

LABOUR NEWS

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BANGLADESH EMPLOYERS' FEDERATION



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ARTICLE

EMPLOYEE MOTIVATION: A COMPREHENSIVE GUIDE

By Shreya Dutta



Employee Motivation is crucial to your organization. It is the root from which stems both the progress and the downfall of your company.

Employee Motivation can be defined as the attitude employees have towards their work. It is the desire and energy that makes people continually interested and committed to a job. It is what drives them, pushes them, or “motivates” them to achieve or even show up at work every day.

The Importance of Employee Motivation

Employee motivation is essential to your company. Motivated employees are dedicated, work harder, and, therefore, produce more. In other words, employee motivation improves the quality of work.

No company, small or large, can win over the long run without energized employees who believe in the mission and understand how to achieve it. – Jack Welch.

Without a motivated workplace, a company can face significant losses.

An employee who does not feel motivated won't be able to perform well. He won't want to give his best and work hard to achieve his goals.

Motivated employees help achieve business goals. They also improve the overall productivity of the organization.

What Drives Employee Motivation?

In some ways, employee motivation affects employee engagement. An engaged employee is emotionally committed to the company. This commitment tends to influence his behavior towards the organization. And this attitude impacts his Motivation to work.

To explain this, Gallup did a research and found some disturbing results. It found that only 15% of employees worldwide feel engaged in their jobs. That's right. ONLY 15%.

What drives Motivation for this 15%? And what about the rest of the 85% of the workforce? Why aren't they motivated to work? Motivation results from the interaction of both conscious and unconscious factors.

Some of these factors of work motivation are–

Reward value of the goal. A meaningful reward at the end of their efforts is a great way to keep employees

motivated. A reward should have a feel-good factor attached to it. Thus, they feel motivated to push harder, work efficiently and produce better results.

They have leaders whom they can trust. Leaders who value them and treat them with the same respect as they would to a senior employee. Leaders who believe in their capabilities & include them in important decision-making processes.

Professional advancement is another vital motivation at work. Employees are highly motivated to work if it means career growth. Leaders who provide employees with opportunities to develop their careers have better-motivated employees.

Happiness is probably the most significant fuel to employee motivation. An author on Forbes said, "your motivation to achieve is ultimately based on earning a living that brings you tremendous joy and satisfaction."

The Types of Motivation

What are the types of motivation, and how do these work in the workplace?

There are two types of motivation in the workplace – extrinsic and intrinsic.

Intrinsic motivation refers to motives that originate internally. It is the deep-rooted desires and the wish to fulfill them. The employee has the desire to perform a task because the results match his capabilities.

It is behavior driven by internal rewards. Psychology says,

"Intrinsic motivation occurs when we act without any obvious external rewards. We simply enjoy an activity or see it as an opportunity to explore, learn, and actualize our potentials."

In the workplace:

Employees work more for their love for that task than money. This motivation arises when employees engage in a task because it satisfies them.

Extrinsic Motivation, on the other hand, is driven by external rewards. This kind of motivation is most tangible in nature. External factors like money, fame,

praise are used to motivate employees. When a known reward is tied to a task, employees are extrinsically motivated to do it.

In the workplace:

Employers provide extrinsic motivation in the form of pay raises and other benefits. The benefit of this motivation is you can make services direct and quantifiable.

However, treating both these motivators as opposites would be wrong. Treat them not as opposites but as a combination. Not all employees will be intrinsically motivated from the beginning. But, you can provide them with tangible benefits to encourage them extrinsically. This will ultimately lead to intrinsic motivation.

How Do You Motivate Employees?

Now that you have set up the company of your dreams and hired talented people, you need to hold on to them. And while money might seem like a good way to hold them, research shows it's not enough.

A lot of other factors go into motivating an employee. Below mentioned are the employee motivation factors

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Offices like Homes



When we say office, the things that come to mind are rooms covered in white paint, cubicles, computers. This becomes mundane and boring. Employees don't want to be stuck in such a place for hours. And they definitely don't go "Wow" when entering such an office.

You can change this. Change the way your office looks. Put in comfortable couches, paintings, plants. You can

make it well-lit, paint your walls with cozy colors. In other words, design your workplace the way you'd design your home where your employees would want to spend time.

Communicate and then Communicate Some More

Most of the times, employee-employer relationships turn sour because of miscommunication. Employees aren't clear on what their leaders want. Employers get angry when they don't receive the results they expect.

So, the message I am trying to convey here is always be clear, concise and transparent. And you can start as soon as onboarding. When you hire them, let them know of the company policies, rules and their objectives. As time goes by, include them in everything you do that is relevant to them. Share data, let them know of the new things you're planning to do, pass ideas. This will make them feel involved and keep them motivated.

Reward and Recognize Your Employees



Appreciation is a fundamental human need. When you attach a reward to work, everyone gets automatically motivated. Moreover, recognizing employees for their efforts makes them feel valued. It also boosts employee motivation.

For example-

This very morning, my boss said whoever could improve their blogs would receive a reward. And now, I am more motivated to make this my best article!

Similar is the case with sports competitions. Players feel motivated to strive for the first position because

the gold medal is the reward. It is the result of their hard work. It is what motivates them to work harder the next time.

Peer-to-Peer Motivation



Peer motivation is one of the most effective forms of employee motivation.

Employees form the culture of an organization. And when you hire an employee, it is important to check if he/she will fit in that culture. Whether they'll be able to work in a team, be helpful to others and, engage in open communication.

Moreover, employees are also each other's biggest motivators. It is important that those working around you are supportive of you. That they appreciate your efforts, share praise and take responsibility of their actions.

Money and Other Benefits

Timely appraisals and salary hike is an important factor of employee motivation. And while it is important, it is not always enough. In fact, research has found that 79% of employees would prefer benefits over pay raise.

Moreover, with millennials entering the workplace, having a diverse benefits package is important. The reason – this generation focuses a lot more on the meaning of their work than the salary they get for that work. Therefore, providing non-monetary benefits is equally important.

Some popular non monetary benefits are retirement plans, tuition reimbursement and more.

Give Employees Purpose



Sometimes, your employees might feel clueless or unsure about their objectives and goals. Or if the work they do serves any of the purposes of their life. Once the doubt sets in, employees are bound to feel unmotivated and discouraged.

