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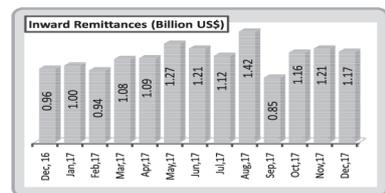
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HOW TO INCREASE EMPLOYEE COMMITMENT



By Nik Penhale Smith

Organizational commitment is the bond employees experience with their organization. Broadly speaking, employees who are committed to their organization generally feel a connection with their organization, feel that they fit in and, feel they understand the goals of the organization. The added value of such employees is that they tend to be more determined in their work, show relatively high productivity and are more proactive in offering their support.

Why commitment is important

Committed employees bring added value to the organization through their determination, proactive support, relatively high productivity and awareness of quality. They are also less likely to call in sick. Committed

employees display positive behavior within organizations, are more likely to positively refer the company to contacts and are further more likely to adopt the organization's vision and goals (both professionally and personally).

Alongside this, committed employees are much less likely to leave their current position. In light of the increasing competitive nature of organizations, employee commitment is increasingly playing a key part in retaining top talent.

How to increase employee commitment

Using data collected from our employee surveys and correlation analysis, Effactory is able to discover the extent to which factors influence employee commitment. Our research has uncovered four factors have been proven

to have the biggest influence on employee commitment levels. The influencers include: clear company goals, gaining energy from work, feeling a fit with the company and a challenging work environment.

In order to help you get to work on increasing employee commitment, the following section discusses the four influencers, why they are important and includes best practices. Simply by addressing one of the following four areas, organizations are able to positively impact employees' commitment.

1 Clear company objectives



Clarity about intended goals helps employees make better day-to-day decisions at work. Employees know what the collective objective is and they can adapt their own contribution to it accordingly. Knowing the companies objectives helps employees cooperate more efficiently with one another and further, reduces the time and resources wasted on issues that do not have any bearing on the big picture.

How can you create clear company goals?

- * Think about what your

organization's positive contribution to society may be and include this in the formulation of the organizational goal. Including the how your company benefits society helps make goals more appealing to employees.

- * Ensure top management are clear on what the goals are and that they regularly communicate these both internally and externally. In general the simpler the goal is, the easier it is to communicate, roll out and strive towards.

- * Allow each section/each team to interpret the organizational goals to form their own goals. This will make everything more specific and enables the goals to be aligned to one another.

- * Communicate regularly about any progress and whether or not your organizational goals are being reached. Doing so keeps the process of reaching goals more vibrant, and also helps in motivating employees.

2 Gaining energy from work



Employees who gain energy from their work feel good about themselves and enjoy doing their work. Apart from

the positive effect on the individual employee, organizations benefit when employees gain energy from their work. Employees who gain energy from their work are generally more productive, work better with colleagues and are more willing to develop.

How can you help employees gain energy from their work?

- * Ensure a good match between employees and their work. If there turns out to be a mismatch, assistance and/or training should be offered to bridge the gap. In the case of long-term mismatches, every effort should be made to help employees find more suitable work (either inside or outside of the organization).

- * Pay attention to employees' development. Stagnant jobs with limited challenges will diminish the energy employees get from their work. It is therefore vital that employees' jobs evolve, for instance by broadening the scope of work.

- * Discuss the biggest frustrations that employees encounter at work and challenge them to come up with solutions. Frustrations consume energy, and once removed, both employee satisfaction and energy increase.

- * Make sure the workplace atmosphere is good. Agree clearly how you wish to treat each other and invest in team building (i.e. a day out, a lunch together, joint training course etc.).

For some time now our team has, at the end of each day, written down how they felt about their energy levels (did

they have a lot of energy left, or little to no energy left) and what they had done that day. After two weeks everyone had a good picture of what personally gave them energy and what consumed their energy. Now when we are allocating duties, we take this into account.

#3 Fitting in



When employees feel like they fit in well with an organization, they feel a bond and commitment to their organization. If employees feel at home, they put a greater effort into the organization and tend to remain with the organization for a longer period of time.

How can you help employees feeling of fitting in?

- * Make sure that employees are clear about the corporate identity. Employees only know if they feel at home if they know what the organization stands for (mission/vision) and what is important to the organization (standards/values).

- * Create shared experiences among employees, as they reinforce a feeling of belonging and fitting in. Some of the most effective activities are personal meetings, as well as company-wide events.

- * Involve employees in company-

wide decisions. This helps to ensure support of the decisions, as well as clarity about employees' thoughts and feelings.

*Consider encouraging management to show their commitment to their employees. By showing a regular interest and genuine appreciation, employees are more likely to feel they fit in.

#4 Challenging work environment



In general, employees need variety and a challenge at work. When an employee feels challenged in his or her job their intrinsic motivation, joy at work and sense of achievement all increase. Overall, employees that are challenged tend to perform better and as a result, are more inclined to stay with their organization.

At Red Bull, employees are encouraged to come up with ideas themselves. These may be internally or externally focused ideas. If an idea is a good one the employee concerned is given (alone or with others) the freedom to really develop it and put it into practice. Doing so gives employees a great sense of responsibility and they also become the owner of their own promotion or event.

How can you create a challenging work environment?

* Give regular feedback. Constructive feedback about improvement opportunities can bring about a lot of challenges, although don't forget the positives!

* Discuss explicitly in the appraisal and or performance interviews whether the work is still challenging enough. In addition, discuss what makes the work challenging for someone and how best to keep it that way.

