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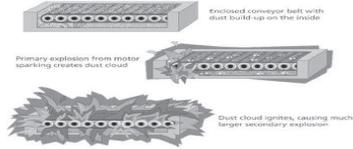
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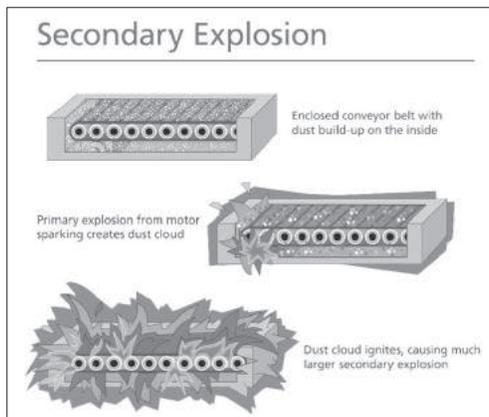
INDUSTRIAL FIRES : PREVENTING THE FIVE MAJOR CAUSES

By Stephen Watkins

Industrial fires and explosions cost companies and governments billions of dollars every year, not to mention the loss of life, which can't be described in monetary terms. According to the most recent fire statistics from the National Fire Protection Association (NFPA), an average of 37,000 fires occur at industrial and manufacturing properties every year. These incidents result in 18 civilian deaths, 279 civilian injuries, and \$1 billion in direct property damage.

These disasters happen for many reasons, often because managers and employees aren't aware of the risks that surround them at work every day. When dealing with the risk of fires and explosions, it's important to understand the most common causes.

COMBUSTIBLE DUST



Often overlooked, and highly deadly, combustible dust is a major cause of fire in

food manufacturing, woodworking, chemical manufacturing, metalworking, pharmaceuticals, and just about every other industry you can name. The reason is that just about everything, including food, dyes, chemicals, and metals - even materials that aren't fire risks in larger pieces - have the potential to be combustible in dust form.

And these explosions aren't easy to contain. In a typical incident, combustible material comes into contact with an ignition source causing a small fire. These small fires go unreported, but they don't come without consequences. Even small fires in industrial facilities cause loss of product, time and sometimes bodily injury.

The outcome can also be much worse. If there's dust in the area, the primary explosion will cause that dust to become airborne. Then, the dust cloud itself can ignite, causing a secondary explosion that can be many times the size and severity of the primary explosion. If enough dust has accumulated, these secondary explosions have the potential to bring down entire facilities, causing immense damage and fatalities. Most people recall the Imperial Sugar explosion as an example of a devastating loss due to combustible dust accumulation.

The key ingredient in combustible dust fires and explosions is the presence of dust itself. While dust cannot be eliminated entirely, you can make sure it doesn't accumulate to a dangerous level simply by following a regular housekeeping regimen.

Take the steps to safely collect combustible dust in any environment:

Understand your facility and your responsibilities

It is ultimately your and your company's responsibility to select safe equipment. You can be held accountable by multiple authorities having jurisdiction (AHJ), including your insurance company, local officials and OSHA.

Get to know the regulations, standards and recommendations

Stay up-to-date on the current state of regulations, standards and recommendations so you make informed decisions.

Select the safest industrial vacuum for your application

Select equipment that will help you become safe and stay safe, meeting all requirements set forth by your facility, AHJ, insurance company, NFPA, OSHA and, most importantly, your users.

HOT WORK



Although hot work is commonly equated with welding and torch cutting, there are many other activities - including brazing, burning, heating, and soldering -

that pose fire hazard. This is because sparks and molten material, which reach temperatures greater than 1000°F, can easily travel more than 35 feet.

In 2014, a pier fire in California caused by a welder's torch resulted in more than \$100 million in damage when it caused a partial collapse of a warehouse floor.³ In 2012, three workers performing hot work died disassembling a metal crude oil tank. The sparks from the work ignited vapors inside the tank, causing a fire that then spread to nearby woods.

Hot work is also a major culprit in combustible dust fires, as the sparks generated from the work can ignite in the surrounding area.

In one incident in North Carolina, three contract welders were seriously burned when sparks ignited the wood dust in the silo where they were working. The investigation found a trifecta of problems; the silo hadn't been cleaned of dust before the work began, no hot work permit had been issued, and there was no fire protection and prevention plan in place.

Like combustible dust incidents, hot work disasters are preventable by following proper safety procedures.

Avoid hot work if possible.

This isn't always a feasible solution, but if there's an alternative, take it.

Train personnel

All workers should understand the hazards associated with hot work, any site-specific hazards, the proper policies and procedures, and the use of safety equipment.

Ensure that the area is clear of flammable or combustible materials including dusts, liquids, and gasses.

Supervise the work.

Especially if you use outside contractors, make sure a safety professional is on hand to provide supervision.

FLAMMABLE LIQUIDS AND GASSES



These fires, which often occur at chemical plants, can be disastrous. A 2010 power plant explosion in Middletown, CT killed six people and injured more than 50, and can all be traced to flammable gas. In this case, the subsequent investigation revealed hundreds of safety violations, many of which OSHA deemed "willful." As a result, the agency fined the companies involved \$16.6 million, one of the largest penalties ever issued.

There is certainly some danger inherent in any work involving flammable liquids and gasses, but all available safety precautions should be taken to mitigate these risks.

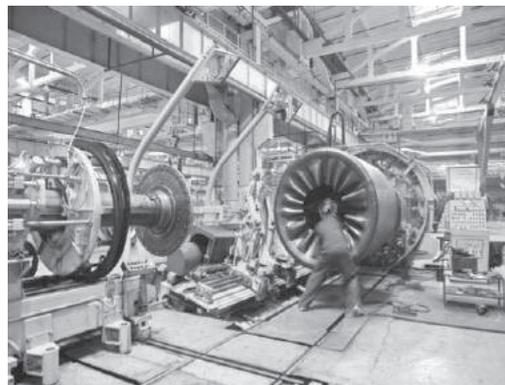
Know the hazards. One major component of prevention is simply knowing the safety information for every liquid on your premises. This information is available on the material safety data sheet (MSDS) that comes with such products.

Store flammable liquids properly. Make sure all hazardous materials are stored according to OSHA-compliant procedures.

Control all ignition sources. Except for when you're intentionally heating the flammable materials, keep ignition sources as far away from them as possible.

Provide personal protective equipment. This is a must across all categories of fire hazards but especially when liquids and gasses are involved.

EQUIPMENT AND MACHINERY



Faulty equipment and machinery are also major causes of industrial fires. Heating and hot work equipment are typically the largest issue here - in particular, furnaces that aren't properly installed, operated, and maintained. In addition, any mechanical equipment can become a fire hazard due to friction between moving parts. This risk can be practically eliminated, simply by following recommended cleaning and maintenance procedures, including lubrication.

Even seemingly innocuous equipment can be a hazard under the right circumstances. And, in many cases, the equipment least likely to be thought of as a

fire risk turns out to be the biggest problem, due to companies not recognizing the risk and not taking the proper precautions.

Strategies for preventing fires due to equipment and machinery issues fall into three main categories:

Awareness

You can't prevent risks you don't know exist and neither can your employees. Provide safety awareness training so everyone in your facility knows what risks to watch out for and what to do if they find one.

Cleaning and housekeeping

Keep your equipment and machinery - and the area surrounding it - clean. Equipment, especially electrical equipment, which is covered with dirt or grease, constitutes a huge risk. By keeping your equipment and machinery clean, you'll up your chances that, should a fire start, it won't have enough fuel available to burn for long.

Maintenance

Follow the manufacturer's recommended maintenance procedures for all of the equipment and machinery in your plant. In addition to reducing your fire risk by preventing overheating, regular maintenance will also keep your equipment working in tip-top shape.

ELECTRICAL HAZARDS

Electrical fire hazards include wiring that is exposed or not up to code, overloaded outlets, extension cords, overloaded circuits and static discharge. The damage caused by these fires can quickly compound thanks to several of the other



items mentioned above. Any of these hazards can cause a spark, which can serve as an ignition source for combustible dust, as well as flammable liquids and gasses.

