

LABOUR NEWS

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BANGLADESH EMPLOYERS' FEDERATION



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ARTICLE

HOW TO IMPROVE EMPLOYEE PRODUCTIVITY: 10 EASY STEPS



Right now, increasing employee productivity in the workplace can be challenging; the workplace has undergone some drastic changes over the past year, some which may change the way in which we work forever. For many employees, getting used to this way of working can be difficult.

Right now, increasing employee productivity in the workplace can be challenging; the workplace has undergone some drastic changes over the past year, some which may change the way in which we work forever. For many employees, getting used to this way of working can be difficult.

In almost all fields the average worker is productive for 60% or less each day with figures decreasing for office workers who are only productive for two hours, twenty three minutes each day... That's a whole lot of wasted time each day. To improve employee productivity, you

need to have a system in place that drives motivation within your team and inspires them to put 100% into everything they do.

Simply telling employees to be more productive won't do anything. In the modern workplace, you need to be proactive in your thoughts. You need to inspire your employees, show them the benefits of productivity in the workplace and guide them the way to maximizing employee productivity.

What Is Employee Productivity?

Employee productivity is the engine on which a business thrives. Put simply, it's a measure of how much work an employee delivers within a specific time frame. Productive employees focus on the right things at the right times. There's very little wasted effort, and the work they do creates the results you want.

A key factor in productivity is motivation and it is vital, not just for maintaining a company's bottom line but also for dependency and consistency. Knowing your company's output makes it easier to predict and plan for your business.

What Factors Affect Your Team's Productivity?

There are several factors that may affect your employee's productivity levels, but there are 4 main factors that you could easily change to help improve productivity in the workplace.



The Importance of Employee Productivity

Your employees are an integral part of your business, therefore each team member should be contributing to overall success by adding value to their roles.

Employee productivity is essential to ensure the success of any business. It's useless to have the best professionals working for your company if you're not able to manage them correctly and maximize their working performance.

What Causes Low Productivity

If you've identified there's a problem with productivity in the workplace, the first step is to understand how productivity can be affected. There are factors that affect productivity that are out of your control. But for the factors that you can control, you must analyze the situation and figure out how to resolve the issues.

Why Employee Productivity Might be Low



Workload

Employee productivity may be lacking because the workload you are giving your employees is either too low or too high. High workloads can put a real strain on mental health and lead to burnout. We found that on average 33% of workers said that expectations in their role contributed to stress. On the other hand, low workloads can cause boredom and lack of motivation.

Sit down with your employees and discuss workload regularly so you can adjust accordingly. Make use of document management apps that can be integrated into your company intranet platform, like Monday.com and Trello to create a clear structure of tasks and aid productivity.

Conflicting Dynamics

Let's face the facts, in any business, there'll be disagreements. But when that conflict grows and becomes so bad that your employees aren't working well together, it's time to step in.

Conflict in the workplace can be damaging to employee productivity as it lowers morale and can negatively impact mental health. If you sense that an issue is arising in the workplace try and nip it in the bud as quickly as possible; take all employees aside to work out their difference and come up with a solution to the problem.

Team Motivation

Low morale and motivation is a silent killer in the workplace, impacting employee's and whole teams performance. Your employees might be lacking in motivation if you see a change in attitude, lack of initiative and poor performance. If you notice any of these factors, you need to ensure that you tackle them straight away to improve employee productivity.

How to Improve Employee Productivity: Our Top 10 Tips

Once you've identified why your workforce productivity levels may be low, the next step is to think about a solution to the problem. Oak's Mental Health Report

found that almost a fifth of those who suffer health issues at work do because of burnout. In fact, burnout is a huge factor that affects employee productivity levels and it's certainly something that can be tackled head-on. We've put together 10 top tips on how to boost productivity levels in the workplace, with a mix of short and long term approaches.

Improve Employee Onboarding

Many employers still have the mindset that once a contract is signed, they're guaranteed the loyalty of their new employees. This traditional working mentality no longer applies to talent of the new generation. It requires an effective onboarding program to successfully integrate them into the company culture.

Glassdoor found that organisations with a strong onboarding process improve new hire retention by a whopping 82%. The basic elements of effective onboarding consist of extensive training, feedback, check-ins and hands-on support. As well as this, it's important for a company intranet to make it quick and easy for employees to learn as much about their colleagues as possible.

Stop Micromanaging

Many leaders think that micromanaging and delegating tasks to employees is the key to enhancing productivity but in reality, this couldn't be further from the truth. Employee empowerment is where a business places trust in its employees to control their own tasks and day-to-day activities in the workplace.

Although many businesses may be terrified at the thought of leaving their employees to manage their own tasks, empowered employees are more likely to be productive and 23% are more likely to offer ideas and solutions to their team.

