LABOUR NEWS

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BANGLADESH EMPLOYERS' FEDERATION

Bangladesh Employers' Federation

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ARTICLE

TOP FIRE HAZARDS IN THE WORKPLACE: HOW TO AVOID THEM

Fire safety in the workplace should never be overlooked. A single fire can have devastating consequences, including loss of life, property damage, and business disruption. According to the National Fire Incident Reporting System, there were 16,500 office and store fires in the U.S. in 2020, causing $932 million in property damage.

It is crucial to identify and mitigate common fire hazards in the workplace to ensure the safety of your employees and assets.

6 Examples of Fire Hazards in the Workplace

Let's discuss some common examples of workplace fire hazards and the specific prevention methods for each one.

1. Electrical Equipment and Wiring

Faulty electrical equipment and wiring is a leading cause of workplace fires. Overloaded circuits, damaged cords, and outdated wiring can spark fires. Electrical fires are common in server rooms or offices with many computers.

ELECTRICAL FIRE PREVENTION:

- Regularly inspect and maintain electrical equipment and wiring.
- Replace damaged cords and outlets immediately.
- Avoid overloading electrical outlets and power strips.
- Hire licensed electricians for any repairs or installations.

2. Flammable Liquids and Gasses

Workplaces that handle flammable liquids and gasses, such as laboratories, manufacturing plants, and warehouses are at an increased risk of fire incidents. Many cleaning and janitorial supplies kept in closets are flammable or corrosive, increasing fire risks.

FLAMMABLE SUBSTANCE FIRE PREVENTION:

1. Store flammable materials in well-ventilated areas away from heat sources.
2. Use proper storage containers designed for volatile substances.
3. Implement strict no-smoking policies in areas with combustible materials.
4. Provide appropriate training for employees on safely handling and storing these materials.

3. Improper Storage and Housekeeping

Cluttered workspaces and improper storage of files, paper, and other standard office supplies can lead to fire danger. Accumulated dust, debris, and paper can fuel fires and spread them quickly.

WORKPLACE STORAGE FIRE PREVENTION:

- Keep work areas clean and well-organized.
- Store flammable materials in designated storage areas.
- Dispose of waste materials regularly per proper guidelines.
- Educate employees about the importance of maintaining a tidy workspace and enforce rules around cleanliness.

4. Faulty Heating Equipment

Heating equipment, such as furnaces, space heaters, and boilers, can malfunction and cause fires if not properly maintained.

HEATING EQUIPMENT FIRE PREVENTION:

- Schedule regular inspections and maintenance for heating systems.
- Keep combustible materials away from heating equipment.
- Use space heaters with automatic shut-off features and proper safety certifications.
- Educate employees about the safe usage of heating appliances.

5. Cooking Facilities

Workplace kitchens and break rooms are susceptible to fires, especially when cooking happens regularly with microwaves, stoves, toasters, and ovens.

COOKING FIRE PREVENTION:

- Install and maintain proper ventilation systems in kitchen areas.
- Keep flammable materials away from cooking appliances.
- Educate employees about safe cooking practices, including unattended cooking.
- Regularly inspect and clean kitchen equipment to prevent grease buildup.

6. Blocked Fire Exits and Inadequate Fire Safety Equipment

Blocked fire exits and a lack of proper fire safety equipment can lead to tragic outcomes during fire emergencies.

INADEQUATE FIRE SAFETY PREVENTION:

- Always keep fire exits and evacuation routes clear.
- Install and maintain fire extinguishers, smoke alarms, and sprinkler systems.
- Conduct regular fire drills to ensure employees are familiar with evacuation procedures.
- Display clear and visible signs indicating the location of fire exits and safety equipment.

Workplace Fire Safety Best Practices

There are several best practices to keep your employees and business safe from fire threats at work, including fire hazard assessment and employee fire training.

Fire Hazard Assessment

A fire hazard assessment allows fire protection professionals to walk through your facility and make specific recommendations about how you can better protect your workplace. An effective fire protection strategy starts by looking for hazards–professionals should not offer safety recommendations until they have seen your building's layout, occupancy, and specific risks.

Proper Fire Safety Equipment and Tools

Following your fire hazard assessment, it is imperative to assess the condition of the fire safety equipment in your workplace. Here are a few focus areas:

- fire equipment is in good condition and inspections are up-to-date.
- Fire exit signs are marked and illuminated.
- Fire evacuation plan is posted and understood by all employees.

Employee Fire Training

Unprepared employees will panic in a fire situation, slowing evacuation. Every workplace should have a fire safety team to ensure a safe emergency response. Each member of the fire safety team should know their roles and responsibilities, and all staff should have proper training on the evacuation plan and use of fire safety equipment. The fire safety team should perform annual fire drills.

The Occupational Safety and Health Administration (OSHA) requires employees to be trained annually in fire extinguisher use.

Create a Safer Workplace with Complete Fire Protection Services

Prioritizing fire safety in the workplace is not only a legal obligation but also a moral responsibility. By identifying and addressing common fire hazards, businesses can create a safer environment for their employees and protect their valuable assets. Regular employee training, maintenance, and a proactive approach to fire prevention can significantly reduce the risk of workplace fires.

