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10 SIMPLE HACKS TO INCREASE EMPLOYEE PRODUCTIVITY



By Elizabeth Fels

Have you ever wished you could motivate your small business employees to be more productive? If so, you probably know how difficult it can be to accomplish. Asking nicely doesn't work. Ruling with an iron fist doesn't improve performance, either. In fact, this approach almost always backfires. The trick to increasing employee productivity is making employees want to work harder. The following 10 tips will help you foster a workplace environment that's conducive to bringing out the best in your staff.

Be transparent

When workers feel like they are in the inner circle, they are more likely to give it their all. Being transparent about your long-term goals and plans for the company allows workers to feel more invested in the outcome. When an employee is expected to blindly follow orders, they are far less likely to care, which means they are less likely to work hard. By conveying the purpose of the directions or requests that you give, your workers will feel that their efforts are more important and meaningful.

Cut back on meetings

This may be sacrilege in the world of business, but in many cases meetings are little more than time-wasters. Anyone who attends work meetings on a regular basis can attest to this. If you need to convey something to your personnel, do so via email or by speaking to each person individually. Reserve meetings for truly crucial, game-changing situations, and for situations where you need employees to get together to brainstorm new approaches or solutions to a business objective.

Take your staff out from time to time

When workers feel like their noses must constantly be to the grindstone, they are less likely to make productive use of their time. Allowing occasional breaks can actually make them much more productive, and it's even better when the boss is the one who encourages those breaks. These occasions allow workers to get to know each other, which helps them collaborate more effectively and makes them feel more like a cohesive unit.

Allow flexible work hours

Unless there is a very good reason for needing workers to be present at specific times of day, allow them to work when they are most likely to be

productive. As we all know, some people are morning people while others thrive later in the day. Allowing workers to create their own schedules makes them more productive--and much more satisfied with their jobs.

Be actively involved in everyday affairs

Just because you're the boss doesn't mean that you should stay out of day-to-day tasks. When it makes sense to do so, assist workers in completing their tasks. For example, roll up your sleeves and help out with shipping if you have a period of high demand. Let the employee who is usually in charge be in charge, and have that person tell you to do to get help get the orders processed. Doing so helps you be a role model while allowing you to show the importance of working hard. However, take care not to interfere or to nitpick the way people do things, which can make workers resentful and less productive. If you do discover business processes that need improving, ask the employee who usually does the work if they wish there were some better way to do the job - and if they say yes, if they have any suggestions.

Understand what makes workers tick

Get to know your workers as much as possible. Doing so will help you understand their motivations for working in the first place. For example, one employee may be saving up for college

while another may be supporting children on a single income. Knowing these small details allows you to arm workers with the resources and support that they need to excel.

Offer small incentives

Providing large raises or bonuses for your best workers is not always possible. While it is important for people to feel that they are being fairly compensated, occasionally offering small incentives can also be an effective tool for getting more out of your staff. If you're scrambling to meet a deadline, for instance, offering a \$20 or \$50 gift card to the person who gets the most done is likely to make everyone more productive.

Celebrate small accomplishments

Be your workers' biggest cheerleader by providing immediate rewards for a job well done. Something as simple as a mass email acknowledging a worker's recent accomplishment goes a long way toward showing that they are a valued member of the team.

Make the most of technology

If you haven't updated your IT infrastructure in a while, you are probably missing out on many great ways to automate various tasks. Chances are that some of the busy work that's currently being handled by your personnel could be accomplished more quickly, efficiently and accurately by computer software. For instance, programs like Trello and Asana

can make it easier for your staff to collaborate on projects. Dragon NaturallySpeaking can let you and your employees dictate memos and reports and email - and even send the email - all without typing. And programs like Hootsuit and Buffer make it easier to organize and manage social media participation. Depending on the nature of your business, the size of it, and your budget, chances are you can find dozens of programs and apps that could increase your employees' productivity.

Let people work from home

Traditionally, employers have been reluctant to let workers telecommute because they had no easy way to track their activities from afar. Modern technology has changed that. Thanks to mobile devices, the Internet and other technologies, keeping in touch with workers wherever they are is a snap. While working from home isn't for everyone, it can bring out the best in certain types of workers. At the very least, consider giving it a test run.

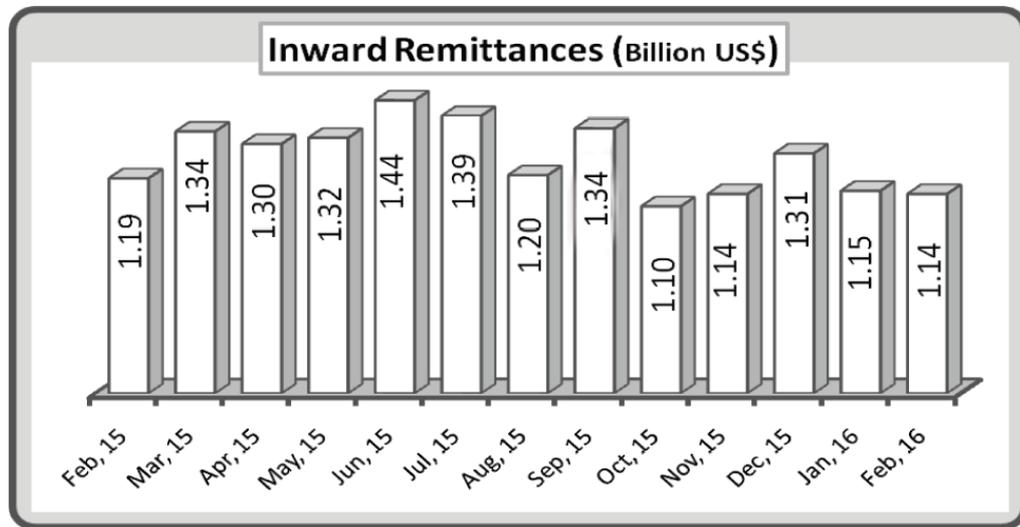
Making workers more productive isn't about instituting stricter rules or dangling carrots in front of their noses. Instead, make every worker feel like a crucial member of the team by implementing the above tips. Before too long, you are sure to see a major return on your very modest investment.

