

Bangladesh Society for Human Resource Management (BSHRM) Country Report March 2016

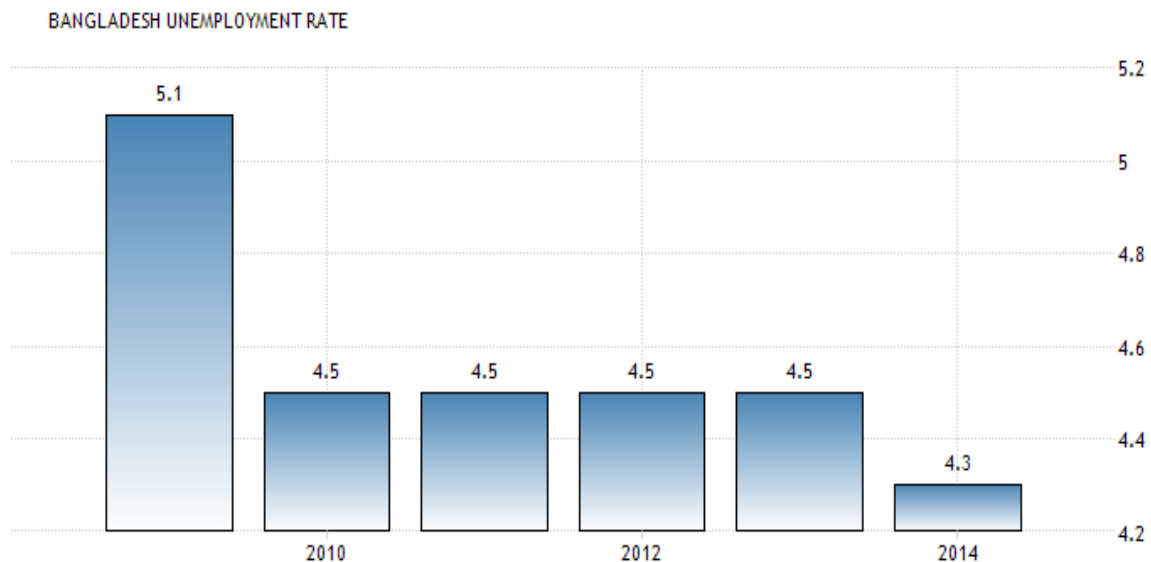
1. Current economic and political situation in the country

Economy and labour market situation

According to a recent research it shows that the current trends in Bangladesh's labor markets are encouraging. Unemployment has been low, more young people are receiving higher education, more women have careers opportunities, and more high-skilled jobs are being created.

Unemployment Rate in Bangladesh decreased to 4.30 percent in 2013 from 4.50 percent in 2012. Unemployment Rate in Bangladesh averaged 4.50 percent from 2003 until 2013, reaching an all time high of 5.10 percent in 2009 and a record low of 4.30 percent in 2006. Unemployment Rate in Bangladesh is reported by the Bangladesh Bureau of Statistics.

Bangladesh's labor markets are reasonably flexible but can be modernized by protecting workers, not jobs, and by promoting flexible work arrangements to attract women back to the labor force. Aside the Garments industry, women are a largely
In Bangladesh, the unemployment rate measures the number of people actively looking for a job as a percentage of the labor force.



SOURCE: TRADINGECONOMICS.COM | BANGLADESH BUREAU OF STATISTICS

Actual	Previous	Highest	Lowest	Dates	Unit	Frequency
4.30	4.50	5.10	4.30	2003 - 2013	percent	Yearly
<p>In Bangladesh, the unemployment rate measures the number of people actively looking for a job as a percentage of the labour force. This page provides - Bangladesh Unemployment Rate - actual values, historical data, forecast, chart, statistics, economic calendar and news. Bangladesh Unemployment Rate - actual data, historical chart and calendar of releases - was last updated on February of 2016.</p>						

