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Labour News - September 2015

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Article

THE ESSENTIALS OF A HEALTHY EMPLOYER-EMPLOYEE RELATIONSHIP



By Adele Halsall

It's no secret that when a new employee comes on board, the employer who hired them is effectively beginning a new relationship.

It is the same relationship that he or she shares with every single one of their employees, and it is this relationship that will determine the success and impact of that employee's time at the company.

An employer's relationship with their employees has to be nurtured and taken care of in order to be beneficial for both individuals; their co-workers, and the company as a whole. It has long been noted that strong employer-employee relationships often lead to greater employee happiness and significantly improved productivity.

Many typical employer-employee relationships will vary on the scale of closeness and familiarity, but it is essential that all employer-employee relationships involve at least these five major characteristics.

Mutual respect

It's perfectly fine to instigate a closer relationship with your employees

to the point of socializing with them outside of work. (This is particularly common in smaller businesses and start-ups).

But even in a relaxed workplace, it is crucial to retain the traditional hierarchal structure and encourage awareness of this in your employees. As a leader, you need to be ready to give your team honest and frank feedback, whether this is about projects, employee appraisals, or constructive criticism.

Romantic relationships in the workplace are always a bad idea, but you should also bear in mind that these relationships can have an effect on the workplace even before they are public or common knowledge — possibly without either party knowing it.

Mutual reliance

There should be a balanced amount of reliance on both employer and employee. The employer relies on the employee to do his or her job well for the benefit of the business; the employee relies on the employer to treat them fairly and pay them equitably.

When this mutual reliance becomes imbalanced or one-way, problems will inevitably occur.

The employer may start to feel that the employee's efforts are no longer instrumental to the company and view them as disposable, while the employee may no longer value their job and start to become disengaged. When either of these things happens, it's time for the employer to reevaluate the employee's role at the company - whether a new agreement can be reached, or whether it's time to part ways.

Openness & communication

Any healthy working environment involves openness and transparency.

Employers can help create a forum of openness and honesty by asking employees candidly about their lives, families, and interests. Employees can, in return, contribute to this setting by being forthcoming about their lives outside of work.

Openness and communication is even more important for situations sensitive to the company, or that require an otherwise serious approach.

For employees, this might mean informing their boss of a family emergency that could affect their performance, or a desire to find a new job. When it comes to the latter, employers shouldn't deter their employees from leaving, but should be understanding and supportive of their natural want to progress.

Meanwhile, employers should keep their employees in the loop about business matters and seek their input in important company decisions. Not allowing your employees to have an active role in the growth of the company not only wastes valuable insight and energy, but may also encourage them to become disengaged.

Support (and nurturing)

Employers should want their employees to reach their full potential and recognize when their capabilities exceed their current role. Leaving natural abilities to stagnate will cause boredom and frustration to grow in the employee, and as mentioned earlier, waste valuable energy that could better help the team.

Draw up your ideal business structure, or your current business structure as it is now, and outline every role and position that is necessary for it to work effectively. Not only will this enable you to identify gaps in your current team, it will also encourage you to take stock of who is performing well and who might be better off in a role with more authority.

Supporting employees even extends as far as helping them spread their wings and fly away to a new job when the time comes. Employers ought to be invested in their employees' success as a whole and understand that they may not be at the company forever.

Employers have the option to help employees or to stifle them - but only the

former will lead to trust, higher skill levels, more productivity and more motivation.

On the other hand, employees should be willing to show support for the company's welfare and progress, which may mean making sacrifices from time to time. Whether it's working late to fix an unexpected problem, or covering somebody else's duties as well as their own, employees need to be ready to show that they are invested in the success of the company.

Gratitude

Gratitude should exist on both sides of the relationship, but it is probably a larger responsibility of the employer to recognize and appreciate exceptional effort from their employees.

When employees consistently deliver and receive little or no appreciation, it can become very easy for them to become disheartened, frustrated, and apathetic about their job, which destroys productivity.

A simple thank you is often enough (and this works both ways), but employers may wish to actively reward their employees for truly great work. They should use their intuition and knowledge of the person to decide what this might be.

In some cases a discreet gift might be enough, while others might relish recognition in the office. Some companies

even host annual awards ceremonies where outstanding employees are given public recognition for their achievements.

Overall, gratitude and recognition help to ensure that employees know they are valued and that good actions and efforts are repeated.

Final note

It is simply not enough to draw up an office code of conduct, or a set of rules or policies detailing the ideal dynamics of the employer-employee relationship.

Natural habits are formed only in practice, and it is often through leading by example that employers can hope to encourage these practices.

