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Article

MANAGING CONFLICT IN THE WORKPLACE

BY Liz Burton

Tension between people at work is natural - in large, diverse teams it's unlikely that everyone will always agree and share the same goals.

Effective intervention from managers and supervisors ensures that the harm conflicts cause to relationships and productivity is minimal. It keeps relationships healthy, customers happy, and the business successful.

What is Conflict Management?



Conflict management is a vital skill that involves handling confrontations tactfully and constructively.

Your aim is to yield a positive result from disputes and disagreements that occur between people in the workplace. Your aim is to learn from the experience and improve your business' relationships or service as a result. And above all, your aim is to resolve the conflict in a way that respects everyone's wants and needs.

Conflicts may occur between colleagues, between staff and a customer,

or between large groups. Some are short-lived; others are deep-seated. These all require different forms of intervention.

The different types of conflict management include:

Preventative measures e.g.:

- * Workplace changes.
- * Job role changes.
- * Training staff.
- * Conflict resolution policy.

Alternative dispute resolution i.e.:

- * Informal discussions.
- * Mediation
- * Conciliation
- * Arbitration

Preventative measures

Intervention is effective, but time-consuming and costly in some cases, so preventing conflict at the outset eliminates the need to spend valuable resources. Fortunately, there are numerous types of preventative measures you can use to promote positive relationships and minimize conflict risks.



Effective measures for preventing conflict include:

- Workplace changes - a poor workplace layout can cause stress and animosity (e.g. a cramped shop floor, a noisy office, or poor signage) or could put people at risk (i.e. poorly-lit, isolated exits). Reorganize the workplace to reduce or eliminate these issues.
- Job role changes - if you identify at an early stage that people are stepping on one another's toes, discuss changing shifts or job roles with them (you need to ensure it suits their needs). This can also work as a corrective measure if intervention fails.
- Training staff - provide staff with training and enough resources to fulfil their role, put them on awareness courses (e.g. equality and diversity) to help them work amiably with others, and provide training in conflict management so they can handle confrontational behavior appropriately.
- Conflict resolution policy - a conflict policy establishes that the company has zero-tolerance for abusive behavior and will actively tackle confrontations to re-establish cooperation in the workplace. It encourages employees to report concerns and complaints early on so situations don't escalate.

Alternative dispute resolution

Despite your best attempts to prevent conflicts, some people are simply prone to stirring up trouble or clashing with others.

You can tackle these situations through alternative dispute resolution (ADR): effective ways of addressing challenging behaviour and finding a positive compromise or resolution.



The different types of alternative dispute resolution are:

Informal discussions - these can be arranged by you or another superior, or even the people at conflict (although they generally need a push from management to face the problem). It involves sitting down and talking through issues, during which time the manager or supervisor should remain impartial. This gives people plenty of opportunity to voice concerns, agree on a solution, and clear the air.

Mediation - this involves a trained mediator having discussions with the people at conflict to address issues in a controlled environment. Mediators are skilled at encouraging people to calmly talk and listen to one another, and guide people to reach a conclusion that repairs relationships and gets work activities back on track. A mediator may be someone in the business suitably trained or an external party.

Conciliation - this is very similar to mediation except that unlike a mediator, the conciliator is responsible for making the final decision on what people should do to

settle their differences. The settlement isn't legally-binding but it is encouraged that those who took part in the conciliation stick to it.

Arbitration - this is more formal than the previous methods. Evidence for each side of the conflict is submitted to an arbitrator, and lawyers may represent people's cases. The arbitrator considers the evidence and imposes a legally-binding settlement that all parties will have pre-agreed to.

Being able to effectively diffuse a hostile situation and resolve contention between employees before it escalates means the business won't be worn down by constant friction. Rather than let them crumble, you can strengthen existing relationships and enable people to work together better than ever before.

Causes of Conflict at Work



The reasons behind conflicts are rarely black and white, and it's unlikely that just one person is to blame. But figuring out the cause is essential so you can determine how to address the problem positively and prevent it from happening again.

Common causes of conflict at work include:

- **Differences in personality** - people come from different backgrounds or

cultures and have their own beliefs and values. A lack of understanding or acceptance of these differences is an easy source of contention, and drives a wedge between people who may otherwise work very well together.

- **Differences in styles of working** - when people expect others to work the same way as them and don't respect the fact that everyone works differently, it creates frustration and hinders the completion of projects and tasks.
- **Miscommunication or misunderstandings** - it's easy for conflicts to become deep-seated when a misunderstanding remains unsolved for a prolonged period of time, and ongoing miscommunication muddles the progress of projects.
- **Availability of resources** - employees might not feel confident asking for resources without being told that they can, making them frustrated at superiors. People who don't need as much support as others may feel annoyed at people they think are 'holding them back'.
- **Level of support** - people struggle to complete their job role if they aren't given technical support. Following highly stressful situations - such as a confrontation - they'll feel worse if they aren't able to receive emotional or moral support, and will feel like the workplace doesn't care about their wellbeing. This creates animosity.
- **Poor customer service** - staff need to know how to deal with queries and

complaints in a way that leaves customers feeling satisfied. Otherwise, people won't return and could harm the business' reputation through word-of-mouth.

- **Poorly-organised workplace** - your workplace's design makes a huge difference to people's behaviour and comfort, but people are more likely to target frustration at a person than the space itself.
 - **Poor management** - you have a tremendous amount of influence on how contented and able a person feels in their role. Without a strong leader, people lack direction and goals and therefore motivation, which leads to dissatisfaction and bitterness towards management.
 - **Discrimination, harassment, etc.** - treating others unkindly due to their beliefs, disabilities, and other qualities is illegal and no workplace should tolerate it. It is debilitating for the person being subjected to the abuse, and can lead to serious ongoing conflicts that are difficult and expensive to resolve and reflect badly on your business.
- Contract of employment** - if people are left in the dark about their role or don't feel like it's valued or accommodated, they feel angry at management and potentially any colleagues who are well-accommodated.

Top Tips for Managing Conflict in the Workplace

Prevention and intervention are your

two main aims for managing conflict. Here are our top tips that supervisors and managers should follow to keep confrontational behaviour in check and keep the team working efficiently.



Top 10 tips for managing conflict are:

- **Do a conflict risk assessment** - this helps you think about every situation and determine what preventative or corrective measures are needed. Observe people's behaviour and look for signs of conflict on a regular basis.
- **Don't ignore it - conflicts do not just disappear if you push them aside;** issues become harder to tackle the longer you leave them. Deal with the problem as soon as you learn about it before it has a chance to escalate into something serious.
- **Put in place an 'open door' policy** - confrontations may not be reported if you don't appear approachable or if employees worry they won't be taken seriously. Encourage employees to come talk whenever they need to.
- **Promote differences** - adopt a positive culture towards differing opinions, lifestyles, and attitudes. If people see that discriminatory behaviour is not acceptable and is disciplined, they'll be less likely to do

it. Make this clear through your conflict management policy.

