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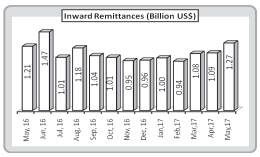

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11 THINGS YOU CAN DO TO INCREASE EMPLOYEE PRODUCTIVITY

By Paul John Sardoma

Increase your employee productivity immediately! According to the Bureau of Labor Statistics, Americans spend 8.8 hours a day in the workplace. That is even more than the 7.7 hours we spend on sleeping. The fact is we now spend more time with our co-workers than we do with our family. Because we spend so much time with co-workers, they have the opportunity to affect our mood on a daily basis. A motivated employee creates a positive environment in the work place while an unmotivated employee is destructive and demoralizing.

What is a boss suppose to do when you encounter an unproductive employee? Here are just some of the many ways you can motivate an employee to be a productive member of your team.

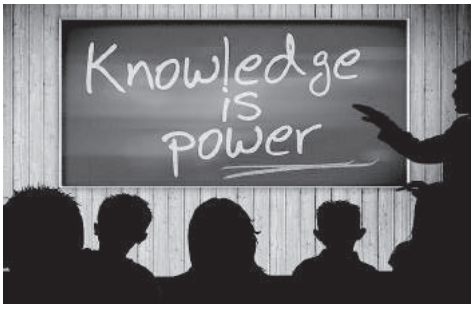
Create a family like atmosphere

We are not talking about treating an employee the same way you would treat your mother or your brother. Think more along the lines of a cousin or a nephew. We all have extended family members that we cannot stand but that does not mean we don't have their best interest in mind always. We can talk bad about family members but we will never stand for other people talking negatively about them. The same should apply to your employees. Make sure your employees know that regardless of how you feel about them that you always have their backs and are willing to go to war for them.

Know your employees background

Our motivation for work is a huge factor on how we will perform in the work place. A college student working in the daytime and going to school at night has a different motivation for working than that of a single mother having to feed two kids. Understanding your employees motivation will allow you to structure a support system that is both beneficial and motivating for each employee.

Train, train, and retrain



There is nothing worse than not knowing what to do. You feel lost, confused, and frustrated all at the same time. Everyone hates not knowing what to do. An employee is more likely to be productive when they understand what exactly is expected from them and they are given the training to perform such a task. Training gives confidence and confidence leads to employees that are productive.

Small incentives will go a long way.

You will be surprised at how powerful a $10 gift card can be in the work place. It has nothing to do with the money or the monetary value but more on the fact that there is a goal that all employees are trying to reach.

Make your word the final say.

Opinions and suggestions are great but ultimately the final say should always come from their superiors. Valuing the opinions and listening to the suggestions of employees before making a decision will show them that they are part of a team and will give them a sense of contribution to the company. The more they feel that their voice is being heard, the more they will contribute to the cause of a company.

Employees are people as well.

Employees have lives outside of the workplace and our lives outside of the workplace should always take precedence over work. That single mother you employ may not always have a babysitter lined up. The college student may have a final that he must complete to graduate. Be respectful and understanding when life happens to your employees and you will have an appreciative and productive worker.

Give them the right equipment

Make sure that the everyday equipment in the office works! There is nothing worse than having an employee say that they couldn't complete their daily tasks because "the computer was down." Do not give them any excuses to slack off.

Answer questions

Just like a man would rather be lost than ask for advice, an employee may feel it is better to do something wrong than to ask for how to do something right!

For various reasons such as being scared or not wanting to show a lack of specific knowledge to what is expected from them, an employee will not move. You are the person in charge for a reason. Hammer the point home that asking

questions is a good thing. Answering questions clearly and in a timely manner will keep the productivity going.

Celebrate victories no matter how small

When an employee sees that every positive contribution to the team is acknowledged, he or she knows that their actions count and that what they do is really making a difference.

Be a role model

When people see the boss working, they will also work. When they see the boss slack off, they will do the same. A workforce will always mirror their immediate supervisors.

Not one employee is more valuable than the others

There is nothing worse in the work force than seeing employees not being treated as equals. We all have experienced having a peer who was viewed as the "favorite." We also remember how discouraging and resentful that made us. If you are a boss and you have favorites, you run the wrist of having a split workforce.

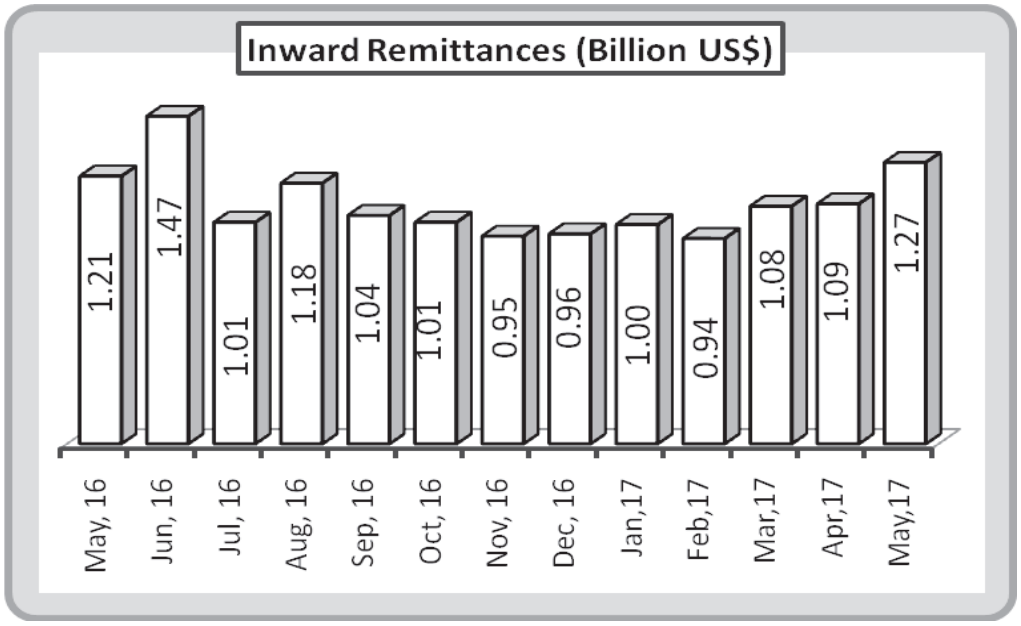
In a time when competition for work is at its highest we must all remember that we are being watched. That includes bosses, managers, and supervisors. You were placed in charge for a reason. Use employees properly and your workload will be that much easier.