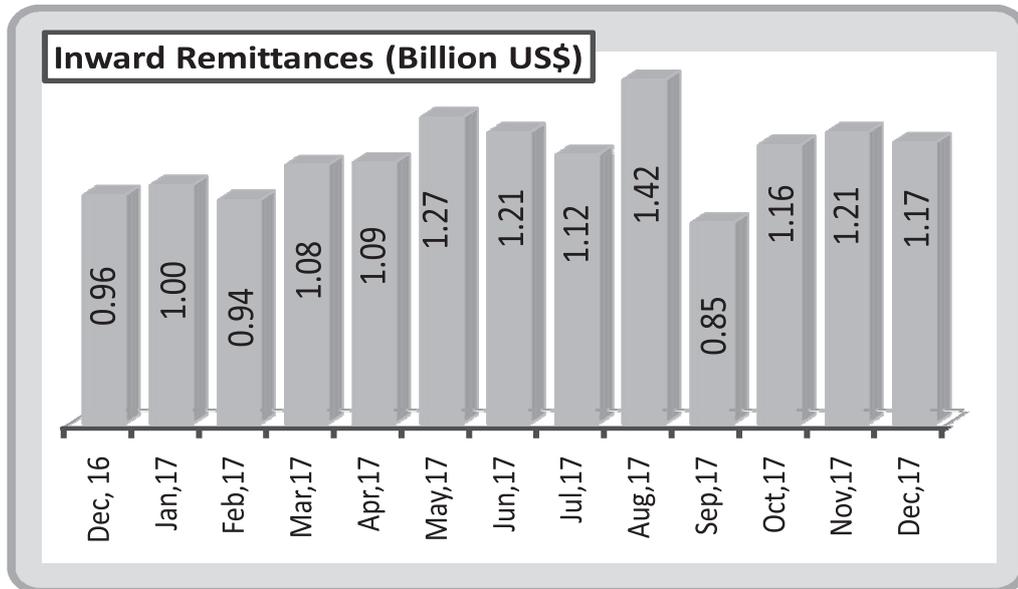
* Ensure that once in a while, employees get to look at other areas of the organization/departments. Often jobs which remain undone in one department might be seen as a welcome challenge to another.

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

*Home News***REMITTANCE INFLOW REACHED US\$ 6.94 BILLION DURING JULY-DECEMBER 2017-18**

The inward remittances received from Bangladeshi nationals working abroad reached US\$ 6.94 billion during July-December 2017-18, according to Bangladesh Bank. The remittance rose by \$0.77 billion or 12.48 percent from \$6.17 billion received during July-December 2016-17. During July-December 2017-18, \$1202.33 million remittance were received from Saudi Arabia, \$1138.36

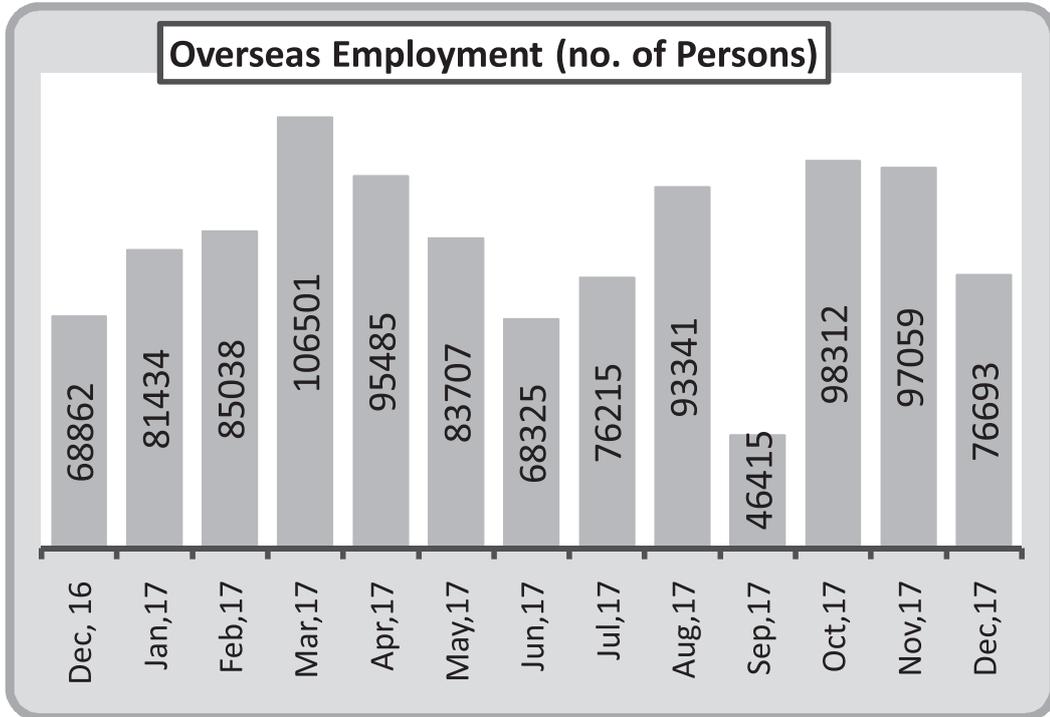
million from the United Arab Emirates, \$962.36 million from U.S.A., \$527.20 million from Kuwait, \$498.79 million from U.K., \$504.63 million from Malaysia, \$450.99 million from Oman, \$341.75 million from Italy, \$338.17 million from Qatar, \$251.07 million from Bahrain, \$145.93 million from Singapore and \$574.14 million from other countries.



Source: Bangladesh Bank

Overseas employment jumps 26.82%

A total of 488035 Bangladeshis got foreign jobs during July-December 2017-18 compared to 384836 during July-December 2016-17, showing a rise of 103199 employees or 26.82 percent, according to the Bureau of Manpower Employment and Training (BMET). During July-December 2017-18, a total of 249035 documented workers went to Saudi Arabia, 85164 to Malaysia, 38437 to Oman, 30163 to Qatar, 23967 to Kuwait, 20617 to Singapore, 9747 to Jordan, 4122 to Brunei, 3599 to Mauritius, 3366 to Lebanon, 2848 to Bahrain, 1741 to United Arab Emirates, 1092 to South Korea and 14137 to other countries.



Source: BMET

MINIMUM WAGES BOARD PROPOSED RECOMMENDING TK 5710 AS MINIMUM WAGES FOR COTTON TEXTILE WORKERS

The Minimum Wages Board recently proposed recommending Tk.5710 as minimum wages for workers of cotton textile sector. A gazette notification was issued on January 24 in this connection seeking opinions and objections within 14 days of the notification. On receipt of the opinions or objections, the board will sit with the members for scrutinizing the same and finalize the proposal recommending the minimum wages of the workers in different grades and then send the recommendations to the Ministry of Labour and Employment for final declaration.

*International News***GLOBAL CLOTHING COMPANY BACKS HUMANS OVER SEWING ROBOTS**

The march of the robots may be slower than feared: at least on the production lines in emerging markets. The world's biggest maker of clothes, Crystal Group, is betting on human workers rather than automation as it seeks to win more contracts from clients such as Marks and Spencer, Uniqlo and H&M. The company, which recently raised \$490 million in an initial public offering (IPO) in Hong Kong, said sewing robots could not compete on cost with human labor in developing countries. It is planning to expand its staff by more than 10 per cent annually in Bangladesh and Vietnam in the coming years. Most of the growth will come in Bangladesh and Vietnam.