Source: https://resources.impactfireservices.com/

BEF EVENTS

WORKSHOP ON STRENGTHENING THE APPRENTICESHIP SYSTEM IN BANGLADESH

BEF, in collaboration with the ProGRESS Project of ILO Country Office for Bangladesh, organized and conducted a daylong workshop on "Strengthening the Apprenticeship System in Bangladesh" on 15 November 2023 at its Gulshan office. Mr. Farooq Ahmed, Secretary-General & CEO, BEF welcomed the guests and participants to attend the session. Mr. Pedro Jr. Bellen, Chief Technical Advisor, ProGRESS Project, ILO Country Office, shared the objectives and outcomes of this workshop. Mr. Saif Moinul, Senior Programme Officer and Representative, ILO Country Office for Bangladesh, presented the keynotes on Quality Apprenticeships Recommendation by ILC, 2023. Mr. A.N.M. Tanjel Ahsan, National Program Officer, ProGRESS project of ILO and Mr. Joha Jamilur Rahman, Senior Training Coordinator, BEF, moderated the workshop. 45 participants attended the program.

WORKSHOP ON PROMOTING GREEN JOBS AND JUST TRANSITION IN BANGLADESH

BEF, in collaboration with the International Labour Organization (ILO), hosted a comprehensive workshop titled 'Promoting Green Jobs and Just Transition in Bangladesh: Private Sector Perspectives' on 18 November 2023, at its office in Gulshan, Dhaka. Mr. Farooq Ahmed, Secretary-General & CEO, BEF, welcomed the guests and participants to attend the session. Mr. Tahmid Ahmed, Vice-President, BEF shared the present scenario of green jobs and just transition of Bangladesh. Mr. Saif Moinul Islam, Senior Program officer, ILO presented the key notes on Private sector perspective: promoting green jobs and just transition in Bangladesh. Dr. Melita Mehjabeen, Professor, IBA, University of Dhaka moderated the workshop. 47 participants attended the program.

1ST MEETING OF THE FIVE THEMATIC GROUPS OF BANGLADESH PRIVATE SECTOR WORKING COMMITTEE (BPSWC) HELD

BEF, jointly, with the Federation of Bangladesh Chambers of Commerce & Industry (FBCCI), organized the 1st meeting of the five thematic groups of Bangladesh Private Sector Working Committee (BPSWC) at the BEF Gulshan office on 6 December 2023. The meeting was chaired by Mr. Md. Amin Helaly, Senior Vice President, FBCCI. Brig. Gen. Abu Nayeem Md. Shahidullah (Retd.), Member Secretary, SDG Compliance, FBCCI, and Mr. Farooq Ahmed, Secretary-General and CEO, BEF, moderated the meeting. Representatives from the government, private sector, and UN agencies attended the meeting.

2ND MEETING OF BANGLADESH PRIVATE SECTOR WORKING COMMITTEE (BPSWC) HELD

BEF, jointly, with the Federation of Bangladesh Chambers of Commerce & Industry (FBCCI), organized the 2nd meeting of the Bangladesh Private Sector Working Committee (BPSWC) at the BEF Gulshan office on 7 December 2023. The meeting was chaired by Mr. Mahbubul Alam, Chairman, BPSWC and President, FBCCI. Brig. Gen. Abu Nayeem Md. Shahidullah (Retd.), Member Secretary, SDG Compliance, FBCCI, and Mr. Farooq Ahmed, Secretary-General and CEO, BEF, moderated the meeting. Members of BPSWC attended the meeting.

HOME NEWS

WAGES BOARD FOR EPZ WORKERS FORMED

A minimum wages board (MWB) has been formed for the employees of the Export Processing Zones (EPZs) and Economic Zones (EZs). Bangladesh Export Processing Zone Authority (BEPZA) Executive Chairman Maj Gen Abul Kalam Mohammad Ziaur Rahman, BEPZA Member Ali Reza Mazid, Joint Secretary Morsheda Akter, BEPZA Executive Director Tanvir Hossain, Bangladesh EPZ Investors' Association Chairman Shadad Mosharraf Hossaion, WWA representatives Najrul Islam and Mukta are among the eleven-member Board, according to a gazette published recently.

JOB OPPORTUNITIES FOR 3492 PEOPLE CREATED IN EPZs

Job opportunities for 3492 people have been created in different export processing zones(EPZs) in the country. Chinese company United Spinning and Dyeing Ltd. is going to invest US$28.20 million to set up a dyed textile yarn manufacturing plant in Uttara EPZ creating employment opportunities for 1816 people. Bangladesh Export Processing Zones Authority (BEPZA) to this effect signed an agreement with the company recently. United Spinning and Dyeing Limited will annually produce 12,000 metric tons dyed textile yarn.

CIP Limited, a local company, is going to set up a bag and luggage manufacturing plant in Mongla Export Processing Zone (EPZ) with an investment of $6.23 million, creating employment opportunities for 1550 people. It signed an agreement with the Bangladesh Export Processing Zones Authority (BEPZA) to this effect recently. The company will annually produce 9.5 million pieces of backpacks, soft luggage, hard luggage, duffles, trolleys, school bags and ladies' handbags.

India-Germany owned joint venture company Helsa Icon Bangladesh Limited is going to set up a garments accessories manufacturing plant in Adamjee EPZ with an investment of US$ 1.02 million, creating employment opportunities for 126 people. Bangladesh Export Processing Zones Authority (BEPZA) and the joint venture company signed an agreement to this effect recently. The company will annually produce 10 million pairs of shoulder pads and 0.75 million pairs of sleeve heads.

