LABOUR NEWS

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BANGLADESH EMPLOYERS' FEDERATION

Bangladesh Employers' Federation

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ARTICLE

HOW TO IMPROVE EMPLOYEE PRODUCTIVITY

How do you build a working environment where people can accomplish more? Employee productivity is a topic drawing increasing attention thanks to our evolving understanding of workplace psychology as well as access to new tools and technology. Here's how to define, measure and improve productivity in the age of hybrid working.

What is employee productivity?

A person's productivity is the amount of work they can do in a given amount of time. It's a simple measurement, but the factors that influence it are varied and complex – everything from the tools people use to how their organization builds an environment that breeds success.

There will always be natural variance between individual's productivity. That isn't necessarily a bad thing. After all, the employee who spends a long time on one outstanding piece of work is just as valuable as the person who can create large volumes in a short time. The person who solves problems in a warehouse will set a different pace and have different goals as someone working in an office.

Businesses may measure overall productivity on a company or team level, as well as looking at each employee's rate of output. Working on a larger scale can help business leaders check that they have the right mix of people in their teams.

How do you measure employee productivity?

According to some, the typical worker is productive for only 3 hours every 8. But how you define productivity depends on the metrics and methods you use.

As we've talked about before when discussing productivity management, the classic measure is a simple equation:

- **Productivity = output (the volume you create) ÷ input (labor hours and resources)**

That's the baseline. But over time, measuring productivity - especially individual or personal productivity - has become more sophisticated. Some productivity measures go beyond inputs and outputs to assess product quality and the financial costs involved.

Efficiency and effectiveness measurements

You can track productivity in terms of efficiency – how quickly the job gets done.

But what happens if efficiency is high, but the quality is low? Effectiveness measurements of productivity try to address this question by building in quality standards.

For example, in a contact center, an employee's productivity could be measured by the number of calls completed where the customer has rated the service level at 7/10 or above. This kind of measurement provides more information than efficiency

measurement alone, but it depends on quantifying quality – and that's not always possible.

Some productivity measures look at the financial investment that went into the results, not just the employee's time. For example, Employee A may have become very effective and efficient due to intensive training from the employer. In contrast, Employee B might have had the same skills when the employer hired them. If we include financial costs in the mix, an organization might rate Employee B's productivity higher.

As organizations think about recruitment or training in a new world of work, the ability to make measurements like these can take on extra significance. What costs more - training people or hiring the right skills? Is it more cost effective to "buy" productivity or to build it internally?

Subjective and objective measurements

When an output is something tangible, like the number of calls made or customers served, you can measure productivity by counting the result. That's objective productivity measurement.

But when you measure the productivity of knowledge workers or creatives, defining output in a quantifiable way is more complicated. In these cases, teams can use subjective or self-reporting measurement, usually through an employee questionnaire. While it's less exact than objective measurement, research shows that self-reported productivity correlates with objective measures.

Benchmarking employee productivity

Productivity measurement is only meaningful if you know what you're looking for. Benchmarking productivity levels means you know what success looks like and when you're excelling or falling behind. Setting a productivity benchmark will depend on your industry and the type of work employees are performing. It's likely you'll select and reset your productivity benchmarks over time as you learn more about how your own business performs.

Employee productivity reports

A productivity report is a document or dashboard that shows an individual or team's daily, weekly or even hourly output. It can be done manually, using a chart or spreadsheet system, or using software tools that automate some of the work.

Employee productivity reports help you see the big picture. Over time, you can identify patterns and trends in your team's productivity – they might get more done in the middle of the week than on Monday mornings, for example. You can also see how different team members' productivity ebbs and flows and how their output differs from one another.

Organizations can base productivity reports on subjective data - employees writing down hours and tasks on a timesheet - or objective operational data like revenue and volumes.

What affects employee productivity?

No two employees are the same. Some of us are highly productive, while others take longer to complete a task. One of the reasons that productivity levels vary within a team might be down to personality, working style or ability – things you can't always control. But there are also factors that you can dial up and down to help your people reach their productivity potential.

These include:

Employee wellbeing

Are team members healthy and well? Do they have an appropriate work-life balance? Do they feel comfortable and confident at work, and can they access support and adjustments they need for things like illness, disability or parental leave?

Communication tools

How easy is it for people to get in touch with each other? Are the business communication tools and channels that link your team members together easy to use, reliable and high in quality? Research by McKinsey shows that social technologies improve knowledge worker productivity by 20-25%.

Management practices

How engaged is the team leader? And how does this affect employee engagement? Are they available and approachable, and do they work with individuals' strengths to help them perform and develop? Organizations that want to set their teams and managers up for success try to help people emotionally invest in what they're doing and use their talents to the full.

Equipment

Do employees have the right tools for the job? Are they appropriately trained in how to use those tools? Is their equipment intuitive and high quality, or does it require extra time and effort from the employee to get it to work as it should?

Training

Do employees know how to perform their daily tasks and tackle routine challenges without stopping and asking for help? Do they receive the right level of onboarding when they join the company and ongoing training to keep their skills current?

How do you increase employee productivity?

We've already touched on some of these - things like management style, training, company investment in tools and working environments all play a role in keeping people productive.

But what should you do if members of your team aren't as productive as you'd expect, despite all the basics being in place? Here are some ideas to help you develop an approach.

- **Encourage and praise**

Use the carrot, not the stick. Praising employees when they're productive will make the employee feel good and send a message to the whole team that you recognize hard work and great results.

Try and find ways to provide support and encouragement when someone is working on a challenging task. It will remind them that they have your confidence.

According to a Harvard Business School study, praise motivates employees by providing a reflection of their 'best self' and allowing them to recognize the value and importance of their work.