PAKISTAN US\$9744.75 MILLION REMITTANCES IN SIX MONTHS

Remittances sent home by overseas Pakistanis amounted to US\$9744.75 million in the first six months (July-December 2017) of current 2017-18 fiscal year compared to US\$9505.11 million in the same period of 2016-17 fiscal year, the State Bank of Pakistan (SBP) said. In December 2017, the inflows of remittances amounted to US\$1723.57 million, compared to US\$1585.37 million in December 2016.

countries	December 2016(US\$ million)	December 2017(US\$ million)
Saudi Arabia	475.75	431.97
UAE	339.95	396.74
USA	182.19	234.76
UK	181.85	223.30
Kuwait	63.41	65.56
Oman	67.53	57.38
Bahrain	37.03	35.41
Qatar	35.66	30.41
Others	202.00	248.04
Total	1585.37	1723.57

Source: State Bank of Pakistan

KUWAIT AMNESTY PERIOD FOR UNDOCUMENTED MIGRANTS ANNOUNCED

Expatriates in Kuwait whose applications for residency had been rejected or whose residency permits had expired should either rectify their status or leave the country between January 29 and February 22, 2018, Kuwait's Deputy Prime Minister and Minister of Interior said.

All expatriates not having residence permits or expired residence should leave the country during the stipulated time period through official exit channels, the Arab Times reported. The amnesty is expected to benefit about 130,000 violators of residency laws, according to Kuwait Times.

JAPAN UNEMPLOYMENT HITS 24-YEAR LOW

Unemployment in Japan has fallen to its lowest level in 24 years as robust economic growth leads to a deepening shortage of labor. The unemployment rate dropped 0.1 percentage points in November 2017 to 2.7 per cent, the lowest figure since December 1994 when Japan was descending into what had become known as its “lost decade”. The continued drop in the unemployment rate, five years after an economic stimulus, highlights the durability of the economic expansion under way in Japan. The ratio of open jobs to applicants, regarded as a more sensitive indicator of the labor market than unemployment, rose from 1.55 to 1.56. That is the highest since January 1974, during Japan’s era of rapid economic growth.

EU 18.116 MILLION PEOPLE JOBLESS

Eurostat, the statistical office of European Union (EU), estimates that 18.116 million men and women in the EU were unemployed at the end of November 2017.

The EU unemployment rate was 7.3% in November 2017, down from 8.3% in November 2016. Among the Member States, the lowest unemployment rates were recorded in Czech Republic (2.5%), Germany (3.6%) and Malta (3.8%). The highest rates were observed in Greece (20.5%) and Spain (16.7%).

Compared with a year ago, the

unemployment rate in November fell in all Member States. The largest decrease was registered in Greece, Portugal, Croatia and Cyprus.

In November 2017, 3.698 million young people (aged under 25) were unemployed in the EU with unemployment rate of 16.2%. The lowest youth unemployment rates were observed in Czech Republic (5.0%), Germany (6.6%) and the highest in Greece (39.5%), Spain (37.9%) and Italy (32.7%).

GERMANY EMPLOYERS WILL BE FORCED TO REVEAL THEIR GENDER PAY GAP

German employers will be forced to reveal their gender pay gap to individual workers under a law that came into force recently. The measure grants women the right to learn how their salary compares with that of males in corresponding jobs. It can also be used by men who feel they are disadvantaged compared with female workers, although in practice that scenario is unlikely. The law applies to the private and public sectors provided the workplace has more than 200 employees.

The gender pay gap issue is particularly acute in Germany, which has one of the worst records in Europe when it comes to equal pay. According to EU data, German women are paid on average 22 per cent less than men, the biggest difference after Estonia and the Czech Republic. The average pay gap across the 28 member states is 16 per cent.

Though Germany already prohibits companies from paying different wages to men and women who do the same or similar work, in many cases, however, the workers are unaware of the pay gap or unable to prove that any exists. Under the new law, individuals have the right to ask their employer to explain how their salary measures up to that of a group of comparable employees. Workers cannot ask for a comparison with individual colleagues, but need to identify a group of at least six in a broadly similar position from the opposite sex. The law itself entered into force last year but the new right to information became effective recently.

CANADA UNEMPLOYMENT RATE FELL TO 5.7% IN DECEMBER

Canada's unemployment rate fell to 5.7 per cent in December, 2017, the lowest since comparable data began being collected in January 1976.

The Canadian economy added 79,000 new jobs in the month, as part of an upward trend seen in recent months, Statistics Canada said.

The job growth in December, when a lot of seasonal work becomes available during the holiday period, mostly took place in part-time work, which increased by 55,000.

Employment increased by 52,000 during the month among people aged 25 to 54. The new jobs lowered the unemployment rate for men in that age group by 0.2 per cent to 4.8 per cent—the lowest rate since April 1981.

For 2017 as a whole, 423,000 jobs

were created, pushing unemployment rate down from 6.9 per cent at the end of 2016 to 5.7 per cent in December.

In the 12-month period that ended in December, nearly all employment gains were for full-time work (394,000, or a 2.7 per cent increase), as total hours worked jumped 3.1 per cent.

NESTLE 400 JOB CUTS IN FRANCE ANNOUNCED

Nestle agreed to another round of job cuts in France, losing as many as 400 positions, as the Swiss food group seeks to cut costs and streamline its business. The maker of Perrier water and Gerber baby food said that the job cuts would be in support services and headquarters administration. The new round of lay-offs follows the hundreds of job cuts it announced in September last year.



International Labour Organization

GLOBAL APPEAL FOR DONATIONS TO SUPPORT SOCIAL PROTECTION FLOORS



The ILO has launched a global appeal to receive private donations to support social protection floors in low and middle income countries. Donations will contribute to building sustainable social protection systems which could change the lives of some 400 million people who are today excluded from receiving basic social security benefits. The contributions will feed an ILO/King Baudouin Foundation Social Protection Floors Fund.

Up to 91.5 per cent of each donation will go directly to build sustainable social protection systems in the respective countries. With this fund, the ILO will continue and expand its support as part of its Flagship Programme on Building Social Protection Floors for All, which helps countries achieve universal social protection.

