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Article

EFFECTIVE TEAM BUILDING



Teams are formed when individuals with a common taste, preference, liking, and attitude come and work together for a common goal. Teams play a very important role in organizations as well as our personal lives.

"Coming together is a beginning. Keeping together is progress. Working together is success-Henry Ford"

The above proverb by Henry Ford can very well highlight the importance of working together in teams.

Every employee is dependent on his fellow employees to work together and contribute efficiently to the organization. No employee can work alone; he has to take the help of his colleagues to accomplish the tasks efficiently. It has been observed that the outcome comes out to be far better when employees work in a team rather than individually as every individual can contribute in his best possible way. In organizations, individuals having a similar interest and specializations come together on a common platform and form a team.

A sales team has employees inclined

towards branding and marketing activities to promote their brand. An individual with a human resource specialization would be out of place in such a team. Research supports that organizations with clearly defined teams are more successful as compared to those with a one man show.

Team work is essential in corporates for better output and a better bonding among employees.

* No organization runs for charity. Targets must be met and revenues have to be generated. Tasks must not be kept pending for a long time and ought to be completed within the desired timeframe. A single brain can't always come with solutions or take decisions alone. He needs someone with whom he can discuss his ideas. In a team, every team member has an equal contribution and each team member comes out with a solution best suited to the problem. All the alternatives can be explored to come out with the best possible solution. Thoughts can be discussed among the team members and the pros and cons can be evaluated.

* Tasks are accomplished at a faster pace when it is done by a team rather than an individual. An individual will definitely take more time to perform if he is single handedly responsible for everything. When employees work together, they start helping each other and responsibilities are shared and thus it reduces the work load and work pressure. Every team member is assigned one or the other responsibility

according to his specialization, level of interest and thus the output is much more efficient and faster.

* Work never suffers or takes a backseat in a team. Mike was taking care of an important client and was the only one coordinating with them. Mike took a long leave and there was no one else who could handle the client in his absence. When he joined back after a long vacation, the organization had already lost the client. Had Mike worked in a team, others could have taken the charge when he was not there. In a team, the other team members can perform and manage the work in the absence of any member and hence work is not affected much.

* There is always a healthy competition among the team members. Competition is always good for the employee as well as the organization as every individual feels motivated to perform better than his other team member and in a way contributing to his team and the organization.

Team work is also important to improve the relations among the employees. Individuals work in close coordination with each other and thus come to know each other better. Team work also reduces the chances of unnecessary conflicts among the employees and every individual tries his level best to support his team member. The level of bonding increases as a result of team work.

* Team members can also gain from each other. Every individual is different and has some qualities. One can always benefit something or the other from his team members which would help him in the long

run. Everyone is hungry for recognitions and praises. One feels motivated to work hard in a team and to live up to the expectations of the other members. Each member is a critic of the other and can correct him whenever the other person is wrong. One always has someone to fall back on at the time of crisis.

Team and team work must be encouraged at workplace as it strengthens the bond among the employees and the targets can be met at a faster pace. Workload is shared and individuals feel motivated to perform better than his team members.

What is Team Management ?

Team management refers to the various activities which bind a team together by bringing the team members closer to achieve the set targets. For the team members, their team must be their priority and everything else should take a back seat. They should be very focused on their goals.

Effective Team Management Skills



* For effective team management, it is important that the team leader is more of a mentor to his team members rather than just being a strict boss. Understand your team members well. Gone are the days

when people used to fear their bosses. Now a days employees share a healthy relation with their superiors and the comfort level has increased to a large extent. Don't impose things on them.

* Ensure that each and every team member willingly participates in team discussions. Debates are important, but make sure you don't end up fighting with each other. Suggestions must be invited from all and do not discuss issues separately with individuals. Call every one on an open forum and formulate strategies keeping in mind every body's inputs. Policies should be made best suited to all. The objective of the team must be clearly set and circulated among all the team members. Everyone should be aware of his roles and responsibilities in the team.

* Communication among the team members must be clear and transparent for an effective team management. Every team member should get the same information and should have an easy access to the superiors in case of any query.

* The team members must not pass on any information to anyone outside the team. Learn to keep things to yourself. It is unethical to share your professional secrets with others. Don't leak information or any confidential data.

* The team members must be motivated on a regular basis. Appreciation is a must. If any team member has performed extraordinarily, do give him a pat on his back. Performance appraisals, perks, incentives, trophies, prizes are all instrumental in motivating the team members to perform even better the next time. Avoid criticizing any of your team members.

* Loose talks, blame games, dirty politics should find no place in the team. They spoil the environment and people lose interest in their work and organization. If you come to know anything about someone, it's better to discuss with him face to face, else ignore.

* It is easy to create a team but it is actually difficult to bind the team members together and even make them work. Team management techniques help in strengthening the bond among the employees and creating an environment where they can trust each other. People actually become friends and start working together as a result of team management activities.

Characteristics of a Good/Effective Team



Success in the workplace depends on your ability to build a team, as well as to interact with others on that team. Together, people are able to accomplish what one person alone can not. This is known as synergy. Characteristics of a Good/Effective team:

* A clear, elevating goal: This is a goal which has been communicated to all.

* A results-driven structure: The goal has been jointly decided by all the team members. They are fully committed towards achieving it.

* **Competent members:** Each team member has the required skill set in order to achieve the team objectives.

* **Unified commitment:** There is nothing happening in silos. With the total commitment from team members, achieving organizational goals becomes easier.

* **A collaborative climate:** Commitment from team members and a good leadership leads to a collaborative team with a productive work environment.

* **Standards of excellence:** Quality orientation is vital to the success of any organization.

* **External support and recognition:** Appreciation as well as appraisal is required to keep the morale of the team high.

* **Principled leadership:** Leadership defines a team. An able-bodied leadership can chart the team's path to success.

* **Each team member participates actively and positively in meetings as well as projects.** This shows a person's commitment as well as understanding towards a project.

* **Team goals are clearly understood by all:** Communication is vital for achieving successful completion of any project.

* **Individual members have thought about creative solutions to the team's problem.** Thinking out of the box is vital in today's economic scenario.

* **Members are listened to carefully as well as given a thoughtful feedback.** Listening is an important skill for any team. Each team member is important. The thoughts and ideas of each team member have to be listened to, with respect, no matter how silly they may sound at first.

* **Everyone takes the initiative in order to get things done.** There is no concept of passing the buck. This is an indication of clear communication leading to understanding of individual responsibilities.

* **Each team member trusts the judgment of others:** Mutual trust and respect is highly important for the team. This is the only way to achieve the organization goals.

* **The team has to be willing to take risks:** Risk taking is an attitude which comes with confidence. Confidence on yourself as well as on the team, besides the ability to face all consequences.

* **Everyone has to be supportive of the project as well as of others.** A team is one unit. Unless these cohesive forces are there, the team will never be able to work efficiently enough.

* **There is ample communication between the team members.**

* **Team decisions are made by using organized as well as logical methods.**

* **Dissenting opinions are never ignored:** In fact, they are always recorded in order to be revisited in case the future situations dictate so.