- **Give people some downtime**

Giving employees time off to make them more productive may sound unintuitive, but it makes sense if that time off gives them a chance to recharge and re-energize. It's certainly true that we can't give our best when we're burnt out. Sometimes it's the simple things – 66% of US workers say they'd be better employees if they got more sleep, according to a survey by Glassdoor.

- **Define what you want**

That saying about breaking a big task down into chunks to make it easier? It applies here. Although it may seem obvious to you, the team member may not fully grasp your expectations for their role, and sometimes you need to get specific about the basics.

Make sure the employee understands what you need them to do, when, and how. Make it clear that they can ask questions if they're unsure about something and get a helpful answer. Working with the employee, set long-term and short-term goals that you want them to meet and make sure they understand the steps they'll take to achieve them.

- **Create (some) competition**

We're human animals, and we like to be part of the group. We also want to compete within that group and be the best. Introducing some friendly competition, along with appropriate rewards, could help motivate an underproductive employee who feels switched off from their job.

However, you'll want to use good judgment here. According to researchers Po Bronson and Ashley Merryman, 50% of employees thrive on workplace competition, 25% wilt in response to it, and 25% are neutral.

- **Incentivize**

Tying rewards and benefits to output is a trusted strategy for many businesses. But on closer inspection, it seems that how you implement your incentive program can make or break its effectiveness.

As far back as the 1990s, Alfie Kohn explained how incentives can influence our short-term behavior, but they can't provide real motivation in the long-term. It's an analysis he's still exploring over 25 years later. To be effective, incentives need to align to a broader employee engagement program that helps make sure employees are engaged, valued and listened to as well as rewarded.

Source: https://www.workplace.com

BEF EVENTS

3rd UN SOUTH ASIAN FORUM ON BUSINESS AND HUMAN RIGHTS

BEF President Mr. Ardashir Kabir, Vice-President Ms. Shusmita Anis, and Committee Member Ms. Amrita Makin Islam joined the 3rd UN South Asian Forum on Business and Human Rights on 28 March 2022. The session provided a practical overview of key business and human rights standards (including the UNGPs) to business practitioners and an opportunity to discuss recent developments. In separate panels, Mr. Kabir highlighted how mandatory due diligence legislations were affecting companies in Bangladesh, Ms. Anis discussed BEF's initiatives in promoting business and human rights in the country, while Ms. Islam talked about her organizations' practices on implementing the United Nations Guiding Principles (UNGPs on Business and Human Rights. The International Organisation of Employers (IOE) and the Global Business Initiative on Human Rights organized the session in Dhaka.

INCUBATING ENTREPRENEURS' "PITCH WORKSHOP" WITH STARTUP ENTREPRENEURS

BEF, in collaboration with Bangladesh Sweden Polytechnic Institute (BSPI), Kaptai, Rangamati Hill Tracts, with the technical support from Skills 21 Project of ILO, Dhaka, organized and conducted a day-long Incubating Entrepreneurs' "Pitch Workshop" with startup entrepreneurs on 24 March 2022 at Conference Hall, BSPI, Kaptai, Rangamati Hill Tracts. The objectives of the program were to (i) present business ideas by the startup youth entrepreneurs in front of an expert panel comprising members from Chamber of Commerce, Employers, ILO, BEF and Government officials, and (ii) facilitate the learning and experience sharing of the boot camp participants to pitch their startup ideas. Mr. Joha Jamilur Rahman, Senior Training Coordinator, BEF and Mr. Ruman Ishtiak Rafeen, SME Specialist, facilitated the workshop. Twenty-one incubates presented their start-up ideas. The resource panel evaluated all the ideas and announced the top three participants as champions.

JOB NETWORKING FAIR IN SYLHET

BEF, in collaboration with the Sylhet Chamber of Commerce & Industry (SCCI) and Sylhet Technical Training Center, organized a Job Networking Fair in Sylhet TTC compound in Alampur, Sylhet on 30 March 2022. More than 100 returnee migrant workers attended the fair. 12 private sector companies including DEMO, TTC, TSC, UCEP, PKB, BRAC, TMSS, IDEA participated in the fair. Mr. Asif Ayub, Joint Secretary-General of BEF chaired the inauguration session. Mr. Tahmin Ahmed, President of SCCI inaugurated the fair as the Chief Guest, and Principal, TTC; Principal, TSC; Deputy Director of BMET, DEMO Assistant Director attended as Special Guests.

HOME NEWS

BANGLADESH RATIFIES ILO'S CONVENTION No. 138 ON MINIMUM WORKING AGE

State Minister of Labour and Employment Begum Monnujan Sufian MP handed over the Government's endorsement letter on the ratification of the Minimum Age Convention, 1973 (No. 138) of the International Labour Organization (ILO) to the ILO Director-General Mr. Guy Ryder at the ILO headquarters in Geneva on 22 March 2022. With this ratification, Bangladesh has now ratified all eight of ILO's 'Fundamental Conventions' covering social and labor issues that are considered fundamental to rights at work. Representatives from the Government, the ILO, and Secretary-General & CEO of BEF Mr. Farooq Ahmed were also present during the handover event.

USAID LAUNCHES $5.0 MILLION PROJECT TO EMPOWER WOMEN IN RMG SECTOR

The US Agency for International Development (USAID) launched a new project to expand career opportunities for women working in the ready-made garment factories by developing their leadership skills. The $5.0 million project, titled 'USAID Women Thrive in Bangladesh', will empower over 100,000 women working in the RMG sector over a period of five years. Labour and Employment Secretary Md Ehsan-E-Elahi, USAID Mission Director Kathryn D Stevens, Bangladesh Garments Manufacturers and Exporters Association (BGMEA) Director Shehrin Salam Oishee, and leaders from global fashion company PVH were present during the launch of the new scheme. With the US government support, CARE Bangladesh will implement the project.

