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# Article

## TIPS TO CREATE A HAPPY WORKPLACE & BOOST EMPLOYEE ENGAGEMENT



The happier your employees are, the more successful your company is. Happy employees are more creative, innovative and dedicated than their unhappy counterparts. And, they're more likely to stick around long-term.

Sound too good to be true? Many studies & workplace reports show that happiness has a direct correlation to your business's bottom line.

In particular, a study cited by Harvard Business Review is part of a growing body of research on the impact of a positive organizational environment on benefits for employers, employees, and the bottom line.

Not to mention, the cost of disengagement. HBR explains, "engagement in work - which is associated with feeling values, secure, supported, and respected - is

generally negatively associated with a high-stress, cut-throat culture."

Going further, the research explains that disengaged workers had:

" 37% higher absenteeism

" 49% more accidents

" 60% more errors and defects.

Now that sounds like it could get expensive.

When you couple the benefits of having a happy workplace with the overall improvement to your coworkers' lives, making conscious upgrades to your culture is a no-brainer.

Here at SnackNation, we want to help you create the happiest workplace possible so that you and your team can thrive.

With these 10 tips, a little love and some elbow grease, we know you can elevate the happiness of your team.

### Greet Your Team



A little hello goes a long way in the workplace. Your team members want to feel and be happy, so give them a little nudge in the morning with a big old smile that says, "I'm happy you are here and I want you to love your job."

Pop around the office periodically and see how everyone is doing. Ask your team how their weekend was, and check in to see if anyone needs assistance with ongoing projects.

We can't stress enough how creating an environment that makes everyone feel comfortable equates to happy employees. Creating a positive workplace atmosphere is crucial in terms of both workplace happiness and your team members' productivity and energy levels, and that all starts with you setting a cheerful tone.

Something as simple as a smile and a "Good morning!" can be enough to turn Andrea's bad day right around. Being upbeat and genuine in your approach boosts your team's self-esteem, causing them to be more motivated and reminds them that working with you is pretty great.

As you make your peppy office debut a routine, you will find your team members begin mimicking your welcoming gesture to

one another, putting everyone in a better mood and snowballing into a long-term vibe increase.

### Deliver Praise and Recognition Often



Were you aware that feeling underappreciated at work is the #1 reason Americans leave their jobs? Number one! Beating out low salary, limited vacation days and not enough flexibility for life outside of work.

A statistic as powerful as that one needs to be front of mind for managers and leaders.

By offering consistent praise and recognition, your team will be excited and eager to contribute to company-wide initiatives.

Ask team members how they want to be recognized for a job well done. Send out a quick email or commence a team huddle to get their feedback on how they prefer to be recognized or complimented when and where credit is due. For some, it may be a quick "You did it!" shout-out during a meeting. For others, it might be a one-on-one positive feedback session.

You can learn all about the 5 Languages of Appreciation in the Workplace, in Gary Chapman and Paul White's book or online here.

The key is to be consistent. If a team member deserves to be recognized for

outstanding work, tell them right away: Don't wait for their "review." The days of annual reviews are ancient history.

### **Make Work Fulfilling**

Everyone wants to feel like what they're doing at work matters.

In order for team members to feel good about the work they are producing, they need to fully understand the company's mission and purpose. So, it's your job to make sure they know what that looks like.

Give a rundown of what each department does and why they do it. When employees see the inner-workings of the organization from all angles and perspectives, they feel better connected to the business and therefore more committed to making it a success.

Happiness expert Shawn Achor said it best in an interview with Forbes:

Shawn says, "The greater access to inner happiness, the greater your experience of success throughout your life."

Translation: Finding new ways to access happiness on an ongoing basis generates more success in our lives. Success does not breed happiness - it's the other way around.

Heed Shawn's advice and develop a habit of expressing gratitude on a daily basis.

Thank Tom for coming in early to make a deadline and let Hana know that her diligence with a difficult client is not going unnoticed.

Another way to make work fulfilling? Get your team members involved in partnering with a local charity. Giving back to the community opens team members' eyes in realizing work for the greater good is really what it's all about.

At SnackNation, we partner with Feeding America to donate 10 meals to a hungry family in the United States. To date, we've donated over 2 million meals!

You can do something similar by checking out places and programs near you that cater to children in need like No Kid Hungry which provides meals for children in need.

### **Make Work/Life Balance a Priority**



The concept of work/life balance has become a priority for many workplaces. Team members need to have a clear understanding that you value them as a loyal employee and as a person who has a life outside of work that is just as important.

Make it known that work/life balance is a priority by offering work-from-home Fridays, unlimited vacation days, discounts on surrounding health and wellness programs, or childcare options. Offering incentives that improve a team member's overall quality of life show that you care about their wellbeing.

If you're struggling with what to come up with to instill the importance of work/life balance, think about what makes you happy outside of work and what perks you personally would want. Your team members probably want the same exact things.

### Encourage Workplace Wellness



As "living a well life" has become integrated into people's daily lives, working professionals are not just hoping, but expecting, their employers to provide wellness practices in the workplace. Whether through food, physical exercise or mindfulness tactics, incentivizing wellness is a brilliant idea.

Many new programs have been developed specifically to improve the work environment so it's easier for employees to adopt and maintain healthy behaviors. A couple examples include:

- " WellSteps
- " Exos
- " Accenture.

You can create a culture of wellness by implementing these strategies:

" Prepare and distribute a list of healthy dining options in a 2-mile radius of your office so your team isn't wasting time Googling "healthy lunch near me"

" Arrange for bike racks and provide "bike to work" promotional materials

" Negotiate corporate discounts for health club memberships

" Hire a yoga instructor or mindfulness specialist to come into the office once a week or month to reduce team members' stress

Showing your team you want them to live happy, healthy lifestyles is another way of showing them how important they are to your company.

### Hire Happy Personalities



A happy work environment attracts good people and in turn, promotes a culture of productivity and accountability - a stressful environment will most definitely destroy your company culture.

So, it's important to create a happy workplace to get a person that brings laughter to the workplace and will improve productivity and motivation for the whole office as that happy, optimistic outlook is contagious.

Happy people create a happy company culture, so it's important to take the time to study facial expressions, responses and genuineness when interviewing potential candidates. These are the people who will make your workplace happier.

If you've already done a good job recruiting happy teammates, pat yourself on the back for a job well done.

It's not an easy goal, and neither is keeping your employees operating on an empowered and engaged level. Keep reading for 4 additional tips for keeping your workplace mojo.

### Refrain from Micromanaging



Employees who feel trusted and supported, without being hovered over, are statistically more relaxed and confident in the job they do.

I think it's safe to say that not one working person likes to be micromanaged. If employees feel like they are constantly on their boss's radar, they are not going to perform the way they normally would, and they will begin to resent their job.