Encourage Flexible Working and Time Off

As flexible working patterns arise, more companies should be open to the opportunity of agile working. This gives your employees the flexibility in when, where and how you work, to suit their needs and

have a more structured work/life balance to increase employee wellbeing. An agile workplace empowers your team to take ownership of projects, manage their own time, and work according to their strengths. A report by academics at Cardiff and Southampton universities suggested the majority of people working from home are as productive, if not more.

Encouraging your employees to take time off will ultimately increase your whole workforce productivity. If your people are spending hours on end working and not giving themselves a break, their capacity to focus and quality of work will be affected.

Hire People, Not CV's

It can be easy to get caught up in an outdated and traditional hiring process where good education, relevant job experience and the right skills sets is all you look for. However, there is another criteria that's equally as important, if not more. Culture fit.

Hiring for a culture fit is about bringing employees into the company whose beliefs, behavior, and values align with your organisation. Communicating your company's culture from the start helps a candidate understand what they can expect as an employee, so they can make an informed decision on whether to accept the job offer. If this isn't discussed and culture fit isn't a part of your hiring strategy, employees are more likely to leave the company or be quite unproductive, causing conflict in the workplace.

Encourage Team Collaboration

Higher levels of innovation lead to increased productivity and business growth. Employees who work for collaborative companies are 22% more likely to believe that their employer cares about their morale. As a result, implementing a digital, collaborative workplace is vital for any company looking to fully collaborate their workforce.

Having a mobile app for your company intranet is also a good way of sharing company news with social feeds and timeline features - it enables your organisation to implement changes or gather valuable employee feedback, ultimately improving workforce productivity.

Champion Team Communication

All leaders know that clear communication is the key to success. An article by Smarp found that 72% of employees don't fully understand their company's strategy, making them feel out of the loop of important company information and disconnected from their organisation.

Having an intranet that offers features such as timelines, employee profiles and instant messenger means that employees can easily stay updated with company news and communicate with others instantly.

Focus on Employee Training

Your employee's training plays a huge role in how prepared your team is for their job. The more prepared they are - the more productive they are likely to be. The training needs to allow employees to become familiar with their new company a lot quicker than if they were just researching it themselves. For example, companies may have their own internal tools, so training will be vital for employees to get to grips with the specific resources.

A report completed by Gallup states that 88% of employees think their employer did a poor job with the onboarding and training process. Not putting enough focus on training and onboarding can lead to an increase in employee turnover and loss of productivity.

Ask for Feedback

Employee feedback is vital for management to improve on their internal comms strategy, communication and more. Therefore having a survey that employees can fill out on your company intranet is vital. Leadership is able to get the feedback it needs in a concise and collaborative way.

Be Appreciative

Recognition is a key motivator for employees and provides them with a sense of accomplishment and makes them feel valued for their hard work and efforts. Not only does appreciation make employees

feel more confident in themselves, but it also improves productivity in the workplace.

When an employee receives praise for hard work, it reinforces their behaviour and makes them more likely to continue that behaviour. The statistics of employee appreciation speak for themselves; 72% of employees said that they would work harder if they were appreciated.



Without giving a set of objectives behind a task your employees will most likely question the validity of the task which could damage employee productivity

How to Provide your Employees With the Right Tools

It's essential that you're providing your employees with the right tools in your company intranet to increase overall productivity. You don't want your workforce to be endlessly searching for the right tools or features which will hinder their productivity and cause them to lose focus.

Here are our top features in Oak that we would recommend to implement into your intranet to improve productivity:

Mobile App

A digital workplace should allow your employees to access any company information and have the ability to collaboratively share important documents with colleagues at any time.

Value Transparency

As a leader, it's important to be clear and concise with your employees when it comes to delegating tasks. If you have a big project coming up, make sure you outline the 'SMART' objectives of the task to your employees; this way they will be aware of what the task entails, what is expected of them and how they can measure their success.