OVER 4,500 FIND EMPLOYMENT IN RETAIL SALES

More than 4,500 individuals secured employment in retail sales in reputed companies in Dhaka, Chattogram, Khulna and Sylhet after completing two months' training conducted by BRAC. The candidates, including those with disabilities, obtained job opportunities in companies like Bata, Apex, Shwapno, Meena Bazar and Artisan. To celebrate this accomplishment, the BRAC Skills Development Programme hosted an event styled 'Successful Careers in the Retail Sector for Youth' at a city hotel. The retail sector stands out as one of the most promising sectors in the Bangladesh economy, employing over 6 million people.

CONTRACT SIGNED TO ENSURE MORE PARTICIPATION OF FEMALES IN STEM JOBS

Netherlands, represented by the Embassy of the Netherlands in Bangladesh, signed a contribution contract with a consortium for the program titled "SheSTEM: Career Knows No Gender". LightCastle Partners, a leading business consulting firm in Bangladesh, is the lead of the consortium. The event, attended by other consortium partners: 10 Minute School, the a2i programme of the Ministry of ICT, Policy Exchange Bangladesh & DevLearn, and officials of the Embassy, was held at the Embassy of the Kingdom of the Netherlands in the capital. The embassy's Charge d'Affaires Thijs Woudstra and Bijon Islam, Chief Executive Officer (CEO) of LightCastles Partners, signed the agreement on behalf of their respective sides.

Effective from November (2023) to April 2026, the SheSTEM project will promote the participation of Bangladeshi females in STEM (Science, Technology, Engineering, Maths) related jobs and increase their opportunities in STEM jobs via policy advocacy and skills development.

INFLOW OF REMITTANCES REBOUNDED AND GREW BY 29.62%

According to the Bangladesh Bank (BB) data, the inflow of remittances rebounded and grew by 29.62 percent to US$1.98 billion in October 2023 from US$1.53 billion in the same month of the previous fiscal year. Month-on-month, the remittance inflow in October 2023 was 48.28 percent higher than the inflow in September as the expatriates sent home US$1.33 billion through the banking channel in September.

On the other hand, the inflow of remittances in the first four months of the current fiscal year (July-October of FY24) decreased by 4.38 percent to US$6.88 billion from US$7.20 billion in the correspondent period in FY23.

Monthly Trends in Remittances

Month	Remittances (million US$)		Change (%)
	FY24[P]	FY23[R]	
July	1973	2096	- 5.87
August	1599	2037	- 21.50
September	1334	1540	- 13.38
October	1978	1526	29.62
Total of July – October	**6884**	**7199**	**- 4.38**

Notes: P=Provisional; R=Revised
Source: Bangladesh Bank (BB)

INTERNATIONAL NEWS

PAKISTAN: REMITTANCES FALL 8.6% IN NOVEMBER

The State Bank of Pakistan (SBP) announced a significant 8.6% decrease in remittances sent by overseas Pakistanis in November, compared to the previous month. The total remittances for November amounted to $2.2505 billion, a drop from $2.4631 billion remittances received in October. In the first five months of the current fiscal year, which began in July 2023, Pakistan received a cumulative inflow of $11.0452 billion in remittances. Saudi Arabia was the largest contributor in the month, with remittances totaling $540.3 million. This was followed by the United Arab Emirates at $409.4 million, Britain with $341.7 million, and the United States contributing $261.5 million.

INDIA: UNEMPLOYMENT RATE FELL TO 9.16% IN NOVEMBER

India's overall unemployment rate in November fell to 9.16% from a 29-month high of 10.05% in October, on account of a decline in unemployment in rural areas amidst the rabi-sowing season, according to data from the Centre for Monitoring Indian Economy (CMIE). The rural unemployment rate eased to 9.05% in November from 10.82% the previous month, while the urban unemployment rate rose to 9.39% from 8.44%. November is usually the month when harvesting of the kharif paddy crop begins, and sowing of rabi-crops picks up.

USA: SOLID JOB GROWTH, DROP IN UNEMPLOYMENT RATE

U.S. job growth accelerated in November 2023 while the unemployment rate fell to 3.7%, according to US Labor Department. The drop in the jobless rate from a nearly two-year high of 3.9% in October alleviated fears that the economy was close to tipping into recession. Nonfarm payrolls increased by 199,000 jobs in the month after rising by an unrevised 150,000 in October, the Labor Department's Bureau of Labor Statistics said. November's employment gains were below the monthly average of 240,000 over the past year. Nonetheless, payroll gains are well above the 100,000 jobs per month needed to keep up with growth in the working age population. Employment was in part boosted by the return of automobile workers and actors after strikes.

CBC: 10% OF WORKFORCE TO BE CUT

Canada's public broadcaster recently announced it would cut 600 jobs, or 10 percent of its workforce, as it confronts financial challenges sparked by a drop in television ad revenues and competition from digital news outlets. The Canadian Broadcasting Corporation (CBC) said the first job cuts would come shortly but that most would take effect over the next 12 months. A total of 250 jobs will be slashed at CBC, the group's English-language network, and another 250 at French-language Radio- Canada, with technicians and other support staff making up the final 100 jobs to be slashed. An additional 200 vacant positions will be eliminated, it said in a statement.

ILO NEWS

PROPOSAL TO ESTABLISH A GLOBAL COALITION FOR SOCIAL JUSTICE ADOPTED

The ILO's Governing Body has adopted a proposal to establish a Global Coalition for Social Justice . The Global Coalition aims to generate increased political commitments and investments and to foster concrete actions towards social justice and decent work, in support of national priorities. The Coalition will increase multilateral cooperation and partnerships and play a key role in advocating for social justice and galvanizing support for the recognition of social justice in the multilateral agenda, in particular at the UN Summit of the Future in 2024 and the proposed UN World Social Summit in 2025.