* **Teams are given realistic deadlines:** External support as well as aid is vital to the success of any team.

An efficient team needs support from both inside and outside. It needs to meet the individual needs of its members in order to achieve the organization's goals.

Source: www.managementstudyguide.com

Home News

GOVERNMENT TO SET ACTION PLAN TO FINISH FACTORY REMEDIATION

The Government was going to set a time-bond action plan for completing remediation work in the readymade garment factories, which were inspected under the Government led and ILO supported initiatives. At a Government-ILO workshop on RCC governance and future of industrial safety unit, the Government adopted proposals to complete all



remediation work in the RMG factories inspected under the national initiative by June, 2021 and extend the tenure of the RCC, which started working from July this year, to three years.

9TH WAGE BOARD: 45% DEARNESS ALLOWANCE FOR JOURNALISTS



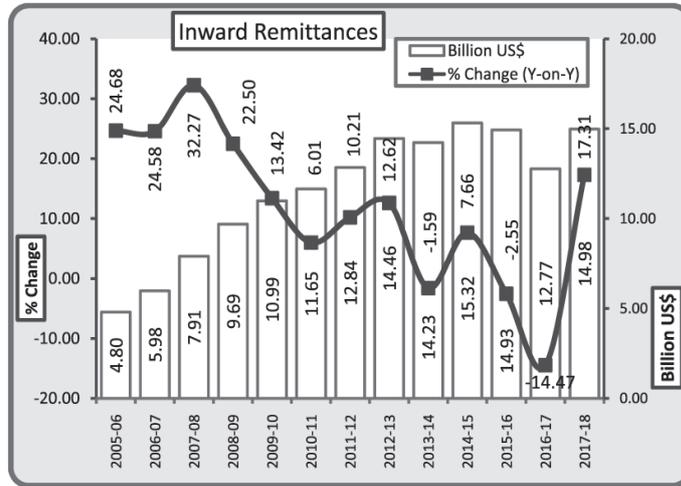
The government has directed all the news media, including print media and news agencies, to provide dearness allowance to their staff, including journalists and other employees, under the 9th wage board. The ministry of information recently issued a notification directing the news

media to pay 45 percent of the main salary of media staff and journalists as dearness allowance. The notification said the order will come into effect from March 1 of this year. The interim benefit will be adjusted with the salary structure later. State minister for information sought cooperation of all news media in implementation of the directive.

REMITTANCE INFLOW RISES BY 17.31% IN FY 2017-18

The inward remittances received from Bangladeshi nationals working abroad reached US\$14.98 billion in FY 2017-18, according to Bangladesh Bank. The remittance rose by \$2.21 billion or 17.31 percent from \$12.77 billion in FY 2016-17. In June 2018, the remittance rose by \$0.17 billion or 13.74 percent to \$1.38 billion from \$1.21 billion in June 2017.

During July-June 2017-18, \$2.59 billion remittance were received from Saudi Arabia, \$2.43 billion from the United Arab Emirates, \$1.99 billion from U.S.A., \$1.11 billion from U.K., \$1.11 billion from Malaysia, \$1.20 billion from Kuwait, \$0.96 billion from Oman, \$0.84 billion from Qatar, \$0.66 billion from Italy, \$0.54 billion from Bahrain, \$0.33 billion from Singapore and \$1.22 billion from other countries.



880037 BANGLADESHIS GOT FOREIGN JOBS DURING 2017-18

A total of 880037 Bangladeshis got foreign jobs during July-June 2017-18 compared to 905326 during July-June 2016-17, showing a fall of 25289 person or 2.79 percent, according to the Bureau of Manpower Employment and Training (BMET). During July-June 2017-18, a total of 393603 documented workers went to Saudi Arabia, 176542 to Malaysia, 76002 to Oman, 70345 to Qatar, 43383 to Kuwait, 40134 to Singapore, 14084 to Jordan, 7177 to Lebanon, 7127 to Brunei, 6586 to Mauritius, 3527 to Bahrain, 3263 to United Arab Emirates, 2038 to South Korea and 36226 to other countries.

BSRM CONTRIBUTED TK20.35 MILLION TO THE BANGLADESH WORKERS' WELFARE FOUNDATION FUND

Bangladesh Steel and Re-Rolling Mills Ltd (BSRM) for the first time contributed Tk 20.35 million, out of its profit, to the Bangladesh Workers' Welfare Foundation Fund for the welfare of the labor community. Chief of the Human Resources Division (HRD) of the company Mr. Jamil Ahmed handed over a cheque for the above amount to the State Minister for Labour and Employment Mr. Md Mujibul Haque at his secretariat office recently. A total of 118 companies so far contributed Tk. 3.12 billion to the Fund.

TK 3.0 BILLION PROJECT SOON TO ADDRESS CHILD LABOR

The government will undertake a Tk 3.0 billion project to get 100 thousand (one lakh) child laborers out of hazardous labor by 2021, State Minister for Labour and Employment Md Mujibul Haque said while speaking at a seminar recently. The State Minister emphasized necessary law formulation and developing a law-abiding mentality among the people for protection of child laborers. Bangladesh government is pledge-bound to stop hazardous child labor by 2021 and all types of child labor by 2025, he added.

International News

MALAYSIA HIRING OF FOREIGN WORKERS THROUGH G2G



In a major policy shift, the new Malaysian government wants to reintroduce G2G, a state-level labor recruitment system, to eliminate middlemen in the recruitment that has always been marred by corruption and exploitation. "We don't want G2G Plus. Any arrangement should be government-to-government [G2G]," Malaysian Human Resources Minister said. People who come to Malaysia as guest workers are not slaves and they should be treated with respect, the Minister said. His remarks came following a huge controversy over G2G Plus, a labor recruitment mechanism under which 1.64 lakh Bangladeshi workers migrated to Malaysia since 2016. After about four years of freeze, Bangladesh and Malaysia in 2012 signed a G2G deal to reduce migration costs and corruption, but only 10,000 workers could secure jobs in Malaysia under the agreement, thanks to alleged conspiracies of the recruiting agents and brokers.

SAUDI ARABIA EXPATRIATE WORKERS ARE LEAVING BY THE THOUSANDS

Saudi Arabia's expatriate workers are leaving the kingdom by the thousands, and

the exodus may not yet be over. As companies struggle with slower business and authorities impose more fees on foreigners, the biggest Arab economy is losing some of its allure to expats who once flocked to a country awash with petrodollars.

The number of foreign workers declined by 6 percent to 10.2 million in the first three months of 2018 compared with a year ago, taking the cumulative drop over the five past quarters to about 700,000, according to official data. The losses in the first quarter were in sectors including construction -- usually dominated by low-cost laborers -- as well as trade and manufacturing.

But the data also show unemployment among Saudi nationals rising slightly to 12.9 percent, underscoring the struggle to create jobs as the economy slowly recovers from the worst economic slowdown since the financial crisis in 2009.

