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# Labour News - November 2016

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## Four Keys to Creating a High Commitment Workforce

**By Steve Sphar**

What is the value of having employees who care passionately about your business? Stated more bluntly, what is the cost if they don't care?

Based on your past experience and common sense, you can guess that employees who are committed and engaged are also more positive, productive and profitable. But can you measure the value of engagement empirically? Recent research is doing just that, and the evidence is startling.

These studies demonstrate that the gap in performance and profitability is significant. Sadly, the research also shows that only a small minority of employees are actively engaged and invested in the future of their organizations. This fact reveals a stunning competitive opportunity for those firms who can increase employee engagement.

In this article, I will summarize the research findings of several national consulting firms and describe the four main drivers for creating a highly engaged and committed workforce.

### **The High Cost of Low Commitment**

What do we mean by "engaged employees?" Although each study used

slightly different language, here is the core definition: engaged employees are those who feel a vested interest in the organization and devote discretionary time, effort and energy to help it succeed. Engaged employees see the company's success as their success. Not surprisingly, engaged employees significantly outperformed their non-engaged peers.

Some examples include:

- \* High engagement firms experienced a 28% Earnings-Per-Share growth rate, while low engagement firms experienced an 11% decline in Earnings-Per-Share growth rate.

- \* Public organizations in the top quartile of employee engagement have Earnings-Per-Share growth 2.6 times greater than those with below average engagement.

- \* Engaged employees are 3 times more likely to believe that their individual performance could impact their company's profitability.

- \* Best Buy reports that stores increasing employee engagement scores by a tenth of a point (on a five point scale) will see a \$100,000 increase in annual sales.

- \* JC Penney found that stores in the top quartile of employee engagement

generated 10% more sales per square foot and 36% more operating income than stores in the lowest quartile.

\* There is a clear correlation between engagement and retention. In one study, 85% of engaged employees indicated they intended to stay with their current employer.

\* Another study found that engaged employees perform 20% better and are 87% less likely to leave their organization.

\* Gallup estimates that actively disengaged employees cost US businesses \$300 billion a year in lower productivity.

But these same studies find that only a minority of staff are engaged. Studies by Blessing White and Gallup found that less than a third of employees feel engaged at work. Far worse, the Corporate Leadership Council found that only 11% of employees showed strong commitment to their company.

What can leaders do to increase employee engagement? The same studies quoted above found several drivers of employee engagement. I have summarized their findings into four broad categories. If your employees are not highly engaged, it is probably because your organization is deficient in one of these areas:

- \* Creating a sense of direction
- \* Fostering a sense of achievement

\* Building a sense of community

\* Nurturing a sense of relationship with their boss

The good news is that most employees want to feel highly committed to their work. By making improvements in these areas, any workplace can tap into the natural motivation of its people and create a high-commitment, high-performance organization.

### **Creating a Sense of Direction**



People are motivated to give their best effort when they can see how their daily work is connected to the larger purpose and goals of the company. This connection is often lost in complex organizations where the division of labor is highly specialized and communication between units is poor. Keeping this connection is even harder in the dizzying chaos of change in today's business world. When a firm makes quick, adaptive moves to meet rapidly changing market conditions, it often creates the impression that it is lurching from one idea to the next without a clear plan.

To engage your staff and create a sense of direction, assess whether you need to improve in one of the following areas. First, does your organization have a well defined vision and mission that is communicated consistently to employees? The vision is the image it holds for the future it is intending to create. The mission is the company's purpose, its role in achieving the vision. Second, does it have a well conceived strategic plan that has high level goals, performance measures, and strategies for moving the measures toward realistic targets. The strategic plans and workplans of each division and sub-unit in the organization should be linked to the high level strategic plan of the organization.

This makes it easier to explain to every employee how the goals, measures and accomplishments of their unit are helping to accomplish specific goals aimed at achieving the company's vision. As new projects or changes are announced, they should be clearly connected to the strategic goals they are intended to support.

### **Fostering a Sense of Achievement**

People want to know that their work matters, that it has a positive impact in the world. They want to work in a place where they can discover and use their inherent gifts and talents. Matching people with work that hones their natural strengths is a double win. It is energizing

for the employee because doing something you are good at is naturally fulfilling. And it is good for the company because the employee is naturally good at the task you have given them. Companies waste too much time trying to train, motivate, and manage employees who are improperly matched to a job that requires skills they are not good at.

People also know that their work matters when they are given feedback. Feedback is important in two different areas. First, employees want feedback on whether they are achieving important goals. Individual and unit targets are easiest to monitor and give feedback on. But it is also important to explain to employees how individual or unit goals help the company achieve its organizational goals. Second, at a higher level, people want feedback on their general progress and development. They want to see how their current achievements will help them reach longer term career goals.

The key to effective feedback is that it be given continuously over time, not just at a once-a-year performance appraisal. Continuous feedback can be given in team meetings, informal hallway conversations, or during regularly scheduled one-on-one meetings. Make it a point to know the strengths and career aspirations of all your people and work constantly to tie your feedback to their development.

### **Building a Sense of Community**

People enjoy being part of a community. One reason is that we are social creatures who want to feel a sense of connection and relationship with the people around us. Ask anyone you know who loves their job and I bet they will tell you they enjoy the people they work with. Building bonds between people at work does more than just make them feel good. It creates the trust and cohesion necessary for superior performance.

But there is another reason community building is important and it relates to the previous idea of fostering a sense of achievement. People want to be part of something larger than themselves. They want to feel they are participating in the achievement of something they cannot accomplish by themselves. This feeling of achievement through group synergy is one of the most rewarding experiences one can find in the workplace.

### **Nurturing a Sense of Relationship with Their Boss**

People want to have a positive relationship with their boss. Part of this is due to the inherent power dynamic of the relationship. A boss approves work schedules, vacations, assignments, appraisals, and ultimately, has the ability to hire and fire. So there is an element of security to being in the boss's good graces.

But deeper than that is the fact that the boss represents the company in microcosm. The boss is the one who can best create an environment that fosters the previous three ideas of direction, achievement and community. The direct supervisor is the one who can best communicate the company goals and direction to his or her work unit; who can give meaningful feedback to each employee; and who can create a work environment that either builds or destroys a sense of community.

Some managers shy away from the relational aspect of their job, fearing that growing too close to their employees can become a liability. But to do so is to give up the greatest power a manager has: the ability to motivate and grow their staff through the use of positive relationships.

These are the four main drivers for creating a highly committed workforce. If your employees are not demonstrating the levels of engagement and commitment you would like, I recommend you assess which of these areas is lacking. You can make major improvements in any of these areas with an investment of a little time and even less money. The costs of doing nothing could leave you far behind the pack.

