application.

Let a Rule Nisi be issued calling upon the respondents to show cause as to why the letter being Memo No. ৮০.১০৫.০০৮.২৭.০৪.০০১/২০১২/২৮ তারিখ-২৮ মাঘ, ১৪১৯ বঙ্গাব্দ, ১০ ফেব্রুয়ারী, ২০১৩ খ্রিষ্টাব্দ signed by the respondent No. 5 showing latterly appointed 6 Assistant Directors (Assistant Geologist) shall get seniority upon the earlier appointed 22 Assistant Directors (Assistant Geologist) (annexure- M) should not be declared to have been issued without any lawful authority and is of no legal effect and/or pass such other or further order or orders as to this Court may seem fit and proper.”

4. As both the Wilt Petitions involve common questions of law and fact, they were heard together on several dates and are now being dispose of by this single judgment.

5. Briefly stated, relevant facts necessary for disposal of the Rules are as under :

By a Circular (বিজ্ঞপ্তি) dated 30-4-2006, Respondent No. 4, published a notification in the daily Amar Desh on 15-5-2006, inviting applications for appointment to the post of Assistant Director (Assistant Geologist) in 28 vacant permanent posts in Geological Survey of Bangladesh.

Subsequent thereto, by letter No. GSB/ Pro-1-1(5)93/3607 dated 21-5-2006, respondent No. 5 sought to correct the earlier notification by splitting the 28 vacant permanent posts into 6 permanent posts and 22 temporary posts. Accordingly, another notification dated 18-5-2006 was published once again in the daily Amar Desh on. 27-5-2006 inviting applications for appointment in 22 vacant temporary posts of Assistant Director (Assistant Geologist).

6. In the very same circular, it was also stated that there was a correction of the earlier notification (বিজ্ঞাপনের সংশোধনী) in the following terms:

“বিজ্ঞাপনের সংশোধনী দৈনিক আমার দেশ, দৈনিক ইত্তেফাক, বাংলাদেশ অবজারভার এবং দৈনিক ইনকিলাব পত্রিকায় যথাক্রমে ১৫-৫-২০০৬ এবং ১৬-৫-২০০৬ তারিখে প্রকাশিত কমিশন সচিবালয়ের ৩০-৪-২০০৬ তারিখের ৪নং বিজ্ঞাপনের উল্লিখিত বিদ্যুৎ, জ্বালানী ও খনিজ সম্পদ মন্ত্রণালয়ের অধীন ভূতাত্ত্বিক জরিপ অধিদপ্তরের সহকারী পরিচালক (সহকারী ভূতত্ত্ববিদ) পদে ২৮ টি শূণ্য স্থায়ী পদের স্থলে ৬ (ছয়) টি শূণ্য স্থায়ী পদ পড়তে হবে।”

7. Although the said notification also invited applications for appointment to the post of Assistant Geophysists in three vacant temporary posts, that is not relevant for disposal of the Rule before us..

8. By a Circular dated 17-9-2006, issued by respondent No. 4, as evidenced by Annexure C, the petitioners, being 22 in

number, were selected by the Bangladesh Public Service Commission for appointment to the post of Assistant Director (Assistant Geologist). By letter dated 9-10-2006, respondent No. 4 recommended the appointment of 22 petitioners in the temporary posts of Assistant Director. Accordingly, by notification dated 11-2-2007, the 22 petitioners were appointed temporarily in the post of Assistant Director under Geological Survey of Bangladesh (briefly, GSB). Following their appointment, the petitioners joined their respective posts on 12-2-2007.

9. By notification dated 20-2-2007, issued on behalf of respondent No. 1, added respondent Nos. 7, 8, 9, 10, 11 and 12 were appointed on temporary basis as Assistant Director of GSB, who joined their respective posts on 25-2-2007.

10. By office order dated 2-2-2010, issued by respondent No 1, the service of the 22 petitioners as well as those of respondent Nos. 7-12, was made permanent from the date of their joining in their respective posts.

Subsequently, by notification dated 25-8-2011, the petitioners and the respondents were granted selection grade from the date of their joining in their respective posts.