Today, 55 per cent of the world population has no access to social

protection. The ILO's Flagship Programme aims to bring coverage to millions of people excluded from social protection by 2030. Since its launch in 2016, the Program has achieved tangible results in 14 out of the 21 target countries. To continue this important work, the Program still needs to bridge a resource gap of US\$30 million. An ILO programme in Cambodia alone - aimed at expanding social health protection to all workers - will benefit 1.1 million families.

"Social protection is something that most of us enjoy but often take for granted. Still, it remains a privilege for far too few. When people have access to social protection, it changes their lives," said the Director of the ILO's Social Protection Department.

WINNERS OF THE 2017 GLOBAL MEDIA COMPETITION ON LABOUR MIGRATION ANNOUNCED



To mark this year's International Migrants Day on 18th December, the ILO has announced the four winners of its 2017 Global Media Competition on Labour Migration (GMCLM).

The GMCLM has proven to be an effective way to encourage exemplary media coverage on labor migration and the fair recruitment of migrant workers. The idea is to share and promote the winners' work as a model of fair global media coverage as widely as possible.

For the first time, the 2017 GMCLM edition attributed separate awards on fair recruitment of migrant workers - in line with the ILO's recently launched Fair Recruitment Initiative and the General Principles and Operational Guidelines on Fair Recruitment adopted in 2016 .

The ILO received more than 350 entries from 73 countries around the world. The competition's reviewing committee had the difficult task of shortlisting them among outstanding pieces. An independent panel composed of four prominent media judges finally selected the following four final winners for the two thematic areas:

Labour Migration

* Mario Kaiser - (written article) Mr. Ince and the Hope of Being Needed

* Christopher Livesay - (media production) How migrants and refugees are being welcomed in a tiny Italian village

Fair Recruitment

* Ana Santos and Sofia Tomacruz - (written article) Migrant Life in Qatar - The OFW debt Trap: Less Money, More Problems Part 1 and The hanging fate of FWS buried in debt (Part 2)

* Camille Elemia - (media production) Undocumented migrant

workers: hidden and helpless in ASEAN (Part I) and The bleak future of undocumented migrant workers in ASEAN (Part II) .

The awards were attributed in collaboration with the International Trade Union Confederation (ITUC), the International Organisation of Employers (IOE), the Office of the United Nations High Commissioner for Human Rights (OHCHR), Equal Times, Solidarity Center, Human Rights Watch, Migrant Forum in Asia, the International Federation of Journalists (IF) and the International Training Centre of the ILO (ITC/ILO).

The 2017 edition of the GMCLM will also contribute to the UN TOGETHER campaign, which encourages global action by promoting non-discrimination and addressing the problem of rising xenophobia against refugees and migrants. All 193 Member States of the United Nations have committed to implement the campaign, which will run until the end of 2018, when the United Nations' General Assembly is expected to adopt the Global Compact for Safe, Orderly and Regular Migration and the Global Compact for Refugees.

LATIN AMERICA AND THE CARIBBEAN: UNEMPLOYMENT EXPECTED TO DROP IN 2018



Though unemployment in Latin America and the Caribbean increased for the third consecutive year, affecting more than 26 million people in 2017, labor markets in the region are expected to improve in 2018.

"The labor market in the region appears to be going through a change of cycle after a period of generalized deterioration of labor and social indicators, but improvements will depend on achieving greater economic growth", warned the ILO Regional Director for Latin America and the Caribbean.

The Labour Overview of Latin America and the Caribbean 2017 report highlighted a mixed performance of the main labor market variables. The average performance of those indicators rose from 7.9 per cent in 2016 to 8.4 per cent at the end of 2017. The number of people seeking but failing to find work rose by two million to 26.4 million.

An upturn, however, is expected in 2018, when the unemployment rate could drop for the first time in three years, to 8.1 per cent.

The ILO Regional Director pointed out that unemployment was merely the most visible part of the labor market. "There are other dimensions of employment which must be taken into account in the countries of the region, such as persistent gender inequality, the lack of employment for youth and issues associated with the quality of employment which contribute to perpetuating informality", he underscored.

For the first time in years, the participation of women in the labor

market exceeded 50 per cent, at 50.2 per cent. But the gender gap persists. Participation rates and employment rates are 20 percentage points lower for women than they are for men. The unemployment rate for women, at 10.4 per cent in the third quarter, remains 1.4 times higher than it is men.

The average rate of youth unemployment rose from 18.9 per cent to 19.5 per cent in 2017, which means that one in every five youths in the workforce cannot access work. It is estimated that this situation affects some 10 million youths.

The Regional Director warned that forecast economic growth of 1.2 per cent to 2 per cent is "insufficient to speedily reduce poverty, and to satisfy and finance the demands of the middle classes and to have really transformative impacts on the social and labor market indicators." He said countries in the region needed to achieve 5 to 6 per cent economic growth, and that "this will only be achieved by bridging the gaps in productivity and the lack of productive development and diversification, as well as in education and vocational training and infrastructure".

"Only in this way can we advance more sustained, inclusive and sustainable growth with more and better jobs", he said.

BEF Events

The BEF in collaboration with BRAC organized a training program at the BEF on Occupational Health and Safety (OHS) and Soft Skills for RMG & Textile sector during January 9-10, 2018. Mr. Sharif Hossain, Training Coordinator, Bangladesh Knitwear Manufacturers & Exporters Association (BKMEA) and Mr. Abu Kowcher Bhuiyan, Senior Executive, 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 January 9-10, 2018



The BEF in collaboration with BRAC organized a training program at the BEF on Occupational Health and Safety (OHS) and Soft Skills for Construction sector during January 16-17, 2018. Mr. Syfur Rahman, Deputy Manager, Leather Goods Footwear Manufacturers & Exporters Association of Bangladesh (LFMEAB) and Mr. Md. Rafiul Islam Instructor, Bangladesh Association of Construction Industry (BACL), acted as resource persons while Mr. Joha Jamilur Rahman, Training Coordinator, BEF acted as course coordinator.



Participants at the training program held during January 16-17, 2018



The BEF in collaboration with BRAC organized a training program at the BEF on Occupational Health and Safety (OHS) and Soft Skills for RMG & Textile sector during January 23-24, 2018. Mr. Md. Shafiqul Islam, Deputy Secretary-Safety, Bangladesh Garment Manufacturers and Exporters Association(BGMEA) and Mr. Md. Sirajul Islam, Assistant Secretary-Safety, BGMEA acted as resource persons while Mr. Joha Jamilur Rahman, Training Coordinator, BEF acted as course coordinator.



