

LABOUR NEWS

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BANGLADESH EMPLOYERS' FEDERATION



Bangladesh Employers' Federation

Chamber Building

122-124, Motijheel C/A, Dhaka-1000, Bangladesh

Phone : +880-2-223385208-10 & +880-2-223354129-31 (PABX)

Email : sg@mccibd.org, Web : <http://bef.org.bd>

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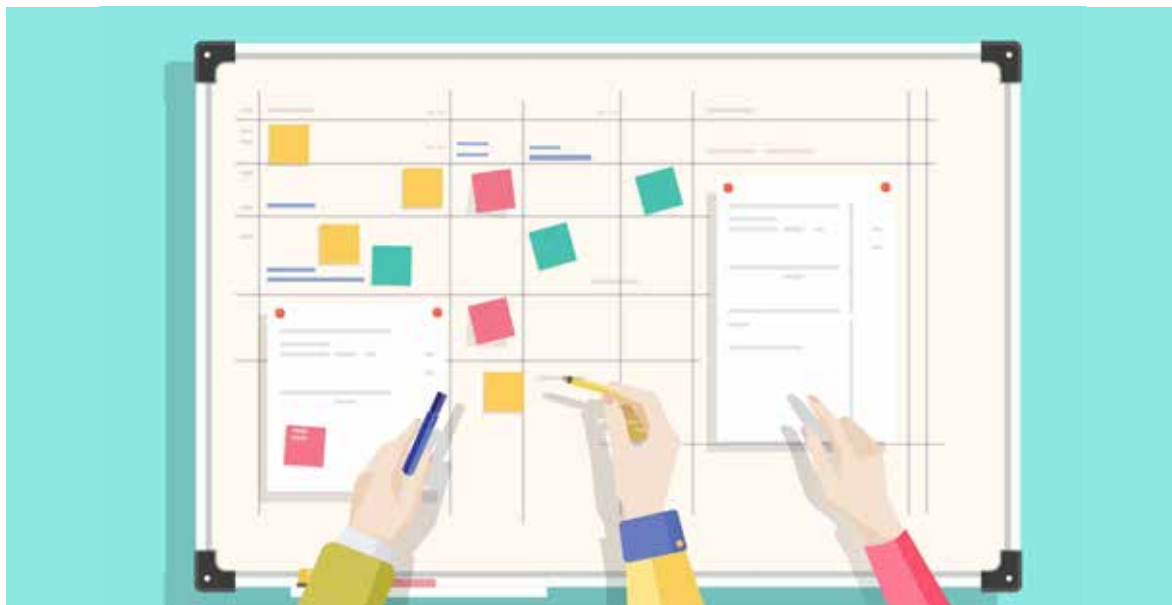
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ARTICLE

20 SIMPLE WAYS TO INCREASE MOTIVATION IN THE WORKPLACE

By George Dickson



It's normal for employees to face dips in motivation, but it becomes a problem when your colleagues are consistently disengaged. In fact, Gallup recently reported that employees who are not engaged cost the world \$7.8 trillion in lost productivity.

Employees who are not engaged or who are actively disengaged cost the world \$7.8 trillion in lost productivity, according to Gallup's State of the Global Workplace: 2022 Report. That's equal to 11% of global GDP.

If that's not enough, the most recent report from Gallup found that a majority of the world's workers are currently disengaged, and half are looking to leave. That's why we gathered some helpful tips from experts on how to motivate your employees to help increase employee engagement and experience productivity and retention gains.

These tips aren't specific to any industry, and most of them are either low or no cost. They can be applied in small establishments, franchises, startups, and Fortune 500 companies.

Let's get started with one that has the potential to change everything: recognition.

1. Recognize great work



One of the most important factors that contribute to employee motivation is how often their hard work gets recognized. 70% of employees say that motivation and morale would improve massively with increased recognition from managers. After all, if an employee produces exceptional results but their hard work isn't recognized, why would they continue to be a high-performing employee?

Bonus points: there are other surprising benefits of employee recognition including improved working relationships, employee engagement, retention, and even empathy.

It's not just important to recognize great work. How you recognize your team's contributions has a significant impact. Employee recognition shouldn't just be an annual bonus at the end of the year—it should be meaningfully and frequently given.

Meghan M. Biro shared excellent advice on effective recognition. Here's one of our favorite tips: Money is appropriate much of the time, but it's not the only—or even the most effective—motivator. Treat employees as valued team members, not as numbers.

2. Set small, measurable goals



We've all had projects that just drag on and on, and seem to never end. It can be demoralizing to be stuck in a rut, which is why seeing how you've made visible progress feels so good. It's also a clear indicator that our work is making a difference.

We met with Walter Chen, co-founder of iDoneThis, who shared some great insights into the importance of clear goal-setting and tracking progress.

Setting clear, achievable goals provides a real boost of motivation each time one is conquered—and it keeps teams on the right track. You can magnify these effects by taking the next step and celebrating those achievements.

3. Celebrate results



Part of what makes setting small and measurable goals so important is that it provides plenty of opportunities to celebrate your team's hard work.

This doesn't mean you need to give a standing ovation to every employee who made it to work on time—but it is crucial to let everyone know exactly how (and how much) each of their contributions moves the organization forward.

Be specific in your applause. Don't just tell Marie *"good job."* Don't even stop at *"great job on the new email campaign!"* Applaud her success and when you do, tie her to the greater picture. For example: *"Great job on that new email campaign—it's going to really grow our community and nurture our customer pipeline."*

4. Encourage teamwork

Teamwork is one of the greatest motivators out there. Knowing that your colleagues have your back and are your cheerleaders is an amazing feeling. When your motivation dips, your teammates are right there with you, rooting for you as you complete your next project.

