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SUCCESSFUL WAYS TO ENCOURAGE EMPLOYEE DEVELOPMENT



By William Craig

Making strategic investments in employee development is vital for strengthening teams and guaranteeing the continued success of a company. For business leaders, deciding which investments are most vital and relevant has never been more difficult.

For companies, training expenditures in the U.S. cost \$70.65 billion in 2016, and much of that cost goes to waste when employers don't consider the specific needs of the company and employees of all experience levels and positions. Here are a few successful ways to encourage employee development and strengthen your team.

Encourage Continued Learning

Encourage continued learning to develop the potential of each employee further. Knowledge transfer proves intrinsic to business success, since employees learn from one another.

Cross-training can take place across various departments, sometimes with surprising results - including administration, operations, sales, customer service and marketing. While employees expect to self-learn on the job, they may feel lost about what to pursue. Cross-training will help raise team spirits and allow flexibility when employees need somebody to cover their responsibilities. It also gives employees more confidence to help their coworkers when they're stuck on a problem.

If any employee expresses interest in additional skill sets, provide your encouragement rather than let an employee stagnate in boredom while performing the same tasks every day. Also, encourage employees to pursue personal hobbies and interests to achieve a healthy work-life balance.

Leaders can offer a primary source of knowledge for employees who don't want to wait forever for opportunities to develop. Push employees to grow outside of their comfort zones and to innovate and experiment. Offer more than just words of support and get involved through direct mentorship and outlining milestones and paths to success for employees.

Create one-year, five-year and ten-year career paths with your employees, providing opportunities for tuition reimbursement if they need more school in addition to continued training on the job. Tuition reimbursement programs offer a major return on investment. Take Cigna, for example, who gets back one dollar and saves another \$1.29 in lowered recruitment costs and turnover for every dollar they invest in tuition reimbursement.

It builds trust when employees feel your direct involvement in their career paths. Your employees will know you're invested in their futures beyond what you can get out of them before burnout happens.

Small Opportunities Provide Major Growth Opportunities



Give employees ample opportunities to take risks and pitch new ideas. This also teaches them how to back up their ideas with evidence and research. Representing the company at a conference, trade show or client meeting seems like a waste of gas at first, but in truth, such small opportunities mean much to employees. They also gain opportunities to network for professional and company advantage.

These small gifts give increased confidence to employees and make them feel like they matter on the job.

Offer Regular Feedback



Each year, you call employees into one-on-one meetings for annual reviews, addressing improvements to be made and praising positive contributions. Giving constructive criticism feels the most difficult because you want to encourage your employees without making them feel discouraged.

In truth, employees crave more feedback at work. Soon, millennials will represent the largest cohort within the workforce, and they desire regular feedback at work. More constructive and positive feedback for all professionals cultivates openness in the workplace.

Often, frequent feedback ends once an employee "gets their feet wet" after training. Leaders leave employees alone to do the tasks at hand - and if they're done, what does

it matter? But remember that communication is vital to every relationship. Offer regular feedback to increase employee accountability and productivity.

Increase Team-Building Efforts



Positive work culture is an often-overlooked amenity that employees look for while job searching, and it also helps retain employees over time. Negative work culture doesn't motivate anyone to do their job well or encourage effective communication.

Increase team-building efforts to grow productivity, develop skills and boost retention rates. Remember that 40 percent of unhappy employees leave their jobs and that disengaged workers cost companies between \$450 and \$550, each, every year. Take time to get team members involved with one another and have fun.

Don't let employee potential stagnate. Encourage continued learning and co-create paths to success with your employees, such as through tuition reimbursement programs. Even small opportunities for growth reinforce the fact that you believe in your employees, and that sense of trust is hugely important for employee retention and development. So, offer regular feedback and team-building opportunities.

The return on investment is vast and the knowledge that you have a direct hand in your employees' positive personal and

professional growth feels highly rewarding. Your efforts will build trust and a loyal team that's committed to business success.

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

Home News

VOW TO PAY 90% OF RMG WORKERS DIGITALLY BY 2021



Mr. Zunaid Ahmed Palak, State minister for ICT, at the Bangladesh Digital Wages Summit observed that Infrastructure development, creating awareness among owners and workers, and financial and digital literacy were the major challenges in bringing all the garment workers under the digital

wage payment system. Despite the challenges, he said, the government and stakeholders were committed to make wage payment of around 90 percent of the country's garment workers digitally by 2021 as part of the government's target to develop less cash transaction system by then. Currently, about 1.5 million out of 4.0 million garment workers are receiving their wages digitally.

The summit was jointly organized by Access to Information (a2i) Programme of the ICT division, the United Nations Development Programme(UNDP), and UN-based the Better Than Cash Alliance, Business for Social Responsibility and the Bangladesh Garment Manufacturers and Exporters Association (BGMEA). Mr. Nurul Majid Mahmud Humayun, Industries Minister was present as chief guest at the opening session of the Summit.

TECHNICAL TRAINING CENTER WILL BE INSTALLED IN EVERY UPAZILA

Technical Training Centers (TTC) will be installed in every upazila with an aim to develop a skilled workforce, said Expatriates' Welfare and Overseas Employment Minister, at the inauguration of a modern and well-furnished building at Rajshahi TTC. The newly-inaugurated building is part of a four-year project titled "Capacity Development Programme for TTC, Rajshahi", a joint endeavour of Korea International Cooperation Agency (Koica) and Bureau of Manpower Employment and Training (BMET) to enhance the quality of vocational education in the country. The Tk 87.11 crore project includes establishing a new academic building and a dormitory, supplying necessary training equipment, and training for 18 instructors and six officers in South Korea. Koica provided Tk 67 crore as grant aid for the TTC in order to support the national initiative of strengthening the capacity of vocational training.

BANGLADESHI WORKERS IN UAE TO GET SKILLS TRAINING

The government has launched a training program for Bangladeshi workers in the United Arab Emirates (UAE) to improve their skills. The training will be provided on language, computer literacy, personality development and driving under the program that will help the workers perform duties more perfectly, said a press release, issued by the Ministry of Foreign Affairs. The program has been taken with the joint initiative of Bangladesh Consulate General and

Bangladesh Community in the UAE. Foreign minister Dr. A. K. Abdul Momen inaugurated the program titled 'Life Changer' at a hotel in Abu Dhabi, UAE. Bangladeshi workers are expected to get better placement after going through these trainings that would also help them contribute more to the country's economy, said the minister.

ADB PROVIDES \$150 MILLION FOR SKILLS DEVELOPMENT IN BANGLADESH

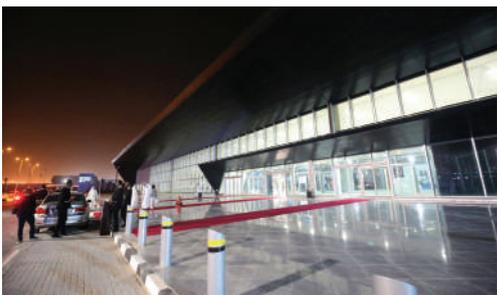


Asian Development Bank (ADB) and Bangladesh government recently signed an agreement of \$150 million in loan to continue support in skill development training in Bangladesh. ADB will provide the assistance under the third and last tranche of the ongoing skills for employment investment program (SEIP). The program is providing market-responsive skills training through partnerships with public institutes, industry associations and other organizations, covering skills requirements in 10 industry sectors.