- **Become a mediator** - either you or another manager or supervisor should take training to be a mediator. This means that should a conflict break out, there's someone in charge of bringing people together to listen to each side of the story and reach a solution as a group.
- **Provide support and resources** - e.g. certain forms of information or tools that suit a person's style of working. This enables them to work their best and cooperate well with others. Do so on an ongoing basis - tasks change; so will the required tools. Regularly ask employees if they need anything and encourage them to submit requests.
- **Learn to listen actively** - good listening skills are essential for resolving conflicts. Eliminate distractions, don't listen with pre-conceived ideas, ask questions, and ensure you truly listen to what others are telling you. Encourage others to do the same.
- **Stay calm and in control** - take a deep breath, mentally remove yourself from the situation, and don't argue back or become aggressive. Put safety first: don't give people opportunity to become invasive or violent. Remember, as a manager or supervisor you're setting an example for the rest of your team.
- **Attack the problem, not the person** - one thing you cannot

change is the fact that people have different perspectives and opinions, so do not criticise them. Instead, focus on identifying the cause of the conflict, promote tolerance and understanding, and aim to reach a solution or compromise.

- **Be supportive** - encourage employees who have certain knowledge and skills to help those colleagues who might not have these abilities, and do so yourself. Treat each person as an individual; don't make judgements. And lastly, allow for any suitable arrangements if necessary so that people can carry out their work safely and happily.

Source: www.highspeedtraining.co.uk

Home News

GOVERNMENT, EMPLOYERS, TRADE UNIONS SIGN ILO'S DECENT WORK PROGRAMME

The government, employers and trade unions have set decent work priorities action areas, including creation of green jobs and promotion of social dialogue for Bangladesh. These priorities have been included in the ILO's latest Decent Work Country Programme (DWCP) for



Bangladesh, which was signed at a ceremony recently. This DWCP is targeted to be achieved in cooperation with the International Labour Organization (ILO) by 2020. Labour Secretary Ms. Afroza Khan, president of Bangladesh Employers' Federation Mr. Kamran T Rahman, chairperson of National Coordination Committee for Workers Education (NCCWE) Mr. Amirul Haque Amin and ILO Bangladesh Country Director Mr. Tuomo Poutiainen signed the DWCP.

SIX DIGITAL CENTERS OPENED FOR RMG, FISHERIES WORKERS

Six digital centers were established to ensure easy, fast and low-cost access to public and



private services for RMG workers in Gazipur and fisheries workers in Khulna for one year. Access to Information Bangladesh (a2i) and USAID jointly established the centers, five in Gazipur and one in Khulna. Deputy Commissioner of Gazipur District Dr. Dewan Muhammad Humayun Kabir inaugurated the

digital centers by opening one at Workers' Community Center (WCC) of Tongi in Gazipur. From these digital centers, people of those areas, including workers of garments and fisheries industries, will receive more than 150 public and private services, financial inclusion services, quickly and at a lower cost as well as they will be able to buy and sell more than 5 lakhs different products online through agent banking and rural e-commerce 'ekShop'. Digital centers will provide services every day from 7 am to 10 pm.

TWO COMPANIES GIVE TK 54.6 MILLION TO WORKERS' FUND

Two companies, Unilever Bangladesh Ltd. and BASF Bangladesh Ltd., recently contributed Tk 54.6 million to the Bangladesh Workers' Welfare Foundation Fund. Unilever and BASF handed over cheques for Tk 53.43 million for the year 2017 and that for Tk 1.16 million for fiscal year 2017-18 respectively to state minister, Ministry of Labour and Employment, Mr. Mujibul Haque at his office at the secretariat. Labour Secretary Ms. Afroza Khan, Unilever general manager Mr. MM Zillur Rahman and BASF chief finance officer Mr. Masud bin Mazid were present at the cheque handover ceremony.



Meanwhile, Marico Bangladesh Ltd. deposited, out of their profits, Tk. 11.80 million to the Fund on 31 July, 2018. A team of the company led by the company's Chief Financial Officer, Mr. Elias Ahmed, went to the Ministry of Labour and Employment and handed over a cheque to the State Minister, Mr. Mujibul Haque.

So far, 115 local and multinational companies have contributed a certain part of their profit to the Fund and the total amount stood over Tk 3.10 billion. As per the amended labor law, profit-making companies have to contribute five per cent of their net profits to their participatory welfare funds as well as the government-formed workers' welfare fund. The ratio of the contribution is 80:10:10 respectively.

MINIMUM WAGES OF WORKERS OF AUTOMOBILE SECTOR DECLARED

The Government on 23 July, 2018 published a gazette declaring minimum wages of workers of automobile sector on the recommendation of the minimum Wages Board. The declaration was made in accordance with the provisions of sections 139 and 140(1) of the Bangladesh Labour Act, 2006.



The grades of the workers were classified on three steps. The lowest grade was 3rd grade and the basic wages of the grade was declared to be Tk. 4650 and the monthly wages of this grade including house rent, medical allowance, and conveyance allowance would be Tk. 7610 in the districts and in the divisions and city corporations the gross wages of the workers of the grade would be Tk. 8640. The apprentice would get monthly Tk. 5000 in total and after completion of apprentice period he would be appointed as regular employee in the 3rd grade.

International News

GLOBAL JOBS THAT WON'T EXIST 20 YEARS FROM NOW

Some jobs will likely be extinct 20 years from today. From fast food cooks to traditional lumberjacks, here are 10 jobs that probably won't exist in the year 2038.

Cashiers: When the first automated check-out machines were tested, they weren't immediately popular with customers; but while today's versions are still far from perfect, the proliferation of self checkout machines is undeniable. According to Allied Market Research, the self checkout industry is projected to garner \$31.75 billion by 2020, which could bode poorly for the future of cashiers. Popular services such as Amazon Fresh also allow shoppers to order groceries and other items from the comfort of their home.

Fast food workers: One of the big appeals of fast food is that it's consistent and reliable - chain menus tend to be standardized, so there's little variation in how specific menu items taste from location to location. According to The Guardian, that could translate to an 81% probability of fast food cooks seeing their jobs replaced by automated kitchen assistants. In California, for instance, an AI-powered robot named Flippy has been flipping burgers and placing them on buns at a CaliBurger location since 2017.

Retail jewelers: The jewelry industry has been declining for the past few years. Per Bloomberg, the Jewelers Board of Trade reported that jewelry store closures accelerated 53% in 2016. One factor, per

National Jeweler, is that Millennials prioritize spending their money on experiences, rather than material things. "Jewelry has definitely been tough and millennials are shifting their spending to experience," Brian Yarbrough, an analyst at Edward Jones & Co., told Bloomberg. "That limits your ability to show a lot of growth."