It doesn't help anyone if half the day is spent recording and reporting what tasks were checked off and which ones weren't, so, give your team the trust and creative freedom that they deserve by setting clear expectations and fair boundaries.

You are the one who hired your irreplaceable team members. Remember why you hired them and trust that they will make the right decisions without your hovering. Doing so will keep their confidence high, further contributing to the success of your business.

Let a team member lead the next marketing meeting, and give team members the go-ahead to make executive decisions when you aren't around.

### Launch an Individual Development Plan

For those unfamiliar, an Individual

Development Plan, or IDP, is a tool to assist employees in career and personal development. Its primary purpose is to help employees reach short and long-term goals and improve current job performance.

You can use an IDP to develop a better understanding of your team's professional and personal goals including their strengths and areas they want to improve on.

Per our CEO's recommendation here at SnackNation, launch a company-wide IDP where employees come up with four personal and four professional goals that they want to achieve by the end of the year.

This shows your team that you are serious about investing in them as individuals and puts everyone on an even playing field of reaching customized goals.

### Use Feedback as a Mini-Mentoring Tool



Effective leaders understand the power of feedback. Using it to offer constructive criticism and positive recognition clears the air of confusion and communicates how an employee's behavior aligns with company results.

Senior Partner at Partners in Leadership, Brad Starr offers 5 tips to help you give impactful feedback that cultivates more engaged, empowered employees.

Starr states that when offering feedback from a place of respect, a leader can

"move an employee away from undesirable behavior and cement the thinking and behavior that lead to personal and professional excellence."

Incorporating Starr's tips, you will treat your feedback sessions as two-way conversations, and invite team members to ask questions. If team members feel afraid to ask a question, that is a big problem. Make sure you are transparent and open in your approach so both of you get the most out of your "mini-mentoring" session.

The key to effective feedback? Communicate it at regular intervals (weekly or monthly) rather than all at once (semi-yearly or yearly).

### **Get out of your Work Routine (Occasionally)**



Sitting at a desk all day or conversing with customers for long periods of time, day in and day out, can no doubt become mind-numbing.

Surprise your team by holding your next meeting outside or at their favorite lunch spot. Tell them that instead of coming into the office on Monday, they have to do one thing that brings them joy like writing, getting a jump start on their side hustle or playing with their kids.

This will actually make team members ultra-productive during the following

workdays as they should be well rested, refreshed and more than ready to tackle projects.

### **Bonus Tip: Have Meaningful Conversations with Team Members**



This one should come naturally, but many managers don't see the value because they are afraid of "crossing the line" into unprofessional territory.

That is simply not true. Getting to know your team is one of the best things to do to create a happy culture and a happy workplace.

Make a point to learn something new about your team members every week. Finding out that Lucy is a wedding singer may give you a new respect and appreciation for her, in addition to her professional skills.

To ensure these implementations are long-lived, practice them daily and remind your team often that they are an integral part of the company.

Incorporate these ideas into your workplace and report back with the results!

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

## Home News

### ILO AND GAP INC. LAUNCH NEW INITIATIVE TO IMPROVE INDUSTRIAL RELATIONS IN GARMENT SECTOR



The International Labour Organization (ILO) and global apparel retailer, Gap Inc., recently launched a joint initiative to further strengthen social dialogue and industrial relations in Bangladesh's garment sector. Launched at

Radisson Hotel Dhaka on 27 June, 2019, the event was attended by representatives from the Government of Bangladesh, ILO, Gap Inc., leaders from employer and workers' organizations, and executives from Gap Inc.'s supplier factories. The three-year initiative, the ILO Bangladesh Social Dialogue Project, will be implemented by the ILO in all factories that Gap Inc. sources from in Bangladesh. The initiative will help build the capacity of factory management, compliance staff, union members and workplace committee members through training sessions on a range of topics including: freedom of association, collective bargaining, international labor standards, HR management, communications and negotiation techniques, as well as increase the understanding of the Bangladesh Labour Act.

### MOU SIGNED FOR FORMULATING DIGITAL WALLET FOR RMG WORKERS IN BANGLADESH



Bangladesh Garment Manufacturers and Exporters Association (BGMEA) recently entered into a memorandum of understanding (MOU) with ICT Division, Ministry of Posts, Telecommunications and Information Technology

regarding implementation of digital wallet for wage digitization and conducting digital transactions for readymade garment (RMG) factory workers. State Minister for ICT Mr. Zunaid Ahmed Palak, MP attended the MoU signing ceremony as chief guest while BGMEA President Dr. Rubana Huq presided over the program held on 27 June 2019 at the BGMEA. RMG workers will get digital wallet soon which will not only make their life easy but also build a foundation of getting bank loan through recording credit profile. RMG workers will get financial security as digital wallet brings opportunities like online shopping, online bill payment, transaction and more. ICT Division will be responsible for creating and operating the digital wallet while BGMEA will be responsible for ensuring adoption of the digital wallet by RMG factories.

#### FOUR MORE RMG COMPANIES TO DISBURSE SALARY THROUGH BKASH



More readymade garment workers will receive their salaries to their mobile wallets as four garment factories-- Ananta Companies, Best Wool Sweaters Ltd, Renaissance Group and Snowtex Group recently signed agreements with country's largest mobile financial services provider, bKash to pay their employees.

Under these agreements, 10,000 employees of Ananta Companies, 6,000 of Best Wool Sweaters Ltd., 5,500 of Renaissance Group and 10,000 workers of Snowtex Group will get their wages through bKash. At present, more than 170 garment companies in the country are disbursing salaries through bKash to around 2 lac workers. Since this salary disbursement system through bKash is gaining much trust and popularity, more and more factories are enrolling into it.

#### LICT PROJECT TO CREATE 34,000 SKILLED MANPOWER FOR ICT SECTOR



The leading technology and tech investment company eGeneration Ltd. has built a team of data science and Artificial Intelligence (AI) professionals supported by World Bank-financed LICT project of Bangladesh Computer Council. A training completion certificates giving

ceremony was held recently at the Gulshan head office of eGeneration where a 30-member team of the company were awarded certificates. The team, trained in advanced data science techniques by local and foreign trainers, has implemented real-time projects using various data warehousing, data modeling, data analytics and visualization. Md. Rezaul Karim ndc, Project Director, LICT Project; Shameem Ahsan, Chairman, eGeneration and S.M Ashraful Islam, Executive Vice Chairman, eGeneration Limited handed over the certificates to the training graduates. Md. Rezaul Karim ndc said, 'Lack of skilled-manpower is one of the major problems to develop our ICT sector while the LICT project has been working to create at least 34,000 skilled-manpower for the sector.'