The Coalition will bring together the ILO tripartite constituents – Governments, workers' and employers' organizations – international and regional organizations including international financial institutions, enterprises, academia and non-governmental organizations that are committed to support the cause of social justice.

Joining the Coalition provides partners with amplified visibility on social justice aspects in their mandates. Collaborative efforts allow for greater impact and scale, enabling outcomes otherwise unattainable individually, such as improved access to healthcare, quality education, decent work, leading to better employment opportunities, nutrition, and education for workers and their families.

The Governing Body also requested the Director-General to take into account its guidance in the further development of the Global Coalition for Social Justice. The members also requested him to report regularly on the Coalition's progress to future sessions of the Governing Body.

Speaking after the decision, the ILO's Director-General, Gilbert F. Houngbo, said, "I want to express my sincere gratitude to all our constituents. We now count on the efforts of all to mobilize key partners and advance social justice. The need for the Coalition to start work is becoming increasingly urgent. There is so much to be done, and so much the Coalition can accomplish."

The 349th Session of the ILO's Governing Body took place in Geneva between 30 October and 11 November 2023.

GAZA: OVER 60% OF EMPLOYMENT HAS BEEN LOST

At least 61 percent of employment, equivalent to 182,000 jobs, has been lost in the Gaza Strip since the start of the current Israel-Hamas war, a new ILO report estimates. The conflict in Gaza is also having a spillover effect in the West Bank, where an estimated 24 percent of employment, equivalent to 208,000 jobs, has been lost over the same period.

The total estimated 390,000 job losses in the two areas that comprise the Occupied Palestinian Territory translate into daily labor income losses of USD $16 million. These figures are projected to increase if military operations in Gaza intensify and the humanitarian crisis in the enclave continues to unfold.

The estimates were outlined in the ILO's first bulletin on the impact of the current Israel-Hamas conflict on the labor market and livelihoods in the Territory .

The bulletin was prepared by the ILO in partnership with the Palestinian Central Bureau of Statistics (PCBS), based on data primarily sourced from the PCBS Labour Force Survey.

CLIMATE CHANGE PROFOUNDLY AFFECTS CHILD LABOR

Climate change is multiplying the incidence of child labor, particularly in agriculture where 70 percent of all child labor is found, according to a new paper published by the ILO. The Issue paper on child labour and climate change finds that climate change – and the public and private sector responses to it – is having a profound impact on child labor and on progress towards the 2025 target date for ending all forms of child labor set in the Sustainable Development Goals.

Children have been identified as one of the population groups at greatest risk from the systemic shocks caused by climate change. The issue paper analyses existing research and identifies some of the key channels through which climate change and climate change responses are linked to child labor.

It finds that increased poverty is probably the most important link between climate change and child labor. The damage caused by climate change is significantly affecting livelihoods and living conditions, pushing more people into poverty and degrading the circumstances of those who are already poor and vulnerable. There is evidence that these conditions induce households to rely more on child labor, the paper says.

Other key impact channels identified in the paper include:

- changes to agricultural productivity;
- climate-related extreme weather shocks;
- climate-driven migration and conflict;
- health issues and hazardous child labor; and
- destruction or degradation of basic services infrastructure.

The issue paper also finds that policy responses can have an important impact on child labor, and there is an urgent need to take child labor into consideration when planning public and private actions to support climate-neutral economies and societies. Above all, this means ensuring that climate action is structured to further child labor reduction goals and does not have unintended negative consequences.

ILO, DENMARK RENEW PARTNERSHIP AGREEMENT

A new Partnership Agreement covering the period 2023 to 2027 has been signed between ILO and the Government of Denmark. The ILO Director-General and the Ambassador and Permanent Representative of Denmark to the United Nations in Geneva, formalized the agreement, which aims to promote social justice and decent work worldwide, and underscores Denmark's dedication to the promotion of decent work for all and the advancement of ILO strategic priorities.

Under the partnership, Denmark has committed to providing fully unearmarked contributions to the ILO's Regular Budget Supplementary Account (RBSA) of DKK 130 million (US$ 19 million) between 2023 - 2027. The new Partnership Agreement, signed on 17 November, will allow for structured and regular policy exchanges on areas where the ILO can make the greatest difference, including on poverty reduction, building alternatives to irregular migration and creating sustainable production, especially in Africa.

CAMBODIA: NATIONAL CAREER AND PRODUCTIVITY FAIR 2023 HELD

The National Employment Agency (NEA) of the Ministry of Labour and Vocational Training (MLVT) and partners organized the National Career and Productivity Fair 2023 in Cambodia from 10 to 11 November with the support of the ILO.

As the largest career fair in the country, the event showcased over 20,000 open vacancies to connect job seekers with labor market opportunities, with the aim of promoting productivity and decent work for all, in alignment with the country's economic growth trends and emerging skills demands.

In addition, the fair featured entrepreneurship and productivity awareness-raising workshops to encourage the sharing of knowledge and good practices among national and international experts in the field.

"We are delighted to be partnering with the National Employment Agency of Cambodia to promote decent work and productive employment through the provision of technical support and the organization of events and initiatives designed to foster the inclusion of vulnerable groups in the Cambodian labor market," said Oktavianto Pasaribu, Officer-in-charge/Deputy Director, ILO Country Office for Thailand, Cambodia and Laos.