11. On 20-2-2012, respondent No. 6 sent a letter to respondent No. 1 with regard to determination of seniority amongst the 22 petitioners and the 6 respondents. Accordingly, respondent No. 1 sent a letter dated 10-5-2012 to respondent No. 4 seeking their opinion regarding the inter-se seniority between the 22 petitioners and 6 respondents. By Memo No. 80.105.008.27.04.001/2012/28 dated 10-2-2013 respondent No. 4 sent a letter to respondent No. 1 with the following opinion:

“সহকারী পরিচালক (ভূতত্ত্ব) এর ৬ (ছয়) টি স্থায়ী পদের নিয়োগ বিজ্ঞপ্তি অস্থায়ী ২২ (বাইশ) টি পদের নিয়োগ বিজ্ঞপ্তির পূর্বে জারী করা হয়েছিল বিধায় নন (ক্যাডার কর্মকর্তা ও কর্মচারী (জ্যেষ্ঠতা ও পদোন্নতি) বিধিমালা, ২০১১ এর বিধি ৪(১)(ক) অনুযায়ী সহকারী পরিচালক (ভূতত্ত্ব) এর স্থায়ী পদে নিয়োগপ্রাপ্ত ৬ (ছয়) জন কর্মকর্তা অস্থায়ী পদে নিয়োগপ্রাপ্ত ২২ (বাইশ) জন কর্মকর্তার উপরে জ্যেষ্ঠতা প্রাপ্ত হবেন।”

12. Being aggrieved by the aforesaid decision, the petitioners moved this Court and obtained the Rules, as quoted above.

13. Mr Shafique Ahmed, the learned Senior Advocate appears with Mr M Aminul Haque, the learned Senior Advocate and Mr Mahbub Shafique learned Advocate on behalf of the petitioners.

14. Having placed both the Writ Petitions together with the documents appended thereto, the learned Advocate appearing for the petitioners submit that in pursuance of the advertisement published by Geological Survey of Bangladesh (briefly, GSB) the petitioners applied for appointment to the posts of Assistant Directors. He submits that although the first advertisement was published on 30-4-2006 inviting applications for appointment of Assistant Directors in 28 vacant permanent posts, by the subsequent notification dated 18-5-2006, the earlier notification was corrected inviting applications for appointment to the post of Assistant Director in 22 vacant but temporary post. By the self-same Circular, a corrigendum was added to the effect that 28 vacant permanent posts, as mentioned in the earlier advertisement published on 30-4-2006, was to be amended and read as 6 permanent and 22 vacant posts. The learned Advocate contends that it is evident from the subsequent notification dated 18-5-2006 that there is a direct reference to the earlier notification dated 30-4-2006 and therefore, the two notifications cannot be read in isolation, but must be read together.

15. He further submits that the first notification dated 30-4-2006 (hereinafter referred to as the first notification) invited applications for appointment to 28 permanent posts of Assistant Directors. However, the subsequent notification dated 18-5-2006 (hereinafter referred to as the second notification) invited applications for appointment to 22 temporary posts and 6 permanent posts, thereby totaling 28 posts of Assistant Directors. Moreover, the reference in the second notification clearly indicates that these two notifications were not separate and independent, but must be read together. He further contends that the second notification cannot be taken on its own and read in isolation of the first notification.

16. Turning now to the factual aspect of the case, the learned Advocate submits that the petitioners were appointed in the post of Assistant Director on 11-2-2007 and joined in the respective posts on the following day i.e. on 12-2-2007. Thereafter, by office order dated 2-2-2010, the petitioners were made permanent in their posts from the date of their joining i.e. on and from 12-2-2007 and they were also granted selection grade by notification dated 25-8-2011 with effect from the date of appointment. The learned Advocate further submits that on the other hand, the six contesting respondents namely, respondent Nos. 7-12, were appointed by notification dated 20-2-2007 and they joined their respective posts on 25-2-2007 and subsequently, they were granted selection grade with effect from 24-2-2011. The learned Advocate contends that in the back drop disclosed above, it is apparent that all the writ petitioners were appointed as Assistant Directors in temporary posts at an

earlier point of time and they also joined their respective posts earlier than respondent Nos. 7-12. Therefore, according to the learned Advocate, on both counts, the petitioners are senior to the respondents in their respective service under GSB.