Source: <http://www.businessknowhow.com>

REMITTANCE INFLOW FELL BY 1.54% DURING JULY-FEBRUARY 2015-16

The inward remittances received from Bangladeshi nationals working abroad reached US\$9.77 billion during July-February 2015-16, according to Bangladesh Bank. The remittance fell by \$0.15 billion or 1.54 percent from \$9.92 billion received during July-February 2014-15. During July-February 2015-16, \$1976.80 million remittance were received from Saudi Arabia, \$1760.05

million from the United Arab Emirates, \$1639.57 million from U.S.A., \$849.30 million from Malaysia, \$678.45 million from Kuwait, \$592.93 million from Oman, \$548.77 million from U.K., \$334.63 million from Bahrain, \$261.88 million from Qatar, \$248.28 million from Singapore, \$217.67 million from Italy and \$665.75 million from other countries.



Source: Bangladesh Bank

Meanwhile, a total of 437664 Bangladeshis got foreign jobs during July-February 2015-16 compared to 280980 during July-February 2014-15, showing a rise of 156684 employees or 55.76 percent, according to the Bureau of Manpower Employment and Training (BMET). During July-February 2015-16, a total of 90470 documented workers went to Oman, 77136 to Qatar, 53921 to Saudi Arabia, 41280 to Malaysia, 31109 to Singapore, 13388 to Bahrain, 12418 to Jordan, 10211 to Kuwait, 9744 to Lebanon, 9742 to United Arab Emirates, 3026 to Brunei, 2901 to Mauritius, 1073 to South Korea, 137 to Libya and 81108 to other countries.

MALAYSIA DOORS TO NEW FOREIGN WORKERS CLOSED

Malaysia closed its doors to all new foreign workers. Announcing the Cabinet's decision not to allow any more foreign workers into the country, the country's Deputy Prime Minister said this meant the initial plan to bring in 1.5 million Bangladeshi workers was officially scrapped with immediate effect.

"There will be no approval for anyone trying to bring in any foreign workers, be it from the Human Resources Ministry or other ministries, especially the Home Ministry," he told reporters . However, the ban does not apply to domestic helpers. Employers can still bring in maids directly or through agencies with approval from the Human Resources Ministry.

Employers in industries who needed foreign help would have to legalize existing foreigners in the country who were without work permits or whose permits had expired, the Minister added. However, he acknowledged the poor response to the ongoing rehiring program for employers to obtain valid work permits for these workers.

He said the suspension would be in place until the Government was satisfied with the real manpower needs of industries, adding that existing illegal workers would be detained and deported.

INDIA MORE THAN 40% OF WOMEN CONFINED TO DOMESTIC WORK

Women are among the most excluded groups in India, with almost 43 percent of working-age women confined to domestic work, while many who do work outside the home face exploitation and low pay, according to the India Exclusion Report. Despite rising levels of literacy, the proportion of working-age women in India's formal labor force is only about 27 percent, compared with almost 60 percent in Britain and the United States, World Bank data shows.

Domestic work is not considered as productive and is neglected in policy, leaving the women at a severe disadvantage, said the report by the Centre for Equity Studies in New Delhi. Besides cooking, cleaning and caring for children and elderly family members, Indian women also perform unpaid work in family businesses and low-paid labor in factories and enterprises in the so-called informal sector, where they are discriminated against and paid less than men.

Women in India do almost 10 times as much unpaid work as men---a much higher ratio than the global average---leaving them out of the formal workforce and unable to contribute to the economy, consultancy firm McKinsey said in a

report last year. If that work were to be valued and compensated in the same way as paid work, it would contribute \$300 billion a year to India's economic output, it said.

Indian women are also denied equal access to services including education, health care, housing and public transport. Single women and so-called Devadasis, girls who are forced into sex work from the time they reach puberty, are among the most vulnerable, the 2015 Exclusion Report said.

PAKISTAN \$12.7 BILLION REMITTANCES RECEIVED IN EIGHT MONTHS

Overseas Pakistanis sent remittances amounting to \$12.7 billion in July 2015-February, 2016, showing a year-on-year (YoY) increase of 6%, according to data released by the State Bank of Pakistan (SBP). Remittances amounted to almost \$12 billion in the same eight months of the preceding fiscal year. Inflows from Saudi Arabia (\$3.8 billion) were the largest source of remittances during the period, indicating an increase of 7.7% from the corresponding period of the last year, while remittances received from the United Arab Emirates (UAE) increased by 8% to \$2.8 billion. Remittances from the United States and the United Kingdom remained \$1.7 billion and \$1.6 billion, respectively. Meanwhile, remittances amounted to almost \$1.52

billion in February 2016 alone, which is 6.7% more than the remittances received in the preceding month, SBP data shows. Pakistanis based in foreign countries sent home \$18.4 billion in the fiscal year 2014-15, which translated into a YoY increase of 16.5%.

CHINA 6 MILLION WORKERS TO BE LAID OFF

China aims to lay off 5-6 million state workers over the next two to three years as part of efforts to curb industrial overcapacity and pollution, two reliable sources said, Beijing's boldest retrenchment program in almost two decades. China's leadership, obsessed with maintaining stability and making sure redundancies do not lead to unrest, will spend nearly 150 billion yuan (\$23 billion) to cover layoffs in just the coal and steel sectors in the next 2-3 years.