In fact, 54% of employees say a strong sense of community (think: awesome coworkers, celebrating milestones, working toward a common mission) was a big reason they have stayed at an organization. Plus, organizations that communicate effectively are 4.5x more likely to retain the best employees.

One of the best ways to encourage teamwork is to start at the foundation with a working agreement. Working agreements are guidelines created by a team to set group expectations, provide ways to collaborate, and establish a positive team atmosphere.

5. Stay positive

Let's be real—we're a little suspicious of people who are happy all the time.

Negative emotions have their place, and some really good organizational changes can stem from having tough conversations. However, it's important to find ways to inject positive experiences into your team's interactions to create a net positive workplace.

Why? Because it's actually a competitive advantage to have happy employees. Research shows that happy employees outperform their competition by 20% and generate 37% greater sales.

It turns out that happiness and positivity play a greater role in the success of your business than you'd ever imagine.

A simple shift in bias toward positivity and happiness can have an immediate impact on your work experience and relationships, which are major factors in success, motivation, engagement, and productivity.

Go ahead and Tweet this! *A simple shift in bias toward positivity and happiness can have an immediate impact on your work experience and relationships, which are major factors in success, motivation, engagement, and productivity.*

6. Stay fueled

It's hard to stay focused and driven when you're hangry. That's why it's so important for everyone to stay fed, hydrated, and in some cases, caffeinated.

Unfortunately, it's common for employees to become so busy that they can barely squeeze in time for lunch. That's not great for their health and even worse for their productivity. Not convinced? Read more on food's crucial role in employee well-being and engagement.

Keeping healthy snacks around the workplace—or providing a food stipend for remote employees—is an easy way to help your team maintain energy levels throughout the day. The cost of providing them will likely be offset by your team's increased productivity.

If you don't have the time or resources to manage this on your own, there are some great services that can help you keep your office stocked with healthy snacks. Our friends at Caroo will even drop a curated box of healthy snacks right at your company's or your employees' front door. When the Bonusly team was working in an office, we'd get a Fruit Guys delivery every week. It was a godsend at 3 p.m. or whenever we needed some fuel to power through the rest of the day!

Tip! If you want to motivate remote employees, Caroo offers custom care packages that you can curate with company swag, home office gifts, and healthy snacks to send a little love their way!

7. Take regular breaks



Banging your head against a problem for three hours is rarely productive. Stepping back and taking a moment to recalibrate isn't just helpful in staying motivated—it's also important to your health.

Go ahead and Tweet this! *Stepping back and taking a moment to refresh and recalibrate isn't just helpful in staying motivated, it's also important to your health.*

Sitting all day isn't good for you, and neither is working nonstop. Especially for remote workers, taking a short break every hour or two can have a positive effect on both your mind and body (work-from-home burnout is real!). Don't forget to get up from your desk and grab some fresh air!

Get up, stretch your legs, rest your eyes, and come back to work with a refreshed mind and body.

8. Stay healthy



This brings us to our next topic: staying healthy. As we learned in our interview with Button's Stephen Milbank, sharing is caring, but not if what you're sharing is germs. When you're ill, take a sick day! It's unlikely that you'll be getting any of your best work done when you can hardly hold your head up, and not taking the time to rest will only prolong your sickness and prevent your body from recovering.

Make sure the policies you're instituting aren't keeping people from taking the time they need to stay healthy. Think about the way you approach time off, medical benefits, and employee wellness. The stress and frustration from worrying about taking sick time can lead to disengagement and cost companies across the world billions of dollars each year.

A generous time-off policy or options for more flexible schedules or remote work might seem expensive at face value, but it can actually save your company quite a lot of money in lost productivity, poor attendance, and suboptimal engagement.

9. See and share the big picture

A large part of understanding the purpose behind your work is seeing how it fits into the larger picture. You can help boost motivation in the workplace by ensuring your team understands how each of their efforts impacts the organization, customers, and the community.

Completing a task usually provides a small sense of accomplishment, but knowing how that work helped others is the real antidote to disengagement.

10. Be transparent

Every relationship, including work relationships, is built on trust. Defaulting to transparency is one of the best ways to encourage an atmosphere of trust between you and your team and a team that trusts you will be more motivated and engaged with their work.

Transparency also helps ensure that everyone is working with the same information. That in itself can benefit the team.

11. Provide clarity

In order to be motivated about your work, it's crucial that you actually understand what your goals and objectives are. For many employees, that understanding starts with transparency in the workplace and ends with clarity. Without clarity, transparency begins to lose its effectiveness and motivational power.

Make sure you're giving everyone a clear and concise mission they can get motivated about in the first place because it's nearly impossible to invest genuine motivation into something you're unaware of, or confused about.

12. Envision and share positive outcomes

It's easier to achieve success when you can envision it. Professionals of all types, from athletes to musicians and CEOs, all practice this technique to improve their motivation. Luckily, if you're providing a clear objective, you're already more than halfway there.

Help the team understand what it would mean to achieve that objective. When someone makes real progress toward that objective or outcome, share that progress as a source of motivation for everyone.

13. Find purpose



Although it's commonly stated that millennial employees are motivated by purposeful work, that's really true of most employees. Purpose is a vital factor in employee motivation and it starts with finding meaning in the work they do every day.

Erica Dhawan explains in an article about motivation she wrote for The Muse. She describes why it's so important to take time to explain the purpose behind

the work you do:

14. Loosen the reins

Autonomy and flexible work schedules are incredibly effective motivators. Giving employees more agency around when and how they get their work done can actually improve their efficiency, and help keep them motivated.