TK 1,290 CRORE FUND FOR MIGRANT WORKERS, UNEMPLOYED YOUTHS

The Bangladesh Bank(BB) recently launched an Asian Development Bank-funded $150 million (Tk 1,290 crore) in refinance scheme to support setting up cottage, micro and small enterprises by returning migrant workers, youths and rural enterprises. Under the project, the returning migrants, youths and rural enterprises will receive loans from the banks at the rate of 5.5 percent for up to five years. A BB guideline issued on the refinance scheme said that the CMSEs would get up to Tk 50 lakh from the refinance scheme. Working capital or short-term loan will be provided for one year, medium-term loan will be provided for maximum three years and long-term loan will be given for maximum five years.

INTERNATIONAL NEWS

PAKISTAN: REMITTANCE INFLOWS AT $2.2 BILLION IN FEBRUARY 2022

According to the State Bank of Pakistan (SBP), the remittance inflows in the outgoing month of February 2022 were recorded at $2.2 billion, which showed 2 percent growth on a month-to-month basis despite fewer working days compared to January and fell by 2.7 percent in a yearly basis. Remittance inflows during February 2022 were mainly sourced from Saudi Arabia ($558 million), the United Arab Emirates ($387 million), the United Kingdom ($319 million), and the United States of America ($210 million). The inflows of remittances during the eight months of the current financial year 2021-22 surged to $20.1 billion, showing a growth of 7.6 percent compared to the same period last year.

INDIA: UNEMPLOYMENT RATE IS DECREASING

Unemployment rate in India is decreasing with the economy slowly returning to normal, according to Centre for Monitoring Indian Economy(CMIE) data. The CMIE's monthly time series data revealed that the overall unemployment rate in India fell to 7.6 percent in March 2022, which was 8.10 percent in February 2022. According to the data, Haryana recorded the highest unemployment rate in March at 26.7 percent, followed by Rajasthan and Jammu and Kashmir at 25 percent each, Bihar at 14.4 percent, Tripura at 14.1 percent and West Bengal at 5.6 percent. Karnataka and Gujarat registered the least unemployment rate at 1.8 percent each in March, 2022.

PHILIPPINES: REMITTANCES HIT ALL-TIME HIGH IN 2021

Filipinos living or working abroad never faltered in their commitment to send more money back home despite the prolonged Covid-19 pandemic, jacking up cash remittances to the Philippines to a fresh high of US$31.4 billion in 2021. In a statement, the Bangko Sentral ng Pilipinas (BSP) said cash remittances coursed through banks rose 5.1 percent from $29.9 billion in 2020. In December 2021 alone, cash remittances increased 3.3 percent to $2.99 billion from $2.89 billion a year ago. Cash remittances from the United States cornered 40.5 percent of last year's total. The other top sources in 2021 were Singapore, Saudi Arabia, Japan, the United Kingdom, the United Arab Emirates, Canada, Taiwan, Qatar and South Korea, which accounted for 78.9 percent of total.

CHINA: UNEMPLOYMENT JUMPS AS COVID SURGE DISRUPTS BUSINESS

Unemployment in China rose and youth unemployment spiked in the first months of the year, as a surge of coronavirus cases rattled businesses and forced closures. The unemployment rate in cities edged up to 5.5 percent by the end of February 2022, compared with 5.1 percent in December 2021, the National Bureau of Statistics (NBS) said. Job seekers aged 16-24 were struggling with a 15.3 percent increase in unemployment. But China reported better-than-expected retail sales and industrial output in January and February, according to the statistics agency. Retail sales for the first two months rose 6.7 percent on-year, well above the 3 percent forecast by Bloomberg analysts.

USA: ECONOMY ADDED 431,000 NONFARM PAYROLL JOBS IN MARCH 2022

The U.S. economy added 431,000 nonfarm payroll jobs in March 2022, as the unemployment rate dropped to 3.6%. Notable job gains continued in leisure and hospitality, professional and business services, retail trade, and manufacturing. The unemployment rate in March 2022 of 3.6% was down from 3.8% in February, while the number of unemployed persons dropped by 318,000 to 6.0 million. In February 2020, prior to the outbreak of the COVID-19 pandemic, the unemployment rate was 3.5%, and the number of unemployed persons was 5.7 million.

Among the unemployed, those on temporary layoff were 787,000 in March 2022, little changed over the month. Permanent job losers numbered 1.4 million in March 2022, down by 191,000 from February. The pre-pandemic figures in February 2020 were 780,000 and 1.3 million, respectively. The number of long-term unemployed (people who have been jobless for 27 weeks or more) declined by 274,000 to 1.4 million in March. However, it is 307,000 higher than the pre-pandemic measure in February 2020.

BRAZIL: JOBLESS RATE STOOD AT 11.2%

Brazil's jobless rate stood at 11.2% in the three months through February, statistics agency IBGE said, the lowest level for the period in six years, amid a drop in the number of people seeking employment. The rate showed no change from the three months through January. According to IBGE, the number of officially unemployed Brazilians in this period reached 12 million people, 3.1% lower than the previous three-month period and down 19.5% from the same period last year.

WALMART: TO HIRE MORE THAN 50,000 WORKERS IN THE UNITED STATES

Walmart Inc plans to hire more than 50,000 workers in the United States in the first quarter, as the U.S. retailer looks to bolster its fulfillment centers and stores. Walmart said the new hires would fill roles at its stores, clubs, campuses and supply chain facilities. The announcement comes a day after the company said it would hire thousands of workers for its new tech hubs in Toronto and Atlanta.

The retailer said it had hired 5,500 pharmacists or pharmacy managers, over 13,000 pharmacy technicians and nearly 4,500 truck drivers last year. It also unveiled in September plans to hire 150,000 new U.S. store workers, most of them permanent.