PHILIPPINES REMITTANCES FELL BY 4.9% IN JUNE 2018



Personal remittances received from overseas Filipinos (OFs) totaled \$15.8

billion during the first half of 2018, posting a 2.8 percent year-on-year growth, Sentral ng Pilipinas (BSP), the Philippine central bank, said. However personal remittances from OFs fell by 4.9 percent to US\$2.615 billion in June 2018.

Meanwhile, for the first half of 2018, cash remittances from OFs coursed through banks recorded a 2.7 percent growth from the same period a year ago to reach \$14.2 billion. Cash remittances coming from the United States, Saudi Arabia, Singapore, Britain, UAE, Japan, Qatar, Germany, China's Hong Kong and Canada accounted for more than 79 percent of total cash remittances for the first six months of 2018.

For June, however, total cash remittances fell by 4.5 percent year-on-year to \$2.4 billion. The countries that registered the biggest declines in cash remittances in June 2018 are the United Arab Emirates (UAE), Saudi Arabia, and Kuwait.

QATAR EXIT PERMIT SYSTEM FOR MIGRANT WORKERS LIFTED



Qatar has amended the residency law to allow most migrant workers to leave the country without an exit visa. Qatar's emir recently signed the new law, amending certain provisions to the existing law that required all migrant workers getting permission from their employers before leaving Qatar, said Minister of Administrative Development, Labour and

Social Affairs in a statement. With this new law, migrant workers covered by the Labour Code would be able to leave Qatar without having to obtain such a permit, the statement added. A work-sponsorship system, known as Kefala, required all foreign workers to obtain their employer's consent to travel abroad or switch jobs, a measure that rights groups said leaves workers prone to exploitation and forced labor.

KUWAIT STRUGGLES TO WEAN BUSINESS OFF FOREIGN WORKERS



Kuwait is struggling to wean business off foreign workers. In the aftermath of the Gulf war, Palestinians were pressed into an exodus from Kuwait because of their leader Yasser Arafat's support for Iraq's invasion. Hundreds of thousands of workers, from doctors to accountants, were later replaced by other expatriates, including many Egyptians who now form the largest Arab-speaking expat population grouping. As the country of 4.1m people grapples with the challenges of lower oil prices and youth underemployment, foreign workers who make up 70 per cent of the population have again become a scapegoat for national ills such as jammed healthcare facilities and roads.

Over the years, the Kuwaiti government has introduced measures such as imposing quotas on the employment of

Kuwait nationals within the private sector and increasing the cost of healthcare for expatriates. This year, thousands of expatriate jobs in the public sector have been slashed. However, the government, while paying a stipend to Kuwaitis who join the private sector, is struggling to persuade poorly motivated and unskilled nationals to give up their preference for comfortable state jobs.

CHINA FACTORIES USE CHILDCARE OFFER TO LURE MIGRANT WORKERS



Some 69 million children have been left behind in China's small towns and villages because one or both parents have migrated to other towns for work, according to an analysis of 2015 census data by Unicef, the UN children's fund.

The Chinese government, which has promised to do more for the children affected by widespread migration, has cited a much lower figure of 9 million, based on children who are away from both parents. Grandparents look after many left-behind children but Unicef says many lack adequate care and support, leading to a "negative impact on their physical, educational and psychosocial development and wellbeing".

To mitigate the damage to "left-behind children" and their parents, a pilot project run by several factories in the

manufacturing heartland of Guangdong province was taken. The summer childcare initiative was launched in 2016 by the ICTI Ethical Toy Program, an international not-for-profit organization funded by factories, toy brands and retailers to audit labor and safety standards in order to help attract and retain workers.

MYANMAR 639 WORKER TRAINEES RECEIVE NATIONAL LEVEL CERTIFICATES FOR 14 SKILL TYPES



A total of 639 worker trainees in Myanmar's Yangon have received national level certificates for 14 skill types under a 5,000 skilled workers assessment program, Myanmar News Agency reported. The certificated were presented by the National Skills Standard Authority (NSSA) of Ministry for Labour, Immigration and Population at the central training school.

From April to September 2018, 1,500 skilled workers were planned to be assessed for national skill level (1) and (2) for 19 skill types. Up to August, 1,651 were assessed, more than the 1500 planned, out of whom 1,486 passed, achieving a success rate of 90 percent. NSSA sent skilled workers and youth experts to compete in the ASEAN Skills Competition held in Thailand from 27 August to 4 September and achieved Medallion for Excellent award in Restaurant Service of Hotel related skill.

PAKISTAN US\$1929.76 MILLION REMITTANCES RECEIVED IN JULY 2018

Overseas Pakistani workers remitted \$1929.76 million in the first month (July 2018) of FY19 compared to \$1541.67 million received during the same period in the preceding year, showing a growth of 25.17%. The country-wise details for the month of July 2018 show that remittance inflows from Saudi Arabia, UAE, USA, UK, GCC countries (including Bahrain, Kuwait, Qatar and Oman) and EU countries amounted to \$437.48 million, \$433.42 million, \$280.34 million, \$277.51 million, \$199.31 million and \$64.90 million respectively compared with the inflow of \$408.84 million, \$334.63 million, \$193.7 million, \$199.18 million, \$192.02 million and \$52.08 million respectively in July 2017.

EU 16.823 MILLION PEOPLE UNEMPLOYED



Eurostat estimates that 16.823 million men and women in the EU were unemployed in July 2018. The EU unemployment rate was 6.8% in July 2018, down from 7.6% in July 2017.

Among the Member States, the low unemployment rates in the month were recorded in the Czech Republic (2.3%), Germany (3.4%) and Poland (3.5%). The high unemployment rates were observed in Greece (19.5%) and Spain (15.1%).

Compared with a year ago, the unemployment rate fell in all Member States. The largest decreases were registered in Cyprus, Greece, Portugal and Croatia.

In July, 2018, 3.25 million young people (under25) were unemployed in the EU with the youth unemployment rate of 14.8% compared with 16.8% in July 2017. The low youth unemployment rate was observed in Germany (6.1%), Malta (6.3%) and Czech Republic (6.6%), while the high rates were recorded in Greece (39.7%), Spain (33.4%) and Italy (30.8%).

USA JOB CREATION SLOWS AS EMPLOYERS LOOK FOR LABOR



The US economy continued to create jobs in July 2018 but at a slower pace, while the tighter labor markets drove the unemployment rate back to near-record lows, the US government reported. US employers added 157,000 net new positions in July, with slower gains in auto manufacturing, transportation and mining, while the jobless rate fell a tenth to 3.9 percent, according to the closely-watched monthly Labor Department report. The July decline in the unemployment rate lowered the jobless population by 284,000 to 6.3 million - with gains concentrated among men over 20-years-old.

CANADA 51,600 JOBS LOST IN AUGUST, PUSHING UP UNEMPLOYMENT RATE

Canada's seesawing employment report posted particularly volatile numbers in August 2018 that showed big, mid-summer gains in job creation seen in July had essentially been wiped out by August. The economy lost 51,600 net jobs in August in a decrease that helped drive the national unemployment rate to six per cent, up from 5.8 per cent in July, Statistics Canada reported in its monthly labor force survey. The month's drop, fuelled by the loss of 92,000 part-time positions, largely eliminated July's healthy net increase of 54,100 positions. However, August also featured a notable bright spot: full-time jobs rose by 40,400.

