

Bangladesh Decent Work Statistical Indicators: A Fact-Finding Study

Mustafa K. Mujeri*

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* Visiting Fellow, Bangladesh Institute of Development Studies (BIDS), Dhaka, Bangladesh. The author is grateful to Maksud Siddiqui and Hasib Mamtaz for useful research assistance and to Faizuddin Ahmed and Shamsul Alam for their valuable suggestions and participation. The usual disclaimer applies.

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1. Introduction

In a ‘labour-surplus’ economy such as Bangladesh, the developments in the labour market are crucial in bringing about desirable changes in growth possibilities and meeting poverty reduction and other social goals. Bangladesh’s poverty reduction agenda aims to reduce poverty in its multiple dimensions and attain the Millennium Development Goals (MDGs).¹ For the purpose, one of the strategic elements of anti-poverty policies adopted by Bangladesh is to accelerate and expand the scope of ‘pro-poor economic growth’. Such a growth process, supported by public policies and investments to ensure a superior pattern of income and asset distribution, would be more inclusive and would generate more income and employment for the poor.²

In particular, the approach takes the expansion of ‘*decent employment opportunities through both wage and self-employment*’ to absorb the growing labour force as a key challenge. In this context, the policies focus on adopting a consolidated and gender-sensitive strategy towards developing the labour market that will ensure both the rapid growth of productivity-enhancing employment and fulfill the poverty-reducing labour rights such as the rights to work, employment, social protection and social dialogue in an integrated manner. In short, this calls for implementing the ‘decent work agenda’ as proposed by the ILO.

1.1 Decent Work: Concept and Indicators

The ILO describes decent work as ‘*opportunities for women and men to obtain decent and productive work in conditions of freedom, equity, security and human dignity*’.³ In a country such as Bangladesh, the concept of decent work is important not only as an objective in its own right and a means of ensuring human rights, but also is fundamental to promoting sustainable and poverty-reducing development. An important issue, in this context, is to appropriately define the concept of decent work and identify comprehensive indicators for measuring decent work.

Broadly speaking, it is possible to elaborate the conceptual underpinning of decent work in terms of six dimensions.⁴ These may be summarized as follows:

- (i) **Opportunities for work:** All persons (women and men) who want work should be able to find work. The underlying concept of work is a broad one encompassing all forms of economic activity including self-employment, unpaid family work and wage-employment in both formal and informal sectors.

¹ See *Bangladesh: A National Strategy for Economic Growth, Poverty Reduction and Social Development*, Economic Relations Division, Ministry of Finance, Government of the People’s Republic of Bangladesh, Dhaka, 2003.

² In addition to pro-poor growth, the strategy covers four other major elements—human development, women’s advancement, social protection and participatory governance—that are considered essential to provide the access of the poor to assets, enhance their voices, and improve other non-material dimensions of well-being including security, power, and social inclusion.

³ ILO, *Decent Work: Report of the Director General*, International Labour Conference, 87th Session.

⁴ See Richard Anker, Igor Chernyshev, Philippe Egger, Farhad Mehran and Joseph Ritter, *Measuring Decent Work with Statistical Indicators*, Working Paper No. 2, Policy Integration Department, Statistical Development and Analysis Group, International Labour Office, Geneva, October 2002.

- (ii) **Work in conditions of freedom:** This dimension requires that work should be freely chosen and not forced on individuals along with the condition that certain forms of work are not acceptable e.g. bonded labour, slave labour and child labour. Also workers should have the freedom to join workers organizations.
- (iii) **Productive work:** It is essential for the workers to have acceptable livelihoods along with ensuring sustainable development and competitiveness of the enterprises.
- (iv) **Equity in work:** There should be fair and equitable treatment and opportunity in work, absence of discrimination at work and in access to work, and the workers shall have the ability to balance work with family life.
- (v) **Security at work:** The work conditions should be mindful of the need to help safeguard health, pensions and livelihoods, and to provide adequate financial and other protection in the event of health and other contingencies. This also recognizes the worker's need to limit insecurity associated with the possible loss of work and livelihood.
- (vi) **Dignity at work:** The workers should be treated with respect at work, and be able to voice concerns and participate in decision-making about working conditions. Worker's freedom to represent their interests collectively is also an essential ingredient of ensuring dignity.

In effect, the primary concern of the first two dimensions (e.g. work opportunities and freedom of choice) is availability and acceptable scope of work. On the other hand, the remaining four dimensions (productive work and equity, security and dignity at work) define the quality of employment. Obviously, these dimensions taken together highlight the comprehensive nature of the concept of decent work and the need to adopt a set of indicators that can measure the changes in relevant indicators over time to monitor progress in its entirety.

In addition to defining adequate indicators, a major obstacle in operationalizing the decent work agenda in Bangladesh, as in many other developing countries, is the lack of data/information on the indicators that are relevant to assess the current situation, measure the progress, identify the areas of concern, and indicate the priority areas for policy making. For assisting the countries in this respect, the ILO is working on developing a set of decent work indicators. To begin with, a total of twenty-nine indicators have been suggested covering employment, earnings, hours worked, security of work, fair treatment in employment, safe work environment, social protection, social dialogue and workplace relations, and unacceptable work such as child labour. Gender is addressed in each of these indicators by observing differences between women and men.⁵

Of necessity, the specification of statistical indicators of decent work should not be taken as a one-shot exercise in Bangladesh mainly due to two reasons: *first*, decent work is a multi-dimensional concept that includes different characteristics covering, among others, the level, pattern, sustainability and other quantitative and qualitative dimensions of work which should be defined in a context-specific manner covering both country characteristics and time

⁵ A preliminary survey by the ILO shows that, in the Asian region, some of the proposed decent work indicators can be calculated using information from three sources: i) published statistics (e.g. ILO Yearbook of Labour Statistics); ii) unprocessed or unpublished statistics (e.g. through undertaking special tabulations from labour force surveys, establishment surveys and census data); and iii) administrative records (e.g. social security, occupational injuries and union membership). There also exists a set of indicators for which data are typically not available. The situation, however, varies greatly across the countries and it is important to assess the status of individual countries.

dimensions; and *second*, broadening the scope of relevant data and expanding the data generating capacity of the concerned agencies should be taken as a continuous activity since still the traditional focus of employment data mostly covers the employment-unemployment dimension alone which does not reveal much regarding the comprehensive characteristics and different dimensions of decent work.

A pragmatic approach could, therefore, be to treat the specification of the statistical indicators and the operationalisation of the framework encompassing all relevant decent work indicators as an on-going process in Bangladesh. In particular, the monitoring of decent work indicators covering the entire range of dimensions would depend, in addition to availability of relevant data, on arriving at an agreed set of country-specific indicators that can capture these dimensions. Obviously, the process needs to recognize Bangladesh's labour market and other socio-economic characteristics and arrive at the indicators that, at the end, would probably reflect some compromise between conceptual rigour and practical application due to constraints in data availability and institutional and other limitations.

1.2 Objectives and Organization of the Report

The objective of the present report is to prepare a fact-finding study on statistical indicators of decent work in Bangladesh. More specifically, the study aims to: (i) assess data availability for each of the twenty-nine indicators proposed by the ILO and collect data for all available indicators⁶; (ii) provide detailed information on sources and methodology for each indicator; (iii) identify missing indicators and indicate the feasibility of using existing surveys as instruments for collecting data on the missing indicators; (iv) identify the scope for setting up an ILO-funded project to collect such data; and (v) propose alternative indicators in case of those indicators for which alternative sources cannot be identified.

In preparing the decent work statistical profile of Bangladesh, the adopted approach has been to closely follow the terms of reference of the present study prepared by the ILO. In particular, the list of indicators as suggested by the ILO for labour in Asia has been used in the present study.⁷

2. Methodology and Indicators

The broad methodology of the study covers the following major activities:

- (i) Tabulations have been provided for those indicators which can be generated using published statistics (e.g. the ILO Yearbook of Labour Statistics and/or national publications). In addition, data have been gathered from uncompiled/unpublished statistics of relevant data generating institutions. Each tabulation has been supplemented by a text analyzing the quality of the data (e.g. consistency of trends) and changes in concepts and definitions, if applicable. The data have been provided in absolute numbers, wherever appropriate, so that the rates, ratios and percentages can be estimated according to specific requirements.
- (ii) The original sources of all data used in preparing the profile have been described as well as the methodology and any changes over time, if any.
- (iii) The time span covers the period 1980-2003 and the indicator values have been provided for those years for which the data are available during the period.

⁶ For the list of ILO decent work indicators, see Annex 1.

⁷ The terms of reference including the list of indicators for labour in Asia is given at Annex 2.

- (iv) For all indicators, gender (female, male) and geographical (rural, urban) breakdowns have been provided subject to availability and relevance.
- (v) For those indicators for which data are not available from either published or unpublished sources, 'proxy' indicators have been identified and tabulations have been provided using the adopted format.
- (vi) Doable suggestions have been incorporated on how appropriate data collection methodologies can be installed for the 'missing' indicators e.g. by incorporating such indicators in existing surveys and how the ILO can facilitate the process.

It is important to mention here that the coverage of the indicators on which tabulations have been provided is necessarily conditioned by the scope of the underlying surveys from which the data have been collected. For instance, in many cases of labour standards, the available statistics cover (may as well be relevant to) the formal (organized) sector only. Since comparable data on the informal sector are not available, these are presented for employment in formal sector alone. Similarly, in many cases, 'localized' definitions of suggested indicators have been adopted depending on data availability and conceptual relevance to the prevalent employment characteristics.

The decent work profile of the present study, following the suggested list for Asia by the ILO, covers eight major groups of indicators:

1. Overall Employment Situation

- Population
- Employed population
- Unemployed population
- Distribution of employed population by employment status and sector of employment
- Distribution of employed population by level of education
- Distribution of unemployed population by level of education
- Level of underemployment by employment status

2. Youth Employment

- The indicators cover similar information as given for overall employment for the age group 15-24 years. In addition, the enrollments in technical/vocational training institutions have also been covered.

3. Child Labour

Information on 5-14 years age group on:

- Population
- Number not in school
- Number in employment
- Number unemployed
- Distribution of employed children by employment status and sector

4. Wages

- Daily money wage by employment status and sector
- Wage regulations

5. Gender Inequities

Gender differential for the data collected under all relevant items.

6. Employment, Wages and Productivity in Modern Manufacturing

Data from the annual surveys for groups of manufacturing industries.

7. General Social Protection and Voice Representation

- Per capita public expenditure on primary education
- Per capita public expenditure on primary health care
- Per worker public expenditure on special employment schemes
- Incidence of poverty by employment status
- Freedom of association(democracy) and civil liberties

8. Employment and Labour Standards in the Organized Sector

- Employment by industry (public and private)
- Wages and salaries
- Working hours per week (regulations and coverage)
- Job security (hiring and firing rules, severance payment rules, coverage)
- Membership of trade unions and the regulatory framework
- Collective bargaining (regulatory framework and coverage)
- Strikes and lockouts (regulatory framework and incidence)
- Non-wage benefits (annual leave with pay, sickness leave and benefits, maternity benefits, etc.) – regulations, coverage and levels
- Retirement benefits (regulatory framework, coverage and levels)
- Occupational injuries (incidence and insurance coverage)
- Unemployment benefits (regulations, coverage and levels)

It needs, however, to be emphasized that an adequate coverage of different dimensions of decent work would require further refinements in the above indicators based on existing realities along with achievable improvements and possible widening of the scope to cover relevant features in the collected data. Obviously, the process needs wider interactions among the relevant stakeholders to arrive at a consensus on the conceptual basis and specific indicators that would provide a set of more realistic decent work indicators for Bangladesh.