Mail carriers: Back in the '70s and '80s, many suburban children were paperboys and girls. The entry-level job was considered a rite of professional passage - until the dawn of the digital age began to render it obsolete. These days, more people rely on the internet for breaking news coverage, which explains why mail carriers placed 200 out of 200 careers examined in the Career Cast 2014 Jobs Rated report for projected growth outlook. With the advent of online banking and the like, the need for snail-mail is dwindling every day.

Referees: While advances in technology contribute to the decline of sports referees in the coming years - instant replay is more reliable than the naked eye in assessing certain plays on the field, for example - there are multiple reasons for the projected decrease. Full-time referees earned less than \$25,000 in 2016, according to an infographic by Ohio University; they also reported experiencing physical and verbal abuse from angry fans, and limited mobility in terms of job prospects. All this means that as older refs retire, fewer young ones are ready to replace them.

Meter readers: As digital meters become more and more ubiquitous, traditional meter readers - and the trained professionals who check them in-person - are getting phased out in favor of technologies that can process information off-site. According to Career Cast, meter reading is anticipated to see a 19% job decline by 2022.

Telemarketers: According to a 2013 study called The Future of Employment, conducted by Oxford University academics, the future of telemarketing jobs could be dire. While the authors admit that the projected decline of sales occupations seems counter-intuitive - sales traditionally requires human-to-human contact and nuance - they defend their prediction by explaining that while telemarketing is interactive, it isn't necessarily nuanced, nor does reading from a sales script require a high degree of social intelligence. Therefore, telemarketing could be at risk of becoming computerized.

Travel agents: Travel agencies used to be fundamental services for people who wanted to book a trip. Not only would travel agents filter through available flights for you, but they'd book your tickets, provide you with necessary travel information (such as maps or relevant brochures), and more. Today, websites such as Kayak and Google Flights do all that work quickly and for free. Additionally, travel rewards credit cards are enticing to travelers who can use them to book trips on the credit card's website to earn points and bonuses. Per The Atlantic, the Bureau of Labor Statistics estimates that the number of full-time travel agents in the US dropped from a high of 124,000 in 2000 to around 74,000 a mere four years later.

Dispatchers: Transportation is becoming more independent with the array of rideshare apps available. Travelers can now plan their trip ahead of time from their phone, and drivers can rely on technology to tell them the most efficient route and to track their progress. Additionally, services such as Google Maps present travelers with an encompassing list of transit options.

Lumberjacks: As society grapples with climate change and works toward establishing a greener and sustainable planet, lumberjacks will likely see their occupation go the way of the dodo (they're projected to see a 13% decline in the coming decade alone). Not only are paper products becoming increasingly digital, but the world is beginning to prioritize using eco-friendly alternatives across the board.

OMAN PROPERTY CRASH AS FOREIGN WORKERS LEAVE

Oman's property sector is feeling the squeeze as thousands of expatriates leave the country following a renewed government drive to replace them with Omanis. Politicians began an "Omanisation campaign" at the end of 2016, aiming to reduce the number of expatriates in the country to create jobs for Omanis. The government told the private sector it would withdraw incentives such as free commercial land, free training and subsidized business loans if companies did not nationalize a certain percentage of their staff.

The country is experiencing its worst job crisis in 40 years, according to the Ministry of Manpower, with unemployment at about 17 per cent. The ministry renewed the nationalization push last year, asking

private companies to create 25,000 jobs for its nationals between by the middle of 2018. According to the Ministry of Manpower, up to 60,000 Omanis, mostly graduates are looking for work. The aim has been to create 40,000 to 50,000 jobs each year for the next five years, half of them in the private sector.

SAUDI ARABIA SAUDIS TRY ONCE 'LOWLY' JOBS AS ECONOMY BITES

In the once tax-free petro-state of Saudi Arabia, which long offered its citizens cradle-to-grave welfare, blue-collar occupations such as cooking, cleaning and working at gas stations have largely been the preserve of foreign workers, who far outnumber Saudis. But Saudis are increasingly taking on such "low status" jobs in a new age of austerity when gas is no longer cheaper than water, with the government trimming oil-funded subsidies and tackling sluggish economic growth and high unemployment. Still, many Saudis, long reliant on the welfare state for secure and undemanding white-collar jobs, are embracing manual labor jobs.

For the first time, a new crop of nationals are working as tea sellers and car mechanics. Cultural attitudes to work are changing amid a major retooling of Saudi Arabia's lagging economy, with the country seeking to wean citizens off government largesse as it prepares for a post-oil era. Nearly two-thirds of all Saudis are employed by the government, and the public sector wage bill and allowances account for roughly half of all government expenditure.

Meanwhile, the government's push to replace foreigners with Saudi workers -- a

policy known as "Saudization" -- as well as a backbreaking expat levy are driving a huge exodus of expats, who hold 70 percent of all jobs. Official statistics show nearly 800,000 foreign workers have left the kingdom since the beginning of 2017, creating what business owners call a "hiring crisis". The exodus has sent the rental property market plummeting and cities like Riyadh are dotted with empty storefronts and shopping malls amid slack customer demand.

MALAYSIA PROPER POLICY ON FOREIGN WORKERS NEEDED

Malaysia's prime minister has said that the government is eyeing to put in place a proper policy for foreign workers. This, the prime minister said, would help address questionable manners with which they were being brought into the country. He cited the example of a company being given the rights to bring in foreign workers without undergoing a proper tender process, and making a lot of money along the way.

The Prime Minister, who came to power in May, also said that Malaysia was expected to welcome a huge number of tourists, for example from China, and the matter of issuing visas to them would need to be resolved as well. He however pointed out that it was not always easy to ensure that people came to Malaysia legally, with the country having five nations as close neighbors and what he described as "very porous borders."

The prime minister also said that the government welcomed foreigners with skills in new technology and information technology (IT) to come and live in this country.

USA UNEMPLOYMENT RATE GREW TO 4 PERCENT IN JUNE

U.S. employers kept up a brisk hiring pace in June by adding 213,000 jobs in a sign of confidence despite the start of a trade war with China. The professional and business services sector added 50,000 new positions, manufacturing rose by 36,000, while the fabricated metals industry, which is at the heart of Trump's current trade battle, added 7,000 new workers. However, the US Labor Department said that the unemployment rate grew to 4 percent in June 2018 from an 18-year low of 3.8 percent in May as more people began looking for work and not all of them found jobs. Average hourly pay grew by just 2.7 percent from a year earlier. The low jobless rate has yet to force employers to offer higher wages in order to fill job openings.