Overall, the project will train up around 320,000 people, 30 percent of whom will be women. It will support new training specifically targeted at socially disadvantaged groups, including people with disabilities, and women entrepreneurs to ensure inclusive skilling efforts.

International News

KUWAIT WORKERS STRIKE AT AIRPORT FOR BETTER WORKING CONDITION



Hundreds of workers at Kuwait's international airport recently held a one-hour strike demanding better working conditions and threatening to stage longer walkouts in the coming days. Workers were calling for improved treatment and compensation for daily exposure to pollution and noise. However, the strike by Kuwaiti staff did not affect flights. The right to strike is guaranteed for citizens in Kuwait, but such actions remain rare in the Gulf country. Foreign workers do not have the right to strike. Of 4,500 civil aviation employees, 1,500 took part in the strike.

MALAYSIA TRYING TO OVERCOME RELIANCE ON LOW-SKILLED FOREIGN WORKERS

Malaysia is trying to overcome its reliance on low-skilled foreign workers as it tries to move up the economic ladder. But that's hurting some key industries in the country.

The country aims to reduce the number of overseas workers by more than 130,000 in five years, while getting companies to hire more high-skilled Malaysians and turn to automation to become a more developed economy. Local businesses say they're doing so, but still need low-skilled foreigners for harvesting palm fruits and doing laundry.

Small and medium enterprises (SMEs)- which made up 38 percent of gross domestic product last year - along with manufacturers and plantations say they are facing labor shortages that could threaten their growth. The biggest problem for SMEs is hiring enough workers to meet immediate sales orders, according to the Federation of Malaysian Manufacturers. Labour shortage is also among the main challenges for the plantation industry, IOI Corp said.

PHILIPPINES REMITTANCES HIT \$2.9 BILLION IN AUGUST



Filipinos working abroad sent home more money in August 2019 to push remittances to a three-month high, the Bangko Sentral ng Pilipinas (BSP), the central bank, said. Filipinos overseas remitted \$2.88 billion for the month, slightly higher than July's \$2.87-billion and jumping 4.6 percent from the \$2.76 billion received in August 2018. Of the amount received in August, \$2.59 billion of remittances were sent through banks.

According to sources, Filipinos working in the United States accounted for more than a third of the money inflows as of end-August. This is followed by those based in Saudi Arabia, Singapore, the United Arab Emirates, the United Kingdom, Japan, Canada, Hong Kong, Germany, and Kuwait.

The August haul brought the eight-month

tally to \$22 billion, up 3.6 percent from the comparable period in 2018. There are about 2.3 million Filipinos making a living abroad, according to data from the Philippine Statistics Authority.

SAUDI ARABIA 'EXPAT FEES' FOR COMPANIES EMPLOYING FOREIGN WORKERS TO BE WAIVED



Saudi Arabia will waive the controversial fees it requires industrial companies to pay for their foreign workers for a period of five years, lightening a burden on the private sector. Since January 2018, businesses have been required to pay fees for foreign workers they employ, part of the government's strategy to raise non-oil revenue and encourage companies to hire Saudis. Many businesses, accustomed to cheaper foreign labor, have struggled to adapt to the fees. The levies contributed to an exodus of foreign laborers, hitting the economy without making much of a dent in Saudi unemployment.

However, the Saudi cabinet recently announced that the state would temporarily cover the cost of the fees for licensed industrial companies, according to the official Saudi Press Agency. The cabinet statement didn't provide further details. There are two types of fees on foreign workers in the kingdom. The change applies to those paid by businesses, not to fees that foreign residents must pay on behalf of their dependents.

PAKISTAN US\$2000.80 MILLION REMITTANCES RECEIVED IN OCTOBER

Remittances sent home by overseas Pakistanis amounted to US\$2000.80 million during October 2019 compared to US\$2060.28 million received during the same period of 2018, according to the State Bank of Pakistan (SBP). (US\$ million)

Countries	October 2018	October 2019
Saudi Arabia	494.53	468.18
UAE	419.41	398.96
USA	325.19	322.38
UK	322.29	328.69
Malaysia	142.49	137.41
Oman	63.37	61.14
Kuwait	70.67	59.88
Qatar	34.92	44.61
Bahrain	31.91	26.14
Australia	25.42	19.34
Canada	19.76	15.93
Others	110.32	118.14
Total	2060.28	2000.80

Source: State Bank of Pakistan

BAHRAIN NUMBER OF FOREIGN WORKERS REACHED 594,944 BY THE END OF THE SECOND QUARTER OF 2019

Total number of foreign workers employed in Bahrain reached 594,944 by the end of the second quarter of 2019. Non-Bahraini employment decreased by 1.1% annually compared to 601,461 workers in the same quarter of last year. The figures released by the Labour Market Regulatory Authority (LMRA) also state that employment of Bahraini nationals reached 153,103 by the end of the second quarter of this year, decreasing by 3.6% compared to 158,814

workers in the second quarter of 2018. The downward trend continued during the second quarter as the LMRA also recorded a 5% decrease in the number of new work permits issued, which reached 37,570.

UK UNEMPLOYMENT HIT A FRESH 45-YEAR LOW

British unemployment has hit a fresh 45-year low. The unemployment rate declined to 3.8 percent in the three months to September 2019, the Office for National Statistics (ONS) said in a statement. That was the lowest level since the final quarter of 1974, and compared with 3.9 percent in the three months to August 2019. The number of people in work declined by 58,000 to 32.75 million in the quarter, the heaviest quarterly fall since May 2015.

USA NONFARM PAYROLLS ROSE BY 128,000 IN OCTOBER



Nonfarm payrolls in USA rose by 128,000 in October 2019 as the U.S. economy overcame the weight of the GM autoworkers' strike and created jobs at a pace well above expectations. Even with a decline of 42,000 in the motor vehicles and parts industry, the pace of new jobs well exceeded the estimate of 75,000 from economists surveyed by Dow Jones.

The unemployment rate, meanwhile, ticked higher to 3.6%, in line with estimates, but remains around the lowest in 50 years. The

unemployment rate for African Americans nudged down to a record low of 5.4%. Also, the total employment level as measured in the household survey jumped to 158.5 million, also a new high.