3. Statistical Profile of Decent Work

This section examines the statistical information on the decent work indicators as outlined in the earlier section. The detailed information, compiled from available sources, are given at the Annex Tables. The concepts and definitions, used in the study, are explained at Annex 3.

3.1 Overall Employment Situation

Population

The estimates of population are given in Annex Table A1. According to the Population Census, the total population of Bangladesh increased to 130.03 million in 2001 from 89.91 million in 1981 implying an increase of 45 per cent over a 20-year period. The increase between 1981 and 1991 was by 24 per cent (from 89.91 million to 111.46 million) while similar increase was by 17 per cent between 1991 and 2001. The sex-ratio (that is, the number of males per 100 females) marginally increased from 106.1 to 106.6 during the period. The share of urban population also increased (from less than 16 per cent in 1981 to 23 per cent in 2001) reflecting the growing trend of urbanization in the country.

On the other hand, total population of Bangladesh according to the Labour Force Surveys was 127.50 million in 1999-2000 compared to 95.21 million in 1983-84. In this case, however, the male-female ratio indicates a rapid increase during the period: from 104 to more than 109 males per 100 females. The share of urban population increased from around 12 per cent in 1983-84 to more than 21 per cent in 1999-2000.

Evolution of the Labour Force

The labour force in Bangladesh has expanded considerably during the last two decades. The total labour force (for the extended definition) was estimated at 60.3 million in 1999-2000 compared to 51.2 million in 1990-91 and 50.7 million in 1989 (Annex Table A2). This shows that around 1 million people have entered the labour force annually during the 1990s and, given the present demographic trend, the growth of the labour force is unlikely to taper off during the coming decade. For the usual definition, the total labour force increased from 28.5 million in 1983-84 to 45.0 million in 1999-2000. Some features of the labour force are given in Table 1.

Over the years, the increase of the labour force has come mostly from the growth in the working age population. During the 1990s, population aged 10 years and above grew by nearly 25 per cent although the refined activity rate, that is, the ratio of economically active population of ages 10 years and above to the population of same ages (for the extended definition) declined: from 70 per cent in 1990-91 to 66 per cent in 1999-2000.

The rural-urban variation in the labour force growth has also been significant. During the 1990s, as per the extended definition, the rural labour force grew by 16 per cent while the increase in urban labour force was by 29 per cent. This reflects the impact of significant urbanization that has taken place in the country: the urban population increased by 36 per cent between 1991 and 2001 from 22.5 million to 30.5 million compared to an increase of rural population by 12 per cent (from 89.0 million to 99.6 million) during the same period.

Table 1: Total Labour Force

(million)

	1983-84	1984-85	1989	1990-91	1995-96	1999-2000
A. Total Labour Force						
1. Usual definition						
Total	28.5	29.5	33.3	35.9	41.7	45.0
Female	2.5	2.7	3.6	4.9	7.6	10.0
Male	26.0	26.8	29.7	31.0	34.1	35.0
2. Extended definition						
Total	...	...	50.7	51.2	56.0	60.3
Female	...	...	21.0	20.1	21.3	22.8
Male	...	...	29.7	31.1	34.7	37.5
B. Refined Activity Rate (per cent)						
1. Usual definition						
Total	...	43.9	47.0	48.8	48.3	49.2
Female	...	8.2	10.6	14.1	18.1	22.8
Male	...	78.2	81.0	79.6	77.0	73.5
2. Extended definition						
Total	...	...	74.7	69.6	64.8	65.8
Female	...	...	63.4	58.2	50.6	51.8
Male	...	...	85.3	79.6	78.3	78.7
C. Distribution of Labour Force (per cent)						
1. Usual definition						
Female	...	...	11	14	18	22
Male	...	...	89	86	82	78
Rural	...	...	83	78	78	77
Urban	...	...	17	22	22	23
2. Extended definition						
Female	...	...	41	39	38	38
Male	...	...	59	61	62	62
Rural	...	...	89	83	82	81
Urban	...	...	11	17	18	19

Note: The labour force refers to 10 years and over.

Source: Labour Force Survey, BBS

In urban areas, females accounted for 23 million (38 per cent) of the labour force in 1999-2000 for the extended definition compared to 39 per cent in 1990-91. However, in the case of usual definition, similar shares were only 22 per cent in 1999-2000 and 14 per cent in 1990-91. Moreover, the size of the female labour force in the rural areas seems to have remained largely stagnant while urban female labour force has steadily expanded. This, in the case of usual definition, has also been associated with increase in the female labour force participation rate. These changes suggest that the urban labour market has been emerging as more attractive to women, presumably due to the rapid expansion of women's employment opportunities in the readymade garments and similar other sectors.

The composition of female participation in the labour market seems to have undergone some changes as well. For the usual definition (which excludes some household-based production activities), the female participation rate increased from 14 per cent to 23 per cent during the 1990s while similar rate for the extended definition actually declined (from 58 per cent in 1990-91 to 52 per cent in 1999-2000). This indicates a lowering of the rate of marginalization of the female labour in exclusive non-paid household activities. Nevertheless, the extremely disadvantaged situation of women is evident: the female labour force participation rates, for both the definitions, are much lower than similar rates for the males.

Employed Population

The number of employed population along with sex composition and rural-urban residence is given in Table 2. The details are provided in Annex Table A3. The number of employed population (10 years and above), adopting the usual definition, registered an increase of around 53 per cent between 1983-84 and 1999-2000 (from 27.9 million to 42.8 million) compared to an increase of nearly 58 per cent in the total labour force. A noteworthy feature is that the period witnessed a more rapid expansion of female employment which increased from 2.4 million to 9.2 million whereas the growth of male employment was from 25.5 million to 33.6 million. Also, the expansion of urban employment was faster than employment in the rural areas as a result of which the share of urban employment in total employment increased from less than 14 per cent to nearly 23 per cent over the period.

Table 2: Employed Population in Bangladesh

			(million)		
			Female	Male	Both Sex
A. Usual definition					
1999-2000	National		9.2	33.6	42.8
	Rural		6.8	26.4	33.2
	Urban		2.4	7.3	9.7
1983-84	National		2.4	25.5	27.9
	Rural		2.0	22.2	24.2
	Urban		0.4	3.4	3.8
B. Extended definition					
1999-2000	National		22.0	36.1	58.1
	Rural		18.8	28.7	47.5
	Urban		3.2	7.4	10.6
1989	National		20.7	29.4	50.1
	Rural		19.3	25.3	44.6
	Urban		1.4	4.1	5.5

Source: Labour Force Survey, BBS

Unemployed Population

Considering the total size of the population, the number of unemployed population is rather low in Bangladesh (Annex Table A4). As per the ILO definition of unemployment, the total number of unemployed population increased from 0.5 million in 1983-84 to 2.2 million in 1999-2000, representing nearly a four-and-a-half fold increase in the absolute number of unemployed population (Table 3).⁸ This represents an increase in the unemployment rate (using the usual definition of the labour force) from 0.4 per cent in 1983-84 to 4.9 per cent in 1999-2000. Alternatively, using the extended definition, this shows that the unemployment rate reached 3.7 per cent in 1999-2000 compared to 2.0 per cent in 1990-91. In view of the existing realities, such low rates of open unemployment are expected in a country such as Bangladesh since the participants in the labour force are compelled to engage in some work—even for few hours and at low wages in the informal sector—in order to subsist with his/her family. As a result, the ‘standard’ unemployment rate does not provide a real picture of the supply-demand balance of the labour market and adequately reflect the degree of inefficiency that prevails in the labour

⁸ Following the ILO recommendation, a person of age 10 years and over is considered as unemployed if he/she did not work at all during the preceding week of the survey (even an hour in the reference week) and was actively looking for work or was available for work but did not work due to temporary illness or because there was no work available.

market. In a situation like this, alternative indicators such as underemployment rates and work intensity are necessary to supplement the standard indicator of unemployment rate and reveal the labour market reality in Bangladesh.

Table 3: Unemployed Population in Bangladesh

		(thousand)		
		Female	Male	Both Sex
1999-2000	National	872	1353	2225
	Rural	657	947	1605
	Urban	215	406	621
1983-84	National	106	411	517
	Rural	89	321	410
	Urban	17	90	107

Source: Labour Force Survey, BBS

Distribution of Employed Population by Employment Status and Sector

The status of employment in terms of various categories such as self-employed, unpaid family helper and day-labourer is provided in Annex Table A5. The data reveals significant changes in the distribution of the working population in terms of their status of employment over the last two decades.

Between 1983-84 and 1999-2000, the share of the self-employed persons increased from 55 per cent of the employed population to 58 per cent while the share of the day-labourers declined from 27 per cent to 24 per cent. The share of the wage-employed population remained somewhat unchanged at around 18 per cent.

The changes in employment status for the 1990s are provided in Table 4. For the extended definition, the self-employed accounted for nearly 19 million (32.4 per cent) of the total employed population in 1999-2000 compared to 26.5 per cent in 1990-91. In the case of the usual definition of the labour force, however, such share increased sharply from 22 per cent to nearly 44 per cent during the same period. As we shall see later on, this is largely explained by the significant increase in employment in the services sector (e.g. transport and trade) during the period which employs the largest share of the self-employed labour.

Table 4: Employment Status of Employed Population

	Usual definition			Extended definition		
	1990-91	1995-96	1999-2000	1990-91	1995-96	1999-2000
Self-employed/own account worker	7.7	16.0	18.8	13.3	16.0	18.8
Employer	5.7	0.2	0.1	0.1	0.1	0.1
Employee	5.9	6.8	7.7	5.9	6.7	7.7
Unpaid family helper	8.4	7.6	6.0	23.7	21.9	21.3
Day labourer	7.0	9.8	10.2	7.0	9.8	10.2
Others	0.2	-	-	0.2	-	-
Total	34.9	40.4	42.8	50.2	54.5	58.1

Source: Labour Force Survey, BBS

The number of unpaid family helpers, which was around 24 million in 1990-91 for the extended definition of the labour force, declined to 21 million in 1999-2000 and its share in the total

working labour force declined rapidly from 47 per cent in 1990-91 to less than 37 per cent in 1999-2000. The usual definition of the labour force also reveals similar trends. While a more disaggregated analysis is necessary to identify the underlying factors that contributed to the rapid decline in this category of employment, the changes may broadly be associated with relative decline in agricultural employment and declining participation rates of women in agricultural activities.

A significant trend, moreover, is the increasing number of employees (who receive daily wage or are engaged in salaried employment). The total number of such employment increased by nearly 2 million during the 1990s although the proportion of regular employees in the working labour force is still modest-- 18 per cent for the usual definition and 13 per cent for the extended definition in 1999-2000. On the other hand, the share of day-labourers in total employment increased from 20 per cent to nearly 24 per cent during the 1990s as per the usual definition. The trend is similar for the extended definition which rose from 14 per cent to around 18 per cent during the 1990s.