EU UNEMPLOYMENT AT 8.9% IN JANUARY 2016

Eurostat, the statistical office of European Union (EU), estimates that 21.789 million men and women in the EU were unemployed in January 2016. The EU unemployment rate was 8.9 % in January 2016, down from 9.0 % in December 2015, and from 9.8 % in January 2015.

Among the Member States, the lowest unemployment rates in January 2016 were recorded in Germany (4.3 %), the Czech Republic (4.5 %), as well as in

Malta and the United Kingdom (both 5.1 %, November data for the UK). The highest rates have been observed in Greece (24.6 % in November 2015) and Spain (20.5 %).

Compared with a year ago, the unemployment rate in January 2016 fell in twenty-four Member States, remained stable in Estonia and increased in Latvia (from 9.7 % to 10.4 %), Austria ((from 5.5 % to 5.9 %) and Finland ((from 9.1 % to 9.4 %). The largest decreases were registered in Spain (from 23.4 % to 20.5 %), Slovakia (from 12.3 % to 10.3 %), Ireland (from 10.1 % to 8.6 %) and Portugal (13.7 % to 12.2 %).

In January 2016, 4.434 million young people (under 25) were unemployed in the EU. Compared with January 2015, youth unemployment decreased by 408 000 in the EU. In January 2016, the youth unemployment rate was 19.7 % in the EU. The lowest unemployment rates were observed in Germany (7.1 %), Czech Republic (11.0 %)Denmark (11.1 %) and the Netherlands (11.2 %), and the highest in Greece (48.0 % in November 2015), Spain (45.0 %), Croatia (44.1 % in the fourth quarter 2015) and Italy (39.3 %).

CANADA UNEMPLOYMENT HITS 7.3%

The Canadian economy lost 2,300 jobs in February, 2016 with fresh losses in the oil-producing provinces raising unemployment to 7.3 percent, the highest

level seen in three years. Although there was a slight increase in the number of people working, full-time employment dropped (51,800 less full-time jobs) and was only partially compensated by an increase in part-time jobs (49,500 extra part-time jobs), according to Statistics Canada.

The job cuts were most pronounced in health care and social assistance, educational services and natural resources. But there were more people working in construction, business, building and other support services, as well as agriculture.

Men aged 55 and over saw unemployment gains, with 18,000 more jobs than in January, 2016 while unemployment was steady for women of the same age. There was a 0.6 percent increase in unemployment for men and women combined aged 25 to 54.

Canada, the world's fifth largest oil producer, has been hit hard by the drop in crude prices. The two oil-producing provinces of Alberta and Saskatchewan lost 21,000 and 7,800 jobs respectively in the month. The unemployment rate was 7.9 percent for Alberta, a half-point increase, and 5.9 percent for Saskatchewan, a 0.3 percent increase.

SOUTH KOREA JOBLESS RATE RISES TO SIX-YEAR HIGH

South Korea's jobless rate rose in February 2016 to the highest in six years, reflecting sluggish labor market

conditions amid lower employment. Unemployment rate was 4.9 percent in February, up 0.3 percentage points from a year earlier, according to Statistics Korea. The higher jobless rate came as job creation posted the lowest monthly increase in 10 months.

The number of those employed in South Korea totaled 25,418,000 in February, up 223,000 from the same month of last year. The February increase was the lowest since April 2015. The job growth surged to 495,000 in December last year, but it turned downward to 339,000 in January 2016 and 223,000 in February 2016. Job increase was centered on those in their 50s or older. Job creation among those in their 50s and 60s reached 77,000 and 158,000 each in February, with those in their 20s and 40s rising 18,000 and 15,000 respectively.

ANGLO AMERICAN TO CUT 2,000 PLATINUM JOBS IN SOUTH AFRICA

Mining giant Anglo American Platinum said it planned to cut at least 2,000 jobs at two mines in South Africa as the firm reels from sharply falling prices. South Africa's mining sector has shed thousands of jobs in the wake of falling demand due to China's declining economic growth, as well as enduring debilitating strikes over wages and poor energy supplies. In 2014, Anglo American Platinum consolidated its two Union mines into a single operation, while

Twickenham "continued to make a substantial cash loss in 2015". The job losses are the latest in a series of cutbacks by the company. South Africa produces 70 percent of the world's platinum, which has fallen in price by almost a half in five years.

CREDIT SUISSE 2,000 MORE INVESTMENT BANKING JOBS TO BE CUT

Swiss banking giant Credit Suisse has announced that 2,000 jobs will go at its global markets business. The latest cuts are in addition to the 4,000 job cuts announced earlier and are part of the bank's efforts to reduce annual costs by 800 million Swiss francs (\$820 million) a year. The company blamed a "high and inflexible cost base" and "volatile market conditions". Credit Suisse expects to report a loss in the first quarter of 2016, due to a charge of \$346 million to cover the costs of the reorganization.



International Labour Organization

ILO LARGE GENDER GAPS REMAIN IN GLOBAL LABOR MARKET

Despite some modest gains in some regions in the world, millions of women are losing ground in their quest for equality in the world of work, according to a new report prepared by the International Labour Organization (ILO) as part of the ILO's Women at Work Centenary Initiative.

The report, *Women at Work: Trends 2016*, examined data for up to 178 countries and conclude that inequality between women and men persists across a wide spectrum of the global labor market. What's more, the report shows that over the last two decades, significant progress made by women in education hasn't translated into comparable improvements in their position at work.