# International News

## **PHILIPPINES** REMITTANCES UP 3.7% IN APRIL 2019



Personal remittances from overseas Filipinos (OFs) grew by 3.7 percent year-on-year to US\$2.7 billion in April 2019 from US\$2.6 billion in April 2018, data released by the Bangko Sentral ng Pilipinas (BSP) showed. On a cumulative basis, the BSP said personal remittances in January to April 2019 totaled \$10.8 billion, higher by 3.7 percent than the \$10.4 billion level recorded in the same period last year. Meanwhile, cash remittances from OFs coursed through banks amounted to \$2.4 billion in April 2019, an increase of 4 percent year-on-year from the \$2.3 billion recorded in April 2018.

## **MALAYSIA** UNDOCUMENTED WORKERS ASKED TO LEAVE

Malaysia recently asked all undocumented expatriate workers to voluntarily leave by December 31, 2019 to avoid punishment. Malaysia's home minister announced the moratorium codenamed 'Programme Back For Good', which will be valid from August 1 to December 31, 2019. They will also need to obtain proper travel documents, like their passports and special travel passes from their embassies, as well as arrange their own transportation back to their home countries within seven days, the

minister said at a press conference. The last amnesty program, called '3+1 amnesty' ran from 2014 to August 2018 with 840,000 illegal immigrants repatriated and 400 million Ringgit fines were collected by Malaysian immigration authorities.

## **SOUTH KOREA** ON COURSE FOR MASSIVE LABOR SHORTAGES



A chronically low fertility rate – which plunged to an all-time low of 0.98 last year – has put South Korea on course for massive labor shortages in the decades to come. Official estimates forecast the population to peak at 52 million by 2028. The country's GDP shrank 0.3 percent in the first quarter of 2019, the biggest contraction in a decade. Growth for the whole of 2018, 2.7 percent, was the worst performance in six years. Given those realities, successive South Korean governments since the 2000s have moved towards welcoming foreign talent, after decades of shunning large-scale immigration and celebrating the merits of ethnic homogeneity.

Since 2010, the country has offered five-year residency visas to foreigners who invest at least 500 million won (US\$434,000) in designated real estate and public projects. At the end of the five years, participants in the Immigrant Investor Scheme for Real

Estate and Immigrant Investor Scheme for Public Business can apply for permanent residence. The same year, the government also unveiled a points-based visa for highly-skilled migrants, offering a rare pathway to permanent residence not tied to marriage or Korean heritage. And, in 2013, it introduced a dedicated start-up visa, loosening restrictions that previously required foreign entrepreneurs to invest at least 100 million (US\$86,000) in the country.

#### **KUWAIT** RECRUITMENT OFFICES ASKED TO UPDATE DOMESTIC HELPS' DATA



Kuwait's Domestic Helpers' Regulation Department manager has asked the country's domestic helper recruitment offices to update their data with the HRD headquarters before August to avoid legal action. He said that only 223 out of 432 recruiting offices so far updated their data and legal action, varying from filing citation, suspension and license cancelation would be taken against recruiters failing to update their data, reported Kuwaiti Times. Domestic Helpers' Regulation Department had received 802 complaints till May 2019, compared to only 281 during the corresponding period in the previous year, largely related to employers not paying wages on time, long work hours, physical abuse, food deprivation and lack of proper health care. Arab Times reported recently that UN praised Kuwait for improving the working conditions for the country's domestic workers

by taking a series of steps including updating relevant legislations and laws and forming a Public Authority for Labor Force. The household workers account for 22 percent of work-capable people in Kuwait.

#### **UK** WORKERS OF PAKISTANI OR BANGLADESHI HERITAGE HAVE THE LOWEST MEDIAN HOURLY PAY



Workers of Pakistani or Bangladeshi heritage have the lowest median hourly pay of any ethnic group, in the latter case earning 20.1% less than white British workers, the first official statistics on the subject show. The analysis by the Office for National Statistics (ONS) shows significant gaps remain even when education and occupation are taken into account, particularly for those born outside the UK. London, which has the highest proportion of people classified as being in an ethnic minority group, had the largest pay gap between white and ethnic minority groups, at 21.7%.

White workers did not have the highest median hourly pay, with employees of Chinese, Indian or mixed or multiple ethnicity all having higher rates, although this was not the case for Chinese or Indian workers born outside the UK. On average, the study showed, employees from the Chinese ethnic group earned 30.9% more than White British employees.

**GERMANY UNEMPLOYMENT HALTS RISE IN JUNE**



Unemployment in Germany held steady in June, 2019, after the measure rose off historic lows for the first time in almost six years the previous month. At 5.0 percent, the jobless rate was the same as in May, when it rose 0.1 percentage points from April, figures from the BA federal labor agency showed. In absolute terms, the number out of work fell by 20,000 people, to just over 2.2 million. Fears have been mounting that a golden post-crisis decade could be drawing to a close for Germany, as barometers of business and investor confidence suffer especially from global trade conflicts. Other factors like the mounting risk of a no-deal Brexit and weakness in emerging markets are also troubling Europe's top economy.

**ITALY JOBLESS RATE DROPS BELOW 10%**

Italy's unemployment rate dropped below the symbolic 10 percent threshold in May 2019 to 9.9 percent, provisional data from the national statistics agency ISTAT showed. It was the first time the jobless rate has dipped into the single digits since February 2012, when it stood at 9.9 percent. Over a year, the upward trend in the number of people in work continued, with an increase of 0.4 percent compared to May 2018 -- or some 92,000 more people in jobs, ISTAT said. Despite the upswing, the forecasts for 2019 are not good as an overall unemployment rate of 10.8 percent is expected this year, up on 10.6 percent in 2018.

**GREECE YOUTH JOBLESSNESS ROSE TO 40.4%**

The rate of long-term unemployment in Greece decreased to 12.5% of the unemployed workforce in the first quarter of 2019, when compared to 13.6% in 2018 and 15.6% in 2017, the Bank of Greece said in its Monetary Policy Report. However the unemployment rate among young people (aged 15-25 years) was 40.4% in March compared to 39.4% in February and 38.8% a year earlier. Another important development is that part-time employment declined in the first quarter of 2019 to 9.2% of all employees from 9.6% in the corresponding period of 2018, along with the decline in long-term unemployment. The number of unemployed people in Greece totaled 850,000, with the unemployment rate among men at 14.4% and that among women at 22.8%.

**CANADA JOBLESSNESS TICKS UP TO 5.5%**



The Canadian economy lost 2,200 jobs in June 2019 and the unemployment rate ticked up slightly to 5.5 percent as more people sought work, Statistics Canada, the government statistical agency reported. The jobless rate was up 0.1 percentage points from May, as an additional 30,000 people began looking for work. Yet Canada's jobless rate remained near its lowest level in more than 40 years. The number of unemployed rose to 1.1 million people. The number of full-time employees rose, while the number

of self-employed or independent workers declined by more than 41,000 from May, the government agency said. Job losses in June were highest in the manufacturing, construction, natural resources, and wholesale and retail trade sectors.

