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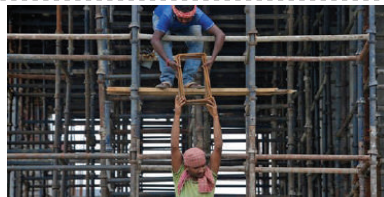
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WAYS TO INCREASE EMPLOYEE PRODUCTIVITY IN THE WORKPLACE



Mastering employee productivity means different things to different people. For some managers, it's a matter of spending more hours working so you can see better results. For others, it's a matter of spending work hours more efficiently so the company can be more profitable. For still others, it's about finding balance, and minimizing wasted time.

However you choose to look at it, and whatever strategies you've tried so far, you know employee productivity matters. So for the purposes of this article, I've gathered 27 of the best tips and approaches I've found-in most cases backed with empirical evidence-to generally increase employee productivity in the workplace.

Productivity, as far as I'm concerned, refers to the amount of results-driven work a

person can do within a given period of time on a sustainable basis-and as you'll see, that "sustainable" component matters, because in some cases, doing less work can actually improve employee productivity.

OBSERVATIONAL CHANGES TO INCREASE EMPLOYEE PRODUCTIVITY

Let's start with the most important category of potential changes: observational changes. Why are these so important? Because they allow you to actively measure the productivity of your employees. Without an objective measurement, you won't be able to tell how productive your employees truly are, and you won't be able to tell whether your other strategies are actually making a difference.

Accordingly, these strategies need to be your first stop:

Conduct regular employee reviews.

Though they're starting to fall out of favor, performance reviews still have a place in your organization. These one-on-one sit-downs, if conducted at regular intervals (like once or twice a year), are perfect opportunities to discuss each employee's performance, evaluating their strengths and weaknesses, and setting goals they can use to improve their performance over the next interval.

Though you can still give feedback on a daily basis for individual tasks, it helps to have a periodic event on the calendar that allows you to evaluate your employees on a higher level. Plus, research shows that the majority of millennials (who now dominate the workforce) want to receive more feedback, but aren't getting it.

Collect feedback.

Employee productivity isn't just about giving feedback—it's also about receiving it. Create an environment that makes employees feel comfortable sharing their insights about your work environment, whether it's an assessment of the lighting and ambient noise in the room, or a suggestion on a new policy that could save time.

This openness will alert you to potential threats to morale, so you can resolve them before they become problematic. You'll also likely uncover a host of new ideas for how to improve productivity in practical ways, such as by implementing a new company policy, recommending a new productivity analytics tool, or changing the procedures for how to complete projects.

Once you have these systems in place, you'll have a baseline that you can use to compare to your efficiency levels after you start incorporating more productivity strategies.

MOTIVATIONAL CHANGES TO INCREASE EMPLOYEE PRODUCTIVITY

Next, we can start to address motivational changes. These strategies all work by making your employees more motivated to do productive work, through the use of extrinsic rewards or intrinsic improvements.

These are some of the best things you can do:

Offer monetary rewards.

Research shows, unsurprisingly, that there's a positive correlation between monetary incentives and productivity while working; in other words, giving your employees raises, bonuses, and performance-based gifts will make them work more productively under your employ.

However, if you're a small business or if money's tight, don't worry—monetary incentives aren't the only way to practically reward employees, and they aren't even the most motivating. See our list of employee recognition ideas for alternatives to monetary rewards. Rewards are a viable option if you want to sweeten the pot, boost productivity, and boost morale at the same time.

Offer time-based rewards.

You can also offer time-based incentives and rewards in a similar fashion. Instead of giving someone a \$100 bonus, you could let them leave early for a day. Instead of giving them a salary increase, you could give them an extra vacation day, or let them leave early occasionally.

This has two effects; first, it makes employees feel like they've been adequately rewarded for their hard work, and second, the extra time away from work will serve as a break or vacation, which can ultimately reduce stress, boost morale, and lead to higher productivity that way.

Use both team-based and individual goals.

Some managers like to use team goals to motivate employees, such as setting a cumulative sales target or striving to reduce customer churn to a lower percentage. This is advantageous because it fosters a team mentality and bonding between your employees; it also allows your employees' strengths and weaknesses to complement one another.

Others prefer to use individual goals as motivation, creating unique goal plans tailored to individuals' strengths, weaknesses, and needs. This is advantageous because it helps each individual improve, and gives you more flexibility with your team. So which one's better? Instead of optimizing your strategy to focus on one set of goals, try using both; set team goals to inspire teamwork and bonding, and individual goals to help each member achieve their true potential.

ENVIRONMENTAL CHANGES TO INCREASE EMPLOYEE PRODUCTIVITY

There's a growing body of scientific evidence to suggest that our environments play a huge role in how productive we are. Our location and sensory experiences affect us in some truly profound ways, so consider experimenting with these environmental changes in your workplace:

Let in more natural light.

Employees in offices with windows were exposed to 173 percent more white light than those in closed offices. Those employees got an average of 46 minutes of additional sleep every night, reported less stress, and were more productive overall. Exposure to natural light (or a natural light substitute) is also linked to a lower risk for

anxiety and depression, which can make your employees even happier and more productive.

If your office doesn't have windows already, and you don't feel like doing a renovation or moving, you can use natural light simulating lamps to fill in the gaps here-or you can spend more time outside, such as by having morning meetings walking around the building.

Change the seating arrangements.

Shaking up the seating arrangements in your office can do a lot of good for your team's overall productivity. First of all, you should know that not all office floor plans work equally well for all employees. An "open" office plan, with minimal walls to encourage collaboration, can actually hinder productivity in some cases, reducing face-to-face interactions by as much as 70 percent.

This is largely due to employees feeling less privacy and fewer personal boundaries, so it may not apply to all businesses. Changing your desks and seating arrangements allows you to experiment and learn what works best for everybody. It also gives your employees something novel in their work lives, breaking up the drudgery of coming in to the same chair and same space, with the same views every day.

Minimize distractions.

Distractions have the power to disrupt anyone's productivity, and they can come in a variety of forms. When your focus is broken, it can take up to 23 minutes to fully restore it; that's a huge time cost for what could amount to a single email or text message. There are some distractions that are easily controllable in your environment; for example, you can get rid of lights, music, or

other installations that pull people away from their jobs.

But the most impactful distractions-interruptions and notifications-are harder to get rid of. Encourage your employees to respect each other's heads-down time by not interrupting their work, and be open about having "blackout" periods where you either turn off all notifications from your devices or disconnect from the internet entirely.

HIGH-LEVEL PROCEDURAL CHANGES TO INCREASE EMPLOYEE PRODUCTIVITY

You can also improve employee productivity by instituting better high-level procedures and approaches. These are some of the best:

Provide better, more comprehensive training.

A better-trained employee is going to be a more productive employee. With more training, an employee will understand their job much better, and will make fewer mistakes. They'll also feel more confident, enabling them to make decisions on the fly, and will feel more valued in the workplace, which can help reduce employee turnover.

The type of training you offer will depend on the position you're training for, but may include onsite training with a more experienced coworker, or reimbursement for external classes. This isn't a one-time investment, either; you can cross-train your employees to be better versed in each other's responsibilities, and dedicate a budget to ongoing learning and development opportunities if you can.

Make a big push at the beginning of the day.

Try to make a big push for productivity at the beginning of the day. For example, you

could call for a quick team meeting, then encourage your teammates to tackle their most challenging projects, or handle their most complicated tasks. Early in the morning, you'll be starting from a clean slate, which means your team won't be as bogged down by stress or exhaustion.

It also sets a precedent for momentum; starting with a strong push for productivity means they'll be more likely to work hard the rest of the day. Plus, studies show that your mood at the beginning of the day has a high likelihood of determining how you feel the rest of the day. If you start the day with a sense of accomplishment and pride, you'll be in a better mood for the rest of the day.

Grant more flexible schedules.

Consider implementing more flexibility in your employee scheduling; for example, instead of mandating that all your workers follow a strict 9-5 schedule, give them wiggle room to set different hours, such as working 8-2, then picking up additional work from 6-8. This will have a number of benefits.