Vlad Moldavskiy of Mabbly, LLC says “I can motivate my employees by giving them a purpose.” He says this helps employees understand the company’s vision better. This in turn helps them understand their own purpose and how they fit into the culture

Make Work Challenging

Change is the only constant.



To sustain motivation in employees, it is important that they be constantly motivated. One way to do

this is by keeping work interesting. An organisation should work constantly to change the job design of an employee. Keep on adding new challenges and objectives for them to achieve.

When you engage employees with new problems, they come up with new and creative ways to tackle that issue. This improves their skill-set, makes them more dynamic and adaptable to changes.

Moreover, research also shows that lack of challenging work is one of the top reasons to leave a job. More than 30% of employees have stated this as their reason to leave a job.

Motivate Individuals First and then Teams

Taking care of all your employees is equally important. An organisation is its people. Thus, making sure that you recognise the efforts of each individual is crucial. Employees feel valued when they know you recognise and appreciate their hard work.

They need to know that their individual efforts will help the company achieve its goals. Employees who know their contribution helps the company excel, feel motivated to work.

In Summary

The only way to go to the top is by having a positive work environment. A positive work environment will increase employee motivation, keep them focused and dedicated.

To sum up, when employees feel motivated, they feel engaged or emotionally invested. Engagement ensures efficient working which increases the overall productivity of the organization.

Source: <https://blog.vantagecircle.com/>

HOME NEWS

EMPLOYMENT OPPORTUNITIES FOR 900 PEOPLE TO BE CREATED AT BEPZA EZ



Join Win (Bangladesh) Company Ltd., a Chinese company, is going to set up a shoe accessories manufacturing plant in BEPZA Economic Zone (EZ) with an investment of US\$10.73 million and create employment opportunities for 900 Bangladeshi nationals. The fully automated factory will produce annually 7 million pairs of shoe accessories items like PU insole, PU midsole, PU outsole, TPU outsole, rubber outsole and open cell PU insole. The company will manufacture shoe accessories items for prominent brands like Nike, Adidas, Puma, Caterpillar etc.

Meanwhile, another Chinese company Jibin Technology (BD) signed an agreement with BEPZA to invest US\$6 million to establish a shoe accessories manufacturing plant in BEPZA Economic Zone (EZ) and create employment opportunities for 195 Bangladeshi nationals. The company will annually produce six million pairs of shoe accessories items like outsole, midsole, injection parts, backstay, heel clip, toe cap, sports spike, EVA, PU Foam, and PU components.

LOCAL FIRM TO CREATE EMPLOYMENT OPPORTUNITIES FOR 494 PEOPLE IN BEPZA EZ



Kazi Badam Ltd, a concern of Kazi Farms Group, is going to set up an agro-processing (cashew nut) plant in BEPZA Economic Zone (BEPZA EZ) and create employment opportunities for 494 people. The local

company will invest \$17.22 million to produce cashew nut kernel and cashew nut shell liquid. This would be the first agro-based industry in the BEPZA Economic Zone. Kazi Badam signed an agreement to this effect with Bangladesh Export Processing Zones Authority (BEPZA) recently. Kazi Badam will annually produce 13,050 tonnes of cashew nut kernel and cashew nut shell liquid.

INFLOWS OF REMITTANCE ROSE 2.35% IN TEN MONTHS

According to the Bangladesh Bank (BB) data, the inflow of remittances through the banking channel in the first ten months of the current fiscal year (July-April of FY23) increased by 2.35 percent to US\$17.71 billion from US\$17.31 billion in the same period in FY22. However, the inflow of remittances decreased both year-on-year by 16.31 percent to US\$1.68 billion in April 2023 from US\$2.01 billion and month on-month by 16.77 percent from US\$2.02 billion (March 2023) despite various initiatives taken by the government and the Bangladesh Bank such as 2.5 percent cash incentive, easing the rules on the furnishing of documents and depreciation of exchange rate, etc.

Recently, the BB allowed mobile financial service (MFS) to bring more flexibility in repatriating remittances, which might have a positive impact on wage earners' remittance inflows in the near future. On the other hand, the inflow of remittances in the first ten months of the current fiscal year (July-April of FY23) increased by 2.35 percent to US\$17.71 billion from US\$17.31 billion in the same period in FY22.

Monthly Trends in Remittances

| Month | Remittances (million US\$) | | Change (%) |
|------------------------------|----------------------------|-------------------|--------------|
| | FY23 ^P | FY22 ^R | |
| July | 2096 | 1871 | +12.03 |
| August | 2037 | 1810 | +12.54 |
| September | 1539 | 1727 | - 10.89 |
| October | 1525 | 1647 | - 7.41 |
| November | 1590 | 1550 | +2.58 |
| December | 1700 | 1630 | +4.23 |
| January | 1959 | 1705 | +14.92 |
| February | 1561 | 1494 | +4.47 |
| March | 2022 | 1860 | +8.49 |
| April | 1683 | 2011 | - 16.31 |
| Total of July - April | 17712 | 17305 | +2.35 |

Notes: P=Provisional; R=Revised

Source: Bangladesh Bank

ITALY AGREED TO TAKE SKILLED WORKERS FROM BANGLADESH



Italy has agreed to take skilled workers from Bangladesh under bilateral migration and mobility arrangement, particularly for Italian construction, shipbuilding and hospitality sectors. This was revealed at the Political Consultations held on 07 June held at the Ministry of Foreign Affairs and International Cooperation in Rome. Foreign Secretary Masud Bin Momen and Secretary General of the Italian Ministry of Foreign Affairs and International Cooperation Riccardo Guariglia led the respective side at the Consultations. The Italian side expressed satisfaction that at present over 46% of workers under Flussi Decree are coming to Italy from Bangladesh for seasonal and non-seasonal work.

JOBS IN RUSSIAN SHIPBUILDING: FIRST BATCH SET TO FLY



Bangladesh started sending workers to the Russian shipbuilding industries, creating a new avenue for the skilled workers to get foreign jobs. The first batch of 24 Bangladeshi workers left Dhaka for Moscow to join their workplace. Besides, nine workers are getting ready for

going to the job destination soon. The workers were hired by a Russian shipbuilding company through the Overseas Employment and Services Limited (BOESL), the lone state-run recruitment agency. To this end, BOESL had signed a memorandum of understanding with the Russian shipbuilding company recently. The migration cost for each worker going to Russia would be about Tk 65,000 including services charge of the recruitment agency. The employer will bear the airfare.