In terms of sector of employment, agriculture provides employment to the vast majority of the labour force in Bangladesh. As per the usual definition, 21.8 million people were engaged in agriculture in 1999-2000 compared to 16.4 million in 1983-84 (Annex Table A6). The share of agricultural labour in total employed labour has, however, declined over the years largely due to the continuing rural-urban migration and expansion of non-agricultural employment opportunities. Nevertheless, it is still true that, despite the expansion of the urban sector, there has not taken place any significant change in the sectoral distribution of employment over the last two decades. For the expanded definition, agricultural labour force was 36.2 million (62.3 per cent of the total employed labour) in 1999-2000 compared to 32.6 million in 1989 which, as a share of the total employed labour, was 65.1 per cent.

A more significant change, however, may be noted in the distribution of employment within the non-agricultural sector. The sectoral pattern of non-agricultural employment shows that the shift in the labour force in the non-agricultural activities was directed more towards the services sector. During 1999-2000, nearly 36 per cent (15.3 million) of the employed labour was engaged in the services sector for the usual definition compared to 30 per cent (8.4 million) in 1983-84. For the extended definition, similar shares were more than 27 per cent (15.9 million) in 1999-2000 compared to 20 per cent (9.8 million) in 1989. Within the services sector, the dynamic components in terms of labour absorption included trade, hotels and restaurants, community and personal services, construction, and transport. The strong growth of many of these activities can also be related to the high rate of urbanization of the period.

The most striking development in the non-agricultural sector, however, is the trend in the manufacturing employment. For the usual definition, employment in the manufacturing sector increased from 2.5 million in 1983-84 to a high of nearly 7.0 million in 1989. Afterwards, the number declined dramatically to 5.9 million in 1990-91 and further to around 4.0 million in 1995-96 and increased marginally to 4.3 million in 1999-2000. The expanded definition of the labour force also reveals similar trends. The above trends are perplexing, particularly in view of the fact that the manufacturing value added increased at a relatively robust rate of about 7 per cent per year during the period.

The disaggregated data of manufacturing employment by gender and location reveal some features which seem to be somewhat inconsistent with the overall trends. The statistics indicate that, out of the total manufacturing employment of 7 million in 1989, 2.5 million were males and

the remaining 4.5 million were females. Similarly, 6.1 million jobs in the manufacturing sector were located in the rural areas compared to only 0.9 million in the urban areas. Moreover, in the rural areas, females significantly outnumbered the males in manufacturing employment—the total number of females employed in the manufacturing sector was estimated at 4.2 million compared to 1.9 million for the males.

Overall, the above indicates that, in 1989, nearly 22 per cent of the female labour force was engaged in the manufacturing sector compared to only 8.5 per cent for the males. Moreover, the figures for 1989 are significantly different from similar figures of the preceding and the subsequent surveys. For example, the total female employment in manufacturing was estimated at 0.7 million in 1984-85 and 1.6 million in 1990-91 (compared to 4.5 million in 1989). Similarly, the female manufacturing employment in the rural areas was 0.6 million in 1984-85 and 1.5 million in 1990-91 while the same was put at 4.2 million in 1989. An examination of manufacturing occupations at the disaggregated level shows that most of the female manufacturing employment in rural areas (almost 90 per cent) in 1989 belonged to the category ‘agricultural, forestry and fishery (AFF) workers’. In other years, however, the share of this category was much less in rural manufacturing employment indicating the apprehension that there probably took place some misclassification in the manufacturing employment data in 1989.

Nevertheless, even if we exclude the 1989 data, the trend in manufacturing employment shows a mixed pattern: first, an increase from 2.7 million in 1984-85 to 5.9 million in 1990-91 and then a decline to 4.0 million in 1995-96 followed by a marginal increase to 4.3 million in 1999-2000. The total manufacturing employment during the first half of the 1990s declined for both females (from 1.6 million to 0.9 million) and males (from 4.2 million to 2.6 million). A more detailed examination of the 1999-2000 data shows that most of the manufacturing workers (particularly the females) in the rural areas are involved in the manufacture of food products and beverages and belong to the unpaid family workers category.⁹ Under the situation, it seems probable that a significant part of such workers were classified as manufacturing unpaid family workers prior to the 1990s and as agricultural unpaid workers afterwards.

Distribution of Employed Population by Level of Education

The level of productivity and earnings and, hence the access to remunerative employment, of an individual is positively related to his/her level of education. With significant increase in enrollment rates in Bangladesh, the educational profile of the labour force has improved over the years creating better potential for skill development.

The data on the level of education of the labour force, presented in Annex Table A7, show that the share of the labour force with no education has significantly declined since the 1980s (45 per cent in 1999-2000 compared to 62 per cent in 1983-84) and the proportion of the labour force with basic schooling(class I-V) and secondary education (class VI-X) has greatly increased: from 18 per cent to 26 per cent having primary education and from 12 per cent to 18 per cent with secondary education. The proportion of the labour force with no education, however, remains particularly high amongst the rural and female workers. For example, during 1999-2000, 50 per cent of the rural and 58 per cent of the female workers had no education compared to 31 per cent of the urban and 42 per cent of the male labour. Along with better access to education, due

⁹ These mainly cover sub-sectors such as 1511(preparing and preserving meat and meat products), 1533 (manufacture of prepared animal feeds) and 1549 (manufacture of other food products).

importance of technical and vocational training for the labour force needs to be given to increase productivity and ensure wider diffusion of emerging technologies.

Distribution of Unemployed Population by Level of Education

The educational status of the unemployed labour force is given in Annex Table A8. This shows that only 20 percent of the total unemployed labour of 2.3 million in 1999-2000 had no education and another 26 per cent had primary education while the vast majority of the unemployed belonged to the educated labour force with secondary and higher education. The situation does not differ much between female and male labour: 18 per cent of the male labour (0.24 million out of 1.35 million) had no education compared to 23 per cent of the female labour (0.22 million out of 0.97 million unemployed female labour). In contrast, 52 per cent of the total unemployed labour of 0.52 million had no education in 1983-84.

The above shows that the large majority of the unemployed labour in Bangladesh are educated who remain deprived of employment opportunities due to mismatch between supply and demand in the labour market, inadequate and/or inappropriate skills to effectively perform in the labour market and the slow pace of job creation, particularly in the formal sector. This indicates that, in order to meet the challenge of unemployment in the labour market, Bangladesh needs to create jobs for the educated labour force at a much rapid rate compared to the past which will come mostly through rapid expansion of productive and skill-intensive formal and informal sector activities.

Level of Underemployment

Conceptually, the notion of underemployment is related to a situation when a person's employment is inadequate in terms of hours of work, income earnings, productivity and use of skills, and the person is looking for better or additional work in conformity with his/her education and skills. In practice, the measurement of underemployment faces a number of difficulties and the adopted methodology in Bangladesh is to estimate underemployment on the basis of hours worked alone. The adopted norm is to treat those who work less than 35 hours during the reference week of the survey as underemployed.

The perception of the labour market substantially changes when underemployment is taken into account in assessing the status of the labour force in Bangladesh (Annex Table A9). The information on hours worked shows that a total of 8.3 million (which is more than 19 per cent of the employed labour of 42.8 million as per the usual definition) were underemployed in 1999-2000 compared to 1.4 million (4 per cent of the employed labour) in 1983-84. This shows an extremely high increase in the number of the people who work less than 35 hours per week. Also the information reveals relatively high incidence of underemployment in rural areas and among the female labour force. During 1999-2000, the share of the employed labour force who worked less than 35 hours per week was nearly 21 per cent in the rural areas compared to 15 per cent in the urban areas and was as high as 53 per cent among the females against 10 per cent for the males. Of the total number of underemployed labour, nearly 59 per cent were females.

The distribution of the employed labour by hours of work per week reveals some striking features (Table 5). The average duration of work is estimated at 46 hours for the usual definition and 41 hours for the extended definition. The distribution of working hours is, however, relatively wide. While between 17 per cent to 32 per cent of the labour force work less than 35 hours a week, the working hour of most of these labourers falls in the range 20-34 hours. On the

other hand, a large proportion of the labour force (between 32 per cent and 41 per cent) works for 50 hours or more per week.

Table 5: Distribution of Working Hours of Employed Labour Force

	Total employed labour (million)	Hours worked per week (per cent of total employed labour)			Average hours of work
		Less than 35	20-34	50 and more	
A. Usual definition					
Total	39.0	16.6	12.7	40.6	46
Rural	30.3	17.8	13.6	40.0	45
Urban	8.7	12.2	9.2	42.7	48
Male	31.1	7.4	6.1	47.9	49
Female	7.9	52.8	38.6	11.8	33
B. Extended definition					
Total	51.8	31.9	19.6	31.7	41
Rural	42.3	35.0	21.3	29.9	39
Urban	9.5	18.2	12.0	39.6	46
Male	32.4	8.4	6.7	47.1	49
Female	19.4	71.2	41.2	5.9	27

Note: The labour force refers to employed labour 15 years and over.

Source: 1999-2000 Labour Force Survey.

Although the differences are not much between rural and urban areas for the usual definition, the differences are significant in rural and urban areas for the extended definition and between male and female labour for both definitions. In particular, the underemployment rate is significantly high for the female labour which is 53 per cent for the usual definition and 72 per cent for the extended definition (compared to 7 per cent and 8 per cent respectively for male labour). The data, however, do not reveal the nature of the constraints that result in low working hours of women and whether these underemployed female workers would work for longer hours if such opportunities are available. At the same time, it is also true that a large part of the working population is pushed to working for long hours presumably to meet survival needs due to low productivity of their work.

The status of employment of the underemployed labour shows that two categories—self-employed labourers and unpaid family helpers—are mostly affected (Table 6). For the usual definition, self-employed and unpaid family helpers constitute 2.8 million (43 per cent) and 2.6 million (40 per cent) of the total underemployed labour (6.5 million) respectively. The total number of underemployed labour rises sharply to 16.5 million for the extended definition due to rise in the underemployed persons in the unpaid family labour category to 12.6 million – an increase of more than 10 million from the usual definition. The rural areas are the home of the majority of the underemployed persons. In particular, the female unpaid family helpers form the largest category (34 per cent for the usual definition and 72 per cent for the extended definition) of the underemployed labour force in Bangladesh.

3.2 Youth Employment

The level of youth employment has a special significance in Bangladesh since the nature and extent of employment of the youth is an important indicator of the additional employment generating capacity of the economy. Alternatively, the extent of unemployment of youth labour indicates the failure of the growth process to create enough jobs for the new entrants to the labour force and, consequently, the loss of potential income and welfare.

Table 6: Employment Status of Underemployed Labour

(thousand)

	Self-employed	Employer	Employee	Unpaid family helper	Day labourer	Total
A. Usual definition						
Total	2,758	26	367	2,549	760	6,460
Female	1,332	11	217	2,196	412	4,168
Male	1,426	16	150	353	348	2,292
Rural	2,274	20	208	2,233	661	5,398
Female	1,017	8	110	1,948	335	3,417
Male	1,258	12	98	286	327	1,980
Urban	484	6	159	316	98	1,063
Female	316	2	107	249	77	751
Male	168	4	52	67	22	312
B. Extended definition						
Total	2,758	26	367	12,602	760	16,513
Female	1,332	11	217	11,832	412	13,803
Male	1,426	16	150	771	348	2,710
Rural	2,274	20	208	11,628	661	14,793
Female	1,017	8	110	10,947	335	12,416
Male	1,258	12	98	682	327	2,376
Urban	484	6	159	974	98	1,721
Female	316	2	107	885	77	1,387
Male	168	4	52	89	22	334

Note: The labour force refers to employed labour 15 years and over.