As with the previously mentioned risks, the key to preventing electrical fires is awareness and prevention. This involves training, maintenance, and abiding by the following best practices:

1. Don't overload electrical equipment of circuits
2. Don't leave temporary equipment plugged in when it's not in use
3. Avoid using extension cords, and never consider them permanent solutions
4. Use antistatic equipment where required by NFPA or OSHA
5. Follow a regular housekeeping plan to remove combustible dust and other hazardous materials from areas that contain equipment and machinery
6. Implement a reporting system so that anyone who observes an electrical fire risk can report it without consequences

STEPS TO AVOID FIRES & EXPLOSIONS

Building fire safety into your daily operations is key to preventing industrial fires and explosions. These hazards are

formidable, but don't let it intimidate you. Fire safety is mostly a matter of establishing policies and procedures, and then ensuring they are implemented throughout your facility.

Conduct a hazard analysis. A Dust Hazard Analysis (DHA) is one of the requirements of NFPA 652. Although this standard refers to combustible dusts, don't stop there. Conduct a hazard analysis of your entire facility to discover exactly where your greatest risks lie and what you can do to address them.

Establish fire prevention and emergency procedures. Make sure you have policies and procedures in place that cover everything from smoking, to personal protective equipment, to an emergency evacuation plan. Ensure everyone has access to these documents at all times.

Provide fire safety training. Be sure to provide both general and job-specific fire safety training for everyone working in a potentially hazardous environment.

Implement a regular housekeeping routine. With equipment and machinery running, sometimes 24 hours a day, sparks and static discharge may be hard to avoid entirely, but that doesn't mean you need to run the risk of a fire or explosion, especially one due to combustible dust. By implementing a regular housekeeping routine, you can significantly decrease the chances of a small spark turning into a huge disaster.

Inspect and maintain your equipment and systems. Keeping all of your equipment and systems in properly working order will enhance safety and make your operations more efficient. This includes maintaining

the machinery on your production line, as well as inspecting and testing your fire safety systems, like fire extinguishers and sprinklers. A good rule of thumb is to perform inspections every six months.

Although the causes of industrial fires and explosions cannot be completely eliminated, it is important to understand how to best prevent them to keep your facilities and employees safe.

Source: <https://ohsonline.com>

Home News

RMG FACTORY REMEDIATION DEADLINE EXTENDED TO DECEMBER 2018

The government on 21 June 2018 extended the deadline up to December 2018 for completing remediation works in the readymade garment factories, which were being inspected under the joint initiative of the Bangladesh government and the International Labour Organization (ILO).



Earlier, the government had set April 30, 2018 as the deadline for completing the factory remediation works but almost all the factories missed the deadline. The State Minister of Labour and Employment recently said in a meeting that if any factory failed to complete remediation by December it would face closure.

TUOMO POUTIAINEN TAKES UP HIS POST AS THE COUNTRY DIRECTOR FOR THE ILO



Mr. Tuomo Poutiainen has taken up his post as the Country Director for the International Labour Organization (ILO) in Bangladesh. He presented his letter of appointment to Foreign Minister Mr. A. H. Mahmood Ali, M.P on 3 June 2018. Prior to his appointment as ILO Country Director for

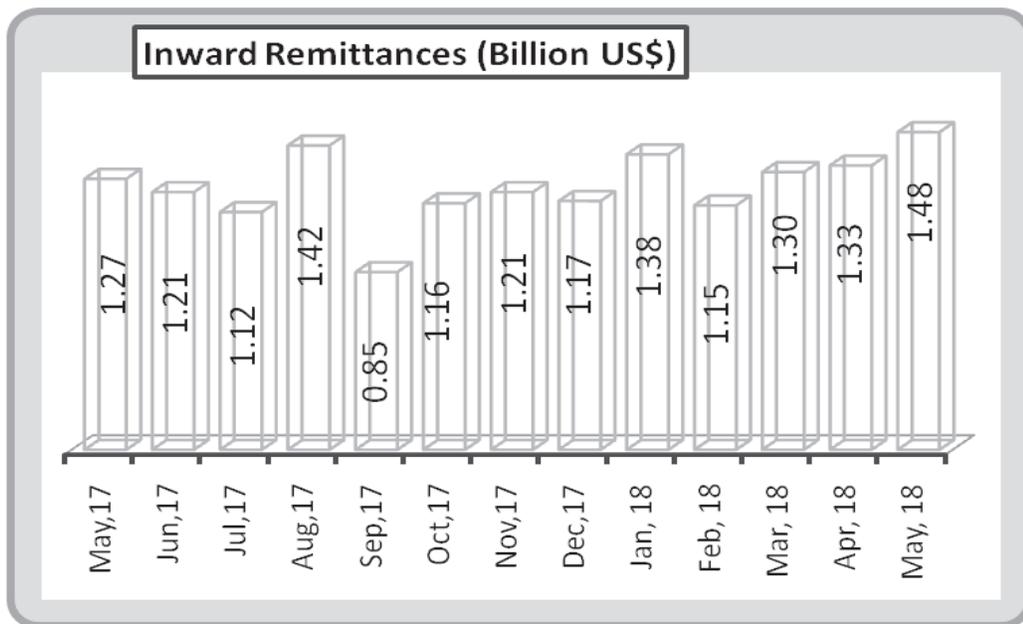
Bangladesh, Mr. Poutiainen was Head of Quality and Factory Services for the ILO/IFC Better Work Programme. From 2014-2017, he was based in Bangladesh where he led ILO's Improving Working Conditions in the Ready Made Garment Sector programme.

Mr. Poutiainen has worked with the ILO for 19 years including spells in the Philippines, Switzerland, Cambodia, Thailand and Bangladesh. During his time with ILO he has been involved in community-based development, child labor, indigenous people's issues, livelihoods promotion and peace and development initiatives.

REMITTANCE INFLOW REACHED US\$ 13.58 BILLION DURING JULY-MAY 2017-18

The inward remittances received from Bangladeshi nationals working abroad reached US\$ 13.58 billion during July-May 2017-18, according to Bangladesh Bank. The remittance rose by \$2.03 billion or 17.58 percent from \$11.55 billion received during July-May 2016-17. During July-May 2017-18, \$2361.84 million remittance were received from Saudi Arabia, \$2168.74 million from

the United Arab Emirates, \$1793.37 million from U.S.A., \$1085.23 million from Kuwait, \$1028.29 million from U.K., \$1002.34 million from Malaysia, \$859.81 million from Oman, \$754.98 million from Qatar, \$611.65 million from Italy, \$496.81 million from Bahrain, \$299.94 million from Singapore and \$1112.18 million from other countries.



Source: Bangladesh Bank

Meanwhile, a total of 835062 Bangladeshis got foreign jobs during July-May 2017-18 compared to 837001 during July-May 2016-17, showing a fall of 1939 employees or 0.23 percent, according to the Bureau of Manpower Employment and Training (BMET). During July-May 2017-18, a total of 379935 documented workers went to Saudi Arabia, 164707 to Malaysia, 71842 to Oman, 65972 to Qatar, 41722 to Kuwait, 37152 to Singapore, 13469 to Jordan, 7070 to Brunei, 6687 to Lebanon, 6173 to Mauritius, 3470 to Bahrain, 3034 to United Arab Emirates, 1695 to South Korea and 32134 to other countries.