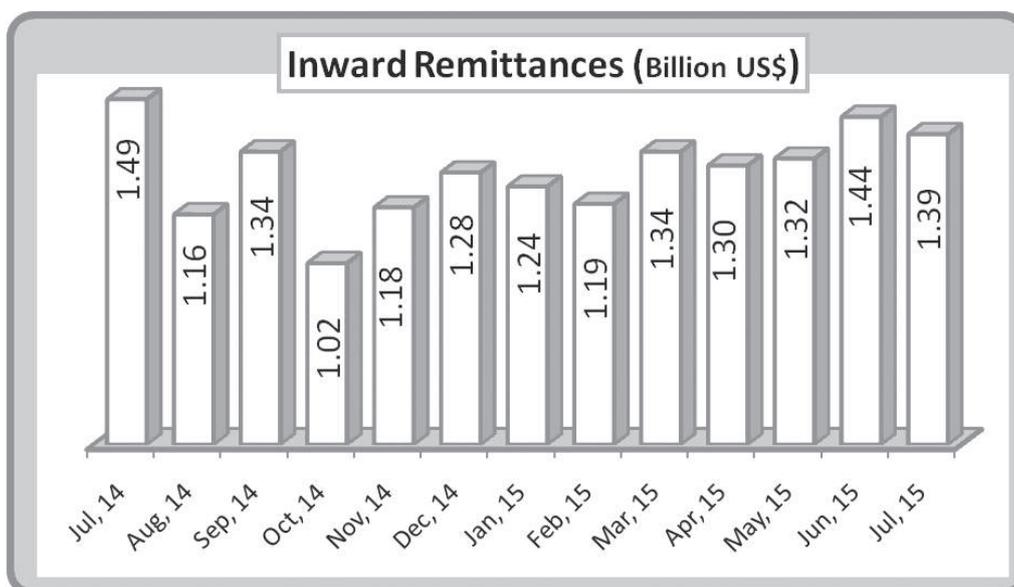
Source: <http://www.eremedia.com>

Home News

REMITTANCE INFLOW FELL BY 6.71% IN JULY 2015

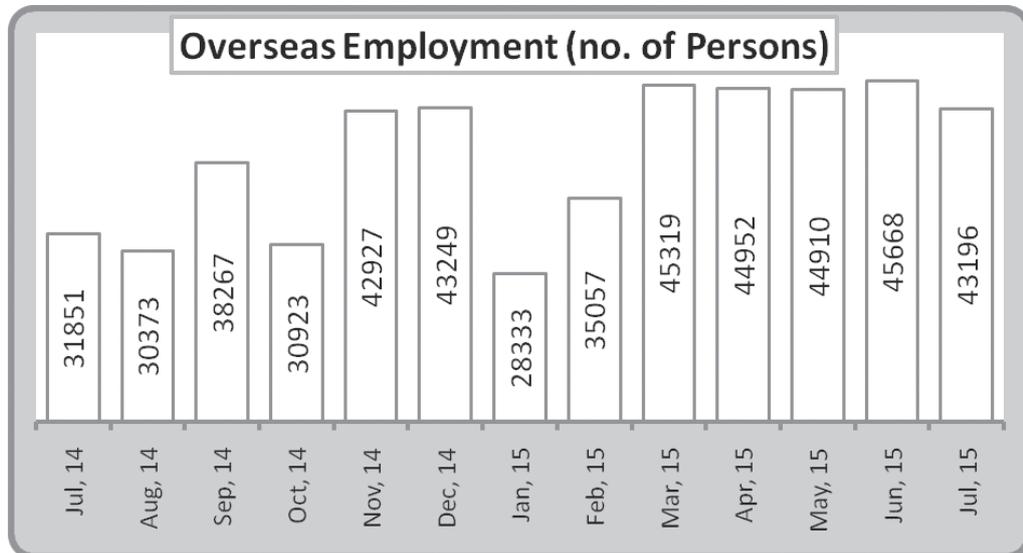
The inward remittances received from Bangladeshi nationals working abroad reached US\$1.39 billion in July 2015, according to Bangladesh Bank. The remittance fell by \$0.10 billion or 6.71 percent from \$1.49 billion received in July 2014. In July 2015, \$274.35 million remittance were received from Saudi Arabia, \$245.61 million from the United

Arab Emirates, \$232.94 million from U.S.A., \$135.28 million from Malaysia, \$90.00 million from Kuwait, \$89.49 million from Oman, \$84.46 million from U.K., \$50.11 million from Bahrain, \$35.50 million from Singapore, \$32.91 million from Qatar, \$29.84 million from Italy and \$89.07 million from other countries.



Source: Bangladesh Bank

Meanwhile, a total of 43196 Bangladeshis got foreign jobs in July 2015 compared to 31851 in July 2014, showing a rise of 11345 employees or 35.62 percent, according to the Bureau of Manpower Employment and Training (BMET). In July 2015, a total of 10487 documented workers went to Oman, 9803 to Qatar, 4928 to Singapore, 3734 to Saudi Arabia, 2648 to Bahrain, 1764 to Malaysia, 1578 to Kuwait, 1573 to United Arab Emirates, 1362 to Jordan, 1092 to Lebanon, 355 to Mauritius, 259 to Brunei, 245 to SouthKorea and 137 to Libya 3227 to other countries.



Source: BMET

MALAYSIA NEEDS FOREIGN WORKERS

Malaysian Deputy Prime Minister said his government had to bring in foreign workers as Malaysians were not interested to work in the '3D' sector—'dangerous', 'difficult' and 'dirty'. He was speaking to reporters after a meeting with Bangladesh Foreign Minister in Putrajaya, state-run news agency Bernama reported. He said the issue of Bangladeshi workers was among the foci of discussions with Bangladesh foreign minister during the meeting. The discussions also covered the prevention of deaths among Bangladesh nationals who tried to enter the country illegally either by sea or land, as well as protecting them from abuse by their employers.

He said foreign workers who would be brought into the country must be given basic training first in Bangladesh and must have the relevant education for the field and sector they would join in Malaysia. The Malaysian minister said other factors which could affect the entry of these workers into Malaysia included criminal records or diseases which could be detrimental to Malaysians.

It may be mentioned that in June last, The Malaysia Minister was reported as saying about 1.5 million workers from Bangladesh would be brought into Malaysia in phases over three years to meet the needs of employers from various sectors, especially the plantation, construction, manufacturing and service industries.

