



Bangladesh Employers' Federation

CONTACT

Chamber Building,
122-124, Motijheel C. A. Dhaka-1000, Bangladesh
Phones : +880-2-9565208-10 & 0088-02-9574129-31 (PABX)
Fax : +880-2-9565211-12
E-mail : sg@mccibd.org, info@mccibd.org,
Web : www.bef.org.bd

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Labour News - October 2015

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3 KEYS TO BUILDING TRUST IN THE WORKPLACE



Dr. Marvin Marshall

Any positive working relationship is based on trust. An environment of trust assumes that both parties will be safe, and it carries with it an implicit message that you have each other's best interests in mind. That is why employees can accept criticism and even anger from a boss they trust. The employees know deep down that the boss really means to help.

Trust is an interesting quality because, once it is lost, it is hard to recapture. Many professional relationships gasped their last breath with the words "I just do not trust you anymore." Therefore, to have optimum working relationships, all parties must feel a sense of trust.

The question then is, how do you develop trust between people in the workplace? After all, when you have people from various backgrounds coming to work together, they usually don't have a history with each other, and there's no base of trust to begin with and grow upon. That is the reason managers need to be proactive and create an environment of trust apparent to all. This article includes ways to do that.

Limit Lecturing

To ensure that employees will make good decisions, managers often begin to lecture. If you reflect on this, you will soon realize that lecturing and telling your employees what to do implies that you do not have faith in their decision-making abilities. This can result in their becoming defensive. In addition, the employees can lose faith in their own confidence to make decisions. If people do not have faith in themselves, then the manager's faith in them decreases even more, and the lecturing begins again.

Even well-intentioned lectures convey the subtle, negative message that what the employee has done is wrong or not good enough. This often results in defensiveness and resistance. All people are sensitive about being told what to do, and they often want to prove themselves in the workplace. Telling robs workers of the satisfaction of their using initiative. So rather than lecture employees, consider using reflective questions, such as, "What do you think about ...?" "Have you thought of ...?" and "Would you consider ...?"

Listen to Learn

Epictetus is credited with the statement: "Man has one tongue but two

ears that we may hear from others twice as much as we speak."

Listening to learn and valuing people's feelings and ideas is what promotes the ability of managers to effectively communicate with and influence their staff. Listen to learn means not inserting your opinion and not judging what the person says while he or she is speaking. For most managers, their first reaction is to evaluate the employee from their own point of view and then approve or disapprove of what the person says. This is listening autobiographically. It shuts down the employee's self-confidence, initiative and open communication. An easy strategy for replacing this tendency of listening autobiographically is to cultivate the habit of listening to learn.

Listening is a skill that can be improved. It starts by taking the position of a good listener. It's getting ready to hear what is about to be said. It is refraining from the all-too-common practice of hearing a few words and then jumping in with a response. You may have experienced the feeling that arose when someone finished your sentence before you had finished it yourself. The feeling is not a positive one! When a manager interrupts an employee who is attempting to communicate, it prompts a negative emotion. No one enjoys being interrupted when trying to make a point.

Listening in anticipation of what an employee will say is another habit to break. Listening in anticipation encourages interruptions. All people want to be acknowledged and don't wish to feel that you know what is about to be said. Interrupting is an indication that you don't care about hearing the other person's viewpoint as much as your own.

A manager who listens well acknowledges their employees' feelings and opinions. Yes, "zipping the lip" is extremely difficult for most managers, but it is the surest way to improve communication and build trust. Remember, no great insight ever enters the mind through an open mouth. It is important to let people know that you are willing to listen, even though it may not result in agreement. A simple "Talk to me about it" is an effective start to dialogue. Just use the most effective sales principle: Inquiry precedes advocacy. In other words, listen before you talk. When you feel a temptation to interrupt, redirect that impulse by thinking of the following question: "Will I be more effective if I listen first?"

Work Smarter

Many people often say, "If I want something done right I have to do it myself." Yet effective managers know that delegation of tasks is essential for building trust in the workplace. When you hold onto tasks and don't delegate, you deprive your employees of an opportunity to

advance their skills. Accept the fact that growth comes through struggle. Babying your employees hinders their professional development and implies that you don't have faith in them. Focus on treating your staff as if they are who, how, and what you would like them to be. Treating people as if they are responsible and empowered increases their chances of becoming so.

Once the employee completes a task, the objective should be to focus on progress rather than on perfection. If the person's result does not meet your expectations, you can still find something positive to comment on while helping the employee understand what the initial expectations are. This is far more effective than comments that foster guilt or a sense of failure. A positive approach prompts an incentive for the task-in contrast to criticizing, which provides a disincentive.

Remember, there isn't any empowerment more effective than self-empowerment. Because being positive is so enabling, it is best to displace thoughts and communications that are destructive. Continually ask yourself how what you want to communicate can be put in a positive way. For example, saying, "You are bad tempered," has the same meaning as, "You need to work on controlling your temper." However, the first labels the person, whereas the second enables the person. People change more by building on their strengths and aptitudes than by

working on their weaknesses. This does not mean that an area of weakness should not be worked on, but it does mean that a manager's emphasis should be on what the employee can do, rather than on what the employee cannot do. The simple belief that something can be done is the spark that ignites the brain to act.

Create a Trusting Environment

Without trust in the workplace, communication and teamwork will erode. Additionally, morale will decrease while turnover will rise. However, by using these three strategies, you can build your employees' trust in management, thereby making their workplace an environment filled with innovation, creativity and ultimately higher profits for all.