17. The learned Advocate further submits that the respondent No. 4 (Bangladesh Public Service Commission) sent a recommendation to the Ministry with regard to appointment of 22 petitioners as Assistant Directors on 9-10-2006 and the Circular, appointing the petitioners in the post of Assistant Director, was published on 11-2-2007. However, in the case of respondents, the recommendation of respondent No. 4 was made on 23-11-2006 and the Circular, appointing the respondents as Assistant Director, was published on 20-2-2007. Accordingly, the petitioners joined in their respective posts on 12-2-2007, while the six respondents joined in their respective posts on 25-2-2007.

18. Turning now to the legal aspect of the case, the learned Advocate submits that the post of the 22 Assistant Directors were created in 1980. Referring to Annexure-T of the supplementary affidavit dated 12-6-2006 filed on behalf of the petitioners in Writ Petition No. 3226 of 2013, the learned Advocate submits that the post of 22 Assistant Directors (Assistant Geologist) was sanctioned and approved by the Government on 13-10-1991. Although the said approval was granted upto 31-5-1992, it was subsequently extended from time to time, as evident from Annexure T series.

19. Referring to Annexure U, the learned Advocate submits that by Memo dated 23-1-2000, the Government accorded approval for making the aforesaid posts permanent under the organogram of GSB.

20. Referring to clause 7.2 of the Annual Report, 2006 of Bangladesh Public Service Commission, which relates to “নিয়োগবিধি, পদ্ধতি ও পদ বন্টন নীতি”, the learned Advocate submits that the process of recruitment by the PSC can be undertaken in three ways, a) Direct recruitment (সরাসরি নিয়োগ) b) Recruitment through promotion and c) Recruitment through transfer or deputation. In the case of direct recruitment (সরাসরি নিয়োগ), there are 4 methods for selection of candidates, which are as follows:

(1) Competitive preliminary test/selection, written test and then final selection through viva voce examination;

(2) In some context (ক্ষেত্রবিশেষে) preliminary test, written test and then selection through viva voce examination;

(3) If necessary (প্রয়োজনীয় ক্ষেত্রে) preliminary test and selection through viva voce examination and

(4) Selection through viva voce examination only.

21. The learned Advocate for the petitioners submits that while making appointments through direct recruitment, the Public Service Commission has been vested with the authority to adopt any one of the aforesaid methods. However, such methods do not disclose whether the appointments relate to permanent or temporary posts. In other words, according to the learned Senior Advocate, irrespective of the appointment, either in a temporary or permanent post, all the candidates have to go through the selection procedure as prescribed by the Public Service Commission. Merely because some candidates have been selected only through viva voce examination, that would not necessarily place them below the

candidates who are selected through written and viva voce examination.

22. The learned Advocate contends that it is not for the candidates to decide the mode of examination for the purpose of selection/ appointment by the Public Service Commission (briefly, the PSC), but it is for the PSC to decide the mode which the candidates are to undertake prior to appointment or selection in their respective posts.

23. Referring to the Gazetted Officers (Biological Survey of Bangladesh) Recruitment Rules, 1988, the learned Advocate contends that in the said Rules, the post of Assistant Director (Assistant Geologist.) has been termed as “Assistant Director (Assistant Geologist)” without specifying whether such posts are “permanent” or “temporary”.

24. Referring to Rule 4 (2) of the নন ক্যাডার কর্মকর্তার ও কর্মচারী (জ্যেষ্ঠতা ও পদোন্নতি), বিধিমালা, ২০১১, the learned Advocate contends that seniority is to be determined from the date of joining in the respective posts. However, as per Rule 4(1), the date of advertisement is taken as the relevant date.