CANADA MORE JOBS ADDED THAN EXPECTED

Canada unexpectedly added 54,100 jobs in July 2018 and the unemployment rate dipped to equal a record low 5.8 percent. The gain, reported by Statistics Canada, was far greater than the additional 17,000 jobs predicted by economists in a Reuters poll. The healthy rise though was driven entirely by part-time employment, which jumped by 82,000 jobs, while 28,000 full-time positions were shed. Employment in the goods-producing sector fell by 36,500 jobs, mostly in manufacturing.

The jobless rate had been 5.8 percent from February through May, the lowest since the current method of calculating unemployment was introduced in 1976, before edging up to 6.0 percent in June. On a year-over-year basis, employment rose by

245,900 jobs, or 1.3 percent. The six-month average for employment rose to a gain of 20,800 compared to a loss of 2,800 jobs in June. Average hourly wages in July, a figure watched closely by the central bank, rose by 3.0 percent from a year earlier. The year-over-year increase was the smallest since the 2.9 percent gain in December 2017.

BRAZIL UNEMPLOYMENT MISERY EASED FURTHER IN JUNE

Brazil's unemployment misery eased further in June 2018, dipping to 12.4 percent, although much of the improvement was credited to creation of less secure jobs, according to government statistics. The rate for the three-month period between April and June means there are still 13 million people out of work. During the same period last year, unemployment in Latin America's biggest economy reached 13 percent, with nearly 13.5 million without work. However, a significant part of the positive trend is due to growing numbers of people finding work in the informal sector, where workers have far fewer rights and job security, the IBGE statistics office said.

JAPAN LABOR CRUNCH IS RESHAPING HOW COMPANIES ATTRACT WORKERS

As Japan's population dwindles, its companies are being forced to change how they attract job seekers from an ever-shrinking labor pool. Nationwide, there are 1.62 jobs available for every job seeker, the strongest demand for labor in more than 44 years. The jobless rate is 2.4 percent, near a 25-year low, and real wages adjusted for inflation have fallen in five of the past six years.

Flexible working hours, personal benefits like day care and even rent

assistance are now on the table alongside salary. Such perks, common in the United States and Europe, are only just catching on in Japan, which until recently relied on a culture of complete devotion to an employer in exchange for job security and steady pay increases.

Toyota, for instance, opened a 24-hour day care facility in April for shift workers at its plants near its headquarters in Toyota City.

Some companies, like Jtekt Corp, the world's biggest supplier of vehicle steering systems, are simply moving some of their operations away from competition. Jtekt last year cut the ribbon on a new technology development center in Akita Prefecture, northern Japan, known more for its rice, sake and namesake dog breed than engineering. The facility, which will develop technology for self-driving cars, is far from other companies hiring into the industry. So far the company, a key supplier of Toyota Motor Corp, has hired about 20 engineers and plans to roughly double its workforce by the end of the year.

Denso Corp, another Toyota supplier, took the opposite route, moving part of its self-driving research program to Tokyo because it is a more attractive locale than its headquarters in gritty Nagoya.

AUSTRALIA THE LABOR MARKET SHEDS SOME JOBS IN JULY

Seasonally-adjusted employment in Australia decreased by 3,900 in July 2018 compared to the previous month, following the revised 58,200 jobs created in June. July's reading was driven by a falling part-time work, down 23,000, while more than

19,000 full-time jobs were created. The swing back to full-time employment resulted in a marginal increase in the total hours worked, up 0.2 per cent, or 4 million hours, to 1,750 million hours.

While employment slipped slightly, the unemployment rate edged down a notch from 5.4 per cent to 5.3 per cent thanks to a declining participation rate - or the number of people actively looking for work. That took unemployment down to its lowest level since November 2012.

In seasonally adjusted terms, Victoria led the way with 29,400 new jobs created which saw the unemployment rate tumble from 5.6 per cent to 5 per cent. New South Wales is still in front of the pack despite its unemployment ticking up from 4.7 per cent to 4.9 per cent as more than 21,000 jobs were lost. The unemployment rate also rose in Queensland by 0.2 per cent, South Australia by 0.2 per cent and Tasmania by 0.5 per cent. It fell in Western Australia by 0.1 per cent, while was steady in trend terms in the Northern Territory and the ACT. Employment prospects for younger Australians also brightened with 3,400 new jobs created (in trend terms) in the 15-24 age bracket.

ILO NEWS



International Labour Organization

BRICS ILO HEAD PRAISES COMMITMENT TO SOCIAL DIALOGUE



The ILO Director-General has welcomed the joint Declaration issued by Labour and Employment Ministers of the BRICS countries - Brazil, Russia, India, China and South Africa - at their fourth summit in the Republic of South Africa.

The Declaration commits BRICS countries to promote social dialogue between governments and the social partners – employers' and workers' organizations in order to respond to the challenges brought by the Future of Work and digitalization. It also calls for easier access to decent work for young women and men, faster progress towards gender equality at work, and the promotion of universal and sustainable social security systems.

The head of the ILO particularly highlighted the "inherent value of social dialogue, particularly at times of deep and accelerated change in work." Referring to

the pressures and challenges faced by tripartite cooperation between governments and the social partners, he added: "The best response, I believe, is to demonstrate the added value of social dialogue by making it work."

The ILO Director-General also reminded participants of the urgent need to ensure decent and productive jobs for youth: "We know the immensity of the challenge, and we know that we need multi-pronged approaches balancing demand-side and supply-side interventions, and we know that skills formation must be at the heart of what we do."

In this context, he congratulated South Africa for organizing a Jobs Summit later this year to address present and future labor market challenges, particularly for young people.

CARE ECONOMY URGENT ACTION TO PREVENT LOOMING GLOBAL CARE CRISIS



Investment in the care economy needs to be doubled to avert a looming global care crisis, says a new ILO report. Sweeping changes in policies should address the rising need for care and tackle the huge disparity between women's and men's care responsibilities. The figures

show that women are performing more than three-quarters of the time spent in unpaid care work.

Around 269 million new jobs could be created if investment in education, health and social work were doubled by 2030, the report says. According to the report, 2.1 billion people were in need of care in 2015, including 1.9 billion children under 15 and 200 million older persons. By 2030, this number is expected to reach 2.3 billion, driven by an additional 200 million older persons and children.

"The global prominence of nuclear families and single-headed households, and the growth of women's employment in certain countries increase the demand for care workers. If not addressed properly, current deficits in care work and its quality will create a severe and unsustainable global care crisis and further increase gender inequalities in the world of work," said the lead author of the report.

Data from 64 countries representing two thirds of the world's working age population show that 16.4 billion hours per day are spent in unpaid care work - the equivalent to 2 billion people working eight hours per day with no remuneration. Were such services to be valued on the basis of an hourly minimum wage, they would amount to 9 per cent of global GDP or US\$11 trillion (purchasing power parity in 2011).