At the global level, the employment gender gap has closed by only 0.6 percentage points since 1995, with an employment-to-population ratio of 46 per cent for women and almost 72 per cent for men in 2015.

In 2015, 586 million women were

working as own-account and contributing family workers across the world. As globally, the share of those who work in a family enterprise (contributing family workers) has decreased significantly among women (by 17.0 percentage points over the last 20 years) and to a lesser extent among men (by 8.1 percentage points), the global gender gap in contributing family work is reduced to 11 percentage points.

Although 52.1 per cent of women and 51.2 per cent of men in the labor market are wage and salaried workers, this in itself constitutes no guarantee of higher job quality. Globally, 38 per cent of women and 36 per cent of men in wage employment do not contribute to social protection. The proportions for women reach 63.2 per cent in sub-Saharan Africa and 74.2 per cent in Southern Asia where informal employment is the dominant form of employment.

The report also provides new data for up to 100 countries on paid and unpaid working hours and access to maternity protection and pensions.

According to the ILO report, women continue to work longer hours per day than men in both paid and unpaid work. In both high and lower income countries, on average, women carry out at least two and a half times more unpaid household and care work than men.

In developed economies, employed women (either in self-employment or wage and salaried employment) work 8 hours and 9 minutes in paid and unpaid work, compared to 7 hours and 36 minutes worked by men.

In developing economies, women in employment spend 9 hours and 20 minutes in paid and unpaid work, whereas men spend 8 hours and 7 minutes in such work.

In addition, across more than 100 countries surveyed, more than one third of employed men (35.5 per cent) and more than one fourth of employed women (25.7 per cent) work more than 48 hours a week. This also affects the unequal distribution of unpaid household and care work between women and men.

The cumulative disadvantage faced by women in the labour market has a significant impact in later years. In terms of pensions, coverage (both legal and effective) is lower for women than men, leaving an overall gender social protection coverage gap. Globally, the proportion of women above retirement age receiving a pension is on average 10.6 percentage points lower than that of men.

Globally, women represent nearly 65 per cent of people above retirement age (60-65 or older according to national legislation in the majority of countries) without any regular pension. This means

some 200 million women in old age are living without any regular income from an old age or survivor's pension, compared to 115 million men.

ILO CALLS FOR INCREASE IN GLOBAL HEALTH SECTOR WORKFORCE

International Labour Organization Deputy Director-General, on behalf of co-vice chair of the commission and Director-General of the ILO Guy Ryder, has emphasised that realizing the goal of ensuring healthy lives for all by 2030 will require a major increase in the global health sector workforce especially in low and lower middle income countries.

Speaking at the inaugural meeting of the newly-created UN High-Level Commission on Health Employment and Economic Growth in Lyon (France), Hounbo warned: "The need for health professionals in low and middle income countries is far outstripping the numbers of medically trained workers entering the profession; by 2030 the gap could be 18 million."

He added that health workforce shortages could easily double when also considering the number of jobs that are needed to provide essential support to the health sector.

The ILO also pointed out that the international migration of health workers was increasingly becoming what Deputy Director-General called "a mechanism for

brain drain" from developing countries which already lack skilled workers.

"Our challenge is to help countries develop policies that enable at least part of that huge number of job seekers to find decent and productive employment in improving health care," he said.

Stressing that two thirds of workers employed in the sector are women, Hounbo also insisted on the importance of respecting health workers' rights such as gender equality, freedom of association and social dialogue to establish resilient health sectors capable of retaining committed and well-trained staff.

The new Commission appointed by the UN Secretary-General is co-chaired by François Hollande, President of France, and Jacob Zuma, President of South Africa with the heads of ILO, WHO and OECD acting as co-vice chairs. It is expected to deliver recommendations to the UN Secretary-General in September 2016.

GLOBAL WATER DRIVES JOB CREATION AND ECONOMIC GROWTH

An estimated three out of four jobs that make up the global workforce are either heavily or moderately dependent on water. This means that water shortages and problems of access to water and sanitation could limit economic growth and job creation in the coming decades, according to a UN report. The 2016

edition of the United Nations World Water Development Report, Water and Jobs, also notes that half of the world's workers - 1.5 billion people - are employed in eight water and natural resource - dependent industries.

Launched on World Water Day, and in the context of the 2030 Agenda for Sustainable Development, the report demonstrates the key role water will play in the transition to a green economy.

"This analysis highlights the fact that water is work - it requires workers for its safe management and at the same time it can create work and improve conditions. If the 2030 Agenda is to be a success and we are to build together a sustainable future, we must ensure that work in water is decent and that the water we all rely on is safe," said Director-General of the ILO and Chair of UN-Water.

ILO WELCOMES STRENGTHENED EU FOCUS ON SOCIAL ISSUES

ILO Director-General has welcomed the launch of a consultation process on the European Pillar of Social Rights by the European Commission in Brussels.

"Strengthening the social dimension of the Economic and Monetary Union is a key part of the response to the global crisis, from which Europe still needs to fully recover. We hope the Pillar of Social Rights will help to increase the attention given to social issues in EU policy making," he said.

The purpose of the Pillar is to define a number of essential principles that underpin well-functioning and fair labour markets and welfare systems. It will build on the EU social 'acquis' and serve as a compass for renewed convergence within the euro area. The social partners are invited to play an active role in shaping the Pillar.

On 8 March, the European Commission presented a preliminary outline of the European Pillar of Social Rights and launched a broad public consultation on it, which will last until the end of the year.

Within its mandate, the ILO looks forward to reinforcing its long-standing partnership with the European Commission, including on the construction of the Pillar of Social Rights.