39 FIRMS TO GET PRODUCTIVITY, QUALITY AWARD

Thirty-nine firms are going to get the “National Productivity and Quality Excellence Award 2021” in recognition of their continuous improvement in productivity and quality. The industries ministry, which is conferring the awards, published a gazette notification with the names of the recipients recently. Besides, a trade body and an association have been selected for an “Institutional Appreciation Award 2021” in recognition of their contribution to the industrial sector and encouraging creativity.

The “National Productivity and Quality Excellence Award” is being provided in six categories. Under a “Large Industry” category, 23 firms won the award while six firms won under the “Medium Industry” category. Four firms have won the award under the “Small Industry” category while one firm under “Micro Industry” and two firms under the “Cottage Industry” category. Three firms won the award under a “State-owned Industry” category.

INTERNATIONAL NEWS

PAKISTAN: INFLOW OF REMITTANCES SHARPLY DROPPED BY 29% DURING APRIL 2023



According to the State Bank of Pakistan (SBP), the inflow of remittances received from Pakistanis living abroad dropped sharply by 29% during April 2023, to \$2.21 billion from \$3.12 billion in the same month of the previous year. Experts attribute the decline to the volatile exchange rate and uncertain political conditions, which have shattered the confidence of overseas Pakistanis. The Pakistani Rupee (PKR) reached an all-time low of PKR 290.22 against the US dollar on 10 May 2023, due to deteriorating economic conditions over the past couple of years.

Meanwhile, the inflow of home remittances recorded a 13% decline during the ten-month period from July 2022 to April 2023, amounting to \$22.74 billion compared to \$26.14 billion in the same period of the previous fiscal year. The major decline of 19% in remittances is seen from the United Arab Emirates (UAE), with inflows recording \$3.98 billion during the period, compared to \$4.91 billion in the corresponding months of the previous fiscal year. This was followed by a 17% decrease in inflows from Saudi Arabia, amounting to \$5.4 billion during the period under review, compared to \$6.53 billion in the corresponding months of the previous fiscal year.

INDIA: UNEMPLOYMENT RATE FALLS TO 7.7% IN MAY



The unemployment rate in India fell to 7.7 percent in May due to a decline in the labor participation at 441.9 million, according to a data released by Centre for Monitoring Indian Economy (CMIE). Unemployment rate in India among people aged 15 years and above fell to 7.7 percent in May 2023, from 8.5 percent in the previous month. The unemployment rate inched down as a consequence of a fall in the labor participation, which implies a fall in the number of people who entered the labor market in search of work. Compared to April, labor participation rate (LPR) fell by 1.1 percentage point to 39.6 percent in May. Meanwhile, the decline in labor participation in May 2023 was considerably higher in rural India compared to urban India.

PHILIPPINES: PERSONAL REMITTANCES INCREASED 3% IN THE FIRST QUARTER OF 2023



The Bangko Sentral ng Pilipinas (BSP) data showed that personal remittances from overseas Filipino workers (OFWs) increased by 3% to \$2.97 billion in March 2023 from \$2.89 billion in March 2022. Personal remittances in the first quarter of 2023 also grew by 3% to \$8.91 billion from \$8.65 billion during the same period in 2022.

Meanwhile, cash remittances from overseas Filipinos (OFs) that went to banks rose 3% to \$2.67 billion in March 2023 from \$2.59 billion in March 2022. According to the BSP's data, the total cash remittances that went to banks for the first quarter of 2023 amounted to \$8 billion, which is 3% higher than the \$7.77 billion recorded during the same period in 2022.

JAPAN: JOBLESS RATE DROPPED TO 2.6 PERCENT IN APRIL 2023



Japan's unemployment rate dropped to 2.6 percent in April 2023 from March's 14-month high of 2.8 percent. The number of unemployed decreased by 150 thousand to 1.80 million; while employment rose by 130 thousand to 67.44 million. The labor force fell by 20 thousand to 69.26 million while those detached from the labor force increased by 110 thousand to 40.88 million. The non-seasonally adjusted labor force participation rate went up to 62.9 percent in April from 66.2 percent in the same month the previous year. A year earlier, the unemployment rate was at 2.5 percent. Meanwhile, the jobs-to-applications ratio stayed at a seven-month low of 1.32 in April.

GERMANY: UNEMPLOYMENT ROSE LESS THAN EXPECTED IN MAY



German unemployment rose less than expected in May 2023, showing resilience in the labor market

despite difficult economic conditions. The Federal Labour Office said the number of people out of work increased by 9,000 in seasonally adjusted terms to 2.573 million. Compared with May 2022, the number of unemployed is 284,000 higher. Even without taking into account Ukrainian refugees, unemployment would have risen year-on-year, albeit less sharply, the Labour Office said. In May, there were 767,000 job openings, 98,000 fewer than a year ago.

ITALY: SERIOUS LABOR SHORTAGE PUTS COVID RECOVERY AT RISK



Italy has warned that a serious labor shortage is hindering the country's ability to implement projects worth billions of euros under the EU's post-pandemic recovery program. In a report submitted to parliament, the Italian government has warned that a shortage of skilled workers in construction, IT and engineering — and a lack of competent administrators — is causing delays and could “jeopardize full implementation of the plan”. Italy is the largest beneficiary of the bloc's €80 billion program and is slated to receive grants and loans worth up to €191.5 billion by 2026. The report comes as Italy has been waiting for several months for Brussels to clear its next tranche of funds, worth €19 billion. It is also an admission that Rome is likely to face more delays in the disbursement of further funds.

CANADA: UNEMPLOYMENT RATE RISES FOR FIRST TIME IN NINE MONTHS



Canada unexpectedly shed jobs in May 2023 and the unemployment rate rose for the first time in nine months. The economy shed a net 17,300 jobs in May, entirely in full-time work, while the jobless rate inched up to 5.2 percent, Statistics Canada said.

Employment for youth aged 15 to 24 dropped by 77,300 jobs in May, more than offsetting the nearly 63,000 gained in the core 25 to 54 age group. Employment in the goods sector increased by a net 22,800 jobs, led by manufacturing, while the services sector lost a net 40,100 jobs, largely in business, building and other support services.