Source: http://www.lifehack.org

Home News

REMITTANCE INFLOW REACHED US$ 11.55 BILLION DURING JULY-MAY 2016-17

The inward remittances received from Bangladeshi nationals working abroad reached US$11.55 billion during July-May 2016-17, according to Bangladesh Bank. The remittance fell by $1.92 billion or 14.25 percent from $13.47 billion received during July-May 2015-16. During July-May 2016-17, $2068.86 million remittance were received from Saudi Arabia, $1905.56 million from the United Arab Emirates, $1511.71 million from U.S.A., $1002.25 million from Malaysia, $939.12 million from Kuwait, $818.95 million from Oman, $724.67 million from U.K., $514.46 million from Qatar, $453.49 million from Italy, $390.97 million from Bahrain, $275.83 million from Singapore and $949.67 million from other countries.



Source: Bangladesh Bank

Meanwhile, a total of 837001 Bangladeshis got foreign jobs during July-May 2016-17 compared to 622412 during July-May 2015-16, showing a rise of 214589 employees or 34.48 percent, according to the Bureau of Manpower Employment and Training (BMET). During July-May 2016-17, a total of 348531 documented workers went to Saudi Arabia, 131198 to Oman, 98938 to Qatar, 60789 to Bahrain, 50420 to Kuwait, 41994 to Singapore, 24816 to Malaysia, 19653 to Jordan, 11504 to Lebanon, 7068 to Brunei, 6019 to United Arab Emirates, 3939 to Mauritius, 994 to South Korea and 31138 to other countries.

7 MILLION EURO GERMAN GRANT FOR RMG WORKERS' SAFETY

Bangladesh and Germany recently signed two bilateral agreements -- Financial Cooperation (FC) and Technical Cooperation (TC) -- on the financing of environment and safety retrofits in the readymade garment (RMG) sector. The project is a joint development effort by France, Germany, and the European Union (EU). Germany will provide a grant of 7.0 million euro. The objectives of the project are to enhance the capacity of the selected commercial banks to better address the funding needs of the RMG factories and support RMG factories in bridging the knowledge gap regarding investments and remediation and also supporting the actual implementation of these investments. This will enable an effective utilization of the credit and promote workers' safety and help improve environmental standards in the RMG sector.

WORLD BANK TO HELP CREATE 90,000 NEW JOBS

The World Bank recently approved $100 million financing to help Bangladesh diversify exports in labor and skill-intensive industries beyond the garment sector and create more and better jobs. The Export Competitiveness for Jobs Project will improve competitiveness of existing and potential export-oriented industries such as leather, footwear, plastics and light engineering, where Bangladesh has demonstrated a competitive edge. The project will help create more than 90,000 jobs in non-garment export sectors.

ILO TRAINS 239 LABOR INSPECTORS IN BANGLADESH

The International Labour Organization (ILO) concluded a comprehensive labor inspection training program which has seen 239 inspectors gain the skills needed to boost working conditions and worker safety in Bangladesh. The course covered a wide range of subjects that will enhance the professional skills of inspectors including labor market-related policies.

Launched in August 2015, the 40-day foundational training course for labor inspectors was developed by the Department of Inspections for Factories and Establishments (DIFE) and Bangladesh Institute of Administration and Management (BIAM) with the support of the ILO's Improving Working Conditions in the Ready-made Garment Sector Programme funded by Canada, the Netherlands and the UK as well as the ILO's International Training Centre in Turin.

International News

INDIA MORE JOBS FOR WOMEN NEEDED TO BOOST GROWTH

India must reverse a trend of falling women's participation in the job market if it is to achieve its ambition of double-digit growth, the World Bank said.

India is the world's fastest growing major economy, but has one of the lowest rates of female employment, a trend that has worsened over the last decade. The World Bank in a report said that just 27 percent of Indian women were working or actively looking for a job, a matter of "serious concern" that was holding back economic growth.

Female participation in India's workforce has declined since 2007, particularly in rural areas. That is partly because they are staying in education for longer, but even college-educated women are staying out of the workplace -- just 34 percent of those with a degree are working, the bank said. Urbanization has also contributed to the trend because women living in cities are less likely to be in paid work than those in rural areas, where farming provides employment.

PAKISTAN REMITTANCES STOOD AT US$17463.62 MILLION

Remittances received from Pakistanis working abroad amounted to US$17463.62 million in first eleven months (July 2016-May 2017) of FY17, compared with $17843.68 million received during the same period in the preceding year, according to the State Bank of Pakistan. During May 2017, the inflow of remittances amounted to $1867.34 million which was 3.77% higher than that of May 2016. Inflows in May mainly came from Saudi Arabia ($514.5 million), UAE ($427.25 million), USA ($248.88 million) and UK ($239.2 million).

SOUTH KOREA NUMBER OF FOREIGN WORKERS NEARING 1 MILLION

According to a study published by the South Korean government's office of statistics, the number of foreigners employed in South Korea as of May 2016 was 962,000, which was up 24,000 from the previous year. The number of foreigners working in Korea has increased every year since the figure was first recorded in 2012 (790,000), with the exception of a single year, 2013 (760,000).

Foreign workers account for 3.64% of the total working population in South Korea. This represents a 0.06 percentage point increase from the year before. In other words, 36 out of every 1,000 people working in the country are noncitizens. The foreign share of the working population has been steadily increasing, from 2.99% in 2013 to 3.30% in 2014 and 3.58% in 2015.

Foreigners generally work in low-paying jobs at small companies. Of the 962,000 total foreign workers, 257,000 are working at companies with 10-29 employees. There are also 216,000 foreigners employed at companies with only 1-4 employees. This means that there is a considerable number of companies in South Korea that are entirely composed of foreign employees.

Most of foreigners who are wage earners are employed at companies that pay just over 1 million won a month (US$884). Among the 919,000 foreign wage earners, around half (447,000) were working for companies of this sort. 349,000 foreigners were working at companies that pay between 2 and 3 million won.

Foreign workers also tend to be young, with 250,000 in their twenties and 280,000 in their thirties. There are also around 3,000 foreign teenagers in the workforce. When these categories are combined, more than half (55.8%) of all foreign workers are 39 years old or below. This marks a contrast with the overall South Korean employment market, which is tilted toward middle-aged workers. The most recent survey of the economically active population shows that 36.6% of workers in South Korea are 39 years old or below.

PHILIPPINES REMITTANCES GREW 10.7% IN MARCH 2017

In March 2017, cash remittances received from Overseas Filipino Workers (OFW) grew by 10.7% from the same month of the previous year to US$2.6 billion. Growth in remittances in the month came mainly from the United States, Canada, the United Arab Emirates, Japan and Hong Kong.

Meanwhile, the Philippines halted the deployment of workers to Qatar because of the possible "ripple effects" of several Arab powers breaking off diplomatic ties with Doha. The Philippines' labor chief said that Manila was taking precautions as it fears that problems such as food shortages could affect more than 200,000 Filipinos in Qatar should the crisis worsen.

There were 141,000 documented Filipino workers in Qatar as of last year, but the total number could surpass 200,000 if those without proper documents are counted.

The ban will also affect individuals whose papers have been approved or are scheduled to depart for Qatar. Foreign workers make up around 1.6 million of Qatar's 2.5 million population.