International News

PAKISTAN US\$1771.24 MILLION REMITTANCES RECEIVED IN MAY 2018

Remittances sent home by overseas Pakistanis amounted to US\$1771.24 million in May 2018 compared to US\$1867.15 million in May 2017, according to the State Bank of Pakistan (SBP).

countries	May, 2017 (US\$ million)	May, 2018 (US\$million)
Saudi Arabia	514.50	432.05
UAE	426.68	369.92
USA	248.88	276.55
UK	239.20	254.31
Malaysia	95.05	117.66
Kuwait	70.71	66.16
Oman	65.43	52.70
Bahrain	36.74	25.16
Qatar	37.07	34.94
Others	132.89	141.79
Total	1867.15	1771.24

Source: State Bank of Pakistan

USA JOBLESS RATE LOWEST IN 16 YEARS

The U.S. unemployment rate fell to its lowest level in 18 years in May 2018 as hiring was far stronger than expected and the size of the workforce continued to shrink. The jobless rate fell to 3.8 per cent from 3.9 per cent in April, the lowest level since April 2000, the US Labor Department reported.

The economy added 223,000 non-farm jobs in the month, better than the increase of 159,000 in the prior month. The manufacturing sector added 18,000 workers, the least since September 2017, retailers added 31,000, while health care added 29,000 and construction 25,000.

However, the pool of available workers -- defined as those working or actively looking for work -- continued to decline, with the participation rate falling to 62.7 per cent, the report said.

The size of the labor force and the participation rate influences the direction of the unemployment rate. Even so, the jobless rate for black or African American workers dropped sharply in the month to 5.9 per cent from 6.6 per cent, the lowest since the government began keeping records in 1972.

EU 17.62 MILLION UNEMPLOYED

Eurostat estimates that 17.462 million men and women in the EU were unemployed in April 2018. The EU unemployment rate was 7.1% in April 2018, down from 7.8% in April 2017.

Among the Member States, low unemployment rates in the month were recorded in the Czech Republic (2.2%), Malta (3.0%) and Germany (3.4%) and high rates were observed in Greece (20.8%) and Spain (15.9%). Compared with a year ago, the unemployment rate fell in all Member States except in Italy and Estonia. The largest decreases were registered in Cyprus, Croatia and Portugal.

In April, 2018, 3.426 million young

people (under25) were unemployed in the EU with the youth unemployment rate of 15.3% compared with 17.2% in April 2017. Low youth unemployment rates were observed in Germany (6.0%), Malta (6.8%), and the Netherlands (6.0%), while the high rates were recorded in Greece (45.4%), Spain (34.4 %) and Italy (33.1%).

VIETNAM JOB CREATION SLIGHTLY DROPS IN 6 MONTHS

Vietnam has so far this year created over 782,000 jobs, down 0.4 percent against the same period last year, according to its Ministry of Labor, Invalids and Social Affairs. Specifically, over 725,000 Vietnamese people found jobs in Vietnam in the six-month period, down 1.4 percent, and some 57,000 others went abroad to work as guest workers, up 18.3 percent.

Vietnam's urban unemployment rate stood at 3.13 percent in the first quarter of this year, and it is estimated to be below 4 percent in the first half of this year, according to the country's General Statistics Office. Vietnam has some 200,000 university graduates who are unemployed now, its Ministry of Education and Training said.

PHILIPPINES US\$ 2.3 BILLION REMITTANCES RECEIVED IN APRIL 2018

In April, 2018, cash remittances from Overseas Filipino Workers (OFW) reached US\$ 2.3 billion, a 12.7% growth from the same month of the previous year. The reading contrasted March's 9.8% year-on-year contraction. The overall trend improved, as cash remittances in the 12 months up to April totaled US\$ 28.4 billion, coming in above the US\$28.1 billion

recorded in the 12 months up to March. April's 12-month total was 4.1% higher than in the corresponding period of last year and acceleration from the 2.6% annual increase observed in the 12 months up to March.

Remittances, which accounted for approximately 10.0% of the country's GDP in 2017, are an important source of income for many Filipino families and thus constitute one of the main drivers of private consumption. The increase observed in April was mainly due to higher remittances from countries such as the United States, Canada and Singapore.

SAUDI ARABIA LABOR MINISTER REPLACED

Saudi Arabia's King Salman has replaced the country's labor minister and ordered departments for culture and environment protection to be set up as part of a push to reform the economy and create private sector jobs for its youthful population. Unemployment, which has risen above 12 per cent, has been a major challenge for the government as it tries to get hundreds of thousands of young Saudis into work, a crucial element of the crown prince's economic overhaul plan to decrease the kingdom's dependence on oil revenues. Another royal decree ordered the creation of a ministry of culture. The new department highlights Riyadh's drive to promote art and entertainment in the hope young Saudis will spend more on travel and leisure inside their country.

JAPAN NEW VISA PLAN TO ACCEPT 500,000 LOW-SKILLED LABORERS BY 2025

On June 15, 2018, the Council on Economic and Fiscal Policy, which is chaired

by Japanese Prime Minister Shinzo Abe, decided to introduce a new visa for non-professional foreign laborers in Japan. Under the new policy, the government plans to create a new five-year visa category, through which Japan would receive 500,000 low-skilled laborers by 2025. The newcomers are expected to work in five sectors that have been suffering from an acute labor shortage: nursing care, lodging, agriculture, construction and shipbuilding.

For a long time Japan has officially banned the entry of unskilled foreign workers despite its rapidly shrinking working-age population. The country, however, has in fact already allowed in hundreds of thousands of such migrant workers by providing them with student visas and "technical intern trainee" status, a category often criticized as a back-door measure to help laborer-short Japanese businesses - in particular small firms.

Under the panel's new policy, the government now plans to create a new five-year visa category for non-professional foreign workers. Applicants for the new visa status will need to pass certain skill tests and have some degree of Japanese language proficiency to be able to receive the new five-year visas. The immigration authority, meanwhile, plans to exempt technical trainees from those tests if they have already worked in Japan for three years. If they pass additional tests during the five-year period the limit on their period of stay will be removed, and some family members will also be permitted to come and live in Japan.

The lengthy processes will eventually give many - possibly hundreds of thousands - technical trainees in Japan an opportunity

to apply for a visa that will then allow them to reside here as long-term residents.

As of October last year, 1.28 million foreigners holding legitimate visas were working in Japan, including 257,788 intern trainees, mostly from other Asian countries such as Vietnam, China, the Philippines and Indonesia.

INDIA REMITTANCES DROPPED BY \$8.5 BILLION BETWEEN 2014-15 AND 2016-17

Remittances sent into the country by Indians abroad dropped by US\$ 8.53 billion between 2014-15 and 2016-17, the government recently informed Lok Sabha. In a written response to a question, Indian minister of state in the External Affairs Ministry said that in 2014-15, Indians abroad had sent US\$69.82 billion remittances. The figure dropped to US\$65.59 billion in 2015-16 and further to US\$ 61.29 billion in 2016-17. The minister informed that there were nearly 31.23 million overseas Indians. A majority of them reside in the USA, Saudi Arabia, Canada and Australia.

ILO NEWS



International Labour Organization

107TH ILC PEACE IS ONLY POSSIBLE WITH SOCIAL JUSTICE



Colombian President Juan Manuel Santos told the International Labour Conference (ILC) that having achieved peace, Colombia now needs to anchor it in social justice, by creating more jobs, tackling poverty and reducing inequality.

"I come to you today as the President of a country that is starting to build peace and is following a difficult but also hopeful path towards development, prosperity and more justice," said Santos, who was awarded the Nobel Peace Prize in 2016 for pursuing a deal to end more than 50 years of conflict with a leftist rebel group.

Paraphrasing the preamble of the constitution of the ILO - which marks its centenary next year - Santos emphasized the need to achieve social justice in order to have lasting peace.

"And social justice is achieved with more jobs, less poverty and less inequality," he said, adding that "decent work is a pillar" of social justice.

In a welcome speech he delivered in Spanish, ILO Director-General, pointed out that Colombia is a founding member of the ILO. This, he said, means, "we have travelled together for almost 100 years - 100 years of solidarity."

"Sadly, for half of this century of shared history, Colombia has been plunged in a tragic conflict," said the Director General, adding that today, as the country consolidates the peace process, "we all, in this house, wish Colombia a brighter day, a day with peace, a day with social justice."