FEDEX 55,000 WORKERS HIRED



FedEx Corp, the US package delivery company, would hire about 55,000 workers and increase hours for some existing employees for the holiday season as the company prepares to cater to an expected jump in shipments due to online shopping boom. The company's seasonal hiring is about 10 percent more than last year when it added about 50,000 positions. Shoppers are spending more on holiday gifting, according to industry surveys, buoyed by a strong economy and labor market that is churning out more jobs every month. FedEx

has been investing more to handle the growing number of deliveries for online purchases and other packages.

MACY'S 80,000 TO BE HIRED FOR HOLIDAY RUSH



Macy's Inc said that it would hire 80,000 temporary workers for the holiday season, in line with last year's initial hiring, and deploy more hands to cater to the avalanche of online orders expected in the shopping period. The department store chain said 23,500 seasonal workers would be employed at its online fulfillment centers across the United States, 5,500 more than last year. The rest of the hires would be based in call centers, shop floors at Macy's and Bloomingdale's and will support the company's annual Thanksgiving Day Parade in New York. The company, like its department store peers, has been investing heavily to beef up its online presence and lure back shoppers who had shifted to rivals such as e-commerce giant Amazon.com Inc.

ILO NEWS



International Labour Organization

ILO @ 100 A YEAR OF CELEBRATION



As one of the oldest specialized UN agencies, the ILO is preparing for a year of celebrations to mark its 100th anniversary. Throughout the centenary year, multiple commemorative events will take place around the globe to highlight the achievements of the organization and the role it plays in everyone's lives. It will also be an opportunity to reaffirm the ILO's core values and vision as it prepares for its second century of work.

The first major highlight of 2019 will be the launch of the report of the Global Commission on the Future of Work on 22 January. The report is the culmination of a process that began in 2016 with a series of national dialogues in ILO member States on the Future of Work. The Global Commission was set up with the aim of examining the output from the dialogues as part of an in-depth examination of how to achieve a future of work that provides decent and sustainable work opportunities for all.

The centenary International Labour Conference which runs from 10 to 21 June in Geneva will discuss the report, and is also expected to adopt new landmark standards to fight violence and harassment in the world of work.

On 11 April, 2019, a live 24-hour "Global Tour" of national events in 24 countries will celebrate the work of the ILO on four continents from Suva to Lima. The date of the ILO100 Global Tour coincides with the anniversary of the plenary session of the Paris Peace Conference on 11 April 1919, which accepted the draft ILO Constitution. The latter became part of the Treaty of Versailles which was signed on 28 June 1919 to end World War I.

From 26-28 June, a special event in Paris will celebrate the contribution of the ILO on the occasion of the 100th anniversary of the signature of the Treaty of Versailles. A Social Protection Week is planned at ILO headquarters in Geneva from 24-29 November featuring "100 years of social security: the road to universal protection".

Meanwhile, as the ILO begins the countdown to its 100th anniversary, a new visual identifier has been launched and will be rolled out across around 40 offices worldwide. The identifier brings together past, present and future in its combination of traditional ILO logo, and alongside it the number 100 which is open ended, symbolizing that it leaves the door open to the future of work. The Centenary tagline, which underscores the number 100, is a reminder of the ILO's core mandate "Advancing social justice, promoting decent work".

G20 COMMITMENT ON FUTURE OF WORK



ILO Director-General, Guy Ryder, has welcomed the commitment by G20 Labour and Employment Ministers, to promote decent work for an inclusive future.

"I particularly welcome the emphasis on efforts to shape an equitable and inclusive Future of Work, one that leaves no one behind. I am also pleased to see a strong commitment to innovative employment and social policies, particularly those that address skills gaps and accelerate progress towards gender equality in a rapidly changing world of work," Ryder said, in response to the Declaration agreed by ministers at the end of the two-day meeting in Argentina.

In their Declaration, Fostering opportunities for an inclusive, fair and sustainable future of work, ministers reaffirmed their commitment to promote innovative skills policies, strengthen social protection and formalize labour markets to make them more equitable and inclusive.

Ministers endorsed the "G20 Strategy to eradicate child labour, forced labor, human trafficking and modern slavery in the world of work," committed to promote the participation of persons with disabilities in the labor market and

recognised the need to enable women to participate equally in the digital economy.

"These challenges demand global solutions. Multilateralism remains a potent force that is uniquely suited to resolve many of the world's most pressing problems. Furthermore, multilateral fora like the G20 need to prioritize their responses to inequality and go beyond economic growth policies alone. Together we can and must build a new international consensus in favour of growth and development, and against poverty and unemployment," Ryder stressed.

The Declaration calls on G20 members to ensure that everyone benefits from the opportunities that will be created in the future of work. It also recognizes the critical role that social protection plays in achieving this and highlights the need to put people and work at the forefront of national strategies for sustainable growth.

In addition, the Declaration emphasises the need to promote economic and social policy coherence in order to secure a fair, inclusive and sustainable future of work. Decent work, inclusiveness, gender equality and the protection of fundamental principles and rights at work are also necessary, it states. Effective social dialogue between governments and the social partners is seen as key to achieving these goals.

The head of the ILO also welcomed the initiative of the Argentine presidency to hold the first-ever G20 meeting bringing together Labour and Education ministers.

In the resultant Joint Declaration, ministers stated that coordination between education and employment policies is vital in order to ensure that the skills of workers

match those that are demanded by enterprises.

INDIA STRONG WAGE POLICIES ARE KEY TO PROMOTE INCLUSIVE GROWTH



While India's economy in the past two decades has seen an annual average GDP rate of 7% - low pay and inequality persist, according to the India Wage Report: Wage policies for decent work and inclusive growth, published by the ILO.

It is estimated that the real average daily wage in India has doubled between 1993-94 and 2011-12. Wages have seen a faster growth for the most vulnerable categories including workers in rural areas, informal employment, casual workers, female workers and low-paid occupations. Nevertheless, there remain huge disparities.

India's economic growth has resulted in fall in poverty, moderate change in employment patterns with a growing proportion of workers in services and industry. However, a substantial proportion of workers (47%), continue to be employed in the agricultural sector. The economy still faces informality and segmentation. More than 51% of the total employed in India, as per 2011-12 data, were self-employed and 62% of wage earners are employed as casual workers. While the organized sector has seen a rise in employment, many jobs in this sector too have been of casual or informal nature.

Though the overall wage inequality in India has declined somewhat since 2004-05, it continues to remain high. The decline in overall wage inequality has been largely due to the doubling of the wages of casual workers between 1993-94 and 2011-12. Nonetheless, the sharp increase in wage inequality for regular workers between 1993-94 and 2004-05 has stabilized in 2011-12.