DAIMLER JOB CUTS PLANNED TO SAVE MORE THAN 1.0 BILLION EUROS



Daimler planned to cut jobs to save more than 1.0 billion euros (\$1.1 billion) by the end of 2022, as the German luxury carmaker grapples with an expensive switch to greener vehicles. The Mercedes-Benz maker has also been hit by expensive recalls, a slowing global market and a 870-million-euro fine for having sold vehicles that did not conform with legal emissions limits. By the end of 2022, Mercedes-Benz Cars plans to save more than 1 billion euros in personnel costs. To this end, jobs are to be reduced, the company said in a statement.

TATA STEEL 3,000 JOBS TO BE CUT IN EUROPE

Tata Steel plans to cut as many as 3,000 jobs across its European business in another bid to come to terms with a "severe" international steel market. The company wants to focus on higher-value products, it said, adding there would be no plant closures. About two thirds of the job cuts will be office-based, it added. The company employs about 20,000 people.

ILO NEWS



**International
Labour
Organization**

TECH'S PERSISTENT GENDER GAP



Around the world women are less likely to be employed in the technology sector and when they are they usually get paid less, according to ILOSTAT data.

In almost every country, regardless of income level or development stage, women are under-represented in the information and communication sector, which includes IT. Based on data available for 116 countries, women's median share of employment in those positions is less than one third.

When women do get a digital job, they face a median gender pay gap of 21%, which is significantly larger than the 16% median gender pay gap for the overall economy.

The gap could be due in part to the differing roles taken by men and women in the sector. According to the ILO Global Wage Report 2018/19, when women enter the information and communications technologies (ICT) workplace, they tend to be concentrated in less well-paid

occupations such as ICT project managers, rather than the better paid ICT software development positions.

The findings matter, not only because they expose gender inequality in a growing sector, but also because digital skills are in demand. Thousands of jobs are created each year and this skills shortage risks holding back economic expansion. Failing to bridge the skills gap will mean the G20 countries missing out on as much as \$1.5 trillion in economic growth over the next 10 years, according to estimates from Accenture.

Involving everyone in digital society is a key plank of the United Nations' work and ICT can help speed progress toward the Sustainable Development Goals. As technology is embedded into more and more aspects of our lives, and the future of work evolves, demand for digital skills is likely to keep increasing. This highlights the need to get more women into the industry and paid more equally.

AT LEAST 44000 WORK STOPPAGES SINCE 2010



Effective social dialogue is a means to promote better wages and working conditions. Therefore, it is one of the main pillars of decent work. Social dialogue includes negotiations, consultations and

exchange of information between workers, employers and governments. It also covers collective bargaining and mechanisms of dispute prevention and resolution.

However, disputes can't always be prevented. Sometimes, they may even result in work stoppages. ILO data show that since 2010 there have been at least 44,000 work stoppages in the world. However, this figure represents the lower bound for the actual number of work stoppages around the world since 2010. Data are available for only 56 countries (less than a third of the world's countries). Even for countries with data, data may not cover all economic activities and all geographic areas.

In 18 out of the 44 countries with data on work stoppages by sector, the highest share of stoppages took place in manufacturing. In fact, in Estonia, Mauritius and Thailand all of the reported work stoppages happened in manufacturing.

Besides, all of the reported strikes and lockouts were in construction in Panama and the Seychelles, in education in Lithuania, and in mining in Russia.

DIRE WORKING CONDITIONS OF SANITATION WORKERS



A joint report by the ILO, World Bank, World Health Organization and WaterAid, highlights the unsafe and undignified working conditions of sanitation workers in a number of developing countries.

The report, based on a study of sanitation workers in Bangladesh, Bolivia, Burkina Faso, Haiti, India, Kenya, Senegal, South Africa and Uganda, was issued to mark World Toilet Day on 19 November. It is the most extensive exploration to date of the plight of sanitation workers in the developing world.

Most sanitation workers, the report says, are in the informal economy and are deprived of their rights and social protection.

Sanitation workers involved in cleaning toilets, emptying pits and septic tanks, cleaning sewers and manholes, and operating pumping stations and treatment plants, are typically at high risk from faecal pathogens in their daily work. They may also be exposed to chemical and physical risks.

Manual scavengers, for instance, are exposed to serious health hazards such as cholera, typhoid and hepatitis, as well as toxic gases such as ammonia and carbon monoxide. In South Asian countries, manual scavenging is widespread.

The report makes four main recommendations:

- * Reforming policy, legislation and regulations to professionalize the sanitation workforce.
- * Developing and adopting operational guidelines to assess and mitigate the occupational risks of all types of sanitation work.
- * Advocating for sanitation workers and promoting their empowerment to protect worker rights.
- * Building the evidence base and documenting the challenges sanitation workers face.

It also calls on governments to ratify and implement ILO Occupational and Safety Conventions relating to sanitation workers.

CHILD LABOR AND HUMAN TRAFFICKING IMPORTANT CONCERNS IN GLOBAL SUPPLY CHAINS



A new report indicates that a significant share of child labor and human trafficking in global supply chains occurs at their lower tiers, in activities such as raw material extraction and agriculture, making due diligence, visibility and traceability challenging.

The report, *Ending child labour, forced labour and human trafficking in global supply chains*, provides the first ever estimates of child labor and human trafficking in global supply chains.

Amongst those in child labor, the percentage in global supply chains varies across regions:

- * 26 percent in Eastern and South-Eastern Asia.
- * 22 percent in Latin America and the Caribbean.
- * 12 percent in Central and Southern Asia.
- * 12 percent in sub-Saharan Africa.
- * 9 percent in northern Africa and Western Asia.

Child labor can have lifelong negative

consequences on children's physical, mental and social development, robbing them of a chance to play and learn," said UNICEF Executive Director Henrietta Fore. "We need to address the root causes that push children to work, like poverty and violence. We also need concrete solutions to ensure that families have alternative income sources and children have access to quality education and protective services."

NEW STATISTICS PORTAL OPENED



The ILO Department of Statistics has launched a new statistics' portal that makes it easy to access data about a wide range of labor-related topics, by country or by subject, in English, French and Spanish.

It is a one-stop shop to obtain labor data and learn about labor statistics. ILOSTAT provides bulk downloads for those who need large datasets and detailed cross-tabulations. It is also an invaluable tool for data producers, who can find data collection guidance and other resources.

What is the unemployment rate in your country? What proportion of children are engaged in economic activity, what is the average earning of employees, what is the proportion of women in management? The answers to these and many more questions can be found on the site.

Statistical information can be accessed by country, or by key topics - such as employment, working poor, union membership and child labour - and includes

data tables, concepts, methods and publications. The ILOSTAT country profiles are also available on mobile devices via a free app.

The page also links to blogs and insights by ILO statisticians and economists, upcoming events, and publications.

"This new statistics portal should prove to be a very useful tool," said Rafael Diez de Medina, Director of the ILO Department of Statistics. "Labour statistics are critical to design evidence-based policies, and play an essential role in efforts to achieve decent work for all."

The ILO Department of Statistics, provides comprehensive labor statistics, develops international standards for better measurement of labor issues and improved international comparability, and helps ILO member States improve their labor statistics. The ILO is the custodian agency for 14 of the Sustainable Development Goals (SDG) labor market-related indicators.