25. Mr Md Salahuddin Dolon, the learned Advocate appearing on behalf of the respondents submits that respondent Nos. 7-12 successfully qualified in the written and viva voce examination for appointment to the permanent (স্থায়ী) post of Assistant Director (Assistant Geologist) in accordance with the first advertisement dated 30-4-2006. As the said respondents were selected through a more competitive process involving both written and viva voce examination, the selection process required a longer period of time. On the other hand, the petitioners were recruited upon taking viva voce examination only and

consequently their process of selection took much lesser time. Therefore, the petitioners were appointed earlier in the vacant posts of Assistant Director than the said respondents, who were appointed in the permanent posts of Assistant Director.

26. Referring to the Annual Report published by the Bangladesh Public Service Commission (PSC), 2006, as evidenced by Annexure 5 to the supplementary affidavit dated 12-5-2016 filed on behalf of the respondent Nos. 7-12, Mr Salahuddin contends that it is evident therefrom that the petitioners were appointed on the basis of Viva Voce examination pursuant to the advertisement dated 18-5-2006, while the respondent Nos. 7-12 were appointed through written and Viva Voce examination pursuant to the advertisement dated 30-4-2006. He submits that it is apparent from the dates that there were two separate advertisements and the respondent Nos. 7-12, having been appointed in pursuance of the first advertisement, would rank senior to the petitioners in service. Mr Salahuddin contends that mere joining in service at an earlier date does not necessarily confer seniority upon the incumbents.

27. Referring to the Bangladesh Civil Service Seniority Rules, 1983, in particular to Rule 3(g) thereof, Mr Saiahuddin submits that the said Rule provides that persons recruited directly to a cadre through Bangladesh Public Service Commission through an earlier open advertisement would rank senior to those directly recruited in service through a subsequent open advertisement, even though the latter may be appointed earlier than the former. Mr Salahuddin also refers to Rule A of the General Principle of Seniority which stipulates that Officers recruited through an

earlier advertisement would rank senior to those recruited through a subsequent advertisement.

28. According to Mr Salahuddin, in view of the aforesaid provision, it is abundantly clear that respondent Nos. 7-12, who were appointed through an earlier open advertisement, whose rank senior to the petitioners, although they were appointed in service at an earlier point of time. In support of his contention, Mr Salahuddin has referred to a decision of the Apex Court, reported in *5 MLR (AD) 350 = 6 BLC (AD) 7 (AHM Mostain Billah vs Government of Bangladesh)*.

29. Turning now to another aspect of the case, Mr Salahuddin contends that although the petitioners were confirmed in service on 12-6-2007, yet the very posts in which they were made permanent was, in fact, made permanent by the Government on 1-6-2007. He contends that the act of making the petitioners permanent in a post which was itself not permanent is completely without lawful authority. On the other hand, Mr Salahuddin contends that respondent Nos. 7-12 were appointed in permanent posts, which had already been designated as permanent posts in 2007, as evident from Annexure 7 of the supplementary affidavit in opposition dated 19-7-2006.

(to be continued)

Source: The Dhaka Law Reports (July 2018)