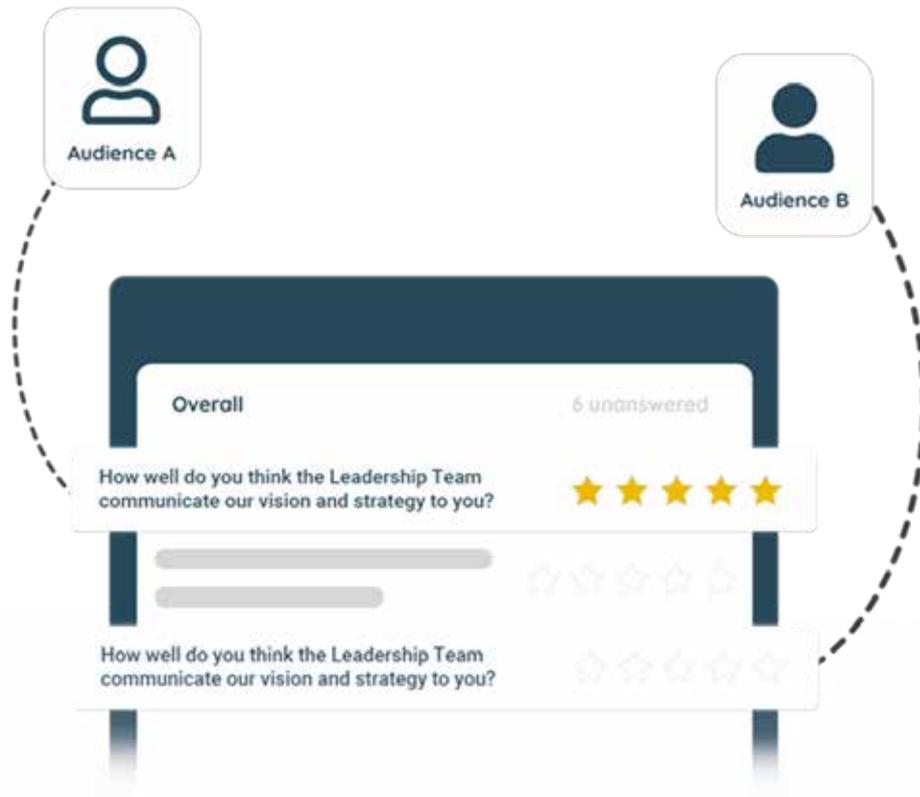
Oak's mobile app gives all employees an enjoyable experience and allows them to access their company intranet wherever they are. Deskless, remote workers, in office - it gives companies the power to access their intranet solution at any time, from anywhere.

Curated Content

Curated content is a great tool that uses artificial intelligence to personalise content feeds for your employees so they get all the information they need, and want. Employees receiving targeted and relevant information means they have all the tools and information they need to do their job efficiently and noise is significantly reduced.

Surveys for Feedback

Pulse Surveys in Oak are used to gather real, actionable insights that businesses can use to improve employee engagement, productivity, collaboration and enhance employee experience.



Pulse Surveys allow businesses to understand their employees, gather feedback and more. They are a hugely versatile tool that bring you valuable data from employees, all within the company intranet.

Employee Recognition Software

Employee appreciation plays a key role in an intranet and can be sent by all members of an organisation. Oak's employee recognition software lets you shout about employees achievements big and small. This creates a positive working environment, which will in turn, improve employee wellbeing and increase collaboration and productivity.

Methods to Measure Productivity

Now that we've established how to improve productivity, it's important to understand how to

measure it effectively. You can measure productivity by:

- Measuring the amount of goals met
- Amount of profit
- Amount of work completed
- Quality of work completed
- Amount of time spent on a task

All of these methods are vital to ensuring that your workforce productivity is kept to the highest standard.

There's no doubt that many businesses may be experiencing an employee productivity slump, but this phase doesn't have to be permanent. Once you've established the root cause for the lack of productivity in the workplace, ensure you take the appropriate steps to tackle the problem and bring in the right solution for your employees.

BEF EVENT



BEF ORGANIZES ITS 25TH ANNUAL GENERAL MEETING

The 25th Annual General Meeting (AGM) of Bangladesh Employers' Federation (BEF) was held on 27 July 2023 at the BEF Gulshan office. The meeting was chaired by Mr. Ardashir Kabir, President, BEF. Representatives from BEF member organizations joined the meeting.

HOME NEWS

BUILD SKILLED MANPOWER TO SPREAD TECH USE FOR SMART COUNTRY: PRIME MINISTER



Prime Minister Sheikh Hasina directed the Smart Bangladesh Task Force to work for building skilled and tech-savvy manpower to turn the country into a Smart Bangladesh by 2041. “What is most important to us today is --building skilled manpower and finalizing what to do to spread the use of technology widely,” she said at the first meeting of the Smart Bangladesh Task Force, held at the Prime Minister’s Office.

The premier said digital devices are opening new doors before the people. “That’s why we have to develop suitable skilled manpower,” she said. “The new generation has to be developed with education and technology. They will have to be prepared for Smart Bangladesh,” she added.

She said citizens of the country have to be prepared for the Smart Bangladesh so that all people can know how to use digital devices and artificial intelligence. She put emphasis on proper planning alongside motivating the people of the country towards materializing the vision of Smart Bangladesh.

INFLOWS OF REMITTANCE RISES BY 2.75% IN FY23

According to the Bangladesh Bank (BB) data, the inflow of remittance in the just concluded fiscal year (FY23) increased slightly by 2.75 percent to US\$21.61 billion from US\$21.03 billion in the previous fiscal year. The remittance increased through the banking channel amid various initiatives taken by the government and the BB 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 remittance, which might have a positive impact on wage earners’ remittance inflows in the near future.