17 BUSINESS HOUSES GET PRODUCTIVITY AWARDS

The government has honored 17 business organizations through awarding National Productivity and Quality Excellence Award 2013 for their contributions to operating business in Bangladesh.

The awardees were British American Tobacco Bangladesh Company Limited, Khulna Shipyard Limited and BRB Cables Industries Limited (large industry category), Energypack Electronics Limited, Tamai Knit Fashion Limited and CIBL Technology Consultant Limited (medium industry category), Rony Agro Engineering, Prince Chemical Company Limited and Resimax Industries Limited (small industry category), Khan Bakelite Product and Bondhan Samaj Unnayan Sangstha (micro category), Adhora Beauty Parlor and Handicraft Training Centre, Pindhon and Greeha Sukhon (cottage industry category) and Jamuna Ashuganj Fertilizers Company Limited, National Tubes Limited and Ashuganj Fertilizers Company Limited (state-owned enterprises category).

EMPLOYMENT OF BEPZA BOOST UP BY 107.10% IN FY 2014-15

Bangladesh Export Processing Zones Authority (BEPZA) achieved more than doubled growth in terms of

employment generation in 2014-15 fiscal year compared with the previous fiscal year. In 2014-15, eight EPZs under BEPZA created employment opportunities for 31,084 Bangladeshi nationals, compared to 15,009 in the fiscal year 2013-14, which shows an increase of 107.10%.

Among the 31,084 new employments created in the last fiscal year, 9167 were added in Karnaphuli EPZ, 8194 in Chittagong EPZ, 5347 in Comilla EPZ, 4864 in Uttara EPZ, 4084 in Adamjee EPZ, 1129 in Ishwardi EPZ and 182 in Mongla EPZ.

In 2013-14 fiscal year, job opportunities were created for 15,009 people . Out of which 6575 were employed in Karnaphuli EPZ, 5133 in Adamjee EPZ, 2460 in Uttara EPZ, 1761 in Comilla EPZ, 1123 in Ishwardi EPZ and 488 persons in Dhaka EPZ. As of June 2015, the cumulative employment stands at 420,101 in the eight EPZs under BEPZA which was 389,017 till June 2014.

International News

EU 23.296 MILLION PEOPLE UNEMPLOYED

Eurostat, the statistical office of the European Union (EU), estimates that 23.296 million men and women in the EU were unemployed in June 2015.

The unemployment rate stood at 9.6% in June, 2015, down from 10.2% in June 2014. Among the Member States, the lowest unemployment rates in June 2015 were recorded in Germany (4.7%) and Czech Republic (4.9%) and the highest in Greece (25.6%) and Spain (22.5%).

Meanwhile, in June 2015, 4.724 million young people (under 25) were unemployed in the EU with unemployment rate of 20.7% compared with 22.1% in June 2014. The lowest rates were observed in Germany (7.1%), Malta (10.0%), Estonia (10.1%), Denmark (10.3%), Austria (10.3%) and the highest in Greece (53.2%), Spain (49.2%), Italy (44.2%) and Croatia (43.1%).

EU \$2.6 BILLION APPROVED FOR MIGRANT CRISIS

The EU announced that it had approved 2.4 billion euros (\$2.6 billion) of funding to help member states over the next few years cope with the flood of migrants entering the bloc.

Officials said the money would help frontline states like Italy and debt-hit Greece – which complained it could not cope – build reception centres and integrate migrants.

The funds are also designed to help member states better monitor their borders and boost programs to deport migrants who are refused entry.

The European Commission, the executive arm of the 28-nation EU, said Italy would receive 558 million euros and Greece 478 million euros in funds allocated from 2014 to 2020.

Spain will receive 521.8 million euros, Sweden 154 million euros, Hungary 61.4 million euros, Bulgaria 72.7 million euros, Cyprus 74 million euros, Austria 26.5 million euros, Estonia 35.2 million euros, Finland 52.9 million euros and Ireland 9.2 million euros.

Lithuania was allocated 17.2 million euros, Luxembourg 7.5 million euros, Malta 74.6 million euros, Poland 69.3 million euros, Portugal 38.6 million euros, Romania 98.4 million euros, Slovakia 13 million euros and Slovenia 41 million euros.

US UNEMPLOYMENT RATE UNCHANGED AT 5.3% IN JULY 2015

The US unemployment rate in July 2015 was unchanged at 5.3 percent, the

U.S. Bureau of Labor Statistics reported. Job gains occurred in retail trade, health care, professional and technical services, and financial activities in the month. The number of unemployed people in July also remained unchanged at 8.3 million. Over the year, the unemployment rate and the number of unemployed persons were down by 0.9 percentage point and 1.4 million, respectively. Among the major worker groups, the unemployment rate for teenagers declined to 16.2 percent in July. The rates for adult men (4.8 percent), adult women (4.9 percent), whites (4.6 percent), blacks (9.1 percent), Asians (4.0 percent), and Hispanics (6.8 percent) showed little or no change.

Among the unemployed, the number of new entrants decreased by 107,000 in July. New entrants are unemployed persons who never previously worked. In July, the number of long-term unemployed (those jobless for 27 weeks or more) was little changed at 2.2 million. These individuals accounted for 26.9 percent of the unemployed. Over the past 12 months, the number of long-term unemployed is down by 986,000.

GERMANY IMMIGRANTS SWELL TO RECORD HIGH

The number of immigrants living in Germany rose by 3.7 percent last year to a record high of 11 million and a fifth of the population is of a migrant

background, the Federal Statistics Office said.