The ILO contributed to the event by leveraging its extensive expertise in this field and facilitating the sharing of knowledge and good practices among countries facing similar labor market challenges. Besides, it consolidated efforts and resources from three projects in this domain: Decent Employment for Youth in Cambodia project funded by the Swiss Agency for Development and Cooperation, Promoting the Global Development Initiative with a Focus on South-South Cooperation in Employment in ASEAN project, and ILO/China Partnership Programme on Strengthening Skills Development in Cambodia, Laos and Myanmar through South-South and Triangular cooperation funded by the Ministry of Human Resources and Social Security of China.

SRI LANKA: REPORT ON THE IMPACT OF MULTIPLE CRISES ON MSMES

The ILO has announced the launch of its flagship report, *Impact of multiple crises on Sri Lanka's micro, small, and medium-sized enterprises.* The report is the result of extensive analysis conducted by the ILO and NielsenIQ, involving surveys of over 550 MSMEs across 10 districts and sector-based interviews with government representatives and non-government organizations.

By analyzing the impact of the multiple crises on MSMEs, this comprehensive and timely groundbreaking study will serve as a crucial resource to inform labor market recovery and transformation strategies, providing insights into the policy support necessary to enhance performance and stimulate job creation within the sector.

"A substantial portion of Sri Lanka's employment recovery and future economic growth hinges upon the performance of MSMEs. We hope these findings will help inform the process of formulating policies and strategies to support the recovery of MSMEs and their growth, with job creation at the heart of Sri Lanka's economic recovery and regeneration," said ILO Country Director for Sri Lanka and the Maldives, Simrin Singh.

One of the main findings from the report indicates that the COVID-19 pandemic severely impacted the business operations of nearly 80 percent of surviving MSMEs, while the economic crisis of 2022 affected 89 percent of those surveyed, especially in the tourism, manufacturing, construction, transport and storage, wholesale and retail trade, and other services sectors. Furthermore, it was found that the overwhelming majority of MSMEs did not receive support from institutions dedicated to supporting MSME development and instead struggled or closed on their own.

The report also provides wide-ranging recommendations for change, highlighting 12 key areas of action to facilitate MSME growth, which will have a broader impact on Sri Lanka's job recovery and should be prioritized. This includes creating a conducive macroeconomic environment, monitoring labor market effects associated with macroeconomic policy reforms, and implementing institutional reforms to control energy and utility costs while increasing market access to local and foreign markets.

INDONESIA: WOMEN STILL OBLIGED TO QUIT THEIR PAID JOBS DUE TO CARING RESPONSIBILITIES

The ILO is launching the key findings of its workers' perception survey on care work on 15 November, in Jakarta, Indonesia. The survey is part of the development of Indonesia's Road Map and National Action Plan on Care Economy led by the Ministry of Women Empowerment and Child Protection.

Conducted in collaboration with KataData Insight Centre, the survey aims to explore the perception of Indonesian workers in various sectors regarding the economic value of care work and identify the level of perception related to care work based on the ILO's 5R framework for decent care work—Recognize, Reduce, Redistribute, Reward and Represent—to establish a gender-equal work of work. The survey also aims to identify recommendations for improving actions taken in promoting care work as a shared responsibility, not solely women's responsibility.

Conducted online from 15 September to 3 November 2023, the survey covers 2,217 respondents representing various workers from various sectors, including domestic workers, care workers, online workers, creative workers and entrepreneurs. Around 67.5 percent of the respondents are women and 67.4 percent work in the informal economy in 34 provinces. Most of the respondents are aged 27-42 years old (58.2 percent), followed by aged 18-26 years old (27.5 percent).

The result shows only 85.5 percent of respondents recognize care work has an economic value. Although 92.3 percent recognize direct, personal and relational care activities such as feeding a baby or nursing a sick child or partner as care work; a higher percentage of respondents (95.3 percent), however, do not recognize and value indirect care activities, such as cooking and cleaning, as care work.

The survey reveals that 61.6 percent of male respondents have wives or sisters who bear a double burden, while female respondents with a double burden is 79.3 percent. However, most of female respondents (67.3 percent) also said that they do not feel like they have longer hours to do care work compared to male.

In addition, 68.3 percent of male respondents stated that it is natural for women to leave their paid jobs for caring responsibilities as part of their obligation as a mother or a daughter. Interestingly, almost the same percentage of female respondents (66.2 percent) have a similar notion that they should prioritize their caring obligation over their careers. This is in line with 80.5 percent of respondents who believe that women are naturally suited to caregiving and care works.

CONSUMER PRICE INDEX: NATIONAL

(Base: 2005-06=100)