VIETNAM LABOUR MIGRATION SHOULD BE A SAFE CHOICE



The ILO in Vietnam calls for increased efforts to ensure labor migration is accessible, safe, orderly and regular. The ILO reiterates its commitment to enabling rights-based governance of labor migration.

"With collaboration and cooperation, labour migration can be a positive development

force, and risks to the safety of migrant workers can be reduced," says ILO Vietnam Director, "When migrant workers' rights are respected, and their journeys are safe, they themselves, families, societies can benefit from remittances and improved skills."

Vietnam has a growing number of people going abroad for work, with approximately 142,000 contract-based workers, including 50,000 women, departing in 2018 and migrant workers sending home US\$2.5-3 billion annually, according to Government estimates.

Reports also show increasing irregular migration within the region and to Europe. Irregular labor migration refers to the movement of persons outside the laws, regulations or international agreements governing the entry or exit from the country of origin, transit or destination.

The ILO strongly recommends improving regular migration channels to reduce cost and complexity and hence increase access to regular migration. The ILO stands by the principle adopted in the Private Employment Agencies Convention 1997 (No. 181) and the Protocol of 2014 to the Forced Labour Convention 1930 (No. 29) that workers, in particular migrant workers, should be protected from abusive and fraudulent recruitment practices.

Debts related to migration exacerbate the risk of human trafficking and forced labor. Migrant workers should therefore not bear any recruitment fees or related costs.

BEF Events



Bangladesh Employers' Federation (BEF) organized, in partnership with the Chittagong Chamber of Commerce & Industry (CCCI), a technical workshop at Chattogram on 16 November 2019 to discuss and exchange views on capacity development of chambers of commerce and businesses on SDGs, and implementation of ILO's Global Report on Future of Work Findings in Bangladesh. Among others, Mr. Tuomo Poutiainen, Country Director, ILO Country Office for Bangladesh (extreme left) was present at the workshop.



BEF, in collaboration with the Metropolitan Chamber of Commerce and Industry, Dhaka (MCCI), Dhaka Chamber of Commerce & Industry (DCCI), and the International Labour Organization (ILO), organized a technical workshop on "Capacity Development of Chambers of Commerce and Businesses on SDGs and Implementation of ILO's Global Report on Future of Work Findings in Bangladesh" at its Gulshan office on 26 November 2019. Mr. Md. Mokammel Hossain, Additional Secretary (SDG Affairs), Prime Minister's Office was the Chief Guest while Mr. Habibullah N. Karim, Vice-President, BEF, Mr. Golam Mainuddin, Vice-President, MCCI, and Mr. Waqar Ahmed Choudhury, Senior Vice President, DCCI, attended as the Special Guests. Mr. Kishore Kumar Singh, Senior Decent Work and Skills Specialist, ILO Country Office for Bangladesh, was present.

Judgment



Tariq ul Hakim J

Md Shohrowardi J

Nur Alam Chowkider (Md) Petitioners

vs

Bangladesh, represented by the Secretary, Ministry of Shipping, Bangladesh Dhaka and others
..... Respondents

Judgment

February 5th, 2019

Md Shohrowardi J: This Rule Nisi was issued calling upon the respondents to show cause as to why job circular (নিয়োগ বিজ্ঞপ্তি) being No. 56/2017 dated 15-3-2017 published in the Daily New Nation (Annexure-C) for appointment in the post of Greaser without appointing the petitioners and inaction of the respondents in absorbing! regularizing the service of the petitioners in regular establishment in the vacant posts of Greaser at Bangladesh Inland Water Transport

Corporation (BIWTC) should not be declared to have been done without lawful authority and of no legal effect and as to why a direction should not be given upon the respondents to absorb/ regularize the service of the petitioners in regular establishment in the vacant posts of Greaser at Bangladesh Inland Water Transport Corporation (BIWTC) and/or pass such other or further order or orders as to this Court may seem fit and proper.

2. The relevant facts for disposal of the Rule are that the petitioners were appointed as Greaser on different dates in the year 2014 to 2015 on “no work no pay” basis. The initial appointments were given for 85 (eighty-five) days and subsequently, respondent No. 6 extended the service of the petitioners issuing fresh appointment letters for another period of 85 (eighty-five) days and till today the petitioners are serving as Greaser.

The petitioner No. 10 was initially appointed on 25-11-2014 for a period of 85 (eighty-five) days as Greaser on ‘no work no pay’ basis and on 24-2-2015 the respondent No. 6 issued a fresh appointment letter for 85 (eighty-five) days with effect from 20-2-2015 to 15-5-2015. On 14-6-2015 respondent No. 6 issued another letter appointing him for 85 (eighty-five) with effect from 17-5-2015 to 9-8-2015. Lastly, respondent No. 6 issued a fresh appointment letter on 7-10-2018 appointing petitioner No. 10 as Greaser for 85 (eighty-five) days. All other petitioners were also similarly appointed issuing several appointment letters for 85 (eight-five) days. Now they are serving with full satisfaction of the respondents. The petitioners further stated that some employees of the BIWTC who were appointed along with the petitioners in the post of Greaser has been regularized/absorbed in the revenue set-up, but the respondents without taking any step for regularization/absorption of their service in the revenue set-up issued appointment notice on 15-3-2017 for appointment in the vacant post of Greaser. Thereafter, the petitioner filed the writ petition and obtained the Rule Nisi.

3. The petitioners filed a supplementary affidavit on 17-1-2019 stating that after issuance of the Rule, the petitioners filed

applications for appointment in the vacant post of Greaser of BIWTC and the respondents also issued admit cards in favor of the petitioner Nos. 2, 5 to 17 and 19 for appearance in the viva voce examination and they also appeared in the viva voce examination but no admit card for viva voce examination was issued in favour of the petitioner Nos. 1, 3, 4 and 18 on the ground of age bar although in the appointment notice it has been mentioned that বিভাগীয় প্রার্থীদের বেলায় বয়স শিথিলযোগ্য। Finally the respondent did not appoint them in the vacant post.

4. The respondent Nos. 4, 5 and 6 filed affidavit-in-opposition stating that the petitioners were temporarily appointed in the post of Greaser on ‘no work no pay’ basis for 85 (eighty-five) days and there is no continuation in their service. The petitioners joined in their service accepting the terms and condition of the appointment letter wherein it has been specifically mentioned that এই নিয়োগ আদেশের সাথে বিআইডব্লিউটিসিতে আপনার চাকুরী নিয়মিত নিয়োগের কোন সম্পর্ক থাকবে না। It is further stated that in the বাংলাদেশ অভ্যন্তরীণ নৌ পরিবহন কর্পোরেশনের কর্মচারী চাকুরী বিধিমালা, ১৯৮৯, there is no provision for regularization/absorption of the service of the casual employees in the revenue set-up. It is specifically stated that petitioner No. 1 is absent in his office since 7-9-2018.