For starters, people are genetically predisposed to be at peak productivity during different times of the day; letting people work during the hours when they're most productive is ideal for getting more done. It also gives your employees the chance to run errands during weekdays that they might not be able to, or complement a partner/spouses working hours to provide better care for their children. Because of that, you'll see a healthy boost of morale once you implement this policy.

Cut meetings.

It's estimated that useless meetings waste up to \$37 billion every year. They're the scourge of the modern workplace, and rarely offer more in value than they cost in time.

Meetings tend to be unproductive because they're poorly organized, because they're allowed to run for a full hour (or longer), and because they're usually not as efficient as email in terms of communication value.

You can greatly improve your productivity by cutting your meetings as much as possible. For some businesses, that means meeting far less often. For others, it means reducing the number of meeting attendees.

For still others, it means reducing the time for meetings down to 15 or 20 minutes- and trust me, you won't miss the extra time.

Kill multitasking.

Dozens of studies have confirmed what we all knew deep down; multitasking simply isn't effective. With the exception of a tiny fraction of the population, most of us are only able to truly focus on one thing at a time. When we try to juggle two tasks simultaneously, we end up underperforming at both of them.

Unfortunately, you can put a ban on multitasking that prevents your employees from ever engaging in this activity, but you can set a good example and discourage multitasking when you do see it. For example, you could ban using smartphones while in meetings, or point out when someone seems like they're working on a project and chatting with you at the same time.

Allow more breaks.

Breaks are another habit that have, unfortunately, become seen as the opposite of "productive." After all, they take you away from work for a set period of time, during which you're seemingly accomplishing nothing.

However, empirical studies seem to universally find that taking a break-even a small one-at regular intervals can greatly improve not only your focus and critical thinking skills, but also your morale. On average, people tend to do best working for 52 minutes and breaking for 17, but this is just an average-different employees will do better under different breakdowns. Encourage your employees to take periodic breaks throughout the day, and set a good example by leading some of your own.

EMAIL-SPECIFIC CHANGES TO INCREASE EMPLOYEE PRODUCTIVITY

At EmailAnalytics, we're especially passionate about email, and believe that email is a major key in unlocking the true potential of your employees' productivity.

Have online and offline periods.

I briefly mentioned the idea of allowing your employees to disconnect from communication channels in order to reduce distractions, but the break from email is important for a number of reasons. Establishing online and offline communication periods helps you to limit the number and length of conversations your employees have; and yes, modern communication speeds allow us to work faster, but if left unchecked, email threads can take far more time than they need to.

Having dead time between email sessions gives you more time to evaluate what you want to say, and breaks the anxiety-fueling feeling that you need to respond to every email the second it comes in. Your communication will get tighter and more valuable, your employees will be less distracted, and morale will likely improve. What's not to like? Just make sure everyone's on a slightly different schedule for online and

offline periods, so there's not a company-wide blackout at the same time every day.

Keep your email threads short and sweet.

Email threads are the most notorious threats to your email-related productivity. If they're addressed to too many recipients, you're going to be dealing with the chaos of a dozen recipients all getting distracted every time there's a reply. And since anyone can respond to prolong the conversation, chances are, the thread will extend far longer than it was originally intended to.

Add to that the fact that over time, a bulky email thread can become practically unnavigable, and it's a no-brainer that your email threads should be kept short and sweet. Try to limit the number of people you send them to, and put a cap on the number of messages you send and receive before opening a new thread or moving to a phone call (or other, more appropriate medium for back-and-forth conversation).

Master and teach the art of the concise email.

Emails are most valuable when they're concise. If you can convey the same meaning with 25 words that you can with 500 words, why would you bother writing out all 500? It takes more time to write, more time to edit, more time to read, and allows more room for misinterpretation.

ACCOUNTING FOR INDIVIDUAL DIFFERENCES

I should also mention the importance of accounting for individual differences when plotting your course for productivity improvement. Your employees will likely respond differently to your strategies, based on their individual preferences and histories. You can improve your employees' individual responses by considering the following:

" Strengths and weaknesses. Some employees are going to be inherently strong with some strategies, and weak with others. For example, you may have an employee who is genuinely able to multitask (though this is an extremely rare ability); in their case, you may have to make an exception to your "no multitasking" rule. You might also have an employee who's especially susceptible to distraction; they may require more "heads-down" time than another employee, or an environment with less music than average.

" Intrinsic motivation. Every employee will be intrinsically motivated by a different combination of forces. Some are working just to make money, while others want a sense of accomplishment, and still others are looking to progress their skillsets. Know what makes each of your employees tick, and customize your perks, motivation strategies, and productivity enhancements accordingly.

" Personal preferences. Some employees will flat-out subjectively prefer one type of environment or working condition over another. As much as possible, respect those choices, and don't assume that your one-size-fits-all approach is inherently superior.

Increasing employee productivity in the workplace starts with a good analytics strategy, and a strong employee monitoring tool to help you gauge employee productivity on a high level. That's why we built EmailAnalytics-it's the perfect tool to monitor your employees' use of email, and find the detailed in <https://emailanalytics.com/sights> you need to put together a plan for improvement.

Source: <https://emailanalytics.com>

Home News

MOC FOR RECRUITING SPECIFIED SKILLED WORKERS TO JAPAN SIGNED



Bangladesh and Japan recently signed a Memorandum of Cooperation (MoC) on accepting specified skilled workers by Japan from Bangladesh. Rownaq Jahan, Secretary of the Ministry of Expatriates' Welfare and Overseas Employment (MoEWOE),

and Shoko Sasaki, Commissioner of the Immigration Services Agency under the Ministry of Justice in Japan, signed the Memorandum of Cooperation (MoC) on behalf of their respective countries in Tokyo. The 'Specified Skilled Workers' will be recruited in 14 fields/sectors into two categories within the next five years.

The 14 fields/sectors include care worker, building cleaning management, machine parts & tooling industries, industrial machinery industries, electric, electronics and information industries, construction industry, shipbuilding/ship machinery industry, automobile maintenance, aviation industry, accommodation industry, agriculture, fishery & aquaculture, manufacture of food and beverages, and food service industry.

UNILEVER BANGLADESH LTD. DONATES TK 62MILLIN TO BANGLADESH WORKERS WELFARE FOUNDATION FUND



Unilever Bangladesh Limited recently handed over a cheque worth Tk. 62 million (Tk6.20 crore) to Bangladesh Workers Welfare Foundation Fund. Mr. Kedar Lele, Chief Executive Officer of Unilever Bangladesh Limited recently handed over the cheque to Begum Monnujan Sufian, the State Minister for Labour and Employment, at a

function held at the latter's office at Bangladesh Secretariat in the capital. According to the Bangladesh labour act, all the local and multinational companies must submit one-tenth of the 5 percent profit of the respective organization to the workers welfare fund at the end of every year.

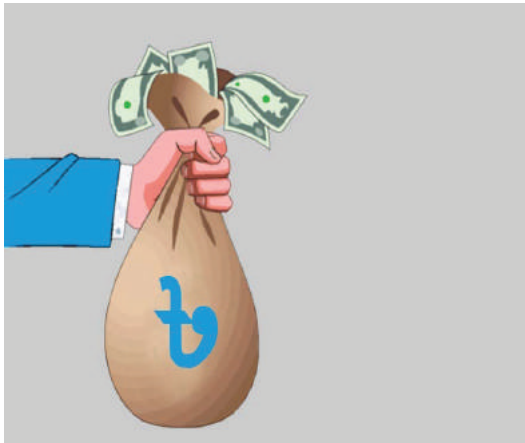
RMG SUSTAINABILITY COUNCIL TO BE FORMED BY NOVEMBER 25



RMG Sustainability Council (RSC), a tripartite compliance and safety monitoring body of the apparel sector, will be formally formed by November 25, 2019 as agreed upon by brands, union leaders and factory owners. Ms. Rubana Huq, president of the Bangladesh Garment Manufacturers and Exporters Association (BGMEA), along with other members of the RSC steering committee announced this.