ILC SIX CONVENTIONS ABROGATED, THREE RECOMMENDATIONS WITHDRAWN



The International Labour Conference (ILC) decided to abrogate six Conventions and withdraw three Recommendations.

Conventions include the Inspection of Emigrants Convention, 1926 (No. 21) , the Recruiting of Indigenous Workers Convention, 1936 (No. 50) , the Contracts of Employment (Indigenous Workers) Convention, 1939 (No. 64) , the Penal Sanctions (Indigenous Workers) Convention, 1939 (No. 65), the Contracts of Employment (Indigenous Workers) Convention, 1947 (No. 86), the Abolition of Penal Sanctions (Indigenous Workers) Convention, 1955 (No. 104) .

Recommendations include the Hours of Work (Fishing) Recommendation, 1920 (No. 7), the Migration for Employment

Recommendation, 1939 (No. 61), and the Migration for Employment (Co-operation between States) Recommendation, 1939 (No. 62) .

The ILO Director-General will notify all Members of the ILO as well as the Secretary-General of the United Nations, of this decision.

Following the entry into force of an amendment to the ILO Constitution in 2015, only the International Labour Conference can abrogate an ILO convention in force - upon recommendation by the Organization's Governing Body - if it appears that it has lost its purpose or no longer makes a useful contribution to attaining the objectives of the Organization. A two-thirds majority of the ILC is required for such an abrogation.

AMBASSADOR DE LA PUENTE RIBEYRO NEW CHAIRPERSON OF THE ILO GOVERNING BODY



The Governing Body of the ILO elected Ambassador Claudio Julio de la Puente Ribeyro, as Chairperson for 2018-19. Ambassador de la Puente Ribeyro replaces Luc Cortebeek who served as Governing Body Chairperson since June 2017.

H.E Claudio Julio de la Puente Ribeyro has been Ambassador and Permanent Representative of Peru to the International Organizations in Geneva since

October 2017. He was then elected Government Vice-Chairperson in the Governing Body. A Peruvian career diplomat, Ambassador de la Puente Ribeyro held key diplomatic positions throughout his career. From 2005 to 2010, he served as Peruvian Ambassador to Australia, and later (2015-2017) as Ambassador to the United Kingdom.

Ms Catelene Passchier, Special Adviser to the President of the Dutch Confederation of Trade Unions (FNV), former Confederal Secretary of the European Trade Union Confederation in Brussels, was elected as Worker Vice-chairperson. Mr. Mthunzi Mdwaba, Founder and CEO of TZoro IBC, Chairman of the University of the Western Cape, Chairman of Productivity SA, was re-elected as Employer Vice-chairperson.

The Chairperson and the two Vice chairpersons will serve as Officers of the Governing Body during the period 2018-19.

The 333rd Session of the Governing Body also considered a range of other business, including a report of the ILO Committee on Freedom of Association .

On the recommendation of its Officers, the Governing Body appointed Professor Evance Rabban Kalula - from Zambia - as Chairperson of the Committee on Freedom of Association, until the expiry in June 2020 of the term of office of the current Governing Body.

Governing Body Members further discussed a Complaint concerning non-observance by Guatemala of the Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87) . A possible decision to close the case has been postponed to the next session.

SINGAPORE PROMOTING DECENT WORK IN SOUTHEAST ASIA



The ILO and the Singapore Ministry of Manpower have renewed their Partnership Agreement to promote decent work in Southeast Asia. The ILO and the Singapore Ministry of Manpower have enjoyed a longstanding cooperation to foster the decent work agenda in Asia and the Pacific. Since 2011, they have developed their collaboration in the areas of occupational safety and health, tripartism and social dialogue, labor market information and labor migration.

Finalized in consultation with the workers' and employers' organizations of Singapore, the renewed partnership agreement runs until the end of 2020. It will enhance capacities of social partners in ILO and ASEAN member States in the field of labor and promote the Decent Work Agenda. It will also strengthen Decent Work aspects of the ASEAN regional integration process through exchange of knowledge and South-South cooperation.

Joint activities will include the organization of Sub-Regional Workshop on the implementation of the Maritime Labour Convention, 2006 (MLC, 2006) for ASEAN Countries and Mongolia, from 10 to 13 July 2018 in Singapore, and the 11th ASEAN Forum on Migrant Labour (AFML) 29-30 October 2018.

The agreement was signed by Ms Tomoko Nishimoto, ILO Assistant Director-General and Regional Director for Asia and the Pacific, and Mr Aubeck Kam, Permanent Secretary of the Singapore Ministry of Manpower, on 6 June 2018 at a ceremony held during the 107th International Labour Conference (ILC) in Geneva, Switzerland.

The Partnership Agreement between the ILO and the Singapore Ministry of Manpower was first signed in June 2011, and renewed in 2014 and 2016. Activities organized under the agreement included the organization of the 21st World Congress on Safety and Health in Singapore in 2017, technical cooperation to improve occupational safety and health in Brunei, a workshop on resolving employment disputes for ASEAN countries, a Singapore-Norway Third Country Training Programme on the Decent Work Agenda, a training-of-trainers workshop on Risk Assessment in the Philippines, training for labor inspectors in Vietnam, study visits by Vietnamese and Cambodian delegations on the topics of industrial relations and the National Wages Council, as well as training on Labour Force Surveys for government delegates of Brunei Darussalam.

ILO GLOBAL BUSINESS AND DISABILITY NETWORK



An ILO business network that promotes disability policies in the workplace has expanded its reach, with the

inclusion of information technology company DXC Technology, and Merck Sharp & Dohme (MSD) - one of the largest pharmaceutical companies in the world. The inclusion of these two multinational enterprises brings to 27 the number of companies who are now members of the ILO Global Business and Disability Network (GBDN).

In joining the network, DXC Technology and MSD committed to implement the ten principles of the Global Business and Disability Charter, which guides companies in promoting more diverse workforces, including persons with disabilities.

Since the network was set up in 2010 it has supported the establishment of national business and disability networks in countries like Bangladesh and Indonesia, and will launch similar networks in India and China this year.

A welcome ceremony for the two new members took place during a meeting in Washington DC on "Sustainable Employment of Persons with Disabilities Globally", organized by the ILO, the United States Council for International Business (USCIB) and GBDN Vice-chair, IBM. Participants discussed business opportunities in a digitalized world economy and good practices in addressing companies' skills gaps, including disability-inclusive and accessible training and employment practices.

DXC Technology and MSD also exchanged ideas with other business leaders about approaches to promote the employment of persons with disabilities in emerging economies in which these companies have a presence.

HUMAN RIGHTS IN SPORTS CENTER LAUNCHED IN GENEVA

A centre to foster respect for human rights in the world of sport has been launched in Geneva. Founding members of the Advisory Council of the new Centre - including the ILO - met for its inaugural bi-annual strategic meeting on 26 June, 2018. The new Centre for Sport and Human Rights has been under development over the past two and half years by a diverse coalition including FIFA, the International Olympic Committee, Commonwealth Games Federation, and UEFA, as well as a broad range of inter-governmental organizations, governments, athletes, hosts, sponsors, broadcasters, civil society representatives, trade unions, employers' associations, and national human rights institutions.

Administered by international think tank, the Institute for Human Rights and Business (IHRB), the Centre will be based in Geneva, Switzerland and operate globally, supporting all actors including host organizing committees and sports bodies, and affected groups such as workers and unions, athletes, communities, journalists, volunteers and fans, to share knowledge, build capacity, and strengthen accountability.

Marking the official launch, they were welcomed with remarks by the UN High Commissioner for Human Rights Zeid Ra'ad Al Hussein, ILO Director-General Guy Ryder, and the Centre's founding Chair Mary Robinson, former President of Ireland and former UN High Commissioner for Human Rights.