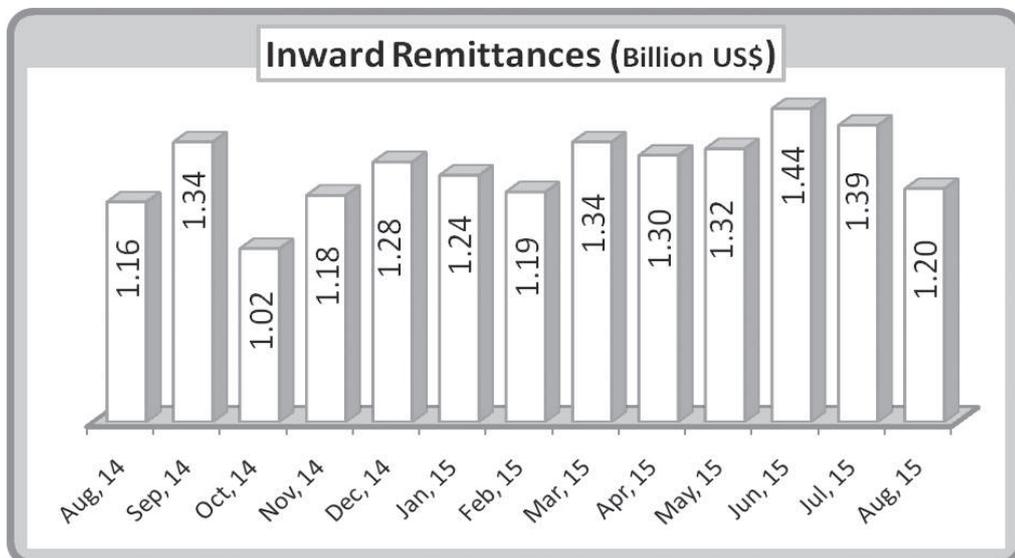
Source: <http://www.reliableplant.com>

Home News

REMITTANCE INFLOW FELL BY 3.00% DURING JULY-AUGUST 2015

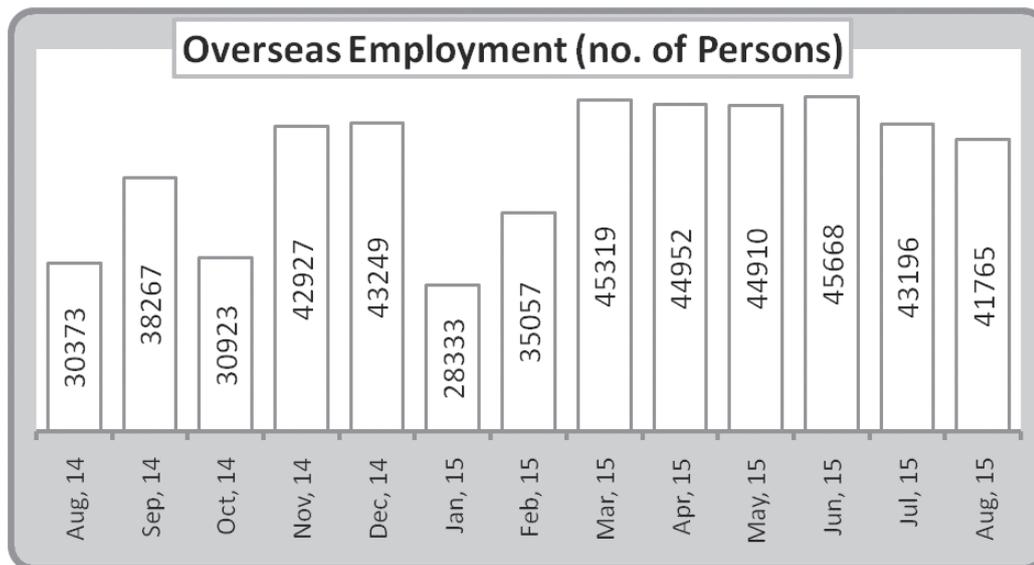
The inward remittances received from Bangladeshi nationals working abroad reached US\$2.59 billion during July-August 2015, according to Bangladesh Bank. The remittance fell by \$0.08 billion or 3.00 percent from \$2.67 billion received during July-August 2014. During July-August 2015, \$529.39 million remittance were received from Saudi Arabia, \$454.82 million from the

United Arab Emirates, \$434.90 million from U.S.A., \$239.72 million from Malaysia, \$172.65 million from Kuwait, \$157.94 million from Oman, \$152.55 million from U.K., \$91.18 million from Bahrain, \$66.21 million from Singapore, \$64.40 million from Italy, \$59.72 million from Qatar and \$72.06 million from other countries.



Source: Bangladesh Bank

Meanwhile, a total of 84961 Bangladeshis got foreign jobs during July-August 2015 compared to 62224 during July-August 2014, showing a rise of 22737 employees or 36.54 percent, according to the Bureau of Manpower Employment and Training (BMET). During July-August 2015, a total of 20184 documented workers went to Oman, 18214 to Qatar, 9478 to Singapore, 8484 to Saudi Arabia, 5633 to Malaysia, 4464 to Bahrain, 3154 to United Arab Emirates, 2917 to Jordan, 2491 to Kuwait, 2488 to Lebanon, 936 to Mauritius, 844 to Brunei, 346 to South Korea and 137 to Libya 5191 to other countries.



Source: BMET

KARMASTANGSTHAN BANK DISBURSES TK 557.3 MILLION LOAN IN RAJSHAHI

Karmasangsthan Bank disbursed loan worth Tk 557.3 million and realized outstanding loan of Tk 592.2 million in Rajshahi division during 2014-15 fiscal year. The bank disbursed loan of Tk 82.5 million and recovered Tk 85.5million during the first two months of the current 2015-16 fiscal in the region.

International News

PAKISTAN: REMITTANCES RISE 5.4% TO US\$3.1 BILLION IN THE FIRST TWO MONTHS OF FY16

Overseas Pakistani workers remitted US \$ 3190.67 million in the first two months (July to August) of FY16, showing a growth of 5.42% compared with US \$ 3026.63 million received during the same period in the preceding year. During August 2015, the inflow of worker's remittances amounted to US \$1527.06 million, which is 8.21% higher than July 2015 and 13.04% higher than August 2014. The country wise details for the month of August 2015 show that inflows from Saudi Arabia, UAE, USA, UK, GCC countries (including Bahrain, Kuwait, Qatar and Oman) and EU countries amounted to US \$483.29 million, US \$319.15 million, US \$199.57 million, US \$206.29 million, US \$193.75 million and US \$27.75 million respectively compared with the inflow of US \$396.9 million, US \$286.69 million, US \$212.94 million, US \$176.19 million, US \$153.85 million and US \$33.33 million respectively in August 2014. Remittances received from Norway, Switzerland, Australia, Canada, Japan and other countries during August 2015 amounted to US \$97.26 million together as against US \$90.96 million received in August 2014.

QATAR CABINET BACKS CHANGES TO LABOR LAW

Qatar has agreed changes to its controversial "kafala" sponsorship system for foreign workers, state media reported. At its weekly meeting, the cabinet backed draft legislation and took "measures to issue a law regulating the entry, exit and residency of expatriates," the official QNA news agency reported.

The bill included provisions related to regulating the procedures and conditions of expatriates' entry, exit, residency and recruitment as well as switching to a different employer, QNA said, without giving further details. The draft law still requires final approval by ministers.

In Qatar, laws are issued by decree. The Gulf emirate has no parliament, only a consultative Advisory Council, whose recommendations were considered by the cabinet, QNA said.