The RSC will mainly conduct inspection, monitoring and certification for factories, brands and retailers globally. So the RSC will also take over all activities and staff of Accord, the European platform of more than 200 retailers and brands formed after the Rana Plaza building collapse in April 2013. The legally binding platform had a five-year tenure, which was extended several times upon its request to courts. As per a court order, it is scheduled to leave the country in May next year. All parties agreed that the RSC, which will be formed in a legal way, will also work for building industrial relations, skills development and maintaining environmental standards.

REMITTANCES HIT RECORD \$16.42 BILLION IN FY'19



The remittance inflow grew by 9.65 percent to a record US\$16.42 billion in the just-concluded fiscal year (FY) 2018-19 as the exchange rate of local currency weakened against the US dollar. The figure jumped from \$14.98 billion in FY2017-18, according to the central bank's latest statistics. Strengthening supervision and monitoring by the central bank to check illegal 'hundi' transaction also contributed to the increased flow of remittances. Bangladesh received \$12.77 billion in remittance in FY '17 and \$14.93 billion in FY '16.

International News

INDIA MOVES TO OVERHAUL LABOR LAWS IN BID TO BOOST JOB CREATION



India moved to overhaul decades-old labor laws, some dating from British colonial rule, by introducing two key measures in parliament that aim to make it easier for industry to meet labor standards and create more jobs. Labour Minister introduced the bills, covering safety, working conditions and wages, in the lower house of parliament, saying they would promote the ease of living and doing business.

The Code on Wages is the first of four proposed labor bills long envisaged to replace 44 archaic labor laws. It aims to set standards of minimum wages across industry, including small businesses, which employ nearly 90% of India's work force. It will repeal four labor laws, including one on wage payment passed in 1936 and one on minimum wages dating to 1948.

The other measure, a safety bill that proposes a single-registration, single-licence regime for companies, instead of multiple permissions under 13 labor laws, allows women to work night shifts.

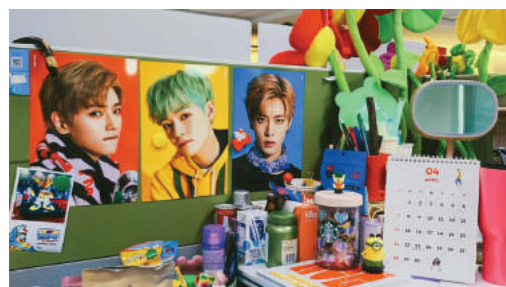
SINGAPORE PURSUING MORE FOREIGN TECH TALENT

Singapore is pursuing more foreign tech talent as it ramps up efforts to grow the

sector, its trade minister said, adding that locals would also benefit from the plans amid concerns about preserving jobs as the economy sours. The Asian city-state is already home to the regional offices of hundreds of tech companies like Facebook and Google, a cluster it hopes to grow into a global tech hub and make the "linchpin" of its future economy.

Foreign labor has long been a socially sensitive topic in Singapore, which is due to hold an election in the next 18 months. It was seen as one of the biggest issues for voters in the ruling party's worst election result in 2011. Singapore has been tightening conditions for hiring foreign professionals in recent years, and said in February quotas for foreign workers in the services sector would be further reduced. Risks of a looming recession with growth rates at a decade-low and a slight uptick in citizen unemployment - although low by global standards at 3.3% - have brought the issue back into the limelight.

SOUTH KOREA THE COLORFUL WAY WORKERS COPE WITH LONG HOURS



Although the South Korean government cut maximum working hours from 68 hours to 52 hours per week in 2018, with the expectation of boosting productivity and encouraging work-life balance, many

young South Koreans still often find themselves at their desks. Working in the country with the world's longest office hours, a growing number of South Koreans are keen on decorating their desks with zeal to bring a little color to their days.

'Deskterior', a portmanteau of 'desk' and 'interior', is the act of decorating one's office desk with favored, adorable items. The term is becoming increasingly popular on South Korean social media, especially among young employees. In a 2017 poll of 788 workers conducted by the job search engine Job Korea, 44% of women and 29.7% of men said they thought of themselves as a so-called 'deskterior person'. The trend is especially popular with millennials: 44.6% of people in their 20s and 36.5% of people in their 30s identified with the trend, compared to only 26.9% of respondents in their 40s.

As interest in deskteriors has grown, a new market for quirky office supplies has emerged: there are wireless keyboards, laptop stands, colorful desk mats, sitting cushions, mood lights, action figures, wrist guards, small plants and air fresheners. You can even find mini water purifiers and small vacuum cleaners for desks. In South Korea hard work is a virtue. South Koreans work on average 2,024 hours per year - 278 hours longer than the OECD average of 1,746 hours.

USA APPROXIMATELY 164,000 JOBS WERE CREATED IN JULY 2019



Approximately 164,000 jobs were created in the USA in July 2019, and the national unemployment rate remained at 3.7%, according to the Bureau of Labor Statistics. Employment increased in professional and technical services, health care, social assistance, and financial activities. Professional and technical services jobs led the way with 31,000 new positions. Health care rose 30,000, social assistance added 20,000 jobs and financial activities increased 18,000. Despite simmering worries of a manufacturing slowdown, jobs in the sector increased by 16,000. However, mining jobs fell by 5,000. The total labor force came in at a record-high 163.4 million in July.

SWITZERLAND MAJOR COMPANIES WILL BE REQUIRED TO REVIEW PAY GAPS BETWEEN MALE AND FEMALE STAFF

Major Swiss companies will be required to review pay gaps between male and female staff from next year under rules recently adopted by the government, part of a bid to close a gender divide in one of the world's richest countries. Despite its high quality of life, Switzerland lags other developed economies in female pay and workplace equality. Swiss women earn roughly 20% less than men. While that is an improvement from about a third less in 1991, the discrimination gap – meaning differences that cannot be explained by rank or role – has actually worsened since 2000, government data show. The Swiss cabinet agreed to require companies employing 100 or more people to conduct internal analyses of pay gaps between men and women from next year, with studies to be completed by June 2021.

ILO NEWS



International Labour Organization

YOUTH DELEGATES CALL FOR SYSTEMATIC CHANGES TO GLOBAL YOUTH EMPLOYMENT POLICIES



More than 200 young change makers from 65 countries have issued a call for a range of "systematic changes" in youth employment policies, noting that "business as usual is not working for youth".

They issued the recommendations at the end of the three-day ILO Global Youth Employment Forum, attended by the ILO's Director-General, Guy Ryder, in Abuja, Nigeria. The proposals will inform implementation of the ILO Call for Action on Youth Employment, until 2030.

The young delegates called for macro-economic and sectoral policies that target employment - rather than just economic growth - and build resilience to climate change. They also stressed the need for greater investment in access to quality education and skills development systems. This should be complemented by tailored approaches to lifelong learning and skills certification, which utilize technology and

protect the rights of those in internships and apprenticeship schemes.

Labour market policies should place more emphasis on job quality and targeting, so that the benefits reach young women, young people with disabilities, young migrants and refugees, young platform economy and informal sector workers, youth in the rural economy and in hazardous occupations, and those from indigenous and ethnic groups.

More emphasis should be placed on the transition from low-quality, low-productivity self-employment to more productive, innovative, entrepreneurship. In particular, there is a need for policies and regulations that respect the rights of young workers in the platform economy.

In addition, delegates called for gender equality and greater protection for youth labour rights and related issues, such as the right to time sovereignty, data privacy, internet access and the right to disconnect.

TRADE UNION NEEDS COMPREHENSIVE REFORM: VIETNAMESE PM



The implementation of international labor-related commitments in the new generation of free trade agreements and Conventions of the ILO requires Vietnam's trade union to undertake a comprehensive

reform. The message was delivered by Vietnamese Prime Minister Nguyen Xuan Phuc at a high-level event organized in Hanoi on 28 July to celebrate 90 years of Vietnam's Trade Union.

The reform is needed so the Vietnam General Confederation of Labour (VGCL) could "continue to maintain and bring into full play its achievements and glorious history over the past 90 years of establishment and development, while reaffirming its leading role in guiding the national workers' movement in the new context".

The Prime Minister pointed out the action points VGCL should take, in which he highlighted that the organization needs to do well with its core union function of representing and safeguarding the legitimate rights and benefits of workers to be able to win the confidence of workers.