#### **USA MEDIA SECTOR BRACES FOR BRUTAL YEAR FOR JOBS**

The struggling US media industry is facing its worst year for job layoffs in a decade as news organizations continue to cut staff and close shop, according to a new survey. The consultancy Challenger Gray & Christmas reported that media companies, which include movies, television, publishing, music, and broadcast and print news, announced plans to cut 15,474 jobs so far this year, of which 11,878 were from news organizations. A total of 4,062 cuts were announced in the media sector in 2017.

#### **DEUTSCHE BANK 18,000 JOBS TO BE SLASHED BY 2022**



Deutsche Bank, Germany's biggest lender, said that it would cut 18,000 jobs by 2022, as the former leading light of the country's financial sector looks to escape years of turmoil. The slashing of around one in five of its workforce, to 74,000 employees, is an unprecedented round of departures for Deutsche. The bank said the layoffs would reduce annual costs by six billion euros (\$6.7 billion) over the same period. The new round of job cuts comes on top of some 6,000 already carried out over the past year.

#### **BASF 6,000 JOBS TO BE CUT**



The German chemical company BASF recently announced that it would cut around 6,000 jobs worldwide by 2021, with 3,000 of the jobs being slashed in Germany. In a statement, the company said the move was an "organizational realignment" that would "streamline administration and simplify processes," as part of an overall aim to have a smaller corporate headquarters and a stronger role for regional operations. The majority of the job cuts in Germany would come from the corporate headquarters in the southern city of Ludwigshafen. In February 2019, BASF announced a 22.6% drop in profits in 2018, and a corporate restructure had been expected. At the time, CEO Martin Brudermüller said that 2019 would be a "transitional" year for BASF with adaptations to processes and structures.

## ILO NEWS



### International Labour Organization

#### NEW INTERNATIONAL LABOR STANDARD TO COMBAT VIOLENCE, HARASSMENT, AT WORK



A new Convention and accompanying Recommendation to combat violence and harassment in the world of work have been adopted by the 108th International Labour Conference (ILC).

The Violence and Harassment Convention, 2019, and Violence and Harassment Recommendation, 2019, were adopted by delegates on the final day of the Centenary International Labour Conference, in Geneva.

The Convention recognizes that violence and harassment in the world of work "can constitute a human rights violation or abuse...is a threat to equal opportunities, is unacceptable and incompatible with decent work." It defines "violence and harassment" as behaviors, practices or threats "that aim at, result in, or are likely to result in physical,

psychological, sexual or economic harm." It reminds member States that they have a responsibility to promote a "general environment of zero tolerance".

The new international labor standard aims to protect workers and employees, irrespective of their contractual status, and includes persons in training, interns and apprentices, workers whose employment has been terminated, volunteers, job seekers and job applicants. It recognizes that "individuals exercising the authority, duties or responsibilities of an employer" can also be subjected to violence and harassment.

The standard covers violence and harassment occurring in the workplace; places where a worker is paid, takes a rest or meal break, or uses sanitary, washing or changing facilities; during work-related trips, travel, training, events or social activities; work-related communications (including through information and communication technologies), in employer-provided accommodation; and when commuting to and from work. It also recognizes that violence and harassment may involve third parties.

ILO Director-General welcomed the adoption. "The new standards recognize the right of everyone to a world of work free from violence and harassment," he said. "The next step is to put these protections into practice, so that we create a better, safer, decent, working environment for women and men. I am sure that, given the co-operation and solidarity we have seen on this issue, and the public demand for action, we will see speedy and widespread ratifications and action to implement."

## HEAT STRESS SPIKE PREDICTED TO COST GLOBAL ECONOMY \$2.4 TRILLION A YEAR



An increase in heat stress at work linked to climate change is set to have a massive impact on global productivity and economic losses, notably in agriculture and construction. Highlighting that the world's poorest countries will be worst affected, particularly in West Africa and South-East , the ILO warned that the lost output will be equivalent to 80 million full-time jobs - or 2.2 percent of total working hours worldwide - during 2030.

The total cost of these losses will be \$2.4 trillion every year, ILO's Working On A Warmer Planet report maintains, based on a global temperature rise of only 1.5 degrees Celsius by the end of this century.

"The impact of heat stress on labour productivity is a serious consequence of climate change," said Catherine Saget, Chief of Unit in the ILO's Research department and one of the main authors of the report. "We can expect to see more inequality between low and high-income countries and worsening working conditions for the most vulnerable."

In the ILO report, heat stress is defined as generally occurring at above 35 degrees Celsius, in places where there is high humidity.

Excess heat at work is an occupational health risk and in extreme cases can lead to heatstroke, which can be fatal, the UN agency explains.

With some 940 million people active in agriculture around the world, farmers are set to be worst hit by rising temperatures, according to the ILO data, which indicates that the sector will be responsible for 60 percent of global working hours lost from heat stress, by 2030.

Construction will also be "severely impacted", with an estimated 19 percent of global working hours lost at the end of the next decade, ILO says.

Other at-risk sectors include refuse collection, emergency services, transport, tourism and sports, with southern Asian and western African States suffering the biggest productivity losses, equivalent to approximately five percent of working hours by 2030.

To adapt to this new reality, ILO is calling for urgent measures by Governments, employers and workers, focusing on protecting the most vulnerable. These include adequate infrastructure and improved early warning systems for extreme weather events, and improved implementation of international labor standards in occupational safety and health to help tackle heat-related hazards.

## BEF Events



Bangladesh Employers' Federation (BEF) organized a training program titled "Bangladesh Labour Law with the latest amendment 2018" at the BEF during July 13-14, 2019. The overall objective of the program was to update the knowledge of executives responsible for managing human resources/workforce on Bangladesh Labour Act, 2006 with the latest amendment of 2018. A total of 29 participants attended the training program. Mr. Jafrul Hasan Sharif, Chairman and Senior Partner, Attorneys and Mr. Md. Rafiqul Islam, Additional Secretary, Bangladesh Garment Manufacturers and Exporters Association (BGMEA) acted as resource persons while Mr. Joha Jamilur Rahman, Training Coordinator, BEF acted as course coordinator.



Participants at the training program held during July 13-14, 2019



The twenty-first Annual General Meeting (AGM) of Bangladesh Employers' Federation (BEF) was held at the BEF on 30 July 2019. Mr. Kamran T. Rahman (middle), the President of BEF, who presided over the meeting, is seen speaking on the occasion.



Participants at the AGM held on 30 July, 2019.

# Judgment



## Appellate Division

(Civil)

Civil Petition for Leave to Appeal No. 822 of 2016

Abdul Wahhab Miah J

Md Imman Ali J

Hasan Foez Siddique J

General Manager Narayangonj Palli Bidyut Samity.....Petitioner  
vs

Md Abu Sayed Bhuiyan and others ..... Respondents

## Judgment

July 16th, 2017

**Md Imman Ali J :** This civil petition for leave to appeal is directed against the judgement and order dated 3-12-2015 passed by the High Court Division in Writ Petition No. 9876 of 2006 making the Rule absolute.