ILO NEWS

NEW DIRECTOR-GENERAL OF THE ILO ELECTED

The ILO Governing Body, comprising representatives of governments, workers and employers, has elected Gilbert F. Houngbo as the 11th Director-General of ILO, who will take office on 1 October 2022. Houngbo, who is from Togo, is currently President of the International Fund for Agricultural Development (IFAD).

Speaking after his election, Houngbo said, "Although my origins are African my perspective is global. In an age, unfortunately of dividedness, my commitment to be a unifying Director-General stands firm... I will be the Director-General of nobody and the Director-General of everybody. Governments, Employers and Workers alike, from all regions across the world, can rely and should rely on my total readiness to represent and advocate the views of all tripartite constituents of the organization."

"I commit to represent the voices of those who rely on us in ILO. I'm thinking about the four billion people around the world who do not have access to social protection. I'm thinking about the 200-plus million of women and men who face unemployment. The 160 million children in child labor. The 1.6 billion people in the informal sector. The enterprises, particularly the small and medium sized enterprises that are facing supply chain disruption or closure due to crises' including the pandemic, climate change and armed conflict. I'm thinking about the women and men who face discrimination, violence and harassment in the workplace and elsewhere. These are all expressions of unacceptable social injustice that we are morally if not legally bound to address."

NEW AGREEMENT STRENGTHENS DECENT WORK IN THE AVIATION INDUSTRY

The International Labour Organization (ILO) and the International Civil Aviation Organization (ICAO) have signed a new agreement to advance decent work and encourage a human-centred recovery from the COVID-19 pandemic in the aviation industry. The agreement, signed by the ILO Director-General, Guy Ryder and the President of the ICAO Council, Salvatore Sciacchitano, updates the 1953 Memorandum of Understanding concerning the possible establishment of a joint aviation commission. It follows a request made by ILO constituents during the 2013 Global Dialogue Forum on the Effects of the Global Economic Crisis on the Civil Aviation Industry to revamp cooperation between the two agencies. The need for closer cooperation was exacerbated by the COVID-19 pandemic , which hit the aviation industry harder than many other sectors.

This agreement will help to achieve the 2030 Agenda for Sustainable Development targets, especially the promotion of women in aviation, data collection and decent and sustainable work in the sector. It will also lead to joint activities, including research, technical meetings, advisory services, training, and the development of guidelines, tools and methodologies.

Under the terms of the agreement on mutual representation, the ILO and the ICAO will each invite representatives of the other organization to participate in its meetings, in accordance with their respective

rules. In addition, they will consult with each other on a regular basis to exchange views on matters of common concern and interest. The agreement will run for five years and is renewable. An ILO Technical meeting on a green, sustainable and inclusive economic recovery for the civil aviation sector will take place between 2022 – 2023.

ILO AND JAPAN LAUNCH FIVE NEW WATER SYSTEMS IN MINDANAO

The ILO and the Government of Japan have launched five new water systems that will provide safe and clean water to more than 3,000 households in Lanao del Sur, Maguindanao and a Bangsamoro Special Geographic Area in Cotabato. Under the ILO Japan Water and Sanitation Project, community members indigenous peoples and former combatants built the water systems in the Bangsamoro Autonomous Region in Muslim Mindanao (BARMM) where access to safe water is lower than the national average in the Philippines.

The ILO and the Government of Japan handed over the water systems on March 9, 10 and 15, 2022 in Lanao del Sur, Maguindanao and a Bangsamoro Special Geographic Area in Cotabato.. The partnership, which started in 2019 provided decent jobs and promoted peace through improved water supply and sanitation services in BARMM.

In Balabagan, Lanao del Sur, three new water systems built by 269 workers will benefit over 2,000 households in five barangays. A melting pot of various cultures, Balabagan is home to the Maranaos, settlers, and indigenous peoples who used to buy drinking water for US$ 2 per 200-liter drum.

Meanwhile, more than a thousand households and a school with 292 enrolled children in a Moro National Liberation Front (MNLF) community in Barangay Nanga-an, Kabacan, Cotabato have also gained access to safe and clean water. About 57 local workers built the water system, the majority of them former combatants. The level II water system has 22 tap stands where safe and clean water will flow.

JORDAN: ILO SUPPORTS OCCUPATIONAL SAFETY AND HEALTH ACROSS COOPERATIVES

A new ILO training tool made its global debut in Jordan recently, aiming to boost practical Occupational Safety and Health (OSH) across agricultural cooperatives, enhance their productivity, and create decent jobs for Jordanians and for Syrian refugees living and working in Jordanian host communities.

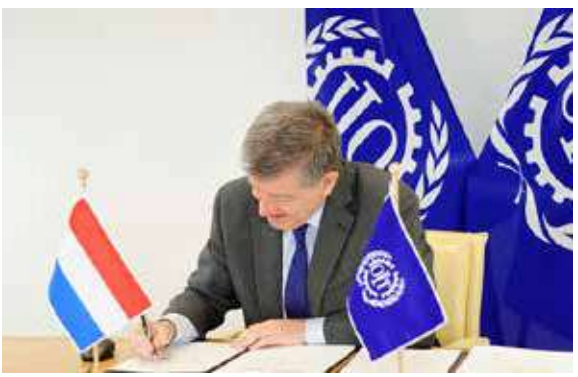
Twenty-four participants from different institutions spanning governmental, international and local organizations, the Jordan Cooperatives Corporation, and worker's and employer's groups attended the week-long Training of Trainers (ToT). The brand-new ILO tool is part of the organization's focus on building the capacities of cooperatives in Jordan, aiming to improve their productivity, ways of organization and decent work practices.