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 June 27-28, 2018. Mr. Mohammed Manik Mia, Joint Secretary, Bangladesh Knitwear Manufacturers & Exporters Association (BKMEA) and Mr. Syfur Rahman, Deputy Manager, Leathergoods And Footwear Manufacturers & Exporters Association of Bangladesh (LFMEAB) acted as resource persons while Mr. Joha Jamilur Rahman, Training Coordinator, BEF acted as course coordinator



Participants at the training program held during June 27-28, 2018

Judgment



High Court Division
 (Special Original Jurisdiction)
 Writ Petition Nos. 9763 of 2011

Mamnoon Rahman J

Shahidul Karim J

Dr Sarkar Mahbub Ahmed Shamim Petitioner

vs

Government of Bangladesh & others Respondents

Judgment

June 18th, 2015

Shahidul Karim J: In an application under Article 102 of the constitution of the People's Republic of Bangladesh, this Rule is issued calling upon the respondents to show cause as to why the order of suspension dated 13-11-2010 (Annexure-C) issued by the respondent No. 8 and the notice dated 12-11-2011 (Annexure-C) should not be declared to have been issued without lawful authority and are of no legal

effect and why a declaration should not be made to the effect that the petitioner was and continue to be in service with all attended benefits of pay and other service benefits and/or such other or further order or orders passed as to this Court may seem fit and proper.

2. The factual background leading to the issuance of the Rule is that upon obtaining MBBS degree from Chittagong

University and thereafter, on completion of post-graduation in Dermatology, on 1-6-2003, the petitioner joined as a Medical Officer in the Department of Dermatology and Venereology of Bangabandhu Sheikh Mujib Medical University (in brief, the BSMMU). While serving as such with full satisfaction of the authority concerned, the petitioner was placed under suspension on certain allegations vide order dated 13-11-2010 under section 13(2) of the Efficiency and Disciplinary Ordinance (দক্ষতা ও শৃঙ্খলা অধ্যাদেশ) (in short, the Ordinance). Subsequently, by office order dated 8-10-2011, an inquiry committee was formed wherein the respondent No.5 was made a member in violation of the relevant provision of the Ordinance, who is one of the complainant makers against the petitioner. Later, on 12-11-2011, charge was framed against the petitioner on certain allegations and he was also asked to submit his reply within 7 (seven) days from the date of receipt of the same. Accordingly, the petitioner submitted his reply on 19-11-2011 denying all the allegations. In spite of that, the respondents did not start any formal departmental case nor has any inquiry started against the petitioner since long though he was put under suspension long one year back from the date of framing charge. As per the proviso to section 13(3) of the Ordinance, a disciplinary proceeding must be concluded within the next 3(three) months from its initiation. But, with *malafide* intention, the respondents kept the matter of the petitioner pending for a long period without offering any explanations.

The attitude as well as the conduct of the respondents in starting the proceeding and to carry out the inquiry process unerringly signifies their *malafide* intention which has vitiated the entire actions

ranging from the suspension order till the framing of charge.

3. Feeling aggrieved by and dissatisfied with the aforesaid conduct of the respondents, the petitioner moved this Court and obtained the instant Rule.

4. The Rule is being contested by the respondent Nos. 2-10 by filing an affidavit-in-opposition. Their case, in short, is that on certain specific allegations the petitioner was put under suspension on 13-11-2010 and thereafter, a primary report committee was formed on the same date to carry out preliminary inquiry. Subsequently, upon receiving report of the primary report committee, an enquiry committee was constituted in line with the recommendation of the said committee on 3-10-2011 as per the relevant provision of the Ordinance. Thereupon, the enquiry committee issued a charge-sheet against the petitioner asking him to show cause within next 7 (seven) days in accordance with the provision of section 9(1) of the Ordinance. Later, having failed to get any reply, a second charge sheet was again issued on 12-11-2011 by the inquiry committee. The enquiry committee, thereupon, conducted an inquiry in accordance with the relevant procedure upon giving the petitioner ample opportunity to defend him and, in fact, the petitioner also participated in the inquiry process on a number of occasions. Moreover, during the inquiry period it was further revealed that since the suspension order, the petitioner did not present himself for work in the relevant department as well as he went abroad without obtaining any prior permission from the concerned authority. Thereafter, the inquiry committee issued a letter dated 15-10-2014 to the petitioner asking him to explain his position. But he did not pay any

heed to it, rather he delayed the matter in the name of providing materials. Eventually, the enquiry committee, having concluded the inquiry in accordance with the relevant procedure, submitted its report recommending dismissal of the petitioner upon finding him guilty on all the allegations brought against him. No illegality or irregularity has been committed or done in initiating as well as in conducting the inquiry process and since the inquiry committee has already submitted its report and as there is alternative forum for the petitioner to get redress against it in the form of appeal, the present writ petition has become infructuous as well as incompetent and therefore, it is liable to be discharged.

5. Ms Nahid Mahtab along with Mr Sayem Mohammad Murad, Learned Advocate appearing for the petitioner, upon placing the writ petition including the suspension order as well as the impugned notice, submits strenuously that the impugned order dated 13-11-2010, by which the petitioner was placed under suspension on certain allegations under section 13(2) of the Ordinance, is *ex-facie* illegal and unlawful as no charge was framed against him nor any inquiry committee was formed within the next 1(one) year from the date of putting him under suspension. Having drawn our attention to the provision of section 13(3) of the Ordinance she also submits that in the absence of any extraordinary circumstance the duration of the period of suspension must not exceed more than 3(three) months and no person should be kept under suspension beyond that period, yet the petitioner was kept under suspension for an indefinite period without initiating any formal proceeding or framing any charge. Even, no cause or explanation was given or shown for such an inordinate delay which speaks

nothing but the *malafide* intention of the respondents concerned. She further submits that the respondents with *malafide* intention framed charge against the petitioner on 12-11-2011 i.e. after 1(one) year from the date of putting him under suspension on 13-11-2010. She also submits that even the inquiry committee was constituted after a long lapse of time wherein the person at whose instance the petitioner was placed under suspension was also made a member in clear violation of the specific provision of section 8 (Ka)2 of the Ordinance. Lastly, she submits that even then, during inquiry no evidence was found as well as taken in support of the charge leveled against the petitioner following which the inquiry committee has also opined that the charges brought against petitioner were not proved. In support of her submissions the learned Advocate placed reliance on the decision of the case of *Md Zulfiker Mahmud vs the National University, Gazipur* reported in 15 BLT 51 = 60 DLR 40.

6. As against these, Mr Tanjib-ul-Alam with Mr Mohammad Hasan Habib, learned Advocate appearing on behalf of the respondent Nos.2-10, at the outset, referring to Annexure-18 submits that since the inquiry committee formed against the petitioner has already submitted its report recommending his dismissal from service, the instant writ petition has become infructuous inasmuch as the same has been filed challenging only the suspension order of the petitioner which the authority concerned is competent to draw under the relevant Ordinance. He further submits that the provision of section 13(3) of the Ordinance is not mandatory in nature rather directory since no consequence has been attached thereto in case of any non-compliance of the same. He also submits that no illegality has been committed by the concerned authority

of the university in placing the petitioner under suspension and the inquiry committee was formed in accordance with the terms of the relevant provision of the Ordinance wherein by virtue of the post the chairman of the Dermatology and Venereology Department was made a member who, in fact, did nothing against the petitioner, rather as a departmental head he brought some indisciplinary activities of the petitioner to the notice of the authority. Furthermore, the petitioner has alternative forum to seek redress in the form of appeal against any adverse decision taken in the departmental proceedings, but despite that, he filed the instant writ petition which is not tenable in law being incompetent, the learned Advocate finally added.

7. In reply to the above submission of Mr Tanjib-ul-Alam, his counterpart Ms. Nahid Mahtab also submits that the so-called inquiry committee found the petitioner guilty not for the charges upon which he was placed under suspension, but for some other allegations regarding which he was not formally charged with and therefore, the same has got no bearing on the fate of the instant case.

8. We have heard the submissions and the counter submissions of the learned Advocates of the contesting parties, perused the writ petition, affidavit-in-opposition, affidavit-in-reply including the documents annexed thereto and also considered the facts and circumstances of the case as well as the relevant provisions of law extensively.