CHINA MANDATORY RETIREMENT AGE FOR PILOTS TO BE RAISED

The Civil Aviation Administration of China (CAAC) plans to raise the mandatory retirement age for pilots from the current 60 as part of a strategy to ease the shortage faced by Chinese airlines. The agency has yet to arrive at a decision on the exact age, but it plans to implement the change in two or three years. The shortage could get more acute as airlines acquire more aircraft and that hiring foreign pilots

has become more difficult over the past five years as airlines around the world face a similar situation.

Official estimates forecast a need for about 2,800 to 3,000 pilots annually over the next three years. The 12 flying schools across China can produce only between 1,250 and 1,300 a year.Local airlines increasingly send their cadet pilots to the U.S., Europe or Australia for training due to the limited capacity at local schools. Cadets must undergo a minimum 80-hour English course before they start training. Some schools require six months of coursework.

Chinese carriers attract experienced foreign pilots with retention bonuses and big salary packages ranging from $240,000 to $310,000 a year for a captain, depending on his or her experience and aircraft type rating.

AUSTRALIA OVER 2.6 MILLION UNEMPLOYED OR UNDER-EMPLOYED IN MAY

Australia's real unemployment rate for May 2017 was 9.8% (1.284 million Australians looking for work) down 0.9% from a year ago. Besides, 1.338 million Australians were under-employed in May (10.2% of the workforce) with underemployment rate of 10.2%. This is a total of 2.622 million Australians (20% of the workforce) looking for work or looking for more work.

In May, the total Australian workforce was 13,074,000 (up 291,000 in 12 months) and employment grew to 11,790,000 (up 376,000. However, the increase in employment was almost entirely driven by a large increase in part-time employment which rose by 346,000 to 4,238,000 while full-time employment rose a modest 30,000 to 7,552,000.

CANADA JOBLESS RATE RISES TO 6.6%

Canada's unemployment rate rose 0.1 percentage points to 6.6 percent in May, 2017 despite a surge in full-time work, the government statistical agency announced. There was a net 54,500 new jobs created in the month, including 77,000 full-time jobs. But the impact was not reflected in the unemployment rate, which was pushed up by a flood of Canadians starting to look for work.

Statistics Canada said professional, scientific and technical services as well as manufacturing led the gains in employment-the latter seeing a reversal of a downward trend in 2016. There were smaller increases in transportation and warehousing, wholesale and retail trade, as well as health care and social assistance, the government agency said. Meanwhile, fewer people were working in finance, insurance, real estate, rental and leasing, as well as information, culture and recreation, and public administration.

USA UNEMPLOYMENT RATE FALLING TO A 16-YEAR LOW OF 4.3%

U.S. job growth slowed in May 2017 and employment gains in the

prior two months were not as strong as previously reported, suggesting the labor market was losing momentum despite the unemployment rate falling to a 16-year low of 4.3 percent.

Nonfarm payrolls increased 138,000 in the month as the manufacturing, government and retail sectors lost jobs, the US Labor Department said. The economy created 66,000 fewer jobs than previously reported in March and April. The economy needs to create 75,000 to 100,000 jobs per month to keep up with growth in the working-age population.

CISCO 1,100 MORE JOBS CUTS AMID A WORSE-THAN-EXPECTED BUSINESS OUTLOOK

Cisco, the enterprise technology company, said that it would cut an additional 1,100 employees as part of an expanded restructuring plan. The cuts come on top of the 5,500 job cuts, or 7 percent of its workforce, announced in August 2016. The announcement came as the company reported better-than-expected earnings for the fiscal third quarter, but worse-than-feared forward guidance. Cisco plans to recognize hundreds of millions of pretax charges related to the restructuring, which will end around the first quarter of the 2018 fiscal year.

VERIZON ABOUT 2,000 JOBS PLANNED TO BE CUT

Verizon Communications Inc is expected to cut about 2,000 jobs when it completes its $4.48 billion acquisition of Yahoo Inc's core assets. The cuts are expected to come from Verizon's AOL and Yahoo units and represent about 15 percent of the staff at the two units. Many of the jobs are in California and some are outside the United States.

ILO News

International Labour Organization

TRENDS FOR WOMEN 2017 WORLD EMPLOYMENT AND SOCIAL OUTLOOK

Gender gaps remain one of the most pressing challenges facing the world of work. Women are substantially less likely than men to participate in the labor market, and once in the job market, they are less likely than men to find a job and the quality of employment they do find remains a key concern, a new ILO report shows.

Helping women access the labor market is nevertheless an important first step. Yet, in 2017, the global labor force participation rate for women - at just over 49 per cent - is nearly 27 percentage points lower than the rate for men , and is forecast to remain unchanged in 2018.

The report, World Employment and Social Outlook (WESO) Trends for Women 2017 , estimates that if this goal was realized at the global level, it has the potential to add US$ 5.8 trillion to the global economy. This could also unlock large potential tax revenues.

For example, global tax revenue could increase by US$ 1.5 trillion, most of it in emerging (US$ 990 billion) and developed countries (US$ 530 billion), the report noted.

Table 1. Gender gap in labor force participation and potential impact of closing these gaps

	2017 Projections			25 per cent gap reduction by 2025		
	Labour force participation			Additional labour force	Additional GDP	
Country/region	Men (%)	Women (%)	Gap (percentage points)	Millions	%	$ Billions, PPP
World	76.1	49.4	26.7	203.9	3.9	5,767
Developing countries	82.6	70.3	12.3	7.8	2.0	31.0
Emerging countries	77.5	46.9	30.6	175.5	4.8	4,195
Developed countries	68.0	51.9	16.1	20.6	2.6	1,540
Northern Africa	74.1	22.9	51.2	11.4	9.5	301
Sub-Saharan Africa	76.3	64.6	11.7	11.1	2.2	109
Latin America and the Caribbean	78.3	52.7	25.6	17.4	4.0	445
Northern America	68.3	56.2	12.1	4.8	2.0	452
Arab States	76.4	21.2	55.2	7.8	7.1	372
Eastern Asia	76.8	61.3	15.5	27.3	2.5	1,013
South-Eastern Asia and the Pacific	81.2	58.8	22.4	15.9	3.5	425
Southern Asia	79.4	28.6	50.8	92.7	9.2	1,838
Northern, Southern and Western Europe	63.8	51.3	12.5	5.7	2.0	406
Eastern Europe	68.1	53.0	15.1	4.5	2.6	189
Central and Western Asia	73.5	44.1	29.4	5.3	5.7	216

On top of the significant economic benefits, engaging more women in the world of work would have a positive impact on their well-being since most women would like to work.

ILC ILO HEAD CALLS FOR THE MUCH NEEDED GREENING OF THE WORLD OF WORK

The ILO Director-General has told delegates that nothing will more clearly distinguish the first hundred years of the ILO's history from the second "than the necessary greening of the world of work".