Statistics

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

| Period | General Index | Index by expenditure group | | | | | | | | |
|-----------|---------------|----------------------------|---------------|------------------------|---------------------|--------------------------|------------------------------------|------------------------------|--------------------------------|------------------------------|
| | | 1. Food & Beverage | 2. Non-Food | I. Clothing & Footwear | II. Fuel & Lighting | III. Household Equipment | IV. Medical Care & Health Expenses | V. Transport & Communication | VI. Recreation, Entertainment, | VIII. Misc. Goods & Services |
| 2013-14 | 195.08 | 209.79 | 176.23 | 194.77 | 163.47 | 206.14 | 164.06 | 167.20 | 164.38 | 193.75 |
| 2014-15 | 207.58 | 223.80 | 186.79 | 204.50 | 171.80 | 214.45 | 180.77 | 181.78 | 168.02 | 204.21 |
| 2015-16 | 219.86 | 234.77 | 200.66 | 233.38 | 182.74 | 227.39 | 199.94 | 201.34 | 171.01 | 211.61 |
| 2016-17 | 231-82 | 248.90 | 209.92 | 243.56 | 194.01 | 235.85 | 206.70 | 210.78 | 177.56 | 217.51 |
| 2017-18 | 245.22 | 266.64 | 217.76 | 255.24 | 200.25 | 249.68 | 209.28 | 218.80 | 183.65 | 223.81 |
| 2018 | | | | | | | | | | |
| January | 248.13 | 271.05 | 218.73 | 259.67 | 200.65 | 250.87 | 209.09 | 218.22 | 184.00 | 224.61 |
| February | 247.81 | 270.25 | 219.04 | 259.98 | 200.69 | 251.08 | 209.58 | 219.29 | 184.21 | 224.83 |
| March | 248.65 | 271.27 | 219.64 | 260.22 | 200.75 | 253.21 | 210.47 | 219.94 | 184.27 | 226.55 |
| April | 248.85 | 271.42 | 219.90 | 260.33 | 200.86 | 254.08 | 210.78 | 220.47 | 184.31 | 226.72 |
| May | 245.80 | 265.27 | 220.83 | 261.92 | 201.61 | 254.88 | 211.45 | 221.55 | 184.40 | 228.29 |
| June | 246.82 | 265.33 | 223.09 | 270.93 | 202.06 | 255.39 | 211.80 | 225.87 | 184.57 | 228.60 |
| July | 249.65 | 269.91 | 223.66 | 270.94 | 202.11 | 255.79 | 211.96 | 226.60 | 184.71 | 233.10 |
| August | 253.07 | 275.09 | 224.85 | 272.39 | 202.59 | 257.76 | 213.34 | 229.48 | 184.82 | 233.94 |
| September | 257.62 | 281.86 | 226.54 | 273.56 | 203.56 | 262.51 | 214.29 | 232.09 | 185.01 | 236.64 |

Source: Bangladesh Bureau of Statistics

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

| Period | General Index | Index by expenditure group | | | | | | | | |
|-----------|---------------|----------------------------|---------------|------------------------|---------------------|--------------------------|------------------------------------|------------------------------|--------------------------------|------------------------------|
| | | 1. Food & Beverage | 2. Non-Food | I. Clothing & Footwear | II. Fuel & Lighting | III. Household Equipment | IV. Medical Care & Health Expenses | V. Transport & Communication | VI. Recreation, Entertainment, | VIII. Misc. Goods & Services |
| 2013-14 | 196.90 | 207.72 | 179.69 | 200.61 | 164.05 | 197.62 | 168.87 | 166.01 | 179.72 | 199.74 |
| 2014-15 | 209.10 | 221.02 | 190.13 | 214.07 | 171.34 | 209.29 | 187.18 | 174.09 | 183.84 | 212.34 |
| 2015-16 | 220.10 | 230.31 | 203.86 | 242.26 | 179.19 | 222.11 | 211.04 | 188.69 | 187.84 | 221.12 |
| 2016-17 | 231.02 | 243.08 | 211.83 | 253.51 | 187.45 | 229.57 | 219.35 | 193.71 | 194.81 | 226.47 |
| 2017-18 | 244.17 | 259.86 | 219.21 | 263.96 | 192.89 | 246.23 | 221.15 | 197.24 | 201.31 | 233.72 |
| 2018 | | | | | | | | | | |
| January | 247.49 | 264.64 | 220.20 | 267.63 | 193.11 | 247.75 | 220.90 | 197.24 | 201.60 | 234.65 |
| February | 246.93 | 263.56 | 220.47 | 267.99 | 193.16 | 247.92 | 221.65 | 197.74 | 201.94 | 234.79 |
| March | 247.76 | 264.50 | 221.14 | 268.19 | 193.24 | 250.35 | 221.83 | 198.01 | 202.01 | 237.82 |
| April | 247.86 | 264.56 | 221.29 | 268.30 | 193.39 | 250.50 | 227.27 | 198.06 | 202.08 | 238.07 |
| May | 243.62 | 257.06 | 222.22 | 269.82 | 194.23 | 251.32 | 222.49 | 198.57 | 202.20 | 240.36 |
| June | 244.38 | 257.11 | 224.13 | 277.13 | 194.85 | 252.36 | 222.89 | 200.14 | 202.50 | 240.74 |
| July | 247.40 | 261.57 | 224.86 | 277.11 | 194.86 | 252.49 | 223.09 | 200.86 | 202.75 | 247.64 |
| August | 251.04 | 266.89 | 225.82 | 278.36 | 195.00 | 253.59 | 224.87 | 203.83 | 202.85 | 248.17 |
| September | 255.86 | 273.63 | 227.58 | 279.17 | 196.18 | 258.87 | 225.39 | 205.85 | 203.13 | 251.53 |