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	+8.71
April	1685	2011	- 16.21
May	1692	1885	- 10.24
June	2199	1837	+19.71
Total of July - June	21605	21027	+2.75

Notes: P=Provisional; R=Revised

Source: Bangladesh Bank

BANGLADESHI MIGRANT WORKERS IN UAE FIRST TO GET NIDS



Bangladeshi migrant workers in the United Arab Emirates will be the first to get national identity cards(NIDs) as the South Asian nation begins the distribution of the NIDs among remittance earners abroad. The NID cards will be formally handed over to the workers, marking a significant milestone as it is the first time that NID services are being provided to Bangladeshi expatriates abroad, following a three-and-a-half-year effort. The services will be expanded to Bangladeshi workers in the rest of the Middle East and Europe, Election Commissioner said.

INTERNATIONAL NEWS

INDIA: UNEMPLOYMENT RATE RISES ABOVE 8%



India's unemployment rate rose to 8.45% in June, staying above 8% for the third time in 2023, according to the Centre for Monitoring Indian Economy (CMIE). It increased from 7.68% in May because of seasonal joblessness in rural areas. While unemployment in urban areas eased to 7.87% in June, rural India's unemployment reached a two-year high of 8.73%. June is typically a lean season for the agricultural sector, a key source of livelihood for the country's rural population. Unemployment historically soars in India's villages in June as harvesting ends in May and sowing for a new crop gathers pace only in July when the monsoon progresses.

MYANMAR: LABOR MARKET CONTINUES TO SUFFER



The Myanmar labor market continues to suffer from the effects of the COVID-19 crisis, the 2021 military takeover and subsequent socio-economic turmoil,

according to a new labor market update issued by the International Labour Organization (ILO). The ILO Brief finds that all metrics point to challenging labor market conditions in the country. A recent recovery in employment numbers in some sectors has failed to keep pace with population growth. As a result, a significant drop is seen in the employment-to-population ratio, which, at 54.5 percent in 2022, was 8.2 percentage points below the 2017 level. The quality of jobs has declined with more workers pushed into the informal sector. Labor productivity has also fallen with estimates showing an 8 percent drop in 2021 and a further 2 percent loss in the first half of 2022.

PHILIPPINES: REMITTANCES GREW BY 2.9% IN MAY



Personal remittances from overseas Filipinos reached US\$2.78 billion in May 2023, up 2.9 percent year-on-year, Bangko Sentral ng Pilipinas (BSP), the Philippine central bank said. The remittances in the first five months totaled US\$14.46 billion, 3.1 percent higher from the same period in 2022. The United States, Singapore and Saudi Arabia were among the top countries that contributed to the increase in remittances. In 2022, personal remittances from overseas Filipinos rose by 3.6 percent, reaching an "all-time high" of US\$36.14 billion, or 8.9 percent of the gross domestic product (GDP).

JAPAN: UNEMPLOYMENT RATE STOOD AT 2.5%

Japan's unemployment rate in June stood at 2.5 percent, the government said in a report. According to the Ministry of Internal Affairs and Communications, the jobless rate slightly dropped from 2.6 percent a month earlier. In June, the total number of unemployed people stood at 1.79 million, down for the second month. Of these, people leaving jobs of their own volition was down 1 percent at 710,000 people. The number of people dismissed from work dropped 2 percent from the previous month to 470,000 people, the ministry's data showed. Separately, the Ministry of Health, Labor and Welfare said the job availability ratio declined by 0.01 percentage points from May to 1.30. The ratio equates to 130 available jobs for every 100 people seeking work.

UK: UNEMPLOYMENT ROSE BACK TO 4.0%

UK unemployment rose back to 4.0 percent in the three months to the end of May 2023, as the economy struggles with stubbornly-high inflation. The unemployment rate increased from 3.8 percent in the three months to the end of April, the Office for National Statistics (ONS) said in a statement. The rate was back at four percent for the first time since the start of 2022. Despite the rise, UK finance minister said Britain's "jobs market is strong with unemployment low by historical standards".

USA: 209,000 NEW JOBS ADDED AS HIRING SLOWS

Hiring in the United States slowed in June 2023, the US Labor Department said, providing a much-needed signal that the American economy is cooling. The world's biggest economy added 209,000 jobs last month, down from a revised figure of 306,000 in May, the Labor Department said. Meanwhile, the unemployment rate edged down to 3.6 percent, remaining close to historic lows, underscoring the enduring strength of the labor market.

CANADA: 60,000 NEW JOBS CREATED IN JUNE

Canada's economy created 60,000 new jobs in June 2023. After a brief reversal, the country's job market resumed its upward trend in the month, recording its strongest growth since January. Some 110,000 full-time jobs were created across the board, more than offsetting the 50,000 people who stopped working part-time, according to national agency Statistics Canada. Job growth was driven largely by the wholesale and retail sectors (33,000 jobs) as well as manufacturing (27,000 jobs). Despite this, the unemployment rate climbed from 5.2 percent to 5.4 percent, its highest level since February 2022, although it remains close to its historic low of five percent.