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

**CABINET BODY OKAYS SKILLS DEVELOPMENT PROJECT**

The cabinet committee on public purchase approved a project of over Tk 221 million to provide young people with skills development training and job placements. The project titled "Skills for Employment Investment Programme" will be implemented by British Council and Dhaka Ahsania Mission. Asian Development Bank (ADB) and the governments of Switzerland and Bangladesh will provide the fund. The project is now running in 44 districts. It will be expanded to other districts. Around 50,000 young people, out of around 70,000 enrolled under the ongoing project, so far received the training in different fields-readymade garment (RMG) and textiles, shipbuilding, leather, light engineering and information technology (IT). Around 32,000 or 64 per cent of them got jobs. The duration of the training ranges between three months and one year, depending on the educational qualification of the individuals. The enrolled ones receive a stipend of Tk 3,200 per month.

**BGMEA, DANISH TRADE GROUP TIE UP TO IMPROVE GARMENT PRODUCTIVITY**

A project was launched to improve productivity and address social and environmental challenges in the country's readymade garment (RMG) industry. Bangladesh Garment Manufacturers and

Exporters Association (BGMEA) and Danish Fashion and Textile Industry Associations will jointly run the DANIDA-funded project titled "Step Up Project in Bangladesh". The project aims to build upon the already existing initiatives and focus on improving the business case of CSR (corporate social responsibility) and productivity in the small and medium factories producing apparel items for Danish buyers. Initially 10 local factories will be selected to conduct a baseline study of CSR and productivity performance, followed by providing necessary support to the factories to

develop individual action plans for improving CSR and productivity. At the end of the project, BGMEA and Danish partners will disseminate the results and lessons learned from the project to all relevant parties. Danish companies face strict demands of social and environmental responsibility from their customers.

**SAUDI ARABIA ISLAMIC CALENDAR ABANDONED FOR GOVERNMENT PAY**

Saudi government workers will be paid according to the Gregorian calendar instead of the Islamic Hijri calendar, making the working month longer as part of cost-cutting measures. The change, approved by the Saudi cabinet recently, brings civil service pay in line with the government's January-December fiscal year, the Arab News and Saudi Gazette reported. The latest austerity measure took effect on October 1, 2016. The Hijri calendar consists of 12 months of 29 or 30 days depending on the sighting of the moon, meaning the Islamic year is several days shorter than the Gregorian calendar, which is widely used in the world. Saudi Arabia, the world's biggest oil exporter, is cutting government spending and re-orienting its economy after a collapse over the past two years of the global oil price which provided most of its revenue.

**BRAZIL UNEMPLOYMENT RISE DENTS RECOVERY HOPES**

Brazil's jobless rate reached nearly 12 percent in the three-month period ending in August, in a setback for hopes that a deep recession may be bottoming out. The unemployment rate

for the June-August period hit 11.8 percent, up from 11.2 percent in the previous three-month period. That amounts to 12 million people out of work, up 538,000 from the previous three month period. During the same June-August period a year ago, only 8.7 percent of the population was unemployed, the Brazilian statistics office said. Brazil is floundering in its worst recession for decades.

**JAPAN ONE IN FIVE EMPLOYEES FACE 'DEATH FROM OVERWORK'**

A fifth of the Japanese workforce faces the risk of death from overwork, according to a new government survey into the country's notoriously strenuous working culture. Hundreds of deaths related to overwork - from strokes, heart attacks and suicide - are reported every year in Japan, along with a host of serious health problems, sparking lawsuits and calls to tackle the problem. The survey was part of the nation's first white paper on "karoshi", or death from overwork, endorsed by Prime Minister Shinzo Abe's cabinet recently. While the popular image of Japanese salarymen toiling long hours for the company before taking the last train home is changing, many still spend far more hours in the office than counterparts in other modern economies.

## **BRUNEI MORE THAN 100,000 FOREIGN WORKERS**

The number of foreign workers staying in Brunei remains over 100,000 with a majority of them (more than 90,000 ) employed under the private sector, said the acting commissioner of the Department of Labour. There are currently more than 100,000 foreign nationals working in Brunei and that many of them are working in the construction sector. The remaining amount comprises mostly of domestic workers. Most of the foreign workers come from neighboring countries, as well as from South Asia. The top ranking countries are Indonesia, the Philippines and Malaysia. For the past years, more foreigners are coming from India and Bangladesh.

## **EU UNEMPLOYMENT RATE AT 18.6%**

Eurostat, the statistical office of European Union (EU), estimates that 20.973 million men and women in the EU were unemployed at the end of June 2016. The EU unemployment rate was 8.6% in August 2016, down from 9.3% in August 2015.

Among the Member States, the lowest unemployment rates in August were recorded in Czech Republic (3.9%) and Germany (4.2%). The highest rates were observed in Greece (23.4%) and Spain (19.5%).

Compared with a year ago, the

unemployment rate in August fell in twenty-four Member States, remained stable in Denmark while increased in Estonia, Austria and Bulgaria. The largest decreases were registered in Cyprus, Croatia.

In August 2016, 4.199 million young people (under 25) were unemployed in the EU with unemployment rate of 18.6%. The lowest youth unemployment rates were observed in Germany (6.9%), and the highest in Greece (47.7%), Spain (43.2%) and Italy (38.8%).

## **COMMERZBANK 9,600 JOBS CUTS PLANNED**

Germany's second-biggest lender, Commerzbank, is planning to cut 9,600 jobs over the next four years and end dividend payments for the first time. In a statement, the bank said by the end of 2020 it would have "sustainably increased its profitability". However, the bank also said it aimed to create 2,300 new posts in areas where its business was growing. Last year, it had about 51,300 employees.



## International Labour Organization

### **WORLD TEACHERS DAY THE 50- YEAR STRUGGLE TO PUT TEACHERS AT THE CENTER OF QUALITY EDUCATION**

The 1966 ILO/UNESCO Recommendation concerning the Status of Teachers sets out the rights and responsibilities of teachers, and calls for adequate training, salaries and support. It stresses the importance of involving teachers and their organizations in the setting of their working conditions and education policy in general.

The world - and education with it - has changed profoundly since 1966 - but the Recommendation's messages have not aged.

Teachers are front line change makers, role models and the strongest influence on a student's success, but they often face difficult working conditions. In many developing countries, salaries remain too low to attract or retain good teachers. Even in many developed countries, according to a recent study by the OECD, primary and lower secondary teachers earn 78 and 80 per cent less respectively than similarly-educated workers.

Wages and training are even worse among teachers hired on short-term contracts, a widespread practice in countries struggling to fill teacher shortages. These poor conditions contribute to the high attrition rates and absenteeism that have plagued many countries in their pursuit of developing a quality teaching force. And each year, the ILO deals with cases of teachers being dismissed, assaulted or imprisoned for participating in trade union activities.

The 2030 Agenda for Sustainable Development, the UN's development blueprint for the next 15 years, recognizes the importance of teachers. Countries have committed to universalize primary and secondary education by 2030, because education is a human right essential to dignity and empowerment. It is a force for gender equality, poverty eradication, sustainability. It is the smartest investment a nation can make for peace, for prosperity. This means investing in teachers.