USA: ECONOMY ADDED 339000 JOBS IN MAY



US jobs growth was almost twice as strong as forecast in May 2023. The economy added 339,000 new non-farm jobs in the month, according to figures published by the Bureau of Labor Statistics compared with expectations of about 195,000. Job gains were broad-based, with professional and business services led job

creation for the month with a net 64,000 new hires. The government helped boost the numbers with an addition of 56,000 jobs, while health care contributed 52,000. Other notable gainers included leisure and hospitality (48,000), construction (25,000) and transportation and warehousing (24,000). Meanwhile, the unemployment rate rose to 3.7% in May against the estimate for 3.5%, even though the labor force participation rate was unchanged.

GM: ABOUT 5,000 SALARIED WORKERS TOOK BUYOUTS TO LEAVE THE COMPANY



About 5,000 General Motors Co (GM) salaried workers took buyouts to leave the company, putting the company well on the way to hitting a \$2 billion cost-cutting target, the automaker's chief financial officer said. GM set a goal of cutting \$2 billion from operating costs by the end of 2024, with 30%-50% of the total being achieved this year. The response to a buyout program means GM will be at the higher end of that 2023 goal.

ILO NEWS

MAKE SOCIAL JUSTICE A PRIORITY ISSUE ON THE GLOBAL AGENDA: ILO DIRECTOR-GENERAL



The Director-General of the ILO, Gilbert F. Hounbo, stressed the need to “systematically integrate the social agenda into all major international, regional and national” policies and actions to fight growing economic disparities, as he addressed the opening of the 111th session of the International Labour Conference (ILC).

“My message is simple. No one should bury their head in the sand” when it comes to facing the challenges shaking up the world of work, Hounbo said.

“The fourth industrial revolution which promises a radical transformation of production methods, the demographic upheavals, and the imperative need to decarbonize the economy are opportunities for a better future for us all,” said the Director-General. “But at the same time ... 4 billion of our fellow citizens have no social protection and 214 million workers earn less than the poverty line.... A large number of job-creating micro and small enterprises have gone bankrupt. And how can we explain the fact that women earn on average 20 per cent less than their male colleagues?” he said.

To position social justice as the keystone of the global recovery and ensure that the future is human-centred, the Director-General stressed the need to launch a Global Coalition that will bring together a broad range of international bodies and stakeholders.

The Global Coalition for Social Justice would aim to, “balance environmental, economic and social considerations in the global conversation, including in the reform of the international financial architecture” and “advocate policy coherence and investment in social protection and decent work,” Hounbo said.

Presenting his report, *Advancing Social Justice*, the Director-General said, “faced with the risks of division, the risks of entrenchment and the risks of polarisation of different opinions, we have a duty and a moral obligation to maximise the use of diplomacy to bring the points of view of different groups closer together.”

Talking about his report, *The situation of workers of the occupied Arab territories*, Hounbo underlined that the poverty rate in Gaza had risen from 59 percent to 65 percent.

The conference, which brings together worker, employer and government delegates from the ILO’s 187 Member States, fully face-to face for the first time since 2019 will address a wide range of issues that have a long-term impact on the world of work. The agenda includes:

- A second standard-setting discussion on quality apprenticeships .
- A recurrent discussion on the strategic objective of social protection (labour protection).
- A general discussion on achieving a just transition towards environmentally sustainable economies and societies for all, including consideration of industrial policies and technology.
- A proposed Convention and Recommendation concerning the partial revision of 15 international labour instruments, following the inclusion of a safe and healthy working environment in the ILO’s framework of fundamental principles and rights at work.
- Achieving equality between women and men at work, which is the focus of the General Survey of the Committee on the Application of Standards.

EXPERTS AGREE NEW GUIDELINES TO PROMOTE DECENT WORK IN THE AGRI-FOOD SECTOR



Experts from governments, employers' and workers' organizations have adopted new guidelines to promote decent work in the agri-food sector. The agreement will support efforts to improve the lives and livelihoods of more than 1.3 billion workers and support sustainable enterprise development in the sector.

The promotion of decent work in the sector will also help address major global challenges such as rising food insecurity, affecting hundreds of millions of people globally; increasing levels of poverty, which are particularly pronounced in rural areas and especially among the agri-food workforce; and environmental degradation and climate change, caused in part by current food systems, which themselves are affected by such changes.

Based on relevant International Labour Standards and international agreements, the guidelines cover the four pillars of the ILO's Decent Work Agenda - rights at work, decent and productive employment, social protection, and social dialogue.

They will act as guidance for ILO constituents and other relevant stakeholders that design and implement policies to promote decent work in the agri-food sector, as part of efforts to build sustainable and resilient food systems able to feed the world's growing population, - without compromising the economic, social, and environmental foundations for present and for future generations.

The guidelines have been agreed at a meeting of experts in Geneva, bringing together global experts representing governments, employers and workers'

organizations, as well as FAO, IFAD, and CARE International, to discuss the challenges facing the sector.

ILO AND EUROPEAN COMMISSION AGREE NEW EMPLOYMENT RESEARCH TO ADVANCE SOCIAL JUSTICE



The ILO and the Joint Research Centre (JRC) of the European Commission have agreed to pursue new research into macro and investment policies that could create more and better jobs and forge an effective path to social justice. The agreement between the ILO's Employment Policy, Job Creation and Livelihoods Department, and the JRC emerged at the conclusion of a high-level symposium on employment policies for social justice, held at ILO headquarters during 11-12 May 2023.

"Good research underlies good employment policies, and good employment policies underlie the advancement of social justice," said Sangheon Lee, Director of the ILO Employment Policy, Job Creation and Livelihoods Department. "What this symposium has brought to the fore is that we need to re-examine current macro and investment policies to develop new and more effective ways to advance decent job creation and thereby social justice."

Mikel Landabaso, Director of the Fair and Sustainable Economy of the European Commission's Joint Research Centre, said, "Decent work for all is a proxy for social justice. This is why the areas of work we have opened are more relevant than ever, and we should continue to research and discuss them jointly."

The new agreement between the JRC and ILO will build on the success of a three-year research project on

“Building partnerships on the future of work” funded by the European Union. It aims to fill policy gaps and to better communicate the findings to policymakers and other stakeholders involved in the pursuit of social justice.