ILO NEWS

ILO CALLS ON G20 FOR INTERNATIONAL SOLIDARITY TO CLOSE THE GLOBAL DECENT WORK DIVIDE



The ILO Director-General, Gilbert F. Hounbo, called on G20 Labour and Employment Ministers to tackle skills gaps, invest in social protection systems for all and embrace sustainable financing mechanisms for employment and social protection policies to close growing fractures in the global labor market and reduce inequalities.

The Ministers' meeting, which was hosted by India and took place in Indore during 20-21 July, focused on three main topics: addressing the global skills gaps, extending social protection to platform and gig workers, and sustainably financing national social protection systems. Ministers agreed on specific policy priorities to accelerate progress on the first two of these challenges and on a set of policy options regarding the third.

Ministers discussed ways to address skills gaps so as to increase productivity and wages, but also the means to decrease workforce turnover and increase firms' capabilities to innovate or deploy new technologies.

ILO DIRECTOR-GENERAL CONCLUDES FIRST EVER PHILIPPINES VISIT



The Director-General of the ILO recently concluded his first official visit to the Philippines during which he

emphasized the need to strengthen social dialogue between the government, employers and workers.

"This visit has provided an excellent opportunity to discuss a wide range of world of work issues faced by the Philippines. The open and productive talks we have held leave me confident that the Philippines is on track towards a bright future. However, I encourage greater social dialogue between representatives of government, employers and workers in order to make progress on outstanding issues as well as to make decent work and social justice a reality for all," the Director-General said.

During his visit, he met with President Ferdinand Marcos, Jr., as well senior officials from the Department of Labor and Employment and Department of Migrant Workers. He also held a dialogue with representatives of workers' and employers' organizations. He took part in celebrations to mark the 75th anniversary of the Philippines joining the ILO and delivered the keynote address at the global seafarers' summit Seafarer 2050 – Shaping the Future of Shipping. He also spoke at the National Conference of Employers of the Employers' Confederation of the Philippines.

ILO DIRECTOR-GENERAL CONCLUDES HIS FIRST OFFICIAL VISIT TO VIETNAM



The Director-General of the ILO concluded his first official visit to Vietnam, during which he praised the country for its successful economic development while calling for greater focus on the creation of decent jobs and protection of workers' rights.

During his stay, between 29-30 June, the Director-General discussed the progress of and next steps for the ILO's cooperation work in the country with the Vietnamese Prime Minister, Pham Minh Chinh,

National Assembly Chairman Vuong Dinh Hue, and Minister of Labour, Invalids and Social Affairs, Dao Ngoc Dung.

He met representatives of workers' organizations – the Viet Nam General Confederation of Labour (VGCL) – and employers' organizations—the Viet Nam Chamber of Commerce and Industry (VCCI) and the Viet Nam Cooperative Alliance (VCA). He also held talks with UN Resident Coordinator, Pauline Tamesis, and the UN country team in Vietnam.

The ILO and Vietnam have worked closely together over recent decades in many areas. During this time, Vietnam has made significant progress in labor reforms, including with the revised 2019 Labour Code, decent employment, industrial relations, sustainable enterprises, social protection and other related social and labor policies.

Director-General praised Vietnam's record of rapid economic development and expressed his appreciation for the country's commitment to ratification and implementation of the ILO's Fundamental Principles and Rights at Work.

ASIA AND THE PACIFIC: CHILDCARE SHORTFALLS HAVING MAJOR IMPACT ON GENDER EQUALITY



Limited access, affordability, and quality of childcare services are negatively impacting women's participation in the workforce and hindering children's development, according to a major report.

Investments in childcare for gender equality in Asia and the Pacific looks at the public provision of childcare across 48 countries of Asia and the Pacific. The report

is the result of collaborative research undertaken jointly by the ILO, the Asian Development Bank (ADB), the United Nations Development Programme (UNDP), and the United Nations Research Institute for Social Development (UNRISD).

It analyses and highlights how the promotion of affordable, accessible, quality childcare services and facilities, supported by childcare workers enjoying decent work, are key elements to support a virtuous cycle of benefits for women workers, childcare workers, and children and will bring transformative change to advance gender equality, decent work and sustainable development.

One of the major hindrances to widespread childcare provision in the region is the lack of a statutory right to childcare. The report finds that children aged 0–2 are the most underserved, often leading mothers to leave the workforce to care for this age group due to a lack of viable alternatives. Low-income rural households are particularly affected, and children with disabilities face additional challenges in accessing suitable childcare services.

Even where subsidies for childcare exist, high out-of-pocket costs for parents remain, which are being driven up further by the rising cost of living. The high costs involved pose a significant challenge to parents seeking childcare and often deter mothers in particular from returning to the labor market.

Parents' perception of childcare quality significantly influences their willingness to enroll their children in childcare centers. Throughout Asia and the Pacific, there are gaps in maintaining minimum infrastructure and care delivery standards in childcare facilities.