It is being implemented within the framework of the PROSPECTS programme , a global partnership supported by the Government of the Netherlands. The "Practical Occupational Safety and Health Training Tool for Cooperatives in Agriculture" aims to strengthen internal OSH competency among cooperatives in

the use of agricultural machinery and enhance their capacity to promote and facilitate the creation of safe, healthy, and productive workplaces for their workers, members, and, eventually, the whole community.

The Jordan Cooperative Corporation (JCC), with the support of the ILO, launched a national strategy for the cooperative movement in Jordan last year, seeking to strengthen the role of cooperatives in enhancing decent work and productivity in different economic sectors in the country.

LUXEMBOURG AND THE ILO SIGN A NEW STRATEGIC FRAMEWORK PARTNERSHIP



The Government of the Grand Duchy of Luxembourg and the International Labour Organization (ILO) have renewed their partnership through the signature of a new Strategic Framework Partnership. The Director-General of the ILO, Mr Guy Ryder, and the Minister for Development Cooperation and Humanitarian Affairs of Luxembourg, Mr Franz Fayot signed the agreement in a virtual ceremony.

Speaking at the signing ceremony, Director-General Ryder reaffirmed the importance of the long-term partnership between the ILO and Luxembourg, and in particular, the many forms of support it provides to the ILO's development cooperation program, including a new thematic contribution to Social Protection as well as the voluntary and flexible funding contribution it makes through the Regular Budget Supplementary Account (RBSA) and long-standing support to Burkina Faso, Cabo Verde, Lao People's Democratic Republic, Mali, Nicaragua, Niger and Senegal.

Minister Fayot said "The pandemic has renewed the importance of stable work, but also of a strong social safety net. With this thematic contribution to Social Protection, we hope to provide more flexibility to the ILO in the implementation of its Global Flagship Programme Building Social Protection Floors for All and to strengthen our strategic dialogue".

Replacing and updating the previous Framework Agreement signed in 2016, this agreement renews the partnership between Luxembourg and the ILO until 2025.

LABOR INSPECTIONS TO BE STRENGTHENED FOLLOWING ILO GOVERNING BODY DECISION

The Governing Body of the ILO has approved a set of guidelines on general principles of labor inspection. The guidelines relate to the organization, structure, competences and operation of labor inspectorates and are an important milestone for the improvement of labor inspections. This in turn will have a positive impact on the application of International Labour Standards.

They complement and aim to assist ILO Member States implement the provisions of the Labour Inspection Convention, 1947 (No. 81) , and the Labour Inspection (Agriculture) Convention, 1969 (No. 129) , with the end goal of progressively advancing respect for labor rights in the context of the contemporary world of work.

The decision to approve the guidelines follows discussions at a tripartite meeting of experts held from 13 to 16 December 2021. It is the first international non-binding instrument of this nature, validated by governments, employers and workers.

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. Mise. Goods & Services
2013-14	**195.08**	**209.79**	**176.23**	194.77	163.47	206.14	164.06	167.20	164.38	193.75
2014-15	**207.58**	**223.80**	**186.79**	204.50	171.80	214.45	180.77	181.78	168.02	204.21
2015-16	**219.86**	**234.77**	**200.66**	233.38	182.74	227.39	199.94	201.34	171.01	211.61
2016-17	**231-82**	**248.90**	**209.92**	243.56	194.01	235.85	206.70	210.78	177.56	217.51
2017-18	**245.22**	**266.64**	**217.76**	255.24	200.25	249.68	209.28	218.80	183.65	223.81
2018-19	**258.65**	**281.33**	**229.58**	277.64	206.98	265.25	215.31	235.23	186.72	239.87
2019-20	**273.26**	**296.86**	**243.00**	290.00	220.70	282.67	230.07	248.48	190.13	259.27
2020-21	**288.44**	**313.86**	**255.85**	298.14	228.29	298.15	247.86	271.45	193.61	288.53
2021-22										
August	**297.73**	**323.04**	**265.28**	310.34	228.06	311.90	252.66	301.81	197.47	303.97
September	**304.22**	**332.58**	**267.85**	313.63	230.62	316.69	252.89	303.73	199.55	306.12
October	**307.49**	**337.70**	**268.75**	314.48	231.64	316.85	252.99	306.31	199.71	306.66
November	**305.97**	**333.58**	**270.58**	316.73	232.46	317.92	253.09	313.36	200.25	307.71
December	**304.81**	**330.71**	**271.61**	320.38	232.71	318.70	253.16	314.27	201.02	308.65
January	**307.02**	**333.51**	**273.05**	321.57	233.53	320.51	253.44	315.70	203.16	312.88
February	**308.21**	**334.95**	**273.93**	323.49	233.65	322.05	253.57	317.11	203.76	314.16

Source: Bangladesh Bureau of Statistics (BBS)

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. Mise. Goods & Services
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
2014-15	**209.10**	**221.02**	**190.13**	214.07	171.34	209.29	187.18	174.09	183.84	212.34
2015-16	**220.10**	**230.31**	**203.86**	242.26	179.19	222.11	211.04	188.69	187.84	221.12
2016-17	**231.02**	**243.08**	**211.83**	253.51	187.45	229.57	219.35	193.71	194.81	226.47
2017-18	**244.17**	**259.86**	**219.21**	263.96	192.89	246.23	221.15	197.24	201.31	233.72
2018-19	**256.74**	**273.55**	**230.01**	282.76	198.99	261.30	225.86	207.51	205.05	253.71
2019-20	**271.20**	**289.08**	**242.74**	292.21	212.44	277.56	242.40	217.05	208.93	275.65
2020-21	**286.37**	**306.40**	**254.51**	298.86	220.23	286.65	264.04	234.11	214.52	305.80
2021-22										
August	**295.21**	**315.29**	**263.25**	308.15	218.83	300.24	269.06	262.52	220.27	323.49
September	**302.27**	**325.14**	**265.88**	311.22	221.60	305.23	269.29	264.50	221.93	325.75
October	**306.10**	**330.77**	**266.85**	311.93	223.17	305.04	269.32	267.33	221.97	325.94
November	**304.31**	**326.57**	**268.89**	314.38	224.10	306.24	269.42	275.53	222.77	326.97
December	**303.14**	**324.00**	**269.95**	318.14	224.27	306.91	269.47	276.30	223.49	328.00
January	**305.83**	**327.31**	**271.65**	319.35	225.55	308.99	269.76	277.71	226.00	332.88
February	**307.44**	**329.30**	**272.67**	321.45	225.65	310.54	269.85	279.66	226.65	334.27