The gender wage gap however is still steep, as per international standards, despite having declined from 48% in 1993-94 to 34% in 2011-12. The wage gap exists for all kind of workers - regular and casual, urban and rural. The women employed as casual workers in the rural economy earn the lowest in India, which is 22% of what urban regular male workers earn.

Although, the average labour productivity (as measured by the GDP per worker has increased), the labour share, which is the proportion of national income that goes into labour compensation has declined from 38.5% in 1981 to 35.4% in 2013.

Though India was one of the first countries to introduce minimum wages through the Minimum Wages Act in 1948, there exist challenges in providing a universal wage floor for all workers. The minimum wage system in India is quite complex. The minimum wages are set by state governments for employees in selected 'scheduled' employment and this has led to 1709 different rates across the country. As the coverage is not complete these rates are applicable for an estimated of 66% of wage workers.

The report calls for several recommendations to improve the current

minimum wage system. Some of these are - extending legal coverage to all workers in an employment relationship, ensuring full consultation with social partners on minimum wage systems, undertaking regular evidence-based adjustments, progressively consolidating and simplifying minimum wage structures, and taking stronger measures to ensure a more effective application of minimum wage law. It also calls for collection of statistical data on a timely and regular basis.

The report also recommends other complementary actions to comprehensively address how to achieve decent work and inclusive growth. These include, fostering accumulation of skills to boost labour productivity and growth for sustainable enterprises, promoting equal pay for work of equal value, formalizing the informal economy and strengthening social protection for workers.

CREATING SAFE SPACES FOR YOUTH IN THE WORLD OF WORK



A recent ILO survey on youth and the future of work asked young people how they envision their work life over the next 10 to 15 years. Many regarded the future either "with fear" or "with uncertainty" - and this response was more prevalent in developed countries.

Nearly 64 million young people are unemployed, and one in four youth are not

in employment, education or training. This is without taking into account underemployment and the challenges of survival in the informal economy, which is the situation of many young people.

Young people want jobs with decent wages that offer opportunities for a better life, training that opens up such opportunities and social protection that helps them to attain their goals. They also want their voices to be heard.

While many young people are succeeding and thriving, too many are blocked and are without opportunity, guidance and room for growth.

It is a loss to all if the energy and creativity of youth cannot be supported and released. Creating safe spaces for youth in the world of work is an important step that can help create an environment where young people can tackle a range of challenges, from employability to entrepreneurship, organization and respect for their rights.

Such safe spaces must be inclusive, assuring dignity and respect to all young people, regardless of race, gender, religion, nationality or ideology. This will require innovation, renewed commitment, concerted action and, most importantly, the engagement of young people.

Governments, trade unions, employers and their organizations, as well as communities and others can do much to support and develop the spaces that provide young people with physical and psychological safety to learn, hone skills and share ideas and experiences in a constructive atmosphere. Through social dialogue, they can engage with young people on the issues that are central to

their present circumstances and future prospects, in order to find solutions that are geared to the needs of young people.

Join us on International Youth Day in committing to step up actions to promote safe spaces for young people that enhance their opportunities to secure decent work.

ILO MOURNS PASSING OF KOFI ANNAN



ILO is deeply saddened by the death of former UN Secretary-General Kofi Annan who led the United Nations admirably for a turbulent and challenging decade.

"The world has lost a great champion for peace, social justice and decent work with the passing of Kofi Annan," said ILO Director-General Guy Ryder, reacting to the news of his death. "Though it is a sad day for us all, his legacy will live on."

Driven by the idea of 'don't think no', and a proud son of Africa, he embraced diversity for the enrichment it brought to common endeavors and brought his global vision and human compassion to the fight against poverty, injustice and disease.

A Nobel Peace prize winner, he was a staunch defender of human rights as the foundation of security and development. Annan was a strong advocate of the ILO's Decent Work Agenda, a constant champion of the ILO's mandate and action. In 1999, he told leaders at the World Economic Forum in Davos: "You can uphold human rights

and decent labour and environmental standards directly, by your own conduct of your own business."

Youth employment was a particular concern for him. In July 2001, he came to the ILO in Geneva to launch an initiative on youth employment, together with former ILO Director-General Juan Somavia. "We cannot afford to let this vicious circle continue any longer. Youth is our most valuable asset. They are the leaders of the future, they are the future," he said at the launch.

After leaving the UN, Annan remained a strong advocate of decent work and social justice through his Foundation.

BEF Event



Bangladesh Employers' Federation (BEF), with the support of B-SEP Project of ILO, organized Refreshers Seminar on Sustaining Competitive and Responsible Enterprises (SCORE) at the BEF during September 11-12, 2018. Mr. Mohammad Kamal Uddin Siddiqui, expert in SCORE program, acted as resource person while Mr. Joha Jamilur Rahman, Training Coordinator, BEF acted as program coordinator.



The participants at the seminar held during September 11-12, 2018

Judgment



Tariq ul Hakim J

Md Farquee (M. Faruque) J

Grameenphone Ltd Petitioner

vs

Chairman, First Labour Court, Dhaka and others Respondents

Judgment

December 15th, 2016

Tariq-ul Hakim J : Rules Nisi have been issued calling upon the respondent Nos. 1-3 to show cause why the judgments dated 12-9-2012 passed by the Chairman, Labour Appellate Tribunal, Dhaka in Appeal No. 82 of 2011 (Annexure D) dismissing the Appeal along with 263 similar Appeals affirming the judgment dated 30-3-2011 passed by First Labour Court, Dhaka in BLL case No. 284 of 2008 along with 263 similar cases should not be declared to have been passed without

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.

2. All these Rules concern common questions of law and facts and were heard together and are being disposed of by this single judgment.

3. Facts relevant for disposal of these Rules is that the Respondent Nos. 3 in all the Writ Petitions as plaintiff filed separate

applications under section 213 of the Labour Act, 2006 (Act No. XLII of 2006) against the petitioner Grameenphone for a direction to treat them as permanent workers and provide them facilities of permanent workers alleging inter alia that the Respondent Nos. 3 were appointed as drivers on 18-2-2007 and since their appointment have been driving the cars of the petitioner company and were provided with 'Identity Cards,' staff uniforms and were paid salaries, bonus, overtime and other benefits by the petitioner Grameenphone and has thus become permanent workers of the petitioner.

4. The further case of the Respondent Nos.3 plaintiff workers is that the Respondent No.4 is a company engaged in supplying workers and that the Respondent Nos. 3 are not employees of the Respondent No. 4 but employees of the petitioner but the petitioner is illegally treating the Respondent Nos. 3 as employees of the Respondent No. 4 . The Respondent Nos. 3 on several occasions requested the petitioner Grameenphone to treat them as permanent workers but the petitioner refused to do so and hence they have been constrained to file petitions under section 213 of the Labour Act, 2006 in the Labour Court for a direction upon the petitioner to treat the Respondent Nos. 3 permanent workers of the petitioner company Grameenphone.