Between 2015 and 2030, demand for teachers in low- and lower-middle income countries is projected to rise by 60 percent, from 22 million to 37 million. It is estimated that close to 69 million teachers need to be recruited to universalize education. This is more than good reason for making the profession attractive.

We need new will and resource to tackle this demand -- to recruit, retain and motivate one of the world's finest professions.

Financing challenges have to be tackled through fairer tax regimes, alternative revenue schemes, and well-governed public-private partnerships. These solutions, whether public, private or a mix of both, need to be dependable and sustainable, and ensure equity for all learners.

Teachers must be paid adequately in relation to other professions with similar requirements to draw young talents. They must be held accountable for their performance, while resisting over-simplified accountability schemes.

#### **ILO DIRECTOR-GENERAL WELCOMES NOBEL PEACE PRIZE FOR COLOMBIAN PRESIDENT**

ILO Director-General has warmly welcomed the decision of the Nobel Committee in Oslo to award the 2016 Peace Prize to Colombian President Juan Manuel Santos "for his resolute efforts to bring the country's more than 50-year-long civil war to an end".

"This year's prize comes timely in support of efforts to put an end to the devastating civil war that has cost the lives of at least 220,000 Colombians and displaced close to six million people. As President Santos said, the Prize also goes to the Colombian people," said the Director General.

"For too many years, violence has affected Colombian workers and employers as well as society as a whole. The Nobel Committee sends a strong message to the international community to support Colombia in overcoming the remaining obstacles to implement the peace agreement," he added.

The ILO and Colombia have signed a Memorandum of Understanding which aims to promote the creation of more and better jobs in the rural sector in a post conflict situation.

#### **GLOBAL BUSINESS AND DISABILITY CHARTER TWO MORE COMPANIES SIGN**

Two major French companies, Engie and Société Générale, have joined the 15 companies that have already signed the Global Business and Disability Charter. By signing the Charter the two new signatories also joined the ILO Global Business & Disability Network in a ceremony held at the ILO headquarters in Geneva. The ceremony coincided with the third annual meeting of the Network on "The Future of Work: Challenges and opportunities for persons with disabilities."

The Charter expresses the companies' commitment to promoting the employment and professional development of persons with disabilities and to taking disability issues into account throughout their operations worldwide.

Isabelle Kocher, CEO of ENGIE said: "We are proud to join the ILO's Global Business and Disability Network. By this signing, ENGIE aims to keep moving forward against discrimination and to ramp up this fight. The Group pursues measures to encourage the hiring, career development and training of people with disabilities, along with campaigns to raise awareness of disability issues. This ILO's Global Business and Disability Network represents for ENGIE an opportunity to share best practices at an international level."

Edouard-Malo Henry, Société Générale Group Head of Human Resources, said: "This commitment reinforces the policy of Société Générale Group in terms of non-discrimination and diversity. The Charter sets out clear general principles and guidelines allowing us to go further on human rights and non-discrimination. It engages the Group in its international dimension to make progress on what is already existing within the company, to widely implement the Charter with our operational teams and to share good practices with the signatory companies."

The global meeting also discussed how the future of work will impact persons with disabilities.

Participants especially highlighted the need for people with disabilities to be included in skills development, which is in aligned to future demands of the labor

market. As technological changes have often been instrumental in the past in enabling people with disabilities to access decent work, it is important to make sure that new technologies are accessible to them. Further, a new understanding of leadership is emerging, paying more attention to managing diverse networks of diverse employees and their specific needs, including people with disabilities.

Network members also considered how companies can best tackle issues that create obstacles to the inclusion of people with disabilities.

While companies can learn from each other, participants also called for stronger links with academia and civil society organizations. Collaboration between companies and universities can also help recent graduates with disabilities enter the labor market.

Created in 2010, the Network acts as a facilitator and responds to requests from members to develop tools, share knowledge and facilitate business-to-business meetings and dialogues around disability issues.

### **IFC, ILO JOIN FORCES SUPPORTING ENTREPRENEURSHIP, YOUTH SKILLS DEVELOPMENT IN MENA**

The ILO and the IFC, a member of the World Bank Group, announced a new partnership to support entrepreneurship and skills development among young

people in the Middle East and North Africa (MENA), part of a wider effort to foster private sector growth and drive economic development.

The MENA region has the highest official unemployment rate of any region in the world and the problem is especially acute among young people. Nearly a quarter of those under 30 are jobless and youth unemployment costs the region more than \$40 billion annually.

The new partnership will focus on overcoming the mismatch between supply and demand of skills, sharing knowledge about trainer networks, and helping schools across the region include soft skills and entrepreneurial training in their curricula.

The initiative is part of the ILO's ongoing work to support youth entrepreneurship in the region through capacity building and education programmes targeting government institutions, business development service providers, private sector associations, entrepreneurs and education institutions.

The initiative is also part of IFC's wider strategy in the region to support small businesses, encourage entrepreneurship, expand access to finance, and create jobs. During fiscal year 2016, which ended in June, IFC committed \$1.3 billion in MENA, including \$331 million mobilized from other investors. The organization also launched 20 new projects to advise both governments and

private businesses on issues ranging from regulatory reform to corporate governance and dispute resolution.

## **UGANDA TOWARDS TRADE UNION UNITY**

A national labor centre to enhance trade union unity in Uganda was launched at a conference held in Mukono on 10-11 October 2016. The move comes with a resolution which was adopted by 20 unions affiliated to the National Organisation of Trade Unions (NOTU), 19 unions affiliated to the Central Organisation of Free Trade Unions (COFTU), and three independent unions.

The resolution sets up a Steering Committee of 25 members "to further explore the available options and avenues of attaining a single National Center".

The resolution has been adopted with support from the ILO's Bureau for Workers' Activities (ACTRAV) in coordination with other organisations such as the Central Organization of Trade Unions (COTU) from Kenya, the East African Trade Union Confederation (EATUC), the Organisation of African Trade Union Unity (OATUU), the International Trade Union Confederation (ITUC), LO-Norway, and LO/FTF Council of Denmark.



Mr. Md. Mujibul Haque, M.P., Minister of State, the Ministry of Labour and Employment, is seen delivering the inaugural address as the Chief Guest at the Launching Ceremony of the 3rd Phase of the Project Activities on the Essentials of Occupational Safety and Health (EOSH) and Stakeholders Consultation on Bangladesh Decent Work Country Programme (2016-2020) organized jointly by the Bangladesh Employers' Federation (BEF) and ILO Country Office for Bangladesh on 09 October 2016 at the BEF Conference Hall. Mr. Golam Mainuddin, Vice President, BEF, Mr. Srinivas B. Reddy, Country Director, ILO Country Office for Bangladesh, H. E. Mr. Benoit-Pierre Laramée, High Commissioner of Canada in Bangladesh, Mr. Md. Siddiqur Rahman, President, Bangladesh Garment Manufacturers & Exporters Association (BGMEA), Mr. Monsoor Ahmed, Vice-President, Bangladesh Knitwear Manufacturers & Exporters Association (BKMEA), Mr. Farooq Ahmed, Secretary General, BEF are also seen in the picture.



