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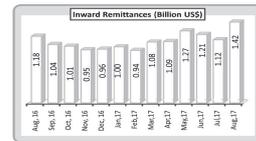
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*Article***THE BEST WAYS TO FOSTER EMPLOYEE MOTIVATION**

By Susan M. Heathfield

Employee motivation is a continuing challenge at work. No matter what climate your organization provides to support employee motivation, you can, within the perimeters of your areas of responsibility (and even beyond, if you choose to extend your reach) create an environment that fosters and calls forth motivation from employees.

### **Opportunities to Influence Employee Motivation**

You can take daily actions that will increase employee satisfaction. Recommended are actions that employees say, in a recent Society for

Human Resources Management (SHRM) survey, are important to their job satisfaction. Management actions in these areas will create a work environment conducive to employee motivation.

Additionally, in determining the areas in which to provide employee motivation tips, here are key ideas from readers about how to increase employee motivation and employee job satisfaction.

Four of the five most important considerations in employee motivation: job security, benefits (especially health care) with the importance of retirement benefits rising with age of the employee,

compensation/pay, and safety in the work environment are discussed in an article that addresses issues that are company-wide and rarely in the hands of an individual manager or supervisor.

### **Specific Actions to Increase Employee Motivation**

These are seven consequential ways in which a manager or supervisor can create a work environment that will foster and influence increases in employee motivation - quickly.

*Communicate responsibly and effectively any information employees need to perform their jobs most effectively.* Employees want to be members of the in-crowd, people who know what is happening at work as soon as other employees know. They want the information necessary to do their jobs. They need enough information so that they make good decisions about their work.

- Meet with employees following management staff meetings to update them about any company information that may impact their work. Changing due dates, customer feedback, product improvements, training opportunities, and updates on new departmental reporting or interaction structures are all important to employees. Communicate more than you think is necessary.

- Stop by the work area of employees who are particularly affected by a change to communicate more. Make sure the employee is clear about what the change means for their job, goals, time allocation, and decisions.

- Communicate daily with every employee who reports to you. Even a pleasant good morning enables the employee to engage with you.

- Hold a weekly one-on-one meeting with each employee who reports to you. They like to know that they will have this time every week. Encourage employees to come prepared with questions, requests for support, troubleshooting ideas for their work, and information that will keep you from being blindsided or disappointed by a failure to produce on schedule or as committed.

*Employees find interaction and communication with and attention from senior and executive managers motivational.* In a recent study by Towers Perrin (now Towers Watson), the Global Workforce Study which included nearly 90,000 workers from 18 countries, the role of senior managers in attracting employee discretionary effort exceeded that of immediate supervisors.

- Communicate openly, honestly and frequently. Hold whole staff meetings periodically, attend department meetings regularly, and communicate by wandering around work areas engaging staff and demonstrating interest in their work.

- Implement an open door policy for staff members to talk, share ideas, and discuss concerns. Make sure that managers understand the problems that they can and should solve will be directed back to them, but it is the executive's job to listen.

- Congratulate staff on life events such as new babies, inquire about

vacation trips, and ask about how both personal and company events turned out. Care enough to stay tuned into these kinds of employee life events and activities.

*Provide the opportunity for employees to develop their skills and abilities.* Employees want to continue to develop their knowledge and skills. Employees do not want jobs that they perceive as no-brain drudge work.

- Allow staff members to attend important meetings, meetings that cross functional areas, and that the supervisor normally attends.

- Bring staff to interesting, unusual events, activities, and meetings. It's quite a learning experience for a staff person to attend an executive meeting with you or represent the department in your absence.

- Make sure the employee has several goals that he or she wants to pursue as part of every quarter's performance development plan (PDP). Personal development goals belong in the same plan.

- Reassign responsibilities that the employee does not like or that are routine. Newer staff, interns, and contract employees may find the work challenging and rewarding. Or, at least, all employees have their turn.

- Provide the opportunity for the employee to cross-train in other roles and responsibilities. Assign backup responsibilities for tasks, functions, and projects.

*Employees gain a lot of motivation from the nature of the work itself.* Employees seek autonomy and independence in decision making and in how they approach accomplishing their work and job.

- Provide more authority for the employee to self-manage and make decisions. Within the clear framework of the PDP and ongoing effective communication, delegate decision making after defining limits, boundaries, and critical points at which you want to receive feedback.

- Expand the job to include new, higher level responsibilities. Assign responsibilities to the employee that will help him or her grow their skills and knowledge. Stretching assignments develop staff capabilities and increase their ability to contribute at work. (Remove some of the time-consuming, less desirable job components at the same time, so the employee does not feel that what was delegated was "more" work.)

- Provide the employee a voice in higher level meetings; provide more access to important and desirable meetings and projects.

- Provide more information by including the employee on specific mailing lists, in company briefings, and in your confidence.

- Provide more opportunity for the employee to impact department or company goals, priorities, and measurements.

- Assign the employee to head up projects or teams. Assign reporting staff members to his or her leadership on projects or teams or under his or her direct supervision.

- Enable the employee to spend more time with his or her boss. Most employees find this attention rewarding.

*Elicit and address employee concerns and complaints before they make an employee or workplace dysfunctional.* Listening to employee complaints and keeping the employee informed about how you are addressing the complaint are critical to producing a motivating work environment. (These are employee complaints that readers identify as regularly occurring in their workplaces.)

Even if the complaint cannot be resolved to the employee's satisfaction, the fact that you addressed the complaint and provided feedback about the consideration of and resolution of the complaint to the employee is appreciated. The importance of the feedback loop in addressing employee concerns cannot be overemphasized.

- Keep your door open and encourage employees to come to you with legitimate concerns and questions.

- Always address and provide feedback to the employee about the status of their expressed concern. The concern or complaint cannot disappear into a dark hole forever. Nothing causes more consternation for an employee than feeling that their legitimate concern went unaddressed.

*Recognition of employee performance is high on the list of employee needs for motivation. Many supervisors equate reward and recognition with monetary gifts.* While employees appreciate money, they also appreciate praise, a verbal or written thank you, out-of-the-ordinary job content opportunities, and attention from their supervisor.

- Write a thank you note that praises and thanks an employee for a specific contribution in as much detail as possible to reinforce and communicate to the employee the behaviors you want to continue to see.

- Verbally praise and recognize an employee for a contribution. Visit the employee in his or her workspace.

- Give the employee a small token of your gratitude. A card, their favorite candy bar, a cutting from a plant in your office, fruit for the whole office, and more, based on the traditions and interaction in your office, will make an employee's day.