ENABLING SUCCESS: SUPPORTING YOUTH IN MENA IN THEIR TRANSITION FROM LEARNING TO DECENT WORK



A new report published by the ILO, the United Nations Children’s Fund (UNICEF) and the European Training Foundation (ETF) has issued an urgent call to countries in the Middle East and North Africa (MENA) Region to invest in education and modernizing training systems for youth.

“Enabling Success: Supporting Youth in MENA in their Transition from Learning to Decent Work” calls for developing and implementing market relevant skills training and job-creation strategies targeting youth in the region, which has the highest rate of youth unemployment in the world.

In 2019, just before the onset of the COVID-19 pandemic, 30 percent of young people in MENA aged 15–24 were neither employed, in school nor receiving training. For young women – who have the lowest employment rates in the world – that figure rises to a very worrying 42 percent. The latest data shows that young people are still three times more likely than older workers to be unemployed.

The report, launched recently at a virtual event, provides an extensive analysis of current challenges, policies and programs in MENA addressing young peoples’ learning, skilling and transitioning to decent work. It sets out a roadmap of recommended policies

the region can develop to support its youth in their transition. Such policies would propel the region as a whole towards achieving more sustainable and equitable economic development and better well-being and social indicators.

The report is based on a study presented at the MENA Regional High-Level Meeting on Young People’s Learning, Skilling and Transition to Decent Work held in Amman in May 2022, which concluded with a series of government commitments from 16 countries in the MENA region to work on reforming the learning and labor systems to ensure more effective and equitable outcomes for young people across the region.

The MENA region has progressed on school enrollment levels, yet many students are completing their schooling without the knowledge and skills they need for a smooth and successful entry into the labor market. Young people find themselves confronted by fast-changing markets, driven by rapid technological progress, but lack the lifelong learning skills to maintain the relevance of their knowledge and skills.

Over the past three decades, governments across the region have introduced a range of policies and programs aimed at addressing youth transitions to employment. However, most of these efforts have been limited in scope and have not had much success in improving development outcomes, the report states.

The situation described in detail in the report represents a new call for action to modernize education and training systems and boost youth employment in the MENA region.

STATISTICS

CONSUMER PRICE INDEX: NATIONAL

(Base: 2005-06=100)

| Period | General Index | Index by expenditure group | | | | | | | | |
|---------------------------|---------------|----------------------------|-------------|------------------------|---------------------|--------------------------|------------------------------------|------------------------------|---|------------------------------|
| | | 1. Food & Beverage | 2. Non-Food | I. Clothing & Footwear | II. Fuel & Lighting | III. Household Equipment | IV. Medical Care & Health Expenses | V. Transport & Communication | VI. Recreation, Entertainment, Expenses | VIII. Misc. 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 | 306.18 | 332.86 | 271.98 | 320.14 | 232.43 | 320.30 | 253.62 | 313.00 | 202.60 | 312.28 |
| 2022-23 | | | | | | | | | | |
| November | 333.07 | 360.75 | 297.58 | 340.91 | 249.07 | 349.61 | 302.73 | 347.60 | 215.98 | 355.45 |
| December | 331.35 | 356.86 | 298.65 | 342.96 | 249.09 | 353.11 | 303.20 | 348.59 | 216.70 | 356.87 |
| January | 333.34 | 359.40 | 299.93 | 343.90 | 250.94 | 354.21 | 303.57 | 348.96 | 218.08 | 358.95 |
| February | 335.29 | 362.17 | 300.82 | 344.49 | 252.28 | 355.04 | 303.90 | 349.49 | 218.58 | 360.12 |
| March | 339.07 | 368.09 | 301.87 | 345.29 | 253.40 | 355.94 | 304.94 | 350.41 | 218.77 | 362.65 |
| April (base: 2021 22=100) | 111.45 | 111.26 | 111.60 | 108.03 | 111.71 | 113.80 | 108.05 | 110.11 | 114.40 | 111.60 |

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

| Period | Index by expenditure group | | | | | | | | | |
|-------------------------------------|----------------------------|--------------------|---------------|------------------------|---------------------|--------------------------|------------------------------------|------------------------------|--------------------------------|------------------------------|
| | General Index | 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 |
| 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 | 304.76 | 326.34 | 270.42 | 318.29 | 223.88 | 308.52 | 269.97 | 274.69 | 225.50 | 332.14 |
| 2022-23 | | | | | | | | | | |
| October | 333.40 | 358.50 | 293.47 | 336.71 | 242.66 | 328.39 | 323.14 | 294.21 | 238.13 | 370.53 |
| November | 331.51 | 353.44 | 296.61 | 340.15 | 242.71 | 331.66 | 335.30 | 300.39 | 239.48 | 372.64 |
| December | 330.00 | 350.28 | 297.74 | 342.57 | 242.83 | 334.94 | 335.51 | 301.24 | 239.80 | 373.92 |
| January | 332.36 | 353.23 | 299.16 | 343.73 | 244.32 | 337.00 | 336.02 | 302.06 | 241.33 | 376.40 |
| February | 334.51 | 356.27 | 299.87 | 344.38 | 245.09 | 337.35 | 336.30 | 302.88 | 241.96 | 377.93 |
| March | 338.48 | 362.10 | 300.90 | 345.17 | 246.04 | 338.43 | 336.34 | 303.92 | 241.99 | 381.83 |
| April (base: 2021-22= 100) | 111.56 | 111.21 | 111.42 | 106.61 | 112.57 | 114.57 | 107.84 | 110.42 | 113.98 | 111.59 |