2. The facts of the case, in brief, are that on 30-5-2000 the writ petitioner (respondent No. 1 herein) was appointed as a Lineman of

the Palli Bidyut Samity (the Samity). The General Manager of Narayangonj Palli Bidyut Samity, i.e. writ respondent No. 4 issued a show cause notice on 27-3-2006 upon the writ petitioner alleging that he made some discourteous and objectionable remarks about the concerned authority. In response to the show cause notice the writ petitioner submitted a reply on 1-4-2006 denying all

the material allegations set forth therein. But in the meantime on 29-3-2006 the writ petitioner submitted an application requesting the Samity to release him from the service (Annexure-B). However, on 30-3-2006 the writ petitioner verbally requested the writ respondent No. 4 to allow the withdrawal of his release application.

Nevertheless, inspite of all of those, the writ petitioner hung on to the jobs assigned by the authority from time to time by issuing service orders. On 26-4-2006 writ respondent No.3 refused to allow the petitioner to work or sign the Attendance Register and issued Memo No. নারা পবিস/রূপ/জোঃ/অঃ/১০০.৪৪/২০০৬ (১৪)৭৯১(১৩) dated 25-4-2006 accepting the release application of the writ petitioner advising him to deposit an amount equivalent to 3 months' pay. Subsequently, on 14-5-2006 the writ petitioner requested writ respondent No.2 in writing to recall the impugned letter and allow him to join the service on humanitarian grounds. The writ petitioner also gave a legal notice to that effect, but all those have gone in vein. So, the writ petitioner had to seek the remedy under Article 102 of the Constitution.

3. Writ respondent Nos. 2-4 contested the writ petition by filing an affidavit-in-opposition contending, *inter alia*, that the writ petitioner willingly tendered his letter of release dated 29-3-2006 (Annexure-B) and the same was legally of Palli Bidyut Service Code 1992 and was to take release on 20-4-2006 according to Rule 55 of the same Code, hence he was attending the office forcibly, illegally and without any lawful authority. Thus the impugned judgement and order is liable to be set aside.

He submitted that the application of respondent No. 1 to release him from the service on 29-3-2006 was an irrevocable one

according to Rule 55(1)(ka) of Palli Bidyut Service Code and since the application was accepted, respondent No. 1 was no longer in the service and the authority cannot permit him to work in the office. A legal notice does not change the whole situation and the Palli Bidyut Samity is not bound by that legal notice though a timely and proper reply to that legal notice was sent on 9-7- 2006. Respondent No.1 was not permitted to work in the office according to Palli Bidyut Service Code 1992. Thus the impugned judgement and order is liable to be set aside. He submitted that respondent No. 1 did not maintain the provision of Palli Bidyut Service Code 1992 as he misunderstood the law and hence he is giving a fanciful explanation of the said law and, as such, the impugned judgement and order requires investigation by this Division.

He submitted that there is no connection between a reply of a show cause notice and a release order and the latter cannot override the former; those are separate notices deriving from separate circumstances. The resignation letter was effective since the very moment he submitted it on 29-3-2006. Reply of the show cause notice does not make this accepted by the Samity advising the petitioner of his release within 20-4-2006 by making deposit and taking necessary clearance as per Rule 54 of the Palli Bidyut Samity's Service Code of 1992 (the Service Code) and issued the memo at Annexure-E to that effect; and that as the release or resignation once sought or tendered could not be revoked or withdrawn under the Service Code, the petitioner thus cannot get the remedy as prayed for.

4. In due course, after hearing both the parties, by the impugned judgement and order the said Rule was made absolute

directing the writ respondents to allow the writ petitioner to join the service as per existing bye-laws and other laws of the land. Hence, writ respondent No. 3 as petitioner is now before us having filed the instant civil petitions for leave to appeal.

5. Mr Nikhit Kumar Shaha, learned Advocate appearing on behalf of the petitioner submitted that the allegation against the respondent No. I herein was not only made on account of objectionable and illogical comments against the authority, but also because his behaviour with other office staff and officials fell very short of modesty and professional etiquette which falls to be treated as breach of office rules according to Rule 2 of the Palli Bidyut Service Code 1992, and, as such, the impugned judgement and order requires interference by this Division.

He further submitted that since respondent No. I submitted his resignation letter on 29-3-2006 (once submitted, the resignation letter cannot be withdrawn according to Rule 55(1)(ka) of Palli Bidyut Service Code 1992) and was to take release on 20-4-2006 according to Rule 55 of the same Code, hence he was attending the office forcibly, illegally and without lawful authority. Thus the impugned judgement and order is liable to be set aside.

He submitted that the application of respondent No. I to release him from the service on 29-3-2006 was an irrevocable one according to Rule 55(1)(ka) of Palli Bidyut Service Code and since the application was accepted, respondent No. I was no longer in the service and the authority cannot permit him to work in the office. A legal notice does not change the whole situation and the Palli Bidyut Samity is not bound by that legal notice though a timely and proper reply to that legal notice was sent on 9-7-2006.

Respondent No. I was not permitted to work in the office according to Palli Bidyut Service Code 1992. Thus the impugned judgement and order is liable to be set aside. He submitted that respondent No. I did not maintain the provision of Palli Bidyut Service Code 1992 as he misunderstood the law and hence he is giving a fanciful explanation of the said law and, as such, the impugned judgement and order requires investigation by this Division.

He submitted that there is no connection between a reply of a show cause notice and a release order and the latter cannot override the former; those are separate notices deriving from separate circumstances. The resignation letter was effective since the very moment he submitted it on 29-3-2006. Reply of the show cause notice does not make his resignation ineffective and, as such, the impugned judgement and order requires investigation by this Division.

He lastly submitted that the authority issued the order of release to respondent No.1 according to Rule 55(I)(Ka) rather than Rule 54(1) of Palli Bidyut Service Code 1992. And in doing so, the authority has not breached any provision of Palli Bidyut Service Code 1992, as such, the impugned judgement and order is liable to be set aside.

6. Mr Mohammad Ali Azam, learned Advocate-on-Record appearing for respondent No. I made submissions in support of the impugned judgement and order of the High Court Division.

7. We have considered the submissions of the learned Advocates appearing for the parties concerned and perused the impugned order of the High Court Division and other connected papers on record.

8. From the records it appears that the letter sent by respondent No. I was a request for him to be released from service and was not accompanied by any deposit of three months' pay as required by Rule 54. Since the authority concerned advised the writ petitioner to take release by depositing the requisite pay and upon obtaining necessary clearance, clearly the resignation letter did not by itself reach finality. The High Court Division posed the question as to how the Samity could accept the writ petitioner's letter requesting his release as a resignation letter since the preconditions, such as depositing money and taking clearance had not been fulfilled.