Participants at the training program held during January 23-24, 2018

Judgment

High Court Division (Special Original Jurisdiction)

Writ Petition No. 7953 of 2015

Sheikh Hassan Arif J

Md. Badruzzaman J

Nur Hossain (Md) and others.....Petitioners

vs

Bangladesh and others Respondents

(From the Previous issue)

Judgement

April 13th, 2017

19. In *Sontosh Kumar case* [21 BLC (AD) 94] our Appellate Division by analyzing a number of decisions of our jurisdiction and Indian jurisdiction explained equality before law and equal protection of law in respect of classification for the purpose of legislation and observed in paragraphs 162, 163 & 164 as follows:

"162. The expression equal protection of law or equality before law has to be interpreted in its absolute

sense. All persons are equal in all respect disregarding different conditions and circumstances in which they are placed. Equal protection of law means all persons are equal in all cases. It means the persons similarly situated should be treated equally. The term equality is a dynamic concept with many aspect and diminution and it cannot be confined within traditional and doctrinaire limits. Indian Supreme Court taking into consideration Article

14 of the Constitution held that Article 14 does not forbid reasonable classification for the purposes of legislation. There can be permissible classification provided two conditions are satisfied namely; (a) the classification must be founded on an intelligible differentia which distinguishes persons or things that are grouped together for other left out of the group; (b) differentia must have a rational relation to the object sought to be achieved by the statute in question. The classification may be founded on different basis. There cannot be any question of decimation on the ground of some acts providing for different set up and is must be taken to be a class by itself. The legislature has right to make such provision for its Constitution as it things fit subject always to the provisions of the Constitution. References in this connection are *EP Roy vs TN*, AIR 1974 (SC) 555, *Maleka Gandhi vs India*, AIR 1970 (SC) 597, *Romana Shetly vs International Airport Authority*, AIR 1979 (SC) 1628, *Ajay Hashia vs Khalid Mujud*, AIR 1983 (SC) 130, *AL Kalra vs P & N Corporation of India*, AIR 1984 (SC) 1361, *Sree Ram Kaishna Dal Mia vs Sree SR Tendulkar*, AIR 1958 (SC) 538, *S Azeez Basher vs Union of India*, AIR 1968 (SC) 662, *Jibendra Kishore Achary vs Province of East Pakistan*, 9 DLR (SC) 21 and *Kazi Mohammed Akhtaruzzaman vs Bangladesh*, Writ Petition No. 2252 of 2009 disposed of along with 3 (three) other writ petitions, *Sheikh Abdus Sabur vs Returning Officer*, 41 DLR (AD) 30 and

Bangladesh vs Md Azizur Rahman, 46 DLR (AD) 19.

163. In *Jibendra Kishore (supra)*, it has been observed, "It is not possible to formulate a comprehensive definition to the clause 'equal protection of law'; nevertheless, some broad propositions as to its meaning have been enunciated. One of these propositions is that equal protection of the laws means that no person or class of persons shall be denied the same protection of the laws which is enjoyed by other persons or other classes, in like circumstances, in their lives, liberty and property and in pursuit of happiness. Another generalization more frequently stated is that *the guarantee of equal protection of the laws requires that all personal shall be treated alike, under like circumstances ana conditions, both in the privileges confirmed and in the liabilities imposed*. In the application of these principles, however, it has always been recognized that classification is not arbitrary or capricious, is natural and reasonable and bears a fair and substantial relation to the object of the legislation. It is not for the Courts, in such cases, it is said, to demand from the legislature a scientific accuracy in the classification adopted. If the classification is relevant to the object of the Act, it must be upheld unless the relevancy is too remote or fanciful. A classification that proceeds on irrelevant consideration, such as differences in race, colour or religion will certainly be rejected by the Courts. Applying these

tests to the present case, it cannot but be held that if, in consequence of abolishing the system of private rent for agricultural land, it also became necessary to make some provision for the outgoing landlords, the classification of the landlords in the basis of their net incomes at the time of their expropriation was a necessary, and not an unreasonable classification.

164. In *Sheikh Abdus Sabur (supra)*, this court held: "Equality before law" is not to be interpreted in its absolute sense to hold that all persons are equal in all respects disregarding different conditions and circumstances in which they are placed or special qualities and characteristics which some of them may possess but which are lacking in others. The term 'protection of equal law' is used to mean that all persons or things are not equal in all cases and that persons similarly situated should be treated alike. Equal protection is the guarantee that similar people will be dealt with in a similar way and that people of different circumstances will not be treated as if they the same. A single law therefore cannot be applied uniformly to all persons disregarding their basic differences with others; and if these then differences are identified, then the persons or things may be dissatisfied into different categories according to those distinctions; this is what is called 'permissible criteria' or "intelligible differentia". The legislature while proceeding to make law with certain

object in view, which is either to remove some evil or to confer some benefit, has power a make classification on reasonable basis. Classification of persons for the purpose of legislation is different from class legislation, which is forbidden. To stand the test of 'equality' a classification, besides being based on intelligent differentia, must have reasonable nexus with the object the legislature intends to achieve by making the classification. A classification is reasonable if it aims at giving special treatment to a backward section of the population; it is also permissible to deal out distributive justice by taxing the privileged class and subsidizing the poor section of the people. The above views have been approved in *Azizur Rahman (supra)*. "(underlined by us)"

20. In *Smt. Indira Gandhi vs Raj Narayan, AIR 1975, (SC) 2279* it was held that, "All who are equal are equal in the eye of law", meaning that it will not accord favoured treatment to persons within the same class."

21. The sum and substance of the observations made in aforesaid *Sontosh Kumar, Jibendra Kishore, Shaikh Abdus Sabur and Smt. Indira Gandhi (supra)* cases follows that there shall be no discrimination to persons within the same class and that persons similarly situated should be treated alike. Equal protection is the guarantee that similar people will be dealt with in a similar way and that people of different circumstances will not be treated as if

they were the same. All who are equal are equal in the eye of law which means that it will not accord favoured treatment to persons within the same class. The concept of equality before law means that among equals the law should be equal and should be equally administered and that the likes should be treated alike.

22. But the question is what does this ambiguous and crucial phrase 'similarly situated' mean? Answer has been given in the case of *Mohammad Shujat All vs Union of India, AIR 1974 SC 1631* saying that "Where are we to look for the test of similarity of situation which determines the reasonableness of a classification? The inescapable answer is that we must look beyond the classification to the purpose of the law. A reasonable classification is one which includes all persons or things similarly situated with respect to the purpose of the law. There should be no discrimination between one person or thing and another, if as regards the subject-matter of the legislation their position is substantially the same. This is sometimes epigrammatically described by saying that what the constitutional code of equality and equal opportunity requires is that among equals, the law should be equal and that like should be treated alike.....".