*Employees appreciate a responsive and involved relationship with their immediate supervisor.*

- Avoid canceling regular meetings, and if you must, stop by the employee's work area to apologize, offer the reason, and immediately reschedule. Regularly missing an employee meeting sends a powerful message of disrespect.

- Talk daily with each employee who reports to you. The daily interaction builds the relationship and will stand for a lot when times are troubled, disappointments occur, or you need to

address employee performance improvement.

- The interaction of an employee with his or her immediate supervisor is the most significant factor in an employee's satisfaction with work. Practice just listening. Encourage the employee who brings you an idea or improvement. Even if you think the idea won't work, that the idea has been unsuccessfully tried in the past, or you believe your executive leadership won't support it, this is not what the employee wants to hear from the supervisor.

It's not in your best interests for employee motivation to put the kibosh on employee contributions and ideas. You'll tick them off, deflate them, and make their thoughts insignificant. Think creatively about how you can explore the idea, support the employee in his or her quest to try out the innovation, provide time for experimentation, and more. Encouragement brings payback in positive employee motivation.

- Remember that your nonverbal communication communicates more expressively than the words you use to convey your honest response to employee thoughts, concerns, and suggestions. Pay attention, ask questions to further elicit information, and focus on understanding the employee's communication. Lose your reactions: shrugged shoulders, rolling eyes, or partial attention are insulting and degrading.

- The supervisor's relationship to reporting staff is the single most

important factor in employee retention. Stay on top of what your staff needs and wants to provide a work environment for employee motivation.

Employee motivation is a common interest from supervisors and managers who are responsible to oversee the work of other employees. You can increase your efforts to improve employee motivation. I'm willing to make a serious bet that if you pay constant attention to these significant factors in employee motivation, you'll win with motivated, excited, contributing employees. Can work get any better than that for a manager or supervisor?

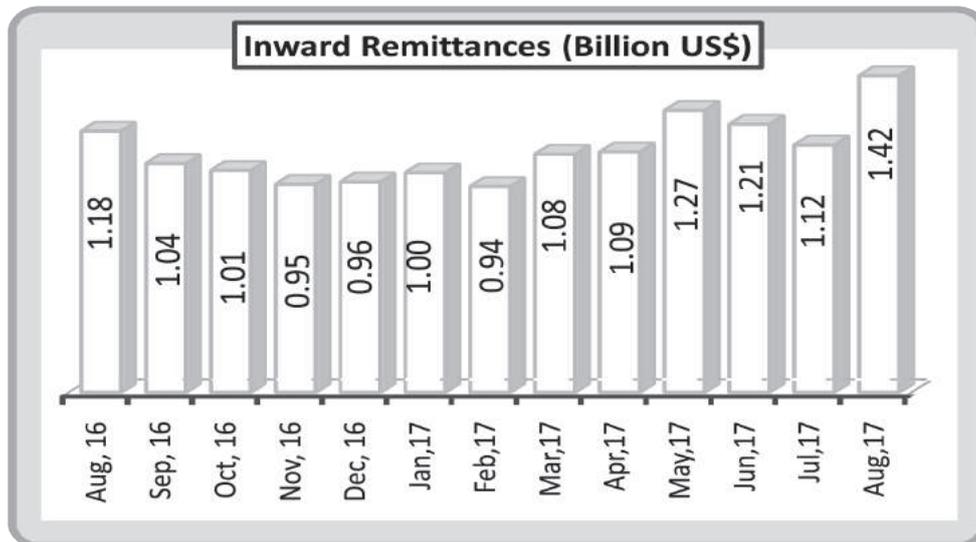
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Source: <https://www.thebalance.com>

*Home News***REMITTANCE INFLOW REACHED US\$ 2.53 BILLION**

The inward remittances received from Bangladeshi nationals working abroad reached US\$ 2.53 billion during July-August 2017-18, according to Bangladesh Bank. The remittance rose by \$0.34 billion or 15.53 percent from \$2.19 billion received during July-August 2016-17. During July-August 2017-18, \$449.02 million remittance were received from Saudi Arabia, \$380.78 million from the

United Arab Emirates, \$345.66 million from U.S.A., \$198.10 million from U.K., \$188.07 million from Kuwait, \$175.64 million from Malaysia, \$171.85 million from Oman, \$140.42 million from Italy, \$126.78 million from Qatar, \$92.85 million from Bahrain, \$54.93 million from Singapore and \$210.05 million from other countries.



Source: Bangladesh Bank

Meanwhile, a total of 169556 Bangladeshis got foreign jobs during July-August 2017-18 compared to 117511 during July-August 2016-17, showing a rise of 52045 employees or 44.29 percent, according to the Bureau of Manpower Employment and Training (BMET). During July-August 2017-18, a total of 90329 documented workers went to Saudi Arabia, 22292 to Malaysia, 13549 to Oman, 11199 to Qatar, 9815 to Kuwait, 8033 to Singapore, 3509 to Jordan, 1131 to Brunei, 1110 to Lebanon, 1087 to Mauritius, 993 to Bahrain, 568 to United Arab Emirates, 195 to South Korea and 5746 to other countries.

*International News***QATAR NEW LAW TO PROTECT FOREIGN WORKERS**

Qatar has introduced a law giving broad protection to tens of thousands of foreigners working as maids, cooks, cleaners and nannies, addressing some concerns long highlighted by human rights groups. The new rules on foreign domestic staff mandate a maximum of 10 hours per working day with breaks for prayer, rest and eating, along with three weeks of severance pay at the end of their contracts. They limit the working age to between 18 and 60, stipulate three weeks of annual vacation, and order that employers provide proper food and medical care.

Like other wealthy Gulf Arab states, Qatar hosts tens of thousands of mostly female domestic workers, mostly from the Philippines, South Asia and East Africa. The new law does not cover Qatar's far more numerous construction workers, whose position was improved by a December 2016 law altering the "kafala" or sponsorship system that forced them to seek their employer's consent to change jobs or leave the country. Domestic workers continue to be recruited under the kafala system.

**SAUDI ARABIA NEW CONDITIONS FOR HIRING FOREIGN DOMESTIC WORKERS**

Saudi Arabia has approved a new set of conditions for those looking to hire house workers, Arab News reports.

The Ministry of Labor and Social Development has approved a set of conditions for those who wish to hire house workers, be they citizens or residents. One of the major conditions is that a married citizen should have at least a balance of SR35,000 (\$9,333) in his bank account while salaries of residents should not be less than SR10,000 to recruit house workers or drivers. The Ministry said it had the right to verify the financial position of an applicant based on rules regarding visas for house workers.