"Today, the Paris Agreement and the national commitments made under its terms, together with the 2030 Agenda , provide a unique opportunity to translate the tripartite consensus we have constructed into large scale practical ILO work with member States," the Director-General said in opening remarks to the 106th Session of the International Labour Conference (ILC).

Introducing his report to the ILC, this year entitled, Work in a changing climate: the Green Initiative , he said it "highlights the potential for greening of production to be a powerful engine for decent work creation and strong and balanced growth and development."

"We need the right policies to make transition happen and to make it just," he noted. "And like any process of change at work that will require the combined efforts of governments and of employers and workers through social dialogue."
The Director-General also highlighted that the governance of labor migration is both a constitutional responsibility of the ILO and at the top of the international policy agenda, with the adoption of a Global Compact before the UN General Assembly next year. A special Conference committee will discuss labor migration and the challenge of governance this year, and its conclusions are expected to feed in to discussions at the UN.

YOUTH EMPLOYMENT ILO, LUKOIL EXTEND PARTNERSHIP

The Director-General of the ILO and the President of the Russian oil company LUKOIL recently signed an agreement to continue cooperation on youth employment initiatives from 2018 to 2022. The main objective of the second phase of the project "Partnerships for youth employment in the CIS" is to further improve the effectiveness of policies and programs promoting decent jobs for young people, based on broad and sustainable partnerships, and informed and integral policy frameworks.

The project is coordinated by ILO Decent Work Team and Country Office for Eastern Europe and Central Asia, serving Russia and 9 countries (Armenia, Azerbaijan, Belarus, Georgia, Kazakhstan, Kyrgyzstan, Tajikistan, Turkmenistan, and Uzbekistan). The project is implemented in Azerbaijan, Kazakhstan, the Russian Federation and Uzbekistan. In the Russian Federation, six pilot regions have been selected: Astrakhan Region, Kaliningrad Region, the Republic of Komi, Republic of Kalmykia, Perm Territory, and Khanty-Mansi Autonomous Region.

At the strategic level, the project activities addressing youth unemployment will feed directly into the

UN's Sustainable Development Goals 2030 Agenda . The project will correlate with the implementation of the UN Global Initiative on Decent Jobs for Youth , adopted by the UN in 2016, through integrating the Initiative's key elements into the youth employment promotion policies in the Commonwealth of Independent States.

Speaking at the signing ceremony, the ILO Director-General said: "The youth employment crisis reflects a huge decent work deficit in societies worldwide and one of the main challenges of our time. We have the unique opportunity to partner in order to scale-up action on youth employment and tackle this crisis head on."

CHILD LABOUR 168 MILLION CHILDREN ENGAGED GLOBALLY

Majority of the over 168 million children involved in child Labor across the world live in areas affected by conflict and disaster, and often pay the heaviest price during conflicts, according to the ILO. The ILO has therefore decided to dedicate the 2017 World Day Against Child Labour scheduled for 12 June to focus on the impact of conflicts and disasters on child labor globally.

The ILO asked world leaders and member states to take measure to combat and prevent child labor, adding that "in times of conflict, in times of disaster, when livelihoods are disrupted, basic services are lost and people can be forced from their homes, entire families become more vulnerable. But it is children who often pay the heaviest price."

It added that the proposed ILO Recommendation concerning Employment and Decent Work for Peace and Resilience (Revision of the Transition from War to Peace Recommendation, 1944, No. 71), being discussed during the 106th Session of the International Labour Conference (ILC) calls for specific action against child labor arising from or exacerbated by conflicts or disasters.

In countries affected by conflicts and disaster, the ILO, governments, workers' and employers' organizations and humanitarian actors work together to prevent and withdraw children from child labour, and enrol them in education. Using an integrated approach to promote fundamental principles and rights at work, the ILO has developed specific tools to prevent child labour and provide economic reintegration in post-conflict situations, with a particular focus on children formerly associated with armed forces and groups.

PALESTINE ILO CALLS FOR URGENT ACTION TO PROVIDE DECENT WORK FOR WORKERS

According to the ILO Director-General's annual report, submitted to the ILO's International Labour Conference, economic growth does take place in both the West Bank and Gaza, but the ILO mission that travelled to the region to document the report found that it remains well below its potential. Current growth is not enough to improve livelihoods and it barely translates into employment gains. "Perhaps no other indicators mirror the vulnerable situation of Palestinian livelihoods as dramatically

as those related to the labor market," the report states.

Unemployment in the Occupied Palestinian Territory remains pervasive, higher than in any other country in the Middle East and North Africa, and more than twice the regional average. More than a quarter of the Palestinian labor force is unemployed; joblessness among youth remains above 40 per cent. Fewer than half of Palestinians above 15 years of age are economically active, and two thirds of youth now remain outside the labor force. Less than one in five women work.

The situation is particularly dire for the 2 million Palestinians living in Gaza, which has been sealed off by land, air and sea for the past decade. Unemployment here remains well above 40 per cent, and the majority of economically active youth — 60 per cent — are jobless. Among graduates, joblessness is almost universal. Gazans remain unable to move for work elsewhere.

In the West Bank, the restrictions on movement and economic activity and the overbearing presence of Israeli settlements have fragmented the labor market and impeded the development of a viable and vibrant Palestinian economy, the report stresses.

The report also notes that a lack of alternatives has obliged an increasing number of Palestinian men and women to seek work in Israel and the settlements. Average wages of Palestinians working in Israel are more than twice as high as in the West Bank. About one quarter of the total wages earned by Palestinians of the West Bank comes from employment in Israel or Israeli settlements in the West Bank.

Yet, many of the more than 100,000 Palestinian workers in the Israeli economy face hardship and exploitation, in particular by unscrupulous brokers who make disproportionate profits out of matching Palestinian jobseekers with Israeli employers. Through scenarios, the report estimates that even if only 40 per cent of Palestinian workers in the Israeli economy are affected by the brokers, this would amount to a US$380 million "broker tax" in 2016, with nearly 17 per cent of all wages earned by Palestinians in Israel being captured by brokers.

With their employment situation and labor market prospects becoming increasingly bleak, frustration among Palestinian youth can feed radicalization and violence, the report warns.

PHILIPPINES ILO LAUNCHES MEDIA COMPETITION AND YOUTH4OSH PROJECT

Young workers are 40 per cent more likely than older workers to suffer injuries on the job. Why is this figure so high? For starters, young workers are often relatively new to the world of work and may have only limited experience of how to stay safe in the working environment. Young workers may lack access to good-quality training on how to prevent occupational accidents, and may not even be aware of their right at work when it comes to Occupational Health and Safety (OSH).