5. The petitioner contested the case by filing written statement denying the material allegations alleged in the plainatiff's petition contending inter alia that there was no contractual relationship between the petitioner and the Respondent Nos. 3 and the Respondent Nos. 3 were engaged by the Respondent No. 4 to render

services for the petitioner Grameenphone on outsourcing basis as employees of the Respondent No. 4 and that the Respondent No.4 was being paid by the petitioner company for the service and that the Respondent No. 4 paid the salaries and other benefits to the Respondent Nos. 3 for the services they rendered to the petitioner company and therefore the Respondent Nos. 3 had no *locus standi* to file the cases against the petitioner Grameenphone in the Labour Court and the said Labour Cases were not maintainable in their present form and manner.

6. The Respondent No. 4 also. contested the said Labour Cases by filing separate written statements contending *inter alia* that there is no relationship between the Respondent Nos. 3 and the petitioner Grameenphone and that the Respondent No. 4 is engaged in providing workers on outsourcing basis and in the course of their business the Respondent No.4 entered into agreement with the petitioner Grameenphone on the 1st day of April, 1999 for a period of one year which was renewed yearly and lastly on 1-12- 2008 for a period of one year upto 31 - 12-2008 to carry on its business of providing drivers on outsourcing basis and the Respondent No. 4 employed and appointed a number of drivers issued letters of appointment in their favour including the Respondent Nos. 3 and thereafter placed them with the petitioner Grameenphone for discharging the duties as drivers.

7. It is further stated that according to the terms of the said agreement the Respondent No. 4 received remunerations from the petitioner and the Respondent No.4 recruited the Respondent Nos. 3 on temporary basis to render services as drivers

for the petitioner Grameenphone as employees of the Respondent No.4 and that the petitioner Grameenphone never appointed the drivers on temporary or permanent basis and never issued any letters of appointment to them or gave them any assurance that they would be absorbed permanently in the employment of the petitioner company Grameenphone and that the impugned judgment and orders of the Court below are liable to be set aside.

8. The Respondent No. 2 First Labour Court after hearing the learned Advocates of the parties and adducing evidence by witnesses and perusing the relevant documents passed the judgment and order dated 30-3-2011 against the petitioner Grameenphone. The petitioner Grameenphone thereafter filed Appeals before the Labour Appellate Court against the said judgment and order of the 'Labour Court who after hearing the parties dismissed the Appeals vide its judgment dated 12-9-2012.

9. Being aggrieved, the petitioner Grameenphone has come to this Court and obtained the present Rules.

10. As against this, the Respondent Nos. 3 has filed Affidavits-in-Opposition stating *inter alia* that the said respondents were employed by the petitioner and were provided identity cards and after completing their probation period satisfactorily they have acquired the status of a permanent worker as per the provisions of the Labour Law, 2006.

11. It is further stated that the Respondent Nos. 3 have been working for the petitioner as per their requirement and driving their cars as drivers and that the Respondent No. 4 have no control and supervision in their services and work

rendered by the Respondent Nos. 3 and therefore they are the employees of the petitioner Grameenphone and they are entitled to be treated as permanent employees/workers of the petitioner and get benefits as permanent workers.

12. The Respondent No. 4 in its Affidavit-In- Opposition stated *inter alia* that the said Respondent under its agreement with the petitioner provided outsource persons to the petitioner Grameenphone as per its requirement and after their recruitment the petitioner has the authority to control the service of the Respondent Nos. 3. It is further stated that the wages and salaries were paid to the Respondent Nos. 3 after getting paid from the petitioner for the services rendered by the Respondent Nos. 3. It is further stated that the Respondent No. 4.. recruited. the Respondent Nos. 3 on temporary and contract basis to fulfil the requirements of the petitioner company and they are not permanent workers of the said Respondent No. 4.

13. Mr. AF Hassan Arif, assisted by Mr. Sheikh Fazie Noor Taposh and Mr. Meah Mohammad Kawsar Alam, learned Advocates for the petitioner Grameenphone took us through the judgments of the Labour Court and Labour Appellate Court below and submits that the said courts committed a gross error in law in holding that the Respondent Nos. 3 are employees/ workers of the petitioner because there is no relationship of employer and employees between the petitioner and the Respondent Nos. 3. The learned Advocate further submits that there is no privity of contract between the Respondent Nos. 3 workers and the petitioner Grameenphone and that the Respondent Nos. 3 was not a party to the contract between the petitioner

Grameenphone and the Respondent No. 4 Smart Services Ltd./ Jamsons International and therefore the said Respondent Nos. 3 cannot claim to be a worker or employee of the petitioner company or claim any benefit from it. The learned Advocate further submits that section 213 of the Labour Law, 2006 is for enforcing a right guaranteed to a worker under an award, settlement or law and that since it is not admitted by the petitioner that the Respondent Nos. 3 are its workers the question of treating them permanent under the law does not arise.

14. Mr Monsurul Hoque Chowdhury, assisted by Mr. Syed Mizanur Rahman and Mr. Abdul Mannan assisted by Mr Md Haroon-ar Rashid, learned Advocates for the Respondent Nos.3 submit that the Respondent. Nos. 3 have completed three months probationary period with the petitioner Grameenphone and have become permanent in their jobs and are entitled to be treated as permanent workers of the petitioner Grameenphone. The learned Advocate further submits that the Respondent Nos. 3 are getting salaries and other benefits by the petitioner Grameenphone through the Respondent No.4 Smart Services Ltd./Jamsons International and the courts below rightly found them permanent workers of the petitioner which calls for no interference by this Court.

15. The learned Advocate further submits that even though no appointment letter was issued by the petitioner in favour of the Respondent Nos. 3 nevertheless since they have been working for the petitioner Grameenphone for several years at their premises and driving their cars and rendering other services as per their requirement they are deemed to be

permanent employees of the petitioner company.

16. Mr. Amit Das Gupta, the learned Advocate for the Respondent No. 4 submits that the Respondent Nos. 3 were recruited by them as per instruction of the petitioner Grameenphone on temporary basis to provide services as drivers to the petitioner company and that the salaries and other financial benefits were paid to the Respondent Nos. 3 after getting paid by the petitioner for the services rendered by them. The learned Advocate further submits that the Respondent Nos. 3 were recruited for temporary period only and that they are not permanent workers of the Respondent No.4. .

17. We have considered the submissions of the learned Advocates.

18. In the instant case the Respondents workers filed cases before the Labour Court to be treated as permanent workers of the defendant petitioner Grameenphone. They have alleged in the plaint that they are workers of the petitioner Grameenphone and are receiving salaries from the petitioner. This fact has been denied by the petitioner all along. The Labour Court in its judgments and orders have held that the Respondent No. 1 workers have been working for more than three months and, as such, as per the provisions of Labour Law, 2006 they are deemed to be permanent workers. The Labour Court has also held that the Respondent No. 1. plaintiffs satisfied the conditions in section 2(65) of the Labour Law, 2006 and they should be considered workers. In the judgment and order however no reasoning appear to be given why and on what grounds the Labour Court found the plaintiff respondent permanent workers of the petitioner Grameenphone.