To do this, he requested VGCL to take the lead in proposing recommendations to the State, cooperating with employers' organizations and encouraging all workers to fully implement the ILO Centenary Declaration which was adopted in June 2019.

Referring to the new Declaration, the Prime Minister emphasized "effective lifelong learning and quality education for all, comprehensive and sustainable social protection, respect for workers' fundamental rights, an adequate minimum wage, maximum limits on working time, safety and health at work, and work-life balance".

VGCL has now nearly 10.5 million members across the country. It is one of the tripartite partners of the ILO in Vietnam, alongside with the Ministry of Labour,

Invalids and Social Affairs, the Vietnam Chamber of Commerce and Industry and the Viet Nam Cooperatives Alliance.

CHINA ILO JOINS NATIONAL STAKEHOLDERS IN THE FIGHT AGAINST PNEUMOCONIOSIS



The ILO and the National Health Commission (NHC) gathered with representatives of 18 Chinese Provinces and occupational health managers of important companies to exchange views and best practices on the prevention and control of pneumoconiosis. Exposure to dust hazard is the main cause of this incurable but yet preventable disease.

The seminar took place on July 16 in Dalian and followed the adoption of the first ever National Action Plan on the Prevention and Control of Pneumoconiosis, demonstrating the commitment of the Chinese government to fight the occupational disease. According to national statistics, pneumoconiosis accounts for nearly 90% of all reported occupational diseases in China. The seminar provided an opportunity for key stakeholders, including the All-China Federation of Trade Unions, occupational health service providers and academics, to put forward proposals in support of the implementation of the National Action Plan.

Wu Zongzhi, Director-General of Occupational Health Department of the

NHC, welcomed the ILO's support in improving occupational health in China. "Knowing about international experience and good practices is important to help us in the fight against pneumoconiosis", he said.

Claire Courteille-Mulder, Director of the ILO Country Office for China and Mongolia, called for joint efforts to win the battle against pneumoconiosis. "The ILO has been in this fight for over 90 years and some countries have managed to substantially reduce the incidence of the disease. The fight against pneumoconiosis can be won in China and indeed everywhere in the world as it is a preventable disease", she said.

SRI LANKA STRENGTHENING PARTNERSHIPS FOR COMBATTING HUMAN TRAFFICKING



To commemorate the World Day against human trafficking, which falls on 30th of July, a group of development partners including International Labour Organization, International Organization for Migration, Save the Children, The Asia Foundation, Helvetas Swiss Inter-cooperation, and United Nations office on Drugs and Crime, who are currently implementing counter trafficking projects, came together to coordinate the counter trafficking efforts in Sri Lanka with a view to maximizing the impact of activities being implemented.

Despite sustained measures taken at the international and national levels, human trafficking remains an issue in Sri Lanka. The complexity of the crime, difficulty in identifying victims, challenges in prosecuting perpetrators and the ever-changing nature of the crime itself, requires a more collective and comprehensive response from the government, civil society and other stakeholders.

Supported through contributions made by the United States Department of State and the UK Immigration Enforcement, the event brought together key members of the National Anti-Human Trafficking Task Force (comprising of representatives from Government institutions), the Civil society Organizations (CSOs) and the development partners on a common platform to create a dialogue on prevention, protection and prosecution aspects related to human trafficking and to strengthen partnerships to counter the scourge of human trafficking. It will pave way for strengthened collaboration between government stakeholders, development partners and the civil society to combat human trafficking in the country.

INDONESIA STRENGTHENING THE ROLES OF LABOR INSPECTORS IN HIV PREVENTION PROGRAM

Around 27 labor inspectors of the Ministry of Manpower from seven selected provinces participated at HIV/AIDS Training for Labour Inspector held in Bogor, West Java, Indonesia recently. The training was aimed at raising the awareness on HIV/AIDS, mainstream HIV/AIDS issues on occupational safety and health (OSH) programs, strengthen the implementation of technical instruction of the Ministerial Decree on HIV and further learn from companies' best practices for replication.

During the training, the participating labor inspectors identified key challenges they face in their regions. Some of the identified challenges included main focuses of companies and inspectors on other key labor issues such as wages, working contracts, working hours and so forth, and voluntarily implementation of HIV/AIDS prevention program and lack of understanding from companies on the benefits of the HIV prevention program.

To enhance understanding, knowledge and skills of the labor inspectors, the training applied a participatory training method where all the participants were forced to actively and interactively involve in the training process. In addition to the testimonial given by a worker with HIV, a role play activity also further engage the participants with real cases and issues of HIV at the workplace.

The training concluded with the establishment of workplans and action plans from each participating province. The workplan will act as guidance and to strengthen actions taken by labor inspectors in ensuring the implementation of HIV prevention program at the company level including the quality of implementation program on reducing stigma and discrimination at workplace.

UK HOUSE OF LORDS PRAISES ILO ON ITS CENTENARY

Members of the UK House of Lords highlighted some of the achievements of the ILO and pointed to its continued relevance in a changing world of work. Speaking during a general debate, Lord Jordan (Labour) highlighted what he called the ILO's "fight against great social injustices, such as apartheid, child labor and modern slavery."

"By its adoption of a comprehensive range of international labor standards, it has created a floor of rights for the working world and become the world's standard bearer for what it defines as decent work," Lord Jordan, a former general secretary of the International Confederation of Free Trade Unions added.

Lord Monks (Labour) said the ILO "has been fundamental in establishing the concept and details of human rights in the workplace and upholding the dignity of people at work." The ILO, he added, "also works to secure labor rights in trade agreements: that is likely to be crucial in any post-Brexit free trade agreements that are to be negotiated."

Lord Balfe (Conservative) hailed the ILO as "the one independent voice that can put forward demands for decent working conditions, so full marks to the ILO."

Speaking on behalf of the Government, Lord Henley, parliamentary under-secretary in the Department for Business, Energy and Industrial Strategy, said, "The ILO has been instrumental in achieving safer workplaces, fairer conditions and better pay; it has been 100 years of steady progress." He pointed out that "the UK took an active part in negotiations on the ILO's Centenary Declaration on the Future of Work, which sets out its priorities going forward, in the context of the changing world of work ... The changes in technology and culture that we face are already transforming workplaces."

BEF Event



Bangladesh Employers' Federation (BEF) organized a training program titled "Lean Manufacturing System and Applications" at the BEF during September 3-5, 2019. The overall training objective was to update knowledge and share the concept and knowledge on Lean Manufacturing system and applications among the selected participants who are working for industry. A total of 30 participants attended the training program. Mr. George Wong from the Asian Productivity Organization (APO), Japan, acted as resource person while Mr. Joha Jamilur Rahman, Training Coordinator, BEF acted as course coordinator.



Participants at training program held during September 3-5, 2019

Judgment



High Court Division
(Special Original Jurisdiction)
Writ petition No. 2729 of 2018

Syed Refaat Ahmed J

Md Iqbal Kabir J

Abu Bakkar Siddique (Md) and othersPetitioners
vs

Bangladesh, represented by the Secretary, Ministry of Energy & Mineral Resources Division,
Government of Bangladesh Dhaka and others Respondent

Judgment

February 11th, 2019

Syed Refaat Ahmed J: This Rule Nisi was issued on 25-2-2018 calling upon the Respondents to show cause as to why the failure of the Respondents in causing publication of advertisement in the national dailies for direct recruitment in the post of Driver under the Gas Transmission Company Limited (“GTCL”) should not be declared to be of no legal effect and why the Respondents should not be directed to give priority to the Writ Petitioners in the process of fresh

recruitment/appointment in the post of Driver of GTCL relaxing their age limit and/or pass such other or further Order or Orders as to this Court may seem fit and proper.

2. Well into these proceedings, and at the instance of this Court, the sixty-six Petitioners filed an Application for impleading as Added Respondent No. 13 an entity named Blue-Star Services as operates as an “outsourcing company” in the facts. That Application was allowed on 24- 10-2018

given that *inter alia* the particular entity Blue-Star Services executed an “Outsourcing Agreement” with GTCL and this Court arrived at the preliminary satisfaction that its presence as a necessary party in these proceedings would indeed facilitate a more effectual and complete adjudication of all questions and issues in this Writ Petition, thereby, avoiding a multiplicity of proceedings.