In her article for Monster.com, Roberta Matuson provides a great framework for getting started on the path of employee autonomy:

Tell your employees what needs to be done by what deadline; allow them to decide when they will do the actual work. For some, that may mean coming in early; for others that might involve working on the weekend.

The key here is that you're giving employees the freedom to work on their projects when their motivation is strongest, not just when they're in the workplace.

Giving employees more control over their work also helps eliminate one of the worst enemies of motivation in the workplace: micromanagement. It can also help employees build resilience.

15. Provide a sense of security

We're not talking about hiring a bouncer for your office (although you should make sure your employees feel safe at your workplace!). We're talking about employees feeling secure enough to show their full selves at work.

Psychological theory suggests that there is a hierarchy of basic needs that people require before they can be motivated to reach their full potential. Security falls right beneath physiological needs like food and water.

Once employees feel secure, they're more likely to be motivated to reach and further stretch their potential.

16. Power pose

Your posture not only says a lot about your motivation levels—it can actually impact them. Amy Cuddy gave an outstanding TED presentation about what your

own body language can tell you, and how it affects your mood, your work, and your interactions with others.

Take a moment to think about your own posture, and the postures you're seeing around the workplace. What are they saying? If what they're saying isn't positive, try experimenting with different postures, and see how they impact your overall motivation.

17. Offer small, consistent rewards



Everyone has weeks where you check off everything on your to-do list with ease—and weeks where you'd really rather be anywhere but at work.

It's normal for employees to face dips in motivation, but it becomes a problem when your colleagues are consistently disengaged. In fact, Gallup recently reported that employees who are not engaged cost the world \$7.8 trillion in lost productivity.

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These tips aren't specific to any industry, and most of them are either low or no cost. They can be applied in small establishments, franchises, startups, and Fortune 500 companies.

Rewarding employees for their hard work is a motivational rule that nearly goes without saying.

However, there are several ways to go about doing that, and some are more effective than others.

Annual bonuses are a common way many employers reward employees for their hard work. Unfortunately, they don't often provide the motivation they're designed to. An annual bonus perceived as routine, disappointing, or unfair can even damage motivation in the workplace.

Providing smaller, more consistent rewards is a great way to boost motivation consistently over time.

18. Change the scenery

Sometimes a small shift in scenery can provide a big shift in motivation. If it's possible, think about how the environment your team works in impacts motivation. If there aren't many sources of natural light coming in, it might be valuable to step outside together from time to time.

Spending even a few moments in different surroundings can provide a new perspective, and often a noticeable boost in motivation. Consider taking your team on an offsite or retreat for some team bonding, and notice how their spirits could lighten after a day working outside of the office.

19. Practice and promote mindfulness



Taking time out of your day to slow down and practice mindfulness might sound like it would negatively impact productivity, but in many cases, the opposite is true.

Many of us work in jobs where stress is a matter of course, but as the Harvard Business Review staff

explains in their article *Mindfulness in the Age of Complexity*, "Stress is not a function of events; it's a function of the view you take of events."

Embracing mindfulness at work can improve productivity and motivation by providing the perspective we need to see that.

20. Have fun!

Not every task at work is going to feel like a day at Six Flags. That's okay. What's not okay is having a team that feels like every day is a slog. You don't need a ping pong table or a kegerator in your office to make work fun. Find little bits of fun in everyday activities, and focus on what it is that makes working in your organization great.

You and your team will be amazed at how motivating a little bit of fun can be.

Bravo, you made it through the list!

It seems like you're really motivated to improve motivation at your workplace. Your team is lucky to have someone who cares about them and wants to help them be more meaningfully engaged with their work.

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

HOME NEWS

SBS ZIPPER TO CREATE 2063 JOBS IN BEPZA EZ



SBS Zipper Bangladesh Co. Ltd. of China is going to invest US\$ 19.97 million to set up a garments accessories manufacturing plant in BEPZA Economic Zone (BEPZA EZ) and create employment opportunities for 2063 Bangladeshi nationals. Bangladesh Export Processing Zones Authority (BEPZA) signed an agreement with the company to this effect recently. The Chinese company will produce annually 271 million pieces of metal zipper, nylon/plastic zipper, slider/chain/zipper parts/tapes, plastic button, button parts and mold.



Meanwhile, another Chinese company Taisheng (Bangladesh) Webbing Co. Ltd. is going to invest US\$6 million to set up a shoe, bag and garments accessories manufacturing plant in BEPZA Economic Zone (BEPZA EZ) and create employment opportunity for 200 Bangladeshi nationals. The company will produce annually 6 million tons of shoe lace, elastic, draw cord, drawstring, string, webbing belt and webbing tape.

JOINT VENTURE COMPANY TO CREATE JOB OPPORTUNITIES FOR 1032 PEOPLE IN CUMILLA EPZ



BSK Bangladesh Ltd., a Netherlands-Bangladesh joint venture company is going to set up a bag manufacturing plant in Cumilla EPZ investing US\$ 6.14 million and create job opportunities for 1032 Bangladeshi Nationals. The company will produce annually 3 million pieces of hand bag, backpack, travel bag, wallets and trolley bag. Bangladesh Export Processing Zones Authority (BEPZA) signed an agreement with the company to this effect recently.

INFLOW OF REMITTANCES INCREASED BY 6.48% IN JULY-MARCH OF FY24



According to the Bangladesh Bank (BB) data, inflow of remittance in July-March of FY24 increased by 6.48 percent to US\$17.07 billion from US\$16.04 billion in the correspondent period in FY23. The increase in remittance inflow may be a result of depreciation of BDT and new incentive opportunity extended by

banks, with effect from 22 October 2023, which allows up to 2.50 percent incentive on inward remittances in addition to the existing 2.50 percent incentive facility by the government.