The figures highlight Germany's growing reliance on foreign-born workers to drive its powerhouse economy, Europe's largest, as well as its acceptance of hundreds of thousands of refugees.

Many of the immigrants came from other European Union countries, such as Poland, Romania, Italy, Bulgaria and Hungary.

Last year, the number of people living in Germany of a migrant background had risen by around 1.5 million, or 10 percent, from 2011. The native population — excluding people of a migrant background — fell by 1.4 percent.

Meanwhile, the number of refugees seeking asylum in Germany are expected to surge to 750,000 this year, according to official projections. The German government had earlier forecast that 450,000 asylum seekers could arrive in 2015, but is now set to increase that to 650,000 or higher. Germany has seen a wave of migration from Syria and the Balkans. Up to 80,000 people, many of them Syrians, are expected to seek asylum in Sweden this year, but Germany has become the most popular destination, the BBC reported. More than 240,000 migrants have crossed the Mediterranean already this year, arriving on the shores of Greece and Italy before travelling on to other destinations.

**PAKISTAN \$1.6 BILLION
REMITTANCE RECEIVED IN JULY
2015**

Overseas Pakistani workers remitted US \$1663.61million in the month of July FY16, showing a growth of 0.86% compared with US \$1649.39million received during the same period in the preceding year. The country wise details for the month of July 2015 show that inflows from Saudi Arabia, UAE, USA, UK, GCC countries (including Bahrain, Kuwait, Qatar and Oman) and EU countries amounted to US \$474.42 million, \$367.51 million, \$255.32 million, \$232.33 million, \$197.86 million and \$32.5 million respectively compared with the inflow of \$454.47 million, \$352.89 million, \$257.08 million, \$247.96 million, US \$179.76 million and \$44.32 million respectively in July 2014. Remittances received from Norway, Switzerland, Australia, Canada, Japan and other countries during July 2015 amounted to \$103.67 million together as against \$112.91 million received in July 2014.

**NEPAL REMITTANCES HELP
RECOVER FROM QUAKE
DAMAGES**

Nepal receives close to 30 per cent of its gross domestic product (GDP) through remittances, up from 12 per cent in 2003, according to the World Bank estimates. After the disastrous earthquake on April 25, 2015 remittances to Nepal

increased by more than 25 per cent in May compared to the previous month and these will be useful for rebuilding the small Himalayan country's ravaged economy, as stated by the World Bank experts at a recent conference in Singapore.

More than two million Nepalese work overseas, and most of them are in Saudi Arabia, Qatar and the UAE. The UAE is the home of around 300,000 Nepalese expatriates. On an average, Nepal receives about \$500 million per month in remittances. The amount has increased substantially in the wake of the earthquake.

The Nepalese economy is highly dependent on remittance, which totalled \$5.9 billion in 2014. It also accounts for nearly 30 per cent of the GDP for next fiscal year, and is set to increase significantly, because tourism, which is their next big contributor, has also taken a hit due to the earthquake.

The economic loss caused by the earthquake is estimated to be anywhere between \$1.0 billion and \$10 billion, according to the US Geological Survey's estimate. Rebuilding cost could easily exceed an estimated \$5.0 billion. Apart from the donors, development partners and the government's own reserve, remittances from the Nepali migrants and its diaspora have become the lifeline for rural Nepal where the post-disaster attention was not there. It is remittance

which is helping Nepal to slowly getting back on its feet after the devastating tremor.

In support of the Nepali diaspora, remittance houses like money transfer and express money have also waived their remittance fees to send money to Nepal.

SOUTH KOREA: WORKAHOLIC KOREANS TO TAKE MORE TIME OFF

Workers in South Korea — home to the longest working hours and highest suicide rate in the developed world — took just 8.6 days of holidays last year on average, the lowest among the 24 nations surveyed by online travel agency Expedia, compared with the global average of 20.5 days and France's 30.7 days.

Heavy workloads and pressure from superiors have made South Koreans reluctant holidaymakers but there are growing signs that this culture may be changing with big Korean companies encouraging staff to take more time off to boost productivity and creativity, prodded by a government campaign to develop tourism in an attempt to boost sluggish domestic spending.

Samsung Electronics is one of the latest. The country's biggest company by sales said recently it would offer a one-year optional sabbatical for those working for more than three years while extending maternity leave from one year to two years. The move follows some other

companies such as Doosan, SK Energy, S-Oil and Shinhan Bank that have instituted a compulsory annual two-week holiday.

Shinhan even uses some strong-arm tactics to keep its workaholic employees out of the office during the holiday by locking them out of the computer system while oil refiner S-Oil helps staff to use up all two weeks of mandatory leave by naming a colleague to take the employee's place while they are away. Several shipyards such as Daewoo Shipbuilding & Marine Engineering also close their entire factories and offices for two weeks over the summer holiday.

South Koreans forged strong work ethics during the country's rapid industrialization over the past half a century to transform the war-torn country into the world's seventh largest trading nation by volume, according to WTO data for 2014. They put in an average of 2,163 work hours in 2013, second only to Mexico among developed countries.

But the OECD says the long hours have not translated into better productivity. In 2012, the latest year for which data have been released, South Korea's labor productivity per hour worked was just 66 per cent of the OECD average and less than half that of the US.

Under the country's labor law, South Koreans are entitled to 15-25 days of annual leave but using their full vacation time, especially taking two weeks off at a shot, is not feasible for many of them.