The report calls for greater investments in quality, accessible, affordable childcare that provides decent work to care workers. It provides policymakers, development partners, researchers, civil society organizations and other care stakeholders with an analysis of the policy and institutional frameworks for childcare aged 0–6 years old and recommendations on how to move ahead.

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										
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
May (base: 2021 22=100)	111.06	109.62	112.22	108.20	112.40	113.93	109.50	110.38	114.65	111.87
June (base : 2021 22 = 100)	112.46	112.25	112.63	108.40	113.39	114.03	109.52	110.52	114.94	111.96

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,	
2013-14	207.72	179.69	200.61	164.05	197.62	168.87	166.01	179.72	199.74
2014-15	221.02	190.13	214.07	171.34	209.29	187.18	174.09	183.84	212.34
2015-16	230.31	203.86	242.26	179.19	222.11	211.04	188.69	187.84	221.12
2016-17	243.08	211.83	253.51	187.45	229.57	219.35	193.71	194.81	226.47
2017-18	259.86	219.21	263.96	192.89	246.23	221.15	197.24	201.31	233.72
2018-19	273.55	230.01	282.76	198.99	261.30	225.86	207.51	205.05	253.71
2019-20	289.08	242.74	292.21	212.44	277.56	242.40	217.05	208.93	275.65
2020-21	306.40	254.51	298.86	220.23	286.65	264.04	234.11	214.52	305.80
2021-22	326.34	270.42	318.29	223.88	308.52	269.97	274.69	225.50	332.14
2022-23									
January	353.23	299.16	343.73	244.32	337.00	336.02	302.06	241.33	376.40
February	356.27	299.87	344.38	245.09	337.35	336.30	302.88	241.96	377.93
March	362.10	300.90	345.17	246.04	338.43	336.34	303.92	241.99	381.83
April (base: 2021-22= 100)	111.21	111.42	106.61	112.57	114.57	107.84	110.42	113.98	111.59
May (base :2021-22= 100)	110.10	112.16	106.77	113.38	114.70	109.33	110.50	114.25	111.87
June (base:2021- 22=100)	112.47	112.62	107.00	114.54	114.81	109.34	110.68	114.63	111.96

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, Expenses	VIII. Misc. 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	308.81	348.75	274.07	323.66	242.32	341.00	225.63	355.22	177.90	287.76
2022-23										
January	335.15	374.44	300.97	344.21	258.61	384.46	248.03	400.64	192.99	337.40
February	336.74	375.57	302.09	344.70	260.61	386.14	248.44	400.86	193.35	338.13
March	340.16	382.70	303.15	345.52	261.93	386.72	251.21	401.65	193.72	338.97
April (base: 2021-22=100)	111.09	110.35	111.56	110.47	110.71	112.38	108.46	109.78	115.40	111.41
May (base: 2021-22=100)	110.73	108.63	112.03	110.63	111.26	112.52	109.85	110.24	115.61	111.67
June (base:2021-22=100)	112.15	111.76	112.40	111.09	112.04	112.61	109.87	110.36	115.74	111.77

Source: Bangladesh Bureau of Statistics

WAGE RATE INDEX BY SECTORS: BANGLADESH

(Base: 2010-11=100)

Sector	2019-20	2020-21	2021-22	April '23	May '23	June '23
General	170.39	180.83	191.80	210.22	210.85	211.19
percentage change (Point to Point)		6.12	6.06	7.23	7.32	7.39
percentage change (over previous month)				0.12	0.30	0.17
1. Agriculture	170.28	181.16	192.21	210.76	211.31	211.50
percentage change (Point to Point)	6.48	6.39	6.10	7.28	7.41	7.47
percentage change (over previous month)				0.11	0.26	0.09
i) Agriculture	170.32	181.23	192.39	211.10	211.65	211.83
percentage change (Point to Point)	6.51	6.41	6.16	7.33	7.47	7.52
percentage change (over previous month)				0.11	0.26	0.08
ii) Fish	168.58	177.84	1183.06	193.30	193.52	194.40
percentage change (Point to Point)	4.97	5.49	2.95	4.32	4.39	4.59
percentage change (over previous month)				0.26	0.11	0.46
2. Industry	168.24	177.52	187.83	205.43	206.13	206.67
percentage change (Point to Point)	5.99	5.51	5.85	6.93	6.91	7.00
percentage change (over previous month)				0.13	0.34	0.26
i) Construction	160.17	167.24	174.62	187.70	188.12	188.78
percentage change (Point to Point)	4.77	4.42	4.41	5.65	5.66	5.79
percentage change (over previous month)				0.11	0.22	0.35
ii) Production	184.65	198.37	214.87	241.39	242.66	242.95
percentage change (Point to Point)	8.21	7.43	8.30	9.02	8.94	8.96
percentage change (over previous month)				0.17	0.53	0.12
3. Service	175.33	185.99	199.42	217.38	218.26	219.00
percentage change (Point to Point)	6.41	6.07	6.32	7.60	7.66	7.76
percentage change (over previous month)				0.16	0.40	0.34