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	1971	1526	+ 29.16
November	1930	1595	+21.00
December	1991	1700	+17.12
January	2113	1959	+7.86
February	2166	1560	+38.85
March	1997	2022	-1.24
Total of July – March	17074	16035	+6.48

Notes: P=Provisional; R=Revised

Source: Bangladesh Bank (BB)

Meanwhile, the inflow of remittance decreased by 1.24 percent to US\$1.99 billion in March 2024 from US\$2.02 billion in the same month of the previous fiscal year. The inflow of remittance in March also declined by 7.80 percent from the previous month of US\$2.17 billion (February, 2024), which was unusual. Naturally, inflows of remittance go up on the occasion of Eid but the trend runs reverse this time.

BANGLADESH SHOWCASES ACHIEVEMENTS IN SKILLS DEVELOPMENT AT GLOBAL SKILLS FORUM



Recognizing the crucial role of skilled labor in driving higher-value production and economic advancement, the Government of Bangladesh has since 2007

multiplied its investment in Technical and Vocational Education and Training (TVET) and skills development, and after one and a half decade the results of these numerous efforts are tangible.

The essential role of skills and lifelong learning is well-recognized in enhancing the labor force's employability and productivity, attracting investment and fostering national economic growth.

Bangladesh has formulated a National Skills Development Policy and established a unified national qualifications framework to enhance recognition of skills qualifications and upskilling of the workforce. Moreover, the traditional TVET system has evolved into an industry-relevant and skills-focused model.

These transformations reflect the Government's commitment to its development vision, complemented by significant financial contributions by development partners and technical expertise provided notably by a.o. the International Labour Organization (ILO).

However, challenges persist in realizing the Bangladesh Government's vision for the national skills system. Therefore, the Global Skills Forum, hosted by the ILO Skills and Employability Branch on 23 and 24 April, which had invited constituents and development partners to discuss skills challenges and partnerships in a changing world, featured an exclusive session dedicated to Bangladesh. This high-level panel, held at ILO Headquarters in Geneva, Switzerland, was graced by the presence of the Minister of Education of the Government of Bangladesh, Mr Mohibul Hassan Chowdhury, as well as senior representatives from Employers' and Workers' Organizations and key Development Partners, the European Union and the Government of Canada.

During the session, participants deliberated on Bangladesh's achievements, ongoing challenges, and proposed strategies for advancing the national skills system through targeted strategies and collaborative partnerships. Mr Srinivas Reddy, Chief of the Skills and Employability Branch at ILO moderated the session, commencing with a video showcasing Bangladesh's main achievements in skills development.

INTERNATIONAL NEWS

INDIA: UNEMPLOYMENT RATE FALLS TO 7.6% in March 2024



Unemployment rate in India declined to 7.6 percent in March 2024 from 8 percent in February 2024, according to CMIE's Consumer Pyramids Household Survey. The unemployment rate eased in urban India as well as in rural India. Rural unemployment rate fell to 7.4 percent in March from 7.8 percent in February. Urban unemployment rate fell from 8.5 percent to 8.2 percent.

Unemployment rate dropped in March alongside a fall in labor participation rate (LPR) as well as employment rate. LPR in India inched down to 41.1 percent in March, from 41.4 percent in the previous month. Employment rate, which is the proportion of employed persons in the working age population, fell from 38.1 percent to 37.9 percent in March 2024.

PHILIPPINES: REMITTANCES UP 3.0 % IN FEBRUARY 2024



Personal remittances from Overseas Filipinos (OFs) grew by 3.0 percent to US\$2.95 billion in February 2024 from US\$2.86 billion recorded in February 2023. Of the personal remittances from OFs, cash remittances coursed through banks reached US\$2.65 billion in February 2024, higher by 3.0 percent than the US\$2.57 billion posted in February 2023.

Similarly, cumulative personal remittances increased by 2.8 percent to US\$6.10 billion in January-February 2024 from US\$5.93 billion recorded in January-February 2023.

USA: 175,000 JOBS ADDED IN APRIL



US employers added 175,000 jobs in April 2024, well below expectations of roughly 232,000 and off dramatically from the blockbuster job creation in March, when employers added a surprising and upwardly revised 315,000 jobs.

The nation's unemployment rate was little changed at 3.9%, continuing a 27-month stretch of remaining below 4%, the longest since the 1960s, the U.S. Department of Labor said.

CANADA: ECONOMY UNEXPECTEDLY ADDED 90,000 JOBS IN APRIL



The Canadian economy gained 90,000 jobs in April, much higher than the average of 20,000 jobs many economists were predicting for the latest Labour Force Survey numbers from Statistics Canada. The federal agency pinned the increases in employment on part-time work, with more than 50,000 more of those types of positions. There were more jobs in the professional, scientific and technical services industries.

ILO NEWS

THE 112TH ILC TO BE HELD DURING 3-14 JUNE 2024



The ILO will hold its annual International Labour Conference (ILC) at the Palais des Nations in Geneva from 3-14 June 2024. Worker, employer and government delegates from the ILO's 187 Member States will tackle a wide range of issues that have a long-term impact on the world of work, including:

- A plenary discussion of the report of the Chairperson of the Governing Body and of the thematic report of the Director-General, entitled *Renewing the Social Contract*.
- A special plenary sitting to discuss the appendix to the report of the Director-General on The situation of workers of the occupied Arab territories (as per the decision adopted by the Governing Body at its 350th Session (March 2024)).
- A discussion on protection against biological hazards (first discussion out of the two foreseen in the ILO's standard-setting procedure) which could lead to the adoption of an international labour standard on the subject at next year's ILC.
- A discussion on the strategic objective of fundamental principles and rights at work (recurrent discussion procedure).
- A discussion on decent work and the care economy (general discussion procedure).