**PAKISTAN REMITTANCES AMOUNTS TO US\$3496.13 MILLION IN TWO MONTHS**

Remittances sent home by overseas Pakistanis amounted to US\$3496.13 million in the first two months (July, August 2017) of current 2017-18 fiscal year, State Bank of Pakistan (SBP) said. In August 2017, the inflows remittances amounted to US\$1954.46 million.

The country wise details for the month of August 2017 show that inflows from Saudi Arabia, UAE, USA, UK, GCC countries (including Bahrain, Kuwait, Qatar and Oman) and EU countries amounted to US\$511.28 million, US \$440.38 million, US \$260.34 million, US \$249.14 million, US \$230.22 million and US\$62.75 million respectively compared with the inflow of US \$507.26 million, US \$401.18 million, US \$223.70 million,

US \$192.64 million, US \$222.57 million and US \$43.5 million respectively in August 2016. Remittances received from Norway, Switzerland, Australia, Canada, Japan and other countries during July 2017 amounted to US \$220.35 million together as against US \$169.99 million received in August 2016.

#### **PHILIPPINES REMITTANCES RISES BY 5.7%**

Remittances sent home by overseas Filipino workers (OFWs) - a driver of household spending that contributes more than 73% to gross domestic product (GDP) - grew faster in June 2017 to hit a three-month high amid strong deployment, Bangko Sentral ng Pilipinas (BSP) said.

Cash remittances grew by 5.7% to reach \$2.467 billion that month, rising from the \$2.334 billion posted in June 2016. It also picked up by 6.8% from May's \$2.31-billion inflow and is the highest since the record-high \$2.615 billion in March. For that month alone, cash transfers from Filipinos in the United States and the United Arab Emirates posted the biggest increases, each contributing 1.9 percentage points to growth.

#### **UK 10,000 FINANCE JOBS AFFECTED IN BREXIT'S FIRST WAVE**

Around 10,000 finance jobs will be shifted out of Britain or created overseas in the next few years if the UK is denied access to Europe's single market, according to a Reuters survey of firms employing the bulk of workers in international finance.

Frankfurt was by far the most popular destination for the new roles, the survey showed, with Paris a distant second.

The results from 123 firms came from the first comprehensive public survey to ask the biggest banks, insurers, asset managers, private equity firms and exchanges in Britain about the specific details of their plans so far in case of a so-called "hard" Brexit.

Nearly half of the companies surveyed told Reuters they would have to move staff or restructure their businesses because of Brexit, which is due to take place in March 2019. Another third said it would have no impact, and the remainder said they were still deciding on their plans or declined to comment.

The number of jobs to be moved or created overseas was based on answers from 39 companies employing at least 350,000 people. About 1.1 million people work in Britain's financial sector.

#### **HPE 5,000 JOB CUTS PLANNED**

Hewlett Packard Enterprise Co is planning to cut at least 5,000 workers as part of a broader effort to reduce costs amid mounting competition, Bloomberg reported. The reductions of about 10 percent of the company's total workforce of 50,000 are expected to start before the end of the year. The cuts are likely to affect workers in the United States and abroad, including managers, Bloomberg added.



## International Labour Organization

### **ILO CALLS TO TACKLE INCREASING WORK-RELATED FATAL INJURIES AND DISEASES**

Work-related fatal injuries and diseases have increased from 2.3 million to 2.78 million per year, according to new data issued at the World Congress on Safety and Health held in Singapore. ILO launched a call for concerted global action to address new and emerging occupational safety and health challenges.

More than 3,500 occupational safety and health (OSH) practitioners, government, employer and worker representatives participated in the collaborative discussion at the triennial World Congress on Safety and Health, which recently took place in Singapore.

The meeting, co-organized by the ILO, concluded with calls from the ILO and partners for concerted global action to address new and emerging occupational safety and health challenges.

New figures released at the conference show that work-related fatal injuries and diseases have increased from 2.3 million to 2.78 million per year, highlighting the global cost of the failure to adequately address occupational safety and health concerns. An estimated

cost of 3.94 per cent of global GDP per year, or US\$2.99 trillion. Data also reveal that youth are 40 per cent more likely to suffer work-related injury and illness, than older workers.

In the face of these challenges, ILO Director General noted ILO's interest to engage in the development of a global coalition with key partners amongst other ILO initiatives promoting safer and healthier working conditions including for young people.

### **EMPLOYMENT IN LATIN AMERICA AND THE CARIBBEAN**

The ILO has presented the first study on the impact of economic relations between China and Latin America and the Caribbean on jobs in the region. It finds that, between 1990 and 2016, at least 1.8 million net jobs were created as a result of trade, investment and infrastructure projects.

That amounts to almost 4 per cent of the employment created in the region over the period, and is probably an underestimate, according to the study.

The first ILO estimates of the impact of these economic relations on the world of work in the region include a review of the available statistical data, as well as methodological recommendations for more in-depth investigation. "For the ILO, we think it is important to have a sound understanding of both opportunities and objectives, not only at an economic level, but also in relation to labor issues," ILO Regional

Director for Latin America and the Caribbean, said.

The report covers the relations between China and Latin America and the Caribbean since the 1990s, when they intensified and became more dynamic, accompanied by "a growing complexity which requires analysis, reflection and proposals", according to the researchers who prepared the study.

The report analyses separately the impact of Chinese trade, foreign direct investment (FDI) and infrastructure projects in Latin America and the Caribbean.

#### **WHAT DOES THE FUTURE OF WORK HOLD IN STORE FOR THE AUTO INDUSTRY?**

The automotive industry is a sector of prime importance for the ILO, not only because of its economic weight but also because of its history.

Since the days of Henry Ford, the evolution of this industry in terms of work organization, modes of production and technology has often served as an inspiration for other economic sectors.

However, the industry is currently undergoing profound changes. From the rise of emerging economies and the development of new mobilities (such as car sharing or car pooling) to the increasing "digitalization" of production and the need to build cleaner cars, these changes will no doubt have an impact on the quality and quantity of jobs in the future.

With this in mind, and with the support of the French government, the

ILO's Research Department has begun a multiyear partnership with the GERPISA research network to better understand what the future of work holds in store for the auto industry.

A new analysis of these changes is provided in a new ILO report, jointly prepared with the GERPISA. The report finds highly contrasting trends in the different geographical areas covered, which differ according to several factors.

The report covers four regions: Western and Central Europe, North America including Mexico, China and India. For each of them, the report's author has developed scenarios of evolution and identified levers of actions for promoting decent work in the sector.

In China, for example, the sector has been driven primarily by the demand for premium cars among urban elites, and has been controlled by foreign multinational manufacturers. These companies implemented an advanced, capital intensive production system whose high costs had to be amortized by flexible use of the labor force and a high degree of subcontracting.