There are around 1.7 million foreign workers in Qatar, many working directly or indirectly on World Cup projects. Qatar is carrying out a huge infrastructure program costing \$226 billion.

Meanwhile, another labor reform in the pipeline is the Wage Protection System, which seeks to guarantee workers receive their wages on time. This is expected to come into force in

November. Under the new system, workers will be paid either twice a month or monthly, with wages electronically transferred to their bank accounts.

Failure to pay salaries on time, especially for blue collar workers, has been one of the biggest complaints voiced by rights groups against companies in the energy-rich Gulf state.

A 2013 academic study found that around a fifth of migrant workers in Qatar were "sometimes, rarely or never" paid on time. On August 18, 2015 a six-month grace period for businesses to ready for the electronic payment system expires. From that date, companies which fail to pay staff on time could face fines of up to 6,000 Qatari riyals (\$1,650), be banned from recruiting new staff, and bosses potentially sent to jail. Inspection teams will monitor the new system and identify any firms not complying with the regulations.

SAUDI ARABIA 2.5 MILLION SYRIANS HAVE BEEN TAKEN

Saudi Arabia has said that it has accepted more than 2.5 million refugees since the Syrian conflict began. The oil-rich nation also claimed that it has given permanent residency to hundreds of thousands of Syrians ever since 2011. The official stressed that Syrians are not treated as refugees and are not placed in camps "to ensure their dignity and safety". The Saudi Press Agency added

that the Opec heavyweight has provided around \$700m (£453m) to aid agencies in Syria and has set up clinics at refugee camps. Moreover, Syrians given residency in Saudi Arabia have access to work, schools and free medical care.

EU 23.067 MILLION PEOPLE UNEMPLOYED

Eurostat, the statistical office of the European Union (EU), estimates that 23.067 million men and women in the EU were unemployed in July 2015.

The unemployment rate stood at 9.5% in July, 2015, down from 10.2% in July 2014. Among the Member States, the lowest unemployment rates in July 2015 were recorded in Germany (4.7%), Czech Republic (5.1%), Malta (5.1%) and the highest in Greece (25.0%) and Spain (22.2%).

Meanwhile, in July 2015, 4.634 million young people (under 25) were unemployed in the EU with unemployment rate of 20.4% compared with 22.0% in July 2014. The lowest rates were observed in Germany (7.0%), Malta (8.7%) and Estonia (9.5%), and the highest in Greece (51.8%), Spain (48.6%), Croatia (43.1%) and Italy (40.5%)

USA UNEMPLOYMENT RATE FALLS TO 5.1%

The overall US unemployment rate fell to 5.1 percent in August 2015 from 5.3 percent in July, hitting the lowest level since April 2008, the US Labor

Department said. The US economy generated a lower-than-expected 173,000 new jobs in August, but upward revisions to previous months' data sweetened the picture for hiring across the country.

Despite the fall in the unemployment rate, the overall workforce participation rate remained low at 62.6 percent, suggesting that the jobs market and wages are not strong enough to pull dropouts back to the workforce. In April 2008, the rate was 65.9 percent.

CANADA: JOBLESS RATE RISES TO 7.1% IN SEPTEMBER

Employment in Canada has seen little change in the past four months, the government statistical agency said. About 12,000 new jobs were created from August to September, 2015 bringing the total number of Canadians employed last month to nearly 18 million.

Canada's unemployment rate, however, increased by 0.1 percentage points to 7.1 percent in September as more Canadians joined the labor market. According to Statistics Canada, part-time employment rose by 74,000 in September, which was largely offset by a decline of 62,000 in full time jobs. Employment increased among people aged 55 and older, the agency said.

GERMANY \$6.6 BILLION TO BE SPENT FOR MIGRANTS

Germany is to spend 6 billion euros (\$6.6 billion) next year to support the

hundreds of thousands of migrants coming to the country. The government's aid package will include improved housing, more federal police and language classes. German coalition government also agreed to introduce legal measures making it easier to deport asylum-seekers from countries considered "secure states" like Montenegro, Kosovo and Albania. Asylum-seekers will also get less cash in the future and more non-cash benefits. German officials recently predicted that up to 800,000 migrants will arrive by the end of the year, many of them refugees fleeing war and persecution in Syria, Iraq and Eritrea.

HUNGARY WANTS €3 BILLION MIGRANT AID PLAN

Hungary's prime minister, whose country is under fire for its perceived harsh treatment of migrants, wants Europe to give 3 billion euros aid to Syria's neighbors to help stem the flow of refugees. In an interview with German newspaper Bild, he said he wanted the European Union to give the money to Turkey, Lebanon and Jordan, the first ports of call for Syrians trying to escape conflict. Millions of people have been displaced by Syria's four-year war, with many given refuge in camps in neighboring countries. But an increasing number are now flowing into Europe, which is struggling to cope with biggest movement of people since World War II.

ISRAEL 20,000 WORKERS TO BE IMPORTED FROM CHINA

Israel's cabinet has backed a plan to import 20,000 construction workers from China to fast-track homebuilding. It may be mentioned that Israel has been importing thousands of foreign workers – mostly in building, agriculture and nursing – since the second intifada, when the outbreak of violence caused authorities to reduce work permits for Palestinians from the West Bank and Gaza Strip. There are already a few thousand Chinese workers in construction in the country. Israel's trade turnover with China reached \$11 billion last year, about double the amount in 2010, and Chinese companies are emerging as leading buyers of Israeli consumer goods, agribusiness and high-tech companies.

STANCHART: PLANS TO CUT ABOUT 1,000 TOP STAFF

Standard Chartered's (STAN.L) new Chief Executive Bill Winters plans to cut about 1,000 of the bank's most senior staff to reduce costs, according to a memo sent to staff, as he battles to revive the bank following a sharp drop in profits. The cull shows the scale of the overhaul Winters is planning at the Asia-focused bank, which he has said needs to speed up decision-making on costs, people and strategy, and improve its risk management and profitability. Winters said he planned to reduce by a quarter the number of staff graded in bands 1 to 4. Those bands cover

bankers at director level and higher and include about 4,000 staff.



International Labor Organization

ILO WELCOMES G20 PRIORITY OF BOOSTING GROWTH, JOBS AND REDUCING INEQUALITIES

G20 labor and employment ministers' strong commitment to tackling inequalities as well as creating better jobs, more inclusive societies and stronger economic growth is significant and timely, said International Labour Organization (ILO) Director-General at the close of the G20 meeting in Ankara.

Ministers identified the long-term trend of rising inequalities in many G20 economies as having a negative impact on current and potential growth and being inconsistent with G20 leaders' goal of strong, sustainable and balanced growth. They also recognized that this trend had often been associated with slow wage growth when compared to productivity gains and a decline or stagnation in the labor income share in some of the G20 countries.