Further technical committees will examine information on the programme and budget; information and reports on the application of Conventions and Recommendations; as well as the foreseen abrogation of four international labour Conventions. The Office

prepares a number of reports under each agenda item which generally serve as the basis for the discussions. Most reports for the Conference have been posted on the Conference website.

As per its usual practice the Conference will hold a lunchtime event to mark the World Day against Child Labour, on Wednesday, 12 June. This year's event will be held under the theme, "Let's act on our commitments: End Child Labour". It will celebrate the 25 years since the adoption of Worst Forms of Child Labour Convention, 1999 (No. 182), as well as provide an opportunity for the tripartite constituents to discuss advances and challenges in relation to the elimination of child labour.

UNITED STATES IS JOINING THE ILO FAIR RECRUITMENT INITIATIVE



In his opening remarks to the 3rd Ministerial Meeting on the Los Angeles Declaration on Migration and Protection, United States Secretary of State Anthony Blinken has announced the United States' is joining the ILO Fair Recruitment Initiative (FRI) and its Advisory Committee. This decision underscores the United States' commitment to advancing the Fair Recruitment agenda and contributing to the global effort to ensure fair recruitment practices and protect migrant workers from exploitation and abuse. Anthony Blinken also encouraged other countries to join the Fair Recruitment Initiative.

The ILO Fair Recruitment Initiative (FRI) aims to ensure that recruitment practices nationally and across borders are grounded in labour standards, developed through social dialogue, and ensure gender equality. The Initiative fosters transparent, regulated, and monitored recruitment practices that

protect workers' rights, prevent forced labour, and respond to employment policies and labour market needs effectively. At the core of the FRI are the ILO General principles and operational guidelines for fair recruitment and the definition of recruitment fees and related costs, adopted by ILO tripartite constituents in 2016 and 2018 respectively.

By joining the Advisory Committee, the United States will be part of the tripartite body composed of representatives from governments, social partners, and development agencies, and will be able to play a crucial role in guiding the implementation of the Fair Recruitment Initiative. Coming from diverse regional contexts, the Committee members can leverage their experiences and perspectives to identify priorities, address common challenges, and propose effective strategies

CAMBODIA AND ILO AGREE WORK PRIORITIES UNTIL 2028



Cambodia and the ILO will put human capital, formalization, and social dialogue at the center of their efforts in coming years to support decent, productive and sustainable work for all Cambodians.

The 2024-28 Decent Work Country Programme (DWCP) for Cambodia was formally signed by representatives of the Ministry of Labour and Vocational Training, the Cambodian Federation of Employers and Business Associations, Cambodian Trade Unions and the ILO Country Director for Thailand, Cambodia and Lao People's Democratic Republic at a ceremony in Phnom Penh on 10 May 2024.

Decent Work Country Programmes (DWCPs) are the main framework for delivering ILO's support to its

member countries, setting out the priority areas for cooperation and collaboration.

The DWCP for Cambodia outlines a number of priority areas. It seeks to build human capital by strengthening and expanding social protection, enhancing technical and vocational skills systems, and improving public employment support services.

It emphasizes the promotion of a more formalized, inclusive and green economy. This includes digitalization to support small businesses as well as more decent work opportunities particularly for women, through greater access to affordable quality childcare and other care services.

In addition, the DWCP focuses on promoting social dialogue and harmonious industrial relations and rights at work. To meet this aim, the capacity of ILO's government, employer and worker constituents will be strengthened to support labor dispute resolution mechanisms and the implementation of national and international labor standards.

Actions will also be carried out to enhance the rights and working conditions of women and men migrant workers in order to ensure safe and fair recruitment as well as productive labor migration.

ILO EXTENDS CAPACITY BUILDING SUPPORT TO BUSINESS DEVELOPMENT SERVICE PROVIDERS IN ETHIOPIA



A ten-day Training of Trainers (ToT) program on the ILO's flagship Start and Improve Your Business (SIYB) program was held from 22 April to 2 May 2024 in Adama, Ethiopia.

This initiative, supported by the Dutch Ministry of Foreign Affairs (MFA) through the PROSPECTS Partnership, equipped 30 public and private Business Development Service (BDS) providers with the skills to deliver SIYB training to existing and potential entrepreneurs in both refugee and host communities across Ethiopia.

The training was conducted by a candidate for SIYB National trainer and three Master Trainers from the Business Development Service Provider Association (BDSPA) of Ethiopia. They were mentored by two Master Trainer Developers in the facilitation. Successful completion of this training inched the trainers closer to their national and regional certifications and will enable the BDSPA to scale up their enterprise development initiatives.

Providing the opening remarks for the training, Tamiru Demeke, BDSPA President, addressed participants, highlighting the association's activities and future plan, the benefits of membership, and the ongoing support they receive from the ILO.

Underscoring the high demand for SIYB trainers in Ethiopia, Eirmyas Kaase, Sr Programme Officer at ILO pointed, "Following our call for expression of interest, we received nearly 400 applications, creating a fierce competition for a spot. This immense interest speaks volumes about the critical nationwide need for this training."

INDONESIA: NEW PROTECT PROJECT SUPPORTS WOMEN MIGRANT WORKERS AND CHILDREN



The European Union (EU) in collaboration with the ILO and the United Nations Office on Drugs and Crime (UNODC) is launching a new initiative called 'PROTECT' recently, which aims to strengthen the rights of women migrant workers, children, and at-risk groups in Indonesia.