The result was a polarized hierarchy between urban wages earners at the top (who have good working conditions) and precarious migrant workers at the bottom (who do not).

India chose a different path. Rather than targeting urban elites, here, car sales have pursued the middle class. Maruti-Suzuki's joint venture from the beginning of the 1980s e.g. guaranteed the production of cars priced under US\$ 5,000.

*BEF Events*

The BEF in collaboration with BRAC organized a training program at the BEF on Occupational Health and Safety (OHS) and Soft Skills for RMG & Textile sector during September 13-14, 2017. Mr. Sharif Hossain, Training Coordinator, BKMEA and Mr. Abu Kowcher Bhuiyan, Senior Executive, BGMEA acted as resource persons while Mr. Joha Jamilur Rahman, Training Coordinator, BEF acted as course coordinator



Participants at the training program held during September 13-14, 2017.



The BEF in collaboration with BRAC organized a training program at the BEF on Occupational Health and Safety (OHS) and Soft Skills for construction sector during September 20-21, 2017. Mr. Syfur Rahman, Trainer, LFMEAB and Mr. Md. Rafiul Islam Instructor, BACI, acted as resource persons while Mr. Joha Jamilur Rahman, Training coordinator, BEF acted as course coordinator



Participants at the training program held during September 20-21, 2017.



The BEF in collaboration with BRAC organized a training program at the BEF on Occupational Health and Safety (OHS) and Soft Skills for Information Technology (IT) sector during September 27-28, 2017. Mr. Mohammed Manik Mia, Sr. Trainer, BKMEA and Mr. Khondoker Ali Asgor Pavel, Lead trainer, BASIS, acted as resource persons while Mr. Joha Jamilur Rahman, Training coordinator, BEF acted as course coordinator



Participants at the training program held during September 27-28, 2017.

*Judgment*

## APPELLATE DIVISION (Civil)

Civil Petition for Leave to Appeal No. 1676 of 2010

Surendra Kumar Sinha CJ

Syed Mahmud Hossain J

Hasan Foez Siddique J

Mirza Hussain Haider J

Bangladesh Beverage Industries Limited..... Petitioner

vs

Rawshan Aktar and others ..... Respondents

### Judgement

April 13th, 2016



17. In the instant case the High Court Division found that the accident occurred when the driver of the petitioner company negligently drove the mini-truck from a wrong direction i.e. from the side of the Jonaki Hall, which has been proved by the plaintiffs-respondents by examining witnesses, namely, PW 1 to PW 3. The

(From the previous Issue)

defendant-petitioner could not prove by adducing evidence that the victim was contributorily negligent in causing the accident in the road by suddenly jumping from the island situated in the Middle of the road to the north side of the road in front of the mini-truck. The defendant-petitioner also could not prove that DW 1 was an eye witness of the occurrence. The High Court Division

found that one Md Aminul Islam, a vehicle Engineer of the appellant company examined as DW 1 was not an eyewitness of the occurrence. DW I in cross-examination stated that he was not present at the time of the accident and whatever he stated is hearsay. The High Court Division found that the petitioner could not prove that the driver was not negligent and the accident occurred due to the fault of the deceased who was said to have crossed the road unmindfully and met with the accident. It has been found by the High Court Division that "the driver was alone in the vehicle and no assistance was provided by the appellant to control the driver which is a normal practice that while any vehicle containing goods of a company was sent from the office of the company for giving delivery or otherwise to the agent, employee of the higher rank used to accompany the driver and this second man was required not only for making account of the delivery of goods but also for controlling the driver from driving rashly". Accordingly, the High Court Division rightly found that the petitioner was vicariously liable for the fault of the driver, defendant No. 3, and if any decree be passed that can be executable against defendant No.1 petitioner.

18. As regard UK, question of limitation the High Court Division found that suit was filed on 1-1-1991 and the accident took place on 3-12-1989. Admittedly, the Court was on vacation from the 1st of December to 31st December, 1989. section 4 of the

Limitation Act provides that when the court is closed and the period of limitation expires within the period in which the subordinate Court is closed, the suit, application or appeal may be instituted, preferred or made on the day in which the court re-opens. In the case of Nur Muhammad vs Sachul PLD 1957 (WP) Karachi 843 the period for limitation for preparing appeal expired during the long vacation. The office of the High Court Division was open but petition of appeal was not preferred during the vacation. In fact the petition of appeal was presented on the day the court re-opened. The ninety days' period of limitation prescribed for an application under article 177 of the Limitation Act for bringing on record legal representatives of deceased respondent, in accordance with rule 4 of Order XXII of the Code of Civil Procedure expired during the summer vacation when the court was closed for civil business but the office was open to receive petition from such persons as may choose to present them and the application was presented to the court when it re-opened. The High Court held that the application was within time.

19. In the case of Rasul Boksh vs Ghulam Qadir PLD 1960 (WP) Karachi 74, the High Court held that where no civil judicial work, except of an urgent nature, is conducted during the vacation, section 4 of the Limitation Act, 1908 would apply, with the result that when in any appeal or suit, the period of limitation expires during vacation, the matter would be within time if instituted on the first day of reopening of the Court after

the vacation. In the instant case the limitation expired on 3-12-1990, the last date of filing the suit having fallen during the vacation of the court and, as such, filing of the suit on 1st January of 1991 i.e. on the re-opening day was perfectly within the period of limitation. Therefore, there is no merit in the submission of the learned Advocate for the petitioner that the suit is barred by limitation.

20. In the instant case the plaintiffs-respondents all along claimed the compensation in their plaint dated 1-1-1991 against the "Bangladesh Beverage Companies Ltd." company for the wrong caused by its driver which would be clear from paragraph 12 of the said plaint, though due to bona fide mistake on the part of the filing Advocate there was a misdescription of the defendant No. I in the cause title of the plaint which reads as follows:

"1. General Manager Bangladesh Beverage Company Ltd, (Pepsi Cola). 288/290, Tejgaon, Industrial Area, District-Dhaka.