Participants at the meeting on 09 October 2016

## Judgment



(Civil Appeal No. 506 of 2009 with Civil Appeal No. 98 of 2011)

Surendra Kumar Sinha CJ

Nazmun Ara Sultana J

Syed Mahmud Hossain J

Hasan Foez Siddique J

Abdul Baque and another .....Appellants (In CA No. 506/09)

Arun Chandra Das and others .....Appellants (In CA No. 98/2011)

vs

Government of Bangladesh, represented by the Secretary, Ministry of Information and others .....Respondents (In CA No. 506/09)

Chittagong Port Authority and others .....Respondents (In CA No. 98/2011)

### Judgment

November 1st, 2015.



**Syed Mahmud Hossain J :** These appeals are directed against the judgments and orders dated 27-8-2007 and 22-10-2008 respectively passed by the High Court Division in Writ Petition Nos. 3617 of 2005 and 2300 of 2003 discharging the Rules.

2. Both the appeals involving similar questions of laws and almost

identical facts having been heard together are now disposed of by this single judgment.

3. The facts relevant for the purpose of disposal of Civil Appeal No. 506 of 2009, in a nutshell, are:

The petitioners were appointed as Probationary Radio Operators on temporary basis in the service of

Bangladesh Sangbad Sangstha (BSS) by Office orders dated 18-5-1986. It was mentioned in the appointment orders that after successful completion of probation period their cases would be considered for regular appointment. Being satisfied with the services of the petitioners on probation, respondent No.4 by office order dated 14-12-1986 appointed them as Radio Operators on regular basis with effect from 1-12-1986. The petitioners were promoted to the post of Assistant Accountants on 8-12-1996 and 7-12-1996. While serving BSS sincerely, honestly, efficiently and diligently to the satisfaction of all concerned, the petitioners were taken by surprise to receive a copy of the office order dated 28-7-2003 issued under the signature of the Managing Director and Chief Editor of BSS (respondent No.4) stating therein: -

“সংস্থার হিসাব বিভাগ কর্তৃক সম্পাদিত বেতন-ভাতার সীটে গুরুতর আর্থিক অভিযোগ পাওয়া গেছে। বাসস কর্মচারী চাকুরী বিধিমালা ১৯৯৫ -এর ৭(সাত) অধ্যায়ের ৩৮-এর ‘চ’ ও ‘ছ’ অনুযায়ী অভিজুক্ত করার মত গুরুতর অপরাধ। এ প্রেক্ষিতে সংস্থার ভারপ্রাপ্ত প্রধান হিসাব রক্ষক জনাব ইউসুফ আলী মোল্লার নেতৃত্বে ১(এক) সদস্য বিশিষ্ট তদন্ত কমিটি গঠন করা হল।

এই কমিটিকে আগামী ৪ আগস্ট, ২০০৩ ইং তারিখের মধ্যে এ ব্যাপারে বিস্তারিত তদন্ত প্রতিবেদন (যদি অতীতেও এমন ঘটনা ঘটে থাকে তা সহ) নিম্ন স্বাক্ষরকারীর নিকট পেশ করতে বলা হলো।

4. Petitioner Nos.1 and 2 were placed under suspension by orders dated 3-8-2003 and 5-8-2003 respectively

purportedly under the provisions of Regulation 44(1) of BSS Employees Service Regulations, 1995 pending an enquiry under Regulation 38 (Cha) of the said Regulations Respondent No. 4 by memos dated 6-8-2003 served charge sheets cum show cause notices upon the petitioners alleging some financial irregularities therein. The petitioners made separate reply to the said notices On 14-8 -2003 and 13-8-2003 denying the allegations brought against them. An enquiry committee was formed behind the back of the petitioners on 18-8-2003. But the said committee without following the procedure laid down in the ESS Employees Service Regulations, 1995 and without affording the petitioners ample opportunity of hearing arbitrarily prepared a report which was never brought to the notice of the petitioners. The petitioners were taken by surprise to receive the impugned orders of termination dated 9-9-2003 by post under Regulation 54(2) of the said Regulations, 1995.

5. Being aggrieved by and dissatisfied with Memo No. 201 /অ আ/ব্যপ/ডি 5731 and Memo No. 203 অ আ/ব্যপ/ডি-5732 dated 9-9-2003 issued under the signature of the Managing Director and Chief Editor of Bangladesh Sangbad Sangstha (BSS) (respondent No. 4) terminating the services of the petitioners under Regulation 54(2) of Bangladesh Sangbad Sangstha Employees Service Regulations, 1995

and also questioning the vires of Regulation 54 of the Bangladesh Sangbad Sangstha Employees Service Regulations, 1995, the petitioners filed a writ petition before the High Court Division and obtained Rule Nisi in Writ Petition No. 3617 of 2005.

6. The facts relevant for the purpose of disposal of Civil Appeal No.98 of 2011, in a nutshell, are:

The petitioners were appointed in different posts in the Chittagong Port Authority, and subsequently were promoted to the higher posts upon satisfactory discharge of duties. The petitioners were terminated from service under Regulation 54 (2) of the Chittagong Port Authority Employees Service Regulations, 1991. The petitioners were terminated from service in violation of Articles 26 and 31 of the Constitution.

7. The petitioners filed a writ petition before the High Court Division challenging the constitutionality of Regulation 55 (2) of the Chittagong Port Authority Employees' Service Regulations, 1991 (Annexure-A) and office order No. 12-2003 dated 25-2-2003 issued by respondent No. 3 terminating the petitioners from service (Annexure-P) pursuant to Regulation 55(2) of the said Regulations and obtained Rule Nisi in Writ Petition No.2300 of 2003.

8. Writ-respondent No.4 of Writ Petition No.3617 of 2005 and writ-respondent Nos.1, 2 and 3 of Writ Petition

No. 2300 of 2003 contested the Rules by filing separate affidavit-in-oppositions controverting the material statements made in the writ petitions.

9. The learned Judges of the High Court Division upon hearing the parties by the impugned judgments and orders dated 27-8-2007 and 22-10-2008 respectively discharged the Rules.

10. Feeling aggrieved by and dissatisfied with the impugned judgments and orders passed by the High Court Division, the petitioners of both the writ petitions as the leave petitioners have filed Civil Petitions for Leave to Appeal Nos.2291 of 2008 and 373 of 2009 before this Division and leave was granted in both the civil petitions on 9-7-2009 and 6-10-2010 resulting in Civil Appeal Nos.506 of 2009 and 98 of 2011.