The three-year PROTECT project will promote decent work and reduce vulnerabilities of those at risk by ensuring labor rights, preventing, and responding to violence against women and children, human trafficking and migrant smuggling.

Presided over by Ida Fauziyah, Indonesian Minister of Manpower, the launch of the PROTECT project is conducted in Lapangan Banteng, Jakarta. In addition to a performance depicting by women migrant workers and a consultative workshop, the launch presents an exhibition demonstrating a labor migration pathway throughout the migration cycles from prior to migration, during migration and after migration.

In 2023 alone, more than 270,000 Indonesian migrated abroad, with more than half (61 percent) comprising women. These women predominantly seek employment in domestic work, care work, agriculture, plantation and manufacturing industries in Hong Kong, Taiwan and Malaysia. However, a considerable number of Indonesian migrants particularly those in Malaysia, are migrating through irregular channels.

Consequently, Indonesian migrants, particularly those engaged in low-wage occupations, face many challenges, including labor exploitation, discriminatory laws and practices, human trafficking, violence, harassment, and limited access to essential services. Women migrant workers are also more likely to end up in informal sectors where they often encounter short-term employment opportunities and minimal social protection measures. Additionally, children accompanying migrant workers face a high risk of abuse, exploitation, trafficking and inadequate access to child protection services.

The PROTECT project, which runs until December 2026, builds on the results and lessons learnt from two preceding EU-funded projects: 'Safe and Fair: Realizing women migrant workers' rights and opportunities in the ASEAN region', which was implemented by ILO and UN Women, in collaboration with UNODC from 2018 to 2023 and 'Protecting Children Affected by Migration in Southeast, South and Central Asia' implemented by UNICEF from 2018 to 2022.

STATISTICS

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. 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	109.02	108.71	109.39	106.71	108.25	109.68	114.09	109.67	108.58	112.05
2023										
November (base:202122=100)	119.10	120.04	118.33	115.92	118.07	124.56	114.80	117.85	123.83	120.83
December (base:202122=100)	118.40	117.48	119.16	116.22	118.51	124.95	120.93	118.05	123.63	122.09
January (base:202122=100)	119.60	118.30	120.66	117.37	119.76	125.92	122.38	119.21	125.90	125.89
February (base:202122=100)	120.09	119.07	120.92	117.40	120.38	125.95	122.39	119.31	126.00	125.96
March (base:202122=100)	121.60	121.50	121.69	117.96	122.03	126.26	122.84	119.20	126.59	127.38

Source: Bangladesh Bureau of Statistics

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. Misc. Goods & Services
2013-14	196.90	207.72	179.69	200.61	164.05	197.62	168.87	166.01	179.72	199.74
2014-15	209.10	221.02	190.13	214.07	171.34	209.29	187.18	174.09	183.84	212.34
2015-16	220.10	230.31	203.86	242.26	179.19	222.11	211.04	188.69	187.84	221.12
2016-17	231.02	243.08	211.83	253.51	187.45	229.57	219.35	193.71	194.81	226.47
2017-18	244.17	259.86	219.21	263.96	192.89	246.23	221.15	197.24	201.31	233.72
2018-19	256.74	273.55	230.01	282.76	198.99	261.30	225.86	207.51	205.05	253.71
2019-20	271.20	289.08	242.74	292.21	212.44	277.56	242.40	217.05	208.93	275.65
2020-21	286.37	306.40	254.51	298.86	220.23	286.65	264.04	234.11	214.52	305.80
2021-22	304.76	326.34	270.42	318.29	223.88	308.52	269.97	274.69	225.50	332.14
2022-23	109.08	108.79	109.54	106.63	109.32	108.99	116.61	108.62	108.10	111.24
2023										
November (base:202122=100)	119.24	120.07	118.46	114.34	121.19	125.12	115.49	119.01	121.38	119.62
December (base:202122=100)	118.55	117.70	119.36	114.40	121.25	125.20	124.30	119.15	121.39	119.71
January (base:202122=100)	119.64	118.42	120.79	115.80	122.52	125.78	125.76	120.33	124.23	122.76
February (base:202122=100)	120.16	119.30	120.98	115.84	122.96	125.79	125.76	120.38	124.23	122.81
March (base:202122=100)	121.81	121.89	121.74	116.09	124.55	126.08	126.21	120.28	124.96	124.31

Source: Bangladesh Bureau of Statistics

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. 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	108.87	108.52	109.13	106.87	107.07	110.75	108.92	110.56	109.33	113.16
2023										
November (base:202122=100)	118.76	120.04	117.96	118.92	114.41	123.53	113.44	117.36	125.31	122.65
December (base:202122=100)	118.00	117.05	118.59	119.73	115.29	124.49	114.33	117.63	125.34	124.28
January (base:202122=100)	119.37	118.08	120.17	120.39	116.51	126.17	115.74	118.71	128.06	128.94
February (base:202122=100)	119.82	118.63	120.56	120.41	117.36	126.25	115.75	118.87	128.71	129.12
March (base:202122=100)	121.10	120.69	121.35	121.58	119.08	126.58	116.20	118.76	129.25	130.39

Source: Bangladesh Bureau of Statistics

WAGE RATE INDEX BY SECTORS: BANGLADESH

(Base: 2010-11=100)