ILO DIRECTOR-GENERAL CALLS FOR DURABLE SOLUTION TO MIGRANT AND REFUGEE CRISIS

The recent loss of lives in the Mediterranean Sea is yet another reminder of the human impact of unresolved conflicts and development failures worldwide. The seeming global paralysis in the face of this on-going human tragedy is deeply disturbing.

"Stopgap measures to halt the flows of migrants only scratch the surface of the problem. We need to go deeper into the root causes that force people to put their lives in danger in order to find work and security in foreign lands," said ILO Director-General. "Let's not lose sight of the fact that these are people who need our help now."

A durable solution to this on-going crisis must include several elements:

- * National and global action to create more and better jobs in countries of origin;

- * Greater action on the establishment of regular migration channels that meet real labour market needs and facilitate family reunion;

- * Improved oversight of the

recruitment of migrants to prevent human trafficking and migrant smuggling; and

- * Shared commitment to meet humanitarian assistance to those in need and distress.

Developing effective responses calls for the engagement and participation of business and labor leaders along with other stakeholders in designing national responses that stimulate growth and create jobs. The process also calls for balanced dialogue on how to ensure migration systems can be fair and respectful of human rights, and this can only come with cooperation between the affected regions.

Where conflicts prove stubborn, it should be possible to extend solidarity with refugees and with countries receiving large inflows to enable them to enjoy basic human dignity and support their engagement in productive activities wherever possible.

The forthcoming Valletta conference (11-12 November 2015) that will bring together European Union and African Union leaders is one opportunity to design a collaborative response that can ensure migration within these regions is a choice and not a necessity.

2030 DEVELOPMENT AGENDA MAJOR BREAKTHROUGH FOR WORLD OF WORK

The ILO has welcomed the new

sustainable development agenda agreed recently by the United Nations' 193-member States as a major breakthrough for the world of work.

The 2030 sustainable development agenda – which contains 17 sustainable development goals and 169 indicators – will be formally adopted by world leaders gathering at a United Nations special summit on 25-27 September 2015.

"Transforming our World: The 2030 Agenda for Sustainable Development" is due to replace the Millennium Development Goals starting next year. The vision of decent work for all runs across the entire agenda with a specific goal to "promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all."

There are also targets on youth employment, child and forced labor, skills enhancement, empowerment of women and increases in productivity and productive employment.

The 2030 agenda also reaffirms the need to respect, protect and promote fundamental freedoms for all and recognizes the relevance of social protection, as well as the positive contribution of migrants to inclusive growth and sustainable development.

"The ILO has been working extremely hard in recent years with governments, employers' and workers'

organizations, multilateral organizations and civil society to put Decent Work for all at the centre of inclusive growth and sustainable development," said the ILO Director-General.

"The ILO stands ready to work with our constituents and in partnership with all actors in the development field so that we may achieve these ambitious targets that are so critical to the advancement of social justice," he added.

According to the ILO World Employment and Social Outlook, an estimated 201 million people were unemployed in 2014, representing an increase of 30 million people since the economic and financial crisis began in 2008. Youth are affected disproportionately, with almost 74 million young people (aged 15 to 24 years) unemployed as of last year.

The agenda sets out to achieve by 2030 full and productive employment and decent work for all women and men, youth and people with disabilities, and equal pay for work of equal value. In particular, in five years' time, it aims to reduce substantially the proportion of youth not in employment, education or training through the development and implementation of a global strategy for youth employment.

Amongst the targets on the promotion of inclusive growth and decent work is support for entrepreneurship, creativity and innovation, and the

encouragement of the formalization and growth of micro-, small- and medium-sized enterprises.

It also calls for labor rights to be protected and for safe and secure working environments for all workers, including migrants, particularly women migrants and those in precarious employment.

Immediate and effective measures to eradicate forced labor, end modern slavery and human trafficking are to be taken. Twenty-one million people are working in forced labor currently.

UN member States will also commit to securing the prohibition and elimination of the worst forms of child labor, and ending child labor in all its forms by 2025. The ILO estimates that 169 million children are involved in child labor.

JORDAN EAGER TEENS ENTHUSED BY ENTREPRENEURSHIP EDUCATION

Known for world-class historical sites such as Petra and natural wonders like the Dead Sea, Jordan is a Middle Eastern, Arab country with a population of nearly 8 million. More than half (55 per cent) of the population is under 15 years of age, making Jordan demographically youthful. In contrast, only slightly more than one fifth (22 per cent) of Italy's population is made up of children in this age group.

Jordan experiences 330 days of sunshine per year. But all is not sunny for

the 30 per cent of Jordanian youth who are unemployed and seeking employment. While Jordan has a culture of self-employment, entrepreneurship education has been largely absent. Only about five per cent of micro, small and medium enterprise owners are run by young people.

The ILO set out to fill this void by teaming up with Jordan's non-profit Business Development Centre, its Ministry of Education and its Ministry of Higher Education and Scientific Research, to offer potential young entrepreneurs the training they need to get a head start in setting up their own businesses.

The "Know about Business" (KAB) project was launched in Summer 2011 and is scheduled to finish at the end of 2016. It was supported by the Business Development Centre, drawing on funds provided by the Government of Canada.

The training on KAB covers all aspects of business management in a simplified and participatory manner. It teaches youth entrepreneurial skills and works on developing positive attitudes towards self-employment as a potential career option.

Its aim is to reach 4,500 young students over the 2013-14 and 2014-15 academic years. The impact of the project is being evaluated and a decision will be taken as to whether it will be integrated into the national curricula of secondary vocational education.