Source: Bangladesh Bureau of Statistics (BBS)

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. Mise. Goods & Services
2013-14	**199.73**	**214.85**	**171.61**	183.66	162.80	221.11	155.82	168.52	147.83	186.37
2014-15	**204.76**	**230.56**	**182.32**	197.93	172.33	223.53	169.80	190.26	150.95	194.16
2015-16	**219.31**	**245.66**	**196.39**	216.50	186.86	236.67	180.93	215.50	152.84	199.87
2016-17	**233.29**	**263.09**	**207.38**	224.66	201.60	246.87	185.05	229.59	158.93	206.45
2017-18	**247.17**	**283.19**	**215.83**	238.67	208.77	255.74	188.96	242.55	164.59	211.57
2018-19	**262.17**	**300.30**	**229.00**	267.92	216.22	272.20	197.25	265.77	166.95	222.78
2019-20	**277.06**	**315.83**	**243.34**	285.82	230.27	291.66	208.97	283.12	169.81	239.06
2020-21	**292.27**	**332.08**	**257.64**	296.78	237.63	318.36	220.17	312.59	171.05	267.20
2021-22										
August	**302.39**	**341.94**	**267.99**	314.51	238.74	332.41	224.59	345.11	172.87	279.86
September	**307.81**	**350.75**	**270.46**	318.22	241.05	336.84	224.83	346.97	175.41	281.89
October	**310.05**	**354.60**	**271.29**	319.31	241.45	337.61	225.03	349.27	175.69	282.86
November	**309.05**	**350.69**	**272.83**	321.21	242.13	338.46	225.15	355.04	175.94	283.93
December	**307.89**	**347.07**	**273.82**	324.64	242.48	339.45	225.24	356.12	176.77	284.76
January	**309.21**	**348.62**	**274.92**	325.78	242.76	340.78	225.52	357.57	178.50	288.20
February	**309.63**	**348.75**	**275.61**	327.36	242.93	342.30	225.69	358.39	179.05	289.33

Source: Bangladesh Bureau of Statistics (BBS)

WAGE RATE INDEX BY SECTORS: BANGLADESH

(Base: 2010-11=100)

Sector	2018-19	2019-20	2020-21	December '21	January '22	February'22
General	160.23	170.39	180.83	191.87	193.03	194.90
percentage change (Point to Point)	6.40	6.35	6.12	6.11	5.92	6.03
percentage change (over previous month)				0.63	0.61	0.97
1. Agriculture	**159.92**	**170.28**	**181.16**	**192.53**	**193.62**	**195.55**
percentage change (over previous month)	6.42	6.48	6.39	6.24	5.91	6.02
percentage change (over previous month)				0.65	0.56	1.00
i) Agriculture	159.91	170.32	181.23	192.72	193.82	195.77
percentage change (Point to Point)	6.44	6.51	6.41	6.31	5.98	6.10
percentage change (over previous month)				0.66	0.57	1.00
ii) Fish	160.59	168.58	177.84	182.79	183.09	184.31
percentage change (Point to Point)	5.22	4.97	5.49	2.68	2.10	2.01
percentage change (over previous month)				0.13	0.17	0.66
2. Industry	**158.74**	**168.24**	**177.52**	**187.52**	**188.74**	**190.41**
percentage change (Point to Point)	6.22	5.99	5.51	5.72	5.73	5.88
percentage change (over previous month)				0.59	0.65	0.89
i) Construction	152.86	160.17	167.24	174.53	175.12	176.12
percentage change (Point to Point)	5.19	4.77	4.42	4.30	4.31	4.44
percentage change (over previous month)				0.51	0.34	0.62
ii) Production	170.66	184.65	198.37	213.86	216.35	219.21
percentage change (Point to Point)	8.14	8.21	7.43	8.15	8.16	8.32
percentage change (over previous month)				0.72	1.16	1.32
3. Service	**164.78**	**175.33**	**185.99**	**197.52**	**198.98**	**200.90**
percentage change (Point to Point)	6.69	6.41	6.07	6.25	6.32	6.36
percentage change (over previous month)				0.61	0.74	0.97

Source: Bangladesh Bureau of Statistics (BBS)

PRODUCTION OF SELECTED INDUSTRIAL ITEMS (BASE YEAR 2005-06=100)