Source: 1999-2000 Labour Force Survey

It is worth noting that the definition of youth labour is subject to varied interpretation in Bangladesh. The ILO practice, which is adopted in the present study, is to treat the 15-24 year olds as the youth. In Bangladesh, however, the youth population has experienced changing definitions. For example, 1999-2000 Labour Force Survey treats the age group 15-29 years as comprising the youth labour force while the recently framed National Youth Policy 2003 considers all people in the age group 18-35 years as belonging to the youth population.¹⁰

Youth Population

In Bangladesh, youth labour is an important component of the total labour force. The information on the youth labour force are given in Annex Tables B1- B8. In quantitative terms, nearly 22 per cent of the labour force in the case of extended definition (21 per cent for the usual definition) in 1999-2000 consists of youth labour (15-24 years) although the share of the youth is only 10 per cent in the total population. There has, however, been a declining trend in the share during the 1990s: the share of youth labour in the total labour force declined from 26 per cent to 22 per cent (extended definition) during the decade while, during the same period, the share of youth population in total population declined marginally from 18 per cent to 16 per cent.

As a result, although the total labour force during the 1990s increased by more than 9 million for both usual and extended definitions, the number of youth labour declined by 0.3 million by the

¹⁰ See, *Report of the Labour Force Survey Bangladesh 1999-2000*, Bangladesh Bureau of Statistics, Ministry of Planning, Government of the People's Republic of Bangladesh, Dhaka 2002 and *National Youth Policy 2003* (in Bangla), Ministry of Youth and Sports, Government of the People's Republic of Bangladesh, Dhaka 2003.

extended definition. Significant differences in the growth of male and female labour may also be noted during the period. Despite an overall increase in the number of male labour in the country for both the definitions, the absolute number of male youth labour declined by 0.3 million during the 1990s while the number of youth female labour remained almost constant. The number of youth labour in both rural and urban areas declined.

The labour force participation rate has consistently declined for youth labour for both the definitions of the labour force during the 1990s. During 1999-2000, the participation rate stands at 44 per cent for the usual definition and 62 per cent for the extended definition. Moreover, the participation rate is higher in the rural areas compared to the urban areas. For the youth population, the female participation rate declined from 59 per cent to 52 per cent for the extended definition during the 1990s. The male participation rate, despite its decline from 79 per cent to 71 per cent (for the extended definition), is still much higher than the corresponding female participation rate.

Employed Youth Labour

The broad pattern of employment of youth labour force is given in Annex Table B3. During the 1990s, the overall number of employed youth labour actually declined for the extended definition. For the extended definition, total youth employment was recorded at 11.55 million in 1999-2000 compared to 12.75 million in 1990-91 which shows a decline in employment of 1.2 million during the decade. This has been due to a decline of male youth employment by 0.7 million and female youth employment by 0.5 million. For the usual definition, total youth employment recorded a marginal increase of 0.55 million between 1983-84 and 1999-2000. Youth employment declined in both rural and urban areas. The total youth labour force, as noted earlier, recorded an increase over the period indicating a worsening of the employment situation of youth labour during the 1990s.

The status of employed youth labour in terms of level of education shows that the literacy level is rather low at 62 per cent during 1999-2000. Moreover, there exists significant gender difference in literacy among the employed youth labour. Only 49 per cent of the female employed youth is literate compared to 67 per cent of the male employed youth. The level of education is also low: of the total employed youth labour, nearly 68 per cent have either no schooling or only primary education. Of the total employed youth labour, only 9 per cent has education at post-secondary and higher levels. The females are more disadvantaged: more than 75 per cent of the female employed youth has no schooling or only primary schooling compared to 65 per cent of the male employed youth.

The sectoral composition of employment shows the overall dominance of agriculture in youth employment. For the usual definition, more than 48 per cent of the total employed youth is engaged in agriculture. The other two sectors—industry and services—provide employment to 19 per cent and 33 per cent of the youth labour respectively. This indicates a somewhat more dependence of youth labour on the non-agricultural activities compared to the total labour force.

The occupational pattern of youth employment is given in Annex Table B6. It shows that although the youth labour, like the labour in other age groups, is more involved in agriculture and related occupations, still they are relatively more occupied in sales or as production and service sector workers. The occupational pattern also indicates that their share in professional and technical jobs is only marginally higher than the similar share for the case of the total labour force. The female youth labour, in addition to agriculture, is relatively more dependent on

services or as production labour than their male counterparts. The rural-urban difference in occupation is largely explained by extremely high dependence of youth labour on agriculture in the rural areas and on production and related labour in the urban areas. In general, the trend for the youth labour is to move away from agricultural occupations.

Youth Unemployment

The information on youth unemployment is given in Annex Table B4. It may be recalled here that the total number of unemployed persons in the country more than doubled during the 1990s: from around 1 million in 1990-91 to 2.2 million in 1999-2000. The bulk of the unemployed labour, however, belongs to the youth labour category. During 1990-91, 0.48 million of the total unemployed labour (48 per cent) belonged to the youth labour force. The share of unemployed youth labour in total unemployed labour increased to 63 per cent in 1999-2000 revealing that 1.4 million of the total number of 2.2 million unemployed persons are youth. The trends are similar for both female and male youth as well as in rural and urban areas.

For the youth labour, the disadvantaged situation is also reflected in the high and increasing youth unemployment rate compared with the overall unemployment rate in the country. While the unemployment rate for the labour force as a whole increased from 2 per cent to 3.7 per cent during the 1990s, the youth unemployment rate was recorded at 15 per cent for the usual definition and 11 per cent for the extended definition in 1999-2000. Both female and male youth unemployment rates increased sharply as well as the unemployment rates in rural and urban areas.

The educational status of the unemployed youth labour force during the year 1999-2000 is given in Table 7. It shows that more than 63 per cent of the unemployed youth has secondary or post-secondary and higher education. The situation does not differ much between females and males: 60 per cent of the unemployed female youth has secondary or post-secondary education compared to 66 per cent of the males.¹¹ In short, the employment situation of the youth labour highlights two important characteristics of the labour market in Bangladesh. *First*, the problem

Table 7: Educational Status of Unemployed Youth Labour

		(thousand)					
		No education	Primary education (grade 1-5)	Secondary education (grade 6-10)	Secondary/ Higher Secondary Certificate	Degree and above	Total
Bangladesh	Both sexes	176	332	466	331	83	1388
	Female	83	142	163	143	29	560
	Male	93	190	304	188	54	828
Rural	Both sexes	151	269	310	229	49	1009
	Female	65	114	118	102	20	421
	Male	86	155	192	127	29	588
Urban	Both sexes	25	62	156	102	34	380
	Female	18	28	44	41	9	139
	Male	7	35	112	61	25	240

Source: 1999-2000 Labour Force Survey, BBS

¹¹ Among others, one factor that may have contributed to the high unemployment rate of the educated youth is that the educated youth is less likely to move into the 'discouraged workers' category and withdraw from the labour force. They are more likely to seek employment and not discouraged just because their unemployment rate is high relative to other working age populations since the group belongs to the earlier stage of their life cycle.

of unemployment mostly affects the youth labour in Bangladesh. This suggests that, for addressing the worsening unemployment situation, the economy needs to generate employment opportunities for the youth at a much faster rate compared with the past. *Second*, the large majority of the unemployed youth are educated who are deprived of employment opportunities largely due to mismatch between supply and demand in the labour market, inappropriate and inadequate skills to effectively perform in the labour market and the slow pace of job creation, particularly in the formal sector. The policy implications are clear: in order to meet the challenges in the labour market, Bangladesh needs to create jobs for the educated youth at a rapid rate, which will come mostly through rapid expansion of productive and skill-intensive formal and informal sector activities.¹²

3.3 Child Labour

Child labour is an issue of growing concern in Bangladesh. The precise estimate of the incidence of child labour is, however, difficult to arrive at, particularly in view of the diversity of work in which the child labour is involved in both rural and urban areas.¹³ In Bangladesh, child labour is defined as those children in the age group 5-14 years who were found to be working during the survey reference period (12 months preceding the day of the survey).¹⁴ This means that a child will be taken as a child labour if he/she was found either working one or more hours for pay or profit or working in a family farm or enterprise during the reference period, or was found not working but had a job or business from which he/she was temporarily absent during the reference period.

The information on child labour, as derived from two Child Labour Surveys (conducted in 1995-96 and 2002-2003) and the Labour Force Surveys, are given in the Annex (Table C1 to Table C4). Some features of child labour in the country are highlighted in Table 8. According to the Child Labour Survey, total child population (5-14 years) in the country was 34.5 million (28 per cent of the total population) in 1995-96 which marginally increased to 35.1 million, but as a share of total population declined to 26 per cent, in 2002-2003. It may be noted here that the child population was estimated at 32.6 million (26.3 per cent of the total population) in the 2001 Population Census, comprising of 15.4 million girls and 17.2 million boys.

¹² Pre-employment training programmes for skill upgrading are very limited and mostly ineffective at present. Some training programmes are organized at formal, non-formal and informal levels. Formal training is provided within the schooling system at the certificate level (grade 8 + 2 years), diploma level (SSC + 3 years), and degree level (HSC + 3-4 years). Nearly 40,000 students are enrolled in institutions run by different ministries. Non-formal training is provided by the Ministry of Youth and Sports and the Ministry of Women and Children Affairs mainly for self-employment and income generation e.g. in livestock and poultry farming. In addition, there are about 160 small vocational schools (averaging about 25 trainees) which provide short-term (4-6 months) training in skills such as tailoring/sewing, embroidery, bamboo/cane works, electrical, welding, radio/TV, refrigeration, carpentry and similar trades. The NGOs are also involved in various income generating and social development training at the grassroots level. In the private sector, the growth of trade schools is primarily linked with the export of skilled and semi-skilled manpower. Usually, these institutions offer non-formal training of short duration. Informal training is mostly *ad hoc* and given at the workplace. The fact, however, remains that the vast majority who have acquired occupational skills, particularly in the informal sector, have learned their skills through informal apprenticeship or on-the-job training.

¹³ Two extreme points in defining child labour may be conceived. At the one extreme, one can count all non-educational, non-leisure time of children below a certain age as part of child labour. On the other, child labour may be defined as those involved in full-time employment in an economic activity. A realistic definition may lie between the above two extremes.

¹⁴ See, 1995-96 Child Labour Survey in Bangladesh, BBS. The 2002-2003 National Child Labour Survey, however, adopts a different criteria and estimates child labour as (i) all children aged 5-17 years who are working/economically active excluding those children between 12 and 14 years old who spend less than 14 hours a week on their jobs unless their activities or occupations are hazardous by nature or circumstances; and (ii) 15-17 years old children in the worst forms of child labour or who work 43 hours or more in a week.

The total number of working children, however, declined from 6.3 million to 5 million between 1995-96 and 2002-2003, indicating an overall reduction in the participation rate from 18 per cent to 14 per cent.¹⁵ Although the participation rates for both girls and boys showed declining trends, the decline was sharp for the girls. The share of total children attending school increased by nearly 8 percentage points during the period reaching 83 per cent in 2002-2003.