Noting this fact the High Court Division held that the application was not one for resignation and that it was not lawful for the Samity to issue the impugned memo treating the application as one for resignation.

9. Moreover, it is apparent that in spite of the letter sent by the writ petitioner, the Samity allowed him to continue to work by issuing service orders. In such circumstances it would be unconscionable for the Samity to give effect to the letter of the writ petitioner and to enforce his resignation.

In view of the above discussion, we are of the opinion that the High Court Division did not commit any illegality in making the Rule absolute. We find no merit in the civil petition for leave to appeal, which is accordingly dismissed.

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Source: The Dhaka Law Reports (February 2019)

## Statistics

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

Period	General Index	Index by expenditure group								
		1. Food & Beverage	2. Non-Food	I. Clothing & Footwear	II. Fuel & Lighting	III. Household Equipment	IV. Medical Care & Health Expenses	V. Transport & Communication	VI. Recreation, Entertainment,	VIII. Misc. Goods & Services
2014-15	<b>207.58</b>	<b>223.80</b>	<b>186.79</b>	204.50	171.80	214.45	180.77	181.78	168.02	204.21
2015-16	<b>219.86</b>	<b>234.77</b>	<b>200.66</b>	233.38	182.74	227.39	199.94	201.34	171.01	211.61
2016-17	<b>231-82</b>	<b>248.90</b>	<b>209.92</b>	243.56	194.01	235.85	206.70	210.78	177.56	217.51
2017-18	<b>245.22</b>	<b>266.64</b>	<b>217.76</b>	255.24	200.25	249.68	209.28	218.80	183.65	223.81
2018-19	<b>258.65</b>	<b>281.33</b>	<b>229.58</b>	277.64	206.98	265.25	215.31	235.23	186.72	239.87
2018-19										
October	<b>259.13</b>	<b>283.44</b>	<b>227.96</b>	275.01	204.49	265.50	214.82	234.21	185.29	239.03
November	<b>258.00</b>	<b>281.24</b>	<b>228.21</b>	275.46	204.77	265.68	214.91	234.47	185.35	239.18
December	<b>258.13</b>	<b>281.17</b>	<b>228.60</b>	275.85	205.26	265.97	215.17	235.17	185.41	239.33
January	<b>261.58</b>	<b>285.50</b>	<b>230.91</b>	277.56	209.66	266.24	216.04	235.83	188.11	240.53
February	<b>261.36</b>	<b>284.96</b>	<b>231.10</b>	277.68	209.72	266.35	216.08	236.23	188.14	241.42
March	<b>262.45</b>	<b>286.78</b>	<b>231.25</b>	277.74	209.77	266.57	216.18	236.90	188.16	241.46
April	<b>262.73</b>	<b>286.46</b>	<b>232.31</b>	281.42	209.84	267.59	216.39	238.13	188.47	243.07
May	<b>259.63</b>	<b>279.83</b>	<b>233.72</b>	287.06	210.16	267.89	216.51	240.86	188.54	243.18
June	<b>260.44</b>	<b>279.65</b>	<b>235.82</b>	287.02	211.79	275.14	218.01	242.76	188.70	247.55

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	
2014-15	<b>209.10</b>	<b>221.02</b>	<b>190.13</b>	214.07	171.34	209.29	187.18	174.09	183.84	212.34	
2015-16	<b>220.10</b>	<b>230.31</b>	<b>203.86</b>	242.26	179.19	222.11	211.04	188.69	187.84	221.12	
2016-17	<b>231.02</b>	<b>243.08</b>	<b>211.83</b>	253.51	187.45	229.57	219.35	193.71	194.81	226.47	
2017-18	<b>244.17</b>	<b>259.86</b>	<b>219.21</b>	263.96	192.89	246.23	221.15	197.24	201.31	233.72	
2018-19	<b>256.74</b>	<b>273.55</b>	<b>230.01</b>	282.76	198.99	261.30	225.86	207.51	205.05	253.71	
2018-19											
October	<b>257.43</b>	<b>275.37</b>	<b>228.88</b>	280.61	197.73	261.54	225.75	207.24	203.23	251.67	
November	<b>256.11</b>	<b>273.03</b>	<b>229.18</b>	281.09	198.19	261.76	225.87	207.39	203.32	251.81	
December	<b>256.19</b>	<b>272.94</b>	<b>229.53</b>	281.46	198.85	261.98	226.18	207.47	203.39	251.90	
January	<b>260.22</b>	<b>278.61</b>	<b>230.96</b>	283.42	200.68	261.83	226.34	207.92	206.61	253.74	
February	<b>259.93</b>	<b>278.00</b>	<b>231.18</b>	283.60	200.78	261.98	226.37	208.06	206.64	255.13	
March	<b>261.10</b>	<b>279.85</b>	<b>231.26</b>	283.65	200.82	262.22	226.43	208.22	206.65	255.17	
April	<b>261.27</b>	<b>279.59</b>	<b>232.12</b>	284.53	200.93	263.56	226.60	209.81	207.22	258.04	
May	<b>256.87</b>	<b>271.64</b>	<b>233.36</b>	290.09	201.20	263.85	226.69	210.64	207.33	258.19	
June	<b>257.52</b>	<b>271.45</b>	<b>235.36</b>	290.04	202.71	271.88	226.71	212.83	207.48	261.49	

Source: Bangladesh Bureau of Statistics

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

Period	General Index	Index by expenditure group								
		1. Food & Beverage	2. Non-Food	I. Clothing & Footwear	II. Fuel & Lighting	III. Household Equipment	IV. Medical Care & Health Expenses	V. Transport & Communication	VI. Recreation, Entertainment,	VIII. Misc. Goods & Services
2014-15	<b>204.76</b>	<b>230.56</b>	<b>182.32</b>	197.93	172.33	223.53	169.80	190.26	150.95	194.16
2015-16	<b>219.31</b>	<b>245.66</b>	<b>196.39</b>	216.50	186.86	236.67	180.93	215.50	152.84	199.87
2016-17	<b>233.29</b>	<b>263.09</b>	<b>207.38</b>	224.66	201.60	246.87	158.05	229.59	158.93	206.45
2017-18	<b>247.17</b>	<b>283.19</b>	<b>192.83</b>	238.69	208.77	255.74	188.96	242.55	164.59	211.57
2018-19	<b>262.17</b>	<b>300.30</b>	<b>229.00</b>	267.92	216.22	272.20	197.25	265.77	166.95	222.78
2018-19										
October	<b>262.28</b>	<b>303.14</b>	<b>226.75</b>	264.36	212.32	272.45	196.11	263.94	165.92	223.43
November	<b>261.51</b>	<b>301.28</b>	<b>226.91</b>	264.77	212.38	272.57	196.16	264.31	165.96	223.59
December	<b>261.72</b>	<b>301.22</b>	<b>227.35</b>	265.19	212.68	273.01	196.32	265.69	166.01	223.80
January	<b>264.09</b>	<b>302.30</b>	<b>230.85</b>	266.41	220.05	273.99	198.42	266.58	168.15	224.22
February	<b>264.01</b>	<b>301.96</b>	<b>231.00</b>	266.46	220.07	274.04	198.48	267.27	168.17	224.48
March	<b>264.94</b>	<b>303.69</b>	<b>231.24</b>	266.53	220.13	274.23	198.63	268.51	168.20	224.53
April	<b>265.44</b>	<b>303.23</b>	<b>232.57</b>	275.52	220.16	274.67	198.91	269.33	168.24	224.59
May	<b>264.73</b>	<b>299.83</b>	<b>234.20</b>	281.32	220.53	274.99	199.09	274.16	168.27	224.66
June	<b>265.85</b>	<b>299.67</b>	<b>236.42</b>	281.28	222.29	280.88	203.13	275.75	168.43	230.34