According to the report, women perform 76.2 per cent of total hours of unpaid care work, more than three times as much as men. In some countries, men's contribution to unpaid care work has increased over the past 20 years. However, in the 23 countries providing such data, the

gender gap in the time devoted to unpaid care responsibilities declined by just 7 minutes per day over the last two decades.

The report says that unpaid care work is the main barrier preventing women from getting into, remaining and progressing in the labor force. In 2018, 606 million working age women said that they were not able to do so because of unpaid care work. Only 41 million men said they were not in the labor force for the same reason.

The report advocates a 'high road' to care work, which would result in a total of 475 million jobs by 2030, namely 269 million additional jobs compared with the number of jobs in 2015. This implies total public and private expenditure on care services of US\$18.4 trillion or 18.3 per cent of total projected GDP. Such an investment would allow countries to reach several targets of four United Nations' Sustainable Developments Goals (SDGs) by 2030: SDG 3 (health care for all), SDG 4 (education for all), SDG 5 (gender equality) and SDG 8 (decent work and economic growth).

LATIN AMERICA MORE THAN HALF OF WORKERS NOT COVERED BY A CONTRIBUTORY SOCIAL SECURITY SYSTEM



More than half of Latin American workers are not covered by a contributory social security system covering them against risks related to illness,

unemployment and old age, a new ILO report says. The report calls for decisive action to close existing and future gaps in social security coverage.

The ILO's thematic Panorama Laboral: Presente y futuro de la protección social en América Latina y el Caribe (Labour Outlook: Present and future of social protection in Latin America and the Caribbean) shows that existing systems in the region are at a crossroads, marked by the need to increase the number of people covered, the level of benefits and the ability to guarantee the sustainability of those systems.

The ILO analysis covers a range of benefits, from pensions for older people to unemployment insurance, health coverage or cash transfers that guarantee income for families with children, including both contributory and non-contributory coverage.

According to the report, coverage of contributory pension systems based on employment records increased from 36.6 to 44.6 per cent between 2005 and 2015. While this can be seen as a positive development, the figure also reveals that 55 per cent of the working population has never made contributions.

The report also reveals huge differences in contributory coverage* by sector and region. Coverage mainly benefits public (reaching 80 per cent) and private employees (62.5 per cent), whereas only 15 per cent of the self-employed and 26.6 per cent of domestic workers are covered.

Coverage is also markedly higher in the Southern Cone region (including Brazil), where it reaches 58.6 per cent, compared to the Andean countries where it reaches 31.4 per cent or Central America and Mexico where it reaches 31.2 per cent. In only six of

the 16 countries included in the sample, more than 50 per cent of the employed are covered by a contributory social protection system.

The report states that women's contributory coverage has improved more than men's during 2005-2015. At the regional level, the rate for women reached 45.3 per cent, while it was only 44.2 per cent for men.

The report also emphasizes that "as a region with exacerbated inequality, Latin America transfers the significant inequalities in its labor markets to social security". It concludes by proposing ten points to guide discussion and action by governments and social actors related to reforms of social protection systems in the region.

**INTERNATIONAL AIDS CONFERENCE
2018 PERSISTENT DISCRIMINATION
AGAINST PEOPLE LIVING WITH HIV**



Despite progress being made in treatment that enables people living with HIV to work, they continue to face discrimination when seeking employment and as they try to keep their jobs and progress in their careers, says a new study launched by the ILO and the Global Network of People Living with HIV (GNP+).

The report, *HIV Stigma and Discrimination in the World of Work: Findings from the People Living with HIV Stigma Index*, is based on surveys carried out by 13 country teams throughout the world. Interviews were carried out with more than 100,000 people living with HIV.

The brief provides the latest data on HIV and workplace discrimination and shows that:

- * A large proportion of people living with HIV are unemployed, ranging from 7 per cent of those surveyed in Uganda to 61 per cent in Honduras.

- * Ten out of 13 countries recorded unemployment rates among respondents at 30 per cent or higher.

- * Young people living with HIV had a much higher unemployment rate, ranging from 11 per cent in South Korea to 61 per cent in Greece, with some countries recording over 50 per cent unemployment for young persons: Timor-Leste (50 per cent), Fiji (56 per cent), Greece (61 per cent), and Honduras (60 per cent).

- * Women living with HIV are less likely to be employed than men living with HIV because of unpaid care responsibilities.

- * In all countries, unemployment amongst transgender people living with HIV remained high.

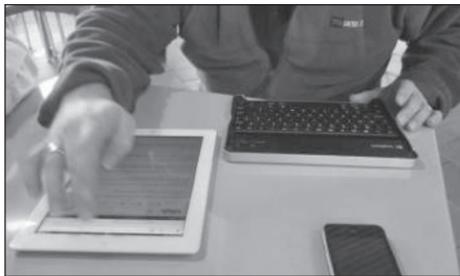
- * The lack of an independent income among women is also high, meaning that women living with HIV do not enjoy economic autonomy to the same extent as their male counterparts.

Another key finding is that many people continue to lose their jobs in part or

fully as a result of their HIV status. The proportion of people who had been working but had lost a job or sources of income as a result of discrimination by employers or co-workers ranged from 13 per cent in Fiji to 100 per cent of those surveyed in Timor-Leste. It was also high in Belize (86 per cent), Nicaragua (67 per cent), Greece (80 per cent) and Costa Rica (53 per cent).

As a result, the report says, many people are hesitant to disclose their HIV status to employers or even co-workers. Similarly, HIV-related discrimination remains a major cause for not receiving job promotions.

UKRAINE CROWDWORKING, A SUCCESS FOR SOME BUT CONCERNS FOR OTHERS



According to a new ILO report, *Work on Digital Labour Platforms in Ukraine: issues and Policy Perspectives*, Ukraine leads Europe with the number of people actively working on digital labor platforms. The country's success is due in part to its educated and tech-savvy population, but also reflects a lack of local opportunities as a result of prolonged economic and political difficulties.

Ukrainian workers have access to more than 40 different digital platforms, the report found, offering short and long term work to 'freelancers'. Many work with texts, doing tasks such as copywriting.

Assignments may also relate to information technology, such as website management and programming. The ILO report shows that Ukrainian crowdworkers are generally young and have a high level of education.

NAMIBIA ILO COUNTRY PROGRAM TO ENSURE A FUTURE OF SOCIAL JUSTICE IN THE WORLD OF WORK



The Government of Namibia, the country's workers' and employers' organizations and the ILO have signed a new Decent Work Country Programme (DWCP) for the period 2018-2023.