19. It is admitted by the petitioner Grameenphone and all the parties that the Respondent No. 1 are workers within the definition of Labour Law, 2006. It is also admitted that they have been employed for more than three months and that they are rendering service to the petitioner Grameenphone. The point for adjudication therefore is to decide whose workers the Respondent No. 3 is i.e. who is the employer of the Respondent No. 3 plaintiff worker. For an application under section 213 of the Labour Law, 2006 to be maintainable in the Labour Court for being treated as permanent worker of the petitioner Grameenphone it must be first evident that he is a worker of the petitioner Grameenphone.

20. The petitioner's case is that the Respondent No. 3 are workers of the Respondent No. 4, Smart Services Ltd. and/or Jamsons International and that the service of the Respondent No. 3 workers have been procured through a contract between the petitioner and the Respondent No. 4. The Respondent No. 4 are contractors and they issued appointment letters in favour of the Respondent Nos. 3 for rendering services to the petitioner as outsourced workers without being a party in the contract between the petitioner and the respondent No. 4. The Respondent Nos. 3 plaintiff workers on the other hand, claimed that they are rendering services to the petitioner Grameenphone at their premises and driving their Vehicles and getting their salaries from the petitioner Grameenphone through the Respondent No. 4 and therefore they should be considered workers of the petitioner Grameenphone.

21. Outsourcing services is a new concept in our country. Not just labour but

also professional services may be procured through outsourcing. It is a process by which the recipient of service enters into an agreement with a contractor/ service provider who engages persons to render services to the service recipient. In such a situation, there is no employment contract between the service recipient and the service renderer. The contract exists between the service recipient and the contractor and consideration for the services are provided by the service recipient to the contractor. If the service recipient is not satisfied with the service rendered by the persons engaged by the contractor then his remedy lies for breach of the terms and conditions of the agreement against the contractor. Likewise if the contractor does not receive adequate consideration for providing his service through his appointed employees, his remedy lies against the service recipient. The service recipient is generally not concerned who renders the service to him as long as the service sought is rendered adequately. As can be reasonably expected the service recipient may set certain criteria and conditions to be observed by the service renderer and he has a discretion to reject any person through whom the service is provided by the contractor; but in all such cases the matter is governed by the contract between the service recipient and contractor. It is a contract of services as opposed to a contract of employment.

22. A recruiting agency on the other hand, recruits persons including workers and professionals for being employed by a third party. After the candidates are selected they are sent to the service recipient who employs them under an employment contract on terms and conditions agreed between the service renderers and service

recipients who becomes the employer. After the worker/professional is employed by the service recipient the person recruiting the worker drops off the picture and there is a direct relationship of employer and employee between the service recipient and the worker. Such situation is commonly seen in our country when workers are recruited for employment for overseas, construction sites, industries etc. The recruiting agency gets a commission for his service from the overseas employer and also sometimes from the recruited workers and the workers get their salaries and other benefits directly from their employer for the duration of their employment . In the case of outsourcing the worker gets his salary and other benefits from the contractor as long as he renders his services to the service recipient.

23. In an unreported decision of this Court in *Writ Petition No. 7068 of 2011 in Sharmeen Annie vs First Labour Court, Dhaka* and another it has been held:

“To be an employee one has to be in the employer’s pay roll and subject to the latter’s control on questions of employment. There has to be a contract of employment inter se, containing terms of employment. Nothing like that is present in the file before us. It transpires, the respondent No. 2 is indeed an employee of an independent contractor named TEAM Services. The contractual relationship is between the petitioner and TEAM Services, the respondent No. 2 is not a privy to it. So, he has no cause of action against the petitioner.”

24. In the instant case it is admitted that the Respondent No. 3 workers are rendering services as drivers for the petitioner Grameenphone. It is also admitted that their salaries and allowances

and other benefits are being paid directly by the Respondent No. 4 although it has been urged on behalf of the Respondent No. 3 workers that the salaries and other financial benefits are being paid to them by the Respondent No. 4 on behalf of the petitioner Grameenphone although there is no written contract of employment between the petitioner Grameenphone and the Respondent No. 3 . From the facts and circumstances of the case it has to be seen whether any unwritten contract of employment can be construed between the petitioner Grameenphone and the Respondent No 3 workers or whether there is any contract of employment between the Respondent No. 3 workers and the contractor/service provider Respondent No.4.
(to be continued)

Source: The Dhaka Law Reports (August 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
Nov. '17	244.85	267.10	216.33	249.62	199.41	249.66	208.32	217.68	183.07	223.89
Dec. '17	245.03	267.06	126.79	249.92	199.98	250.06	208.83	217.89	183.69	224.44
Jan. '18	248.13	271.05	218.73	259.67	200.65	250.87	209.09	218.22	184.00	224.61
Feb. '18	247.81	270.25	219.04	259.98	200.69	251.08	209.58	219.29	184.21	224.83
March '18	248.65	271.27	219.64	260.22	200.75	253.21	210.47	219.94	184.27	226.55
April '18	248.85	271.42	219.90	260.33	200.86	254.08	210.78	220.47	184.31	226.72
May '18	245.80	265.27	220.83	261.92	201.61	254.88	211.45	221.55	184.40	228.29
June '18	246.82	265.33	223.09	270.93	202.06	255.39	211.80	225.87	184.57	228.60
July '18	249.65	269.91	223.66	270.94	202.11	255.79	211.96	226.60	184.71	233.10

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
Nov. '17	244.12	260.63	218.15	259.36	192.25	246.75	220.56	197.05	200.56	234.28
Dec. '17	244.20	260.34	218.50	259.57	192.65	247.19	220.67	197.18	201.58	234.49
Jan. '18	247.49	264.64	220.20	267.63	193.11	247.75	220.90	197.24	201.60	234.65
Feb. '18	246.93	263.56	220.47	267.99	193.16	247.92	221.65	197.74	201.94	234.79
March '18	247.76	264.50	221.14	268.19	193.24	250.35	221.83	198.01	202.01	237.82
April '18	247.86	264.56	221.29	268.30	193.39	250.50	227.27	198.06	202.08	238.07
May '18	243.62	257.06	222.22	269.82	194.23	251.32	222.49	198.57	202.20	240.36
June '18	244.38	257.11	224.13	277.13	194.85	252.36	222.89	200.14	202.50	240.74
July '18	247.40	261.57	224.86	277.11	194.86	252.49	223.09	200.86	202.75	247.64