3. The Petitioners filed this Writ Petition challenging the failure of GTCL to advertise in the national dailies the direct recruitment of drivers according priority to the Petitioners in the consequential process of fresh recruitment /appointment of drivers under GTCL.

4. GTCL is a subsidiary company of Bangladesh Oil, Gas and Mineral Corporation (hereinafter referred to as “Petrobangla”), and is a hundred percent government owned company. GTCL was registered on 14-12-1993 under the Companies Act, 1913 as a public limited company. GTCL was formed with the objective of establishing a balanced and reliable national gas transmission network with effective and unified control to ensure transportation of required gas for meeting the increasing gas demand in the country. GTCL commenced its formal operation on 23-1-1994 and subsequently started its commercial business from March, 1994.

5. GTCL, like all other subsidiary companies of Petrobangla, is governed by the provisions of its own employment regulations being the Service Regulations, 1996 (as amended in 2005) as approved by Petrobangla for its subsidiary companies during its 352nd Board Meeting held on 6-6-2005 and later adopted by GTCL.

6. A sheet anchor of the Petitioners’ case is Serial No. 25 of the Schedule of the

Service Regulation (the Schedule, itself being amended in 2015). The Schedule specifies the process and qualifications for appointment to listed posts with Serial No. 25, in particular, signifying the post, qualification and experience of drivers, technicians, junior transport supervisors, junior plant operators and similar posts and spelling out the process of such appointments. The Petitioners, however, take issue with and challenge the veracity and authenticity of a perceived appendage to the Schedule identifying “Outsourcing Posts” and enumerating eight posts, inclusive of drivers, whose appointments will be on outsourcing basis. Explained further in this appendage is the fact that as per the 292nd and 317th GTCL Board Meetings held on 28-12-2011 and 19-12-2012 respectively provision has been made on a limited scale in the institutional framework or organogram for *inter alia* for only six permanent posts for drivers. The Petitioners consider this entry to be an aberration wholly contradictory to and in negation of the tenor and purport of the entries and listing under Serial No. 25 of the Schedule. They further allege the resort to subterfuge in including the “Outsourcing Posts” list at the very end of the Schedule in a manner as is *mala fide* and illegal.

7. The Respondents for their part allege at this juncture that the Writ Petitioners suppressing this very significant part of the Schedule regarding outsourcing filed the instant Writ Petition. They, accordingly, maintain that GTCL obtained service from the Writ Petitioners wholly in accordance with the provisions of the Service Regulations. Here they draw this Court’s attention to Regulation No. 555(1) of the Service Regulations as states that

“ ৫৫(১)- যেই ক্ষেত্রে এই প্রবিধানমালা অনুসরণে অসুবিধা দেখা দেয়, সেই ক্ষেত্রে কোম্পানী বোর্ডের সিদ্ধান্ত অনুযায়ী উক্ত বিষয়ে প্রযোজ্য বা অনুসরণীয় পদ্ধতি নির্ধারণ করিতে পারিবেন।

(২) এই প্রবিধানমালায় কোন বিষয়ে সুস্পষ্ট ও সুনির্দিষ্টভাবে উল্লেখ না থাকিলে অথবা উহা প্রয়োগে অসুবিধা দেখা দিলে সেই ক্ষেত্রে সরকারী নিয়ম/বিধি অথবা শ্রম ও শিল্প আইন প্রয়োগ করা যাইতে পারে, এবং উক্ত প্রবিধানমালার সাথে সংশ্লিষ্ট কোন বিষয়ে সরকার কর্তৃক সময় সময় জারীকৃত আদেশ/নির্দেশ/সংশোধনী কোম্পানী বোর্ড এর অনুমোদনক্রমে এই প্রবিধানমালায় অন্তর্ভুক্ত বলিয়া গণ্য করা যাইবে।

(৩) বর্তমানে কোম্পানী সমূহে যে সকল সুযোগ সুবিধা বিদ্যমান রহিয়াছে, উহা বহাল রাখা যাইতে পারে। তবে, শর্ত থাকে যে, এই প্রবিধানমালা কার্যকরী হইবার পর প্রযোজ্য ক্ষেত্রে প্রয়োজনীয় সংশোধন, পরিবর্তন, পরিবর্ধন বা সমমানের সিদ্ধান্ত কোম্পানী বোর্ড গ্রহণ করিতে পারিবেন।”

Therefore, the Respondents argue, whenever there is any difficulty in following/applying any of the provisions under the Service Regulations GTCL is empowered, as per decision taken in Board Meeting, to issue orders, general or special, determining the method to be applied or followed in dealing with the said difficulty and, thereby, to operate flexibly albeit within the bounds of the law.

8. GTCL's authority and discretion to act in this regard is also notably hedged by a set of guidelines issued by the Ministry of Finance termed 'আউটসোর্সিং (Out Sourcing)' “এর মাধ্যমে “সেবা গ্রহণ নীতিমালা, ২০০৮” on 7-8-2008 (Outsourcing Guidelines, 2008), the relevant clauses of which are as follows:

২। সংজ্ঞা- বিষয় কিংবা প্রসঙ্গের পরিপন্থি কিছু না থাকিলে, এ নীতিমালা-

(ক) “কর্তৃপক্ষ” বলতে সেবা গ্রহণকারী সংস্থার নিয়োগ বিধিতে বর্ণিত নিয়োগকারী কর্তৃপক্ষ বুঝাবে। প্রকল্পের ক্ষেত্রে প্রকল্পের পিপি/ডিপিপি/টিএপিপিতে বর্ণিত নিয়োগকারী কর্তৃপক্ষ বুঝাবে;

(খ) “স্বীকৃত প্রতিষ্ঠান” বলতে সরকার বা সরকার কর্তৃক প্রদত্ত ক্ষমতাসম্পন্ন কোন প্রতিষ্ঠান কর্তৃক অনুমোদিত রেজিস্ট্রার্ড প্রতিষ্ঠান বুঝাবে;

(গ) “নিয়োগবিধি” বলতে সেবা গ্রহণকারী কর্তৃপক্ষের জন্য প্রযোজ্য নিয়োগ বিধিমালা/প্রবিধানমালা বুঝাবে।

৩। সেবা গ্রহণের ক্ষেত্রে:-

আউটসোর্সিং (Out Sourcing) এর মাধ্যমে সেবা গ্রহণের ক্ষেত্রে, নিম্নোক্ত বিষয়গুলো অনুসরণযোগ্য হবেঃ

(ক) আউট সোর্সিং এর মাধ্যমে যে সব পদের বিপরীতে সেবা গ্রহণ করা হবে ঐসব পদের মাধ্যমে সেবা গ্রহণের বিষয়টি সংশ্লিষ্ট নিয়োগ বিধিতে এবং প্রকল্পের ক্ষেত্রে প্রকল্প পিপি/ ডিপিপি/টিএপিপিতে সুস্পষ্টভাবে উল্লেখ থাকতে হবে;

(খ) যে সমস্ত আউটসোর্সিং এর জন্য চিহ্নিত সে সকল পদে স্থায়ী, অস্থায়ী বা সাময়িক কোনরূপ নিয়োগ দেয়া যাবে না;

(গ) সংস্থাপন মন্ত্রণালয় এবং অর্থ বিভাগের সম্মতিক্রমে যে কোন সংস্থা আউটসোর্সিং এর মাধ্যমে সেবা গ্রহণ করতে পারবে;

(ঘ) কর্তৃপক্ষ প্রয়োজন মনে করলে আউটসোর্সিং এর মাধ্যমে তৃতীয় ও চতুর্থ শ্রেণীর যে কোন পদের সেবা গ্রহণের প্রস্তাব প্রশাসনিক মন্ত্রণালয়ের মাধ্যমে প্রেরণ করতে পারবে;

৪। সেবা গ্রহণের মেয়াদঃ-

দৈনিক/মাসিক/বাৎসরিক ভিত্তিতে প্রতিযোগীতামূলক স্বীকৃত প্রতিষ্ঠান হতে সেবা গ্রহণ করা যাবে।