Table 8: Some Indicators of Child Labour (5-14 years)

	1995-96			2002-03		
	Girls	Boys	Total	Girls	Boys	Total
1. Child Population (thousand)	16,592	17,866	34,455	16,800	18,263	35,063
As % of total population	27.8	28.7	28.3	25.8	26.7	26.3
2. No. of working children (thousand)	2,529	3,769	6,298	1,428	3,564	4,991
Participation rate (%)	15.2	21.1	18.3	8.5	19.5	14.2
3. No. attending school (thousand)	12,664	13,161	25,825	14,376	14,597	28,973
% attending school	76.3	73.7	74.9	85.6	79.9	82.6
4. Broad sector of employment (%)						
Agriculture	63.0	67.1	65.4	59.7	54.7	56.0
Non-agriculture	37.0	32.9	34.6	40.3	45.3	44.0
5. Average weekly hours worked	23.8	26.8	25.6	22.3	30.7	28.5
6. Average daily wage rate (Tk.)	14	17	16	31	33	33
7. Average income of paid workers (Tk./month)	438	507	478	864	992	977

Source: Child Labour Survey, BBS.

In terms of provider of employment, though the importance of agriculture has been declining, it still accounts for 56 per cent of child labour compared to 65 per cent in 1995-96. The intensity of work, as measured by the average hours of work per week, seems to have increased: from 25.6 hours to 28.5 hours over the period (however, declining from 23.8 hours to 22.3 hours for girls but increasing from 26.8 hours to 30.7 hours for boys). Over the period, the average daily wage rate and the average monthly income of the paid child workers more than doubled in nominal terms with no marked variation between girls and boys.

The disaggregated data show that the overall economic participation rate is 2 per cent for the age group 5-9 years (2.1 per cent in rural areas and 1.6 per cent in urban areas) compared to 27.4 per cent for the age group 10-14 years (28.9 per cent in rural and 22.2 per cent in urban areas). The gender differences are also large for the 10-14 years age group: 16 per cent for girls and 37.6 per cent for boys as against 1.7 per cent for girls and 2.3 per cent for boys in the 5-9 years age group. In other words, a total of 0.36 million (0.15 million girls and 0.21 million boys) in the age group 5-9 years and 4.63 million (1.28 million girls and 3.35 million boys) in the age group 10-14 years were economically active in 2002-2003.

¹⁵ One should, however, note that the scope of the survey covered the child population living in the households and excluded street children and children living in institutions such as prisons, orphanages or welfare centres.

Some characteristics of child labour are presented in Table 9. The data show that, out of a total of 4.7 million children who are at work in economic activity, 2.1 million school-attending children are engaged in economic activity while the rest 2.6 million are at work only. Most of the child workers live in the rural areas and work in the informal sector. The significant point is that more than 6 million children are out-of-school of which 3.5 million neither work in economic activity nor go to school. While many of these children may be involved in non-economic activities (e.g. household chores) or may be sick or disabled, it is important to identify the causes of the non-enrollment of such a large number of children and effectively resolve the problems within the education planning system.

Table 9: Characteristics of Child Labour

	(thousand)		
	Girls	Boys	Total
1. Number at work in economic activity	1,319	3,372	4,691
At work only	768	1,786	2,554
At work and at school	551	1,586	2,137
2. Number at school and not involved in economic activity	13,825	13,011	26,836
3. Sector of employment			
Rural	...	...	3,842
Formal	...	...	125
Informal	...	...	3,718
Urban	...	...	849
Formal	...	...	97
Informal	...	...	753
4. Number neither at work nor at school	1,656	1,880	3,536
5. Total number of working children	1,428	3,564	4,991
6. Number not attending school	2,424	3,666	6,091
7. Total child labour	748	1,897	2,645

Note: The activity status of children in the survey is defined in terms of three categories with a maximum of two levels: (i) at work in economic activity (at work only, at work and at school); (ii) at school and not at work in economic activity; and (iii) neither at work nor at school (household chores, others e.g. sick or disabled, beggar etc.). In the survey, child labour is a narrower concept than economically active children and, using ILO Convention Nos. 138 and 182, child labour is defined as: (i) all children (age 5-11) at work in economic activity; (ii) all children (age 12-14) at work in economic activities minus those in light work; and (iii) all children (age 15-17) in hazardous work and other worst forms of child labour. For our purpose, we have excluded category (iii) in defining child labour.

Source: 2002-2003 National Child Labour Survey, BBS.

3.4 Wages

Daily Wage by Employment Status and Sector

Table D1 in the Annex provides the daily wages for workers in seven sectors—cotton textiles, jute textiles, match, engineering (fitter), vegetable oil, small scale and cottage industry, and construction. The data source gives a distinction between skilled and unskilled workers but, unfortunately, gender differences are not available. Similarly, no information is available on wages in the services sector where most of the job opportunities were created in the last decade and in the readymade garments sector.

Nevertheless, the data reveal substantial differentials across sectors, particularly among skilled workers, in wages. In 2002-03, the nominal wage rate of a skilled worker in the construction sector was 50 per cent and 33 per cent higher than the wage rates of a skilled worker in the small and cottage industry sector and cotton textiles sector respectively. Such differences were, however, much wider (175 per cent and 73 per cent respectively) in 1980-81. Among the unskilled workers, the sectoral difference is relatively narrow compared to skilled workers. The data also show that the wage differential between skilled and unskilled workers, though still large, has declined between 1980-81 and 2002-03 in all sectors.

The daily wage rate of the agricultural labourers is given in Annex Table D2. The most striking feature that appears from the data is the increasing gap between agricultural and non-agricultural wage rates. In 1980-81, a skilled worker in the match factory (whose wage rate was the lowest among all manufacturing industries reported in Table D1) received 1.1 times the daily wage rate of a skilled agricultural worker. The wage rate of a skilled construction worker was 2.4 times and that of a skilled small and cottage industry worker was 0.9 times the wage of a skilled agricultural worker. In 2002-03, the wage rates of a skilled match industry worker, construction worker and small and cottage industry worker were reported 1.5 times, 2.0 times and 1.3 times higher respectively than that of a skilled agricultural worker.

Table 10: Average Daily Wage Rate by Sector

	(Taka)		
	Both Sex	Female	Male
Agriculture, Animal Farming, Forestry and Related Activities	56.71	32.94	60.17
Fishing	78.50	...	78.50
Mining and Quarrying	48.18	30.22	80.56
Manufacturing	73.54	38.69	82.99
Electricity, Gas and Water Supply	143.86	...	143.86
Construction	81.96	43.85	85.57
Wholesale and Retail Trade	70.86	36.56	78.65
Hotel and Restaurants	70.03	39.00	74.46
Transport, Storage and Communication Services	81.26	35.75	83.77
Banking, Insurance and Financial Intermediation	120.11	...	120.11
Real Estate, Rental and Business Activities	84.00	...	84.00
Public Administration	80.09	...	80.09
Education	80.04	65.25	87.93
Health and Social Works	64.56	...	64.56
Com. Social, Personal and Other Services	70.02	59.37	82.98
Rural	58.73	34.79	62.87
Urban	80.34	58.53	85.08
Bangladesh	61.29	38.07	65.43

Note: The data refer to day labourers aged 15 years and over.

Source: 1999-2000 Labour Force Survey, BBS.

The average daily wage rate of day labourers (aged 15 years and more) by major sectors is given in Table 10. On average, the lowest wage rate is Tk. 48.18 in the mining and quarrying sector (closely followed by Tk. 56.71 in agriculture) and the highest is Tk. 143.86 in electricity, gas and water supply sector. The wage rate in the energy sector is high probably due to employment of relatively more educated and skilled labour in the sector. The daily wage rates in manufacturing and in trade, hotel and restaurants, and several other service sectors are relatively close. The wage rates, however, vary significantly between rural and urban areas and among female and male workers. The average urban wage rate is nearly 37 per cent higher than the rural wage rate whereas the males, on average, earn 72 per cent more than the females. The gender differences are also wider in rural than in urban areas.

The above indicates the poor availability of data relating to wages in Bangladesh. In particular, the availability of temporal data on important sectors (e.g. different activities in the services sector) is important in order to draw conclusions regarding changes in specific labour markets. It is also important to fill-in these gaps since the importance and weights of many of these sectors are rapidly changing in the labour market.

Wage Regulations

The wage regulations and associated incentive structures are governed by complex processes in Bangladesh. The government-constituted Wage Commissions have the responsibility of determining wages and incentives for the public sector. In the private sector, wages are normally fixed through the collective bargaining process and the guidelines provided by the Minimum Wages Board (MWB).

The wage regulations are linked to the wage determination process which, as mentioned above, differs by sector. In the public sector, collective bargaining on wages and allowances is not allowed. The wages for the workers are centrally determined by the Government on the basis of the recommendations made by the periodically set-up tripartite Wage Commissions (known as National Wages and Productivity Commission, NWPC).¹⁶ The remuneration for the white-collar public employees is also set by the Government on the basis of recommendations of the National Pay Commissions (usually set up at the same time as the Wage Commissions).

In the private sector, the process is rather complex with a very weak institutional mechanism, if at all, in existence in the informal sector. In the formal sector, collective bargaining can take place within the framework of the Industrial Relations Ordinance. The national minimum wages for the private sector industries are also set by the MWB in order to facilitate the process of collective bargaining.¹⁷

The structure of wages of workers and non-manufacturing employees of the state-owned enterprises (SOEs) is given in Annex Table D3. The periodic changes in the pay scales and associated structures are made with the avowed objectives of compensation for the erosion of real wages and better re-alignment of wages with productivity. The minimum wages, as fixed by the MWB, for the workers of 38 private sector industries are given in Annex Table D4.

The above wage determination process, nevertheless, is plagued with various problems. In practice, the recommendations of the NWPCs are neither linked to productivity and profitability of the enterprises nor to a decent subsistence level for the workers. This can partly be attributed to the centralized collective bargaining process that exists in the country.¹⁸

¹⁶ In the past, NWPCs were set up in 1973, 1976, 1985, 1992 and 1998. Since 1974, the recommendations of the NWPCs have been made enforceable by the State-Owned Manufacturing Industries Workers (Terms and Conditions of Service) Ordinance.

¹⁷ The Minimum Wages Board is a permanent body in the Ministry of Labour and Manpower which has been recommending minimum wages for different private sector workers since 1960.

¹⁸ Such a process, however, can strengthen the labour's position at least in two ways. First, the trade unions can increase their monopoly power in a centralized system as well as the bargaining power of all workers, including the weak groups, in the process of negotiation. The system can also effectively reduce the flexibility of the employers to re-allocate and/or adjust the work force in response to short-term shocks. This, in turn, may reduce the rate of job creation and increase the segmentation of labour. Second, the chances of bargaining failures are reduced since the Government would be more inclined to avoid any destabilizing situation due to political agitation of the workers in response to such an outcome. In a centralized system, wage determination is likely to be guided more by non-economic factors rather than based on economic choices.