TURKEY ILO CONVENTIONS ON SAFETY AND HEALTH IN CONSTRUCTION AND MINING ENTER INTO FORCE

As the ILO Conventions on Safety and Health in Construction and Mining enter into force for Turkey as of 23 March 2016, the provisions of both conventions indicate the firm commitment by the Government of Turkey to pursue and strengthen its efforts to develop and promote a safety and health culture in the country including in two of the most hazardous sectors: construction and mining.

The Government of Turkey became the twenty-seventh and thirtieth ILO member State to become bound by, respectively, Conventions Nos. 167 and 176 .

Both these Conventions establish a clear framework of responsibilities, rights and obligations in the area of Occupational Safety and Health (OSH), at the national level as well as at the level of the enterprise, in the two sectors and also provide for detailed technical preventive and protective measures in light of the specific requirements of each sector. Convention No. 176 also includes a requirement to develop and carry out a coherent national policy on safety and health in mining, after consultations with the most representative organizations of employers and workers concerned.

Each year, mining and construction record among the highest rates of occupational accidents and fatalities, both at the international level as well as in Turkey. Internationally, the importance of protecting miners and construction workers led the ILO to complement the generally applicable Occupational Safety and Health Convention, 1981 (No. 155) by adopting Conventions Nos. 167 and 176.

Turkey has been committed to Convention No. 155 as well as the Occupational Health Services Convention, 1985 (No. 161) since 2005 and also the Promotional Framework for Occupational

Safety and Health Convention, 2006 (No. 187) since 2014.

MAURITANIA THE SECOND AFRICAN COUNTRY TO COMMIT TO ENDING MODERN SLAVERY

Mauritania has ratified the 2014 Protocol to the Forced Labour Convention, 1930, reinforcing thereby the global movement against forced labour in all its forms, including human trafficking. Mauritania follows Niger, Norway and the United Kingdom, as one of the first states to formally commit to implement the Protocol.

The Protocol, adopted in 2014 by an overwhelming majority by the International Labour Conference, supplements Convention (No. 29) 1930, requiring States to take effective measures for prevention, protection of victims and ensuring their access to justice and compensation.

The ILO estimates that 21 million people are victims of forced labour worldwide, generating approximately US\$ 150 billion in illicit profits annually. Victims are exploited in agriculture, fishing, domestic work, construction, industry, mining and other economic activities. Forced labour takes different forms, from forced sexual exploitation to bonded labour, human trafficking and slavery.

Since independence in 1961, Mauritania has ratified the Forced Labour

Convention (No. 29) 1930, and in 1997, the Abolition of Forced Labour Convention (No. 105), 1957. Since then, Mauritania has continued to strengthen the legislative framework to fight against forced labor enacting a law on suppression of trafficking in 2003, and others in 2007 and 2015 criminalizing slavery and slavery-like practices.

Mauritania has joined the Bridge project which aims to strengthen the capacity of the relevant ministries and stakeholders to develop, implement and monitor policies and national action plans on forced labour, provide capacity building to improve law enforcement, and support public awareness campaigns to address all forms of forced labor. Besides Mauritania, the four-year project, which is funded by the US Department of Labour, will also be implemented in Nepal and Peru.



Bangladesh Employers' Federation (BEF) in cooperation with the Overseas Human Resources and Industry Development Association (HIDA) Japan organized a management training program titled the introduction of Management Training Program (MTP) during 1-2 March 2016. Mr. Kazuto Yamaguchi from the HIDA, Japan was the resource person. A total of 41 participants attended the program.



A partial view of the participants at the program on 1-2 March 2016



The BEF also organized a training program on Disciplinary Action, Grievance Handling and Departmental Enquiry during 6-7 March 2016. Barrister Omar Bin Harun Khan, an advocate of Supreme Court and one of the leading labor and employment law practitioners of Bangladesh was the resource person. A total of 43 participants attended the program.



The participants at the program on 6-7 March 2016



The BEF organized a training program on workplace safety and compliance during 28-29 March 2016. The overall objective of the program was to raise awareness, improve knowledge and skills of the participants regarding OSH at the workplace and measures to be taken to ensure safe and healthy environment and compliance issues at workplace. A pool of resource persons including Engr. M. Hafizur Rahman, PEng, CEO, Summit Oil and Shipping Company Ltd., Mr. Shah Alam Talukder, PEng Electric consultant, and Mr. Kabir Ahmed Chowdhury, Retired Joint Director, Department of Labour conducted the program. A total of 34 participants attended the program.



Participants at the training program held during 28-29 March 2016

Judgment



Civil Petition for Leave to Appeal No. 64 of 2010

Md Muzammel Hossain CJ

Surendra Kumar Sinha J

Md Abdul Wahhab Miah J

Hasan Foez Siddique J

Aynul Haque (Md).....Petitioner

vs

Government of Bangladesh, Dhaka Respondents

Judgment

May 19th, 2014



Hasan Foez Siddique J: This petition for leave to appeal is directed against the decision and order dated 29-10-2009 passed by the Administrative Appellate Tribunal, Dhaka in Appeal No. 147 of 2006 affirming those dated

19- 6-2006 passed by the Administrative Tribunal, Khulna in AT .No. 34 of 2004.