The DWCP, which replaces an earlier one, covers various areas that will require intervention, including child labor, social protection, industrial relations, employment, domestic work, the informal economy, occupational safety and health, support to key populations and gender equality.

In a country with high youth unemployment and rising informality, the program prioritizes employment promotion. It also aims at strengthening social dialogue and industrial relations and promotes social justice by focussing on working conditions, particularly minimum wages, care work, maternity protection, violence and harassment at work, occupational safety and health, and HIV and AIDS responses at the workplace.

The signing ceremony was attended by the Minister of Labour, Industrial Relations and Employment Creation, the members of the Namibia Employment Federation (NEF), the two main trade unions - the National Union of Namibian Workers (NUNW) and the Trade Union Congress of Namibia (TUCNA) - as the well as ILO Director-General.

The Director General acknowledged the contributions of the government and the social partners in addressing the concerns of the world of work in Namibia. He called the DWCP a program "not lacking in ambition" and that it would be "unrealistic to be less ambitious", and that the signing of the program was only the "beginning of the story". He reminded the tripartite partners that "implementation will be a shared responsibility requiring the participation of the government, workers and employers to ensure a future of social justice in the world of work for Namibians."

BEF Event



Bangladesh Business & Disability Network (BBDN), a concern under the umbrella of Bangladesh Employers' Federation (BEF), in collaboration with the Sylhet Chamber of Commerce and Industry organized 'Sylhet Job Fair for Persons with Disabilities 2018' at Amanullah Convention Center, Baluchor, Sylhet on 18 August 2018. Mr. Imran Ahmad, Member of Parliament & Chairman of Standing Committee on the Ministry of Posts, Telecommunications and Information Technology was the chief guest while Mr. Numeri Zaman, Deputy Commissioner, Sylhet, Mr. Kamran T. Rahman, President, BEF, Mr. Salahuddin Kasem Khan, Co-Chair of Executive Committee, National Skills Development Council, were present as special guests at the program. Mr. Kamran T. Rahman, President, BEF is seen speaking on the occasion.



Inauguration of the 'Sylhet Job Fair for Persons with Disabilities 2018' on 18 August 2018

Judgment



M Moazzam Husain J

Md Shohrowardi J

Shah Alam Kabir (Md) Petitioner

vs

Board of Intermediate and Secondary Education, Barisal, represented by its Chairman and others Respondents

Judgment

(From the previous issue)

October 24th, 2017

18. On perusal of the records it appears that the Managing Committee in its meeting held on 25-9-2013 (Annexure-Z-2) unanimously confirmed the service of the petitioner as Headmaster of the school and after confirmation of the service of the petitioner, the election of the Managing Committee was held and Mr Md Motiur Rahman was elected as the President of the Managing Committee and the elected Managing Committee in its meeting held

on 9-11-2013(Annexure Z-4) had withdrawn the order of dismissal dated 26-11-2012 holding that the Ad hoc Managing Committee is not legally authorized to dismiss the Headmaster of the school and also decided not to contest in the instant Rule against the petitioner, but the respondent No. 4 without any further decision of the Managing Committee at her sweet will contest the Rule and during

pendency of the Rule with an ill motive showing disrespect to the authority of this Court and violating the order of statuesque passed by the Hon'ble Appellate Division in Civil Petition for Leave to Appeal No. 1325 of 2013 malafide by order dated 27-5-2017 (Annexure Q) directed Md Delwar Hossain, a senior teacher of the said school to take over the charge of the Headmaster.

19. It further transpires that after the dismissal of the petitioner, both the Managing Committee allowed him to discharge his duty as Headmaster of the school and in the meantime, the petitioner and other teachers of the school obtained the MPO from the concerned authority and he performed all function as Headmaster. After expiry of the term of the previous elected Managing Committee of the school, he also conducted the election of the present Managing Committee which has been approved on 16-2- 2017 by the Board including the petitioner as Member Secretary (ex-officio Headmaster) and Zakia Alice, respondent No. 4, as President of the Managing Committee and after due approval of the Managing Committee the respondent No. 4 also allowed the petitioner to discharge his duty as Headmaster till 27-5-2017 but the respondent No. 4 suddenly and surprisingly without any basis *mala fide* issuing Annexure-Q on 27-5-2017 directed Md Delwar Hossain, Senior teacher of the school to hold the charge of the Headmaster holding that at the time of filing the writ petition, the petitioner was not in service suppressing the fact that after passing the order of stay and direction dated 15-5-2013 passed by this Court, the petitioner joined in service on 19-5-2013 which is evident from the Annexure S, letter dated 20-5-2013 (Annexure S) issued by the

Upazila Secondary Education Officer, Amtali, Barguna.

20. Although the Annexure P and Q have been issued by the Managing Committee of a Non-government High School and the said decision is not amenable to writ jurisdiction, but those Annexure have been issued violating the *ad interim* order, passed by no less a Court but the Appellate Division during pendency of the instant Rule and as such the same is void ab initio and have no force of law. The above view of this Court lends support from the decision made in the case of *MA Bari vs Uttara Sarkari Officers Quarter Kallayan Samily*, reported in *55 DLR 289* wherein it has been observed in the following terms:

“While the order of stay was in force the Department of Social Welfare accorded registration in favour of the samity of the writ petitioners. Hence the registration is invalid and a nullity.”

21. It is found that the Ad-hoc Managing Committee of the School on the basis of an *ex parte* and biased report *mala fide* dismissed the petitioner from service without prior approval of the Board. *Mala fide* is of two kinds, Malice in law and Malice in fact. Malice-in-fact is an act done with ill will or motive against a person. Malice-in-law is a wrongful act intentionally done to cause injury. In *Bromage vs Prosser (1825) IC & P; 673:4 B & C* it is opined that “Malice in law means the doing of a wrongful act intentionally without just cause or excuse”. It depends upon knowledge and deliberately done in disregard to the right of others. The concept of Malice-in law and Malice-in fact, has been succinctly expressed by Lord Haldane in *Shearer vs Shields (1914) AC 808 page 813-814* in the following language.

“Between “malice-in-fact and malice in-law” there is a broad distinction which is not peculiar to any system of jurisprudence. The person who inflicts a wrong or an injury upon any person in contravention of the law is not allowed to say that he did so with an innocent mind. He is taken to know the law and can only act within the law. He may be, therefore, be guilty of ‘malice-in-law’ although, so far as the state of his mind was concerned he acted intentionally, and in that sense innocently. Malice-in-fact is a different thing. It means an actual malicious intention on the part of the person who has done the wrongful act.”

22. In the case of SR Venkatareunan vs the Union of India, reported in (1979) 2 SCC 491, their Lordships observed in the following language:

“Malice in its legal sense means malice such as may be assumed from the doing of a wrongful act intentionally but without just cause or excuse, or want of reasonable or probable cause.”