৭। সেবা গ্রহণের শর্তঃ-

আউটসোর্সিং (Out Sourcing) এর মাধ্যমে সেবা গ্রহণের ক্ষেত্রে,

(ক) কোন ব্যক্তি বিশেষের সাথে কর্তৃপক্ষের চুক্তি (Contract) হবে না। স্বীকৃত প্রতিষ্ঠানের সাথে চুক্তি সম্পাদিত হবে। কোন ব্যক্তির নামে নিয়োগপত্র ইস্যু করা যাবে না;

(খ) আউটসোর্সিং এর পদগুলি কি ধরনের হবে, এর নিয়োগ যোগ্যতা, বয়স, শারীরিক/মানসিক সুস্থতা ইত্যাদি পদ সৃষ্টির জি, ও-তে সুস্পষ্টভাবে উল্লেখ করতে হবে। কোন ক্ষেত্রে জি,ও-তে এগুলোর উল্লেখ না থাকলে নিয়োগকারী কর্তৃপক্ষ অনুরূপ পদ রয়েছে এমন কোন নিয়োগ বিধিমালা এবং এতদবিষয়ে সরকার কর্তৃক অনুমোদিত/জারীকৃত নির্দেশনা অনুসরণ করে নিয়োগ যোগ্যতা নির্ধারণ করতে হবে;

(গ) যে সকল পদের বিপরীতে সেবা গ্রহণ করা হবে সে সকল পদের জন্য সকল পদের বিপরীতে সেবা গ্রহণ করা হবে সে সকল পদের জন্য সংস্থাপন মন্ত্রণালয় ও অর্থ বিভাগের সম্মতিসহ অর্থ বিভাগ কর্তৃক পৃষ্ঠাংকিত জি, ও থাকতে হবে।

(ঘ) পদ সৃষ্টির জি, ও-তে সংখ্যক পদ আউটসোর্সিং এর জন্য সৃষ্টি করা হবে তার অধিক লোকবলের সেবা আউটসোর্সিং এর মাধ্যমে গ্রহণ করা যাবে না।

(ঙ) ড্রাইভারের সেবা আউট সোর্সিং এর মাধ্যমে গ্রহণের ক্ষেত্রে গাড়ীসহ ড্রাইভারের সেবা গ্রহণকে অগ্রাধিকার প্রদান করতে হবে।

(চ) আউট সোর্সিং এর মাধ্যমে সেবা গ্রহণের ক্ষেত্রে সরকার কর্তৃক সময়ে সময়ে জারীকৃত আইন, বিধিমালা, নির্দেশনা ইত্যাদি অনুসরণযোগ্য হবে।

(Emphasis added by this Court)

Pausing here to decipher the salient features of the Outsourcing Guidelines, 2008 this Court distils the following as most relevant in the facts:

- i. The identification of a “Service Recipient” appointing authority and a duly registered institutional service provider identified as a “Recognized Institution”;
- ii. Services to be procured through outsourcing must be specified as such in the Service Recipients’ service regulations (akin, therefore, to the Service Regulations, 1996 in the instant case);
- iii. Outsourced services are to be treated as a distinct genre of service and are not to be termed additionally as “permanent”, “temporary” or “periodic”;
- iv. Procurement of outsourced services is mandatorily to be governed by bilateral contracts institutionally entered into by the Service Recipient appointing authority (akin to GTCL in

the instant case) and the service providing Recognized Institution (akin to Blue-Star Services in the instant case) with an express absolute prohibition on the issuance of appointment letters to any individual (the prohibition is, therefore, of any contractual privity established between a Service Recipient appointing authority and an individual worker/hired service);

- v. Drivers constitute a notable category of outsourced hired services; and
- vi. Employment generated through outsourcing shall remain governed by laws, rule and guidelines etc. issued periodically.

In the facts, GTCL as per Office Order No. 179/2016 dated 18-12-2016 and following the Public Procurement Act, 2006 and Public Procurement Regulations, 2008 and, most importantly, the Outsourcing Guidelines, 2008 entered into a contract or Outsourcing Agreement with Blue-Star Services (service provider/ contractor) for hiring drivers on outsourcing basis. The preeminently relevant clause of the Agreement between GTCL and Blue-Star reads as follows:

ধারা-৪ (গ)ঃ কোন ব্যক্তি বিশেষের কর্তৃপক্ষের চুক্তি হইবে না। শুধুমাত্র নির্বাচিত জনবল সরবরাহকারী প্রতিষ্ঠানের সাথে চুক্তি সম্পাদিত হইবে। কোন ব্যক্তির নামে জিটিসিএল কর্তৃক কোন নিয়োগ পত্র ইস্যু করা হইবে না।

That provision being Clause 4(C) translates into providing that there will be no contract of employment with any individual but that such contracts shall be with a human resource supplier institution, i.e., a Recognized Institution. The Clause consequentially expressly rules out any possibility of GTCL issuing any appointment

letter to any driver hired on an outsourcing basis.

9. Therefore, consonant with the salient elements of the Outsourcing Guidelines, 2008 in particular and as reflected in clause 4 of the Outsourcing Agreement, the Writ Petitioners were hired through Blue-Star Services. GTCL did not issue any appointment letter to any of the Writ Petitioners rather executed the Agreement with Blue-Star to hire drivers purely on an outsourcing basis.

10. The entrenched practice of hiring drivers through the outsourcing mechanism is further solidified by the Ministry of Finance's circular of 27-1-2016 determining the national pay scale for outsourced posts including drivers as falls under grade 16. It is asserted that GTCL following the said circular accordingly determined the salary and other benefits of its own outsourced drivers like the Petitioners. It is at this juncture that GTCL's learned Advocate, Mr Murad Reza has taken us through the contractual minutiae that further project the three-tiered interests involving the Service Recipient appointing authority GTCL, the Recognized Institutional Service Provider Blue-Star Services and the hired drivers. That notwithstanding, the outsourcing contractual régime is one that ensures that privity of contract is established purely between the institutional appointing and service providing authorities to the exclusion wholly of the hired workers (in this case the drivers). The outcome is that the hired workers remain within the ambit of employment by the service provider only.

11. Mr Murad Reza explains that as per the 2016 circular issued by the Ministry of Finance and as per the Outsourcing Agreement between GTCL and Blue-Star, Blue-Star issues bill for the salary and benefits drivers hired on outsourcing and,

accordingly, GTCL pays 10.98% of the total money as commission to the outsourcing company, Blue-Star. Furthermore, emphasized aptly by particular reference to clause 33 of the Outsourcing Agreement between GTCL and Blue-Star is that the drivers hired from Blue-Star are treated as employees of Blue-Star. Mr Reza emphasizes that since GTCL as per the Service Regulations, the circular of the Ministry of Finance and the Outsourcing Agreement with Blue-Star hired the Writ Petitioners, there is no illegality or violation of any such regulation or law in whatsoever manner.

Furthermore, he argues that there is no mandatory provision in any regulation or law requiring GTCL to resort to direct recruitments for the post of driver through advertisements as contended and claimed by the Petitioners. GTCL, in particular, emphasises that the Petitioners were hired as outsourced employees through the added Respondent No. 13, Blue-Star service provider. The Petitioners were not appointed by GTCL. GTCL never issued any appointment letters to the Petitioners. The certificates which the Petitioners annexed with the Writ Petition were issued by GTCL certifying the Petitioners' skills as drivers but are definitely not an attestation of their claimed status of employees appointed by GTCL.