Source: Bangladesh Bureau of Statistics (BBS)

WAGE RATE INDEX BY SECTORS: DHAKA DIVISION

(Base: 2010-11=100)

Sector	2019-20	2020-21	2021-22	April '23	May '23	June '23
General	169.90	179.99	189.42	203.83	204.38	204.68
percentage change (Point to Point)	5.81	5.93	5.25	5.80	5.85	5.95
percentage change (over previous month)				0.59	0.27	0.15
1. Agriculture	170.57	181.52	190.78	205.52	206.14	206.32
percentage change (Point to Point)	6.01	6.41	5.11	5.99	6.16	6.25
percentage change (over previous month)				0.73	0.30	0.09
i) Agriculture	170.56	181.51	190.80	205.60	206.22	206.40
percentage change (Point to Point)	6.02	6.41	5.13	6.01	6.18	6.27
percentage change (over previous month)				0.73	0.30	0.09
ii) Fish	171.45	182.40	187.35	195.67	195.85	196.16
percentage change (Point to Point)	5.00	6.38	2.74	3.50	3.60	3.76
percentage change (over previous month)				0.25	0.09	0.16
2. Industry	165.60	173.94	182.93	196.57	196.94	197.43
percentage change (Point to Point)	5.47	5.03	5.17	5.60	5.47	5.63
percentage change (over previous month)				0.42	0.19	0.25
i) Construction	160.30	167.38	173.84	184.45	184.82	185.40
percentage change (Point to Point)	4.67	4.41	3.86	4.74	4.73	4.93
percentage change (over previous month)				0.35	0.20	0.31
ii) Production	176.81	187.79	202.14	222.18	222.54	222.83
percentage change (Point to Point)	7.04	6.22	7.63	7.14	6.80	6.89
percentage change (over previous month)				0.54	0.16	0.13
3. Service	178.06	188.95	200.28	215.15	215.88	216.21
percentage change (Point to Point)	5.75	6.11	6.00	5.47	5.44	5.44
percentage change (over previous month)				0.45	0.34	0.16

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)	March 2022 (p)	Feb-23 (p)	March 2023 (p)
Manufacture of Food Products							
Processing and preserving of meat	M.T.	2	838	963	1039	1182	1209
Processing and preserving of fish, crustaceans and molluscs	M.T.	*	4150	4210	2566	2542	2552
Processing and preserving of fruit and vegetables	000 Litre	3	23420	24580	38649	26129	26839
Mfg of vegetable and animal oils and fats	M.T.	2	135145	141040	159249	169113	171211
Mfg of dairy products	000 Kg	*	5338	5700	7143	4500	6330
Mfg of rice / rice milling	M.T.	2	162	180	204	162	171
Mfg of bakery products	M.T.	1	2720	2750	2949	1954	2048
Mfg of sugar, cocoa, chocolate and sugar confectionery	M.T.	16	6277	6027	0	243	0
Mfg of macaroni, noodles, couscous and similar farinaceous products,	M.T.	*	54	57	62	60	65
Mfg of processing of tea and coffee	M.T.	3	7494	9214	1585	410	2465
Mfg of other food products n.e.c. (Salt)	M.T.	*	132	146	224	283	68
Mfg of Prepared animal feeds	M.T.	2	84451	87670	92706	84845	86043
Mfg of Beverages							
Mfg of soft drinks	000 Doz Bottle	4	6920	6958	10506	18560	19140
Mfg of Tobacco products							
Mfg of tobacco products (cigarettes & others)	Million No	2	6445	7082	7578	12974	13411
Mfg of bidies, Zadra and quivam, Tobacco manufacture n.e.c.	Million No	5	1620	1710	1663	1962	2175
Mfg of Textile							
Preparation and spinning of textile fibres	M.T.	7	2190	2320	2501	3110	3301
Weaving of textiles, Silk & Synthetic	000 Mitre	4+	886030	952014	1093541	1225410	1241201
Finishing of textiles (dyeing, bleaching etc.)	000 Mitre	*	10969	11204	12551	17941	19241
Mfg of Jute textiles, Pressing and baling of jute and other fibres, spooling and thread ball	M.T.	95	39578	41587	48907	16295	16295
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	1100167	2471177	2449323
Mfg of Wearing Apparel (Ready made garment)							
Mfg of Wearing apparel, except fur apparel	Million TK	*	130277	141630	183599	170788	166576
Mfg of Knitted and crocheted apparel, articles of fur and crocheted apparel	Million TK	*	133545	164821	186359	184354	182580
Mfg of Leather and Related products							
Tanning and dressing of leather; dressing and dyeing of fur	000 Sq. M	*	7894	8661	22410	5575	5706
Mfg of luggage, handbags and the like, saddlery and harness	Dozen	3	1354	1410	1601	1731	1799
Manufacture of footwear	000 Pair	5	292	297	154	523	530