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 | 191.73 | 171.61 | 183.66 | 162.80 | 221.11 | 155.82 | 168.52 | 147.83 | 186.37 | |
| 2014-15 | 204.76 | 182.32 | 197.93 | 172.33 | 223.53 | 169.80 | 190.26 | 150.95 | 194.16 | |
| 2015-16 | 219.31 | 196.39 | 216.50 | 186.86 | 236.67 | 180.93 | 215.50 | 152.84 | 199.87 | |
| 2016-17 | 233.29 | 207.38 | 224.66 | 201.60 | 246.87 | 158.05 | 229.59 | 158.93 | 206.45 | |
| 2017-18 | 247.17 | 192.83 | 238.69 | 208.77 | 255.74 | 188.96 | 242.55 | 164.59 | 211.57 | |
| 2018 | | | | | | | | | | |
| January | 249.31 | 216.77 | 244.57 | 209.37 | 256.37 | 188.86 | 241.34 | 165.00 | 212.22 | |
| February | 249.42 | 217.12 | 244.77 | 209.40 | 256.65 | 188.93 | 243.02 | 165.08 | 212.53 | |
| March | 250.28 | 217.65 | 245.08 | 209.46 | 258.24 | 191.04 | 244.11 | 165.12 | 212.64 | |
| April | 250.67 | 218.05 | 245.18 | 209.52 | 260.39 | 191.10 | 245.16 | 165.14 | 212.70 | |
| May | 249.83 | 218.98 | 246.91 | 210.15 | 261.15 | 192.54 | 246.87 | 165.19 | 213.39 | |
| June | 251.32 | 221.70 | 259.16 | 210.41 | 260.72 | 192.82 | 254.23 | 165.21 | 213.61 | |
| July | 253.80 | 222.08 | 259.22 | 210.51 | 261.57 | 192.91 | 254.97 | 165.24 | 215.13 | |
| August | 256.83 | 223.53 | 261.04 | 211.38 | 265.09 | 193.60 | 257.75 | 165.37 | 216.37 | |
| September | 260.86 | 225.15 | 262.90 | 212.10 | 268.90 | 195.28 | 261.00 | 165.45 | 218.26 | |