Bangladesh Labour	Last	Previous	Highest	Lowest	Unit	
Unemployment Rate	4.30	4.50	5.10	4.30	percent	[+]
Employed Persons	54.10	56.00	56.00	35.90	Million	[+]
Wages	2553.00	1485.00	2553.00	625.00	BDT/Month	[+]
Wages in Manufacturing	243.00	206.00	243.00	113.00	Index Points	[+]
Population	160.10	155.80	160.10	50.10	Million	[+]
Retirement Age Men	59.00	59.00	59.00	57.00		[+]
Retirement Age Women	59.00	59.00	59.00	57.00		[+]
+						

Political situation

Since the restoration of democracy, Bangladesh politics has been dominated by two major political parties, one is Bangladesh Nationalist Party (BNP) and another is Awami League (AL). The 1991 parliamentary election was won by BNP. Awami League won the 1996 elections, after passing 21 years as an opposition. In October 2001 BNP-led four-party coalition won a landslide victory again by winning 209 seats in a 300 seat parliament.

After 05 years, elections for the 9th Parliament in Bangladesh was held on 29 December 2008. Again, Awami League won an overwhelming 230 of the available 300 seats.

However, although there are debates about the legitimacy of the 10th Parliamentary election of 5 January 2014, again Awami League won the election with 153 uncontested seats and 147 seats in coalition with Jatio Party (JP) which is also playing a so called opposition role. The main opposition BNP led 18 parties alliance did not take part in this election boycotting with huge protests and clashes.

This instability is the major challenge of the country to have a consistent growth in its economy and the employment. The intense rivalry between the two main parties has created a highly acrimonious political scene, which has led to frequent strike action and unrest. Political parties are dominated more by personality than by ideology.

However, Bangladesh is slowly emerging on investors' radars as a frontier market and considered as one of the Next Eleven big emerging markets.

2. HR challenges

The BSHRM main challenges facing the HR profession in Bangladesh at present are:

- Transitioning to the new focus of strategic partnering with the hiring managers and competency based HR systems have thrown a new challenge for Bangladesh HR professionals which are needed to be adopted balancing with the new HR trends imposed by the globalization;
- In 2014 survey report of Earnest and Young (EY) during the 3rd International HR Conference held in Dhaka, Bangladesh it was found that the following areas are seem to be a renewed challenges for HR professionals might need immediate focus on:
 1. Ensuring people drives the business;
 2. **Rewards system:** No rewards and recognition programme in 24% organizations which really alarming;
 3. **Training Needs Assessment:** Around 12% organizations didn't identify their staff's training needs;
 4. **HR Metrics/Reporting System:** 20% organizations lack of a comprehensive system of HR reporting.

3. BSHRM projects and initiatives

Major areas of BSHRM activities include the following:

- APFHRM President delivered keynote presentation in the 34th National HR Conference of NIPM-India, Tamil Nadu
- Conducted training on Design, Implement and Measure KPI to Maximize Employee Performance
- Conducted training on Fundamentals of Human Resource Information System (HRIS)
- APFHRM President presided over the Asia Pacific Federation of Human Resources Management (APFHRM) board meeting in Singapore
- APFHRM President attended board meeting World Federation of People Management Association (WFPMA) in Singapore.
- Attended HR Summit 2016
- Conducted training on Bangladesh Labor Rules 2015
- Participated in RAOVA-Jobsbd Career Fest 2015
- Participated in the Asia Pacific Conference on Business and Social Sciences 2015, Kuala Lumpur
- Attended the Exchange program between NIPM-India and Hong Kong
- Conducted training on Risk Management in HR
- Attended in American International University Bangladesh Job Fair 2015
- MOU signed between BSHRM and AIUB
- Conducted training on HR Competency Model for Asia Pacific Regions
- Organized training on Human Resources (HR) Audit

- Jointly organized a Cross Functional Summit with ICMA,B
- Organized Family Day Out program for 2016
- Attended Eastern University Career Fair 2016

4. Scheduled Conferences

- The annual general meeting is scheduled to be held in May, 2016.
- Conduct monthly seminar/training for members continuous professional development
- Arrange BSHRM-Metlife International HR Conference 2016
- Host APFHRM Board meeting in Dhaka

Md. Musharrof Hossain
President, APFHRM and BSHRM