In Bangladesh, the wage determination policies in the public sector are important for the private sector as well since the private sector wages closely follow the public sector trends. This is particularly true for those industries where the public sector still retains a large share e.g. jute textiles. A move towards ensuring a close link between wages and productivity can be facilitated by a more decentralized system that can organize collective bargaining at the sector/establishment level. This will permit setting wages at par with labour performance and introduce wage differentials that are related to differences in productivity across industries.¹⁹

Over the years, increasing trends can be observed for the nominal wage rates of both skilled and unskilled workers but, in real terms, these wages have fluctuated widely across sectors and between skilled and unskilled labour. In Bangladesh, as mentioned earlier, wages are not index-linked to any economic indicator (e.g. cost of living) and ‘escalation clause’ or automatic wage adjustments to inflation is also not practiced. In practice, with the prevailing institutions for wage fixation, the periodic revision of wages provides only partial compensation for the loss in real wages. Moreover, the degree of adjustments to inflationary losses varies with the grade of workers, usually lower grade workers benefiting more than the higher grade workers. On the whole, despite several revisions since the 1970s, the wage level of all workers remains low mainly due to limited labour demand in the face of an ‘abundant’ supply.

Moreover, it is important to recognize the present compulsion which requires that the wage and income policies should not be seen in isolation of the broader economic and social policies and independent of external developments in order to ensure rapid growth and maintain global competitiveness. Similarly, one needs to acknowledge that the wage differentials across industries and regions as well as the gender-related wage differences reflect, along with variations in human capital endowments, the influence of a host of inter-acting factors such as the inter-industry composition of occupations, regional differences in the industrial structure, occupational mix of the working populations, differential demand intensities across skills and occupations, wage discrimination (e.g. in the case of gender), and the nature of contract (e.g. existence of time and piece rates). It is important, therefore, to examine the complexities of the labour market in a comprehensive manner in explaining wage rates and associated movements in wages over time.

3.5 Gender Inequities

The data on the indicators have been differentiated from the gender perspective in relevant tables depending on availability. In this section, we shall take a close view on some of the major indicators based on the most recently available data from the 1999-2000 Labour Force Survey (LFS).

¹⁹ The present centralized wage determination process also has in-built factors that may explain the high degree of politicization of the trade unions in Bangladesh. Under the existing system, the Government has the right to accept, reject or amend the recommendations of the NWPC and the workers can express their grievances only through strikes or agitation. The absence of any regular wage bargaining system through which the workers can settle their legitimate claims at a decentralized level and the direct affiliation of the trade unions with the political parties are factors that contribute to conflicts among the workers’ groups; loss of competitiveness, productivity and employment; and the emergence of the trade unions more as organs of the ‘parent political parties’ rather than promoting the interests and welfare of the workers.

According to the 1999-2000 LFS data, the gender difference in economically active population is quite high (Table 11). For the usual definition, out of a total of 40.7 million (age 15 years and over), females constitute only 8.6 million (21 per cent) of the economically active population. The number rises to 20.1 million for the extended definition which is around 37 per cent of the total. The share of female employed labour in total employed labour likewise varies between 20 per cent and 37 per cent for the two definitions. This shows that 27.3 million out of 33.5 million persons (82 per cent) who are not in the labour force are women if the usual definition is considered. The share slightly declines to 76 per cent for the extended definition.

Table 11: Gender Differences in the Labour Force

(thousand)

	Usual definition			Extended definition		
	Female	Male	Total	Female	Male	Total
1. Economically active population	8,558	32,171	40,728	20,061	33,453	53,514
2. Employed population	7,881	31,100	38,981	19,384	32,380	51,764
3. Unemployed population	675	1,071	1,747	677	1,073	1,750
4. Not in labour force	27,319	6,149	33,468	15,815	4,867	20,682
5. Sectoral distribution of employment						
Agriculture	3,639	16,146	19,785	14,905	17,266	32,171
Mining & Quarrying	79	95	174	188	107	295
Manufacturing	1,387	2,334	3,721	1,432	2,351	3,783
Electricity, Gas & Water Supply	18	116	134	18	116	134
Construction	96	999	1,095	100	999	1,099
Wholesale & Retail Trade	459	5,181	5,640	464	5,288	5,752
Hotel & Restaurants	42	471	513	43	479	522
Transport, Storage & Communication	46	2,425	2,471	77	2,432	2,509
Bank, Insurance & Financial Inter.	23	213	236	23	213	236
Real Estate, Rental & Business Act.	23	144	167	23	144	167
Public Administration	74	715	789	74	715	789
Education	252	790	1,042	253	790	1,043
Health & Social Work	56	238	294	56	238	294
Com./Social, Personal & Other Serv.	1,687	1,233	2,920	1,728	1,242	2,970
Total	7,881	31,100	38,981	19,384	32,380	51,764

Note: Labour force aged 15 years and over.

Source: 1999-2000 Labour Force Survey, BBS.

The data also indicate that the sectoral pattern of employment of female workers is somewhat more diversified. For the usual definition, more than 46 per cent of the female workers is employed in the agriculture sector compared to 52 per cent for the male workers. The shares, however, rise to 77 per cent for females but marginally increase to 53 per cent for males for the extended definition of the labour force indicating the overwhelming predominance of women in household-based and subsistence production activities.

The employment status shows that the overwhelming majority (34 per cent of female workers compared to only 12 per cent of the male workers in case of usual definition and 73 per cent females compared to 10 per cent of the males in case of extended definition) belongs to the

unpaid family helper category especially in the rural areas (Table 12). Overall, this means that out of about 19 million employed female workers over 15 years of age, only about 5 million are paid remuneration for their work.

Moreover, since this category of workers spends significantly less time working than others, underemployment rate is also much higher among the female workers. In reality, for the usual definition, 53 per cent of the female workers worked less than 35 hours per week in 1999-2000 compared to 7 per cent of the males. For the extended definition, similar share is 71 per cent for the females and 8 per cent for the males. Female workers are more concentrated in the informal sector (84 per cent for the females compared to 73 per cent for the males). Female workers,

Table 12: Employment Status of Female and Male Workers

(thousand)

	Usual definition			Extended definition		
	Female	Male	Total	Female	Male	Total
A. Sector						
Public/Autonomous	273	2,023	2,296	287	2,040	2,327
Private Formal	922	6,346	7,268	1,056	6,413	7,469
Private Informal	6,659	22,670	29,329	17,970	23,860	41,830
Non-Profit Institutions	38	48	86	81	57	138
Total	7,892	31,087	38,979	19,394	32,370	51,764
B. Status						
Self-Employed/Own Account Worker	2,130	16,040	18,170	2,130	16,040	18,170
Employer	11	86	97	11	86	97
Employee	1,617	4,917	6,534	1,617	4,917	6,534
Unpaid Family Helper	2,703	1,986	4,689	14,206	3,269	17,475
Day Labourer	1,431	8,058	9,489	1,431	8,058	9,489
Total	7,892	31,087	38,979	19,395	32,370	51,765

Note: Labour force aged 15 years and over.

Source: 1999-2000 Labour Force Survey, BBS.

however, represent nearly 59 per cent (for the extended definition, which is 44 per cent for the usual definition) of the employment in the non-profit institutional sector.

In the case of non-agricultural sectors, women are more concentrated in manufacturing and in community, social, personal and other services sectors. Two sectors are, however, highly dominated by female workers: mining and quarrying (45 per cent of all workers are women as per the usual definition but 64 per cent for the extended definition), and the community and other services sector (of the total, 58 per cent are females for both definitions). The share of female workers in agriculture is 18 per cent for the usual definition which rises to more than 46 per cent for the extended definition. In manufacturing, the female's share is 37 per cent and 39 per cent for the usual and extended definitions respectively. Female workers are relatively less concentrated in construction, trade, hotel and restaurants, transport and most other services sectors.

In terms of earnings, the paid female workers receive much less compared to their male counterparts. In the case of daily wage labour, as already noted, the average male wage in rural areas is more than 80 per cent higher than the average female wage. In urban areas, similar difference is 45 per cent. For the self-employed persons, 66 per cent of the females compared to only 7 per cent of the males earn Tk. 1000 or less per month. On the other hand, only 15 per cent female self-employed workers earn more than Tk. 2500 per month while similar share is 59 per cent for male workers. The disadvantaged situation of women is also evident in the case of wages and salaried (employee) persons. In this category, 61 per cent of the females compared to 16 per cent of the males earn Tk. 1000 or less per month. Similarly, only 18 per cent females in the category receive more than Tk. 2500 per month whereas the share is 53 per cent in the case of male employees. The average monthly earning of all male employees is more than twice that of the female employees (Tk. 3340 and Tk. 1581 respectively). In view of the persistence of low wages for the female workers and significant gender differences across all sectors and all categories of workers in the labour market, it is important for Bangladesh to ensure better-paid work along with better-paid employment opportunities for women to promote growth with equity and address the gender-related concerns of human rights, efficiency and well-being.

3.6 Employment, Wages and Productivity in Modern Manufacturing

At the aggregate level, Bangladesh's GDP grew at an average rate of 4.8 per cent per year during the 1990s compared to 3.7 per cent during the 1980s. Between 1991 and 2000, the annual employment growth rate was around 1.6 per cent implying that the average labour productivity increased by about 3 per cent per year during the 1990s. The performance, however, differed greatly across different sectors.

In terms of value added, the share of agriculture in GDP declined from 29.2 per cent in 1990-91 to 25.6 per cent in 1999-2000. Its average contribution to the incremental GDP of the period was about 19 per cent. On the other hand, the share of industry rose from 21 per cent to 25.7 per cent and that of services declined marginally from 49.7 per cent to 48.7 per cent during the same period. The contribution to incremental GDP was 34 per cent for industry and 47 per cent for services. This shows that most of the growth in GDP in the 1990s is explained by the industry and services sectors.

A contrasting picture, however, emerges in the case of setoral employment. While the structural change in terms of production was rather rapid in the 1990s, sectoral change in employment was slow. In 1999-2000, more than 62 per cent of the employed labour is involved in agriculture compared to 66 per cent in 1990-91 implying that more than six out of ten employed persons can still be found in agriculture. However, such sectoral 'imbalances' between production and employment are natural as labour market adjustments require more time due to slow speed of relocation and sectoral migration flows, skill adjustments and other factors. Nevertheless, the differences between growth in output and employment have significant implications on sectoral labour productivity.

The trends in productivity, as measured by the ratio of the indexes of value added and employed population, for the broad sectors are given in Table 13. It shows that the value added per worker in agriculture increased at an annual average rate of around 2.5 per cent during the 1990s while that of the services sector declined due to significant inflow of labour into the sector. It seems that most of the new entrants into the labour force were absorbed in this sector which is structurally diverse in terms of low productivity activities and, in the aggregate, the growth in value added was more than offset by the growth in the labour force in the sector. The industry

sector, on the other hand, showed a strong performance in terms of value added per worker which was contributed both by an increase in value added index and decline in employment index. The global increase in productivity in the industry sector is, however, characterized by inter-industry differences. The available information on employment, wages and salaries for broad groups of manufacturing industry are provided in Annex Tables F1-F4.

Table 13: Index of Productivity by Broad Sectors

(1990-91 = 100)			
Index in 1999-2000			
	Value added	Employment	Productivity
Agriculture	134.0	108.8	123.2
Industry	187.1	91.4	204.7
Services	150.0	153.7	97.6
Total	153.1	115.8	132.2

Note: Value added is taken at constant 1995-96 prices. Employment refers to employed labour force 10 years and above as per the extended definition with no adjustments for underemployment. Agriculture includes crop production, animal farming, forestry and fishery; industry includes mining & quarrying, manufacturing, electricity, gas & water supply, and construction; while services include all other sectors. Productivity is measured by the ratio of the indexes of value added and employment.