Source: Bangladesh Bureau of Statistics

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

Sector		2016-17	2017-18	2018-19	April '19	May '19	June '19
<b>General</b>		141.46	150.59	160.23	163.52	163.91	164.60
percentage change (Point to Point)		6.50	6.46	6.40	6.61	6.64	6.58
percentage change (over previous month)					0.32	0.24	0.42
1.	Agriculture	141.22	150.27	159.92	163.11	163.44	164.25
	percentage change(over previous month)	6.59	6.41	6.42	6.65	6.73	6.69
	percentage change(over previous month)				0.21	0.20	0.50
i)	Agriculture	141.19	150.23	159.91	163.12	163.45	164.26
	percentage change (Point to Point)	6.60	6.40	6.44	6.68	6.77	6.72
	percentage change(over previous month)				0.21	0.20	0.50
ii)	Fish	143.19	152.63	160.59	162.51	162.99	163.76
	percentage change (Point to Point)	6.37	6.61	5.22	4.71	4.72	4.83
	percentage change(over previous month)				0.32	0.30	0.47
2.	Industry	140.27	149.45	158.74	162.09	162.60	163.03
	percentage change (Point to Point)	6.24	6.55	6.22	6.32	6.34	6.26
	percentage change(over previous month)				0.48	0.31	0.26
i)	Construction	137.43	145.32	152.86	155.53	155.89	156.32
	percentage change (Point to Point)	5.37	5.75	5.19	5.24	5.21	5.16
	percentage change(over previous month)				0.35	0.23	0.27
ii)	Production	146.01	157.81	170.66	175.39	176.20	176.64
	percentage change (Point to Point)	7.22	8.08	8.14	8.33	8.45	8.30
	percentage change(over previous month)				0.72	0.46	0.25
3.	Service	145.01	154.44	164.78	168.48	168.91	169.49
	percentage change (Point to Point)	6.60	6.51	6.69	6.97	6.82	6.68
	percentage change(over previous month)				0.48	0.25	0.34

Source: Bangladesh Bureau of Statistics

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

Sector		2016-17	2017-18	2018-19	April '19	May '19	June '19
<b>1.</b>	<b>General</b>	140.08	150.77	160.58	163.77	164.06	164.53
	percentage change (Point to Point)	7.04	7.65	6.51	6.68	6.69	6.32
	percentage change (over previous month)				0.28	0.18	0.29
i)	Agriculture	138.56	150.21	160.90	164.24	164.45	164.94
	percentage change(over previous month)	7.39	8.44	7.20	7.42	7.48	6.91
	percentage change(over previous month)				0.17	0.13	0.30
	Agriculture	138.51	150.06	160.88	164.23	164.44	164.93
	percentage change (Point to Point)	7.39	8.37	7.21	7.45	7.50	6.92
	percentage change(over previous month)				0.17	0.13	0.30
ii)	Fish	144.63	155.28	163.27	165.23	165.63	166.04
	percentage change (Point to Point)	7.92	7.40	5.15	4.85	4.84	4.60
	percentage change(over previous month)				0.25	0.25	0.24
<b>2.</b>	<b>Industry</b>	139.30	148.73	157.01	159.92	160.31	160.71
	percentage change (Point to Point)	6.21	6.79	5.57	5.63	5.64	5.52
	percentage change(over previous month)				0.39	0.24	0.25
i)	Construction	137.00	145.55	153.16	155.73	156.06	156.46
	percentage change (Point to Point)	6.04	6.27	5.23	5.22	5.24	5.10
	percentage change(over previous month)				0.31	0.22	0.26
ii)	Production	144.15	155.45	165.16	168.79	169.28	169.69
	percentage change (Point to Point)	6.55	7.84	6.25	6.44	6.43	6.35
	percentage change(over previous month)				0.54	0.29	0.24
<b>3.</b>	<b>Service</b>	148.78	158.98	168.39	171.65	172.05	172.58
	percentage change (Point to Point)	7.63	6.88	5.92	6.15	5.96	5.79
	percentage change(over previous month)				0.49	0.23	0.31

Source: Bangladesh Bureau of Statistics

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

Sector		2016-17	2017-18	2018-19	April '19	May '19	June '19
<b>General</b>	percentage change (Point to Point)	141.54	149.62	158.79	162.10	162.44	163.08
	percentage change (over previous month)	5.79	5.71	6.13	6.50	6.45	6.34
	percentage change (over previous month)				0.32	0.21	0.39
1.	Agriculture	141.36	149.40	158.75	162.05	162.38	163.10
	percentage change(over previous month)	6.08	5.69	6.25	6.75	6.76	6.59
	percentage change(over previous month)				0.23	0.20	0.44
i)	Agriculture	141.21	149.20	158.62	161.99	162.32	163.03
	percentage change (Point to Point)	6.05	5.65	6.31	6.86	6.87	6.70
	percentage change(over previous month)			0.54	0.22	0.20	0.44
ii)	Fish	145.23	154.73	162.12	163.64	164.04	164.85
	percentage change (Point to Point)	6.72	6.55	4.76	3.99	3.98	3.96
	percentage change(over previous month)				0.31	0.25	0.49
2.	Industry	141.32	149.31	157.67	160.80	161.11	161.57
	percentage change (Point to Point)	5.33	5.65	5.60	5.74	5.59	5.60
	percentage change(over previous month)				0.43	0.19	0.28
i)	Construction	141.21	149.00	156.85	159.87	160.10	160.51
	percentage change (Point to Point)	5.40	5.52	5.27	5.38	5.23	5.24
	percentage change(over previous month)				0.42	0.15	0.26
ii)	Production	141.72	150.45	160.66	164.22	164.77	165.40
	percentage change (Point to Point)	5.13	6.15	6.79	7.02	6.88	6.89
	percentage change(over previous month)				0.50	0.34	0.39
3.	Service	142.69	151.09	161.00	164.71	165.14	165.76
	percentage change (Point to Point)	5.53	5.88	6.58	6.88	6.80	6.69
	percentage change(over previous month)				0.47	0.26	0.38