2. Short facts, for the disposal of this petition, are that Md. Aynul Haque, predecessor-in-interest of the petitioners filed aforesaid Administrative Tribunal Case before the Administrative Tribunal, Khulna against the order of his

compulsory retirement from service communicated under memo No. 229-Bichar-3/10-1/2000 dated 6-4-2004 issued by the Ministry of Law, Justice and Parliamentary Affairs. His departmental appeal was also dismissed. The charges against Mr. Aynal Haque brought by the respondents were under the provisions of Rules 3(b) and 3(d) of the Government Servants (Discipline and Appeal) Rules, 1985, that is, misconduct and corruption. It was stated in the charges that while performing the functions as Additional District and Sessions Judge Thakurgaon, he acquitted or enlarged the accused persons of bail in Session Case No.49 of 1999, Nari-o-Shishu Case No.13 of 1999, 63 of 1997, 14 of 1999, 28 of 1999, 41 of 1998, 53 of 1998, 04 of 1997, 16 of 1998 and 25 of 1997 and Sessions Case No.1 of 1993 by means of irregularity and corruption. He denied the charges by submitting written reply. An inquiry was conducted by a District Judge. Considering the inquiry report, second Show Cause notice was issued and served upon him who submitted his reply. Thereafter, he was put on compulsory retirement from service. He stated in the petition before the Administrative Tribunal that the allegations brought against him were false and fabricated and the inquiry officer did not hold inquiry following the relevant rules and procedures. It has been stated that the

punishment of compulsory retirement had been awarded illegally and unlawfully. The Government contested the said AT Case contending that on the basis of the inquiry conducted) cd by a District Judge, the allegations brought against the petitioner were found to be proved. Accordingly, he was put in compulsory retirement.

3. The Administrative Tribunal considering the materials on record dismissed the AT Case. Md Aynul Haque preferred appeal before the Administrative Appellate Tribunal, Dhaka which was dismissed. After the death of Md Aynul Haque, his heirs filed Civil Petition for Leave to Appeal.

4. Mr MI Farooque, learned Senior Counsel, appearing for the petitioners, submits that the Administrative Tribunal dismissed the case holding that since the decision of compulsory retirement had been approved by the Full Court of the Supreme Court, the Tribunal had no jurisdiction to interfere with the impugned order of retirement inasmuch as the said approval by the full court was not judicial order. He submits that the decision for compulsory retirement, even approval by the full Court, is amenable in the Administrative Tribunal.

5. We have gone through the decision of the Tribunal and other materials on record. It appears that the

respondents brought charges of misconduct and corruption against Mr Haque. Inquiry Officer holding inquiry submitted report wherefrom it transpires that the local Bar Association took resolution against him bringing allegation of irregularity and corruption which has been marked as exhibit. In his report the Inquiry Officer, inter alia, stated:

“ জেলা ও দায়রা জজ কতেক মামলার জামিন নাকচ করিয়াছে। পরবর্তীতে অভিযুক্ত কর্মকর্তা জামিন মঞ্জুর করিয়াছেন। তাই তাদের ধারণা দূর্নীতির আশ্রয় লওয়া হইয়াছে।..... নথি পর্যালোচনায় প্রতিয়মান হইয়াছে যে সেশন ৪৯/৯৯ নং মোকাদ্দমাটি দায়রা জজের বিচার ফাইলের মোকাদ্দমা। তিনি ছুটিতে গেলে অতিরিক্ত দায়রা জজ নিযুক্ত কৌশলী জনাব মোঃ মকবুল হোসেন এর অগচোরে “ অব ডেইটে” আসামীকে জামিন দেন। অনুরূপে নাশিনিবিঃ ১৩/৯৯ নং মোকাদ্দমায় নিযুক্তির কৌশলীর অবর্তমানে দায়রা জজ ছুটিতে গেলে অতিরিক্ত দায়রা জজ যখন চার্জে থাকেন তখন তাহাঁকে ফৌজদারী কার্যবিধির ১৭(৪) ধারার জরুরী বিষয়সমূহ নিষ্পত্তির ক্ষমতা অর্পণ করা হয়। যা ক্ষমতার আওতায় মোকাদ্দমা “দুইটি অব ডেইটে” জামিন দেওয়ায় অনিয়ম ও ক্ষমতা এখতিয়ার বর্হিভূত। এই দুইটি মোকাদ্দমা সম্পর্কে জেলা জজ জনাব মফিজুল ইসলাম বলেন ঘুষের টাকা লইয়া জামিন দিয়াছেন।”

6. The facts revealed serious scandal of corruption in connection with his judicial functions. The reputation of being corrupt would gather thick and unchaseable clouds around the conduct of an officer and gain notoriety must faster than the smoke. Sometimes there may not be concrete or material evidence to establish the same beyond all reasonable

doubt. Judicial service is not a service in the sense of an employment as is commonly understood. Judges are discharging their functions. Members of the judicial service, exercising judicial functions, are distinct from the members of other services. Their honesty and integrity is expected to be beyond doubt. It should be reflected in their overall reputations. There is no manner of doubt that nature of judicial service is such that it cannot afford to suffer continuance in service of persons of doubtful integrity. Dishonesty is the stark antitheses of judicial polity.

7. Submission of Mr Farooque that whether the decision of Full Court is amenable or not it is to say that in the very nature of things it would be difficult, nearing almost an impossibility to subject such exercise undertaken by the Full court expect in an extra ordinary case when the Court is convinced that some real injustice, which ought not to have taken place, has really happened and not merely because there could be another possible view or someone has some grievance about the exercise undertaken by the full Court if the authority bonafidely forms an opinion relying upon some materials that overall integrity of a judicial officer is doubtful, the correctness of such opinion cannot be challenged in the court unless any violation of law or gross injustice is done. Mr Farooque failed to show that

opinion formed by the Full Court was arbitrary or capricious or said to be irrational so as to shock the conscience of the Court to warrant or justify any interference. Moreover, the Tribunal found that meanwhile, the incumbent had withdrawn his retirement benefits.