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

| Period | Index by expenditure group | | | | | | | | General Index |
|-----------------------------|----------------------------|-------------|------------------------|---------------------|--------------------------|------------------------------------|------------------------------|---|---------------|
| | 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, Expenses | |
| 2013-14 | 214.85 | 171.61 | 183.66 | 162.80 | 221.11 | 155.82 | 168.52 | 147.83 | 186.37 |
| 2014-15 | 230.56 | 182.32 | 197.93 | 172.33 | 223.53 | 169.80 | 190.26 | 150.95 | 194.16 |
| 2015-16 | 245.66 | 196.39 | 216.50 | 186.86 | 236.67 | 180.93 | 215.50 | 152.84 | 199.87 |
| 2016-17 | 263.09 | 207.38 | 224.66 | 201.60 | 246.87 | 185.05 | 229.59 | 158.93 | 206.45 |
| 2017-18 | 283.19 | 215.83 | 238.67 | 208.77 | 255.74 | 188.96 | 242.55 | 164.59 | 211.57 |
| 2018-19 | 300.30 | 229.00 | 267.92 | 216.22 | 272.20 | 197.25 | 265.77 | 166.95 | 222.78 |
| 2019-20 | 315.83 | 243.34 | 285.82 | 230.27 | 291.66 | 208.97 | 283.12 | 169.81 | 239.06 |
| 2020-21 | 332.08 | 257.64 | 296.78 | 237.63 | 318.36 | 220.17 | 312.59 | 171.05 | 267.20 |
| 2021-22 | 348.75 | 274.07 | 323.66 | 242.32 | 341.00 | 225.63 | 355.22 | 177.90 | 287.76 |
| 2022-23 | | | | | | | | | |
| October | 385.64 | 295.88 | 340.94 | 255.88 | 372.39 | 246.65 | 394.38 | 190.60 | 323.15 |
| November | 378.58 | 298.87 | 342.34 | 256.44 | 381.17 | 246.99 | 399.63 | 190.62 | 334.23 |
| December | 372.94 | 299.86 | 343.69 | 256.34 | 385.06 | 247.89 | 400.77 | 191.76 | 335.82 |
| January | 374.44 | 300.97 | 344.21 | 258.61 | 384.46 | 248.03 | 400.64 | 192.99 | 337.40 |
| February | 375.57 | 302.09 | 344.70 | 260.61 | 386.14 | 248.44 | 400.86 | 193.35 | 338.13 |
| March | 382.70 | 303.15 | 345.52 | 261.93 | 386.72 | 251.21 | 401.65 | 193.72 | 338.97 |
| April (base: 2021- 22= 100) | 110.35 | 111.56 | 110.47 | 110.71 | 112.38 | 108.46 | 109.78 | 115.40 | 111.41 |

Source: Bangladesh Bureau of Statistics

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

| Sector | 2019-20 | 2020-21 | 2021-22 | February '23 | March '23 | April '23 |
|---|---------------|---------------|---------------|---------------|---------------|---------------|
| General | 170.39 | 180.83 | 191.80 | 208.75 | 209.96 | 210.22 |
| percentage change (Point to Point) | 6.35 | 6.12 | 6.06 | 7.11 | 7.18 | 7.23 |
| percentage change (over previous month) | | | | 1.01 | 0.58 | 0.12 |
| 1. Agriculture | 170.28 | 181.16 | 192.21 | 209.27 | 210.53 | 210.76 |
| percentage change (Point to Point) | 6.48 | 6.39 | 6.10 | 7.01 | 7.22 | 7.28 |
| percentage change (over previous month) | | | | 1.01 | 0.60 | 0.11 |
| i) Agriculture | 170.32 | 181.23 | 192.39 | 209.60 | 210.87 | 211.10 |
| percentage change (Point to Point) | 6.51 | 6.41 | 6.16 | 7.06 | 7.27 | 7.33 |
| percentage change (over previous month) | | | | 1.02 | 0.61 | 0.11 |
| ii) Fish | 168.58 | 177.84 | 1183.06 | 192.17 | 192.79 | 193.30 |
| percentage change (Point to Point) | 4.97 | 5.49 | 2.95 | 4.27 | 4.30 | 4.32 |
| percentage change (over previous month) | | | | 0.47 | 0.32 | 0.26 |
| 2. Industry | 168.24 | 177.52 | 187.83 | 204.05 | 205.16 | 205.43 |
| percentage change (Point to Point) | 5.99 | 5.51 | 5.85 | 7.16 | 6.92 | 6.93 |
| percentage change (over previous month) | | | | 0.96 | 0.54 | 0.13 |
| i) Construction | 160.17 | 167.24 | 174.62 | 186.66 | 187.49 | 187.70 |
| percentage change (Point to Point) | 4.77 | 4.42 | 4.41 | 5.93 | 5.64 | 5.65 |
| percentage change (over previous month) | | | | 0.81 | 0.45 | 0.11 |
| ii) Production | 184.65 | 198.37 | 214.87 | 239.31 | 240.98 | 241.39 |
| percentage change (Point to Point) | 8.21 | 7.43 | 8.30 | 9.17 | 9.01 | 9.02 |
| percentage change (over previous month) | | | | 1.19 | 0.70 | 0.17 |
| 3. Service | 175.33 | 185.99 | 199.42 | 215.86 | 217.04 | 217.38 |
| percentage change (Point to Point) | 6.41 | 6.07 | 6.32 | 7.45 | 7.53 | 7.60 |
| percentage change (over previous month) | | | | 1.13 | 0.55 | 0.16 |

Source: Bangladesh Bureau of Statistics (BBS)

WAGE RATE INDEX BY SECTORS: DHAKA DIVISION
(Base: 2010-11=100)

| Sector | 2019-20 | 2020-21 | 2021-22 | February '23 | March '23 | April '23 |
|---|---------------|---------------|---------------|---------------|---------------|---------------|
| General | 169.90 | 179.99 | 189.42 | 202.52 | 203.72 | 203.83 |
| percentage change (Point to Point) | 5.81 | 5.93 | 5.25 | 5.53 | 5.83 | 5.80 |
| percentage change (over previous month) | | | | 0.87 | 0.59 | 0.59 |
| 1. Agriculture | 170.57 | 181.52 | 190.78 | 203.97 | 205.45 | 205.52 |
| percentage change (Point to Point) | 6.01 | 6.41 | 5.11 | 5.57 | 6.00 | 5.99 |
| percentage change (over previous month) | | | | 0.93 | 0.73 | 0.73 |
| i) Agriculture | 170.56 | 181.51 | 190.80 | 204.03 | 205.53 | 205.60 |
| percentage change (Point to Point) | 6.02 | 6.41 | 5.13 | 5.58 | 6.02 | 6.01 |
| percentage change (over previous month) | | | | 0.94 | 0.73 | 0.73 |
| ii) Fish | 171.45 | 182.40 | 187.35 | 195.05 | 195.54 | 195.67 |
| percentage change (Point to Point) | 5.00 | 6.38 | 2.74 | 3.75 | 3.56 | 3.50 |
| percentage change (over previous month) | | | | 0.23 | 0.25 | 0.25 |
| 2. Industry | 165.60 | 173.94 | 182.93 | 195.60 | 196.42 | 196.57 |
| percentage change (Point to Point) | 5.47 | 5.03 | 5.17 | 5.49 | 5.63 | 5.60 |
| percentage change (over previous month) | | | | 0.77 | 0.42 | 0.42 |
| i) Construction | 160.30 | 167.38 | 173.84 | 183.69 | 184.33 | 184.45 |
| percentage change (Point to Point) | 4.67 | 4.41 | 3.86 | 4.71 | 4.77 | 4.74 |
| percentage change (over previous month) | | | | 0.80 | 0.35 | 0.35 |
| ii) Production | 176.81 | 187.79 | 202.14 | 220.77 | 221.96 | 222.18 |
| percentage change (Point to Point) | 7.04 | 6.22 | 7.63 | 6.91 | 7.17 | 7.14 |
| percentage change (over previous month) | | | | 0.71 | 0.54 | 0.54 |
| 3. Service | 178.06 | 188.95 | 200.28 | 214.07 | 215.02 | 215.15 |
| percentage change (Point to Point) | 5.75 | 6.11 | 6.00 | 5.43 | 5.59 | 5.47 |
| percentage change (over previous month) | | | | 0.85 | 0.45 | 0.45 |