Period	General Index	1. Food	2. Non-Food	Index by expenditure group						
				I. Clothing & Footwear	II. Fuel & Lighting	III. Household Equipment	IV. Health	V. Transport & Communication	VI. Recreation, Entertainment,	VIII. Mise. Goods & Services
2013-14	**195.08**	**209.79**	**176.23**	194.77	163.47	206.14	164.06	167.20	164.38	193.75
2014-15	**207.58**	**223.80**	**186.79**	204.50	171.80	214.45	180.77	181.78	168.02	204.21
2015-16	**219.86**	**234.77**	**200.66**	233.38	182.74	227.39	199.94	201.34	171.01	211.61
2016-17	**231-82**	**248.90**	**209.92**	243.56	194.01	235.85	206.70	210.78	177.56	217.51
2017-18	**245.22**	**266.64**	**217.76**	255.24	200.25	249.68	209.28	218.80	183.65	223.81
2018-19	**258.65**	**281.33**	**229.58**	277.64	206.98	265.25	215.31	235.23	186.72	239.87
2019-20	**273.26**	**296.86**	**243.00**	290.00	220.70	282.67	230.07	248.48	190.13	259.27
2020-21	**288.44**	**313.86**	**255.85**	298.14	228.29	298.15	247.86	271.45	193.61	288.53
2021-22	**306.18**	**332.86**	**271.98**	320.14	232.43	320.30	253.62	313.00	202.60	312.28
2022-23	**109.02**	**108.71**	**109.39**	106.71	108.25	109.68	114.09	109.67	108.58	112.05
2023										
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
July (base:202122=100)	**112.89**	**112.74**	**113.02**	108.88	113.84	114.22	109.92	110.64	115.53	112.60
August(base:202122=100)	**117.06**	**120.08**	**114.61**	112.53	113.80	119.77	110.50	115.73	118.69	114.60
September (base:202122=100)	**118.83**	**122.47**	**115.87**	113.16	115.00	120.89	111.06	116.20	121.22	117.89
October (base:202122=100)	**120.24**	**123.90**	**117.27**	114.28	116.76	122.68	114.28	117.22	122.20	118.96

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

Period	General Index	Index by expenditure group								
		1. Food	2. Non-Food	I. Clothing & Footwear	II. Fuel & Lighting	III. Household Equipment	IV. Health	V. Transport & Communication	VI. Recreation, Entertainment,	VIII. Mise. 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	**109.08**	**108.79**	**109.54**	106.63	109.32	108.99	116.61	108.62	108.10	111.24
2023										
June (base: 2021- 22 = 100)	**112.55**	**112.47**	**112.62**	107.00	114.54	114.81	109.34	110.68	114.63	111.96
July (base:2021-22=100)	**112.95**	**112.80**	**113.09**	107.44	115.25	115.02	109.75	110.85	115.40	112.63
August(base:202122=100)	**116.87**	**119.76**	**114.13**	110.43	115.52	121.02	110.07	115.43	117.42	112.78
September (base:202122=100)	**118.79**	**122.13**	**115.64**	111.38	117.04	121.62	110.79	116.15	118.61	117.41
October (base:202122=100)	**120.33**	**123.62**	**117.22**	112.34	119.64	123.47	114.72	117.73	120.35	117.85

CONSUMER PRICE INDEX: URBAN

(Base: 2005-06=100)

Period	General Index	Index by expenditure group								
		1. Food	2. Non-Food	I. Clothing & Footwear	II. Fuel & Lighting	III. Household Equipment	IV. Health	V. Transport & Communication	VI. Recreation, Entertainment,	VIII. Mise. Goods & Services
2013-14	**199.73**	**214.85**	**171.61**	183.66	162.80	221.11	155.82	168.52	147.83	186.37
2014-15	**204.76**	**230.56**	**182.32**	197.93	172.33	223.53	169.80	190.26	150.95	194.16
2015-16	**219.31**	**245.66**	**196.39**	216.50	186.86	236.67	180.93	215.50	152.84	199.87
2016-17	**233.29**	**263.09**	**207.38**	224.66	201.60	246.87	185.05	229.59	158.93	206.45
2017-18	**247.17**	**283.19**	**215.83**	238.67	208.77	255.74	188.96	242.55	164.59	211.57
2018-19	**262.17**	**300.30**	**229.00**	267.92	216.22	272.20	197.25	265.77	166.95	222.78
2019-20	**277.06**	**315.83**	**243.34**	285.82	230.27	291.66	208.97	283.12	169.81	239.06
2020-21	**292.27**	**332.08**	**257.64**	296.78	237.63	318.36	220.17	312.59	171.05	267.20
2021-22	**308.81**	**348.75**	**274.07**	323.66	242.32	341.00	225.63	355.22	177.90	287.76
2022-23	**108.87**	**108.52**	**109.13**	**106.87**	107.07	110.75	108.92	110.56	109.33	113.16
2023										
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
July (base:2021-22=100)	**112.65**	**112.62**	**112.67**	111.65	112.18	112.77	110.26	110.43	116.01	112.35
August(base:202122=100)	**117.21**	**120.76**	**115.00**	116.52	111.79	117.49	111.37	116.39	120.90	116.69
September (base:202122=100)	**118.72**	**123.20**	**115.93**	116.50	112.60	119.57	111.60	116.56	123.62	118.38
October (base:202122=100)	**119.96**	**124.49**	**117.14**	117.94	113.39	121.25	113.42	117.18	124.41	120.64

Source: Bangladesh Bureau of Statistics

WAGE RATE INDEX BY SECTORS: BANGLADESH

(Base: 2010-11=100)