11. Mr Mahmudul Islam, learned Senior Advocate, appearing on behalf of the appellants in Civil Appeal No.506 of 2009, submits that the provision of Regulation 54(2) of the Bangladesh Sangbad Sangstha Kormochary Regulation, 1995 is void being violative of fundamental right guaranteed by Article 27 of the Constitution and that it does not provide for any guideline for exercise of the power of termination and permits arbitrary and discriminatory treatment and, as such, the impugned judgment should be set aside. In this appeal he further submits that the case involves a question of great public importance,

namely, whether in a case where the employer has passed an order of termination simpliciter without stigma and that order has been challenged in the Court on the ground of mala fide and arbitrariness, can the employer be allowed to a plea that in fact, the employees concerned were found guilty in a departmental proceeding but the authority as an act of grace without inflicting punishment of dismissal awarded order of termination simpliciter.

12. Mr Mahmudul Islam, learned Senior Advocate, appearing on behalf of the appellants in Civil Appeal No.98 of 2011, submits that Regulation No. 55(2) of the Chittagong Port Authority Employees' Service Regulations, 1991 having not provided any guideline for exercise of the power of termination of employees without assigning any reason is void being violative of fundamental right guaranteed by Article 27 of the Constitution.

13. Mr Mahbubey Alam, learned Attorney-General, appearing on behalf of respondent Nos. 1 and 2 in Civil Appeal No.506 of 2009, on the other hand, submits that the authority terminated the appellants in exercise of the power under Regulation 54(2) of the Bangladesh Sangbad Sangstha Kormochary Regulation, 1995 and that termination simpliciter without stigma does not call for interference. He further submits that the High Court Division came to a finding

that the allegations brought against the appellants were proved and that the concerned authority without awarding punishment to the appellants terminated them from service and that the orders of termination were not illegal and, as such, no interference is called for.

14. Mrs Sufia Khatun, learned Advocate-on-Record, appearing on behalf of the respondents in Civil Appeal No.98 of 2011, on the other hand, supports the impugned judgment delivered by the High Court Division.

15. We have considered the submissions of the Senior Advocate for the appellants of both the appeals and the learned Attorney General for respondent Nos.1 and 2 of Civil Appeal Nos.506 of 2009 and the learned Advocate-on-record of the respondents of Civil Appeal No.98 of 2011, perused the impugned judgments and the materials on record.

16. Before entering into the merit of both the appeals, it would be pertinent to go through the grounds, for which, leave was granted in both the appeals.

17. The grounds of Civil Appeal No.506 of 2009 are quoted below:

"The case involves a question great public importance namely, whether in a case where the employer has passed an order of termination simpliciter without stigma and that order has been challenged in the Court on the ground of

mala fide and arbitrariness can the employer be allowed to take a plea that in fact, the employees concerned were found guilty in a departmental proceeding but the authority as an act of grace without inflicting punishment of dismissal awarded order of termination simpliciter.

The case involves a question of law of great public importance namely, when the employer authority has passed orders of termination simpliciter without stigma against the petitioners, can the High Court Division in its writ jurisdiction in the nature of certiorari find the petitioners guilty of misconduct placing itself into the role of a domestic more particularly where admittedly the proceeding initiated was not concluded by serving second show cause notice with proposed punishment upon the petitioners and by receiving reply thereof.

In the instant case Regulation 54(2) of the BSS Employees Service Regulations has been resorted to in a manner and for the purpose not intended by the legislature and, as such, the mala fide and arbitrariness of the respondents are apparent on the face of the record.

The provision of Regulation 94 (2) of the Bangladesh Sangbad Sangstha Kormochary Regulation, 1995 is void being violative of fundamental right guaranteed by Article 27 of the Constitution inasmuch as it does not provide any guideline for the exercise of

the power of termination and permits arbitrary and discriminatory treatment,"

18. The ground of Civil Appeal No. 98 of 2011 is quoted below:

"I. Whether the provisions of Regulation 55(2) of the Chittagong Port Authority Employees' Service Regulations, 1991 having not provided any guideline for exercise of the power of termination of employees without assigning any reason is void being violative of the fundamental right guaranteed by Article 27 of the Constitution."

19. The common questions of law to be decided in both the appeals, are almost identical.

20. In both the appeals, it is to be decided whether the Regulation empowering the authority to terminate an employee from service can be exercised without any guideline.

21. For proper appreciation, it is pertinent to quote Regulation 54(2) of the Bangladesh Sangbad Sangstha Karmachari Regulation, 1995 which is under:

৫৪(২)এই প্রবিধানমালায় ভিন্নরূপ যাহা কিছুই থাকুক না কেন, কর্তৃপক্ষ কোন কারণ প্রদর্শন ব্যতিরেকে ৩ (তিন) মাসের আগাম নোটিশ দিয়া অথবা তৎপরিবর্তে ৩ (তিন) মাসের মূল বেতনের সমপরিমাণ অর্থ পরিশোধ করিয়া যে কোন কর্মচারীর চাকুরীর অবসান ঘটাইতে পারিবে।

22. It is also necessary to quote Regulation 55(2) of the Chittagong port

Authority Employees' Service Regulations, 1991:

৫৫(২) এই প্রবিধানমালায় ভিন্নরূপ যাহা কিছুই থাকুক না কেন উপযুক্ত কর্তৃপক্ষ কোন কারণ না দর্শাইয়াই কোন কর্মচারীকে নব্বই দিনের নোটিশ দান করিয়া অথবা নব্বই দিনের বেতন নগদ পরিশোধ করিয়া তাহাকে চাকুরী হইতে অপসারণ করিতে পারিবেন।

23. The identical regulation of Chittagong Port Authority Employees' Service Regulations, 1991 and Bangladesh Sangbad Sangtha Karmachari Regulation, 1995 states that notwithstanding anything in the regulations, the authority without showing any case may terminate the service of any employee by giving him three months' notice or in lieu thereof to pay him three months' salary in cash.

24. Admittedly, the order of termination was exercised without formulating any guideline for exercising the power of termination as referred to above.

25. In this connection reliance may be placed on the case of Dr Nurul Islam vs Bangladesh, represented by the Secretary, Ministry of Health and Population Control, 33 DLR (AD) 201. In this case, it has been held that since neither the impugned section 9(2) of the Public Servants Retirement Act nor the Rules provide for any principle or guideline for the exercise of discretion by the Government when it proposes to retire a Government servant from amongst a group of Government

servants similarly situated and holding similar jobs, there invariably exists the scope for arbitrary exercise of such discretion.

26. It has further been held that if either the impugned Act or the rules made thereunder provided such principle, the minimum requirement of law as showing the existence of some guideline for the exercise of discretion in retiring a government servant who has completed 25 years of service would, I think, be satisfied, thus making it immune from any challenge on the ground of discrimination violative of Articles 27 and 29 of the Constitution. I am of the opinion, therefore, that in the absence of such a guideline either in the Act or the rules framed thereunder, section 9(2) of the Public Servants (Retirement) Act (XII of 1974) suffers from unconstitutionality and the impugned action based on it is open to the challenge of being discriminatory and in violation of the equality provisions of the Constitution.