Source: *Statistical Yearbook of Bangladesh, BBS*

3.7 General Social Protection and Voice Representation

With high incidence of poverty and deprivation, a large majority of the Bangladeshi people suffer from a lack of access to decent and productive employment, social protection, self-development and organization, effective political participation, and inability to influence the decision making processes in the society. Along with economic security through employment and access to productive assets, the strategic elements of the anti-poverty agenda in Bangladesh need to cover issues like human development, women's advancement, social protection and participatory governance. These elements are essential in order to provide the access of the poor, who mostly belong to the unskilled and unorganized segment of the labour force, to assets, enhance their voices, and improve other non-material dimension of well-being including security, power, and social inclusion. Good policies that promote productive use of the poor's labour need matching investments in education and health so that the poor can take advantage of emerging opportunities.²⁰

From the poverty reduction and social development perspective, public interventions in three areas e.g. education, health and employment creation through special programmes have played significant roles in Bangladesh. In this section, we shall concentrate on the trends in the volume of public resources devoted to three areas of general social protection—primary education, primary health care and special employment schemes. In addition, the section provides the incidence of poverty by status of employment of the population and some measure of the participation of the people in professional groups/associations.

²⁰ Public policies designed to expand basic social services e.g. primary education and primary health care can provide two important cornerstones in poverty reduction in the country. First, investment in human resources of the poor has substantial payoffs; and second, with appropriate targeting, the poor can be made to benefit directly from such investments. A comprehensive policy in this respect will provide for the development of human capital, ensure access of the poor to basic services, remove gender discrimination, support effective population policy, and ensure social protection.

Over the years, the volume of resource use by the Government has increased. During the 1990s, total public expenditure (at constant 1995/96 prices) has increased at more than 6 per cent per year. The share of public expenditure in GDP also increased to more than 13 per cent during the end of the decade. The changing composition of public expenditure also reflects the growing importance of the social sectors. The share of social sectors (education, health, and social welfare) in total development expenditure increased to nearly 24 per cent from less than 16 per cent over the last decade.

Public Expenditure on Primary Education

Since Independence in 1971, Bangladesh's education policies have focused on dealing with the problems of access, equity and quality recognizing the fact that investments in education is one of the main pillars of developing human capital and accelerating economic growth. For a country like Bangladesh which is yet to secure compulsory primary education, the responsibility of the State is to achieve the goals related to primary education.²¹

The primary education sector was 'nationalized' in 1973 through which strengthening and improving the primary education system became a part of the State's responsibility. Between 1975 and 2000, the number of primary schools increased by 92 per cent while the number of teachers and students rose by 88 per cent and 111 per cent respectively (Table 14). At the output level, the progress has been rapid in quantitative expansion of primary education e.g. in enrollment rates and in reducing gender differential among primary school students. The gross and net enrollment rates reached 97 per cent and 83 per cent respectively by the late-1990s (Table 15).²² The country, however, is yet to achieve complete enrollment at the primary level and reduce the drop-out rate which is still extremely high at 35 per cent. In absolute terms, out of the 18 million primary school-aged children, nearly 4 million still remain out-of-school and another 4 million or more drop-out before completing the primary education cycle.

Table 14: Expansion of Primary Education

	1980	1985	1990	1995	2000
No. of schools	42,588	43,588	45,783	62,617	76,809
No. of teachers (thousand)	174.16	183.86	200.06	248.78	309.34
No. of students (million)	8.03	10.08	12.35	16.43	17.67

Source: Bangladesh: Economic Review 2001 (in Bangla), Ministry of Finance.

With a strong view that the lack of education is an important inter-generational transmission mechanism of poverty, the role of the Government is considered important in the education sector in Bangladesh. The premise is also grounded in the fact that the inadequacies in educational investments in the country are caused, in part, by poverty. The poor households, with

²¹ Article 17 of the Bangladesh Constitution mentions that it is the responsibility of the State 'to provide uniform, mass-oriented and universal education and to extend free compulsory primary education to all children to such stage as may be determined by the law'. For achieving the goal of universal primary education, the Government has enacted the Compulsory Primary Education Act in 1990.

²² The success in ensuring wide coverage and access to primary education and achieving gender (as well as rural-urban) parity was made possible by interventions on both supply and demand sides including targeted programmes to address specific constraints. Along with the enactment of the compulsory Primary Education Act in 1990, the combined impact of various programmes like the Food for Education Programme, and special programmes for increasing social motivation and physical facilities in schools, and for enhancing school attractiveness and education quality through both the government and NGO efforts contributed to higher enrollments and better achievements.

limited resources, face a difficult trade-off in meeting the educational expense of their children which has a future pay-off at the cost of current consumption that is urgently needed for survival. The educational requirements, particularly of the poor, manifest characteristics of public goods with positive externalities and the Government is, therefore, required to spend more on education to ensure that the poor do not become the victims of both market and government failures.

Table 15: Selected Indicators of Primary Schooling

	(per cent)				
	1980	1985	1990	1998	2000
Gross enrollment rate	61	62	72	97	97
Female	46	52	66	95	97
Male	75	72	77	98	97
Net enrollment rate	60	56	64	83	...
Female	45	47	60	82	...
Male	74	65	68	84	...
Student-teacher ratio	54	47	63	...	57
Repetition rate	18	...	7	8	...
Share of pupils reading in grade five	21	...	47	65	...

Source: Bangladesh: Economic Review 2001 (in Bangla), Ministry of Finance.

With emphasis on education, public resources devoted to education have increased over the years (Table 16). Still, despite devoting around 15 per cent of total government spending to education, the level of spending is low at 2.2 per cent of GDP.²³

Table 16: Pattern of Public Education Spending

	1985/86	1989/90	1994/95	1998/99
1. Total expenditure (billion Tk. at 1984/85 prices)	7.1	9.5	18.4	20.6
Share (per cent):				
Primary and mass education	49.0	49.6	49.5	43.1
Secondary and higher secondary education	33.6	34.5	39.7	43.3
Technical education	5.3	4.3	1.7	2.2
University education	9.6	8.1	6.2	6.6
Others	2.5	3.5	2.9	4.8
Total	100	100	100	100

Source: Budget Documents, Ministry of Finance.

The distribution of public spending on different sub-sectors of education indicates that the share of primary and mass education has declined since the mid-1990s while the share of secondary education has increased (Table 16). Along with the need to accommodate the increasing demand for continuing education for the cohort that completed the primary education, the trend also reflects a policy shift to expand the provision of secondary education, especially to the girls. Nevertheless, if we consider primary and secondary education as components of basic education, the share of public resources devoted to basic education shows an increasing trend: increasing from 82.6 per cent in the mid-1980s to 86.4 per cent during the late-1990s.

²³ During the mid-1990s, similar ratio was around 3.7 per cent in India, 3.4 per cent in Sri Lanka, 2.9 per cent in Nepal and between 4-6 per cent in most of the East Asian countries.

The total and per capita public expenditure on primary education is given in Annex Table G1. In per capita terms, primary education expenditure increased from Tk. 42 at constant 1995/96 prices in 1979/80 to a high of Tk. 152 during the mid-1990s but declined thereafter to Tk.131 in recent years. Overall, it is estimated that the public expenditure per student is US\$ 13 per year at the primary level, US\$ 27 at the secondary level, and US\$ 155 at the tertiary level whereas the households, on average, spend US\$13, US\$ 73 and US\$ 151 at these levels respectively.²⁴

Despite the increasing trend, public expenditure on primary education is still low in Bangladesh. In particular, more public resources are needed to meet the challenge of bringing all eligible children into the primary schooling system and improve the quality and learning achievements essential for creating a wider and deeper foundation of basic education in the country.²⁵ Also the fact remains that primary education is not ‘free’ in the country and the parents of a primary school student need to spend about Tk.1,000 per year as ‘concealed costs’ which is a considerable burden for a poor family.²⁶

Public Expenditure on Primary Health Care

In the health sector, the emphasis in Bangladesh has been on eradication of communicable and non-communicable diseases primarily through curative and secondarily through preventive interventions. Over the years, the Government has been investing increasing amount of resources in institution building and strengthening of health and family planning services in the country. The main thrust of the health programmes has been the provision of primary health care (PHC) services as a key approach to attain ‘Health for All by the Year 2000’ which is based on the Primary Health Care Strategy adopted in Alma-Ata 1978.

The government health service in Bangladesh is organized in a four-tier system. Medical colleges (including specialized and district hospitals) represent the two highest tiers of the public health system. The Upazila Health Complexes provide both in-patient and out-patient services and the Union Health and Family Welfare Centres deliver mostly primary health care services. A significant structural change in the health care facilities, moreover, has been the increasing dominance of the private sector: public sector’s share in the total health care declined to 12 per cent in 1995 from about 20 per cent in 1984.²⁷ The total public sector expenditure on health is relatively low and averages around 1 per cent of GDP. The total public expenditure on health and family planning, at constant 1995/96 prices, increased from an average level of Tk. 11.8 billion during the first half of the 1990s to more than Tk 16 billion in the late-1990s showing a growth rate of 7 per cent per year during the decade. In per capita terms, public health spending (at

²⁴ See *Bangladesh: Public Expenditure Review*, Poverty Reduction and Economic Management Sector Unit, South Asia Region, World Bank, Washington D.C. 2002.

²⁵ It is expected that Bangladesh would experience a declining demographic pressure on primary (and secondary) education due to significant decline in fertility. The total fertility rate declined from 6.3 in 1975 to 3.3 in 1997-1999 resulting in decline in population growth rate from nearly 3 per cent per year in the mid-1970s to 1.5 per cent in the late-1990s. As a result, the population in the primary schooling age is likely to decline from 16.7 million in 1999 to 14.2 million in 2005 and 13.6 million in 2008. The number of secondary school age children would also decline. However, in order to expand coverage and improve quality, more resources would be required than spent in the past.

²⁶ See *Education Watch2001: Renewed Hope Daunting Challenges—State of Primary Education in Bangladesh*, Campaign for Popular Education and University Press Limited, Dhaka, 2002.

²⁷ The government health care facilities delivered only 12 per cent of total health care services used by the rural people of the country. See Begum, S. and B. Sen, *Not Quite, Not Enough: Financial Allocation and the Distribution of Resources in the Health Sector*, Research Report 167, Bangladesh Institute of Development Studies, Dhaka, 2000.

constant 1984/85 prices) more than doubled from only Tk 36 during 1985-1990 to Tk 75 in 1999.

Table 17: Levels of Public Health Care Spending

(per cent)

	Average		
	1985/86-1989/91	1990/91-1994/95	1997/98-1998/99
1. Revenue expenditure			
Primary	45.3	40.6	42.4
Secondary	5.6	5.5	7.0
Tertiary	16.3	15.4	14.0
2. Development expenditure			
Primary	60.6	51.0	55.0
Secondary	17.8	11.0	8.5
Tertiary	5.7	6.8	13.1

Note: Totals do not add to 100 since expenditures which are cross-cutting and general in nature have not been attributed to specific levels.

Source: Budget Documents, Ministry of Finance.