9. Admittedly, the petitioner is a physician by profession and while he was serving as a Medical Officer at the department of Dermatology and Venereology of the BSMMU, the concerned authority in the university has placed him

under suspension on certain allegations on 13-11-2010 under section 13(2) of the Ordinance. It is also the admitted position that the service of all teachers/officers/employees of the university is governed by the aforesaid Ordinance. It is the definite contention of the petitioner that the relevant authority in the university in clear violation of the specific provision of section 13(3) of the Ordinance has put him under suspension for an indefinite period and also constituted an inquiry committee after a long interval from the date of his suspension wherein respondent No. 5 was illegally made a member, who is one of the complainants against the petitioner, in contravention of the proviso to section 8(2) of the Ordinance. It has further been contended that with *malafide* intention the inquiry process has intentionally been dragging for years together by the respondents whereupon the fate of the petitioner has been kept hanging in the balance in complete defiance of the spirit and intent of the Ordinance as well as the rule of natural justice.

10. On the other hand, it has been urged on behalf of the respondents that no illegality has been done in putting the petitioner under suspension rather in compliance with all the legal formalities as prescribed by the Ordinance he was placed under suspension as well as a departmental proceeding was started after constituting an inquiry committee which, in fact, has conducted the inquiry in terms of the Ordinance.

11. With a view to arrive at a correct decision regarding the controversy in issue, it would be profitable to have a close look at the relevant provisions of the Ordinance wherein the detailed procedure of the inquiry process and the provisions relating to

suspension as well as formation of inquiry committee have been incorporated.

12. We may start with the formation of the inquiry committee which has been dealt with in section 8(2) of the Ordinance which reads as under:-

“অভিযোগ তদন্তঃ

ক) শিক্ষক/কর্মকর্তাগণের ক্ষেত্রে-এই অধ্যাদেশের ৫ ধারায় বর্ণিত শাস্তির কারণ সমূহের যেকোনো এক বা একাধিক কারণে অভিযুক্ত কোনো শিক্ষক অথবা কর্মকর্তার বিরুদ্ধে আনীত অভিযোগ তদন্তের জন্য নিম্নোক্ত পদ্ধতি অবলম্বন করিতে হইবেঃ

(১) অভিযুক্ত শিক্ষক/কর্মকর্তার বিরুদ্ধে আনীত অভিযোগ প্রমাণের জন্য আনুষ্ঠানিক তদন্তের প্রয়োজন আছে কি-না, সেই ব্যাপারে সিদ্ধান্ত গ্রহণের সহায়ক হিসাবে ভাইস-চ্যান্সেলর যথাযথ মনে করিলে, আনীত অভিযোগ পরীক্ষা করিয়া রিপোর্ট পেশ করিবার জন্য এক বা একাধিক শিক্ষক অথবা/ এবং কর্মকর্তা সমন্বয়ে একটি প্রাথমিক রিপোর্ট কমিটি গঠন করিতে পারিবেন।

(২) ভাইস-চ্যান্সেলর যদি উল্লিখিত প্রাথমিক রিপোর্ট কমিটির রিপোর্টের ভিত্তিতে অথবা নিজেই সিদ্ধান্ত গ্রহণ করেন যে, অভিযুক্ত ব্যক্তির বিরুদ্ধে আনীত অভিযোগ তদন্তের প্রয়োজন, সেই ক্ষেত্রে বিষয়টি তদন্ত করিয়া মন্তব্য ও সুপারিশ সম্বলিত রিপোর্ট সিডিকেট সভায় পেশ করিবার জন্য ভাইস-চ্যান্সেলর নিম্নরূপ তদন্ত কমিটি গঠন করিবেনঃ

ক. একজন প্রো-ভাইস চ্যান্সেলর- সভাপতি
খ. (১) সংশ্লিষ্ট অনুষদের ডীন

(যদি অভিযুক্ত ব্যক্তি শিক্ষক হন)

অথবা - সদস্য

খ(২) বিশ্ববিদ্যালয় যেকোনো একজন শিক্ষক/কর্মকর্তা - সদস্য

গ. ২ জন সিডিকেট সদস্য

(যাহার মধ্যে একজন ব্যক্তি হইবেন যিনি এই

বিশ্ববিদ্যালয়ের চাকুরিতে নিয়োজিত নহেন) - সদস্য

ঘ. সংশ্লিষ্ট বিভাগীয়/অফিস প্রধান - সদস্য

ঙ. রেজিস্ট্রার/অন্য একজন কর্মকর্তা - সদস্য-সচিব

শর্ত থাকে যে, অভিযুক্ত ব্যক্তি/অভিযোগকারী যদি পদাধিকার

বলে তদন্ত কমিটির সদস্য হন তাহা হইলে তাহার স্থলে অন্য একজন ব্যক্তিকে সদস্য নিয়োগ করিতে হইবে।

তদন্ত কমিটি কর্তৃক শাস্তি আরোপের সুপারিশের রিপোর্টের পরিপ্রেক্ষিতে, সিডিকেটের বিবেচনায় যথাযথ এমন যে কোনো এক বা একাধিক শাস্তি (এক অধ্যাদেশের আওতায়) অথবা আদেশ সিডিকেট প্রদান করিতে পারিবে।”

13. From the aforesaid provision it is thus evident that the vice-chancellor of the university will constitute an enquiry committee comprising of 7 members who must be the office bearer of different hierarchy and if anyone of them happens to be an accused/complainant in that case he would be replaced by another person. The replacement clause of the member, in our view, was inserted in order to get a fair inquiry followed by a neutral report as well as to avoid any sort of controversy. But in the instant case we find with dismay that the above condition has not at all been complied with rather in complete disregard to the same the enquiry committee was formed.

14. From a close perusal of the materials on record it appears manifestly that the respondent No.5 is the chairman of the Dermatology and Venereology Department, wherein the petitioner has been working as a medical officer, who in fact has brought the allegations against the petitioner of his being absent from duty on 23rd and 24th October, 2010. Therefore, as per the proviso to section 8(2), he is not competent to be a member of the enquiry committee; rather he is liable to be replaced by another person. But the aforesaid provision has not at all been maintained. In such a backdrop, it can be said without any hesitation that the formation of the enquiry committee against the petitioner was not made in compliance with the relevant provision of the Ordinance; rather it was a defective one. We like to notice here further

that as per annexure-10, during the continuation of the enquiry process, respondent No.5 made some new allegations against the petitioner of his being unauthorized absent from duty and also of making foreign tour without obtaining prior approval which were considered actively by the committee and in fact, as it appears, banking on such allegations he was found guilty of the charge. It is thus apparent that respondent No. 5 was an interested person in the proceeding itself and his inclusion in the enquiry committee has certainly vitiated the entire process being in violation of the clear mandate of the proviso to section 8(2) of the Ordinance. Furthermore, the petitioner was allegedly found guilty not for the allegation with which he was charged but for some other allegations of misconduct for which he was not arraigned with.

15. Now, let us turn our attention to another aspect of the matter which relates to the duration of the suspension order of the petitioner as well as of delay that has occurred in starting the inquiry process by framing formal charge and also of the period consumed in taking the same to finality.