G20 labor and employment ministers adopted a communiqué 'Creating quality jobs for all, investing in skills and reducing inequalities to promote inclusive and robust growth'.

The ILO Director-General

highlighted ministers' agreement to undertake a mix of policies using "wage-setting mechanisms, institutions for social dialogue, social protection systems, employment services and active labor market policies."

In a further significant move, ministers recommended that G20 leaders "consider the adoption of a G20 target on reducing the share of young people who are most at risk of being left permanently behind in the labor market by 15 per cent by 2025."

G20 ministers also discussed policies to increase employment and the quality of jobs. The ILO Director-General welcomed the consensus in the G20 to respect fundamental principles and rights at work, as well as to improve job quality along three dimensions, namely promoting the quality of earnings, reducing labor market insecurity, and promoting good working conditions and healthy workplaces.

ILO JOINS THE UN ALLIANCE ON CLIMATE CHANGE EDUCATION, TRAINING AND PUBLIC AWARENESS

In July 2015, the ILO joined the UN Alliance on Climate Change Education, Training and Public Awareness. The mission of the Alliance is to promote meaningful, results-oriented and effective international cooperation in support of action on climate change education,

training, public awareness programs, access to information and public participation in the development of climate change response measures. The UN Alliance is currently comprised of 13 member organizations.

ILO's participation was enthusiastically received by all member organizations as it sent a clear signal that cooperation was steadily increasing. With the ILO, the Alliance gained a valuable partner, devoted to promoting the creation of green jobs and skills development for the transition to low-emission and climate-resilient economies.

ILO initiatives such as the Cash for Work programme in Fiji, which employed local people to move a village away from coastal areas prone to sea level rise and flooding; skills and employment-focused climate disaster relief in the Philippines ; technical and entrepreneurial training for solar technicians in rural Bangladesh , etc, are directly in line with the objectives of Action for Climate Empowerment (ACE) activities under the UNFCCC.

ZAMBIA TO HOST THE ILO GLOBAL ACADEMY ON SUSTAINABLE ENTERPRISE DEVELOPMENT

More than 140 practitioners, policy-makers, entrepreneurs, business experts and enterprise development practitioners from 15 different countries will gather at the New Government Complex in Lusaka, Zambia to discuss the latest

private sector trends and innovations during the ILO Global Academy on Sustainable Enterprise Development, jointly organized by the ILO, the International Training Centre of the ILO (ITC-ILO) and Zambia's Tripartite Constituents.

The 8th Edition of the Academy, which is taking place outside Turin, Italy for the first time, will serve as a forum for exchange of ideas and new trends in enterprises development; test tools and best practices that will contribute to sustainable enterprises development; and create a platform for knowledge and experience sharing from different institutions and organizations in the field of SME development. The meeting will also help analyse opportunities and challenges for the promotion of sustainable enterprise development.

Challenged by high levels of unemployment, many African countries opt to invest in entrepreneurship as a viable means for job creation and sustainable development. Small and medium sized enterprises (SMEs) in Africa are a main driver of job creation and as such critical to tackle unemployment and create economic development.

UKRAINE MORE AND BETTER JOBS FOR THE PEOPLE ARE KEY TO RECOVERY

Following deep political changes in late 2013 and the outbreak of a military

crisis in the Eastern part of the country in early 2014, the ILO has been playing an active role in the United Nations' response strategy in Ukraine.

In recent years, international attention has been focusing on the political and security aspects of the Ukrainian crisis. But the economic and social consequences are equally important and serious and deserve a strong engagement by international partners.

Historically, Ukraine has not suffered from very high unemployment rates, though the shortage of decent job opportunities would manifest itself in the form of low activity rates, large informal employment and emigration.

According to the State Statistics Service of Ukraine however, real Gross Domestic Product (GDP) declined by 6.8 per cent in 2014 and by 17.2 per cent in the first quarter of 2015. As a result, the unemployment rate in Ukraine rose from 7.6 per cent in the first quarter of 2014 to 9.6 per cent a year later. In the regions directly affected by the military crisis, the unemployment rate increased from 9.1 to 14.4 per cent in Donetsk oblast and from 8.4 to 15.3 per cent in Lugansk oblast. Altogether, it is estimated that up to two million jobs were lost since the start of the crisis.

Against this background, the ILO has quickly mobilized resources and expertise to provide policy advice and technical assistance mainly to the State

Employment Services for the design and implementation of active labor market programs targeting internally displaced workers and the affected communities.

At the same time, Ukraine is in a process of implementing reforms in the context of the association agreement with the European Union and as part of agreements with international financial institutions, targeting fiscal consolidation and economic and social reforms.

The economic recession and the strained relationships with the Russian Federation mainly affected heavy industry, while other sectors such as agriculture and light industry have shown a higher level of resilience. As a result, Ukraine is not only struggling with an overall economic recession, but also with a process of economic transformation. Both developments have led to an imbalance of the labor market resulting in rising unemployment, higher inactivity rates and increasing quantitative and qualitative gaps with regard to supply and demand in the labor market.

Against that background, it is the opinion of the ILO that active labor market policies improving labor market information, skills match and labor mediation should be complemented with stronger attention towards the overall impact of economic and fiscal reforms on the quantity and quality of jobs.

YOUTH EMPLOYMENT CRISIS EASING BUT FAR FROM OVER

Despite a mild recovery in the 2012-2014 period, the youth unemployment rate remains well above its pre-crisis level. For millions of young people around the world finding a decent job is still a drawn-out uphill struggle.

The global youth unemployment rate has stabilized at 13 per cent following a period of rapid increase between 2007 and 2010 but it is still well above the pre-crisis level of 11.7 percent, according to the ILO's Global Employment Trends for Youth 2015 report. The report highlights a drop in the number of unemployed youth to 73.3 million in 2014. That is 3.3 million less than the crisis peak of 76.6 million in 2009. Compared to 2012, the youth unemployment rate has decreased by 1.4 percentage points in Developed Economies and the European Union and by half a percentage point or less in Central and South-Eastern Europe (non-EU) and CIS, Latin America and the Caribbean and Sub-Saharan Africa. The remaining regions - East Asia, South-East Asia and the Pacific, the Middle East and North Africa - saw an increase in the youth unemployment rate between 2012 and 2014, or no change in the case of South Asia. Because of a shrinking youth labor force, the youth unemployment rate remains stubbornly high despite a decline in the number of unemployed youth. In fact, the rate is expected to creep up to

13.1 percent in 2015, according to the report's projections.