BEF Events



Bangladesh Employers' Federation (BEF) organized a training program on Workplace Safety and Compliance during 09-10 August 2015. The overall objective of this training program was to raise awareness, improve knowledge and skills of the participants regarding occupational safety and health (OSH) at the workplace and measures to be taken to ensure safe and health, environment and compliance issues at workplace. Mr. Shah Alam Talukder PEng, Mr. M. Hafizur Rahman, PEng, CEO, Summit Oil and Shipping Company Ltd and Mr. Omar Faruq, OSH Consultant, were the resource persons. A total of 49 participants attended the program.



The participants at the program held during 09-10 August 2015



Bangladesh Employers' Federation (BEF) organized a Sustaining Competitive and Responsible Enterprises (SCORE) program during 13-26 August 2015. The overall objective of this program was to gain a clear understanding of the SCORE program, recognize how the program could help SMEs and how change could lead to improved organization performance. Mr. Jayanta Ranjan De Silva, Global Master Trainer SCORE program and Mr. Francis De Silva, Global Master Trainer SCORE program with significant and varied experience as resource persons conducted the program. A total of 36 participants attended the program.



The participants at the SCORE program held during 13-26 August 2015



(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 otherRespondents

Jadgment

November 22th 2009

(from the previous issue)



37. The petitioner No. 4 in Writ Petition No. 10156 of 2007 joined Barisal City Corporation on 7-6-2004 as Pump Operator on Master Roll on the basis of daily pay of Taka 85. It was stated specifically that his job could be terminated without assigning any reason or any show cause. His appointment was given on the condition that his job

would be made permanent subject to creation of his post in the Organogram of the City Corporation.

38. The petitioner No. 5 in Writ Petition No.10156 of 2007 joined Barisal City Corporation on 27-4-2005 as Office Assistant on Master Roll on the basis of daily pay of Taka 85. It was stated specifically that his job could be

terminated without assigning any reason or any show cause. His appointment was given on the condition that his job would be made permanent subject to creation of his post in the Organogram of the City Corporation.

39. The petitioner No. 6 in Writ Petition No. 10156 of 2007 joined Barisal City Corporation on 30-7-2005 as Bulb Inspector on Master Roll on the basis of daily pay of Taka 110. It was stated specifically that his job could be terminated without assigning any reason or any show cause. His appointment was given on the condition that his job would be made permanent subject to creation of his post in the Organogram of the City Corporation.

40. The petitioner No. 7 in Writ Petition No.10156 of 2007 joined Barisal City Corporation on 21-1-2004 as Office Assistant on Master Roll on the basis of daily pay of Taka 85. It was stated specifically that his job could be terminated without assigning any reason or any show cause. His appointment was given on the condition that his job would be made permanent subject to creation of his post in the Organogram of the City Corporation.

41. The petitioner No. 1 in Writ Petition No.10157 of 2007 joined Barisal City Corporation on 27-12-2005 as Law Clerk on Master Roll on the basis of daily

pay of Taka 85. It was stated specifically that his job could be terminated without assigning any reason or any show cause. His appointment was given on the condition that his job would be made permanent subject to creation of his post in the Organogram of the City Corporation.

42. The petitioner No. 2 in Writ Petition No.10157 of 2007 joined Barisal City Corporation on 31-5-2006 as Work Assistant on Master Roll on the basis of daily pay of Taka 85. It was stated specifically that his job could be terminated without assigning any reason or any show cause. His appointment was given on the condition that his job would be made permanent subject to creation of his post in the Organogram of the City Corporation.

43. The petitioner No. 1 in Writ Petition No.10157 of 2007 joined Barisal City Corporation on 20-11-2006 as Work Assistant on Master Roll on the basis of daily pay of Taka 85. It was stated specifically that his job could be terminated without assigning any reason or any show cause. His appointment was given on the condition that his job would be made permanent subject to creation of his post in the Organogram of the City Corporation.

44. The petitioner No. 2 in Writ Petition No.10157 of 2007 joined Barisal

City Corporation on 9-7-2006 as Office Assistant on Master Roll on the basis of daily pay of Taka 85. It was stated specifically that his job could be terminated without assigning any reason or any show cause. His appointment was given on the condition that his job would be made permanent subject to creation of his post in the Organogram of the City Corporation.

45. The petitioner No. 5 in Writ Petition No.10157 of 2007 joined Barisal City Corporation on 9-9-2004 as Work Assistant on Master Roll on the basis of daily pay of Taka 85. It was stated specifically that his job could be terminated without assigning any reason or any show cause. His was given on the condition that his job would be made permanent subject to creation of his post in the Organogram of the City Corporation.

46. The petitioner No. 6 in Writ Petition No. 10157 of 2007 joined Barisal City Corporation on 4-4-2004 as Work Assistant on Master Roll on the basis of daily pay of Taka 85. It was stated specifically that his job could be terminated without assigning any reason or any show cause. His appointment was given on the condition that his job would be made permanent subject to creation of his post in the Organogram of the City Corporation.

47. The petitioner No. 7 in Writ Petition No.10157 of 2007 joined Barisal City Corporation on 20-8-2006 as Store Keeper on Master Roll on the basis of daily pay of Taka 85. It was stated specifically that his job could be terminated without assigning any reason or any show cause. His appointment was given on the condition that his job would be made permanent subject to creation of his post in the Organogram of the City Corporation.