5. Mr Yusuf Hussain Humayun, the learned Advocate appearing along with Mr Motiur Rahaman on behalf of the petitioners submits that they are serving in the post of Greaser for last 5 (five) years with full satisfaction of the authority and in the meantime, they acquired experience and there is no stigma against them. He further submits that some other employees of the BIWTC who were appointed along with the

petitioners in the post of Greaser have been regularized/absorbed in the revenue set-up, but the respondent without absorbing/regularising the service of the petitioners issued a fresh appointment notice for appointment in the vacant post of Greaser which is discriminatory and violative of Article 27, 31 and 40 of the Constitution.

6. Mr Saifur Rashid, the learned Advocate appearing on behalf of the respondent Nos. 4 to 6 submits that the petitioners were appointed temporarily on "no work no pay" basis and accepting the terms and conditions of the appointment letters, they joined in their service. He also submits that there is no provision in the বাংলাদেশ অভ্যন্তরীণ নৌ পরিবহন কর্পোরেশনের কর্মচারী চাকুরী প্রবিধানমালা, ১৯৮৯ for regularization/absorption of the service of the casual employees in the revenue set-up.

7. Although the Ministry of Finance and the concern Ministry are made party in the writ petition and the notices have been served upon them but no affidavit-in-opposition has been filed on behalf of those respondents.

8. We have considered the submissions of the learned Advocates who appeared on behalf of the petitioners and the learned Advocate who appeared on behalf of the respondent Nos. 4 to 6.

9. The issue involves in the instant Rule as to whether casual employees who worked for a substantial period in the BIWTC without any stigma are entitled to be absorbed in the revenue set-up.

10. On perusal of the records it appears that after publishing the appointment notice dated 15-3-2017 (Annexure-C), the petitioners filed applications for appointment in the vacant posts of Greaser and the petitioner Nos. 2, 5 to 17 and 19 also appeared in the viva voce examination but the respondents without

appointing them in the permanent posts of Greaser finalized the appointment process appointing the other candidates in the vacant posts of Greaser. At the time of issuance of the Rule, this court directed the respondents to keep 19 (nineteen) posts of Greaser vacant under the BIWTC and the respondents also filed affidavit-in-compliance stating that they kept 19 (nineteen) posts of Greaser reserve.

11. Nothing has been stated on behalf of the respondents to the effect that the petitioners were not appointed by the competent authority. Rather it is conceded that they were legally appointed and now serving with full satisfaction of the authority and there is no stigma against them. The case of the respondents is that the petitioners are casual employees and there is no provision in the বাংলাদেশ অভ্যন্তরীণ নৌ পরিবহন কর্পোরেশনের কর্মচারী চাকুরী প্রবিধানমালা, ১৯৮৯ for absorption of the service of the casual employees in the revenue set-up.

12. On perusal of the records, it appears that the petitioners were appointed in the year of 2014 to 2015 on 'no work no pay' basis against the permanent posts of Greaser and now serving with full satisfaction of the authority and there is no stigma against them. They also acquired skills and experience in their service. In the mean-time, some of the employees crossed the age bar for no fault of them. Their service is permanent in nature and they served in the vacant posts.

13. As regards the submission made on behalf of the respondent Nos. 4 to 6 regarding the absence of provision in service rule for absorption we hold that no provision has been made in the বাংলাদেশ অভ্যন্তরীণ নৌ পরিবহন কর্পোরেশনের কর্মচারী চাকুরী প্রবিধানমালা, ১৯৮৯ prohibiting absorption/regularization of the service of casual employees in the revenue set up. Rather the respondents

regularized/absorbed the service of some other employees of BIWTC in the revenue set up who were appointed along with the petitioners on 'no work no pay' basis and created a legitimate expectation of the petitioners which has now become a vested right to be absorbed/ regularized/ confirmed their service in the revenue setup, The respondents applied the pick and choose theory and made discrimination amongst the employees of BIWTC in regularizing/ absorbing their service in the revenue setup.

14. In the case of *Bangladesh Biman vs Zahangir Farazi*, reported in 65 DLR (AD) 117 para 31 judgment dated 7-8-2012 our Apex Court considered the case of casual workers of Bangladesh Biman Corporation who were appointed on 'no pay' basis and held as under:

"Though the petitioners were appointed as casual workers on 'no work no pay' basis against the permanent posts initially for 90 days, because of their continuous services therein for 7/8 years without any gap and thus, they having completed the period of probation of three months as provided in section 4(2) of the Act, 1965, acquired a right to be permanent in their respective posts, the High Court Division did not commit any illegality in making the Rues absolute."

15. In the case of *Government of Bangladesh vs Anisur Rahman*, reported in 18 MLR (AD) 372, Para 15 judgment dated 1-8-2013 again our Apex Court considered the case of casual workers who were appointed on 'no work no pay' basis and directed the writ-respondents in the following terms:

"(a) The leave-petitioners are directed to absorb the writ petitioners respondents under the revenue budged subject to availability of same/equivalent posts under

the Bureau of Manpower Employment and Training provided that they have the requisite qualification.

(b) In the event of non-availability of adequate vacant posts to absorb the writ petitioners-respondents, the authority shall not make any recruitment in BMET in future until the writ-petitioners are absorbed provided that they have requisite qualification.

(c) The writ-petitioners-respondents are entitled to salaries and other benefits only for the period of rendition of their service."

16. In similar situation, in Writ Petition No. 6075 of 2018 in the case of *Sharmin Jahan vs Government* of the People's Republic of Bangladesh, this Division by Judgment and order dated 2-10-2018 directed the respondents to absorb/regularize/confirm the service of the petitioners of that writ petition in the permanent posts of "Flight Steward" of Biman Bangladesh Airlines Limited who were appointed on 'no work no pay' basis and observed as under:

"We further note that as a result of petitioners' service for a substantial time, the petitioners have crossed the age limit of 30 years and become ineligible to apply for any government jobs, despite being a part of the Government. There are yet vacant posts. By working for a substantial period of time and acquired skills and experience in the flight service, these petitioners can legitimately expect to be absorbed in the permanent post, when on similar footing, others have been absorbed."