21. In the written statement filed on 10-5-1997 defendant No. 1 and its General Manager admitted the name of the defendant as mis-description in the cause title of the plaint and had given written statements stating correctly the name of the defendant as "Bangladesh Beverage Company Ltd. (Pepsi Cola) represented by its Managing Director of 288/290, Tejgaon Industrial Area, PS Tejgaon, District Dhaka." It appears that an application for amendment of the plaint on behalf of the plaintiff was filed on 4-3-2003 for correcting the said

misdescription of the party (defendant) without amending the contents thereof and the said application was allowed under Order I, rule 10 read with Order VI, rule 17 of the Code of Civil Procedure vide order No.21 dated 4-3-2003. Here by amendment defendant No.1 was not substituted/impleaded in the plaint; rather wrong description of the party (defendant) was corrected. In this context we may profitably refer to the following cases. In the case of Monohar Lai vs NBM Supply, Gurgaon AIR 1969 SC 1267 the description of the plaintiff was by a firm name in a case where the Code of Civil Procedure did not permit a suit to be brought in the firm name should properly be considered as a case of description of the individual partners of the business and, as such, a misdescription, which in law can be corrected. It should not be considered to amount to a description of a non-existent person. The Supreme Court of India observed: "Since the name in which the action was instituted was merely a misdescription of the original plaintiff, no question of limitation arises, the plaint must be deemed on amendment to have been instituted in the name of the real plaintiff on the date on which it was originally instituted."

22. In the case of Radha Krishan Jogani Agarwalla vs Dwarka Das Agarwalla reported in 36 DLR (AD) (1984) 253 Fazle Munim CJ: observed: "As regards when the Court will exercise the discretion conferred upon it by the provisions of the Order VI, rule 17, CPC the Judicial Committee of the Privy Council had the occasion to consider the

limits on the Court's powers to amend in the case of *Ma Shwe Mya vs Maung Mo Hnaung*, AIR 922 (PC) 249 corresponding to ILR 48 Cal. 532."

23. The relevant passage is as follows:

"All rules of Court are nothing but provisions intended to secure the proper administration of justice, and it is therefore essential that they should be made to serve and be subordinate to that purpose, so that full powers of amendment must be enjoyed and should always be liberally exercised, but nonetheless no power has yet been given to enable one distinct cause of action to be substituted for another, nor to change by means of amendment the subject matter of the suit."

12.....

13. In the case of *Golam Hafez Mia, vs Khadem All Meah*, 29 DLR SC 311, this Court while considering whether the High Court Division was justified in refusing the plaintiff appellant's prayer for amendment of the plaint placed reliance on *Keramat Ali vs Muhammad Yunus*, 15 DLR (SC) 120 and observed that it is the consistent view of judicial authorities that amendments of the pleadings are allowed, even when a legal right had accrued to the other party, if special circumstances of the case outweigh such consideration and held as under:

"In exercising this power, the Court would no doubt, be reluctant to allow such an amendment, which would have the effect of totally altering nature of the suit, or take away a valuable right

accrued by lapse of time, but where in the circumstances of the particular case, it would be plainly inequitable to refuse such a relief, the court will not hesitate to act."

24. In the case of *Nurun Nahar vs Fazlur Rahman* 1979 BSCR 135, the Appellate Division held that the question of limitation may arise in two ways. Where the claim to be included by amendment was barred on the date of the institution of the suit, the amendment cannot be allowed, but if the claim is barred only on the date and the amendment is prayed for, the amendment may be allowed if the conditions for allowing the amendment are fulfilled. In this case the court further held that it is well recognized principle that once an amendment of the plaint is allowed, the amendment will relate back to the date of the institution of the suit.

25. In the instant case though the petitioner was impleaded as defendant No. 1 at the time of filing of the suit yet there was a misdescription of the name of defendant No. 1-petitioner. However, on 4-3-2003 by an application filed under Order 1 Rule 10 of the Code of Civil Procedure read with Order VI, rule 17 of the Code the misdescription of the name of defendant No. 1 was corrected by amendment of the plaint. It is well established that there is no period fixed for addition of party and also for amendment of the pleadings as it can be done at any point of time during continuation of the suit as well as appeal and while addition was made and plaint was amended it relates back to the date of institution of the suit and, as such,

plea of limitation as raised by the petitioner is not sustainable. Moreover, defendant No. 1 petitioner did not challenge the order dated 4-3-2003 in any forum. Defendant No. 1-petitioner only contested the suit and filed written statement on 2-9-2003 and adduced evidence in support of the case made out in the written statement but nowhere this defendant-petitioner challenged the order of correction of the misdescription nor challenged this as substitution of its name as a new defendant in the suit.

26. Even if Bangladesh Beverage Industries Limited was not made as defendant in the suit, the Court could have passed a decree against Bangladesh Beverage Industries Limited as its General Manager was defendant from the very date of filing of the suit. A decree passed against the General Manager is also binding on the company as the name of Bangladesh Beverage Industries Limited was also mentioned with him. What is important to mention here is that technicalities should not stand on the way of dispensation of justice. Therefore, it could not be said that since the company was not made party to the suit, the plaintiffs were not entitled to the decree as prayed for.

27. The High Court Division found that the appellant accepted claim Nos. 1 and 4 candidly. At the time of death the deceased received salary of Taka 5,968 per month. On perusal of the service book of the victim (Ext.l-kha) it appears that if the victim Mozammel Hossain Montu had lived further 13

years up to his retirement then what would have been his monthly salary together with house rent and other allowances have to be calculated by proper accountancy based on service book and other papers relating to service condition. Had the deceased been alive till retirement then he would have been in service for 13 years and would have received increments in each year and have drawn salary of Taka 10,000 per month and he would have received till his retirement total amount of salary amounting to Taka 19,07,008 and for retirement benefit he would have received Taka 32,40,000. Relying on the decision of the case of Sirajul Islam Chowdhury vs Joynal Abedin reported in 49 DLR (AD) 164 the High Court Division rightly held that these two claims are calculable one. In that view of the matter High Court Division rightly observed: "the claim of compensation of these two items as we see, are not without any material and we find, these two claims are calculable. Since it is calculable we are of the view that the decree passed on these two claims/items is maintainable." As regards claim Nos. 2 and 3 the High Court Division found that these claims were for pain and suffering and loss for untimely death of the deceased at the hand of the defendant No. 1 petitioner. For the untimely death of the deceased, father of two minor sons and husband of the wife, a lump sum amount of Taka 3 crores have been claimed by the plaintiffs-respondents. The High Court Division having relied on the decisions of cases of the Apex Court of the Sub-continent, namely, PS Bhatnagar vs State

of Punjab, AIR 1978, Punjab and Haryana-166, *N Sivammal vs The Managing Director, Pandian Roadways Corpn*, AIR 1985 (SC) 106 and *Sri Manmath Nath Kvri vs Mvi. Md Mokhlesur Rahman*, 22 DLR (SC) 51 held that plaintiffs-respondents are entitled to compensation under item Nos. 2 and 3. In that view of the matter the High Court Division having referred to the case of *N Rakshit vs Bhadreswar Municipality*, 73 CWN 88, opined that the Judges are empowered to create new tort and that the pain, agony, anguish, suffering and loss of expectation of life as claimed in item Nos. 2 and 3 are tortious liability and for which monetary compensation can be awarded.