(To be Continued)

Source: The Dhaka Law Reports (July 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	207.58	223.80	186.79	204.50	171.80	214.45	180.77	181.78	168.02	204.21
2015-16	219.86	234.77	200.66	233.38	182.74	227.39	199.94	201.34	171.01	211.61
2016-17	231-82	248.90	209.92	243.56	194.01	235.85	206.70	210.78	177.56	217.51
2017-18	245.22	266.64	217.76	255.24	200.25	249.68	209.28	218.80	183.65	223.81
2018-19	258.65	281.33	229.58	277.64	206.98	265.25	215.31	235.23	186.72	239.87
2018-19										
November	258.00	281.24	228.21	275.46	204.77	265.68	214.91	234.47	185.35	239.18
December	258.13	281.17	228.60	275.85	205.26	265.97	215.17	235.17	185.41	239.33
January	261.58	285.50	230.91	277.56	209.66	266.24	216.04	235.83	188.11	240.53
February	261.36	284.96	231.10	277.68	209.72	266.35	216.08	236.23	188.14	241.42
March	262.45	286.78	231.25	277.74	209.77	266.57	216.18	236.90	188.16	241.46
April	262.73	286.46	232.31	281.42	209.84	267.59	216.39	238.13	188.47	243.07
May	259.63	279.83	233.72	287.06	210.16	267.89	216.51	240.86	188.54	243.18
June	260.44	279.65	235.82	287.02	211.79	275.14	218.01	242.76	188.70	247.55
July	263.69	284.54	236.95	287.36	214.54	275.53	218.09	243.26	188.78	247.86

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	209.10	221.02	190.13	214.07	171.34	209.29	187.18	174.09	183.84	212.34
2015-16	220.10	230.31	203.86	242.26	179.19	222.11	211.04	188.69	187.84	221.12
2016-17	231.02	243.08	211.83	253.51	187.45	229.57	219.35	193.71	194.81	226.47
2017-18	244.17	259.86	219.21	263.96	192.89	246.23	221.15	197.24	201.31	233.72
2018-19	256.74	273.55	230.01	282.76	198.99	261.30	225.86	207.51	205.05	253.71
2018-19										
November	256.11	273.03	229.18	281.09	198.19	261.76	225.87	207.39	203.32	251.81
December	256.19	272.94	229.53	281.46	198.85	261.98	226.18	207.47	203.39	251.90
January	260.22	278.61	230.96	283.42	200.68	261.83	226.34	207.92	206.61	253.74
February	259.93	278.00	231.18	283.60	200.78	261.98	226.37	208.06	206.64	255.13
March	261.10	279.85	231.26	283.65	200.82	262.22	226.43	208.22	206.65	255.17
April	261.27	279.59	232.12	284.53	200.93	263.56	226.60	209.81	207.22	258.04
May	256.87	271.64	233.36	290.09	201.20	263.85	226.69	210.64	207.33	258.19
June	257.52	271.45	235.36	290.04	202.71	271.88	226.71	212.83	207.48	261.49
July	260.97	276.21	236.71	290.39	206.35	272.29	226.72	213.10	207.60	261.89

Source: Bangladesh Bureau of Statistics

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

Period	General Index	Index by expenditure group								
		1. Food & Beverage	2. Non-Food	I. Clothing & Footwear	II. Fuel & Lighting	III. Household Equipment	IV. Medical Care & Health Expenses	V. Transport & Communication	VI. Recreation, Entertainment,	VIII. Misc. Goods & Services
2014-15	204.76	230.56	182.32	197.93	172.33	223.53	169.80	190.26	150.95	194.16
2015-16	219.31	245.66	196.39	216.50	186.86	236.67	180.93	215.50	152.84	199.87
2016-17	233.29	263.09	207.38	224.66	201.60	246.87	158.05	229.59	158.93	206.45
2017-18	247.17	283.19	192.83	238.69	208.77	255.74	188.96	242.55	164.59	211.57
2018-19	262.17	300.30	229.00	267.92	216.22	272.20	197.25	265.77	166.95	222.78
2018-19										
November	261.51	301.28	226.91	264.77	212.38	272.57	196.16	264.31	165.96	223.59
December	261.72	301.22	227.35	265.19	212.68	273.01	196.32	265.69	166.01	223.80
January	264.09	302.30	230.85	266.41	220.05	273.99	198.42	266.58	168.15	224.22
February	264.01	301.96	231.00	266.46	220.07	274.04	198.48	267.27	168.17	224.48
March	264.94	303.69	231.24	266.53	220.13	274.23	198.63	268.51	168.20	224.53
April	265.44	303.23	232.57	275.52	220.16	274.67	198.91	269.33	168.24	224.59
May	264.73	299.83	234.20	281.32	220.53	274.99	199.09	274.16	168.27	224.66
June	265.85	299.67	236.42	281.28	222.29	280.88	203.13	275.75	168.43	230.34
July	268.72	304.86	237.28	281.60	224.02	281.34	203.32	276.50	168.47	230.53

Source: Bangladesh Bureau of Statistics

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

Sector	2016-17	2017-18	2018-19	May '19	June '19	July '19
General						
percentage change (Point to Point)	141.46	150.59	160.23	163.91	164.60	165.17
percentage change (over previous month)	6.50	6.46	6.40	6.64	6.58	6.45
				0.24	0.42	0.3
1. Agriculture	141.22	150.27	159.92	163.44	164.25	164.74
percentage change(over previous month)	6.59	6.41	6.42	6.73	6.69	6.41
percentage change(over previous month)				0.20	0.50	0.30
i) Agriculture	141.19	150.23	159.91	163.45	164.26	164.75
percentage change (Point to Point)	6.60	6.40	6.44	6.77	6.72	6.44
percentage change(over previous month)				0.20	0.50	0.30
ii) Fish	143.19	152.63	160.59	162.99	163.76	164.43
percentage change (Point to Point)	6.37	6.61	5.22	4.72	4.83	4.86
percentage change(over previous month)				0.30	0.47	0.41
2. Industry	140.27	149.45	158.74	162.60	163.03	163.66
percentage change (Point to Point)	6.24	6.55	6.22	6.34	6.26	6.29
percentage change(over previous month)				0.31	0.26	0.38
i) Construction	137.43	145.32	152.86	155.89	156.32	156.73
percentage change (Point to Point)	5.37	5.75	5.19	5.21	5.16	5.09
percentage change(over previous month)				0.23	0.27	0.26
ii) Production	146.01	157.81	170.66	176.20	176.64	177.71
percentage change (Point to Point)	7.22	8.08	8.14	8.45	8.30	8.52
percentage change(over previous month)				0.46	0.25	0.60
3. Service	145.01	154.44	164.78	168.91	169.49	170.31
percentage change (Point to Point)	6.60	6.51	6.69	6.82	6.68	6.98
percentage change(over previous month)				0.25	0.34	0.48

Source: Bangladesh Bureau of Statistics

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

Sector	2016-17	2017-18	2018-19	May '19	June '19	July '19
General						
percentage change (Point to Point)	140.08	150.77	160.58	164.06	164.53	164.93
percentage change (over previous month)	7.04	7.65	6.51	6.69	6.32	5.91
				0.18	0.29	0.24
1. Agriculture	138.56	150.21	160.90	164.45	164.94	165.25
percentage change(over previous month)	7.39	8.44	7.20	7.48	6.91	6.18
percentage change(over previous month)				0.13	0.30	0.19
i) Agriculture	138.51	150.06	160.88	164.44	164.93	165.24
percentage change (Point to Point)	7.39	8.37	7.21	7.50	6.92	6.19
percentage change(over previous month)				0.13	0.30	0.19
ii) Fish	144.63	155.28	163.27	165.63	166.04	166.67
percentage change (Point to Point)	7.92	7.40	5.15	4.84	4.60	4.45
percentage change(over previous month)				0.25	0.24	0.38
2. Industry	139.30	148.73	157.01	160.31	160.71	161.18
percentage change (Point to Point)	6.21	6.79	5.57	5.64	5.52	5.38
percentage change(over previous month)				0.24	0.25	0.29
i) Construction	137.00	145.55	153.16	156.06	156.46	156.77
percentage change (Point to Point)	6.04	6.27	5.23	5.24	5.10	4.81
percentage change(over previous month)				0.22	0.26	0.20
ii) Production	144.15	155.45	165.16	169.28	169.69	170.48
percentage change (Point to Point)	6.55	7.84	6.25	6.43	6.35	6.48
percentage change(over previous month)				0.29	0.24	0.46
3. Service	148.78	158.98	168.39	172.05	172.58	173.20
percentage change (Point to Point)	7.63	6.88	5.92	5.96	5.79	6.05
percentage change(over previous month)				0.23	0.31	0.36