17. It is noted that there is no denial of the fact that petitioner No. I is absent in his office since 7-9-2018.

18. It is conceded that there are sufficient vacant posts of Greaser for the appointment

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
2014-15	207.58	223.80	186.79	204.50	171.80	214.45	180.77	181.78	168.02	204.21
2015-16	219.86	234.77	200.66	233.38	182.74	227.39	199.94	201.34	171.01	211.61
2016-17	231-82	248.90	209.92	243.56	194.01	235.85	206.70	210.78	177.56	217.51
2017-18	245.22	266.64	217.76	255.24	200.25	249.68	209.28	218.80	183.65	223.81
2018-19	258.65	281.33	229.58	277.64	206.98	265.25	215.31	235.23	186.72	239.87
2018-19										
February	261.36	284.96	231.10	277.68	209.72	266.35	216.08	236.23	188.14	241.42
March	262.45	286.78	231.25	277.74	209.77	266.57	216.18	236.90	188.16	241.46
April	262.73	286.46	232.31	281.42	209.84	267.59	216.39	238.13	188.47	243.07
May	259.63	279.83	233.72	287.06	210.16	267.89	216.51	240.86	188.54	243.18
June	260.44	279.65	235.82	287.02	211.79	275.14	218.01	242.76	188.70	247.55
July	263.69	284.54	236.95	287.36	214.54	275.53	218.09	243.26	188.78	247.86
August	266.96	289.60	237.93	287.98	214.85	276.33	222.04	244.13	188.97	250.59
September	271.90	296.81	239.96	288.80	215.08	280.53	226.80	247.26	189.24	256.99
October	273.30	298.99	240.38	288.89	215.96	280.64	226.96	247.48	189.72	257.01

Source: Bangladesh Bureau of Statistics

of the petitioners. Therefore we do not find any reason for not absorbing/ regularizing the service of the petitioners in the revenue set-up. We hold that the petitioners can legitimately expect to be absorbed/regularized in the revenue set-up as some other employees who were appointed along with the petitioners on work no pay' basis has been absorbed/regularized in the revenue set up.

19. In the above facts and circumstances of the case, we are of the view that ends of justice would be best served if we direct the respondents to absorb/regularize/confirm the service of the petitioners in the revenue set-up except the petitioner No. I.

20. The respondents are directed to absorb/regularize/confirm the service of the petitioners in the permanent post of Greaser under the BIWTC except the petitioner No. I within 90(ninety) days from the date of receipt of the copy of the judgment subject to the condition that they are not otherwise disqualified.

21. With the above direction, the Rule is disposed of.

However, there will be no order as to costs.

Ed.

Source: The Dhaka Law Reports (July 2019)

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, Services	VIII. Misc. Goods & Services
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
2018-19	256.74	273.55	230.01	282.76	198.99	261.30	225.86	207.51	205.05	253.71
2018-19										
February	259.93	278.00	231.18	283.60	200.78	261.98	226.37	208.06	206.64	255.13
March	261.10	279.85	231.26	283.65	200.82	262.22	226.43	208.22	206.65	255.17
April	261.27	279.59	232.12	284.53	200.93	263.56	226.60	209.81	207.22	258.04
May	256.87	271.64	233.36	290.09	201.20	263.85	226.69	210.64	207.33	258.19
June	257.52	271.45	235.36	290.04	202.71	271.88	226.71	212.83	207.48	261.49
July	260.97	276.21	236.71	290.39	206.35	272.29	226.72	213.10	207.60	261.89
August	264.44	281.26	237.67	290.72	206.78	273.02	231.51	213.74	207.71	263.88
September	269.69	288.41	239.91	290.97	207.01	277.40	238.15	216.37	207.97	271.89
October	271.22	290.69	240.24	291.02	207.82	277.54	238.33	216.54	208.03	271.91

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
2014-15	204.76	230.56	182.32	197.93	172.33	223.53	169.80	190.26	150.95	194.16
2015-16	219.31	245.66	196.39	216.50	186.86	236.67	180.93	215.50	152.84	199.87
2016-17	233.29	263.09	207.38	224.66	201.60	246.87	158.05	229.59	158.93	206.45
2017-18	247.17	283.19	192.83	238.69	208.77	255.74	188.96	242.55	164.59	211.57
2018-19	262.17	300.30	229.00	267.92	216.22	272.20	197.25	265.77	166.95	222.78
2018-19										
February	264.01	301.96	231.00	266.46	220.07	274.04	198.48	267.27	168.17	224.48
March	264.94	303.69	231.24	266.53	220.13	274.23	198.63	268.51	168.20	224.53
April	265.44	303.23	232.57	275.52	220.16	274.67	198.91	269.33	168.24	224.59
May	264.73	299.83	234.20	281.32	220.53	274.99	199.09	274.16	168.27	224.66
June	265.85	299.67	236.42	281.28	222.29	280.88	203.13	275.75	168.43	230.34
July	268.72	304.86	237.28	281.60	224.02	281.34	203.32	276.50	168.47	230.53
August	271.61	309.93	238.28	282.79	224.21	282.14	205.85	277.62	168.74	234.19
September	275.98	317.31	240.03	284.69	224.42	286.05	207.38	281.30	169.03	238.59
October	277.16	319.24	240.56	284.83	225.38	286.09	207.50	281.57	169.97	238.62

Source: Bangladesh Bureau of Statistics

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

Sector		2016-17	2017-18	2018-19	August '19	Sept. '19	Oct. '19
General		141.46	150.59	160.23	165.51	166.77	167.96
	percentage change (Point to Point)	6.50	6.46	6.40	6.43	6.51	6.38
6.	percentage change (over previous month)				0.21	0.76	0.71
1.	Agriculture	141.22	150.27	159.92	165.03	166.37	167.81
	percentage change(over previous month)	6.59	6.41	6.42	6.42	6.53	6.50
	percentage change(over previous month)				0.17	0.81	0.87
i)	Agriculture	141.19	150.23	159.91	165.03	166.38	167.84
	percentage change (Point to Point)	6.60	6.40	6.44	6.45	6.57	6.54
	percentage change(over previous month)				0.17	0.82	0.88
ii)	Fish	143.19	152.63	160.59	164.91	165.72	166.61
	percentage change (Point to Point)	6.37	6.61	5.22	4.88	4.49	4.44
	percentage change(over previous month)				0.29	0.49	0.54
2.	Industry	140.27	149.45	158.74	164.22	165.26	165.96
	percentage change (Point to Point)	6.24	6.55	6.22	6.29	6.37	6.08
	percentage change(over previous month)				0.34	0.63	0.43
i)	Construction	137.43	145.32	152.86	157.15	157.89	158.44
	percentage change (Point to Point)	5.37	5.75	5.19	5.07	5.06	4.85
	percentage change(over previous month)				0.27	0.47	0.35
ii)	Production	146.01	157.81	170.66	178.57	180.20	181.21
	percentage change (Point to Point)	7.22	8.08	8.14	8.55	8.78	8.32
	percentage change(over previous month)				0.48	0.92	0.56
3.	Service	145.01	154.44	164.78	170.44	171.80	172.75
	percentage change (Point to Point)	6.60	6.51	6.69	6.78	6.71	6.43
	percentage change(over previous month)				0.08	0.80	0.55