27. The Appellate Division, however, did not declare section 9(2) of the Public Servants (Retirement) Act, 1974 unconstitutional but the order of termination was declared to be void.

28. After pronouncement of the judgment of the case of Dr Nurul Islam vs Bangladesh, represented by the Secretary, Ministry of Health and Population Control, 33 DLR (AD) 201, subsection (2) of section 9 of the Public Servants

(Retirement) Act, 1974 was amended by Ordinance No. I of 1983 by inserting the words "if it considers necessary in public interest to do so". Therefore, section 9(2) of the Public Servants (Retirement) Act, 1974 now is a valid legislation.

29. From the judgment referred to above, it appears that the discretion in terminating the employees of the aforesaid two organizations in the absence of any guideline suffered from unconstitutionally and the impugned actions based on it is open to the challenge of being discriminatory and in violation of equality provisions of the Constitution.

30. In this connection, reliance may also be placed on the case of *Shri Ram Krishna Dalmia vs Shri Justice SR Tendolkar* AIR 1958 (SC) 538. In that case, it has been held as under:

"A statute may not make a classification of the persons or things to whom their provisions are intended to apply and leave it to the discretion of the Government to select or classify the persons or things for applying those provisions according to the policy or the principle laid down by the statute itself for guidance of the exercise of discretion by the Government in the matter of such selection or classification."

"If the Government in making the selection or classification does not proceed on follow such policy or

principle, it has been held by this Court, e.g. in *Kathi Raning Rawat v. The State Saurashtra (E)* (supra) that in such a case the executive action but not the statute should be condemned as unconstitutional."

31. Reliance may be placed on the case of *Central Inland Water transport Corporation Ltd. vs Brojo Nath Ganguly* AIR 1986 (SC) 1571. In that case, it has been stated that Rule 9(1) of the Service, Discipline and Appeal Rules, 1979 confers upon the Corporation, the power to terminate the service of the permanent employee by giving him three months notice in writing or in lieu thereof to pay him the equivalent of three months' basic pay and dearness allowance. The Supreme Court of India held that such power may be termed as the Henry VIII Clause which is a provision occasionally found in legislation conferring delegated legislative power, giving the delegate the power to amend the delegating Act in order to bring that Act into full operation or otherwise by Order to remove any difficulty and at times giving power to modify the provision of other Acts also. Such a provision had been nick named "The Henry VIII Clause" because "that King is regarded popularly as the impersonation of executive autocracy." The Supreme Court, therefore, concluded that such a clause is opposed to public policy and being opposed to public policy it is void under section 23 of the Contract Act.

32. Reliance may also be placed on the case of West Bengal State Ele. Board vs Desk Bandhu Ghosh, AIR 1985 (SC) 722. In the above case, the Deputy Secretary was terminated from service under Regulation 34 of the WB State Electricity Board's Regulations, The Regulation enabling Board to terminate services of permanent employee 'by giving three months' notice or payment of salary for the corresponding period in lieu thereof. In the said case, it has been held that the regulation is totally arbitrary and confers on the Board a power which is capable of vicious discrimination. It is a naked 'hire and fire' rule and its only parallel is to be found in the Henry VIII Clause so familiar to administrative lawyers.

33. Having considered the cases cited above, it appears that a legislation which does not contain any provision which is directly discriminatory may be yet offend against guarantee of equal protection if it confers upon the executive or administrative authority an unguided or uncontrolled discretionary power in the matter of application of the law.

34. Therefore, we are of the view that the power exercised under Regulation 55(2) of the Chittagong Port Authority Employees' Service Regulations, 1991 and Bangladesh Sangbad Sangstha Employees Service Regulations, 1995 was illegal as there was no guideline formulated for exercise of such power. Consequently, the order of

termination made under those provisions of law cannot be sustained in law.

35. In Civil Appeal No. 506 of 2009, it is on record that though initially a departmental proceeding was initiated against the appellants and they were put under suspension pending inquiry, charge sheet-cum-show cause notices were served upon them to which the appellants gave reply denying the allegations brought against them. An inquiry committee was formed behind the back of the appellants and the said committee without following the procedure laid down in the Service Regulation, 1995 and without affording the appellants effective opportunity of hearing arbitrarily prepared a report which was never brought to the notice of the appellants. The order of termination dated 9-9-2003 was made under Regulation No. 54 (2) of the said Service Regulations, 1995. The employer having passed an order of termination simpliciter without any stigma and that the order having been challenged in a writ petition in the Court on the ground of mala fide and arbitrariness, the employer cannot be allowed to take a plea in the writ proceeding to the effect that in fact, the appellants were found guilty but the authority as an act of grace without inflicting punishment of dismissal awarded order of termination simpliciter.

36. Sitting in writ jurisdiction in the nature of certiorari over an order of termination simpliciter without stigma,

the High Court Division was wrong in finding the appellants guilty of misconduct placing itself into the role of domestic Tribunal more particularly where admittedly the proceeding initiated was not concluded by service of second show cause notice with proposed punishment and by receiving reply thereof.

37. Although the employer passed the order of termination under Regulation 54(2) of the BSS Service Regulations, 1995 in view of the impugned judgment of the High Court Division, the termination of services of the appellants is no longer termination simpliciter but has been converted into order of dismissal with stigma inflicted by the High Court Division.

38. Regulation 54(2) of the Bangladesh Sangbad Sangstha Employees Service Regulations, 1995 does not provide for any guideline for exercise of power of termination under this Regulation and, as such, it is prone to and permits the authority its abuse and arbitrary and discriminatory exercise under this Regulation which renders Regulation 54(2) being violative of fundamental right guaranteed by Article 27 of the Constitution.

39. In respect of Civil Appeal No. 98 of 2011, the Chittagong Port Authority Employees' Service Regulations, 1991 having not provided any guideline for exercise of the power of termination of the employees without assigning any

reason is violative of fundamental right guaranteed by Article 27 of the Constitution. Regulation 55(2) of the Chittagong Port Authority Employees' Service Regulations, 1991 has been resorted to in a manner and for the purpose and not intended by the legislature and, as such, mala fide and arbitrariness of the respondents are apparent on the face of the record. The orders of termination of the appellants by the respondents have been made in abuse of Regulation 55(2) of the Chittagong Port Authority Employees' Service Regulations, 1991 and, as such, the same are dismissal in the garb of termination simpliciter and the High Court Division was wrong in discharging the Rule.

40. In Civil Appeal No.506 of 2009, the authority will, however, be at liberty to initiate the departmental proceeding afresh against the appellants if it wants to do so.