Global shares of youth in the total labor force, whether employed or unemployed, are decreasing over time. One reason is that more young people (although still not enough) are participating in education. However, millions of young people in low-income countries continue to leave school to take up jobs when they are too young. According to the report, 31 percent of youth in low-income countries have no educational qualifications at all, compared to 6 percent in lower middle-income countries and 2 percent in upper middle-income countries.

The report also highlights a persistent gender gap with the rates of young women's participation in the labor market being significantly lower than those of young men in most regions. They continue to be also more exposed to unemployment than their male counterpart. More young people in developed economies are now finding work but the quality of jobs is below their expectations. And still too many remain stuck in long-term unemployment. In the European Union, more than one in three unemployed youth has been looking for work for more than one year. Meanwhile, developing economies continue to be plagued by structural underemployment, informal employment and working poverty.

BEF Events



Bangladesh Employers' Federation (BEF) organized a training of trainers (TOT) program on Start and Improve Your Business (SIYB) during 1 - 11 September 2015. The overall objective of the program was to provide a clear understanding of the SIYB program to develop new businesses for creating more employment. Mr. Mohan Thilakasiri, Chief Executive Officer, Mr. Chopra Edirisinghe and Mr. Sisira Fernando from SIYB Association of Sri Lanka acted as resource persons and conducted the program. A total of 20 participants attended the program.



The participants at the program held during 1 - 11 September 2015



Judgment

HIGH COURT DIVISION (Special Original Jurisdiction)

(Writ Petition Nos. 9165-9170, 9175-9182, 9205-9208, 9657, 2480, 10156 and 10157 of 2007 with 314 of 2008)

Tariq ul Hakim J

Md. Moinul Islam Chowdhury J

Rezaul Kabir (Md) and others.....Petitioners

vs

Bangladesh and othersRespondents

Jadgment

(From the Previous Issue)

November 22th 2009



55. Heard the learned Advocates, perused the Writ Petitions, affidavit-in-oppositions, Supplementary Affidavit, impugned Memos and the Annexures.

56. In the instant case it appears that the Petitioners were appointed to various posts of Barisal City Corporation from 16-4-2003 to 24-8- 2006 and thereafter by

the impugned Memos dated 18-10-2007 suddenly their appointments were cancelled on the ground that their appointments were not made in accordance with law and their jobs were in breach of rules and procedures and that the said matter was also published in the national dailies subsequent to which an enquiry was conducted by the Commissioner of Barisal Division and their allegations were confirmed.

57. It appears that the appointment was found to be illegal by an enquiry committee constituted by the Ministry of Local Government, Rural Development and Co-operatives headed by the Commissioner, Barisal Division. The said enquiry report (Annexure 1 to the Affidavit-in-Opposition) includes as follows:

সার্বিক মন্তব্য :-

দালিলিক ও মৌখিক সাক্ষ্য-প্রমানে এই সিদ্ধান্তে উপনীত হওয়া যায় যে, বিসিসির বিতর্কিত ১২৪ জনের নিয়োগের মধ্যে ৩ জনের নিয়োগের ক্ষেত্রে আনুষ্ঠানিকতা সম্পূর্ণ করা হয়েছে মর্মে প্রতীয়মান হয়। কিন্তু মন্ত্রালয় হতে এখন ও তাঁদের নিয়োগের অনুমোদন পাওয়া যায়নি। বাকী ১২১ জনের নিয়োগের ক্ষেত্রে কোন নিয়ম-নীতি অনুসরণ হয়েছে বলে প্রতীয়মান হয় না। মেয়র মাহোদয় কোনরূপ আনুষ্ঠানিকতা সম্পন্ন না করেই তাদেরকে নিয়োগ দিয়েছেন। অতএব, পত্রিকায় বিসিসির শতাধিক বিতর্কিত নিয়োগ সংক্রান্ত প্রকাশিত সংবাদের সত্যতা রয়েছে।

58. The said report however does not clarify on what basis it reached the aforesaid findings and on what evidence and materials it came to the conclusion that the appointments of 121 persons by the Barisal City Corporation including the Petitioners were illegal and in breach of existing rules and procedures. It also appears that the Petitioners were not given any hearing by the said enquiry committee before adjudicating upon the legalities of their appointments Thus the enquiry seems to have been made behind the back of the Petitioners. The service

rules of Barisal City Corporation are yet to have been framed and in the absence of such rules and regulation it is not clear what rules were breached before appointing the Petitioners. Of course, it has been stated that the advertisement for the posts were not made and no correspondence was made to the Ministry of Local Government, Rural Development and Cooperatives for regularizing the posts and appointments of the Petitioners but whether such steps were mandatory for the appointments of such posts is not apparent from the materials before us. Since the Pourashava was upgraded to City Corporation it is only natural that due to increase in the activities of such Corporation the man power has to be also increased and that the Corporation will require to make appointment of additional employees to carry out of such activities. In such a situation we think it is only natural that the Chief Executive will have the power to appoint additional staff on purely temporary basis pending approval from the concerned Ministry. of course, irregularities can happen in such type of appointments but when it comes to canceling the appointments of persons who have already completed a certain period of service the employer must exercise considerable caution and take adequate measures to satisfy itself about the existence of such irregularities and illegalities and not cancel such appointments arbitrarily on whims and

conjectures. As pointed out by the learned Advocate for the Respondent No. 3 that under sections 152 and 153 of the Barisal City Corporation Ordinance the Ministry of Local Government, Rural Development and Co-operatives has adequate power to interfere with the work of the Corporation and directed to rectify any illegality committed by it but as stated earlier such interference should be done only during existence of satisfactory and indisputable evidence of non compliance with law. In the instant case it is not clear whether the enquiry committee had sufficient materials before it to cancel the appointments of the Petitioners.

59. The majority Petitioners' appointments were on purely temporary basis and their salaries were to be paid on daily basis. Subsequently some of their appointments were revised and they were to be paid on the basis of national pay scale but all other appointments were on purely temporary basis and in most of the cases in the appointment letters it was specially stated that their appointments could be determined without serving any prior show cause notice and that they were to be regularized provided the post is sanctioned by the Ministry on approval of organogram of the Corporation.