28. In the instant case the plaintiffs-respondents as the dependants of the victim suffered general damages and special damages. General damages flow from the kind of harm and loss which naturally and normally follows from the wrong and which does not need to be specifically pleaded and proved, as in cases of personal injuries and pain and suffering, loss of limbs and loss of expectation of life. Special damages flow from such kind of loss as will not be legally presumed to have followed from the defendant's wrongful act, but which must be specifically pleaded and be strictly proved. Special damage can be defined as pecuniary loss actually suffered up to the date of trial e.g. loss of earning etc. The general damages are then the other heads of loss, e.g. pain and suffering, loss of expectation, and future pecuniary loss. So far as the

actual or prospective pecuniary loss is concerned the amount of compensation can be assessed with a degree of accuracy. The principle of fair and reasonable compensation is more appropriate to non-pecuniary heads of damage such as pain and suffering. It has been well established that pain and suffering is a head of damage for which monetary compensation can be awarded. But in the instant case pain, anguish and suffering of the sons and wife, for the death of deceased is not calculable.

28. There is no known method of calculating the money value of these sufferings and also expectation of life. Calculation can be made when the damage is calculable but there is certain phenomenon in human life which is beyond calculation. It is not denied, in the instant case that deceased met untimely with death in the hands of the driver of the petitioner and pain, suffering, privation and destitution of the surviving family members will continue till their death. In the case of *PS Bhatnagar vs State of Punjab*, AIR 1978. PS 166, it has been held that there can be no gain saying that money cannot renew a shattered human frame. Still the law has said that pain and suffering is a head of damage for which monetary compensation can be awarded so the court must do the best it can to be of assistance to it. The Supreme of India in the case of *N. Sivajmnal vs The Managing Director, Pandian Roadways Corpn.*, AIR 1985 (SC) 106, held that the plaintiffs are entitled to compensation to continuous pain and suffering. In the case of

Sri Manmath Nath Kuri vs Mvi. Md Mokhlesur Rahman 22 DLR (SC) 51, it has been held that the words appearing in section 1 of the Fatal Accident Act, 1853 "is such as would (if death had not ensued) have entitled the party injured to maintain an action and recover damages in respect thereof do not restrict the claim of the dependants to such damages which the deceased himself might claim had he been alive, but mean that the dependants can maintain a claim if the act that caused the death is of a tortious nature. These words referred to the "wrongful act, neglect or default and all that these words in the first paragraph of section 1 the Fatal Accidents Act mean is that if the act by which the death is caused is of such a tortious nature that if the deceased would have been alive, he would have been entitled to recover damages in torts from the wrong doer then the dependants would in the case of his death be able to maintain the action. They do not mean that the wife, husband, the parent or child, if any, of the deceased is restricted to claiming only such damages or such loss to which the deceased himself would have been entitled if he had been alive. In the case reported in 22 DLR (SC) 51 at page 58 Hamoodur Rahman, CJ observed:

"26 Assessment of damages in such a case must, therefore, necessarily be to some extent of a rough and approximate nature based more or less on guess work, for, it may will be impossible to accurately determine the loss which has been sustained by the death of a husband, wife, parent or child.

27-No definite or hard and fast rule can, as such be laid down as to the matters which should be taken into account. But this much can be said that only such damages can be given as can be shown to have been financially suffered by those who bring the action. In estimating such damages the Court will, no doubt, take into account the age of the deceased, his or her health, earning capacity and even the chances of advancement. There must, however, be evidence of "reasonable expectation of pecuniary advantage" and not of a "mere speculative possibility". Thus parents may recover for the loss of the probability that the deceased child would have contributed towards their maintenance and children may recover for the loss of education, comfort and position in society which they would have enjoyed if the father had lived and maintained the income which had died with him. The basis of the assessment is not the requirement of plaintiff but the money value of the assistance which the deceased might probably have given had he continued to live."

30. In the instant case the High Court Division having considered the material evidence on record was of the view that plaintiffs-respondents are entitled to the compensation under claim Nos. 2 and 3. The High Court Division observed that pain, agony, suffering and loss of expectation of life as claimed in item Nos. 2 and 3 are tortious and can be awarded. The High Court Division rightly observed that in respect of claim Nos. 2 and 3 affection, pain, suffering, mental agony, physical incapability and emotion are not

calculable and if the court is satisfied that plaintiff is entitled to any compensation that can be only in lump sum and not on calculation. The High Court Division held that there is no subjective value in giving compensation on these two claims and it is the court which has to decide the compensation in lump as such. Accordingly, the High Court Division rightly underlined the standard for estimating the amount of damages as staged below:

"It has already seen that there is no subjective value in giving compensation on these two claims i.e. item Nos. 2 and 3 and it is the court who will decide the compensation in lump as such. It needs to be emphasized that the standard for estimating the amount of damages in case of actionable negligence resulting in death must not be a subjective standard but an objective one and regard in this behalf is to be had to the earnings of the deceased at the time of his death, his future prospects, his life expectancy, the amount he would have spent on himself and on the support of his dependants, the economic condition of the country, the property left by him and the like. On this count ends of justice would be met if we award compensation to the tune of Taka 1,50,00,000 on these two claims/items. This money on the fact of the given case, according to us is not unreasonable but good."

31. The High Court Division while allowing the appeal-in part awarded the decree of Taka 2,01,47,008 as compensation which reads as under:

i) For item No.1 Tk.	19,07,008
ii) For item No. 2 and 3 Tk.	1,20,00,000
iii) For item No. 4 Tk.	32,40,000
<hr/>	
Total	:Tk. 2,01,47,008

32. The plaintiff-respondents proved that the victim Mozammel Hossain Montu was the only earning member of the family who used to receive salary of Taka 5,968 per month as a journalist of the Daily Songbad and he used to write articles, poetry and scripts for play in the theatre and also earned Taka 5,000 (Five thousand) per month approximately. The victim died at the age of 44 years and he would have served in the news paper industry as a journalist till he attains the age of 57 years. The victim would have received increments in each year and, as such, at the time of retirement the victim would have received Tk. 10,000 per month as salary. He would have earned more money by subscribing articles in different papers, magazines, periodicals and weeklies as such for 13 years. He would have received in all Taka 19,07,008 as the total salary as News Editor till his retirement.