23. All employees standing on the same position (in this case Sub-Assistant Engineers and equivalents) make one

class irrespective of their educational qualifications. According to the equality doctrine, no classification can be made among the employees holding same post for giving special status and benefits because of having special educational qualification or degree. In this case, as and when the petitioners were promoted to post of Sub-Assistant Engineer irrespective of their educational qualification, they grouped together with other Sub-Assistant Engineers having diploma-in-engineering degree and thus made one class. Sub-Assistant Engineers or equivalents cannot be classified into two groups namely Sub-Assistant Engineers having diploma-in-engineering degree in one group and Sub-Assistant Engineers and equivalents having no diploma-in-engineering degree in another group for the purpose of up-gradation of status and for giving special benefits or privileges to the 1st group and thereby depriving the other group of such status, benefits and privileges etc.

24. It appears that the Circular dated 19-11-1994 (Annexure-H to the application for supplementary rule) clearly made two classes of Sub-assistant Engineers and equivalents; first-Sub-assistant Engineer having diploma-in-engineering degree and second- Sub-assistant Engineer having no diploma-in-engineering degree by putting the words "ইঞ্জিনিয়ারিং-এ ডিপ্লোমাসাধারী" in the said circular and thereby upgraded the status of the 1st

group as 2nd Class posts depriving the 2nd group of giving such status and benefit. This classification in the post of Sub-Assistant Engineer, on the face of it, is discriminatory and inconsistent with the provisions of Article 27 of the Constitution and thus ultra vires and void according to the provision under Article 26 (1) of the Constitution and, accordingly, the words “ইঞ্জিনিয়ারিং-এ ডিপ্লোমাদারী” employed in Annexure-H are liable to be struck down.

25. On the other hand, on perusal of Annexure-H-1 it appears that the same has been issued by the Ministry of Finance dated 3-12-1994 pursuant to Circular dated 19-11-1994 re-fixing the pay scale for Sub-Assistant Engineers having diploma-in-engineering degree from Taka 1725-3725 to Taka 2300-4480 as per National Pay Scale 1991 leaving other Sub-Assistant Engineers and equivalents from getting such benefit.

26. It is the case of the petitioners that, after their promotion in the post of Sub-assistant Engineer or equivalent posts, they stood on the same footing or at par with Sub-assistant Engineers having diploma-in-engineering degree, but the government by the impugned Circular upgraded the pay scale for them by depriving the petitioners and equivalents from getting such increased salary and other service benefits and thereby they have been discriminated

and thus the action of the respondents has violated the principle of "Equal Pay for Equal Work."

27. It is true that the principle of "Equal pay for Equal work" is not expressly declared by our Constitution to be a fundamental right. Article 20(1) proclaims that everyone shall be paid for his work based on the principle 'from each according to his abilities, to each according to his work' as a directive principle of State Policy. But the principle "Equal pay for Equal Work" has assumed the status of fundamental right in service jurisprudence having regard to the constitutional mandate of equality in Articles 27 of the Constitution. References in this connection are *Carew and Company Limited vs Chairman, Labor Court*, 50 DLR 396, *Bangladesh vs Shamsul Haq*, 59 DLR (AD) 54 and *Bangladesh Biman Corporation vs Rabia Bashri Irene* 8 MLR (AD) 223=55 DLR (AD) 132.

28. In *Carew and Company Limited* (supra) it was held that "In such circumstances we fail to understand why the petitioner refused the similar benefits to the respondent Nos.2 to 22 when they became illegible under the agreement being promoted to the post of office assistants or equivalents and thus became entitled to get the scale. Giving benefit to some and denying the same to others under the same agreement and service condition, is not only illegal but also offends fundamental rights of the respondents

guaranteed under Articles 28 and 29 of the Constitution. We, therefore, hold that in the aforesaid facts and circumstances the agreement is also applicable to the respondents."

29. In *Shamsul Haq (supra)*, our Apex Court held: "The respondent and Personal Officers of the Secretariat having been similarly situated have been discriminated and cannot be treated differently and is repugnant to the equality doctrine and, under like circumstances and conditions, should be treated alike both in their rights and privilege."

30. In *Bangladesh Biman Corporation (supra)* it was held: "Since one employees of the Corporation inter se standing in the similar situation have not been treated in the similar manner or in other words have been treated differently from the others the contention of the writ-petitioners that they have been discriminated has rightly been found genuine by the High Court Division."

31. Employees are entitled to receive equal pay who are discharging the same duties as their counterparts (Ref. *Municipal Corporation of Delhi vs Ganesh Razak, 52 (1993) DLT 594*). The principle of equal pay for equal work must prevail and inequality in wages cannot be allowed to stand (*UP Rajya Sahakari Bhoomi Vikas Bank Ltd vs Its Workmen, AIR 1990 SC 495*).

32. It appears that, by order dated 3-12-1994 (Annexure-H-1), the Government amended "চাকুরী বেতন ও ভাতাদি" ১৯৯৭" re-fixing the pay scale of Taka 2300-4480 for the Sub-Assistant Engineer who possesses diploma-in-engineering degree leaving other Sub-Assistant Engineers and equivalents. This memo was issued pursuant to Annexure-H dated 19-11-1994 to giving financial benefit to the Sub-Assistant Engineers of the same class though as per constitutional mandate all service holders standing on the same class are entitled to same service benefit and status. Accordingly, we are of the view that, the Administrative order dated 3-12-1994 upgrading the pay scale of Sub-Assistant Engineers having diploma-in-engineering degree leaving other sub-assistant engineers and equivalents based on extraneous or irrelevant consideration, discriminatory, actuated by *mala fides*, perverse and manifestly wrong and also liable to be struck down.

33. Now, question arises from which date the petitioners and left out sub-assistant engineers and equivalents would get the benefit of this judgment.

34. Since the impugned Circulars (Annexures-H and H-1) have come into force long back in 1994 but the petitioners have challenged those in a belated stage and since the implementation of our decision

retrospectively may incur huge monetary involvement of the government exchequer, we are of the view that, this verdict would operate prospectively from the date of this judgment in respect of giving financial benefit to the left out sub-assistant engineers and equivalents of the Government functionary including the petitioners.