60. As stated in the case of *Ashutosh Chakma vs Rajdhani Unnayan Kartripakkha (Rajuk) reported in 60 DLR (2008) 273* (one of us was a party Tariq ul

Hakim, J) it has been held that Master Roll and Work Charged employees employed for a length of time can have legitimate expectation of being regularized in permanent posts as per the consistent practice of Rajuk. Every citizen has the right to be treated in accordance with law. Furthermore on the basis of such appointment, even though, it is for purely temporary basis, the Petitioners can have a legitimate expectation of being regularized in their jobs subject to the post being sanctioned/approved by the concerned Ministry. Legitimate expectation in this case however does not mean that they have a right to be regularized but merely that they have a right to be considered to be regularized.

61. As stated earlier, the service rules of the Corporation have not yet been made and that the Petitioners were employed merely on daily basis i.e. no work no pay and in such a situation if the Corporation did not find their service satisfactory they could well have refrained from giving any work to the Petitioners and in that case the Petitioners would not have been entitled to any financial benefit. But instead of doing that they have gone one steps further in canceling their appointments on the aforesaid grounds.

62. Be that as it may irrespective of whether the appointments of the Petitioners were done in accordance with law or not the fact remains that after their

appointments they have worked in their respective posts for several months i.e. at least over a year. This, in our opinion, has created a vested right entitling them to certain rights under the law. As stated in the case of *Kazirnuddin (Md) vs Bangladesh* reported in 60 DLR (2008) 61 the respondents of their own motion granted the Petitioners the status of Government servants and converted their posts into regular one and the Petitioners having worked in that post for long 11 years acquired a vested right which cannot be taken away arbitrarily. Similarly in the case of the Government of Bangladesh vs Md Selim Reza reported in 23 BLD (AD) (2003) 193 = 8 BLC (AD) 126 it has been held by the Appellate Division that “It is an elementary principle of natural justice that no person should be condemned without hearing. The order of appointment conferred a vested right in the appellant to hold the post of Tax Inspector, which could not be taken away without affording him an opportunity of hearing. Any order passed in violation of principles of natural justice is rendered void.” In the said case the appointment was made contrary to law. Nevertheless it was held that the appointment could not be set-aside without giving the persons a prior hearing.

63. It is fundamental principle of administrative law that before any order is passed which is likely to adversely affect a person it is essential that he be given a

reasonable opportunity to be heard prior passing such order. The principles of audi alteram partem is the basic concept of the Principles of Natural Justice . The omnipotency inherent in the doctrine is that no one should be condemned unheard. The same principle was expressed by Lord Hewart when he said, “it is not merely of some importance, but is of fundamental importance that justice should not only be done, but should manifestly and undoubtedly be seem to be done. *Rv Sussex Justices, ex p. McCarthy, (1924) 1 KB 256, 259.* The decisions of the superior courts of our region as well as that of England beginning with Dr. Bentley’s case in which the Court of King’s Bench held that University of Cambridge could not cancel the degree of a great but rebellious scholar without giving him an opportunity of defending himself, firmly establishes that although there may not be a statutory requirement that both parties shall be heard, yet the justice of the common law will supply the omission of the legislature. Thus even if the statute does not provide the requirements of a prior show cause notice, such requirement will be read by the practice of common law. In our jurisdiction in the case of *Zakir Ahmed vs University of Dacca* reported in 16 DLR 361 it has been held that without any prior show cause notice no adverse decision can be taken against a person. The same principle has been applied by this Court in many many cases thereafter . Further a

prior show cause notice must not be a simple paragraph or an idle ceremony but must afford the notice receiver adequate opportunity to explain his position and without such adequate opportunity it will be considered to be no notice at all.

64. In the instant case we note that in the appointment letters it has been stated that the employment of the Petitioners may be cancelled without serving any show cause notice . But in our opinion the requirements of compliance of the rules of Natural Justice cannot be excluded. In the same way it cannot be excluded by a statutory provision. Furthermore, simply because no prior notice is required for canceling the appointment of a person does not mean that the employment of several employees in mass can be brought to an end without any show cause notice simply relying upon a provision in the appointment letter that no prior show cause notice is required. From that view of the matter we think that the said clause cannot be relied upon in the instant case.

65. The learned Advocate for the Respondent No. 3's submission that no prior show cause notice is required in the case of the Petitioners since they were merely temporary employees is totally misconceived. Civil Petition for Leave to Appeal No. 968 of 1999 relates to the appointment of a temporary Nikah Registrar and the cancellation of his

licence. Here the Petitioners are not mere licensee but employees of a Corporation and the cited case has no relevancy . Thus in view of the matters aforesaid we are of the opinion that these Rules have got merit and those succeed.

66. Accordingly, the Rules are made absolute. The impugned Memo No. পৌর-১/এম-৪/২০০১/৯৮ dated 4-10-2007 (Annexures B, C D), issued under the signature of the respondent No. 2 to 4 directing him to cancel the appointment of 121 employees in different categories of Barisal City Corporation and the Memo Nos.

বিসিসি/সাঃঅঃঅঃ১/০৭-৬৮০,
বিসিসি/সাঃঅঃঅঃ১/০৭-৭০০,
বিসিসি/সাঃঅঃঅঃ১/০৭-৬৯৫,
বিসিসি/সাঃঅঃঅঃ১/০৭-৭৪৮,
বিসিসি/সাঃঅঃঅঃ১/০৭-৬৬৯,
বিসিসি/সাঃঅঃঅঃ১/০৭-৬৬৭
বিসিসি/সাঃঅঃঅঃ১/০৭-৭২৬,
বিসিসি/সাঃঅঃঅঃ১/০৭-৬৪৮,
বিসিসি/সাঃঅঃঅঃ১/০৭-৬৮৯,
বিসিসি/সাঃঅঃঅঃ১/০৭-৭২৩,
বিসিসি/সাঃঅঃঅঃ১/০৭-৬৫৯,
বিসিসি/সাঃঅঃঅঃ১/০৭-৭২৫,
বিসিসি/সাঃঅঃঅঃ১/০৭-৭৭৭,
বিসিসি/সাঃঅঃঅঃ১/০৭-৬৯০,
বিসিসি/সাঃঅঃঅঃ১/০৭-৭০২,
বিসিসি/সাঃঅঃঅঃ১/০৭-৬৭৯,
বিসিসি/সাঃঅঃঅঃ১/০৭-৭০১,
বিসিসি/সাঃঅঃঅঃ১/০৭-৬৭০,
বিসিসি/সাঃঅঃঅঃ১/০৭-৬৭১,
বিসিসি/সাঃঅঃঅঃ১/০৭-৭০৯,