48. The petitioner No. 8 in Writ Petition No.10157 of 2007 joined Barisal City Corporation on-02.02.2005 as Sub Assistant Engineer on Master Roll on the basis of daily pay of Taka 120. It was stated specifically that his job could be terminated without assigning any reason or any show cause. His appointment was given on the condition that his job would be made permanent subject to creation of his post in the Organogram of the City Corporation.

49. While the Petitioners were working in their different posts, a report was published in the daily Jugantor on 12-3-2007 that there were various irregularities in the appointments of more than 100 people of Barisal City Corporation. Thereafter the Respondent No. 2, Senior Assistant Secretary (Poura), Section -1, Ministry of Local Government, Rural Development and Co-operatives, Local Government Division by Memo

dated 4-10-2007 directed the Respondent No. 4, Chief Executive Officer, Barisal City Corporation, Barisal to cancel the appointments of 121 employees of the said Corporation including the Petitioners on the allegations of not following rules and regulation of the service. On receipt of the said Memo, Chief Executive Officer, Barisal City Corporation, Barisal, respondent No. 4, without giving any show cause notice or any opportunity of being heard to the Petitioners cancelled the appointments of the Petitioners by the impugned Memos.

50. Being aggrieved, the Petitioners have come to this Court and obtained the present Rules.

51. All the Rules are being contested by the Respondent No. 3, Barisal City Corporation, by filing Affidavit-in-Opposition denying the material allegations. It has been stated that the then Mayor of the said City Corporation was not empowered/authorized to take any decision to recruit employees since the organogram for the City Corporation was not approved by the Ministry of Local Government, Rural Development and Co-operatives and that even if there was any need to appoint any staff on urgent basis, he should have obtained approval from the said Ministry. It is further stated that Mayor made an arrangement with the Petitioners with ulterior motives to appoint them to the concerned posts

without advertising the said jobs in the Newspaper and without taking any interview which is apparent from the Petitioners' own admission of being appointed on the same day as submitting their applications for the posts. It is further stated that after the report appeared in the daily Newspaper about the irregularities of the said appointments, the Government formed an enquiry team under the Commissioner of Barisal Division to enquire into the matter and after the said investigation the enquiry committee found the allegations stated in the Newspaper to be true (Annexure I) . The said report Annexure I also recommended to the Government to cancel the said appointments. It has also been stated that there were no service rules of Barisal City Corporation and, as such, the appointments of the Petitioners by the Mayor were totally illegal and made in connivance with them and, as such, the Petitioners were rightly removed from their jobs which calls for no interference by this Court.

52. Mr Zainul Abedin, assisted by Mr SM Atikur Rahman, the learned Advocates for the Petitioners submits that the Petitioners were appointed by the Mayor of Barisal City Corporation who was the Executive head of the said Corporation and subsequently the appointments were rectified by the Corporation in its meeting as evidenced

from (Annexure G). Thus pursuant to section 36 of the Barisal City Corporation Ordinance, 2001 the appointments of the Petitioners are deemed to be legal . The learned Advocate next submits that the Petitioners were suddenly removed from their jobs by the impugned Memos without any prior show cause notice or hearing in breach of the rules of Natural Justice. Thirdly, the learned Advocate submits that the order of appointments of the Petitioners to their posts conferred a vested right upon them which cannot be taken away without giving them an opportunity of hearing and that any order passed in violation of the said Principles of Natural Justice is liable to be set-aside and in this respect he has drawn our attention to the decision of the Appellate Division in the case of the Government of Bangladesh vs Md Selim Reza reported in 23 BLD (AD) (2003) 193 8 BLC (AD) 126. Finally the learned Advocate has drawn our attention to a judgment of this Court delivered in the case of Ashutosh Chakma vs Rajdhani Unnayan Kartripakkha (Rajuk) reported in 60 DLR (2008) 273 wherein it has been held that the employees having worked on Master Roll and Work Charged basis, have legitimate expectation of being regularized in permanent posts. The learned Advocate therefore submits that the impugned Memos removing the Petitioners from their service are patently illegal and issued without lawful

authority and should be declared to have been issued without any lawful authority.

53. As against this, Mr M Khorshid Alam Sarker, the Deputy Attorney-General for the Respondent No. 3, Barisal City Corporation submits that the very appointments of the Petitioners were unlawful in that the Mayor did not have any authority to appoint the Petitioners to various jobs and, as such, the Government subsequently on realizing the same rightly instructed the Corporation to remove them from their services and the same calls for no interference by this Court. The learned Advocate further submits that this is not a case of termination, dismissal, discharge, retrenchment or any other punitive action against the Petitioners . It is a case where the Petitioners in collusion with the Mayor of the Corporation, who is a member of the Corporation, managed to obtain the jobs depriving other competent citizens of the land. According to him the general public at large have a right to get a fair chance of being appointed to the said posts but were deprived of the same since the posts were not advertised in the Press and the Newspapers According to him at the time of appointment of the Petitioners due process of law was not followed and 121 persons including the Petitioners were appointed behind the back of general public to the said City Corporation illegally by the Mayor and in

such a situation there is no need to issue any prior show cause notice upon the Petitioners before removing them from their posts. The learned Advocate further submits that the Government cannot be held liable for the illegal action done by some people and since in the instant case the Petitioners were appointed illegally they were rightly removed from their posts when it came to the knowledge of the Government . The learned Advocate has drawn our attention to section 152 of the Barisal City Corporation Ordinance, 2001 which empowers the Government to direct the Corporation to take any steps to rectify any of the Corporation action if it has found any irregularities and illegality in pursuing its activities and in the instant case no illegality has been committed by the Government in directing the Corporation to remove the illegally and unlawfully appointed persons including the Petitioners.