In the Philippines, young workers face some very real challenges when it comes to OSH. 'There are 25 million young people in the Philippines aged 15 to 24 years old accounting for one-fifth of the total population. At present, a large numbers of these young people are employed in economic sectors characterized by Occupational Safety and Health (OSH) risks and hazards.

For example, there are more than 2 million young workers aged 15 to 24 in the agriculture sector, almost 700,000 in the manufacturing sector, and more than 400,000 in the construction sector. These sectors are some of the most dangerous in which to work at any age, in terms of work-related fatalities, non-fatal accidents and occupational diseases, said the National Project Coordinator of the ILO SafeYouth@Work Project in the Philippines .

One of the ways that the ILO is seeking to address these concerns is by supporting opportunities for young people themselves to contribute creative ways to raise awareness on the issue of OSH and young workers. The SafeYouth@Work Media Competition currently being run by the ILO will see a small number of young people aged 18 to 24 win the opportunity to showcase their films, photos, videos, posters, stories, songs and other creative products to an audience of thousands at the forthcoming XXI World Congress on Safety and Health at Work taking place in Singapore in September 2017.

The SafeYouth@Work Media Completion is open to young people aged 15 to 24 from all around the world, including the Philippines. In addition to being showcased in front of an audience of thousands in Singapore in September at the XXI World Congress on Safety and Health at Work , winning submissions will be included on the ILO YouTube channel as well as and International Media Festival for Prevention (IMFP) YouTube channel and will be featured on the SafeYouth@Work Media Competition Website. Winners will also receive a signed award certificate from the ILO.

Additionally, the participants that have submitted the winning entries in the 18 to 24 year old category will be invited to participate in the XXI World Congress on Safety and Health at Work , in Singapore. The ILO and the organizer of the World Congress will pay for all travel, accommodation and other relevant costs associated with this participation. Holding valid passports and necessary visas remains the sole responsibility of the participants. Submissions to the SafeYouth@Work Media Competition close on Friday 30 June 2017.

Supported by the United States Council for International Business (USCIB) Foundation and valued at USD 1 million, the Youth4OSH project will help to increase the capacity of organizations and networks in the Philippines to promote awareness and action on Occupational Safety and Health (OSH) for young workers and their employers.

Judgment

HIGH COURT DIVISION
(Special Original Jurisdiction)

Writ Petition No. 2252 & 1222 of 2009 with Writ Petition No. 8117 of 2005 with Writ Petition No.1182 of 2010

Moyeenul Islam Chowdhury J
AKM Abdul Hakim J

Kazi Md Akhtaruzzaman and others..... Petitioners

vs

Bangladesh and others .....Respondents

Judgment

(From the previous issue)

August 11th, 2010

71. Likewise, the jobs of the teachers of the now-defunct BITs were non-transferable and they were appointed only for those BITs. Since the BITs were transformed into Technical Universities at subsequent stages, the teachers of those BITs were automatically absorbed in the services of the newly-established Technical Universities by operation of the relevant laws. The teachers of the ex-Sher-e-Bangla Agricultural Institute are no exception as well.

72. By dint of enactment of the Chittagong Veterinary and Animal

Sciences University Act, 2006, the Chittagong Veterinary College was dissolved and re-established as Chittagong Veterinary and Animal Sciences University, section 58(2) (S) of the said Act provides, inter alia, that the teachers of the dissolved Veterinary College will be absorbed, on certain terms and conditions, in the Veterinary University. The Said terms and conditions, amongst others, are that the teachers must have at least one first class degree at undergraduate or post-graduate level, or that they must hold a post-graduate diploma or M Phil or PhD degree, and further that any person not fulfilling these requirements may nevertheless continue to serve as a teacher of the university subject to an undertaking that he will obtain a post-graduate diploma or M. Phil or Ph.D. degree within five years. So it is seen that the teachers of the erstwhile Chittagong Veterinary College are not to be absorbed in the service of the Chittagong Veterinary and Animal Sciences University automatically or as a matter of course. Their absorptions are hemmed in by certain conditions. In other words, there are no blanket provisions for their automatic absorption in the service of the said university.

73. The BSMMU is a specialized university. So it can not be compared with a general university like the Jagannath University. As every university is a class by itself, the relevant provisions for automatic absorption of the teachers of the ex-IPGMR in the service of the BSMMU in the Bangabandhu Sheikh Mujib Medical University Act, 1998 will not place the petitioners with them on the same footing. Therefore, the invocation of the relevant provisions for automatic absorption of the teachers of the ex-IPGMR in the said Medical University Act is of no help to the petitioners.

74. In the facts and circumstances of the case and in the light of the above discussions, we feel at one with the argument of Mr Tanjib-ul Alam that no vested right has accrued to the petitioners for their automatic absorption in the service of the Jagannath University.

75. There is undoubtedly a fundamental difference between a university teacher and a college teacher. All teachers can not form a class by them selves, Whether or not they are posted in General Universities or Technical Universities or in Colleges. According to the Public Servants (Retirement) Act, 1974, the petitioners would retire from service at the age of 57 years whereas as per Article 18 of the First Statute of the Jagannuch University, the age of retirement of a teacher is 60 years, though his service may be extended up to 65 years in phases. It transpires that Mr Tanjib-ul Alam has rightly contended that all teachers of all the educational institutions can not form a class by themselves owing to the 'intel-ligible differentia' or 'permissible criteria' between them.

76. We find substance in the argument of Mr Rokanuddin Mahmud that a university teacher is not a public

servant within the meaning of the Public Servants (Retirement) Act, 1974 and, as such, a public servant is not on a par with a university teacher. The petitioners are, no doubt, publie servants. As members of the BCS (General Education) Cadre, admittedly they have not been subjected to inequality because of the impugned provisions of section 56 of the Act of 2005. Secondly, as every university is a class by itself, the question of contravention of the equality clause of Article 27 of the Constitution does not arise at all, as rightly contended by Mr M Amir-Ul-Islam.

Anyway, the preamble of the Act of 2005 is as follows:

"যেহেতু উচ্চশিক্ষার বিভিন্ন ক্ষেত্রে অগ্রসরমান বিশ্বের সাথে সঙ্গতি রক্ষা ও সমতা অর্জন এবং জাতীয় পর্যায়ে উচ্চশিক্ষা, গবেষণা আধুনিক জ্ঞানচর্চা ও পঠন-পাঠনের সুযোগ সৃষ্টি ও সম্প্রসারণের উদ্দেশ্যে সরকারী জগন্নাথ কলেজকে রূপান্তরপূর্বক উক্ত কলেজ ক্যাম্পাসে জগন্নাথ বিশ্ববিদ্যালয় নামে একটি বিশ্ববিদ্যালয় স্থাপন করা সমীচীন ও প্রয়োজনীয়....."