Source: Bangladesh Bureau of Statistics

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

| Sector | 2014-15 | 2015-16 | 2016-17 | July '18 | Aug. '18 | Sept. '18 |
|-----------------------------------------|---------|---------|---------|----------|----------|-----------|
| General | | | | | | |
| percentage change (Point to Point) | 124.69 | 132.81 | 141.46 | 155.15 | 155.50 | 156.58 |
| percentage change (over previous month) | 4.94 | 6.52 | 6.50 | 6.49 | 6.38 | 6.25 |
| | | | | 0.46 | 0.23 | 0.69 |
| 1. Agriculture | 124.51 | 132.48 | 141.22 | 154.82 | 155.07 | 156.18 |
| percentage change(over previous month) | | | 6.59 | 6.51 | 6.33 | 6.14 |
| percentage change(over previous month) | | | | 0.57 | 0.16 | 0.71 |
| i) Agriculture | 124.46 | 132.44 | 141.19 | 154.78 | 155.03 | 156.13 |
| percentage change (Point to Point) | 5.12 | 6.52 | 6.60 | 6.52 | 6.34 | 6.15 |
| percentage change(over previous month) | | | | 0.57 | 0.16 | 0.71 |
| ii) Fish | 126.85 | 134.59 | 143.19 | 156.81 | 157.24 | 158.59 |
| percentage change (Point to Point) | 5.00 | 6.12 | 6.37 | 6.03 | 5.97 | 5.78 |
| percentage change(over previous month) | | | | 0.38 | 0.27 | 0.86 |
| 2. Industry | 124.38 | 132.02 | 140.27 | 153.97 | 154.51 | 155.37 |
| percentage change (Point to Point) | 4.47 | 6.16 | 6.24 | 6.32 | 6.34 | 6.18 |
| percentage change(over previous month) | | | | 0.36 | 0.35 | 0.56 |
| i) Construction | 124.84 | 129.77 | 137.43 | 149.14 | 149.57 | 150.29 |
| percentage change (Point to Point) | 4.09 | 4.18 | 5.37 | 5.28 | 5.30 | 5.22 |
| percentage change(over previous month) | | | | 0.34 | 0.29 | 0.48 |
| ii) Production | 127.28 | 136.18 | 146.01 | 163.76 | 164.21 | 165.66 |
| percentage change (Point to Point) | 4.44 | 7.70 | 7.22 | 8.27 | 8.31 | 7.99 |
| percentage change(over previous month) | | | | 0.40 | 0.46 | 0.70 |
| 3. Service | 126.15 | 136.03 | 145.01 | 159.20 | 159.62 | 161.00 |
| percentage change (Point to Point) | 4.98 | 7.86 | 6.60 | 4.79 | 6.66 | 6.88 |
| percentage change(over previous month) | | | | 0.20 | 0.27 | 0.86 |

Source: Bangladesh Bureau of Statistics

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

| SL. No. Item with specification | Unit | 2016-17 | Aug. '18 | Sept '18 | Oct. '18 |
|-----------------------------------------------|-------|---------|----------|----------|----------|
| 1 | 2 | 3 | 4 | 5 | 6 |
| I. Cereals: | | | | | |
| 1. Rice : Najershail/Minikat | kg | 55.87 | 64.04 | 64.00 | 64.00 |
| 2. Rice : Pajam/Equivalent | kg | 54.41 | 60.23 | 60.29 | 60.09 |
| 3. Rice : Irri/Boro | kg | 39.18 | 48.59 | 49.50 | 49.48 |
| 4. Wheat (atta), white, Packet | kg | 40.00 | 40.00 | 40.00 | 40.00 |
| II. Pulses | | | | | |
| 5. Moogdal (husked) | kg | 118.59 | 115.98 | 116.54 | 116.60 |
| 6. Lentil (husked) | kg | 132.18 | 108.65 | 110.00 | 111.80 |
| III. Sugar & Molasses : | | | | | |
| 7. Sugar (White) | kg | 72.93 | 60.00 | 60.00 | 60.00 |
| 8. Molasses (Sugarcane) | kg | 87.20 | 97.60 | 97.62 | 97.65 |
| IV. Protein Items | | | | | |
| 9. Fish- Rohu-cut piece | kg | 395.21 | 400.08 | 400.28 | 400.75 |
| 10. Fish-Hilsa, Medium size | kg | 1618.90 | 2060.00 | 2065.24 | 2065.30 |
| 11. Prawn/Shrimp, about 3" long | kg | 705.17 | 732.11 | 735.00 | 735.12 |
| 12. Barbel (Shing), about 50 gram weight each | kg | 777.48 | 775.92 | 775.98 | 776.04 |
| 13. Beef, best quality | kg | 463.52 | 500.00 | 500.00 | 500.00 |
| 14. Mutton, best quality | kg | 630.57 | 760.15 | 765.18 | 765.68 |
| 15. Fowl, Alive | kg | 400.78 | 409.01 | 409.11 | 409.15 |
| 16. Egg (Hen), Farm | 4pcs | 32.33 | 35.00 | 34.00 | 34.00 |
| 17. Egg (Duck) | 4pcs | 47.34 | 50.00 | 50.00 | 60.00 |
| V. Edible oil: | | | | | |
| 18. Mustard oil, best quality | Litre | 182.79 | 185.56 | 185.65 | 186.21 |
| 19. Soyabean oil, best quality | Litre | 92.66 | 96.40 | 96.42 | 96.49 |