35. In view of the discussions made above, we find merit in this rule.

36. Accordingly, the rule is made absolute however, without any order as to costs.

37. Thus, the impugned Circulars dated 19-11-1994 (Annexure-H) and 3-12-1994 (Annexure-H-1), so far insertion of words “ইঞ্জিনিয়ারিং-এ ডিপ্লোমাদারী” therein, are declared ultra vires the Constitution, void and those words are struck-down from those Circulars prospectively with effect from today.

38. The respondents are directed to provide equal pay scale, status and other service benefits to the petitioners as have been provided by the impugned Circulars to the Sub-Assistant Engineers having diploma-in-engineering degree with effect from the date of pronouncement of this judgment within 60 (sixty) days from the date of receipt of the copy of this judgment in accordance with law.

39. It is also declared that, this judgment would operate as a judgment

in-rem in respect of all Sub-Assistant Engineers and equivalents serving under the Government functionaries.

Communicate a copy of this judgment at once.

Ed.

Source: The Dhaka Law Reports (September 2017)

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
2012-13	181.73	193.24	166.97	179.66	155.61	195.33	159.66	159.34	157.23	182.54
2013-14	195.08	209.79	176.23	194.77	163.47	206.14	164.06	167.20	164.38	193.75
2014-15	207.58	223.80	186.79	204.50	171.80	214.45	180.77	181.78	168.02	204.21
2015-16	219.86	234.77	200.66	233.38	182.74	227.39	199.94	201.34	171.01	211.61
2016-17	231-82	248.90	209.92	243.56	194.01	235.85	206.70	210.78	177.56	217.51
Feb. '17	234.40	251.93	211.92	243.73	196.93	237.29	207.00	212.19	182.29	219.25
March '17	235.29	253.32	212.18	243.87	197.51	237.41	207.03	212.27	182.40	219.31
April '17	235.58	253.60	212.48	245.09	197.55	237.81	207.13	212.51	182.42	219.40
May '17	232.83	248.94	212.18	244.93	197.61	237.09	207.14	212.58	182.45	216.84
June '17	233.86	250.35	212.72	246.27	198.27	237.67	207.24	212.80	180.47	216.88
July '17	236.61	254.20	214.05	246.77	199.50	241.75	207.58	215.24	182.62	217.15
August '17	239.92	259.60	214.68	247.67	199.10	244.00	207.67	216.38	182.81	219.51
Sept. '17	244.36	267.38	214.84	247.78	199.16	244.12	207.84	216.44	182.87	220.48
Oct. '17	245.86	269.73	215.26	248.03	199.21	247.01	207.92	216.59	182.97	220.61

Source: Bangladesh Bureau of Statistics

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

Period	General Index	Index by expenditure group								
		1. Food & Beverage	2. Non-Food	I. Clothing & Footwear	II. Fuel & Lighting	III. Household Equipment	IV. Medical Care & Health Expenses	V. Transport & Communication	VI. Recreation, Entertainment,	VIII. Misc. Goods & Services
2012-13	183.90	192.14	170.79	184.54	157.40	186.40	164.63	160.98	174.07	187.05
2013-14	196.90	207.72	179.69	200.61	164.05	197.62	168.87	166.01	179.72	199.74
2014-15	209.10	221.02	190.13	214.07	171.34	209.29	187.18	174.09	183.84	212.34
2015-16	220.10	230.31	203.86	242.26	179.19	222.11	211.04	188.69	187.84	221.12
2016-17	231.02	243.08	211.83	253.51	187.45	229.57	219.35	193.71	194.81	226.47
Feb. '17	233.75	246.46	213.54	253.59	190.09	230.93	219.70	193.84	199.81	228.82
March '17	234.56	247.72	213.62	253.78	190.13	231.04	219.72	193.90	199.97	228.89
April '17	234.73	247.80	213.94	255.09	190.16	231.46	219.74	194.00	200.00	228.93
May '17	231.86	243.38	213.52	254.91	190.25	230.97	219.75	194.06	200.02	224.58
June '17	232.58	244.29	213.95	256.40	190.37	231.68	219.80	194.33	200.03	224.58
July '17	235.53	248.32	215.20	256.87	191.78	236.72	219.99	194.75	200.19	224.84
August '17	238.97	253.36	216.08	257.42	191.97	239.91	220.04	195.95	200.28	227.02
Sept. '17	243.70	260.54	216.28	257.48	191.99	240.04	220.23	196.01	200.31	228.71
Oct. '17	245.48	263.46	216.88	257.76	192.07	243.96	220.25	196.18	200.46	228.84

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
2012-13	177.71	195.91	161.88	170.39	153.55	211.03	151.15	157.53	139.06	176.96
2013-14	191.73	214.85	171.61	183.66	162.80	221.11	155.82	168.52	147.83	186.37
2014-15	204.76	230.56	182.32	197.93	172.33	223.53	169.80	190.26	150.95	194.16
2015-16	219.31	245.66	196.39	216.50	186.86	236.67	180.93	215.50	152.84	199.87
2016-17	233.29	263.09	207.38	224.66	201.60	246.87	158.05	229.59	158.93	206.45
Feb.'17	235.59	265.28	209.77	225.00	204.85	248.49	185.27	232.42	163.38	207.44
March'17	236.64	266.97	210.26	225.07	206.06	248.61	185.32	232.52	163.43	207.49
April' 17	237.15	267.75	210.53	226.10	206.11	248.97	185.55	232.92	163.46	207.64
May' 17	234.63	262.49	210.40	225.96	206.12	247.85	185.57	232.99	163.49	207.29
June '17	236.24	265.16	211.08	227.03	207.41	248.20	185.74	233.15	163.52	207.37
July '17	238.59	268.56	212.52	227.59	208.43	250.59	186.33	237.82	163.67	207.67
August '17	241.66	274.82	212.81	229.17	207.36	251.20	186.51	238.89	163.96	210.23
Sept. '17	245.56	283.09	212.92	229.34	207.46	251.28	186.64	238.97	164.05	210.33
Oct. '17	246.56	285.03	213.09	229.55	207.47	252.38	186.83	239.08	164.10	210.45

Source: Bangladesh Bureau of Statistics

WAGE RATE INDEX BY SECTORS: BANGLADESH

(Base:2010-11-100)