বিসিসি/সাঃঅঃঅঃ১/০৭-৬৭২,
বিসিসি/সাঃঅঃঅঃ১/০৭-৬৮৫,
বিসিসি/সাঃঅঃঅঃ১/০৭-৭৫৩,
বিসিসি/সাঃঅঃঅঃ১/০৭-৭৭৩,
বিসিসি/সাঃঅঃঅঃ১/০৭-৭৭৫,
বিসিসি/সাঃঅঃঅঃ১/০৭-৬৭৪,
বিসিসি/সাঃঅঃঅঃ১/০৭-৭৭৩,
বিসিসি/সাঃঅঃঅঃ১/০৭-৭২১,
বিসিসি/সাঃঅঃঅঃ১/০৭-৭১৩,
বিসিসি/সাঃঅঃঅঃ১/০৭-৭৬৭,
বিসিসি/সাঃঅঃঅঃ১/০৭-৭৮১,
বিসিসি/সাঃঅঃঅঃ১/০৭-৭৪৪,
বিসিসি/সাঃঅঃঅঃ১/০৭-৬৬৭,
বিসিসি/সাঃঅঃঅঃ১/০৭-৭৫৭,
বিসিসি/সাঃঅঃঅঃ১/০৭-৭০৭,
বিসিসি/সাঃঅঃঅঃ১/০৭-৭৪১,
বিসিসি/সাঃঅঃঅঃ১/০৭-৭১২,
বিসিসি/সাঃঅঃঅঃ১/০৭-৬৯৮,
বিসিসি/সাঃঅঃঅঃ১/০৭-৬৯২,
বিসিসি/সাঃঅঃঅঃ১/০৭-৭০৫,
বিসিসি/সাঃঅঃঅঃ১/০৭-৭৩৭,
বিসিসি/সাঃঅঃঅঃ১/০৭-৭৬৮,
বিসিসি/সাঃঅঃঅঃ১/০৭-৭৫৪,
বিসিসি/সাঃঅঃঅঃ১/০৭-৬৮৫,
বিসিসি/সাঃঅঃঅঃ১/০৭-৬৯১,

বিসিসি/সাঃঅঃঅঃ১/০৭-৭৭৭, all dated 18-10-2007 issued by the respondent No.4 canceling the appointment of the petitioners hereby declared to have been passed without any lawful authority and is of no legal effect.

There will be no order as to costs.

Ed.

Source: The Dhaka Law Reports (January 2015)

Statistics

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

| Period | General Index | Index by expenditure group | | | | | | | | |
|-----------|---------------|----------------------------|-------------|------------------------|---------------------|--------------------------|------------------------------------|------------------------------|--------------------------------|------------------------------|
| | | 1. Food & Beverage | 2. Non-Food | I. Clothing & Footwear | II. Fuel & Lighting | III. Household Equipment | IV. Medical Care & Health Expenses | V. Transport & Communication | VI. Recreation, Entertainment, | VIII. Misc. Goods & Services |
| 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 |
| Nov, 14 | 206.86 | 223.81 | 185.14 | 207.47 | 170.94 | 212.29 | 175.57 | 180.36 | 167.61 | 202.43 |
| Dec, 14 | 207.78 | 224.29 | 186.62 | 208.95 | 171.48 | 214.04 | 177.15 | 183.90 | 168.31 | 204.94 |
| Jan, 15 | 210.12 | 226.61 | 188.98 | 211.06 | 172.95 | 215.49 | 189.51 | 185.11 | 168.64 | 207.33 |
| Feb, 15 | 210.74 | 227.25 | 189.58 | 212.15 | 173.12 | 216.77 | 191.52 | 185.54 | 168.71 | 207.35 |
| Mar, 15 | 211.31 | 228.12 | 189.77 | 212.25 | 173.18 | 217.79 | 191.62 | 185.75 | 168.77 | 207.47 |
| April, 15 | 211.51 | 228.39 | 189.86 | 212.31 | 173.23 | 218.02 | 191.69 | 185.88 | 168.80 | 207.56 |
| 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 |

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 |
| | | | | | | | | | | |
| Nov, 14 | 204.32 | 221.00 | 188.15 | 213.58 | 170.59 | 206.51 | 179.92 | 173.77 | 183.32 | 208.76 |
| Dec, 14 | 209.19 | 221.47 | 189.66 | 215.30 | 171.49 | 208.26 | 181.49 | 174.59 | 184.39 | 213.19 |
| Jan, 15 | 211.55 | 223.73 | 192.18 | 216.76 | 172.35 | 210.11 | 197.21 | 175.03 | 184.53 | 216.91 |
| Feb, 15 | 212.21 | 224.25 | 193.04 | 218.14 | 172.57 | 211.91 | 200.32 | 175.52 | 184.58 | 216.87 |
| Mar, 15 | 212.79 | 225.03 | 193.32 | 218.21 | 172.66 | 213.48 | 200.40 | 175.75 | 184.64 | 216.99 |
| April, 15 | 212.92 | 225.17 | 193.42 | 218.28 | 172.73 | 213.79 | 200.42 | 175.88 | 184.66 | 217.06 |
| 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 |

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 |
| 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 |
| | | | | | | | | | | |
| Nov, 14 | 204.16 | 230.65 | 181.12 | 195.87 | 171.36 | 222.44 | 168.12 | 187.63 | 150.66 | 194.63 |
| Dec, 14 | 205.17 | 231.16 | 182.57 | 196.88 | 171.48 | 224.22 | 169.72 | 194.16 | 150.96 | 194.75 |
| Jan, 15 | 207.47 | 233.62 | 184.72 | 200.23 | 173.64 | 224.93 | 176.35 | 196.21 | 151.48 | 195.49 |
| Feb, 15 | 208.03 | 234.56 | 184.96 | 200.79 | 173.76 | 225.33 | 176.46 | 196.58 | 151.58 | 195.60 |
| Mar, 15 | 208.58 | 235.64 | 185.04 | 200.92 | 173.79 | 225.38 | 176.58 | 196.77 | 151.64 | 195.70 |
| April, 15 | 208.90 | 236.26 | 185.10 | 200.96 | 173.80 | 225.45 | 176.74 | 196.89 | 151.68 | 195.84 |
| 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 |