77. Keeping this preamble of the Act of 2005 in view, it can be safely said that the Legislature has visualized the establishment of the Jagannath University as a centre of academic excellence and research work at the national level. Furthermore, to keep pace with the advanced world in different areas of higher education, the setting up of the Jagannath University has been found to be expedient and necessary. So this university should be manned by the best available teachers. Precisely speaking, we find a nexus between the preamble and the impugned provisions of section 56 of the Act of 2005. In addition to that, the 'intelligible differentia' in the said preamble can not be ignored. On top of that, the Jagannath University is a general university. In any event, the public interest far outweigh the personal interest of the petitioners vis-a-vis their claimed wholesale absorption in the service of the Jagannath University. What we are driving at boils down to this: the public interest must have priority over the personal interest of the petitioners.

78, We have already held that as all the members of the BCS (General Education) Cadre are a class by themselves, no discriminatory treatment has been meted out to them within that class. Article 29(1) of the Constitution provides that there shall be equality of opportunity for all citizens in respect of employment or office in the service of the Republic. There is no gainsaying the fact that the petitioners are in the service of the Republic and that they are in the service of the Jagannath University on deputation for a fixed period. Equality of opportunity as postulated by Article 29(1) of the Constitution in respect of employment or office in the service of the Republic has not been affected or curtailed in any manner by the placement of the petitioners in the service of the Jagannath University on deputation. Accordingly, we are in agreement with the contention of Mr Rokanuddin Mahmud that Article 29(1) of the Constitution is not applicable to the petitioners.

79. We fail to understand the contention of the petitioners that they

have not been treated in accordance with law as contemplated by Article 31 of the Constitution. As held earlier, their placement in the service of the Jagannath University on deputation does not confer any vested right on them to be automatically absorbed. Since there is no violation of any law as regards placement of the petitioners on deputation in the service of the Jagannath University, it can not be said by any stretch of imagination that they have not been dealt with in accordance with law. In such a posture of things, we are led to hold that the impugned provisions with regard to placement of the petitioners in the service of the Jagannath University on deputation have not offended Article 31 of the Constitution.

80. It is the view of this Court that the appointment process of the teachers of the Jagannath University, or for that matter, any university of the country should be open to all. In the impugned provisions, there is scope for brilliant and meritorious members of the BCS (General Education) Cadre to apply for appointment to various scholastic posts of the Jagannath University. According to the impugned provisions, the qualified and experienced deputationists in the service of the Jagannath University are not debarred from participating in open competitions for appointment of teachers of the university. We fully endorse the submission of Mr Tanjib-ul-Alam that the embargo imposed by section 56 (3) of the Act of 2005 is virtually a qualified embargo, and not an absolute one and by that reason, the petitioners have no genuine grievances thereagainst.

81. The impugned provisions indicate that those have been enacted to ensure imparting of quality education and carrying on of research work of high order by the talented teachers of the university. The competent teachers among the petitioners may qualify in the competitive examinations for appointment as teachers of the Jagannath University on regular basis. In this connection, Annexure-'1 to the Supplementary Affidavit dated 10-8-2010 filed on behalf to the Jagannath University Authority unerringly shows that in the meantime, some deputationists like the petitioners have already been appointed to various scholastic posts of the Jagannath University on regular basis following the usual appointment process. The petitioners could have applied and got appointment in the similar fashion in the service of the university depending upon their statutory suitability and fitness. The petitioners, we feel constrained to say, chose not to apply for various scholastic posts of the Jagannath University at their own peril. The Jagannath University Authority can not be blamed therefor. However, options are always open to them to participate in the future appointment process of the teachers of the university. Such being the state of affairs, no exception can be taken to the impugned provisions of section 56 of the Act of 2005.

82. It transpires that the petitioners have taken a serious exception to the appointment of one SM Anwara Begum as Associate Professor in the department of

political science. According to them, she has 2nd class at every stage of her academic career for which she is unfit for appointment as such. But Mr Tanjib-ul-Alam says that the appointment of SM Anwara Begum as Associate Professor is very much in accordance with law in that she is a PhD degree-holder. However, the appointment of SM Anwara Begum is not under challenge in any of the writ petitions. So no observation or finding is necessary thereon.

83. According to Mr AF Hassan Ariff, there was mala fides or bad faith in respect of placement of the petitioners on deputation in the service of the Jagannath University for five years instead of absorbing them by operation of law. It is a truism that mala fides or bad faith vitiates everything and a mala fide act is a nullity. To render an action mala fide, "There must be existing definite evidence of bias and action which can not be attributed to be otherwise bona fide; actions not otherwise bona fide, however, by themselves would not amount to be mala fide unless the same is in accompaniment with some other factors which would depict a bad motive or intent on the part of the doer of the act" (Punjab vs Khanna, AIR 2001 SC 343).

84. Regard being had to the facts and circumstances of the case, it is manifestly clear that the placement of the petitioners in the service of the Jagannath University on deputation is a mere temporary or stop-gap arrangement. We do not find any mala fides or bad faith on the part of the Authority in placing them on deputation. In that view of the matter, the contention of Mr AF Hassan Ariff on this point stands negatived.

85. Besides, no malafide intention is discernible in the matter of enactment of the impugned provisions of section 56 of the Act of 2005 so as to allegedly deprive the petitioners of their automatic absorption in the service of the Jagannath University.

86. In view of the aforesaid discussions, we find that there are distinguishing yardsticks between the ex-teachers of the Jagannath College and those of the IPGMR, Sher-e-Bangla Agricultural Institute and BITs and in this perspective, the non-absorption of the petitioners in the service of the newly-established Jagannath University is neither unreasonable nor arbitrary nor illogical.

87. As the facts and circumstances of the present case are quite distinguishable, the decision in the case of AKM Fazlul Karim vs Bangladesh represented by the Secretary, Ministry of Law, Justice and Parliamentary Affairs, given in Writ Petition No. 2874 of 2008 has no manner of application.

88. The petitioners have relied upon the doctrine of legitimate expectation for their automatic absorption in the service of the Jagannath University. Now a pertinent question arises: what is meant by 'legitimate expectation'? A promise made in the shape of a statement of policy or a procedure regularly adopted by the authority may give rise to what is called 'legitimate expectation', that is, expectation of a kind which the Court now enforces. Legitimate expectation gives the applicant

sufficient "locus standi" for judicial review. The doctrine operates in the domain of public law and in an appropriate case constitutes substantive as well as procedural rights. The statement or practice giving rise to the legitimate expectation must be sufficiently clear and unambiguous, and expressed or carried out in such a way as to show that it was intended to be binding.

89. In the case of the Council of Civil Service Union vs Minister for the Civil Service 1985 AC 374, the House of Lords observed:

"Legitimate or reasonable expectation may arise either from an express promise given on behalf of a public authority or from the existence of a regular practice which the claimant can reasonably expect to continue."