Sector	2014-15	2015-16	2016-17	August '17	Sept. '17	Oct. '17
General	124.69	132.81	141.46	146.18	147.37	148.68
percentage change (Point to Point)	4.94	6.52	6.50	6.57	6.43	6.36
percentage change (over previous month)				0.34	0.81	0.89
1. Agriculture	124.51	132.48	141.22	145.84	147.14	148.52
percentage change(over previous month)			6.59	6.32	6.46	6.47
percentage change(over previous month)				0.33	0.89	0.94
i) Agriculture	124.46	132.44	141.19	145.79	147.08	148.47
percentage change (Point to Point)	5.12	6.52	6.60	6.29	6.38	6.46
percentage change(over previous month)				0.33	0.89	0.94
ii) Fish	126.85	134.59	143.19	148.37	149.93	151.00
percentage change (Point to Point)	5.00	6.12	6.37	7.75	7.02	6.98
percentage change(over previous month)				0.33	1.06	0.71
2. Industry	124.38	132.02	140.27	145.29	146.32	147.46
percentage change (Point to Point)	4.47	6.16	6.24	7.08	6.65	6.30
percentage change(over previous month)				0.33	0.71	0.78
i) Construction	124.84	129.77	137.43	142.05	142.83	143.74
percentage change (Point to Point)	4.09	4.18	5.37	6.71	6.20	5.75
percentage change(over previous month)				0.28	0.55	0.64
ii) Production	127.28	136.18	146.01	151.88	153.41	155.02
percentage change (Point to Point)	4.44	7.70	7.22	7.77	7.50	7.34
percentage change(over previous month)				0.42	1.01	1.05
3. Service	126.15	136.03	145.01	149.65	150.64	151.99
percentage change (Point to Point)	4.98	7.86	6.60	6.74	6.15	5.91
percentage change(over previous month)				0.39	0.66	0.89

Source: Bangladesh Bureau of Statistics

PRICES OF ESSENTIALS
Retail prices (Taka) of Dhaka Markets On 1 January 2018

Commodity	Category	Kawran Bazar			New Market		
		Unit	Min.	Max.	Unit	Min.	Max.
Rice	Fine	kg	58	67	kg	58	68
	Medium	kg	46	55	kg	46	56
	Coarse	kg	43	45	kg	44	45
	Scented	kg	80	90	kg	85	90
Flour (coarse)	Loose/white	kg	28	30	kg	28	30
	Poly pack	kg	32	34	kg	32	34
Flour (fine)	Loose	kg	34	36	kg	34	36
	Poly pack	kg	44	45	kg	44	45
Lentils	Masur (local)	kg	90	95	kg	90	100
	Masur (imported)	kg	60	65	kg	60	65
	Mug	kg	95	140	kg	100	140
	Gram	kg	90	95	kg	90	95
	Khesari	kg	50	52	kg	55	60
	Mash	kg	100	110	kg	100	110
Edible Oil	Soyabean	liter	83	84	kg	84	85
	Paln	liter	73	74	kg	73	75
	Mustard	liter	120	125	kg	120	125

Commodity	Category	Kawran Bazar			New Market		
		Unit	Min.	Max.	Unit	Min.	Max.
Spices	Onion (local)	kg	70	75	kg	80	85
	Onion (imported)	kg	60	70	kg	70	75
	Garlic (local)	kg	55	65	kg	70	80
	Garlic (imported)	kg	70	80	kg	80	100
	Dry chilli	kg	120	160	kg	160	180
	Ginger (local)	kg	60	70	kg	80	90
	Ginger (imported)	kg	110	120	kg	110	120
	Turmeric	kg	150	200	kg	180	200
	Green Chili	kg	40	60	kg	50	70
Fish	Rui local	kg	200	280	kg	220	280
	Rui imported	kg	190	260	kg	200	270
	Katla local	kg	200	270	kg	220	280
	Katla imported	kg	190	260	kg	200	270
	Hilsha	kg	550	800	kg	500	800
	Pangash	kg	95	120	kg	110	130
	Silver Carp	kg	130	160	kg	160	180
	Tilapia	kg	130	160	kg	140	160
	Koi	kg	140	160	kg	150	170
Shrimp (small)	kg	350	400	kg	380	450	

Commodity	Category	Kawran Bazar			New Market		
		Unit	Min.	Max.	Unit	Min.	Max.
Meat	Beef	kg	460	470	kg	470	480
	Mutton	kg	650	700	kg	700	750
Poultry	Hen (local)	kg	340	350	kg	350	370
	Hen (Sonali)	kg	200	210	kg	210	220
	Hen (farm)	kg	125	130	kg	130	135
Vegetables	Potato-Holland	kg	10	12	kg	12	14
	Brinjal	kg	20	30	kg	30	40
	Pumpkin	kg	20	25	kg	25	30
	Cucumber	kg	20	25	kg	30	35
	Radish	kg	8	12	kg	15	20
	Gourd	1 piece	30	50	1 piece	40	60
	Corrot	kg	40	45	kg	40	50
	Bean	kg	25	35	kg	30	40
	Turnip	kg	12	16	kg	20	25
	Cabbage	kg	15	25	kg	25	30
	Papaya	kg	12	16	kg	15	20
	Cauliflower	kg	15	25	kg	25	30
	Bitter gourd	kg	30	35	kg	35	40
Red spinach	kg	15	20	kg	15	20	
Vine spinach	kg	15	20	kg	15	20	

Commodity	Category	kawran Bazar			New market		
		Unit	Min.	Max.	Unit	Min.	Max.
Egg	Hen (local)	4 pieces	42	44	4 pieces	42	44
	Hen (farm)	4 pieces	25	26	4 pieces	27	28
	Duck	4 pieces	40	42	4 pieces	40	45
Powder Milk	Dano	kg	570	575	kg	570	580
	Red Cow	kg	570	580	kg	570	580
	Diploma	kg	570	580	kg	570	580
Fruits	Apple	kg	120	150	kg	140	150
	Orange	4 pieces	50	70	4 pieces	50	80
	Coconut	1 piece	30	40	1 piece	40	50
	Banana	4 pieces	20	25	4 pieces	20	25
Others	Salt (iodine)	kg	25	35	kg	25	35
	Sugar	kg	53	54	kg	53	54
	Molasses (sugarcane)	kg	70	80	kg	80	90
	Molasses (dates)	kg	90	100	kg	90	100
	Tea (dust)	kg	280	380	kg	300	380

Source: Department of Agricultural Marketing