33. Moreover, it was also proved by the plaintiffs-respondents that the victim would have rendered services to the plaintiffs i.e. two sons aged 9 and 5 years and the wife by providing financial assistance to them, who are the dependents of the victim. The trial court awarded compensation in item No. 2 amounting to Taka 2,00,00,000 (two crores) and in item No. 3 amounting to Taka 1,00,00,000 (one

crore) but on appeal the High Court Division allowed the appeal in part granting Taka 1,00,00,000 (one crore) in item No. 2 and Taka 50,00,000 (fifty lacs) in item No. 3. It is the consistent view of the apex courts of the Sub-Continent and also of the courts of the United Kingdom that assessment of damages in such cases necessarily be to some extent of rough and approximate nature based more or less on guess work because it would be impossible to accurately determine the loss which has been sustained by the death of the victim who happened to be the husband and the father of the plaintiffs. It has also been observed in the decision reported in 22 DLR (SC) 51 at page 59 that although no rule of mathematical calculation can be adopted in every case yet it is the duty of the plaintiff to adduce some evidence to afford the court a reasonable basis for the ascertainment of the damages suffered. The Supreme Court of Pakistan in the decision reported in 22 DLR (SC) 51 held that merely because some element of guess work has been introduced in the calculation it cannot be said that there has been any departure from the principles laid down in the decided cases for determining the quantum of damages in such cases. In the instant case we do not find any illegality in granting damage in item No. 1 to the tune of Taka 19,07,008 and in item No. 4 to the tune of Taka 32,40,000 by the High Court Division. As regards the amount of damages granted by the High Court Division in item Nos. 2 and 3 to the tune of Taka 1,50,00,000 [One

crore fifty lacs] only we are of the view that there is no illegality in granting damages in item Nos. 1 and 3 but we find it difficult to agree with the amount of damages granted by the High Court Division because the wife working as an Associate Professor has been earning a remuneration which is relevant to meet the loss she would suffer and accordingly, her remuneration has to be adjusted in the assessment of damage under item No. 3. We have already noticed that assessment of damages in such a case must necessarily be to some extent of a rough and approximate nature based more or less on guess work, Considering the facts and circumstances of the case we are of the view that ends of justice would be best served if the damages granted in item Nos. 2 and 3 of their claim be reduced to the tune of Taka 1,20,00,000 (One crore twenty lac) only. In view of the foregoing discussions and findings plaintiffs-respondents be awarded a decree to the tune of Taka 1,71,47,000 as compensation in respect of the following items;

- i) For item No. 1 Tk. 19,07,008
- ii) For item No. 2 and 3 Tk. 1,20,00,000
- iii) For item No. 4 Tk. 32,40,000

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Total :Tk. 1,71,47,008

In the result, the leave petition is disposed of with the observation and modification made in the body of this judgment and accordingly, the plaintiffs-respondents are entitled to get a decree of Taka 1,71,47,008.

Ed.

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Source: The Dhaka Law Reports (April 2017)

**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
Oct. '16	<b>231.85</b>	<b>250.64</b>	<b>207.75</b>	242.88	190.65	234.23	206.38	209.42	172.76	216.65
Nov. '16	<b>231.18</b>	<b>249.41</b>	<b>207.81</b>	242.94	190.68	234.31	206.42	209.51	172.80	216.74
Dec. '16	<b>231.53</b>	<b>249.29</b>	<b>208.76</b>	243.49	190.87	236.54	206.83	211.61	172.91	219.53
Jan. '17	<b>234.34</b>	<b>251.86</b>	<b>211.88</b>	243.72	196.92	237.24	206.90	212.14	182.20	119.22
Feb. '17	<b>234.40</b>	<b>251.93</b>	<b>211.92</b>	243.73	196.93	237.29	207.00	212.19	182.29	219.25
March '17	<b>235.29</b>	<b>253.32</b>	<b>212.18</b>	243.87	197.51	237.41	207.03	212.27	182.40	219.31
April '17	<b>235.58</b>	<b>253.60</b>	<b>212.48</b>	245.09	197.55	237.81	207.13	212.51	182.42	219.40
May '17	<b>232.83</b>	<b>248.94</b>	<b>212.18</b>	244.93	197.61	237.09	207.14	212.58	182.45	216.84
June '17	<b>233.86</b>	<b>250.35</b>	<b>212.72</b>	246.27	198.27	237.67	207.24	212.80	180.47	216.88

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, Services	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
Oct. '16	<b>231.17</b>	<b>244.59</b>	<b>210.07</b>	252.89	184.87	227.69	218.92	193.51	189.70	225.41
Nov. '16	<b>230.45</b>	<b>243.24</b>	<b>210.11</b>	252.95	184.89	227.73	218.94	193.59	189.75	225.45
Dec. '16	<b>230.73</b>	<b>243.12</b>	<b>211.02</b>	253.46	185.23	230.16	219.54	193.75	189.90	229.42
Jan. '17	<b>233.71</b>	<b>246.41</b>	<b>213.51</b>	253.60	190.08	230.88	219.56	193.82	199.76	228.79
Feb. '17	<b>233.75</b>	<b>246.46</b>	<b>213.54</b>	253.59	190.09	230.93	219.70	193.84	199.81	228.82
March '17	<b>234.56</b>	<b>247.72</b>	<b>213.62</b>	253.78	190.13	231.04	219.72	193.90	199.97	228.89
April '17	<b>234.73</b>	<b>247.80</b>	<b>213.94</b>	255.09	190.16	231.46	219.74	194.00	200.00	228.93
May '17	<b>231.86</b>	<b>243.38</b>	<b>213.52</b>	254.91	190.25	230.97	219.75	194.06	200.02	224.58
June '17	<b>232.58</b>	<b>244.29</b>	<b>213.95</b>	256.40	190.37	231.68	219.80	194.33	200.03	224.58

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
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
Oct. '16	<b>232.91</b>	<b>265.39</b>	<b>204.66</b>	223.85	197.33	245.72	184.93	226.94	154.49	205.83
Nov. '16	<b>232.52</b>	<b>264.45</b>	<b>204.74</b>	223.92	197.38	245.88	185.00	227.07	154.52	205.99
Dec. '16	<b>233.01</b>	<b>264.36</b>	<b>205.75</b>	224.55	197.39	247.75	185.07	231.29	154.57	207.32
Jan. '17	<b>235.51</b>	<b>265.16</b>	<b>209.71</b>	224.95	204.83	248.41	185.24	232.33	163.25	207.40
Feb. '17	<b>235.59</b>	<b>265.28</b>	<b>209.77</b>	225.00	204.85	248.49	185.27	232.42	163.38	207.44
March '17	<b>236.64</b>	<b>266.97</b>	<b>210.26</b>	225.07	206.06	248.61	185.32	232.52	163.43	207.49
April '17	<b>237.15</b>	<b>267.75</b>	<b>210.53</b>	226.10	206.11	248.97	185.55	232.92	163.46	207.64
May '17	<b>234.63</b>	<b>262.49</b>	<b>210.40</b>	225.96	206.12	247.85	185.57	232.99	163.49	207.29
June '17	<b>236.24</b>	<b>265.16</b>	<b>211.08</b>	227.03	207.41	248.20	185.74	233.15	163.52	207.37