Source: Bangladesh Bureau of Statistics

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

Sector	2016-17	2017-18	2018-19	May '19	June '19	July '19
General	141.54	149.62	158.79	162.44	163.08	163.72
percentage change (Point to Point)	5.79	5.71	6.13	6.45	6.34	6.38
percentage change (over previous month)				0.21	0.39	0.40
1. Agriculture	141.36	149.40	158.75	162.38	163.10	163.72
percentage change(over previous month)	6.08	5.69	6.25	6.76	6.59	6.43
percentage change(over previous month)				0.20	0.44	0.38
i) Agriculture	141.21	149.20	158.62	162.32	163.03	163.65
percentage change (Point to Point)	6.05	5.65	6.31	6.87	6.70	6.52
percentage change(over previous month)			0.54	0.20	0.44	6.52
ii) Fish	145.23	154.73	162.12	164.04	164.85	165.67
percentage change (Point to Point)	6.72	6.55	4.76	3.98	3.96	4.38
percentage change(over previous month)				0.25	0.49	0.50
2. Industry	141.32	149.31	157.67	161.11	161.57	162.19
percentage change (Point to Point)	5.33	5.65	5.60	5.59	5.60	5.73
percentage change(over previous month)				0.19	0.28	0.38
i) Construction	141.21	149.00	156.85	160.10	160.51	161.12
percentage change (Point to Point)	5.40	5.52	5.27	5.23	5.24	5.40
percentage change(over previous month)				0.15	0.26	0.38
ii) Production	141.72	150.45	160.66	164.77	165.40	166.07
percentage change (Point to Point)	5.13	6.15	6.79	6.88	6.89	6.94
percentage change(over previous month)				0.34	0.39	0.41
3. Service	142.69	151.09	161.00	165.14	165.76	166.55
percentage change (Point to Point)	5.53	5.88	6.58	6.80	6.69	7.17
percentage change(over previous month)				0.26	0.38	0.48

Source: Bangladesh Bureau of Statistics

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

Sector	2016-17	2017-18	2018-19	May '19	June '19	July '19
General	140.33	148.99	159.48	163.37	164.30	165.02
percentage change (Point to Point)	6.52	6.17	7.03	7.30	7.22	7.11
percentage change (over previous month)				0.29	0.57	0.44
1. Agriculture	140.47	149.08	159.59	163.26	164.35	165.04
percentage change(over previous month)	6.72	6.13	7.05	7.34	7.27	7.07
percentage change(over previous month)				0.24	0.67	0.41
i) Agriculture	140.47	149.08	159.59	163.26	164.35	165.03
percentage change (Point to Point)	6.72	6.13	7.05	7.35	7.27	7.07
percentage change(over previous month)				0.24	0.67	0.41
ii) Fish	141.34	151.28	161.63	164.66	165.89	166.67
percentage change (Point to Point)	7.80	7.03	6.85	5.97	6.43	6.26
percentage change(over previous month)				0.28	0.75	0.47
2. Industry	139.69	148.00	157.67	162.01	162.49	163.23
percentage change (Point to Point)	6.05	5.95	6.53	6.92	6.83	6.97
percentage change(over previous month)				0.43	0.29	0.46
i) Construction	135.72	143.17	151.10	154.39	154.82	155.31
percentage change (Point to Point)	5.25	5.49	5.53	5.59	5.59	5.65
percentage change(over previous month)				0.26	0.28	0.31
ii) Production	143.58	152.75	164.12	169.49	170.01	171.01
percentage change (Point to Point)	6.81	6.38	7.44	8.13	7.96	8.18
percentage change(over previous month)				0.59	0.31	0.58
3. Service	140.95	151.29	164.14	169.09	169.71	170.85
percentage change (Point to Point)	5.88	7.32	8.51	8.18	7.89	8.07
percentage change(over previous month)				0.35	0.36	0.67

Source: Bangladesh Bureau of Statistics

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

SL. No. Item with specification	Unit	2016-17	May'19	June'19	July'19
I. Cereals:					
1. Rice : Najershail/Minikat	kg	62.94	58.35	58.05	58.00
2. Rice : Pajam/Equivalent	kg	58.20	54.49	54.47	54.40
3. Rice : Irri/Boro	kg	49.57	44.54	43.70	43.65
4. Wheat (atta), white, Packet	kg	40.00	40.00	40.00	40.00
II. Pulses					
5. Moogdal (husked)	kg	118.24	114.00	112.98	112.48
6. Lentil (husked)	kg	110.57	102.45	100.35	100.06
III. Sugar & Molasses :					
7. Sugar (White)	kg	60.12	52.00	58.52	60
8. Molasses (Sugarcane)	kg	93.22	98.50	98.53	98.75
IV. Protein Items					
9. Fish-Rohu-cut piece	kg	397.11	430.00	430.12	430.30
10. Fish-Hilsa, Medium size	kg	1431.81	1830.00	1830.90	1835.12
11. Prawn/Shrimp, about 3" long	kg	725.85	750.00	750.35	750.40
12. Barbel (Shing), about 50 gram weight each	kg	775.39	780.00	780.20	780.28
13. Beef, best quality	kg	499.17	525.00	525.00	525.65
14. Mutton, best quality	kg	758.26	750.00	750.00	750.00
15. Fowl, Alive	kg	403.61	15.00	415.66	415.70
16. Egg (Hen), Farm	4pcs	28.34	33.00	36.00	40.00
17. Egg (Duck)	4pcs	48.22	60.00	60.00	60.00
V. Edible oil:					
18. Mustard oil, best quality	Litre	182.98	190.25	192.21	192.75
19. Soyabean oil, best quality	Litre	96.22	96.98	97.05	97.13

SL. No. Item with specification	Unit	2016-17	May'19	June'19	July'19
VI. Spices:					
20. Chilli (dry), best quality	kg	231.30	212.30	212.38	212.45
21. Onion (local)	kg	57.92	28.00	32.09	48.00
22. Garlic (Local)	kg	124.53	90.18	130.53	160.00
23. Turmeric (Local)	kg	204.42	140.24	155.05	156.12
24. Ginger (Local)	kg	107.09	125.00	153.54	160.00
25. Salt (fine)	kg	40.79	38.10	38.00	38.00
VII. Vegetable					
26. Potato, best quality	kg	20.30	18.00	22.00	25.00
27. Brinjal, best quality	kg	60.54	56.00	52.15	60.00
28. Lady's finger, best quality	kg	50.36	52.00	42.01	45.00
29. Papaya (green)	kg	25.54	30.00	30.00	30.00
VIII. Milk :					
30. Milk (Milk Vita packet)	Litre	71.64	80.00	80.00	80.00
31. Lactozen (Full cream) (400gm)	Each	595.77	598.12	598.42	598.47
IX. Fuel & lighting:					
32. Firewood (gazari)	Quintal	664.83	673.01	673.35	675.15
33. Kerosene	Litre	74.95	79.40	79.58	80.00
34. Matches (40 sticks)	Box	2.00	2.00	2.00	2.00
X. Clothing					
35. Long cloth (fine)	Metre	79.79	80.18	80.16	80.19
36. Long cloth (medium)	Metre	75.74	76.25	76.23	76.25
37. Saree (medium) , White Tangail handloom: A451 80x80 count 5.5 yds.	Each	708.43	725.30	725.24	725.27
38. Lungi (medium) 48" handloom 60x60	Each	536.61	798.28	798.19	798.21
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'19	June'19	July'19
XI. Housing & household Requisites:					
40. Cement (local)	50 kg	453.15	460.00	460.00	475.00
41. Aluminium (Degchi)	Gram	0.45	0.42	0.42	0.42
42. Bamboo (mulu) about 30 feet long	Each	146.72	147.80	147.89	147.98
43. Enamel plate	Each	69.94	70.00	70.00	70.00
XII. Miscellaneous:					
44. Coconut oil (unscented, imported)	50 kg	278.19	279.10	279.18	279.22
45. cigarettes (Star)	10 sticks	60.00	60.00	60.00	60.00
46. White paper	Quire	27.78	27.90	27.96	27.96
47. Blade-Sword (stainless steel)	Each	2.00	3.00	3.00	3.00

Source: Bangladesh Bureau of Statistics (BBS)