Description of items of industry	Unit	No .of reporting industries (selected)	2019-20	2020-21	Dec-20	Nov 21 (p)	Dec 21 (p)
Manufacture of Food Products							
Fish & sea food	M.Ton	180 & *	42724	40512	3850	6183	4624
Processing & Preserving of fruits and vegetables	"000" Littre	3	123517	109120	9092	12207	12411
Hyd. Vegetable oil	M.Ton	2	1005502	998073	97046	86446	80134
Grain milling	M.Ton	8	614006	332939	31944	44704	36157
Rice milling	M.Ton	6	42689	47888	3910	3401	3384
Sugar	M.Ton	16	81768	48082	7688	110	6600
Black & Blending Tea	M.Ton	116	89930	90008	6961	10241	6932
Edible salt	M.Ton	8	88272	101262	8070	8241	8769
Animal feeds	M.Ton	3	704880	859315	75422	82542	65305
Manufacture of beverages							
Spirits & Alcohol	"000" Littre	1	5159	4272	425	807	365
Soft Drinks	`000' Doz Bottle	4	59222	104902	4171	6305	8207
Mineral Water	"000" Littre	4	156784	273894	19470	30554	32982
Manufacture of tobacco products							
Cigarettes	Mill. No	1	16186	15403	1290	1290	1305
Biddies	Mill. No	5	96246	89893	8129	5872	6931
Manufacture of textile							
Preparation & Spinning of Textile fibers	M.Ton	20	223314	257198	21599	22945	23230
Weaving of Textiles	"000" Metre	15	42283	36858	2903	4101	4132
Dyeing, bleaching & finishing	"000" Metre	19	129650	130133	10448	13755	12864
Jute Textile	M.Ton	95	379585	310057	44865	22500	15993
Mfg. of wearing apparel							
Wearing Apparel	Million Tk.	*	1188830	1229409	106937	126644	160311
Knitwear	Million Tk.	*	1177323	1398236	112123	154057	186706
Manufacture of leather and related products							
1511 Tanning & Finishing Leather:	"000" Sq Metre	175 & *	13075	16595	1510	1977	1887
Leather Footwear	"000" Pair	4	28538	32079	2463	1139	1145
Manufacture of wood and products of wood and cork							
Particle board/ plywood	"000" Sq Metre	2	12258	13710	1136	1250	1215
Manufacture of Paper and paper products							
Pulp, Paper & newsprint	M.Ton	3	241050	328647	21524	29350	67964
Articles made of paper	M.Ton	2	41000	40766	2339	3343	3345
Printing and reproduction of recorded media							
Printing of Books and periodicals	"000" No.	10	142464	157634	13153	12584	12908
Manufacture of coke and refined petroleum products							
Petroleum refining	M.Ton	1	1078570	1530820	133770	39870	40530
Manufacture of chemicals and chemical products							
Compressed liquidities gas	Cylinder (12.5 Kg.)	2	1160550	1057162	105341	66572	44032
Fertilizer	M.Ton	7	976157	1296008	128201	57692	105807
Perfumes and cosmetics	"000" Tk.	3	10942940	12012471	656652	1492789	1589887

Description of items of industry	Unit	No .of reporting industries (selected)	2019-20	2020-21	Dec-20	Nov 21 (p)	Dec 21 (p)
Soaps & detergents	M.Ton	3	176084	190893	13517	8805	10954
Matches	"000" Gross	2	36644	45323	3648	3572	3275
Manufacture of Pharmaceuticals and medicinal chemical							
Pharmaceuticals/Allopathic drugs and medicine	"000" Tk.	20	251533893.4	281575024	25715480	28318301	25646638
Unani and Ayur Bedic Medicine	"000" Tk.	3	712467	1502532	112515	149925	149396
Manufacture of rubber and plastic products							
Rubber footwear/ other rubber products	Dozen Pair	8	536631	310938	26339	28569	28550
P.V.C products/plastic products	M.ton	3	54410	52008	4325	4127	4100
Non-Metallic mineral Prod							
Glass Sheet	"000" Sq ft.	3	20364	22587	1705	1943	1952
Tiles	"000"Sq ft	5	279741	199944	16361	19812	20278
Ceramic	"000" Dz	2	36480	37361	3122	3571	3175
Cement	M.Ton	8	17951285	21030828	1862569	1732761	1683537
Bricks	"000" No.	4	218294	325598	22290	22780	23179
Manufacture of basic metals							
Re-rolling mills	M.Ton	31	335640	379761	31766	40443	37672
Manufacture of fabricated metal products except machinery							
Structural metal products	"000" M.ton	5	14161	13519	1275	1514	1448
Other Fabricated metal products	Dozen	8	970756	991088	83228	83610	68736
Manufacture of computer, electronic and optical products							
communication equipment's (TV, Telephone) Television	No.	3	665938	700595	48747	53282	45902
Manufacture of electrical equipment							
Electric Motors, Generators, transformers/	No.	2	614681	335541	34866	31901	32189
Electrical apparatus 2732 Wires & Cables (ELEC.)	M.ton	3	52426	53210	4409	4537	6179
Electrical appliances / Domestic appliances	No.	9	532528	521593	43232	43891	44058
Manufacture of machinery and equipment n.e.c							
Agriculture & Forestry machinery	No.	2	105041	95682	8247	8085	8086
Machinery for Textile , apparel and leather production	No.	9	20236	21067	1761	1865	1870
Machinery equipment NEC	No.	10	1154859	1165988	99389	90561	90580
Manufacture of motor vehicles, trailers and semi-trailers							
Assemble of Motor vehicles	No.	2	1214	844	43	224	228
Manufacture of other transport equipment							
Ship and boat building	M.Ton	3	578562	370882	30698	33795	33862
Motor cycle	No.	3	86393	91094	8198	7355	7122
Manufacture of furniture							
Metal furniture	No.	2	4497	4149	363	454	458
Wooden furniture	No.	5	92457	122211	12652	10146	10215
Plastic furniture	No.	2	1527531	1202074	98635	97658	97338
Natural Gas	**MMCM**	**8**	**24998**	**25172**	**2178**	**2012**	**2017**
Electricity	**MKWH**	**1**	**69634**	**78654**	**4948**	**5534**	**5310**

*Note: n.a.=not available. p= provisional, r= revised, M.cu.m.= million cubic meter. Mt = metric ton. Mkwh = million kilowatt per hour, Tk.= Taka, * = EPB; F = Final*
Source: Bangladesh Bureau of Statistics