Source: Bangladesh Bureau of Statistics

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

Sector	2013-14	2014-15	2015-16	April '17	May '17	June '17
<b>General</b>						
percentage change (Point to Point)	118.82	124.69	132.81	144.13	144.50	145.28
percentage change (over previous month)	5.50	4.94	6.52	6.75	6.73	6.79
				0.23	0.26	0.54
1. Agriculture	118.44	124.51	132.48	143.78	144.11	144.96
percentage change(over previous month)				6.75	6.69	6.70
percentage change(over previous month)				0.15	0.23	0.59
i) Agriculture	118.40	124.46	132.44	143.73	144.06	144.91
percentage change (Point to Point)	5.64	5.12	6.52	6.74	6.68	6.68
percentage change(over previous month)				0.15	0.23	0.59
ii) Fish	120.81	126.85	134.59	146.43	146.85	147.53
percentage change (Point to Point)	7.97	5.00	6.12	7.36	7.64	7.88
percentage change(over previous month)				0.38	0.29	0.46
2. Industry	119.07	124.38	132.02	143.19	143.65	144.32
percentage change (Point to Point)	4.97	4.47	6.16	6.76	6.85	7.01
percentage change(over previous month)				0.37	0.32	0.47
i) Construction	119.93	124.84	129.77	140.22	140.66	141.21
percentage change (Point to Point)	4.56	4.09	4.18	6.45	6.51	6.57
percentage change(over previous month)				0.27	0.31	0.39
ii) Production	121.86	127.28	136.18	149.20	149.72	150.64
percentage change (Point to Point)	9.27	4.44	7.70	7.36	7.50	7.86
percentage change(over previous month)				0.57	0.35	0.61
3. Service	120.16	126.15	136.03	144.77	148.08	148.75
percentage change (Point to Point)	5.75	4.98	7.86	6.72	6.65	6.80
percentage change(over previous month)				0.30	0.21	0.45

Source: Bangladesh Bureau of Statistics

**PRICES OF ESSENTIALS**  
**Retail prices (Taka) of Dhaka markets on 14 September 2017**

Commodity	Category	Kawran Bazar			New Market		
		Unit	Min.	Max.	Unit	Min.	Max.
Rice	Fine	kg	60	68	kg	60	68
	Medium	kg	52	54	kg	52	54
	Coarse	kg	48	50	kg	48	50
	Scented	kg	80	90	kg	80	90
Flour (coarse)	Loose/white	kg	27	28	kg	28	30
	Poly pack	kg	32	34	kg	32	34
Flour (fine)	Loose	kg	34	36	kg	34	36
	Poly pack	kg	44	45	kg	44	45
Lentils	Masur (local)	kg	95	105	kg	100	105
	Masur (imported)	kg	65	70	kg	68	70
	Mug	kg	115	145	kg	115	145
	Gram	kg	90	95	kg	92	95
	Khesari	kg	65	66	kg	65	68
	Mash	kg	105	110	kg	100	110
Edible Oil	Soyabean	liter	83	84	kg	82	84
	Palm	liter	72	74	kg	72	74
	Mustard	liter	120	125	kg	125	130

Commodity	Category	Kawran Bazar			New Market		
		Unit	Min.	Max.	Unit	Min.	Max.
Spices	Onion (local)	kg	45	50	kg	48	52
	Onion (imported)	kg	35	38	kg	35	40
	Garlic (local)	kg	70	80	kg	70	80
	Garlic (imported)	kg	90	100	kg	90	95
	Dry chilli	kg	150	170	kg	160	170
	Ginger (local)	kg	70	80	kg	70	80
	Ginger (imported)	kg	80	90	kg	80	90
	Turmeric	kg	160	180	kg	180	200
	Green Chili	kg	75	80	kg	80	90
Fish	Rui local	kg	220	300	kg	220	290
	Rui imported	kg	200	280	kg	200	280
	Katla local	kg	220	290	kg	220	280
	Katla imported	kg	200	280	kg	220	280
	Hilsha	kg	450	750	kg	400	750
	Pangash	kg	120	140	kg	120	140
	Silver Carp	kg	160	170	kg	-	-
	Tilapia	kg	150	160	kg	140	180
	Koi	kg	160	180	kg	150	180
Shrimp (small)	kg	350	450	kg	350	450	

Commodity	Category	Kawran Bazar			New Market		
		Unit	Min.	Max.	Unit	Min.	Max.
Meat	Beef	kg	470	480	kg	480	500
	Mutton	kg	650	700	kg	650	700
Poultry	Hen (Sonali)	kg	200	210	kg	220	230
	Hen (farm)	kg	115	120	kg	120	125
	Hen (local)	kg	360	370	kg	370	380
Vegetables	Potato-Holland	kg	18	20	kg	18	20
	Brinjal	kg	40	50	kg	40	50
	Pumpkin	kg	30	35	kg	30	35
	Cucumber	kg	25	30	kg	25	30
	Wax gourd	kg	20	25	kg	20	28
	Pointed gourd	kg	35	38	kg	35	40
	Snake gourd	kg	30	35	kg	35	40
	Okra	kg	30	35	kg	35	40
	Yardlong bean	kg	50	55	kg	50	55
	Papaya	kg	20	22	kg	20	25
	Kachurloti	kg	40	45	kg	40	45
	Bitter gourd	kg	40	45	kg	40	50
	Red spinach	kg	30	35	kg	35	40
Vine spinach	kg	35	30	kg	30	35	

Commodity	Category	Kawran Bazar			New market		
		Unit	Min.	Max.	Unit	Min.	Max.
Egg	Hen (local)	4 pieces	40	42	4 pieces	40	42
	Hen (farm)	4 pieces	28	30	4 pieces	28	30
	Duck	4 pieces	40	42	4 pieces	42	44
Powder Milk	Dano	kg	575	580	kg	575	580
	Red Cow	kg	570	580	kg	570	580
	Diploma	kg	545	550	kg	545	550
Fruits	Apple	kg	150	160	kg	150	170
	Coconut	1 piece	30	40	1 piece	35	50
	Banana	4 pieces	20	25	4 pieces	20	25
Others	Salt (iodine)	kg	25	40	kg	25	40
	Sugar	kg	55	56	kg	55	56
	Molasses (sugarcane)	kg	80	90	kg	80	90
	Molasses (dates)	kg	100	110	kg	100	110
	Tea (dust)	kg	280	380	kg	300	380

Source: Department of Agricultural Marketing