In the light of the findings made before, both the appeals are allowed and the impugned judgments delivered by the High Court Division are set aside and the orders of termination impugned before the High Court Division are declared to have been passed without lawful authority and are of no legal effect.

Ed.

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Source: The Dhaka Law Reports (June, 2016)

**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
2011-12	<b>170.19</b>	<b>183.65</b>	<b>152.94</b>	160.79	143.36	175.58	152.63	148.58	144.48	164.57
2012-13	<b>181.73</b>	<b>193.24</b>	<b>166.97</b>	179.66	155.61	195.33	159.66	159.34	157.23	182.54
2013-14	<b>195.08</b>	<b>209.79</b>	<b>176.23</b>	194.77	163.47	206.14	164.06	167.20	164.38	193.75
2014-15	<b>207.58</b>	<b>223.80</b>	<b>186.79</b>	204.50	171.80	214.45	180.77	181.78	168.02	204.21
2015-16	<b>219.86</b>	<b>234.77</b>	<b>200.66</b>	233.38	182.74	227.39	199.94	201.34	171.01	211.61
Dec. '15	<b>220.45</b>	<b>236.57</b>	<b>199.78</b>	235.93	177.80	229.04	197.29	205.19	170.63	211.16
Jan. '16	<b>222.87</b>	<b>236.42</b>	<b>205.50</b>	237.18	190.58	230.67	205.18	206.22	171.73	212.79
Feb. '16	<b>222.58</b>	<b>235.81</b>	<b>205.61</b>	237.23	190.59	230.81	205.46	206.31	171.78	213.34
Mar. '16	<b>223.25</b>	<b>236.99</b>	<b>205.64</b>	237.25	190.60	230.86	205.48	206.34	171.81	213.40
April, '16	<b>223.37</b>	<b>237.15</b>	<b>205.70</b>	237.41	190.61	230.92	205.50	206.44	171.87	213.44
May, '16	<b>220.15</b>	<b>231.86</b>	<b>205.13</b>	237.44	189.19	230.92	205.52	205.80	171.93	213.26
June, '16	<b>220.74</b>	<b>232.87</b>	<b>205.19</b>	237.96	189.26	231.02	205.64	205.88	171.95	212.44
July, '16	<b>224.13</b>	<b>237.69</b>	<b>206.75</b>	241.40	190.22	232.95	205.91	207.41	172.56	214.73
Aug. '16	<b>226.57</b>	<b>241.89</b>	<b>206.93</b>	241.59	190.26	233.62	206.08	207.56	172.68	214.95

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
2011-12	<b>173.26</b>	<b>183.62</b>	<b>156.77</b>	164.55	146.37	169.35	156.87	150.60	158.26	168.84
2012-13	<b>183.90</b>	<b>192.14</b>	<b>170.79</b>	184.54	157.40	186.40	164.63	160.98	174.07	187.05
2013-14	<b>196.90</b>	<b>207.72</b>	<b>179.69</b>	200.61	164.05	197.62	168.87	166.01	179.72	199.74
2014-15	<b>209.10</b>	<b>221.02</b>	<b>190.13</b>	214.07	171.34	209.29	187.18	174.09	183.84	212.34
2015-16	<b>220.10</b>	<b>230.31</b>	<b>203.86</b>	242.26	179.19	222.11	211.04	188.69	187.84	221.12
Dec. '15	<b>220.87</b>	<b>232.02</b>	<b>203.13</b>	245.12	175.63	223.52	206.32	191.17	187.03	219.79
Jan. '16	<b>222.75</b>	<b>231.86</b>	<b>208.26</b>	246.47	185.06	225.62	218.07	192.65	189.09	222.65
Feb. '16	<b>222.32</b>	<b>231.06</b>	<b>208.42</b>	246.22	185.08	225.85	218.41	192.71	189.14	223.48
Mar. '16	<b>222.98</b>	<b>232.12</b>	<b>208.44</b>	246.53	185.09	225.88	218.42	192.72	189.77	223.53
April, '16	<b>223.04</b>	<b>232.17</b>	<b>208.50</b>	246.74	185.10	225.91	218.44	192.81	189.27	223.57
May, '16	<b>219.62</b>	<b>227.07</b>	<b>207.77</b>	246.77	182.71	225.81	218.45	192.95	189.37	223.62
June, '16	<b>220.14</b>	<b>227.88</b>	<b>207.83</b>	247.46	182.83	225.89	218.63	193.01	189.39	222.10
July, '16	<b>223.45</b>	<b>232.37</b>	<b>209.25</b>	251.24	184.21	227.17	218.74	193.05	189.48	223.53
Aug. '16	<b>225.69</b>	<b>235.93</b>	<b>209.40</b>	251.40	184.25	227.59	218.89	193.16	189.65	223.81

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, Services	VIII. Misc. Goods & Services
2011-12	<b>164.52</b>	<b>183.71</b>	<b>147.84</b>	153.65	139.88	186.54	145.37	146.34	129.61	159.31
2012-13	<b>177.71</b>	<b>195.91</b>	<b>161.88</b>	170.39	153.55	211.03	151.15	157.53	139.06	176.96
2013-14	<b>191.73</b>	<b>214.85</b>	<b>171.61</b>	183.66	162.80	221.11	155.82	168.52	147.83	186.37
2014-15	<b>204.76</b>	<b>230.56</b>	<b>182.32</b>	197.93	172.33	223.53	169.80	190.26	150.95	194.16
2015-16	<b>219.31</b>	<b>245.66</b>	<b>196.39</b>	216.50	186.86	236.67	180.93	215.50	152.84	199.87
Dec. '15	<b>219.67</b>	<b>247.67</b>	<b>195.31</b>	218.48	180.32	238.74	181.85	220.63	152.93	200.50
Jan. '16	<b>223.09</b>	<b>247.55</b>	<b>201.81</b>	219.54	196.96	239.55	183.12	221.17	153.01	200.62
Feb. '16	<b>223.06</b>	<b>247.41</b>	<b>201.87</b>	219.59	196.97	293.53	183.30	221.29	153.05	200.81
Mar. '16	<b>223.75</b>	<b>248.85</b>	<b>201.91</b>	219.63	196.99	239.62	183.34	221.35	153.07	200.88
April, '16	<b>223.98</b>	<b>249.28</b>	<b>201.97</b>	219.69	196.99	239.87	183.35	221.47	153.10	200.94
May, '16	<b>221.12</b>	<b>243.55</b>	<b>201.60</b>	219.73	196.68	239.89	183.38	219.96	153.11	200.48
June, '16	<b>221.85</b>	<b>245.04</b>	<b>201.67</b>	219.92	196.71	240.05	183.40	220.06	153.14	200.51
July, '16	<b>225.38</b>	<b>250.65</b>	<b>203.41</b>	222.71	197.18	243.10	183.94	223.24	154.31	203.86
Aug. '16	<b>228.18</b>	<b>256.42</b>	<b>203.62</b>	222.96	197.22	244.22	184.14	223.44	154.37	204.01