Source: Bangladesh Bureau of Statistics (BBS)

PRODUCTION OF SOME SELECTED INDUSTRIAL ITEMS ON LARGE SCALE (BASE YEAR : 2015-16)

| Description of items of industry | Unit | No .of reporting industries (selected) | 2019-20 (p) | 2020-21 (p) | Dec-21 (p) | Nov-22 (p) | Dec-22 (p) |
|--|----------------|--|-------------|-------------|------------|------------|------------|
| Manufacture of Food Products | | | | | | | |
| Processing and preserving of meat | M.T. | 2 | 838 | 963 | 1088 | 1114 | 1150 |
| Processing and preserving of fish, crustaceans and molluscs | M.T. | * | 4150 | 4210 | 4993 | 3415 | 3645 |
| Processing and preserving of fruit and vegetables | 000 Litre | 3 | 23420 | 24580 | 32636 | 18933 | 17850 |
| Mfg of vegetable and animal oils and fats | M.T. | 2 | 135145 | 141040 | 162415 | 169106 | 164606 |
| Mfg of dairy products | 000 Kg | * | 5338 | 5700 | 6727 | 6458 | 6845 |
| Mfg of rice / rice milling | M.T. | 2 | 162 | 180 | 212 | 149 | 152 |
| Mfg of bakery products | M.T. | 1 | 2720 | 2750 | 2948 | 1831 | 1798 |
| Mfg of sugar, cocoa, chocolate and sugar confectionery | M.T. | 16 | 6277 | 6027 | 15509 | 340 | 8726 |
| Mfg of macaroni, noodles, couscous and similar farinaceous products, | M.T. | * | 54 | 57 | 60 | 51 | 53 |
| Mfg of processing of tea and coffee | M.T. | 3 | 7494 | 9214 | 6932 | 12135 | 12456 |
| Mfg of other food products n.e.c. (Salt) | M.T. | * | 132 | 146 | 192 | 93 | 179 |
| Mfg of Prepared animal feeds | M.T. | 2 | 84451 | 87670 | 89305 | 85640 | 87540 |
| Mfg of Beverages | | | | | | | |
| Mfg of soft drinks | 000 Doz Bottle | 4 | 6920 | 6958 | 7154 | 14408 | 17125 |
| Mfg of Tobacco products | | | | | | | |
| Mfg of tobacco products (cigarettes & others | Million No | 2 | 6445 | 7082 | 7526 | 11619 | 12250 |
| Mfg of bidies, Zadra and quivam, Tobacco manufacture n.e.c. | Million No | 5 | 1620 | 1710 | 1857 | 2097 | 2160 |
| Mfg of Textile | | | | | | | |
| Preparation and spinning of textile fibres | M.T. | 7 | 2190 | 2320 | 2780 | 2750 | 2840 |
| Weaving of textiles, Silk & Synthetic | 000 Mitre | 4+ | 886030 | 952014 | 1093811 | 1094567 | 1192547 |
| Finishing of textiles (dyeing, bleaching etc.) | 000 Mitre | * | 10969 | 11204 | 11374 | 14436 | 15312 |
| Mfg of Jute textiles, Pressing and baling of jute and other fibres, spooling and thread ball | M.T. | 95 | 39578 | 41587 | 61887 | 16200 | 16200 |
| Mfg of Knitted and crocheted fabrics, made-up textile articles, except apparel, carpets and rugs, cordage, rope, twine and netting other textiles n.e.c.(Goods designer, embroidery) | M.T. | * | 574055 | 605341 | 989591 | 1401160 | 1501256 |
| Mfg of Wearing Apparel (Ready made garment) | | | | | | | |
| Mfg of Wearing apparel, except fur apparel | Million TK | * | 130277 | 141630 | 187965 | 186767 | 209377 |
| Mfg of Knitted and crocheted apparel, articles of fur and crocheted apparel | Million TK | * | 133545 | 164821 | 195991 | 225446 | 243343 |
| Mfg of Leather and Related products | | | | | | | |
| Tanning and dressing of leather; dressing and dyeing of fur | 000 Sq. M | * | 7894 | 8661 | 6385 | 4820 | 5247 |
| Mfg of luggage, handbags and the like, saddlery and harness | Dozen | 3 | 1354 | 1410 | 1530 | 1570 | 1570 |
| Manufacture of footwear | 000 Pair | 5 | 292 | 297 | 457 | 510 | 510 |