16. Regarding the period of suspension section 13(3) of the Ordinance provides as follows:

“(৩) সাময়িক বরখাস্তের সময়কাল সাধারণভাবে তিন মাসের উর্ধ্বে হইবে না। তবে বিশেষ পরিস্থিতিতে উল্লিখিত সময়ের মধ্যে বিচারকার্য সম্পন্ন করা না গেলে তাহার বিস্তারিত কারণ তদন্ত রিপোর্টে উল্লেখ করিতে হইবে।”

17. From the language used in the above section it is clear that in general the period of suspension should not go beyond 3(three) months within which the enquiry has to be completed. But, due to special

circumstances, if the enquiry could not be completed within the aforesaid period of 3 months in that event the cause of delay has to be explained in details in the concerned report. But, for that matter, there remains no room to construe that the period of suspension as well as the duration of the enquiry process can be prolonged for an indefinite period even for years together as has been done in the present case. Materials on record go to show that the petitioner was suspended from service on 13-11-2010 and thereafter, upon an interval of about almost 1(one) year, charge was framed against him on 2-11-2011 and 12-11-2011 to which he replied on 19-11-2011. It reveals emphatically from annexure-3 & 19 that thereupon the committee first met on 11-4-2012 and lastly on 15-1-2015 and in between the aforesaid two dates the committee has also sat on a number of occasions i.e. on 11-4-2012, 4-8-2012, 5-12-2012, 20-3-2013, 22-9-2014, 21-10-2014, 8-1-2015 and 15-1-2015.

We failed to comprehend any plausible ground behind such an illogical and inordinate delay in completing the enquiry process which relates only to two issues i.e. unauthorized absence from duty and referring an outdoor patient to another clinic for treatment. The enquiry committee of course has opined in the report that the delay was caused for the purpose of carrying out a detailed and proper enquiry which, in our view, is nothing but a cock and bull story as a person of normal prudence will be able to understand that the delay occurred in the instant case in completing the enquiry process on such a trifling issue is not only unreasonable and extraordinary, but at the same time it was

ill-motivated. It is the specific contention of the petitioner that the entire proceeding starting from the suspension order till framing of charge as well as making delay in completing the enquiry process has been done with some ulterior motive and *malafide* intention in order to humiliate and harass him. The aforesaid irrational conduct of the respondents concerned lead us to believe that they have acted with *malafide* intention in taking action against the petitioner by way of putting him under suspension as well as by framing charge on the recommendation of the inquiry committee wherein one of the complaints was illegally made against a member and that too, almost after one year of making the suspension order in complete disregard to the relevant provisions of the Ordinance and therefore, the said actions are liable to be scrapped being illegal and unlawful.

18. In this context we may profitably refer to the 15 BLT case wherein a teacher of the National University was placed under suspension on 10-6-2004 under regulation 10(1) of National University Employees (Discipline and Appeal) statute followed by a show cause notice issued upon him on 21-3-2005. But no departmental proceeding was started against him within the period prescribed in the above regulation. In such a backdrop, it has been observed as follows:

" In the instant case we find that the petitioner was put under suspension on 10-6-2004 (Annexure-'A') without giving him chance to go on leave as provided under Regulation No. 10 and a show cause notice was issued on 21-3-2005 (Annexure- 'B') but no proceeding has yet been drawn up. It appears that the petitioner was suspended about 10 months before issuing show cause notice to him. Needless to say

that the Authority deserves the right of suspending the petitioner subject to a condition that suspension must be related to a proceeding which has already been drawn or is about to be drawn soon after placing the employee under suspension. Regulation 10 presupposes that the authority confidently formed an opinion that the delinquent was likely to be inflicted with a major punishment. If the situation was so emergent why the authority slept over about 10 months without drawing up proceeding against the petitioner? It is evident that the authority neither started proceeding nor framed any charge within 10 months from the date of suspending the petitioner. This careless attitude of the respondents as shown to the petitioner tends us to hold that the respondents enjoyed pleasure in keeping the fate of the petitioner hanging in the balance but law does not permit them to do so."

19. In the above case in para 15 it has further been held as under:

"It appears that no charge was framed against the petitioner nor any enquiry officer was appointed by the authority within the period of about 10 months from the date of putting him under suspension and, as such, issuance of show cause notice (Annexure-B) at such belated stage renders it to be a concerted device of harassment instead of starting a proceeding."

20. In the case of *Anwarul Huq Khan vs Government of Bangladesh*, reported in 31 DLR 122 it was held that if the order of suspension is not followed by a proceeding even within 3 months, the order so made is to be treated as without proper application of mind and not sustainable in law. In the instant case the authority put the petitioner

under suspension about 22 months ago but failed to start a proceeding till today with a motive intended to prolong mental sufferings of the petitioner. Such conduct of the respondents tantamount to non-application of mind and colorable exercise of power which is clear violation of the principle of natural justice.

21. It has been contended on behalf of the respondents that the instant writ petition has become infructuous inasmuch as the matter of suspension as well as the issuance of charge sheet against the petitioner, which has been made subject to challenge in the present case, did not remain standstill rather it has moved to a long way and almost reached to its finality with the submission of the enquiry report and therefore, the proper course for the petitioner would be to seek redress of his grievance before the appropriate appellate forum. But, we are unable to persuade ourselves to go along with the above view for the simple reason that the suspension order, framing of charge and the constitution of the enquiry committee against the petitioner have already been found to be illegal, unlawful and also tainted *malafide*.

22. Incidentally, we may refer here to some subsequent developments centering round the issue in question which, in fact, came to light through the affidavit-in-opposition as well as the documents filed on behalf of the respondents. It appears from the above materials that the petitioner was primarily indicated with two charges, namely, (1) remaining absent from duty on 23rd and 24th October, 2010 with making note in the roaster 'day-off' and (2) referring of an outdoor patient to another clinic on 3-11-2010. But it is surprising to note that during the course of enquiry

another two new allegations, such as, willful abstention from duty since the date of suspension and travelling abroad without obtaining prior permission have also been arraigned against the petitioner and in fact, he was found guilty for the same, though no formal charge was framed for same. Though the aforesaid matter has got no direct bearing on the matter in issue in the instant case yet, we felt tempted to refer to the same in order to show the eagerness as well as the zeal on the part of the enquiry committee, which of course was constituted illegally, to prove the petitioner guilty which in other way go to support the allegation of *malafide* brought against the respondents. In the light of the aforementioned discussions and the observations made thereunder, we hold that there is merit in the Rule which must succeed.

24. Accordingly, the Rule is made absolute.

25. The suspension order of the petitioner dated 13-11-2010 and the notice dated 12-11-2011 impugned against in the case are declared to have been issued without lawful authority and are of no legal effect. The petitioner was and continues to be in service with attendant benefits of pay and other service benefits. The respondents are directed to adjust all arrear pay and benefit to the petitioner within 30 days from the date of receipt of this order.

26. However, there will be no order as to cost.

Communicate the judgment and order at once.

Ed.

The Dhaka Law Reports (June 2018)

Statistics

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

Period	General Index	Index by expenditure group								
		1. Food & Beverage	2. Non-Food	I. Clothing & Footwear	II. Fuel & Lighting	III. Household Equipment	IV. Medical Care & Health Expenses	V. Transport & Communication	VI. Recreation, Entertainment, Services	VIII. Misc. Goods & Services
2012-13	181.73	193.24	166.97	179.66	155.61	195.33	159.66	159.34	157.23	182.54
2013-14	195.08	209.79	176.23	194.77	163.47	206.14	164.06	167.20	164.38	193.75
2014-15	207.58	223.80	186.79	204.50	171.80	214.45	180.77	181.78	168.02	204.21
2015-16	219.86	234.77	200.66	233.38	182.74	227.39	199.94	201.34	171.01	211.61
2016-17	231-82	248.90	209.92	243.56	194.01	235.85	206.70	210.78	177.56	217.51
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
Nov. '17	244.85	267.10	216.33	249.62	199.41	249.66	208.32	217.68	183.07	223.89
Dec. '17	245.03	267.06	126.79	249.92	199.98	250.06	208.83	217.89	183.69	224.44
Jan. '18	248.13	271.05	218.73	259.67	200.65	250.87	209.09	218.22	184.00	224.61
Feb. '18	247.81	270.25	219.04	259.98	200.69	251.08	209.58	219.29	184.21	224.83
March '18	248.65	271.27	219.64	260.22	200.75	253.21	210.47	219.94	184.27	226.55
April '18	248.85	271.42	219.90	260.33	200.86	254.08	210.78	220.47	184.31	226.72