Description of items of industry	Unit	No .of reporting industries (selected)	2019-20 (p)	2020-21 (p)	March 2022 (p)	Feb-23 (p)	March 2023 (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	205723	188121	192311
Mfg of Paper and Paper Products							
Manufacture of pulp, paper and paperboard	M.T.	2	4825	5150	6445	4202	4254
Mfg of other articles of paper and 'paperboard	M.T.	2	8360	8683	12197	12784	12867
Printing and Reproduction of Recorded Media							
Printing, Service activities related to printing, Reproduction of recorded media	000 No	2	6806	7205	7383	9387	9821
Manufacture of Coke and Refined Petroleum Products							
Manufacture of refined petroleum products	M.T.	1	92569	110698	136400	124355	130880
Manufacture of Chemicals and Chemical Products							
Manufacture of basic chemicals (Compressed Liquid Gas)	C. No	1	1209	1105	1546	1187	969
Mfg of fertilizers and nitrogen compounds; plastics & synthetic rubber in	M.T.	3	81346	108001	151828	106421	106421
Mfg of paints, varnishes and similar coatings, printing ink and mastics, Pesticides & other agrochemical products	000 Litre	2	173	170	183	197	204
Manufacture of soap and detergents, cleaning and polishing preparations, perfumes and toilet preparations	000 TK	2	99254	98627	91958	98120	99885
Matches/Fire fox, manmade fibre, other chemical products	000 Gross	2	3412	3569	3612	4208	4394
Manufacture of Pharmaceutical							
Manufacture of pharmaceuticals, medicinal chemical and botanical products	000 Tk	10	9043451	9970405	12515797	9166073	9355795
Mfg of unani& Ayurvedic, homeopathic & biochemical medicine , Medicinal chemical products	000 Tk	2	70709	103524	109453	116434	125411
Manufacture of Rubber and Plastics Products							
Manufacture of rubber tyres and tubes; retreading and rebuilding of rubber tyres	Dozen	2	114587	118695	99294	186008	196510
Manufacture of plastics products	M.T.	2	2390	2410	3336	3743	4088
Manufacture of polythene products	000 Doz	1	12480	12450	13750	13306	13586
Manufacture of Other Non-metallic Mineral Products							
Manufacture of glass and glass products	000 Sq.ft	2	6305	6779	12937	11978	12541
Manufacture of clay building materials,	000 SMit	1	1006	1039	997	1132	1276
Manufacture of other porcelain and ceramic products		2	1289	1448	1740	1780	1839
Manufacture of cement, lime and plaster; article of concrete cement &; cutting, shaping & finishing of stone	M.T.	8	548652	683982	832551	1090325	1120127
Manufacture of bricks	000 ' No	3	40	42	46	54	59
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	118721	86209	88597

Description of items of industry	Unit	No .of reporting industries (selected)	2019-20 (p)	2020-21 (p)	March 2022 (p)	Feb-23 (p)	March 2023 (p)
Manufacture of cutlery, hand tools and general hardware	2	4069	4373	4596	4516	4286	4424
Manufacture of other fabricated metal products n.e.c.	2	102	109	108	112	119	127
Manufacture of computer, electronic and optical products							
Mfg of communication equipment; electronic components & boards; computer & peripheral equipment;	No.	2	61521	64580	74117	64020	66078
Mfg of electrical equipment							
Mfg of Batteries & Accumulator	000, No	2	52	56	65	51	58
Mfg of Fibre optics cables; other electronic and electric wires and cables; wiring devices	M.T.	2	6012	6423	8773	8602	8875
Mfg of domestic appliances; other electrical appliances	No.	1	358752	372955	402486	372154	394110
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	1023	1161	1170
Mfg of motor vehicles, trailers and semi-trailers							
Mfg of motor vehicles ; bodies (coachwork) for motor vehicles, trailers & semi-trailers;	No.	2	402	389	365	498	519
Mfg of other transport equipment							
Building of ships and floating structures; ship breaking & dismantling; railway locomotives	M.T.	8	5520	5804	3634	6025	6243
Mfg of Motor vehicles	No.	1	1354	1429	1678	1589	1671
Mfg of bicycles and invalid carriages	No.	1	1918	1933	1987	2293	2385
Mfg of Furniture							
Mfg of wooden furniture and fixture	No.	3	10243	11927	14121	22547	24213
Mfg of plastic furniture and fixture	No.	2	1688921	1785029	1970461	210116	215510
Mfg of packaging materials	No.	2	384	406	458	436	455
Other Manufacturing							
Mfg of sports goods	Million Tk	EPB	121	125	133	104	134

Note: P= Provisional

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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