| Description of items of industry | Unit | No .of reporting industries (selected) | 2019-20 (p) | 2020-21 (p) | Dec-21 (p) | Nov-22 (p) | Dec-22 (p) |
|--|-----------|--|-------------|-------------|------------|------------|------------|
| Mfg of Wood and Products | | | | | | | |
| Sawmilling, wood-based panels, wooden containers, bamboo & cane Products, other products of wood & articles of cork, straw & plaiting materials | 000 sq. M | 3 | 178594 | 186797 | 217130 | 183331 | 182547 |
| Mfg of Paper and Paper Products | | | | | | | |
| Manufacture of pulp, paper and paperboard | M.T. | 2 | 4825 | 5150 | 7258 | 4171 | 4058 |
| Mfg of other articles of paper and 'paperboard | M.T. | 2 | 8360 | 8683 | 6865 | 12135 | 12450 |
| Printing and Reproduction of Recorded Media | | | | | | | |
| Printing, Service activities related to printing, Reproduction of recorded media | 000 No | 2 | 6806 | 7205 | 7226 | 9120 | 9080 |
| Manufacture of Coke and Refined Petroleum Products | | | | | | | |
| Manufacture of refined petroleum products | M.T. | 1 | 92569 | 110698 | 40530 | 121520 | 121520 |
| Manufacture of Chemicals and Chemical Products | | | | | | | |
| Manufacture of basic chemicals (Compressed Liquid Gas) | C. No | 1 | 1209 | 1105 | 804 | 1016 | 848 |
| Mfg of fertilizers and nitrogen compounds; plastics & synthetic rubber in | M.T. | 3 | 81346 | 108001 | 59945 | 75548 | 76048 |
| Mfg of paints, varnishes and similar coatings, printing ink and mastics, Pesticides & other agrochemical products | 000 Litre | 2 | 173 | 170 | 171 | 190 | 188 |
| Manufacture of soap and detergents, cleaning and polishing preparations, perfumes and toilet preparations | 000 TK | 2 | 99254 | 98627 | 62834 | 97520 | 95480 |
| Matches/Fire fox, manmade fibre, other chemical products | 000 Gross | 2 | 3412 | 3569 | 3758 | 3675 | 3950 |
| Manufacture of Pharmaceutical | | | | | | | |
| Manufacture of pharmaceuticals, medicinal chemical and botanical products | 000 Tk | 10 | 9043451 | 9970405 | 12689048 | 11720245 | 11827262 |
| Mfg of unani& Ayurvedic, homeopathic & biochemical medicine , Medicinal chemical products | 000 Tk | 2 | 70709 | 103524 | 105188 | 122035 | 117269 |
| Manufacture of Rubber and Plastics Products | | | | | | | |
| Manufacture of rubber tyres and tubes; retreading and rebuilding of rubber tyres | Dozen | 2 | 114587 | 118695 | 155175 | 180637 | 181637 |
| Manufacture of plastics products | M.T. | 2 | 2390 | 2410 | 3429 | 2650 | 2450 |
| Manufacture of polythene products | 000 Doz | 1 | 12480 | 12450 | 12750 | 12900 | 12900 |
| Manufacture of Other Non-metallic Mineral Products | | | | | | | |
| Manufacture of glass and glass products | 000 Sq.ft | 2 | 6305 | 6779 | 8657 | 10654 | 10870 |
| Manufacture of clay building materials, | 000 SMit | 1 | 1006 | 1039 | 1158 | 1025 | 1045 |
| Manufacture of other porcelain and ceramic products | | 2 | 1289 | 1448 | 1393 | 1568 | 1680 |
| Manufacture of cement, lime and plaster; article of concrete cement &; cutting, shaping & finishing of stone | M.T. | 8 | 548652 | 683982 | 826551 | 1075463 | 1108310 |
| Manufacture of bricks | 000 ' No | 3 | 40 | 42 | 49 | 50 | 51 |
| Manufacture of basic metals | | | | | | | |
| Manufacture of basic iron and steel; basic precious & other non ferrous metals; casting of non-ferrous metals Manufacture of fabricated metal products, except machinery and equipment | M.T. | 6 | 77343 | 96988 | 114745 | 77218 | 76462 |

| Description of items of industry | Unit | No .of reporting industries (selected) | 2019-20 (p) | 2020-21 (p) | Dec-21 (p) | Nov-22 (p) | Dec-22 (p) |
|--|------------|--|-------------|-------------|------------|------------|------------|
| Manufacture of cutlery, hand tools and general hardware | 2 | 4069 | 4373 | 4596 | 4727 | 3941 | 4023 |
| Manufacture of other fabricated metal products n.e.c. | 2 | 102 | 109 | 108 | 117 | 110 | 112 |
| Manufacture of computer, electronic and optical products | | | | | | | |
| Mfg of communication equipment; electronic components & boards; computer & peripheral equipment; | No. | 2 | 61521 | 64580 | 62609 | 65410 | 58970 |
| Mfg of electrical equipment | | | | | | | |
| Mfg of Batteries & Accumulator | 000, No | 2 | 52 | 56 | 63 | 42 | 43 |
| Mfg of Fibre optics cables; other electronic and electric wires and cables; wiring devices | M.T. | 2 | 6012 | 6423 | 7195 | 8145 | 8254 |
| Mfg of domestic appliances; other electrical appliances | No. | 1 | 358752 | 372955 | 386612 | 382454 | 356845 |
| Mfg of machinery & Equipment | | | | | | | |
| Mfg of metal-forming machinery and machine tools; machinery for metallurgy; machinery for food, beverage & tobacco processing, machinery for textile, apparel & leather Production | No. | EPB | 965 | 997 | 1123 | 1146 | 1120 |
| Mfg of motor vehicles, trailers and semi-trailers | | | | | | | |
| Mfg of motor vehicles ; bodies (coachwork) for motor vehicles, trailers & semi-trailers; | No. | 2 | 402 | 389 | 514 | 456 | 468 |
| Mfg of other transport equipment | | | | | | | |
| Building of ships and floating structures; ship breaking & dismantling; railway locomotives | M.T. | 8 | 5520 | 5804 | 7630 | 6540 | 6560 |
| Mfg of Motor vehicles | No. | 1 | 1354 | 1429 | 1575 | 1495 | 1520 |
| Mfg of bicycles and invalid carriages | No. | 1 | 1918 | 1933 | 1956 | 2014 | 2140 |
| Mfg of Furniture | | | | | | | |
| Mfg of wooden furniture and fixture | No. | 3 | 10243 | 11927 | 13211 | 18950 | 20150 |
| Mfg of plastic furniture and fixture | No. | 2 | 1688921 | 1785029 | 2023287 | 1843901 | 2396697 |
| Mfg of packaging materials | No. | 2 | 384 | 406 | 414 | 407 | 415 |
| Other Manufacturing | | | | | | | |
| Mfg of sports goods | Million Tk | EPB | 121 | 125 | 131 | 114 | 125 |


Note: P= Provisional

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স্বপ্নার টিমোলোজি লিমিটেড

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