| SL. No. Item with specification | Unit | 2016-17 | August '18 | Sept.'18 | Oct.'18 |
|---------------------------------------------------------------------------|---------|---------|------------|----------|---------|
| 1 | 2 | 3 | 4 | 5 | 6 |
| VI. Spices: | | | | | |
| 20. Chilli (dry), best quality | kg | 220.16 | 236.53 | 236.58 | 240.10 |
| 21. Onion (local) | kg | 35.03 | 60.00 | 60.00 | 59.12 |
| 22. Garlic (Local) | kg | 184.02 | 90.66 | 90.60 | 90.67 |
| 23. Turmeric (Local) | kg | 213.44 | 180.10 | 180.00 | 180.00 |
| 24. Ginger (Local) | kg | 107.30 | 120.00 | 120.00 | 120.00 |
| 25. Salt (fine) | kg | 41.74 | 38.55 | 38.51 | 38.42 |
| VII. Vegetable | | | | | |
| 26. Potato, best quality | kg | 23.27 | 25.00 | 25.00 | 26.00 |
| 27. Brinjal, best quality | kg | 56.45 | 50.00 | 52.00 | 50.00 |
| 28. Lady's finger, best quality | kg | 45.96 | 48.03 | 48.12 | 50.00 |
| 29. Papaya (green) | kg | 27.25 | 25.00 | 25.00 | 20.00 |
| VIII. Milk : | | | | | |
| 30. Milk (Milk Vita packet) | Litre | 71.18 | 72.00 | 72.00 | 72.00 |
| 31. Lactozen (Full cream) (400gm) | Each | 588.65 | 596.15 | 596.18 | 596.30 |
| IX. Fuel & lighting: | | | | | |
| 32. Firewood (gazari) | Quintal | 660.13 | 668.80 | 668.89 | 668.98 |
| 33. Kerosene | Litre | 74.50 | 75.06 | 75.08 | 75.15 |
| 34. Matches (40 sticks) | Box | 2.00 | 2.00 | 2.00 | 2.00 |
| X. Clothing | | | | | |
| 35. Long cloth (fine) | Metre | 78.83 | 79.99 | 80.02 | 80.05 |
| 36. Long cloth (medium) | Metre | 75.04 | 75.98 | 76.01 | 76.04 |
| 37. Saree (medium) , White Tangail handloom: A451 80x80 count 5.5 yds. | Each | 701.82 | 715.25 | 715.29 | 715.35 |
| 38. Lungi (medium) 48" handloom 60x60 | Each | 475.21 | 795.30 | 795.33 | 795.38 |
| 39. Undershirt (genjee 100 c.m sleeveless) | Each | 100.00 | 100.00 | 100.00 | 100.00 |

| SL. No. Item with specification | Unit | 2016-17 | Aug. '18 | Sept. '18 | Oct. '18 |
|------------------------------------------------|-----------|---------|----------|-----------|----------|
| 1 | 2 | 3 | 4 | 5 | 6 |
| XI. Housing & household Requisites: | | | | | |
| 40. Cement (local) | 50 kg | 455.29 | 480.92 | 480.95 | 475.00 |
| 41. Aluminium (Degchi) | Gram | 0.52 | 0.42 | 0.42 | 0.42 |
| 42. Bamboo (muli) about 30 feet long | Each | 145.86 | 147.03 | 147.09 | 147.13 |
| 43. Enamel plate | Each | 69.56 | 70.00 | 70.00 | 70.00 |
| XII. Miscellaneous: | | | | | |
| 44. Coconut oil (unscented, imported) | 50 kg | 277.70 | 278.72 | 278.72 | 278.75 |
| 45. cigarettes (Star) | 10 sticks | 60.00 | 60.00 | 60.00 | 60.00 |
| 46. White paper | Quire | 27.63 | 27.90 | 27.90 | 27.90 |
| 47. Blade-Sword (stainless steel) | Each | 2.00 | 2.00 | 2.00 | 2.00 |

Source: Bangladesh Bureau of Statistics (BBS)