Sector	2020-21	2021-22	2022-2023	January '24	February '24	March '24
General	180.83	191.80	205.30	116.12	117.30	118.00
percentage change (Point to Point)	6.12	6.06	7.04	7.77	7.78	7.80
percentage change (over previous month)				0.66	1.02	0.60
1. Agriculture	181.16	192.21	205.69	116.56	117.75	118.50
percentage change (Point to Point)	6.39	6.10	7.01	8.13	8.16	8.19
percentage change (over previous month)				0.68	1.03	0.64
i) Agriculture	181.23	192.39	205.98	116.56	117.99	118.76
percentage change (Point to Point)	6.41	6.16	7.06	8.26	8.30	8.42
percentage change (over previous month)				0.70	1.06	0.65
ii) Fish	177.84	1183.06	191.07	113.15	113.77	114.18
percentage change (Point to Point)	5.49	2.95	4.37	8.29	8.38	8.42
percentage change (over previous month)				0.24	0.55	0.36
2. Industry	177.52	187.83	201.01	115.40	116.52	117.17
percentage change (Point to Point)	5.51	5.85	6.97	7.29	7.31	7.32
percentage change (over previous month)				0.60	0.97	0.56
i) Construction	167.24	174.62	184.35	114.94	116.01	116.62
percentage change (Point to Point)	4.42	4.41	5.57	8.40	8.53	8.61
percentage change (over previous month)				0.55	0.93	0.53
ii) Production	198.37	214.87	234.79	118.63	120.13	121.04
percentage change (Point to Point)	7.43	8.30	9.28	7.78	7.86	7.92
percentage change (over previous month)				0.93	1.26	0.76
3. Service	185.99	199.42	212.23	116.89	118.26	118.97
percentage change (Point to Point)	6.07	6.32	7.31	8.30	8.34	8.40
percentage change (over previous month)				0.78	1.17	0.61

Source: Bangladesh Bureau of Statistics (BBS)

WAGE RATE INDEX BY SECTORS: DHAKA DIVISION

(Base: 2010-11=100)

Sector	2020-21	2021-22	2022-23	January '24	February '24	March '24
General	179.99	189.42	199.93	113.82	114.87	115.46
percentage change (Point to Point)	5.93	5.25	5.54	7.38	7.44	7.36
percentage change (over previous month)				0.48	0.92	0.52
1. Agriculture	181.52	190.78	201.30	113.60	114.59	115.45
percentage change (Point to Point)	6.41	5.11	5.51	7.24	7.18	7.20
percentage change (over previous month)				0.40	0.87	0.75
i) Agriculture	181.51	190.80	201.36	113.60	114.59	115.45
percentage change (Point to Point)	6.41	5.13	5.53	7.23	7.16	7.18
percentage change (over previous month)				0.40	0.87	0.75
ii) Fish	182.40	187.35	193.85	114.15	114.45	114.77
percentage change (Point to Point)	6.38	2.74	3.47	9.90	9.92	9.96
percentage change (over previous month)				0.14	0.26	0.28
2. Industry	173.94	182.93	193.18	114.13	115.23	115.69
percentage change (Point to Point)	5.03	5.17	5.60	7.56	7.76	7.75
percentage change (over previous month)				0.48	0.96	0.41
i) Construction	167.38	173.84	181.65	113.80	114.91	115.35
percentage change (Point to Point)	4.41	3.86	4.50	8.56	8.74	8.79
percentage change (over previous month)				0.46	0.97	0.39
ii) Production	187.79	202.14	217.53	116.98	118.03	118.70
percentage change (Point to Point)	6.22	7.63	7.63	7.88	8.07	8.11
percentage change (over previous month)				0.65	0.90	0.57
3. Service	188.95	200.28	211.37	112.98	113.97	114.52
percentage change (Point to Point)	6.11	6.00	5.54	6.61	6.63	6.66
percentage change (over previous month)				0.68	0.88	0.48

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)	Jan-23	Dec-23 (p)	Jan-24 (p)
Manufacture of Food Products							
Processing and preserving of meat	M.T.	2	1050	1146	1169	1554	1641
Processing and preserving of fish, crustaceans and molluscs	M.T.	*	4630	3964	4334	5914	3243
Processing and preserving of fruit and vegetables	000 Litre	3	32317	26233	2812	3966	3578
Mfg of vegetable and animal oils and fats	M.T.	2	153570	155079	167759	138115	140753
Mfg of dairy products	000 Kg	*	6740	6516	5920	7582	7983
Mfg of rice / rice milling	M.T.	2	210	198	208	205	208
Mfg of bakery products	M.T.	1	2940	2973	2951	3037	3071
Mfg of sugar, cocoa, chocolate and sugar confectionery	M.T.	16	4760	1729	11445	8970	14569
Mfg of macaroni, noodles, couscous and similar farinaceous products,	M.T.	*	59	58	56	59	77
Mfg of processing of tea and coffee	M.T.	3	8179	8329	364	7794	175
Mfg of other food products n.e.c. (Salt)	M.T.	*	305	403	255	222	228
Mfg of Prepared animal feeds	M.T.	2	95064	83709	83165	79221	84225
Mfg of Beverages							
Mfg of soft drinks	000 Doz Bottle	4	13027	19294	12051	15280	15907
Mfg of Tobacco							
Mfg of tobacco products (cigarettes & others	Million No	2	8084	12085	59484	57270	65291
Mfg of bidies, Zadra and quivam, Tobacco manufacture n.e.c.	Million No	5	1750	2093	2347	2052	1922
Mfg of Textile							
Preparation and spinning of textile fibres	M.T.	7	2540	2879	2960	2450	2315
Weaving of textiles, Silk & Synthetic	000 Mitre	4+	1141295	1169618	1211064	1022251	992912
Finishing of textiles (dyeing, bleaching etc.)	000 Mitre	*	12358	16196	16522	13520	17955
Mfg of Jute textiles, Pressing and baling of jute and other fibres, spooling and thread ball	M.T.	95	43611	20307	21867	42571	24421
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	858033	939530	957159
Mfg of Wearing Apparel (Ready made garment)							
Mfg of Wearing apparel, except fur apparel	Million TK	*	165659	167189	182292	175126	195344
Mfg of Knitted and crocheted apparel, articles of fur and crocheted apparel	Million TK	*	177027	195618	223722	238061	262471
Mfg of Leather and Related products							
Tanning and dressing of leather; dressing and dyeing of fur	000 Sq. M	*	13747	5228	2159	1273	1865
Mfg of luggage, handbags and the like, saddlery and harness	Dozen	3	1540	1598	1626	1862	1863
Manufacture of footwear	000 Pair	5	319	558	518	588	596