23. It reveals that the before dismissing the petitioner from service, proposal for dismissal of the petitioner was not sent to the Appeal and Arbitration Council for examination and approval of the Board in accordance with Regulation 12 of the Recognized Non-government Secondary School Teachers (Board of Intermediate and Secondary Education, Jessore) Terms and Conditions of Service Regulations, 1979, and the service of the petitioner has been confirmed by the subsequent Ad-hoc Managing Committee with effect from 1-1-2013 and thereafter elected Managing Committee had withdrawn the dismissal order by resolution dated 9-11-2013 (Annexure Z-4). Therefore, there was nothing left for the subsequent Managing Committee

to take any action against the petitioner on the same cause of action. After passing the order dated 15-5-2013 by this Court, the petitioner joined in his service on 19-5-2013 and discharged his duty as Headmaster till 17-5-2017 and the respondent No. 4 also allowed the petitioner to continue in his service from 16-2-2017 to 17-5-2017, but for reasons best known to the respondent No. 4 without any reasonable cause maliciously issued Annexure P and Q violating the order passed by the Apex Court. It is a settled principle that any act done in disobedience of the interim order of the Court is a nullity. Therefore, there is no doubt in our mind that Annexure P and Q are a nullity and no order in the eye of law.

24. The doctrine of approbate and reprobate which is fairly attracted in the case which found eloquent expression in the case of Ambu Nair reported in AIR 1933 PC 167 in the following language:

“It is a well-accepted principle that a party cannot both approbate and reprobate. He cannot, to use the words of Honyman, J. in *Smith vs Baker (1878) LR 8 CP 350* at p. 357 at the same time blow hot and cold. He cannot say at one time that the transaction is valid and thereby obtain some advantage to which he could only be entitled on the footing that it is valid, and at another time say it is void for the purpose of securing some further advantage.”

25. In the Case of *Nurul Haque (Md) vs the Government of Bangladesh* reported in 51 DLR (AD) 140, Para 6 our Apex Court also endorsed the same view wherein Latifur Rahman, J as his Lordship then was, observed in the following language;

“The petitioner having accepted the benefit cannot now term the same as illegal.

The High Court Division in exercising Writ jurisdiction rightly refused to exercise discretion in favour of the petitioner as it is unconscionable to blow hot and cold in the same breath.”

26. The decision of the Indian Supreme Court made in *RN Goswami vs Yashpal Dhir* reported in AIR 1993 SC 352, speaks out the same principle in a different language:

“Law does not permit a person to both approbate and reprobate. This principle is based on the doctrine of election which postulates that no party can accept and reject the same instrument and that “ a person cannot say at one time that a transaction is valid and thereby obtain some advantage, to which he could only be entitled on the footing that it is valid, and then turn round and say it is void for the purpose of securing some other advantage.”

27. The above view of the Indian Supreme Court has been reiterated in the subsequent case like *City Montessori School vs State of Uttar Pradesh, 14 SCC 253*, and *New Bihar Biri Leaves Co vs The State of Bihar* reported in *1981 (1) SCC 537*. In New Bihar case it has been held that;

“It is a fundamental principle of general application that if a person of his own accords, accepts a contract on certain terms and works out the contract, he cannot be allowed to adhere to and abide by some of the terms of the contract which proved advantageous to him and repudiate the other terms of the contract which might be disadvantageous to him. The maxim is *qui approbate non-reprobate* (one who approbates cannot reprobate). This principle, though originally borrowed from Scots Law,

is now firmly embodied in English Common law. According to it, a party to an instrument or transaction cannot take advantage of one part of a document or transaction and reject the rest. That is to say, no party can accept and reject the same instrument or transaction (*Per Scrutton, LJ, Verschueren Creameries Ltd. vs Hull & Netherlands Steamship Co.*)”

28. On scrutiny of the records, it appears that the respondent No. 1 approved the Ad-hoc Managing Committee of the Mofiz Uddin Girls Pilot High School by order dated 29-8-2012 (Annexure C) for a period of 6 (six) months and the term of the said committee expired on 29-2-2013 and thereafter on 11-6-2013 Mesbah Uddin, President of the former Ad-hoc Managing Committee filed Civil Petition for Leave to Appeal No. 1325 of 2013 and on the same day obtained the order of stay and *status quo* from the Hon'ble Appellate Division.

29. While the petitioner was discharging his duty as Headmaster, Zakia Alice, respondent No. 4, was elected President of the Managing Committee of the school and she also allowed the petitioner to discharge his duty as Headmaster from 16-2-2017 to 27-5-2017. Therefore, the respondent No. 4 cannot be allowed to blow hot and blow cold at the same time in disregard to his right to continue as Headmaster of the school unless there is fresh cause of action for dismissal.

30. Since after issuance of the Rule, stay and direction dated 15-5-2013, the petitioner joined in his service on 19-5-2013 as Headmaster of Mofiz Uddin Girls Pilot High School, Amtali, Barguna and discharged his duty till 27-5-2017 and the letter dated 27-5-2017 (Annexure-Q) and striking out the name of the petitioner from the salary sheet from

month of April 2017 (Annexure-P) have no force of law, there is nothing left for the respondents to take appropriate measures for settling the disputes between the petitioner and the respondent No. 4. In view of the above, the petitioner is entitled to continue in his service as Headmaster of the school and respondents are hereby directed to allow the petitioner to discharge his duty as Headmaster of Mofiz Uddin Girls Pilot High School, Amtali, Barguna.

31. Both the Rules are thus disposed of with observation and direction as above.

However, there will be no order as to cost.

Ed.

Source: The Dhaka Law Reports (March 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, Services	VIII. Misc. Goods & Services
2012-13	181.73	193.24	166.97	179.66	155.61	195.33	159.66	159.34	157.23	182.54
2013-14	195.08	209.79	176.23	194.77	163.47	206.14	164.06	167.20	164.38	193.75
2014-15	207.58	223.80	186.79	204.50	171.80	214.45	180.77	181.78	168.02	204.21
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
Oct. '17	245.86	269.73	215.26	248.03	199.21	247.01	207.92	216.59	182.97	220.61
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

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
2012-13	183.90	192.14	170.79	184.54	157.40	186.40	164.63	160.98	174.07	187.05
2013-14	196.90	207.72	179.69	200.61	164.05	197.62	168.87	166.01	179.72	199.74
2014-15	209.10	221.02	190.13	214.07	171.34	209.29	187.18	174.09	183.84	212.34
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
Oct. '17	245.48	263.46	216.88	257.76	192.07	243.96	220.25	196.18	200.46	228.84
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