8. Though the inquiry officer, in his opinion said—

“ উপসংহার উপরোক্ত আলোচনার আলোকে সকল দিক বিবেচনায় আমি মনে করি যে, ঠাকুরগাঁও সাবেক অতিরিক্ত জেলা ও দায়রা জজ জনাব মোঃ আইনুর হকের বিরুদ্ধে আনিত দুর্নীতির অভিযোগ প্রমাণিত হয় নাই। অনিয়মের অভিযোগ প্রমাণিত হইয়াছে।”

but on plain reading of report as a whole and material available in the record it is difficult to accept that the integrity of this judicial officer was not questionable. In the matter of disciplinary inquiry neither the finding of the inquiry officer nor his recommendation are binding on the punishing authority. The authority may agree with the report or may differ, either wholly or partially, from the conclusion recorded in the report by the Inquiry officer.

9. Viewed thus, and considered in the background of the factual details and materials on record, there is no need and justification for this court to interfere with the impugned decision and order.

Thus, the petition is dismissed.

Ed.

Source: The Dhaka Law Reports (December, 2015)

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

Period	General Index	Index by expenditure group								
		1. Food & Beverage	2. Non-Food	I. Clothing & Footwear	II. Fuel & Lighting	III. Household Equipment	IV. Medical Care & Health Expenses	V. Transport & Communication	VI. Recreation, Entertainment,	VIII. Misc. Goods & Services
2009-10	141.18	149.40	130.66	130.63	126.25	141.54	133.85	123.34	132.68	140.36
2010-11	156.59	170.48	138.77	140.09	132.33	158.13	144.55	127.44	139.52	148.68
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
May,15	208.77	223.36	190.07	212.37	173.25	219.10	191.88	186.10	169.09	207.71
June,15	209.17	223.43	190.88	214.50	173.53	219.78	192.38	186.97	169.69	208.80
July, 15	212.65	227.78	193.26	223.43	173.74	221.85	193.61	190.80	169.80	209.62
Aug, 15	215.03	231.91	193.39	223.21	174.06	222.31	193.78	191.19	169.90	208.82
Sept, 15	218.21	235.85	195.59	231.68	175.28	223.02	194.13	193.62	169.97	209.20
Oct, 15	219.62	237.44	196.77	231.53	175.45	223.94	194.36	200.08	170.22	210.86
Nov, 15	219.38	236.61	197.27	231.99	175.84	225.03	194.40	201.28	170.48	211.01
Dec, 15	220.45	236.57	199.78	235.93	177.80	229.04	197.29	205.19	170.63	211.16
Jan, 16	222.87	236.42	205.50	237.18	190.58	230.67	205.18	206.22	171.73	212.79

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
2009-10	142.67	148.47	133.46	132.22	129.25	141.75	137.80	121.29	143.66	142.43
2010-11	159.41	170.81	141.28	143.51	134.08	155.22	147.33	125.37	151.11	150.17
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
May, 15	209.99	220.29	193.60	218.33	172.75	214.47	200.55	176.19	184.94	217.19
June, 15	210.39	220.31	194.62	221.18	172.90	214.97	201.12	177.37	185.96	218.56
July, 15	213.75	224.32	196.93	230.24	173.07	215.90	202.75	179.72	186.15	219.47
Aug, 15	216.15	228.17	197.02	229.94	173.54	216.41	202.80	180.13	186.20	218.07
Sept, 15	219.31	231.79	199.44	240.91	173.90	217.33	203.20	181.71	186.25	218.14
Oct, 15	220.53	233.19	200.39	240.82	173.91	218.52	203.52	187.27	186.30	219.41
Nov, 15	220.01	232.04	200.87	241.30	174.42	219.72	203.53	187.40	186.77	219.64
Dec, 15	220.87	232.02	203.13	245.12	175.63	223.52	206.32	191.17	187.03	219.79
Jan, 16	222.75	231.86	208.26	246.47	185.06	225.62	218.07	192.65	189.09	222.65

Source: Bangladesh Bureau of Statistics

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

Period	Index by expenditure group									
	General Index	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
2009-10	138.43	151.66	126.92	127.60	122.77	141.16	127.10	125.61	120.84	137.80
2010-11	151.36	169.68	135.43	133.58	130.30	163.26	139.80	129.72	127.01	146.83
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
May, 15	206.53	230.85	185.37	201.07	173.82	227.24	177.04	197.03	151.99	196.00
June, 15	206.90	231.04	185.90	201.81	174.25	228.25	177.42	197.54	152.13	196.76
July, 15	210.63	236.22	188.38	210.50	174.53	232.32	177.96	203.00	152.17	197.47
Aug, 15	212.96	241.03	188.55	210.44	174.67	232.70	178.33	203.31	152.31	197.39
Sept, 15	216.17	245.74	190.44	214.15	176.87	233.04	178.60	206.74	152.40	198.15
Oct, 15	217.93	247.82	191.93	213.90	177.24	233.48	178.68	214.19	152.86	200.30
Nov, 15	218.21	247.76	192.51	214.31	177.47	234.36	178.77	216.57	152.89	200.36
Dec, 15	219.67	247.67	195.31	218.48	180.32	238.74	181.85	220.63	152.93	200.50
Jan, 16	223.09	247.55	201.81	219.54	196.96	239.55	183.12	221.17	153.01	200.62

Source: Bangladesh Bureau of Statistics

WAGE RATE INDEX BY SECTORS: BANGLADESH

(Base:2010-11-100)