Source: Bangladesh Bureau of Statistics

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

Period	Index by expenditure group									
	General Index	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	214.85	171.61	183.66	162.80	221.11	155.82	168.52	147.83	186.37
2014-15	204.76	230.56	182.32	197.93	172.33	223.53	169.80	190.26	150.95	194.16
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
Nov. '17	246.21	283.37	213.89	231.14	207.69	257.77	187.36	240.41	164.18	211.06
Dec. '17	246.57	283.44	214.50	231.61	208.47	255.11	188.58	240.71	164.38	212.03
Jan. '18	249.31	286.72	216.77	244.57	209.37	256.37	188.86	241.34	165.00	212.22
Feb. '18	249.42	286.55	217.12	244.77	209.40	256.65	188.93	243.02	165.08	212.53
March '18	250.28	287.79	217.65	245.08	209.46	258.24	191.04	244.11	165.12	212.64
April '18	250.67	288.18	218.05	245.18	209.52	260.39	191.10	245.16	165.14	212.70
May '18	249.83	285.30	218.98	246.91	210.15	261.15	192.54	246.87	165.19	213.39
June '18	251.32	285.38	221.70	259.16	210.41	260.72	192.82	254.23	165.21	213.61
July '18	253.80	290.27	222.08	259.22	210.51	261.57	192.91	254.97	165.24	215.13

Source: Bangladesh Bureau of Statistics

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

Sector		2014-15	2015-16	2016-17	May '18	June '18	July '18
General		124.69	132.81	141.46	153.70	154.44	155.15
	percentage change (Point to Point)	4.94	6.52	6.50	6.37	6.31	6.49
	percentage change (over previous month)				0.20	0.48	0.46
1.	Agriculture	124.51	132.48	141.22	153.13	153.95	154.82
	percentage change(over previous month)			6.59	6.23	6.20	6.51
	percentage change(over previous month)				0.12	0.54	0.57
i)	Agriculture	124.46	132.44	141.19	153.08	153.91	154.78
	percentage change (Point to Point)	5.12	6.52	6.60	6.26	6.21	6.52
	percentage change(over previous month)				0.12	0.54	0.57
ii)	Fish	126.85	134.59	143.19	155.64	156.22	156.81
	percentage change (Point to Point)	5.00	6.12	6.37	5.99	5.89	6.03
	percentage change(over previous month)				0.28	0.37	0.38
2.	Industry	124.38	132.02	140.27	152.90	153.42	153.97
	percentage change (Point to Point)	4.47	6.16	6.24	6.44	6.31	6.32
	percentage change(over previous month)				0.30	0.34	0.36
i)	Construction	124.84	129.77	137.43	148.18	148.64	149.14
	percentage change (Point to Point)	4.09	4.18	5.37	5.35	5.26	5.28
	percentage change(over previous month)				0.27	0.31	0.34
ii)	Production	127.28	136.18	146.01	162.47	163.11	163.76
	percentage change (Point to Point)	4.44	7.70	7.22	8.52	8.28	8.27
	percentage change(over previous month)				0.35	0.39	0.40
3.	Service	126.15	136.03	145.01	158.13	158.88	159.20
	percentage change (Point to Point)	4.98	7.86	6.60	6.79	6.81	4.79
	percentage change(over previous month)				0.39	0.47	0.20

Source: Bangladesh Bureau of Statistics

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

SL. No. Item with specification	Unit	2016-17	June'18	July'18	Aug. '18
1	2	3	4	5	6
I. Cereals:					
1. Rice : Najershail/Minikat	kg	55.87	58.60	62.05	64.04
2. Rice : Pajam/Equivalent	kg	54.41	52.93	56.40	60.23
3. Rice : Irri/Boro	kg	39.18	45.05	45.92	48.59
4. Wheat (atta), white, Packet	kg	40.00	40.00	40.00	40.00
II. Pulses					
5. Moogdal (husked)	kg	118.59	118.20	116.87	115.98
6. Lentil (husked)	kg	132.18	115.01	112.05	108.65
III. Sugar & Molasses :					
7. Sugar (White)	kg	72.93	57.90	60.00	60.00
8. Molasses (Sugarcane)	kg	87.20	96.12	97.58	97.60
IV. Protein Items					
9. Fish- Rohu-cut piece	kg	395.21	398.54	398.60	400.08
10. Fish-Hilsa, Medium size	kg	1618.90	2015.25	2050.21	2060.00
11. Prawn/Shrimp, about 3" long	kg	705.17	730.02	730.35	732.11
12. Barbel (Shing), about 50 gram weight each	kg	777.48	775.76	775.80	775.92
13. Beef, best quality	kg	463.52	498.19	500.00	500.00
14. Mutton, best quality	kg	630.57	759.53	760.12	760.15
15. Fowl, Alive	kg	400.78	405.41	406.28	409.01
16. Egg (Hen), Farm	4pcs	32.33	27.10	32.00	35.00
17. Egg (Duck)	4pcs	47.34	45.00	45.00	50.00
V. Edible oil:					
18. Mustard oil, best quality	Litre	182.79	185.39	185.48	185.56
19. Soyabean oil, best quality	Litre	92.66	96.42	96.38	96.40

SL. No. Item with specification	Unit	2016-17	June '18	July '18	August '18
1	2	3	4	5	6
VI. Spices:					
20. Chillli (dry), best quality	kg	220.16	235.38	236.45	236.53
21. Onion (local)	kg	35.03	48.20	48.36	60.00
22. Garlic (Local)	kg	184.02	90.66	90.50	90.66
23. Turmeric (Local)	kg	213.44	185.12	185.05	180.10
24. Ginger (Local)	kg	107.30	120.00	120.12	120.00
25. Salt (fine)	kg	41.74	38.44	38.40	38.55
VII. Vegetable					
26. Potato, best quality	kg	23.27	20.00	22.65	25.00
27. Brinjal, best quality	kg	56.45	75.21	50.35	50.00
28. Lady's finger, best quality	kg	45.96	60.12	48.11	48.03
29. Papaya (green)	kg	27.25	30.40	30.00	25.00
VIII. Milk :					
30. Milk (Milk Vita packet)	Litre	71.18	71.98	72.00	72.00
31. Lactozen (Full cream) (400gm)	Each	588.65	595.98	596.00	596.15
IX. Fuel & lighting:					
32. Firewood (gazari)	Quintal	660.13	668.22	668.75	668.80
33. Kerosene	Litre	74.50	75.00	75.00	75.06
34. Matches (40 sticks)	Box	2.00	2.00	2.00	2.00
X. Clothing					
35. Long cloth (fine)	Metre	78.83	79.99	79.99	79.99
36. Long cloth (medium)	Metre	75.04	75.97	75.98	75.98
37. Saree (medium) , White Tangail handloom: A451 80x80 count 5.5 yds.	Each	701.82	712.05	712.22	715.25
38. Lungi (medium) 48" handloom 60x60	Each	475.21	795.12	795.16	795.30
39. Undershirt (genjee 100 c.m sleeveless)	Each	100.00	100.00	100.00	100.00

SL. No. Item with specification	Unit	2016-17	June'18	July'18	Aug. '18
1	2	3	4	5	6
XI. Housing & household Requisites:					
40. Cement (local)	50 kg	455.29	480.12	480.85	480.92
41. Aluminium (Degchi)	Gram	0.52	0.42	0.42	0.42
42. Bamboo (mul) about 30 feet long	Each	145.86	146.98	146.98	147.03
43. Enamel plate	Each	69.56	70.00	70.00	70.00
XII. Miscellaneous:					
44. Coconut oil (unscented, imported)	50 kg	277.70	278.59	278.63	278.72
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)