Source: Bangladesh Bureau of Statistics

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

Sector		2016-17	2017-18	2018-19	August '19	Sept. '19	Oct. '19
1.	General	140.08	150.77	160.58	165.66	166.83	167.78
	percentage change (Point to Point)	7.04	7.65	6.51	6.09	6.10	5.90
	percentage change (over previous month)				0.44	0.71	0.57
i)	Agriculture	138.56	150.21	160.90	166.11	167.40	168.61
	percentage change(over previous month)	7.39	8.44	7.20	6.46	6.42	6.22
	percentage change(over previous month)				0.52	0.77	0.73
	Agriculture	138.51	150.06	160.88	166.10	167.39	168.60
	percentage change (Point to Point)	7.39	8.37	7.21	6.47	6.44	6.23
	percentage change(over previous month)				0.52	0.77	0.73
ii)	Fish	144.63	155.28	163.27	167.42	168.57	169.38
	percentage change (Point to Point)	7.92	7.40	5.15	4.67	4.33	4.27
	percentage change(over previous month)				0.45	0.69	0.48
	Industry	139.30	148.73	157.01	161.96	162.86	163.41
	percentage change (Point to Point)	6.21	6.79	5.57	5.58	5.68	5.50
	percentage change(over previous month)				0.48	0.55	0.34
i)	Construction	137.00	145.55	153.16	157.30	158.05	158.60
	percentage change (Point to Point)	6.04	6.27	5.23	4.82	4.90	4.80
	percentage change(over previous month)				0.34	0.48	0.34
ii)	Production	144.15	155.45	165.16	171.79	173.30	173.59
	percentage change (Point to Point)	6.55	7.84	6.25	7.06	7.23	6.88
	percentage change(over previous month)				0.77	0.70	0.34
3.	Service	148.78	158.98	168.39	173.22	174.66	175.47
	percentage change (Point to Point)	7.63	6.88	5.92	5.76	5.76	5.48
	percentage change(over previous month)				0.01	0.83	0.47

Source: Bangladesh Bureau of Statistics

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

Sector		2016-17	2017-18	2018-19	August '19	Sept. '19	Oct. '19
General	percentage change (Point to Point)	141.54	149.62	158.79	163.82	165.25	166.25
	percentage change (over previous month)	5.79	5.71	6.13	6.27	6.36	6.31
					0.06	0.87	0.60
1.	Agriculture	141.36	149.40	158.75	163.77	165.19	166.42
	percentage change(over previous month)	6.08	5.69	6.25	6.45	6.44	6.51
	percentage change(over previous month)				0.03	0.87	0.74
i)	Agriculture	141.21	149.20	158.62	163.68	165.12	166.36
	percentage change (Point to Point)	6.05	5.65	6.31	6.53	6.55	6.61
	percentage change(over previous month)			0.54	0.02	0.88	0.75
ii)	Fish	145.23	154.73	162.12	166.15	166.91	167.79
	percentage change (Point to Point)	6.72	6.55	4.76	4.41	3.84	3.86
	percentage change(over previous month)				0.29	0.46	0.53
2.	Industry	141.32	149.31	157.67	162.45	163.64	164.10
	percentage change (Point to Point)	5.33	5.65	5.60	5.61	5.79	5.43
	percentage change(over previous month)				0.16	0.73	0.28
i)	Construction	141.21	149.00	156.85	161.43	162.48	162.88
	percentage change (Point to Point)	5.40	5.52	5.27	5.31	5.46	5.10
	percentage change(over previous month)				0.19	0.65	0.25
ii)	Production	141.72	150.45	160.66	166.16	167.89	168.54
	percentage change (Point to Point)	5.13	6.15	6.79	6.68	6.96	6.62
	percentage change(over previous month)				0.05	1.04	0.39
3.	Service	142.69	151.09	161.00	166.57	168.47	169.51
	percentage change (Point to Point)	5.53	5.88	6.58	6.75	7.10	7.11
	percentage change(over previous month)				0.01	1.14	0.62

Source: Bangladesh Bureau of Statistics

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

Sector	2016-17	2017-18	2018-19	August '19	Sept. '19	Oct. '19
General	140.33	148.99	159.48	165.32	166.54	166.77
percentage change (Point to Point)	6.52	6.17	7.03	7.06	7.16	6.90
percentage change (over previous month)				0.18	0.74	0.74
1. Agriculture	140.47	149.08	159.59	165.25	166.49	167.70
percentage change(over previous month)	6.72	6.13	7.05	7.01	7.05	6.74
percentage change(over previous month)				0.13	0.75	0.73
i) Agriculture	140.47	149.08	159.59	165.24	166.48	167.70
percentage change (Point to Point)	6.72	6.13	7.05	7.01	7.05	6.75
percentage change(over previous month)				0.13	0.75	0.73
ii) Fish	141.34	151.28	161.63	167.10	168.02	168.51
percentage change (Point to Point)	7.80	7.03	6.85	6.13	5.81	5.39
percentage change(over previous month)				0.26	0.55	0.29
2. Industry	139.69	148.00	157.67	163.79	164.86	166.08
percentage change (Point to Point)	6.05	5.95	6.53	6.79	7.18	7.06
percentage change(over previous month)				0.34	0.65	0.74
i) Construction	135.72	143.17	151.10	155.83	156.22	156.91
percentage change (Point to Point)	5.25	5.49	5.53	5.69	5.32	4.98
percentage change(over previous month)				0.34	0.25	0.44
ii) Production	143.58	152.75	164.12	171.60	173.34	175.08
percentage change (Point to Point)	6.81	6.38	7.44	8.14	8.88	8.95
percentage change(over previous month)				0.35	1.02	1.00
3. Service	140.95	151.29	164.14	171.19	172.63	174.10
percentage change (Point to Point)	5.88	7.32	8.51	7.89	8.22	8.13
percentage change(over previous month)				0.20	0.84	0.86

Source: Bangladesh Bureau of Statistics

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

Sector	2016-17	2017-18	2018-19	Aug. '19	Sept. '19	Oct. '19
General						
percentage change (Point to Point)	142.96	152.62	163.23	169.28	170.77	172.62
percentage change (over previous month)	7.77	6.75	6.95	7.60	7.63	7.43
	0.53			0.07	0.88	1.09
1. Agriculture	142.90	152.06	161.79	167.26	168.77	170.82
percentage change(over previous month)	7.83	6.41	6.39	7.12	7.26	7.20
percentage change(over previous month)	0.50			0.03	0.90	1.21
i) Agriculture	142.91	152.07	161.80	167.27	168.78	170.84
percentage change (Point to Point)	7.83	6.41	6.39	7.12	7.27	7.21
percentage change(over previous month)	0.50			0.03	0.90	1.22
i) Fish	137.22	147.56	156.62	161.19	162.32	163.39
percentage change (Point to Point)	8.19	7.55	6.15	5.81	5.73	5.34
percentage change(over previous month)	0.73			0.09	0.70	0.66
2. Industry	143.15	154.12	166.78	174.38	175.85	176.93
percentage change (Point to Point)	7.39	7.65	8.22	8.58	8.51	7.86
percentage change(over previous month)	0.59			0.17	0.84	0.62
i) Construction	136.37	143.65	151.46	155.89	156.33	157.10
percentage change (Point to Point)	5.27	5.34	5.43	5.35	4.97	4.79
percentage change(over previous month)	0.44			0.18	0.28	0.49
ii) Production	152.47	169.04	190.18	202.23	205.29	206.55
percentage change (Point to Point)	10.11	10.83	12.52	12.34	12.69	11.31
percentage change(over previous month)	0.79			0.12	1.51	0.61
3. Service	143.28	156.25	174.08	184.00	185.02	186.66
percentage change (Point to Point)	8.33	9.03	11.41	11.62	10.13	9.54
percentage change(over previous month)				0.39	0.55	0.89