90. So it is our considered opinion that the legitimate expectation must stem.from a promise in the shape of a statement of policy or a procedure regularly adopted by the authority. It seems that Mr Tanjib-ul Alam has rightly submitted that there can not be any legitimate expectation against a statute (the Act of 2005). Furthermore, as we have already held that every university is a class by itself, the question of invocation of the doctrine of legitimate expectation does not arise-at all. Against this backdrop, the submissions of Mr Abdul Wadud Bhuiyan, Mr AF Hassan Ariff and Mr Abdur Rab Chaudhury on the question of legitimate expectation falls to the ground.

91. It is an admitted fact that the Act of 2005 came into force on 20th October, 2005 by a Gazette Notification dated 27th September, 2005 This being the position, we are simply astounde by the submission of Mr Abdur Rab Chaudhury that the Act of 2005 has the effect of retrospective ity. In this context, our clear observatibrilis that the Act of 2005 was given prospective operation with effect from 20th October, 2005. So the above sub-mission of Mr Abdur Rab Chaudhury is devoid of any substance.

92. As to the contention of Mr Korunamoy Chakma that the writ petitions are incompetent in view of Article 47 of the Constitution, we find that the Legislature in the Act of 2005 does not expressly declare that the Act has been enacted to give effect to any of the Fundamental Principles of State Policy set out in Part-II of the Constitution. So the above contention of Mr Korunamoy Chakma is rejected out of hand.

93. From the foregoing discussions and having regard to the facts and circumstances of the case, the Jagannath University, as we see it, is a class by itself and that it has its own peculiar problems, difficulties and characteristics and in order to tackle the same, the impugned provisions of section 56(2)(chha) and (3) have been framed. As such, we hold that the impugned provisions not being violative of Articles 27, 29(1) and 31 of the Constitution are intra vires.

94. It is undisputed that the present Writ Petition is an admixture of Certiorari and Mandamus. In the case of Talekhal Progressive Fishermen Co-operative Society Limited vs Bangladesh reported in 7957 BID (AD) 103, it has been held

that in order to entitle a person to ask for performance of a public duty by Mandamus, it is necessary to show that he has a legal right for claiming such performance, apart from the fact that he is interested in the performance of the duty.

95. In the case of Hazerullah vs Assistant Commissioner, Board of Management of Abandoned Property reported in 55 DLR (AD) 15, the principle that has been enunciated is that one could only avail oneself of the forum by way of Mandamus for enforcement of any legal right or to redress the violation thereof.

96. In the case of the Queen vs Guardian of the Lewisham Union reported in (1897) 1 QB 498, it was held:

"This Court would be far exceeding its proper functions if it were to assume jurisdiction to enforce performance by public bodies of all their statutory duties without requiring clear evidence that a person who sought its interference had a legal right to insist upon its performance."

97. From the foregoing discussions, there can not be any iota of doubt that in order to invoke the prerogative Writ of Mandamus, the petitioners must have a legal right for enforcement and the Jagannath University Authority must have a legal duty for performance. One of the components of the Rule issuing order dated 6-4-2009 is that the respondents were asked to show cause as to why they should not be directed to appoint and absorb the petitioners in the service of the Jagannath University. In the facts and circumstances of the case, we have no hesitation in holding that the petitioners have no legal right for automatic absorption in the service of the Jagannath University for enforcement and the Jagannath University Authority has no legal duty for performance to that effect. Such being the legal position, our definite conclusion is that the petitioners cannot enforce their claimed wholesale automatic absorption in the service of the Jagannath University through issuance of Writs of Mandamus.

98. Having regard to the facts and circumstances of the case and the discussions made here-inbefore, we find no merit in the Rules. The Rules, therefore, fail.

Accordingly, the Rules Nisi issued in Writ Petition Nos. 2252 of 2009, 8117 of 2005, 1222 of 2009 and 1182 of 2010 are discharged without any order as to costs.

Ed.

Source: Dhaka Law Reports (September 2016)

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. Mise. Goods & Services
2011-12	**170.19**	**183.65**	**152.94**	160.79	143.36	175.58	152.63	148.58	144.48	164.57
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
July, '16	**224.13**	**237.69**	**206.75**	241.40	190.22	232.95	205.91	207.41	172.56	214.73
Aug. '16	**226.57**	**241.89**	**206.93**	241.59	190.26	233.62	206.08	207.56	172.68	214.95
Sept. '16	**230.27**	**247.88**	**207.69**	242.85	190.62	234.01	206.32	209.32	172.72	216.6
Oct. '16	**231.85**	**250.64**	**207.75**	242.88	190.65	234.23	206.38	209.42	172.76	216.65
Nov. '16	**231.18**	**249.41**	**207.81**	242.94	190.68	234.31	206.42	209.51	172.80	216.74
Dec. '16	**231.53**	**249.29**	**208.76**	243.49	190.87	236.54	206.83	211.61	172.91	219.53
Jan. '17	**234.34**	**251.86**	**211.88**	243.72	196.92	237.24	206.90	212.14	182.20	119.22
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

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. Mise. Goods & Services
2011-12	**173.26**	**183.62**	**156.77**	164.55	146.37	169.35	156.87	150.60	158.26	168.84
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
July, '16	**223.45**	**232.37**	**209.25**	251.24	184.21	227.17	218.74	193.05	189.48	223.53
Aug. '16	**225.69**	**235.93**	**209.40**	251.40	184.25	227.59	218.89	193.16	189.65	223.81
Sept. '16	**229.46**	**241.68**	**210.03**	252.86	184.83	227.59	218.91	193.47	189.68	225.38
Oct. '16	**231.17**	**244.59**	**210.07**	252.89	184.87	227.69	218.92	193.51	189.70	225.41
Nov. '16	**230.45**	**243.24**	**210.11**	252.95	184.89	227.73	218.94	193.59	189.75	225.45
Dec, '16	**230.73**	**243.12**	**211.02**	253.46	185.23	230.16	219.54	193.75	189.90	229.42
Jan. '17	**233.71**	**246.41**	**213.51**	253.60	190.08	230.88	219.56	193.82	199.76	228.79
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

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. Mise. Goods & Services
2011-12	**164.52**	**183.71**	**147.84**	153.65	139.88	186.54	145.37	146.34	129.61	159.31
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
July, '16	**225.38**	**250.65**	**203.41**	222.71	197.18	243.10	183.94	223.24	154.31	203.86
Aug. '16	**228.18**	**256.42**	**203.62**	222.96	197.22	244.22	184.14	223.44	154.37	204.01
Sept. '16	**231.76**	**263.01**	**204.58**	223.83	197.32	245.30	184.87	226.78	154.43	205.80
Oct. '16	**232.91**	**265.39**	**204.66**	223.85	197.33	245.72	184.93	226.94	154.49	205.83
Nov. '16	**232.52**	**264.45**	**204.74**	223.92	197.38	245.88	185.00	227.07	154.52	205.99
Dec. '16	**233.01**	**264.36**	**205.75**	224.55	197.39	247.75	185.07	231.29	154.57	207.32
Jan. '17	**235.51**	**265.16**	**209.71**	224.95	204.83	248.41	185.24	232.33	163.25	207.40
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