Sector	2019-20	2020-21	2021-22	August '23	September '23	October '23
General	170.39	180.83	191.80	111.10	112.23	113.27
percentage change (Point to Point)	6.35	6.12	6.06	7.58	7.64	7.69
percentage change (over previous month)				0.65	1.02	0.93
1. Agriculture	**170.28**	**181.16**	**192.21**	**111.19**	**112.40**	**113.47**
percentage change (Point to Point)	6.48	6.39	6.10	7.89	7.91	7.93
percentage change (over previous month)				0.73	1.09	0.95
i) Agriculture	170.32	181.23	192.39	111.20	112.43	113.54
percentage change (Point to Point)	6.51	6.41	6.16	7.90	7.92	7.97
percentage change (over previous month)				0.75	1.10	0.99
ii) Fish	168.58	177.84	1183.06	110.94	112.05	112.28
percentage change (Point to Point)	4.97	5.49	2.95	8.22	8.18	8.17
percentage change (over previous month)				0.32	1.00	0.21
2. Industry	**168.24**	**177.52**	**187.83**	**110.75**	**111.81**	**112.88**
percentage change (Point to Point)	5.99	5.51	5.85	6.90	7.12	7.24
percentage change (over previous month)				0.57	0.95	0.96
i) Construction	160.17	167.24	174.62	110.50	111.54	112.57
percentage change (Point to Point)	4.77	4.42	4.41	7.56	7.80	8.00
percentage change (over previous month)				0.55	0.93	0.93
ii) Production	184.65	198.37	214.87	112.49	113.73	115.10
percentage change (Point to Point)	8.21	7.43	8.30	7.11	7.42	7.61
percentage change (over previous month)				0.73	1.10	1.21
3. Service	**175.33**	**185.99**	**199.42**	**112.00**	**113.03**	**113.91**
percentage change (Point to Point)	6.41	6.07	6.32	8.10	8.12	8.14
percentage change (over previous month)				0.60	0.92	0.77

Source: Bangladesh Bureau of Statistics (BBS)

WAGE RATE INDEX BY SECTORS: DHAKA DIVISION

(Base: 2010-11=100)

Sector	2020-21	2021-22	2022-23	August '23	September '23	October '23
General	179.99	189.42	199.93	108.51	109.97	111.50
percentage change (Point to Point)	5.93	5.25	5.54	5.80	6.45	7.13
percentage change (over previous month)				1.03	1.34	1.39
1. Agriculture	**181.52**	**190.78**	**201.30**	**107.21**	**109.10**	**111.08**
percentage change (Point to Point)	6.41	5.11	5.51	4.71	5.78	6.97
percentage change (over previous month)				1.24	1.76	1.81
i) Agriculture	181.51	190.80	201.36	107.19	109.09	111.07
percentage change (Point to Point)	6.41	5.13	5.53	4.69	5.76	6.95
percentage change (over previous month)				1.25	1.77	1.82
ii) Fish	182.40	187.35	193.85	111.43	112.55	112.94
percentage change (Point to Point)	6.38	2.74	3.47	9.56	9.69	9.87
percentage change (over previous month)				0.46	1.01	0.34
2. Industry	**173.94**	**182.93**	**193.18**	**109.51**	**110.74**	**112.03**
percentage change (Point to Point)	5.03	5.17	5.60	6.56	6.95	7.26
percentage change (over previous month)				0.77	1.12	1.17
i) Construction	167.38	173.84	181.65	109.27	110.53	111.86
percentage change (Point to Point)	4.41	3.86	4.50	7.12	7.63	8.06
percentage change (over previous month)				0.81	1.15	1.20
ii) Production	187.79	202.14	217.53	111.67	112.55	113.59
percentage change (Point to Point)	6.22	7.63	7.63	7.22	7.11	7.01
percentage change (over previous month)				0.42	0.78	0.92
3. Service	**188.95**	**200.28**	**211.37**	**107.09**	**108.58**	**110.15**
percentage change (Point to Point)	6.11	6.00	5.54	4.13	5.01	5.70
percentage change (over previous month)				1.66	1.39	1.44

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)	2021-22 (R)	2022-23 (R)	Aug-22 (R)	Jul-23 (R)	Aug-23 (p)
Manufacture of Food Products							
Processing and preserving of meat	M.T.	2	1050	1146	1101	961	990
Processing and preserving of fish, crustaceans and molluscs	M.T.	*	4630	3964	5348	3585	3891
Processing and preserving of fruit and vegetables	000 Litre	3	32317	26233	27450	29510	26250
Mfg of vegetable and animal oils and fats	M.T.	2	153570	155079	143121	121898	108699
Mfg of dairy products	000 Kg	*	6740	6516	6812	7072	7100
Mfg of rice / rice milling	M.T.	2	210	198	195	210	172
Mfg of bakery products	M.T.	1	2940	2973	3003	2540	2264
Mfg of sugar, cocoa, chocolate and sugar confectionery	M.T.	16	4760	1729	0	0	0
Mfg of macaroni, noodles, couscous and similar farinaceous products,	M.T.	*	59	58	49	70	67
Mfg of processing of tea and coffee	M.T.	3	8179	8329	10762	13654	14489
Mfg of other food products n.e.c. (Salt)	M.T.	*	305	403	839	548	590
Mfg of Prepared animal feeds	M.T.	2	95064	83709	81378	84709	85100
Mfg of Beverages							
Mfg of soft drinks	000 Doz Bottle	4	13027	19294	17214	20957	18114
Mfg of Tobacco							
Mfg of tobacco products (cigarettes & others	Million No	2	8084	12085	10188	15404	15296
Mfg of bidies, Zadra and quivam, Tobacco manufacture n.e.c.	Million No	5	1750	2093	1925	1596	1873
Mfg of Textile							
Preparation and spinning of textile flbres	M.T.	7	2540	2879	2729	3111	3469
Weaving of textiles, Silk & Synthetic	000 Mitre	4+	1141295	1169618	1048593	1110877	1116431
Finishing of textiles (dying, bleaching etc.)	000 Mitre	*	12358	16196	13141	17203	17255
Mfg of Jute textiles, Pressing and baling of jute and other fibres, spooling and thread ball	M.T.	95	43611	20307	16100	25545	24500
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.	*	752075	1605885	1266398	1374335	1698499
Mfg of Wearing Apparel (Ready made garment)							
Mfg of Wearing apparel, except fur apparel	Million TK	*	165659	167189	153283	152384	154117
Mfg of Knitted and crocheted apparel, articles of fur and crocheted apparel	Million TK	*	177027	195618	188036	198112	202671
Mfg of Leather and Related products							
Tanning and dressing of leather; dressing and dyeing of fur	000 Sq. M	*	13747	5228	6131	4117	5146
Mfg of luggage, handbags and the like, saddlery and harness	Dozen	3	1540	1598	1518	1541	1553
Manufacture of footwear	000 Pair	5	319	558	562	597	583