Description of items of industry	Unit	No .of reporting industries (selected)	2021-22 (R)	2022-23 (R)	Jan-23	Dec-23 (p)	Jan-24 (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	183694	155271	186358
Mfg of Paper and Paper Products							
Manufacture of pulp, paper and paperboard	M.T.	2	6250	4368	4345	4181	3702
Mfg of other articles of paper and 'paperboard	M.T.	2	9507	12553	12623	12186	12570
Printing and Reproduction of Recorded Media							
Printing, Service activities related to printing, Reproduction of recorded media	000 No	2	7180	9195	9217	9840	9526
Manufacture of Coke and Refined Petroleum Products							
Manufacture of refined petroleum products	M.T.	1	114781	127225	123840	17519	127913
Manufacture of Chemicals and Chemical Products							
Manufacture of basic chemicals (Compressed Liquid Gas)	C. No	1	1210	1118	1565	1106	466
Mfg of fertilizers and nitrogen compounds; plastics & synthetic rubber in	M.T.	3	100044	93100	79747	94664	118635
Mfg of paints, varnishes and similar coatings, printing ink and mastics, Pesticides & other agrochemical products	000 Litre	2	179	196	219	248	250
Manufacture of soap and detergents, cleaning and polishing preparations, perfumes and toilet preparations	000 TK	2	102752	84321	108338	83965	89591
Matches/Fire fox, manmade fibre, other chemical products	000 Gross	2	3622	3971	4085	4258	4147
Manufacture of Pharmaceutical							
Manufacture of pharmaceuticals, medicinal chemical and botanical products	000 Tk	10	12507873	10195155	10403542	10941333	10694665
Mfg of unani& Ayurvedic, homeopathic & biochemical medicine, Medicinal chemical products	000 Tk	2	105393	115900	147116	122008	152943
Manufacture of Rubber and Plastics Products							
Manufacture of rubber tyres and tubes; retreading and rebuilding of rubber tyres	Dozen	2	128478	176128	172187	203796	186253
Manufacture of plastics products	M.T.	2	2830	3257	3947	2539	3635
Manufacture of polythene products	000 Doz	1	13242	13229	13125	13120	14560
Manufacture of Other Non-metallic Mineral Products							
Manufacture of glass and glass products	000 Sq.ft	2	10676	11135	11022	14256	14004
Manufacture of clay building materials,	000 SMit	1	1079	1201	1082	845	935
Manufacture of other porcelain and ceramic products		2	1592	1681	1711	2026	2160
Manufacture of cement, lime and plaster; article of concrete cement &; cutting, shaping & finishing of stone	M.T.	8	831551	1068771	882030	899812	966146
Manufacture of bricks	000 ' No	3	48	53	53.500	55.216	59.250
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	142278	133863	152662

Description of items of industry	Unit	No .of reporting industries (selected)	2021-22 (R)	2022-23 (R)	Jan-23	Dec-23 (p)	Jan-24 (p)
Manufacture of cutlery, hand tools and general hardware	2	4069	4580	4128	4176	3958	4274
Manufacture of other fabricated metal products n.e.c.	2	102	112	114	115	116	120
Manufacture of computer, electronic and optical products							
Mfg of communication equipment; electronic components & boards; computer & peripheral equipment;	No.	2	69774	59056	68332	78922	75837
Mfg of electrical equipment							
Mfg of Batteries & Accumulator	000, No	2	62	54	47.00	67.04	69.39
Mfg of Fibre optics cables; other electronic and electric wires and cables; wiring devices	M.T.	2	6782	8010	8425	9245	11565
Mfg of domestic appliances; other electrical appliances	No.	1	396724	384275	364512	369033	438856
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	1015	1117	1147	1125	1156
Mfg of motor vehicles, trailers and semi-trailers							
Mfg of motor vehicles ; bodies (coachwork) for motor vehicles, trailers & semi-trailers;	No.	2	474	507	481	398	402
Mfg of other transport equipment							
Building of ships and floating structures; ship breaking & dismantling; railway locomotives	M.T.	8	5965	6703	7375	4879	3553
Mfg of Motor vehicles	No.	1	1589	1584	1541	2040	1941
Mfg of bicycles and invalid carriages	No.	1	1945	2182	2208	2715	2450
Mfg of Furniture							
Mfg of wooden furniture and fixture	No.	3	13112	22146	16915	18350	17041
Mfg of plastic furniture and fixture	No.	2	1917095	1909674	2739285	2244560	2227640
Mfg of packaging materials	No.	2	424	433	528	528	545
Other Manufacturing							
Mfg of sports goods	Million Tk	EPB	129	120	157	133	141

Note: P= Provisional, Source: Bangladesh Bureau of Statistics (BBS)

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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