Sector	2012-13	2013-14	2014-15	Nov'15	Dec'15	Jan'16
General	112.62	118.82	124.69	132.37	132.58	133.49
percentage change (Point to Point)	6.01	5.50	4.94	7.09	6.46	6.03
percentage change (over previous month)				0.51	0.16	0.69
1. i) Agriculture	112.08	118.44	124.51	132.19	132.32	133.20
percentage change (Point to Point)	5.78	5.68	5.12	6.95	6.34	5.83
percentage change(over previous month)				0.66	0.10	0.67
ii) Agriculture	112.08	118.40	124.46	132.15	132.28	133.17
percentage change (Point to Point)	5.76	5.64	5.12	6.95	6.35	5.84
percentage change(over previous month)				0.67	0.10	0.67
iii) Fish	111.89	120.81	126.85	134.11	134.14	135.21
percentage change (Point to Point)	6.55	7.97	5.00	6.89	6.14	5.47
percentage change(over previous month)				0.12	0.02	0.80
2. Industry	113.43	119.07	124.38	131.21	131.68	132.47
percentage change (Point to Point)	6.08	4.97	4.47	6.58	6.05	5.73
percentage change(over previous month)				0.22	0.36	0.60
i) Construction	114.70	119.93	124.84	131.30	129.87	130.46
percentage change (Point to Point)	6.87	4.56	4.09	5.29	3.73	5.11
percentage change(over previous month)				0.45	0.32	0.45
ii) Production	111.53	121.86	127.28	136.96	135.36	136.53
percentage change (Point to Point)	5.19	9.27	4.44	10.45	6.69	6.95
percentage change(over previous month)				1.09	0.43	0.86
3. Service	113.63	120.16	126.15	135.63	135.73	136.98
percentage change (Point to Point)	6.96	5.75	4.98	8.76	7.82	7.63
percentage change(over previous month)				0.40	0.07	0.92

Source: Bangladesh Bureau of Statistics

PRICES OF ESSENTIALS

Retail prices of Dhaka market on 16 March 2016

Category	Commodity	Unit	Retail Price(Tk)	
			Min.	Max.
Rice	Nagirshail	kg	43	52
	Minikate	kg	42	48
	Pariza, BR 28	kg	30	38
	Shorna	kg	26	30
	Chinigura	kg	80	95
	Kalojira	kg	80	95
Flour (coarse)	Loose/white	kg	24	28
	Poly pack	kg	33	35
Flour (fine)	Loose	kg	32	34
	Poly pack	kg	40	43
Lentils	Masur (local)	kg	135	140
	Masur (imported)	kg	92	105
	Mug	kg	100	110
	Gram (whole)	kg	80	90
	Khesari	kg	56	60
	Mash	kg	110	130
Edible Oil	Soyabean	liter	80	83
	Palm	liter	59	62
	Mustard	liter	120	130
Spices	Onion (local)	kg	25	35
	Onion (imported)	kg	20	25
	Garlic (local)	kg	45	70
	Garlic (imported)	kg	190	200
	Dry chilli (local)	kg	130	180

Category	Commodity	Unit	Retail Price(Tk)	
			Min.	Max.
	Dry Chili (imported)	kg	180	210
	Ginger (imported)	kg	50	70
	Turmeric (local)	kg	170	200
	Turmeric (imported)	kg	150	210
	Green Chili	kg	35	45
Fish	Rui local (1-2 kg)	kg	200	280
	Rui imported (1.5-3kg)	kg	190	270
	Katla local (1kg-2kg)	kg	190	280
	Katla imported (1.5kg-3kg)	kg	180	270
	Hilsha (400 gm-800 gm)	kg	550	1050
	Pangash	kg	110	140
	Silver Carp	kg	120	180
	Tilapia	kg	130	180
	Koi	kg	140	200
	Shrimp (small)	kg	350	450
Vegetables	Potato-Holland (white)	kg	14	16
	Brinjal	kg	25	40
	Pumpkin	kg	15	20
	Cucumber	kg	20	30
	Gourd	kg	15	30
	Potol	kg	30	40
	lady's finger	kg	28	38
	Chichinga	kg	25	32
	Bean	kg	30	40
	Carrot	kg	15	20
	Papaya	kg	18	25
	Borboti	kg	38	45
	Tomato	kg	20	25
	Bitter gourd (korolla)	kg	20	40
	Lalshak	kg	15	20
	Pui Shak	kg	15	22

Category	Commodity	Unit	Retail Price(Tk)	
			Min.	Max.
Meat	Beef	kg	370	410
	Mutton	kg	500	600
Poultry	Hen (local)	kg	340	350
	Hen (farm)	kg	145	160
Egg	Hen (local)	4 pieces	40	42
	Hen (farm-red)	4 pieces	30	33
	Farm (white)	4 pieces	30	31
	Duck (local)	4 pieces	35	40
Powder Milk	Dano	kg	550	560
	Red Cow	kg	570	580
	Diploma	kg	545	550
Fruit	Apple	kg	100	150
	Orange	4 pieces	40	60
	Green-Coconut	1 piece	30	50
	Banana	4 pieces	20	32
Others	Salt Iodine (Packed)	kg	20	30
	Sugar	kg	46	50
	Akher Gur	kg	60	80
	Date Gur	kg	70	120

Source: Department of Agricultural Marketing

Acknowledgments

The Federation thankfully received the following publications.

No.	Publications	Publishers
01.	Tisk Information (December, 2015) Turkish Confederation of	Turkish Confederation of Employers Associations, Ankara, Turkey
02.	OSHE Newsletter (November-December, 2015) Bangladesh Occupational Safety, Health and Environment Foundation (OSHE), Dhaka	OSHE, Dhaka
03.	Monthly OSHE News Clipping (October, December, 2015) Bangladesh Occupational Safety, Health and Environment Foundation (OSHE) Dhaka	