Description of items of industry	Unit	No .of reporting industries (selected)	2021-22 (R)	2022-23 (R)	Aug-22 (R)	Jul-23 (R)	Aug-23 (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	195708	179774	164810	186749	189563
Mfg of Paper and Paper Products							
Manufacture of pulp, paper and paperboard	M.T.	2	6250	4368	4348	4436	4161
Mfg of other articles of paper and 'paperboard	M.T.	2	9507	12553	12607	13150	13939
Printing and Reproduction of Recorded Media							
Printing, Service activities related to printing, Reproduction of recorded media	000 No	2	7180	9195	8465	9625	10014
Manufacture of Coke and Refined Petroleum Products							
Manufacture of refined petroleum products	M.T.	1	114781	127225	122108	157035	157569
Manufacture of Chemicals and Chemical Products							
Manufacture of basic chemicals (Compressed Liquid Gas)	C. No	1	1210	1118	1050	1454	1454
Mfg of fertilizers and nitrogen compounds; plastics & synthetic rubber in	M.T.	3	100044	93100	72401	96780	92556
Mfg of paints, varnishes and similar coatings, printing ink and mastics, Pesticides & other agrochemical products	000 Litre	2	179	196	175	223	223
Manufacture of soap and detergents, cleaning and polishing preparations, perfumes and toilet preparations	000 TK	2	102752	84321	83691	73650	70869
Matches/Fire fox, manmade fibre, other chemical products	000 Gross	2	3622	3971	3423	5234	5776
Manufacture of Pharmaceutical							
Manufacture of pharmaceuticals, medicinal chemical and botanical products	000 Tk	10	12507873	10195155	10047014	12943872	12233439
Mfg of unani& Ayurovedic, homeopatic & biochemical medicine, Medicinal chemical products	000 Tk	2	105393	115900	88718	111021	108515
Manufacture of Rubber and Plastics Products							
Manufacture of rubber tyres and tubes; retreading and rebuilding of rubber tyres	Dozen	2	128478	176128	172541	186676	205893
Manufacture of plastics products	M.T.	2	2830	3257	2545	4380	4450
Manufacture of polythene products	000 Doz	1	13242	13229	13350	14500	13050
Manufacture of Other Non-metallic Mineral Products							
Manufacture of glass and glass products	000 Sq.ft	2	10676	11135	9870	11130	14469
Manufacture of clay building materials,	000 SMit	1	1079	1201	1180	1506	1538
Manufacture of other porcelain and ceramic products		2	1592	1681	1593	1312	1640
Manufacture of cement, lime and plaster; article of concrete cement &; cutting, shaping & finishing of stone	M.T.	8	831551	1068771	1024836	1108610	1175126
Manufacture of bricks	000 ' No	3	48	53	46	71	75
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	117598	128513	113914	144987	134507

Description of items of industry	Unit	No .of reporting industries (selected)	2021-22 (R)	2022-23 (R)	Aug-22 (R)	Jul-23 (R)	Aug-23 (p)
Manufacture of cutlery, hand tools and general hardware	2	4069	4580	4128	3784	4108	4149
Manufacture of other fabricated metal products n.e.c.	2	102	112	114	105	112	117
Manufacture of computer, electronic and optical products							
Mfg of communication equipment; electronic components & boards; computer & peripheral equipment;	No.	2	69774	59056	40025	56387	54500
Mfg of electrical equipment							
Mfg of Batteries & Accumulator	000, No	2	62	54	59	57	58
Mfg of Fibre optics cables; other electronic and electric wires and cables; wiring devices	M.T.	2	6782	8010	9141	7309	7172
Mfg of domestic appliances; other electrical appliances	No.	1	396724	384275	386612	365365	376326
Mfg of machinery & Equipment							
Mfg of metal-forming machinery and machine tools; machinery for metallurgy; machinery for food, beverage & tobacco processing, machinery for texitile, apparel & leather Production	No.	EPB	1015	1117	1173	1098	1185
Mfg of motor vehicles, trailers and semi-trailers							
Mfg of motor vehicles ; bodies (coachwork) for motor vehicles, trailers & semi-trailers;	No.	2	474	507	546	455	470
Mfg of other transport equipment							
Building of ships and floating structures; ship breaking & dismanting; railway locomotives	M.T.	8	5965	6703	5804	6384	6767
Mfg of Motor vehicles	No.	1	1589	1584	1456	1679	1720
Mfg of bicycles and invalid carriages	No.	1	1945	2182	1967	2308	2725
Mfg of Furniture							
Mfg of wooden furniture and fixture	No.	3	13112	22146	19275	32424	32181
Mfg of plastic furniture and fixture	No.	2	1917095	1909674	1754275	1700272	1700012
Mfg of packaging materials	No.	2	424	433	430	442	433
Other Manufacturing							
Mfg of sports goods	Million Tk	EPB	129	120	115	148	87

Note: P= Provisional


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স্কয়ার টয়লেট্রিজ 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