54. The learned Advocate for the Respondent No. 3 further submits that most of 121 persons including the Petitioners were appointed on Master Roll basis that is no work no pay or on daily basis and, as such, even if they were verbally told that they are no more need of serving and, as such, no illegality has been committed in not issuing any show cause notice . In this respect the learned Advocate has drawn our attention to an unreported decision of the Appellate

Division in Civil Petition for Leave to Appeal No. 968 of 1999 wherein it has been held that “since the appointment of the Petitioner as a Nikah Registrar was on temporary basis no right has accrued in favour of the Petitioner to have a legal notice before cancellation his licence”. Since the Petitioners were temporary employees no question of prior show cause notice need be served upon them before cancellation of their appointments and, as such, no illegality has been committed as in the present case.

(to be continued)

Source: The Dhaka Law Reports (January 2015)

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

Period	General Index	Index by expenditure group									
		1. Food & Beverage	2. Non-Food	I. Clothing & Footwear	II. Fuel & Lighting	III. Household Equipment	IV. Medical Care & Health Expenses	V. Transport & Communication	VI. Recreation, Entertainment,	VIII. Misc. Goods & Services	
2009-10	141.18	149.40	130.66	130.63	126.25	141.54	133.85	123.34	132.68	140.36	
2010-11	156.59	170.48	138.77	140.09	132.33	158.13	144.55	127.44	139.52	148.68	
2011-12	170.19	183.65	152.94	160.79	143.36	175.58	152.63	148.58	144.48	164.57	
2012-13	181.73	193.24	166.97	179.66	155.61	195.33	159.66	159.34	157.23	182.54	
2013-14	195.08	209.79	176.23	194.77	163.47	206.14	164.06	167.20	164.38	193.75	
Oct, 14	206.81	224.23	184.47	206.93	170.73	211.88	171.51	179.58	167.48	202.15	
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	

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
Oct, 14	208.41	221.59	187.45	212.98	170.29	206.16	175.95	173.28	183.14	208.32
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

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	
Oct, 14	203.84	230.66	180.51	195.45	171.24	221.93	163.91	186.53	150.58	194.53	
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	

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

Source: Bangladesh Bureau of Statistics

PRICES OF ESSENTIALS

Retail prices of Dhaka market on 25 August 2015

Category	Commodity	Unit	Retail Price(Tk)	
			Min.	Max.
Rice	Nagirshail	kg	45	52
	Minikate	kg	40	46
	Pariza, BR 28	kg	35	38
	Shorna	kg	30	32
	Chinigura	kg	70	80
	Kalojira	kg	70	80
Flour (coarse)	Loose/white	kg	26	30
	Poly pack	kg	32	35
Flour (fine)	Loose	kg	32	34
	Poly pack	kg	40	43
Lentils	Masur (imported)	kg	100	110
	Masur (local)	kg	124	130
	Mug	kg	115	120
	Gram (whole)	kg	78	80
	Khesari	kg	48	55
	Mash	kg	122	130
Edible Oil	Soyabean	liter	75	77
	Palm	liter	70	75
	Mustard	liter	120	130
Spices	Onion (local)	kg	75	90
	Onion (imported)	kg	75	90
	Garlic (local)	kg	70	90
	Garlic (imported)	kg	95	115
	Dry chilli (local)	kg	120	160

Category	Commodity	Unit	Retail Price(Tk)	
			Min.	Max.
	Ginger (imported)	kg	90	110
	Turmeric (local)	kg	140	220
	Turmeric (imported)	kg	140	210
	Green Chili	kg	110	180
Fish	Rui local (1-2 kg)	kg	200	300
	Rui imported (1.5-3kg)	kg	200	300
	Katla local (1kg-2kg)	kg	200	300
	Katla imported (1.5kg-3kg)	kg	200	300
	Hilsha (400g-800g)	kg	700	1000
	Pangash	kg	120	140
	Silver Carp	kg	140	220
	Tilapia	kg	130	200
	Koi	kg	150	200
	Shrimp (small)	kg	350	450
Meat	Beef	kg	370	380
	Mutton	kg	500	550
Poultry	Hen (local)	kg	320	380
	Hen (farm)	kg	138	155
Egg	Hen (local)	4 pieces	40	45
	Hen (farm-red)	4 pieces	35	38
	Farm (white)	4 pieces	35	36
	Duck (local)	4 pieces	38	42
Powder Milk	Dano	kg	560	565
	Red Cow	kg	570	580
	Diploma	kg	545	555
Fruit	Apple	kg	130	170
	Green-Coconut	1 piece	40	55
	Banana	4 pieces	20	32

Category	Commodity	Unit	Retail Price(Tk)	
			Min.	Max.
Vegetables	Potato-Holland (white)	kg	22	24
	Brinjal	kg	35	60
	Pumpkin	kg	20	30
	Cucumber	kg	40	55
	Jhinga	kg	45	60
	Chichinga	kg	45	60
	Potol	kg	40	55
	Lady's Finger	kg	45	60
	Papaya	kg	25	40
	Tomato	kg	70	90
	Korolla (bitter gourd)	kg	40	60
	Chal kumra	kg	25	40
	Kachor lati	kg	35	40
	Puishak	kg	25	40
Others	Salt Iodine (Packed)	kg	15	25
	Sugar	kg	36	40
	Akher Gur	kg	60	80
	Date Gur	kg	70	90

Source: Department of Agricultural Marketing