Source: Bangladesh Bureau of Statistics

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

Sector	2016-17	2017-18	2018-19	Aug'19	Sept'19	Oct'19
General	141.80	150.71	159.99	165.10	166.14	167.44
percentage change (Point to Point)	5.75	6.29	6.15	6.13	6.34	6.37
percentage change (over previous month)				0.12	0.63	0.78
1. Agriculture	143.00	151.72	160.65	165.44	166.69	168.24
percentage change(over previous month)	5.41	6.09	5.89	5.77	6.23	6.44
percentage change(over previous month)				0.05	0.75	0.93
i) Agriculture	143.21	151.91	160.86	165.65	166.91	168.48
percentage change (Point to Point)	5.42	6.07	5.89	5.77	6.25	6.47
percentage change(over previous month)				0.04	0.76	0.94
ii) Fish	137.09	146.19	154.64	159.57	160.45	161.40
percentage change (Point to Point)	4.98	6.66	5.78	5.67	5.52	5.53
percentage change(over previous month)				0.39	0.55	0.59
2. Industry	136.58	145.68	155.04	160.41	160.93	161.56
percentage change (Point to Point)	6.23	6.67	6.43	6.36	6.14	5.82
percentage change(over previous month)				0.32	0.32	0.39
i) Construction	134.18	141.91	148.87	153.09	153.58	154.10
percentage change (Point to Point)	5.89	5.78	4.90	5.06	4.98	4.73
percentage change(over previous month)				0.24	0.32	0.34
ii) Production	145.97	160.42	179.17	189.03	189.68	190.69
percentage change (Point to Point)	7.49	9.87	11.69	10.69	9.98	9.43
percentage change(over previous month)				0.55	0.34	0.54
3. Service	145.40	155.48	167.47	174.61	175.32	176.21
percentage change (Point to Point)	7.48	6.94	7.70	8.54	7.77	7.19
percentage change(over previous month)				0.19	0.40	0.51

Source: Bangladesh Bureau of Statistics

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

SL. No. Item with specification	Unit	2017-18	Aug.'19	Sept.'19	Oct.'19
I. Cereals:					
1. Rice : Najershail/Minikat	kg	61.47	60.00	60.00	59.54
2. Rice : Pajam/Equivalent	kg	57.77	55.87	55.84	54.15
3. Rice : Irri/Boro	kg	48.40	44.03	44.00	42.83
4. Wheat (atta), white, Packet	kg	40.00	40.00	40.00	40.00
II. Pulses					
5. Moogdal (husked)	kg	115.34	112.65	112.64	120.00
6. Lentil (husked)	kg	108.62	100.10	100.10	110.00
III. Sugar & Molasses :					
7. Sugar (White)	kg	57.70	60.00	60.00	60.00
8. Molasses (Sugarcane)	kg	98.29	68.89	98.91	99.05
IV. Protein Items					
9. Fish- Rohu-cut piece	kg	418.60	430.36	430.39	430.05
10. Fish-Hilsa, Medium size	kg	1960.58	1659.20	1548.00	1548.00
11. Prawn/Shrimp, about 3" long	kg	741.27	750.46	750.50	750.00
12. Barbel (Shing), about 50 gram weight each	kg	778.54	780.33	780.42	779.30
13. Beef, best quality	kg	505.08	525.70	525.74	522.80
14. Mutton, best quality	kg	762.42	750.80	750.82	745.11
15. Fowl, Alive	kg	411.04	418.89	420.00	420.05
16. Egg (Hen), Farm	4pcs	33.86	38.00	38.00	38.00
17. Egg (Duck)	4pcs	55.13	60.00	60.00	60.00
V. Edible oil:					
18. Mustard oil, best quality	Liter	188.04	192.79	192.83	192.95
19. Soyabean oil, best quality	Liter	96.66	97.22	97.25	97.32

SL. No. Item with specification	Unit	2017-18	Aug:'19	Sept:'19	Oct:'19
VI. Spices:					
20. Chilli (dry), best quality	kg	220.04	213.80	215.15	215.85
21. Onion (local)	kg	43.37	50.00	70.00	112.85
22. Garlic (Local)	kg	94.38	165.05	165.60	165.56
23. Turmeric (Local)	kg	169.27	158.10	158.19	158.20
24. Ginger (Local)	kg	125.57	161.24	180.00	158.00
25. Salt (fine)	kg	40.79	37.00	36.90	36.85
VII. Vegetable					
26. Potato, best quality	kg	20.30	24.16	22.00	25.00
27. Brinjal, best quality	kg	60.54	60.00	70.00	65.12
28. Lady's finger, best quality	kg	50.36	40.00	60.00	50.00
29. Papaya (green)	kg	25.54	30.00	30.00	25.00
VIII. Milk :					
30. Milk (Milk Vita packet)	Liter	71.64	80.00	80.00	80.00
31. Lactozen (Full cream) (400gm)	Each	595.77	598.52	598.55	598.62
IX. Fuel & lighting:					
32. Firewood (gazari)	Quintal	664.83	675.18	675.22	476.12
33. Kerosene	Liter	74.95	80.00	80.00	80.00
34. Matches (40 sticks)	Box	2.00	2.00	2.00	2.00
X. Clothing					
35. Long cloth (fine)	Meter	79.79	80.19	80.21	80.22
36. Long cloth (medium)	Meter	75.74	76.25	76.30	76.32
37. Saree (medium) , White Tangail handloom: A451 80x80 count 5.5 yds.	Each	708.43	725.29	725.32	725.35
38. Lungi (medium) 48" handloom 60x60	Each	536.61	798.26	798.28	798.30
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.'19	Sept.'19	Oct.'19
XI. Housing & household Requisites:					
40. Cement (local)	50 kg	453.15	470.00	470.00	460.00
41. Aluminium (Degchi)	Gram	0.45	0.42	0.42	0.42
42. Bamboo (mul) about 30 feet long	Each	146.72	148.10	148.15	148.48
43. Enamel plate	Each	69.94	70.00	70.00	70.00
XII. Miscellaneous:					
44. Coconut oil (unscented, imported)	50 kg	278.19	279.25	279.30	279.33
45. cigarettes (Star)	10 sticks	60.00	65.00	65.00	70.00
46. White paper	Quire	27.78	27.96	27.98	27.98
47. Blade-Sword (stainless steel)	Each	2.00	3.00	3.00	3.00

Source: Bangladesh Bureau of Statistics (BBS)