Source: Bangladesh Bureau of Statistics

WAGE RATE INDEX BY SECTORS: BANGLADESH

| Sector | 2011-12 | 2012-13 | 2013-14 | Mar'15 | Apr'15 | May |
|---|------------------|------------------|------------------|--------------------------|--------------------------|--------------------------|
| General percentage change (Point to Point) percentage change (over previous month) | 6469.17 11.89 | 7422.05 14.73 | 8097.40 9.10 | 9085.62 9.27 1.10 | 9169.76 9.36 0.93 | 9238.11 9.44 0.75 |
| I. Manufacturing industry percentage change (Point to Point) percentage change(over previous month) | 7221.12 6.54 | 7978.14 10.48 | 8699.92 9.05 | 9756.78 9.28 1.14 | 9851.20 9.23 0.97 | 9919.70 9.34 0.70 |
| II. Construction percentage change (Point to Point) percentage change (over previous month) | 6583.09 32.10 | 7684.48 16.73 | 8237.89 7.20 | 9181.94 9.24 1.00 | 9251.20 9.01 0.76 | 9314.41 8.86 0.68 |
| III. Agriculture percentage change (Point to Point) percentage change(over previous month) | 6133.58 15.17 | 7448.50 21.44 | 8282.91 11.20 | 9459.45 10.43 1.22 | 9558.15 10.85 1.04 | 9648.57 10.95 0.95 |
| IV. Fishery percentage change (Point to Point) percentage change(over previous month) | 5186.94 2.85 | 6021.01 16.08 | 6566.36 9.06 | 7273.14 7.79 1.00 | 7336.99 8.24 0.88 | 7388.15 8.51 0.70 |

Source: Bangladesh Bureau of Statistics

PRICES OF ESSENTIALS

Retail prices of Dhaka market on 06 October 2015

| Category | Commodity | Unit | Retail Price(Tk) | |
|----------------|--------------------|-------|------------------|------|
| | | | Min. | Max. |
| Rice | Nagirshail | kg | 45 | 54 |
| | Minikate | kg | 40 | 46 |
| | Pariza, BR 28 | kg | 35 | 38 |
| | Shorna | kg | 30 | 32 |
| | Chinigura | kg | 80 | 85 |
| | Kalojira | kg | 80 | 85 |
| Flour (coarse) | Loose/white | kg | 26 | 30 |
| | Poly pack | kg | 31 | 35 |
| Flour (fine) | Loose | kg | 32 | 34 |
| | Poly pack | kg | 40 | 43 |
| Lentils | Masur (local) | kg | 120 | 125 |
| | Masur (imported) | kg | 95 | 105 |
| | Mug | kg | 100 | 120 |
| | Gram (whole) | kg | 75 | 80 |
| | Khesari | kg | 48 | 55 |
| | Mash | kg | 140 | 150 |
| Edible Oil | Soyabean | liter | 73 | 76 |
| | Palm | liter | 58 | 64 |
| | Mustard | liter | 120 | 130 |
| Spices | Onion (local) | kg | 70 | 80 |
| | Onion (imported) | kg | 50 | 65 |
| | Garlic (local) | kg | 65 | 90 |
| | Garlic (imported) | kg | 95 | 120 |
| | Dry chilli (local) | kg | 140 | 160 |

| Category | Commodity | Unit | Retail Price(Tk) | |
|-------------|----------------------------|----------|------------------|------|
| | | | Min. | Max. |
| | Ginger (imported) | kg | 80 | 100 |
| | Turmeric (local) | kg | 160 | 220 |
| | Turmeric (imported) | kg | 140 | 210 |
| | Green Chili | kg | 100 | 160 |
| Fish | Rui local (1-2 kg) | kg | 200 | 300 |
| | Rui imported (1.5-3kg) | kg | 200 | 280 |
| | Katla local (1kg-2kg) | kg | 200 | 300 |
| | Katla imported (1.5kg-3kg) | kg | 180 | 280 |
| | Pangash | kg | 110 | 140 |
| | Silver Carp | kg | 120 | 200 |
| | Tilapia | kg | 130 | 200 |
| | Koi | kg | 150 | 200 |
| | Shrimp (small) | kg | 320 | 400 |
| Meat | Beef | kg | 380 | 400 |
| | Mutton | kg | 500 | 550 |
| Poultry | Hen (local) | kg | 290 | 350 |
| | Hen (farm) | kg | 120 | 125 |
| Egg | Hen (local) | 4 pieces | 40 | 46 |
| | Hen (farm-red) | 4 pieces | 29 | 33 |
| | Farm (white) | 4 pieces | 29 | 33 |
| | Duck (local) | 4 pieces | 38 | 45 |
| Powder Milk | Dano | kg | 555 | 565 |
| | Red Cow | kg | 570 | 580 |
| | Diploma | kg | 545 | 550 |
| Fruit | Apple | kg | 120 | 160 |
| | Green-Coconut | 1 piece | 30 | 55 |
| | Banana | 4 pieces | 20 | 30 |

| Category | Commodity | Unit | Retail Price(Tk) | |
|------------|-------------------------|------|------------------|------|
| | | | Min. | Max. |
| Vegetables | Potato-Holland (white) | kg | 23 | 26 |
| | Brinjal | kg | 50 | 70 |
| | Pumpkin | kg | 25 | 45 |
| | Cucumber | kg | 20 | 35 |
| | Jhinga | kg | 35 | 50 |
| | Chichinga | kg | 40 | 55 |
| | Potol | kg | 40 | 55 |
| | Lady's Finger | kg | 40 | 60 |
| | Papaya | kg | 20 | 30 |
| | Tomato | kg | 90 | 110 |
| | Korolla (bitter gourd) | kg | 55 | 75 |
| | Chal kumra | kg | 25 | 40 |
| | Kachor lati | kg | 30 | 50 |
| | Puishak | kg | 35 | 40 |
| Others | Salt Iodine (Packed) | kg | 15 | 25 |
| | Sugar | kg | 38 | 40 |
| | Akher Gur | kg | 60 | 80 |
| | Date Gur | kg | 70 | 90 |

Source: Department of Agricultural Marketing

Acknowledgments

The Federation thankfully received the following publications.

| No. | Publications | Publishers |
|-----|--|---|
| 01. | i. The Future of Work Centenary Initiative (Report of the Director General, Report1) International Labour Organization (ILO), Geneva, Switzerland | ILO, Geneva, Switzerland |
| | ii. Fair Migration: Setting an ILO Agenda (Report of the Director General) | |
| | iii. The Director-General's Programme and Budget Proposals for 2016-17 | |
| | iv. The Situation of Workers of the Occupied Arab Territories (Report of the Director General) | |
| 02. | ILO Bangladesh (July, 2015) ILO Country Office for Bangladesh Dhaka | ILO Country Office for Bangladesh, Dhaka |
| 03. | The Empfed (July, 2013) The Employers' Federation of Ceylon, Colombo, Sri Lanka | The Employers' Federation of Ceylon, Colombo, Sri Lanka |
| 04. | OSHE News Clipping (July, 2015) Bangladesh Occupational Safety, Health and Environment Foundation (OSHE), Dhaka. | OSHE, Dhaka |