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
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
Nov. '17	244.12	260.63	218.15	259.36	192.25	246.75	220.56	197.05	200.56	234.28
Dec. '17	244.20	260.34	218.50	259.57	192.65	247.19	220.67	197.18	201.58	234.49
Jan. '18	247.49	264.64	220.20	267.63	193.11	247.75	220.90	197.24	201.60	234.65
Feb. '18	246.93	263.56	220.47	267.99	193.16	247.92	221.65	197.74	201.94	234.79
March '18	247.76	264.50	221.14	268.19	193.24	250.35	221.83	198.01	202.01	237.82
April '18	247.86	264.56	221.29	268.30	193.39	250.50	227.27	198.06	202.08	238.07

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
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
Nov. '17	246.21	283.37	213.89	231.14	207.69	257.77	187.36	240.41	164.18	211.06
Dec. '17	246.57	283.44	214.50	231.61	208.47	255.11	188.58	240.71	164.38	212.03
Jan. '18	249.31	286.72	216.77	244.57	209.37	256.37	188.86	241.34	165.00	212.22
Feb. '18	249.42	286.55	217.12	244.77	209.40	256.65	188.93	243.02	165.08	212.53
March '18	250.28	287.79	217.65	245.08	209.46	258.24	191.04	244.11	165.12	212.64
April '18	250.67	288.18	218.05	245.18	209.52	260.39	191.10	245.16	165.14	212.70

Source: Bangladesh Bureau of Statistics

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

Sector		2014-15	2015-16	2016-17	Feb. '18	March '18	April '18
General		124.69	132.81	141.46	152.48	152.98	153.39
percentage change (Point to Point)		4.94	6.52	6.50	6.31	6.38	6.42
percentage change (over previous month)					0.54	0.33	0.27
1.	Agriculture	124.51	132.48	141.22	152.25	152.66	152.94
	percentage change(over previous month)			6.59	6.31	6.34	6.37
	percentage change(over previous month)				0.54	0.27	0.18
i)	Agriculture	124.46	132.44	141.19	152.21	152.62	152.90
	percentage change (Point to Point)	5.12	6.52	6.60	6.32	6.34	6.38
	percentage change(over previous month)				0.54	0.27	0.18
ii)	Fish	126.85	134.59	143.19	154.09	154.75	155.21
	percentage change (Point to Point)	5.00	6.12	6.37	5.56	6.09	6.30
	percentage change(over previous month)				0.38	0.43	0.30
2.	Industry	124.38	132.02	140.27	150.93	151.77	152.45
	percentage change (Point to Point)	4.47	6.16	6.24	6.21	6.39	6.47
	percentage change(over previous month)				0.50	0.56	0.45
i)	Construction	124.84	129.77	137.43	146.27	147.30	147.79
	percentage change (Point to Point)	4.09	4.18	5.37	5.07	5.34	5.40
	percentage change(over previous month)				0.39	0.71	0.33
ii)	Production	127.28	136.18	146.01	160.38	160.83	161.90
	percentage change (Point to Point)	4.44	7.70	7.22	8.39	8.41	8.51
	percentage change(over previous month)				0.73	0.28	0.67
3.	Service	126.15	136.03	145.01	156.77	156.98	157.51
	percentage change (Point to Point)	4.98	7.86	6.60	6.52	6.56	6.59
	percentage change(over previous month)				0.64	0.13	0.34

Source: Bangladesh Bureau of Statistics

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

SL. No. Item with specification	Unit	2016-17	Mar'18	April'18	May'18
1	2	3	4	5	6
I. Cereals:					
1. Rice : Najershail/Minikat	kg	55.87	66.21	65.46	59.90
2. Rice : Pajam/Equivalent	kg	54.41	59.90	58.01	54.50
3. Rice : Irri/Boro	kg	39.18	52.88	50.38	48.20
4. Wheat (atta), white, Packet	kg	40.00	40.00	40.00	40.00
II. Pulses					
5. Moogdal (husked)	kg	118.59	118.02	118.10	118.16
6. Lentil (husked)	kg	132.18	110.15	110.19	110.20
III. Sugar & Molasses :					
7. Sugar (White)	kg	72.93	56.98	57.28	57.54
8. Molasses (Sugarcane)	kg	87.20	95.42	95.49	95.52
IV. Protein Items					
9. Fish-Rohu-cut piece	kg	395.21	398.12	398.18	398.48
10. Fish-Hilsa, Medium size	kg	1618.90	1370.30	1600.82	1805.12
11. Prawn/Shrimp, about 3" long	kg	705.17	725.38	725.45	725.65
12. Barbel (Shing), about 50 gram weight each	kg	777.48	775.40	775.16	775.23
13. Beef, best quality	kg	463.52	497.80	497.88	498.00
14. Mutton, best quality	kg	630.57	759.25	759.32	759.38
15. Fowl, Alive	kg	400.78	405.12	405.17	405.30
16. Egg (Hen), Farm	4pcs	32.33	26.00	28.00	27.12
17. Egg (Duck)	4pcs	47.34	48.70	48.75	45.00
V. Edible oil:					
18. Mustard oil, best quality	Litre	182.79	185.15	185.19	185.25
19. Soyabean oil, best quality	Litre	92.66	96.37	96.34	96.38

SL. No. Item with specification	Unit	2016-17	Mar '18	April '18	May '18
1	2	3	4	5	6
VI. Spices:					
20. Chilli (dry), best quality	kg	220.16	235.11	235.15	235.29
21. Onion (local)	kg	35.03	45.07	40.08	40.50
22. Garlic (Local)	kg	184.02	92.19	90.35	90.45
23. Turmeric (Local)	kg	213.44	190.02	190.12	190.00
24. Ginger (Local)	kg	107.30	108.10	105.21	120.00
25. Salt (fine)	kg	41.74	40.72	40.75	38.42
VII. Vegetable					
26. Potato, best quality	kg	23.27	18.00	15.56	20.00
27. Brinjal, best quality	kg	56.45	45.90	42.12	60.28
28. Lady's finger, best quality	kg	45.96	45.00	40.00	50.11
29. Papaya (green)	kg	27.25	18.00	20.00	30.30
VIII. Milk :					
30. Milk (Milk Vita packet)	Litre	71.18	71.90	71.90	71.98
31. Lactozen (Full cream) (400gm)	Each	588.65	595.92	595.95	595.98
IX. Fuel & lighting:					
32. Firewood (gazari)	Quintal	660.13	666.08	666.12	668.10
33. Kerosene	Litre	74.50	75.00	75.00	75.00
34. Matches (40 sticks)	Box	2.00	2.00	2.00	2.00
X. Clothing					
35. Long cloth (fine)	Metre	78.83	79.98	79.98	79.98
36. Long cloth (medium)	Metre	75.04	75.89	75.91	75.95
37. Saree (medium) , White Tangail handloom: A451 80x80 count 5.5 yds.	Each	701.82	708.95	708.97	710.05
38. Lungi (medium) 48" handloom 60x60	Each	475.21	489.22	489.25	790.88
39. Undershirt (genjee 100 c.m sleeveless)	Each	100.00	100.00	100.00	100.00

SL. No. Item with specification	Unit	2016-17	Mar '18	April '18	May '18
1	2	3	4	5	6
XI. Housing & household Requisites:					
40. Cement (local)	50 kg	455.29	448.30	455.54	455.68
41. Aluminium (Degchi)	Gram	0.52	0.42	0.42	0.42
42. Bamboo (mul) about 30 feet long	Each	145.86	146.92	146.95	146.98
43. Enamel plate	Each	69.56	69.99	70.00	70.00
XII. Miscellaneous:					
44. Coconut oil (unscented, imported)	50 kg	277.70	278.32	278.35	278.45
45. cigarettes (Star)	10 sticks	60.00	60.00	60.00	60.00
46. White paper	Quire	27.63	27.80	27.82	27.85
47. Blade-Sword (stainless steel)	Each	2.00	2.00	2.00	2.00

Source: Bangladesh Bureau of Statistics (BBS)