Source: Bangladesh Bureau of Statistics

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

Sector	2016-17	2017-18	2018-19	April '19	May '19	June '19
<b>General</b>	140.33	148.99	159.48	162.90	163.37	164.30
percentage change (Point to Point)	6.52	6.17	7.03	7.16	7.30	7.22
percentage change (over previous month)				0.34	0.29	0.57
1. Agriculture	140.47	149.08	159.59	162.86	163.26	164.35
percentage change(over previous month)	6.72	6.13	7.05	7.15	7.34	7.27
percentage change(over previous month)				0.24	0.24	0.67
i) Agriculture	140.47	149.08	159.59	162.86	163.26	164.35
percentage change (Point to Point)	6.72	6.13	7.05	7.15	7.35	7.27
percentage change(over previous month)				0.24	0.24	0.67
ii) Fish	141.34	151.28	161.63	164.20	164.66	165.89
percentage change (Point to Point)	7.80	7.03	6.85	6.01	5.97	6.43
percentage change(over previous month)				0.40	0.28	0.75
2. Industry	139.69	148.00	157.67	161.32	162.01	162.49
percentage change (Point to Point)	6.05	5.95	6.53	6.82	6.92	6.83
percentage change(over previous month)				0.64	0.43	0.29
i) Construction	135.72	143.17	151.10	153.99	154.39	154.82
percentage change (Point to Point)	5.25	5.49	5.53	5.68	5.59	5.59
percentage change(over previous month)				0.40	0.26	0.28
ii) Production	143.58	152.75	164.12	168.50	169.49	170.01
percentage change (Point to Point)	6.81	6.38	7.44	7.86	8.13	7.96
percentage change(over previous month)				0.86	0.59	0.31
3. Service	140.95	151.29	164.14	168.49	169.09	169.71
percentage change (Point to Point)	5.88	7.32	8.51	8.35	8.18	7.89
percentage change(over previous month)				0.46	0.35	0.36

Source: Bangladesh Bureau of Statistics

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

SL. No. Item with specification	Unit	2016-17	April'19	May'19	June'19
<b>I. Cereals:</b>					
1. Rice : Najershail/Minikat	kg	62.94	58.89	58.35	58.05
2. Rice : Pajam/Equivalent	kg	58.20	56.15	54.49	54.47
3. Rice : Irri/Boro	kg	49.57	48.05	44.54	43.70
4. Wheat (atta), white, Packet	kg	40.00	40.00	40.00	40.00
<b>II. Pulses</b>					
5. Moogdal (husked)	kg	118.24	114.06	114.00	112.98
6. Lentil (husked)	kg	110.57	105.12	102.45	100.35
<b>III. Sugar &amp; Molasses :</b>					
7. Sugar (White)	kg	60.12	55.00	52.00	58.52
8. Molasses (Sugarcane)	kg	93.22	98.99	98.50	98.53
<b>IV. Protein Items</b>					
9. Fish-Rohu-cut piece	kg	397.11	430.00	430.00	430.12
10. Fish-Hilsa, Medium size	kg	1431.81	1850.00	1830.00	1830.90
11. Prawn/Shrimp, about 3" long	kg	725.85	750.00	750.00	750.35
12. Barbel (Shing), about 50 gram weight each	kg	775.39	783.11	780.00	780.20
13. Beef, best quality	kg	499.17	505.58	525.00	525.00
14. Mutton, best quality	kg	758.26	766.95	750.00	750.00
15. Fowl, Alive	kg	403.61	412.38	415.00	415.66
16. Egg (Hen), Farm	4pcs	28.34	34.00	33.00	36.00
17. Egg (Duck)	4pcs	48.22	60.00	60.00	60.00
<b>V. Edible oil:</b>					
18. Mustard oil, best quality	Litre	182.98	190.21	190.25	192.21
19. Soyabean oil, best quality	Litre	96.22	96.80	96.98	97.05

SL. No. Item with specification	Unit	2016-17	April'19	May'19	June'19
<b>VI. Spices:</b>					
20. Chilli (dry), best quality	kg	231.30	212.00	212.30	212.38
21. Onion (local)	kg	57.92	28.00	28.00	32.09
22. Garlic (Local)	kg	124.53	90.10	90.18	130.53
23. Turmeric (Local)	kg	204.42	150.35	140.24	155.05
24. Ginger (Local)	kg	107.09	125.00	125.00	153.54
25. Salt (fine)	kg	40.79	38.30	38.10	38.00
<b>VII. Vegetable</b>					
26. Potato, best quality	kg	20.30	18.10	18.00	22.00
27. Brinjal, best quality	kg	60.54	60.00	56.00	52.15
28. Lady's finger, best quality	kg	50.36	60.00	52.00	42.01
29. Papaya (green)	kg	25.54	30.00	30.00	30.00
<b>VIII. Milk :</b>					
30. Milk (Milk Vita packet)	Litre	71.64	72.00	80.00	80.00
31. Lactozen (Full cream) (400gm)	Each	595.77	596.78	598.12	598.42
<b>IX. Fuel &amp; lighting:</b>					
32. Firewood (gazari)	Quintal	664.83	672.14	673.01	673.35
33. Kerosene	Litre	74.95	75.25	79.40	79.58
34. Matches (40 sticks)	Box	2.00	2.00	2.00	2.00
<b>X. Clothing</b>					
35. Long cloth (fine)	Metre	79.79	80.18	80.18	80.16
36. Long cloth (medium)	Metre	75.74	76.20	76.25	76.23
37. Saree (medium) , White Tangail handloom: A451 80x80 count 5.5 yds.	Each	708.43	725.12	725.30	725.24
38. Lungi (medium) 48" handloom 60x60	Each	536.61	798.25	798.28	798.19
39. Undershirt (genjee 100 c.m sleeveless)	Each	100.00	100.00	100.00	100.00

SL. No. Item with specification	Unit	2016-17	April '19	May '19	June'19
<b>XI. Housing &amp; household Requisites:</b>					
40. Cement (local)	50 kg	453.15	455.00	460.00	460.00
41. Aluminium (Degchi)	Gram	0.45	0.42	0.42	0.42
42. Bamboo (mul) about 30 feet long	Each	146.72	147.75	147.80	147.89
43. Enamel plate	Each	69.94	70.00	70.00	70.00
<b>XII. Miscellaneous:</b>					
44. Coconut oil (unscented, imported)	50 kg	278.19	278.98	279.10	279.18
45. cigarettes (Star)	10 sticks	60.00	60.00	60.00	60.00
46. White paper	Quire	27.78	27.90	27.90	27.96
47. Blade-Sword (stainless steel)	Each	2.00	3.00	3.00	3.00

Source: Bangladesh Bureau of Statistics (BBS)