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, Services	VIII. Misc. Goods & Services
2012-13	177.71	195.91	161.88	170.39	153.55	211.03	151.15	157.53	139.06	176.96
2013-14	191.73	214.85	171.61	183.66	162.80	221.11	155.82	168.52	147.83	186.37
2014-15	204.76	230.56	182.32	197.93	172.33	223.53	169.80	190.26	150.95	194.16
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
Oct. '17	246.56	285.03	213.09	229.55	207.47	252.38	186.83	239.08	164.10	210.45
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

Source: Bangladesh Bureau of Statistics

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

Sector	2014-15	2015-16	2016-17	April '18	May '18	June '18
General	124.69	132.81	141.46	153.39	153.70	154.44
percentage change (Point to Point)	4.94	6.52	6.50	6.42	6.37	6.31
percentage change (over previous month)				0.27	0.20	0.48
1. Agriculture	124.51	132.48	141.22	152.94	153.13	153.95
percentage change(over previous month)			6.59	6.37	6.23	6.20
percentage change(over previous month)				0.18	0.12	0.54
i) Agriculture	124.46	132.44	141.19	152.90	153.08	153.91
percentage change (Point to Point)	5.12	6.52	6.60	6.38	6.26	6.21
percentage change(over previous month)				0.18	0.12	0.54
ii) Fish	126.85	134.59	143.19	155.21	155.64	156.22
percentage change (Point to Point)	5.00	6.12	6.37	6.30	5.99	5.89
percentage change(over previous month)				0.30	0.28	0.37
2. Industry	124.38	132.02	140.27	152.45	152.90	153.42
percentage change (Point to Point)	4.47	6.16	6.24	6.47	6.44	6.31
percentage change(over previous month)				0.45	0.30	0.34
i) Construction	124.84	129.77	137.43	147.79	148.18	148.64
percentage change (Point to Point)	4.09	4.18	5.37	5.40	5.35	5.26
percentage change(over previous month)				0.33	0.27	0.31
ii) Production	127.28	136.18	146.01	161.90	162.47	163.11
percentage change (Point to Point)	4.44	7.70	7.22	8.51	8.52	8.28
percentage change(over previous month)				0.67	0.35	0.39
3. Service	126.15	136.03	145.01	157.51	158.13	158.88
percentage change (Point to Point)	4.98	7.86	6.60	6.59	6.79	6.81
percentage change(over previous month)				0.34	0.39	0.47

Source: Bangladesh Bureau of Statistics

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

SL. No. Item with specification	Unit	2016-17	May'18	June'18	July'18
1	2	3	4	5	6
I. Cereals:					
1. Rice : Najershail/Minikat	kg	55.87	59.90	58.60	62.05
2. Rice : Pajam/Equivalent	kg	54.41	54.50	52.93	56.40
3. Rice : Irri/Boro	kg	39.18	48.20	45.05	45.92
4. Wheat (atta), white, Packet	kg	40.00	40.00	40.00	40.00
II. Pulses					
5. Moogdal (husked)	kg	118.59	118.16	118.20	116.87
6. Lentil (husked)	kg	132.18	110.20	115.01	112.05
III. Sugar & Molasses :					
7. Sugar (White)	kg	72.93	57.54	57.90	60.00
8. Molasses (Sugarcane)	kg	87.20	95.52	96.12	97.58
IV. Protein Items					
9. Fish- Rohu-cut piece	kg	395.21	398.48	398.54	398.60
10. Fish-Hilsa, Medium size	kg	1618.90	1805.12	2015.25	2050.21
11. Prawn/Shrimp, about 3" long	kg	705.17	725.65	730.02	730.35
12. Barbel (Shing), about 50 gram weight each	kg	777.48	775.23	775.76	775.80
13. Beef, best quality	kg	463.52	498.00	498.19	500.00
14. Mutton, best quality	kg	630.57	759.38	759.53	760.12
15. Fowl, Alive	kg	400.78	405.30	405.41	406.28
16. Egg (Hen), Farm	4pcs	32.33	27.12	27.10	32.00
17. Egg (Duck)	4pcs	47.34	45.00	45.00	45.00
V. Edible oil:					
18. Mustard oil, best quality	Litre	182.79	185.25	185.39	185.48
19. Soyabean oil, best quality	Litre	92.66	96.38	96.42	96.38

SL. No. Item with specification	Unit	2016-17	May '18	June '18	July '18
1	2	3	4	5	6
VI. Spices:					
20. Chilli (dry), best quality	kg	220.16	235.29	235.38	236.45
21. Onion (local)	kg	35.03	40.50	48.20	48.36
22. Garlic (Local)	kg	184.02	90.45	90.66	90.50
23. Turmeric (Local)	kg	213.44	190.00	185.12	185.05
24. Ginger (Local)	kg	107.30	120.00	120.00	120.12
25. Salt (fine)	kg	41.74	38.42	38.44	38.40
VII. Vegetable					
26. Potato, best quality	kg	23.27	20.00	20.00	22.65
27. Brinjal, best quality	kg	56.45	60.28	75.21	50.35
28. Lady's finger, best quality	kg	45.96	50.11	60.12	48.11
29. Papaya (green)	kg	27.25	30.30	30.40	30.00
VIII. Milk :					
30. Milk (Milk Vita packet)	Litre	71.18	71.98	71.98	72.00
31. Lactozen (Full cream) (400gm)	Each	588.65	595.98	595.98	596.00
IX. Fuel & lighting:					
32. Firewood (gazari)	Quintal	660.13	668.10	668.22	668.75
33. Kerosene	Litre	74.50	75.00	75.00	75.00
34. Matches (40 sticks)	Box	2.00	2.00	2.00	2.00
X. Clothing					
35. Long cloth (fine)	Metre	78.83	79.98	79.99	79.99
36. Long cloth (medium)	Metre	75.04	75.95	75.97	75.98
37. Saree (medium) , White Tangail handloom: A451 80x80 count 5.5 yds.	Each	701.82	710.05	712.05	712.22
38. Lungi (medium) 48" handloom 60x60	Each	475.21	790.88	795.12	795.16
39. Undershirt (genjee 100 c.m sleeveless)	Each	100.00	100.00	100.00	100.00

SL. No. Item with specification	Unit	2016-17	May '18	June'18	July'18
1	2	3	4	5	6
XI. Housing & household Requisites:					
40. Cement (local)	50 kg	455.29	455.68	480.12	480.85
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	146.98
43. Enamel plate	Each	69.56	70.00	70.00	70.00
XII. Miscellaneous:					
44. Coconut oil (unscented, imported)	50 kg	277.70	278.45	278.59	278.63
45. cigarettes (Star)	10 sticks	60.00	60.00	60.00	60.00
46. White paper	Quire	27.63	27.85	27.90	27.90
47. Blade-Sword (stainless steel)	Each	2.00	2.00	2.00	2.00

Source: Bangladesh Bureau of Statistics (BBS)