Source: Bangladesh Bureau of Statistics

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

Sector		2013-14	2014-15	2015-16	June '16	July '16	Aug. '16
<b>General</b>	percentage change (Point to Point)	118.82	124.69	132.81	136.04	136.39	137.17
	percentage change (over previous month)	5.50	4.94	6.52	6.10	6.13	6.06
					0.48	0.26	0.57
1.	Agriculture	118.44	124.51	132.48	135.86	136.21	137.17
	percentage change(over previous month)				6.46	0.26	6.42
	percentage change(over previous month)				0.58	0.26	0.70
i)	Agriculture	118.40	124.46	132.44	135.84	136.19	137.16
	percentage change (Point to Point)	5.64	5.12	6.52	6.49	6.61	6.47
	percentage change(over previous month)				0.59	0.26	0.71
ii)	Fish	120.81	126.85	134.59	136.75	137.16	137.70
	percentage change (Point to Point)	7.97	5.00	6.12	4.60	4.43	4.14
	percentage change(over previous month)				0.23	0.30	0.39
2.	Industry	119.07	124.38	132.02	134.87	135.18	135.69
	percentage change (Point to Point)	4.97	4.47	6.16	5.02	5.04	4.95
	percentage change(over previous month)				0.32	0.23	0.38
i)	Construction	119.93	124.84	129.77	132.51	132.77	133.11
	percentage change (Point to Point)	4.56	4.09	4.18	4.13	4.48	4.95
	percentage change(over previous month)				0.34	0.20	0.26
ii)	Production	121.86	127.28	136.18	139.66	140.09	140.93
	percentage change (Point to Point)	9.27	4.44	7.70	6.81	6.16	4.96
	percentage change(over previous month)				0.27	0.31	0.60
3.	Service	120.16	126.15	136.03	139.28	139.75	140.21
	percentage change (Point to Point)	5.75	4.98	7.86	6.56	6.24	6.55
	percentage change(over previous month)				0.31	0.34	0.33

Source: Bangladesh Bureau of Statistics

**PRICES OF ESSENTIALS**  
**Wholesale / retail prices of Dhaka market on 05 October 2016**

Category	Commodity	Kawran Bazar			New Market		
		Unit	Min.	Max.	Unit	Min.	Max.
Rice	Najirshail	kg	47	54	kg	48	55
	Minikate	kg	44	48	kg	45	48
	Pariza, BR 28	kg	39	42	kg	39	42
	Shorna	kg	37	39	kg	37	39
	Chinigura	kg	95	105	kg	95	105
	Kaljira	kg	95	105	kg	95	105
Flour (coarse)	Loose/white	kg	23	24	kg	24	25
	Poly pack	kg	30	32	kg	30	32
Flour (fine)	Loose	kg	32	34	kg	32	34
	Poly pack	kg	38	40	kg	38	40
Lentils	Masur (local)	kg	132	138	kg	135	138
	Masur (imported)	kg	100	105	kg	100	105
	Mug	kg	100	110	kg	100	105
	Gram (whole)	kg	100	105	kg	100	105
	Khesari	kg	75	78	kg	75	78
	Mash	kg	125	130	kg	125	130
Edible Oil	Soyabean	liter	93	95	kg	94	95
	Palm	liter	70	74	kg	70	74
	Mustard	liter	120	130	kg	125	130

Category	Commodity	Kawran Bazar			New Market			
		Unit	Min.	Max.	Unit	Min.	Max.	
Spices	Onion (local)	kg	28	30	kg	28	32	
	Onion (imported)	kg	18	20	kg	18	22	
	Garlic (local)	kg	140	155	kg	150	160	
	Garlic (imported)	kg	160	170	kg	170	180	
	Dry chilli (local)	kg	160	180	kg	180	190	
	Dry Chili (imported)	kg	180	190	kg	190	200	
	Ginger (imported)	kg	60	80	kg	70	90	
	Turmeric (local)	kg	180	200	kg	200	210	
	Turmeric (imported)	kg	170	190	kg	190	200	
	Green Chili	kg	80	90	kg	90	100	
	Fish	Rui local (1-2 kg)	kg	180	270	kg	180	270
		Rui imported (1.5-3kg)	kg	170	260	kg	180	260
		Katla local (1kg-2kg)	kg	170	260	kg	170	260
Katla imported (1.5kg-3kg)		kg	170	260	kg	170	260	
Hilsha (400 gm-800 gm)		kg	500	800	kg	500	800	
Pangash (1kg -2kg)		kg	120	140	kg	120	140	
Silver Carp (1kg-3kg)		kg	130	150	kg	-	-	
Tilapia		kg	120	140	kg	130	170	
Koi		-	150	160	kg	140	180	
Shrimp (small)		kg	350	380	kg	320	380	

Category	Commodity	Kawran Bazar			New Market		
		Unit	Min.	Max.	Unit	Min.	Max.
Vegetables	Potato-Holland (white )	kg	18	20	kg	20	22
	Brinjal	kg	35	45	kg	40	50
	Pumpkin	kg	15	18	kg	18	20
	Cucumber	kg	24	35	kg	25	35
	Wax gourd	pieces	20	25	1 piece	20	25
	Pointed gourd	kg	32	35	kg	30	35
	Okra	kg	35	38	kg	35	40
	Snake gourd	kg	30	35	kg	30	35
	Papaya	kg	18	20	kg	18	20
	Yardlong bean	kg	40	45	kg	45	50
	Bitter gourd	kg	40	45	kg	40	50
	Red spinach	kg	18	20	kg	18	20
	Vine spinach	kg	18	20	kg	18	20
Meat	Beef	kg	400	410	kg	410	420
	Mutton	kg	500	550	kg	500	550
Poultry	Hen (local)	kg	350	370	kg	370	380
	Hen (farm)	kg	120	125	kg	125	128

Category	Commodity	kawran Bazar			New market		
		Unit	Min.	Max.	Unit	Min.	Max.
Egg	Hen (local)	4 pieces	40	42	4 pieces	40	42
	Hen (farm-red)	4 pieces	30	31	4 pieces	31	32
	Farm (white)	4 pieces	30	31	4 pieces	30	31
	Duck (local)	pieces	38	40	4 pieces	38	40
Powder Milk	Dano	kg	555	560	kg	555	560
	Red Cow	kg	570	575	kg	570	580
	Diploma	kg	545	550	kg	545	550
Fruit	Apple	kg	120	160	kg	130	160
	Coconut	pieces	40	50	1 piece	40	50
	Banana	pieces	20	25	4 pieces	20	25
Others	Salt Iodine (Packed)	kg	28	42	kg	28	42
	Sugar	kg	70	80	kg	80	90
	Akher Gur	-	80	100	kg	90	100
	Date Gur	-	80	100	kg	90	100

Source: Department of Agricultural Marketing