Source: Bangladesh Bureau of Statistics

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

	Sector	2013-14	2014-15	2015-16	Jan. '17	Feb. '17	March. '17
	General	118.82	124.69	132.81	142.37	143.42	143.80
	percentage change (Point to Point)	5.50	4.94	6.52	6.65	6.88	6.83
	percentage change (over previous month)				0.77	0.74	0.26
1.	Agriculture	118.44	124.51	132.48	142.13	143.21	143.56
	percentage change(over previous month)				6.70	6.99	6.94
	percentage change(over previous month)				0.79	0.76	0.24
i)	Agriculture	118.40	124.46	132.44	142.09	143.16	143.52
	percentage change (Point to Point)	5.64	5.12	6.52	6.70	6.98	6.94
	percentage change(over previous month)				0.79	0.75	0.25
ii)	Fish	120.81	126.85	134.59	144.41	145.44	145.87
	percentage change (Point to Point)	7.97	5.00	6.12	6.80	7.34	7.38
	percentage change(over previous month)				0.75	0.71	0.30
2.	Industry	119.07	124.38	132.02	141.03	142.11	142.66
	percentage change (Point to Point)	4.97	4.47	6.16	6.46	6.65	6.76
	percentage change(over previous month)				0.69	0.77	0.39
i)	Construction	119.93	124.84	129.77	138.11	139.21	139.84
	percentage change (Point to Point)	4.56	4.09	4.18	5.86	6.32	6.46
	percentage change(over previous month)				0.70	0.80	0.45
ii)	Production	121.86	127.28	136.18	146.93	147.97	148.36
	percentage change (Point to Point)	9.27	4.44	7.70	7.62	7.29	7.34
	percentage change(over previous month)				0.67	0.71	0.26
3.	Service	120.16	126.15	136.03	146.26	147.17	147.32
	percentage change (Point to Point)	5.75	4.98	7.86	6.77	6.80	6.46
	percentage change(over previous month)				0.79	0.62	0.10

Source: Bangladesh Bureau of Statistics

PRICES OF ESSENTIALS

Retail prices of Dhaka markets on 05 June 2017

Commodity	Category	Kawran Bazar			New Market		
		Unit	Min.	Max.	Unit	Min.	Max.
Rice	Fine	kg	52	57	kg	52	58
	Medium	kg	48	50	kg	49	50
	Coarse	kg	46	47	kg	47	48
	Scented	kg	80	90	kg	80	90
Flour (coarse)	Loose/white	kg	23	25	kg	23	24
	Poly pack	kg	30	32	kg	30	32
Flour (fine)	Loose	kg	36	38	kg	35	37
	Poly pack	kg	42	43	kg	42	43
Lentils	Masur (local)	kg	105	110	kg	106	110
	Masur (imported)	kg	75	80	kg	75	85
	Mug	kg	110	120	kg	120	125
	Gram	kg	95	98	kg	98	100
	Khesari	kg	75	78	kg	75	80
	Mash	kg	110	115	kg	110	115
Edible Oil	Soyabean	liter	82	83	kg	82	84
	Palm	liter	72	74	kg	72	74
	Mustard	liter	120	125	kg	120	125

Commodity	Category	Kawran Bazar			New Market		
		Unit	Min.	Max.	Unit	Min.	Max.
Spices	Onion (local)	kg	24	28	kg	25	30
	Onion (imported)	kg	20	22	kg	20	22
	Garlic (local)	kg	85	95	kg	90	100
	Garlic (imported)	kg	280	290	kg	290	300
	Dry chilli	kg	140	160	kg	150	170
	Ginger (local)	kg	65	75	kg	70	75
	Ginger (imported)	kg	70	80	kg	75	80
	Turmeric	kg	160	180	kg	180	200
	Green Chili	kg	30	35	kg	35	40
Fish	Rui local	kg	180	280	kg	190	280
	Rui imported	kg	170	270	kg	180	270
	Katla local	kg	180	280	kg	180	280
	Katla imported	kg	180	270	kg	180	270
	Hilsha	kg	500	800	kg	500	800
	Pangash	kg	120	140	kg	120	140
	Silver Carp	kg	150	160	kg	-	-
	Tilapia	kg	130	150	kg	140	170
	Koi	kg	180	200	kg	160	200
	Shrimp (small)	kg	360	400	kg	380	420

Commodity	Category	Kawran Bazar			New Market		
		Unit	Min.	Max.	Unit	Min.	Max.
Meat	Beef	kg	475	480	kg	475	475
	Mutton	kg	680	720	kg	700	725
Vegetables	Potato-Holland	kg	14	16	kg	14	17
	Brinjal	kg	35	48	kg	40	50
	Pumpkin	kg	16	18	kg	18	20
	Cucumber	kg	20	25	kg	20	30
	Carrot	kg	16	20	kg	18	20
	Tomato	kg	40	45	kg	40	45
	Gourd	1piece	30	40	1 piece	35	40
	Pointed gourd	kg	20	25	kg	25	28
	Yardlong bean	kg	25	28	kg	25	30
	Okra	kg	20	25	kg	20	25
	Papaya	kg	25	30	kg	25	30
	Snake gourd	kg	20	25	kg	25	30
	Kachurlati	kg	30	35	kg	30	40
	Bitter gourd	kg	25	35	kg	30	40
	Red spinach	kg	20	22	kg	18	20
	Vine spinach	kg	18	20	kg	18	20

Commodity	Category	kawran Bazar			New market		
		Unit	Min.	Max.	Unit	Min.	Max.
Poultry	Hen (Sonali)	kg	220	240	kg	240	250
	Hen (farm)	kg	150	155	kg	150	155
	Hen (local)	kg	370	380	kg	380	390
Egg	Hen (local)	4 pieces	40	41	4 pieces	39	40
	Hen (farm)	4 pieces	26	27	4 pieces	25	27
	Duck	4 pieces	30	32	4 pieces	32	34
Powder Milk	Dano	kg	575	580	kg	575	580
	Red Cow	kg	570	580	kg	570	580
	Diploma	kg	545	550	kg	545	550
Fruits	Apple	kg	140	160	kg	140	160
	Dates	kg	100	140	kg	120	140
	Mango	kg	60	80	kg	60	80
	Coconut	1 piece	40	60	1 piece	40	60
	Orange	4 pieces	60	80	1 piece	60	80
	Banana	4 pieces	20	25	4 pieces	20	25
Others	Salt (iodine)	kg	25	40	kg	25	40
	Sugar	kg	75	75	kg	74	75
	Molasses (sugarcane)	kg	80	100	kg	80	90
	Molasses (dates)	kg	100	110	kg	100	110

Source: Department of Agricultural Marketing