AVERAGE RETAIL PRICES OF SELECTED COMMODITIES IN DHAKA CITY

SL. No.	Unit	2020-21	December '21	January '22	February '22
I. Cereals:					
1. Rice: Najershail/Minikat	Kg.	68.15	68.56	68.61	68.67
2. Rice: Pajam/Equiv.	Kg.	65.63	62.72	62.77	58.40
3. Rice: Irri/Boro	Kg.	52.02	51.06	51.11	52.27
4. Wheat (atta), white.	Kg.	40.60	42.14	42.19	42.36
II. Pulses:					
5. Moongdal (husked)	Kg.	129.76	129.55	129.63	130.41
6. Lentil (husked)	Kg.	120.56	115.11	115.23	118.15
III. Sugar & Molasses:					
7. Sugar (white)	Kg.	67.48	83.87	85.15	86.08
8. Molasses (sugarcane)	Kg.	111.75	118.80	120.78	120.82
IV. Protein Items:					
9. Fish-Rohu-cut piece	Kg.	398.66	330.22	330.46	330.55
10. Fish-Hilsa, medium size	Kg.	1187.36	1170.00	1190.00	1192.00
11. Prawn/Shrimp, about 3" long	Kg.	686.08	620.00	618.50	619.10
12. Barbel (Shing), about 50-gram weight each	Kg.	682.99	487.00	480.00	485.00
13. Beef, best quality	Kg.	545.80	572.47	577.10	578.35
14. Mutton, best quality	Kg.	750.33	780.00	784.00	785.00
15. Fowl, alive	Kg.	432.28	410.30	407.00	411.00
16. Egg (Hen), Farm	4 pcs	34.38	36.00	38.00	39.00
17. Egg (Duck)	4 pcs	56.85	53.67	54.25	54.68
V. Edible oil :					
18. Mustard oil, best quality	Liter	201.37	216.77	216.83	234.50
19. Soyabean oil, best quality	Liter	118.74	156.25	160.10	169.65
VI. Spices:					
20. Chilli (dry), best quality	Kg.	371.19	350.60	349.75	349.82
21. Onion (local)	Kg.	61.14	65.00	53.40	58.92
22. Garlic (Local)	Kg.	114.45	120.00	118.30	117.67
23. Turmeric (Local)	Kg.	170.25	196.58	190.20	190.45
24. Ginger (Local)	Kg.	151.55	128.22	120.43	115.17
25. Salt (fine)	Kg.	35.00	32.07	32.00	32.05
VII. Vegetable:					
26. Potato, best quality	Kg.	35.87	26.87	25.34	25.81
27. Brinjal, best quality	Kg.	66.57	49.20	48.35	48.70
28. Lady's finger, best quality	Kg.	59.47	57.50	58.90	67.15
29. Papaya (green)	Kg.	36.10	30.00	30.67	30.43
VIII. Milk:					
30. Milk (Milk vita packet)	Liter	75.38	72.00	73.40	73.61
31. Lactozen (full cream) (400gm)	Each	605.15	606.37	607.88	607.97

SL. No.	Unit	2020-21	December '21	January '22	February '22
IX. Fuel & lighting :					
32. Firewood (gazari)	Quintal	489.46	498.87	499.62	499.95
33. Kerosene	Liter	81.46	83.44	83.57	83.58
34. Matches (40 sticks)	Box	2.00	2.00	2.00	2.00
X. Clothing:					
35. Long cloth (fine)	Meter	80.53	89.10	90.35	91.34
36. Long cloth (medium)	Meter	76.82	86.45	88.12	89.22
37. Saree (medium), white Tangail handloom: A451 80x80 count 5.5 yds.	Each	726.58	748.61	752.15	754.21
38. Lungi (medium.) 48" handloom 60X60	Each	799.50	807.88	810.21	812.33
39.Undershirt (genjee 100 c.m sleeveless)	Each	101.31	109.57	110.42	110.77
XI. Housing & Household Requisites:					
40. Cement (local)	Bag of 50 Kg.	447.62	451.52	452.13	460.77
41. Aluminum (Degchi)	Gram	0.43	0.44	0.44	0.45
42. Bamboo (muli) about 30 feet long	Each	191.49	200.24	200.00	192.50
43. Enamel plate	Each	70.79	73.87	73.92	73.97
XII. Miscellaneous:					
44. Coconut oil (unscented, imported)	Kg.	280.20	284.95	285.35	285.48
45. Cigarettes (Star)	10 Sticks	80.23	80.77	80.81	80.83
46. White paper	Quire	27.36	28.90	28.96	28.99
47. Blade-Sword (stainless steel)	Each	3.01	3.05	3.08	3.09

Source: Bangladesh Bureau of Statistics (BBS)


খুশকির বিড়ম্বনা?
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A BRIEF PROFILE OF BEF

Bangladesh Employers' Federation (BEF) is the national organization of employers. It represents all associations representing major industries in the country as well as established individual enterprises.

The objectives of the Federation are to promote, encourage and protect the interests of employers in industrial relations and, through such efforts, to establish good relations among employers and workers, which play a vital supporting role in the country's economic development.

BEF is well known as a progressive body, having a proactive approach on social issues. It is the only body of the employers recognized by the Ministry of Labour and Employment, and accordingly enjoys the sole representative capacity in the Tripartite Consultative Council, Labour Courts, Minimum Wages Board, National Wages and Productivity Commission, etc. It closely interacts with the Ministry of Labour and Employment on all policy issues. Similarly, it maintains close touch with other relevant Ministries of the Government on issues concerning industrial relations, enterprise efficiency, competitiveness, etc.

BEF's activities cover a wide range of issues besides industrial relations. Training and skill development is a major activity along with enterprise level programs for productivity improvement, safety and health, good management practices, etc.

BEF has taken major initiatives to foster close relationship with the trade unions and it enjoys their goodwill and confidence on many issues.

Bangladesh Employers' Federation