The share of public spending at different levels of health services can be used as an indicator of relative emphasis in health expenditure. In this respect, a priority to primary health care services could be taken as a reflection of the emphasis on primary health. Some information on the level of public health care spending is given in Table 17.²⁸ It shows a somewhat declining trend in the share of expenses of primary health care facilities in both revenue and development budgets of the health sector. Moreover, most of the revenue expenses are used for meeting salary-related and running expenses of health sector institutions with less than 30 per cent available for union and village level facilities and only about 15 per cent for medical and surgical facilities. The development budget of the primary health care services is dominated by vertical programmes (e.g. maternal and child health, expanded programme of immunization, and similar other programmes).

The total and per capita expenditure on primary health care services is given in Annex Table G2. At constant prices, total public expenditure on primary health care increased by more than two-and-a-half times between 1980 and 2002 but, in per capita terms, it increased from Tk. 27 to Tk 48 per year. This reflects that insufficient resources are available for primary health care in Bangladesh. As a matter of fact, for the health sector as a whole, per capita spending is estimated at US\$ 12 per year of which about one-third is channeled through the public sector and the rest comes from private out-of-pocket expenses. The amount falls far short of the level needed for providing even a basic service package. The recent estimate of the WHO Commission on Macroeconomics and Health 2001 indicates that about US\$ 34 per person per year is required on average to meet the essential health intervention costs. It is obvious that Bangladesh needs to scale-up its resource flows to the primary health care services in order to ensure the delivery of high-quality essential health care services, particularly to the poor and the disadvantaged groups.

²⁸ The categorization adopted for specifying the levels is as follows: primary health care services include upazila/thana health complexes, offices, sub-centres, and family planning offices; union dispensaries and related expenses at upazila/thana level. Secondary health care comprises district level hospitals and dispensaries which provide curative care and referral services. Specialized hospitals and institutions including medical college hospitals constitute the tertiary health care service. It should, however, be pointed out that such a categorization is not entirely satisfactory as the facilities at secondary and tertiary levels do also provide primary health care services.

Public Expenditure on Special Employment Schemes

In a 'labour surplus' economy such as Bangladesh, a specific need is to provide additional efforts to create employment, particularly for those in rural areas with little alternative livelihood options, since the growth process, on its own, is unable to absorb the growing labour force. Over the years, Bangladesh has developed a wide range of interventions of direct employment creation through public works and other labour-based infrastructure development programmes. As a part of its poverty reduction strategy, Bangladesh has devoted increasingly more resources to expand the scale and range of activities of such programmes in Bangladesh.

Along with microcredit-based employment programmes which rely more on self-employment generation, other types of programmes cover a broad range of activities: food aid to create safety-nets for the poor, building and maintenance of rural infrastructure, rural development programmes and other targeted programmes. Overall, the targeted approach of the Government includes four broad types of programmes: (i) food assisted programmes; (ii) rural infrastructure development programmes; (iii) microcredit programmes; and (iv) special transfer programmes. These programmes (undertaken both by the Government and the NGOs) generate employment and income for the poor along with empowerment and social integration.

Food Assisted Programmes

Bangladesh has one of the largest systems of targeted food transfer programmes in the world and these programmes act as conduits of transfer to enhance household food security and, in many cases, as a means of promoting human development of the poor. During the 1990s, resources channeled through these programmes have increased significantly (Annex Table G3).²⁹ Of these programmes, Food-for-Works (FFW) Programme, which has recently been monetized by replacing food with cash, generates employment for the poor, mainly in the slack (dry) season through developing and maintaining rural infrastructure e.g. construction and maintenance of earthen roads, excavation of canals, and other work involving earth work. Similarly, the Test Relief (TR) Programme generates employment for the poor mainly in the rainy season (like the FFW but with lighter labour requirements) to address the transitory food insecurity problems of the vulnerable poor during floods and other emergency situations. The size of the TR Programme was 100,000 metric tons of wheat in 2002/03. These programmes largely attract the vulnerable poor and those who depend on daily wages for livelihood due to their self-targeting nature. In FFW, the wage rate is 51.2 kg. of wheat for thousand cubic feet of earth work (TCFEW) by males and 65.2 kg. by females. The present size of the FFW Programme covers about 600,000 metric tons of food grains, mostly wheat.

Rural Infrastructure Development Programmes

The rural infrastructure development programmes support the building and maintenance of rural roads, bridges and culverts, smallscale irrigation structures, creation of trading facilities and networks, and similar activities. The Local Government Engineering Department (LGED) under the Ministry of Local Government, Rural Development and Cooperatives implements the projects. The programmes create employment for the rural poor. The broad type of activities undertaken by LGED and the estimated volume of employment creation are given in Table 18.

²⁹ The target group of the Vulnerable Group Development (VGD) Programme is the poor and destitute women who receive 30 kg. of wheat per month and training on social and income generating skills for 18 months. At present, nearly 450,000 participants are involved in VGD for whom about 180,000 metric tons of food were distributed in 2002/03.

Table 18: Rural Infrastructure Development Programme under LGED

	Cumulative upto June 1998	1998/99	1999/2000	2000/01	2001/02
Earth road (km)	14,844	5,888	5,525	10,102	4,555
Paved road (km)	11,621	1,946	2,142	3,870	3,255
Bridge/culvert (m)	118,876	34,757	46,488	67,449	50,882
Growth centre (No.)	623	213	176	225	124
Employment Generation (million person days)	346.4	114.1	156.6	117.3	85.7

Source: Local Government Engineering Department (LGED).

Another unique programme of ‘cash for work’ is the Rural Maintenance Programme (RMP) which started in 1983. All the beneficiaries of RMP are women. The Programme employs 41,000 destitute rural women (with land ownership of less than 0.5 acre) from 4,100 unions of 435 upazilas in 61 districts as RMP crews. They are employed on a daily wage basis for maintenance of 15 miles of rural earthen road throughout the year. The RMP crews maintain a total of 42,596 km. of rural roads in the country and remain in the payroll for a period of four years after which they graduate from the Programme. In addition, the crews are organized and provided with training on income generating activities during their involvement with RMP to assist them in livelihood activities.

Microcredit Programmes

Bangladesh is the pioneer in innovating and managing microcredit programmes for income/employment generation along with social development and support activities. Microcredit programmes have a wide network in the country involving both the Government agencies and the NGO sector. The Bangladesh Rural Development Board (BRDB) works through cooperatives and non-formal groups for the small farmers (holding upto 0.5 acre of land) and assetless women and men. During 1991 to 2002, about 1.4 million members under 54,204 societies of 449 upazilas were given Tk. 20,051 million as credit. There exist many other institutions including the NGOs which are involved in microcredit.³⁰ The Palli Karma Sahayak Foundation (PKSF) disburses microcredit through NGOs, which are known as partner organizations, and till January, 2003 has disbursed Tk. 133,396 million to nearly 4 million persons through 210 partner organizations. The total disbursement of microcredit by the NGOs exceeds Tk. 187,339 million till June 2002 to 12.7 million members. The microcredit activities are, in general, economically efficient which generate a net surplus, though very small in

³⁰ The *Palli Daridrya Bimochan Foundation* has been established in 2000 for servicing the BRDB programme for the assetless poor. The Foundation provides financial support, skill training and other services for social and economic empowerment of the target group. Microcredit is also provided by different government ministries, departments and agencies, estimated at Tk. 37,771 million till December 2001. The emerging trend is to implement microcredit programmes by almost every ministry and agency. At present, the following ministries/agencies have some form of microcredit operations: Social Welfare; Women and Children Affairs; Labour and Employment; Fisheries and Livestock; Industry; Textiles; Agriculture; Local Government, Rural Development and Cooperatives; Land; Youth and Sports; Prime Minister’s Office; Finance Division; and Cabinet Division. The Nationalized Commercial Banks (NCBs) also channel microcredit, the cumulative disbursement being more than Tk. 79,421 million till December 2001.

amount, for the poor borrowers. What is impressive about microcredit is its rapid expansion in recent years covering nearly half of the target households (usually defined as those having half an acre of land). The increasing involvement of different government ministries/agencies in microcredit operations, however, needs a careful review including the budgetary implications of the loan fund and the institutional capacity of the agencies to monitor and supervise microcredit operations with desired efficiency, impact and viability. It may be a better option to keep involved only specialized agencies having mandate of microcredit activities (e.g BRDB) with such operations. No comprehensive information on employment generation through microcredit programmes are available. But one may presume that, at the least, the self-employment generation would correspond to the number of borrowers of microcredit operations.

Special Transfer Programmes

The special transfer programmes combine different components to provide economic security and address specific constraints and vulnerability of the targeted population. For example, the Ministry of Social Welfare implements poverty alleviation, welfare and rehabilitation programmes for socio-economically and physically disadvantaged and distressed persons. The Ministry of Women and Children Affairs has programmes for assetless women and female-headed households. The Ministry of Youth and Sports undertakes youth development programmes to encourage gainful self-employment. Several transfer programmes are also in operation for specific groups, such as old age allowance programme for distressed persons; allowances for distressed widows and poor women abandoned by their husbands; *abasan* project for providing low cost housing to landless and distressed poor in the rural areas; *grihayan tahabil* to solve the housing problem of the homeless poor and low-income people; *asrayan* project for the rootless people to provide self-employment and housing facilities; *Karmasangsthan Bank* for employment generation of the unemployed youth; and housing programme for the poor and the helpless elderly people.

Despite the variety and multiplicity, many of these programmes are often not well-targeted, programme administration is complex and costly resulting in leakages and high delivery costs, objectives are multiple and ill-defined reducing quality and accountability, and monitoring is inadequate with indicators that distort programme objectives. Along with reforms in programme design, increasing the effectiveness of the targeted programmes requires their integration with broader social development efforts e.g. basic health care, education and skill development, and other basic services which are not usually included within these programmes.

Incidence of Poverty by Employment Status

The changes in income poverty during the 1990s are summarized in Table 19. The figures show that, between 1991/92 and 2000, the national head-count index of poverty declined from 58.8 per cent to 49.8 per cent which translates into a modest poverty reduction rate of one percentage point per year.

A declining trend is observed for other poverty measures as well. The changes also show that the progress in reducing the head-count index has been better in the urban areas. The rural areas, on the other hand, displayed a better progress in reducing the depth and the severity of poverty, as captured by the poverty gap and the squared poverty gap indexes respectively.

In the case of income inequality, the Gini coefficient rose considerably, with urban inequality rising faster than the rural inequality. Despite the sharp increase in urban income inequality, faster decline in the urban head-count index was achieved through higher growth in urban income relative to the rural income: in rural areas, real per capita income increased at only 0.5 per cent per year during the 1990s compared to a robust growth of 4.4 per cent in the urban areas. Nevertheless, the rising inequality remains a major reason as to why the full potential of the poverty reducing effects of the accelerated growth of the period was not translated into reality.³¹

Table 19: Changes in Poverty and Inequality in the 1990s

		In per cent		
		1991/92	2000	Change per year
Head-count Index				
	National	58.8	49.8	-1.8
	Urban	44.9	36.6	-2.2
	Rural	61.2	53.0	-1.6
Poverty Gap Index				
	National	17.2	12.9	-2.9
	Urban	12.0	9.5	-2.5
	Rural	18.1	13.8	-2.8
Squared Poverty Gap Index				
	National	6.8	4.6	-3.8
	Urban	4.4	3.4	-2.7
	Rural	7.2	4.9	-3.8
Gini Index of Income Inequality				
	National	38.8	41.7	0.8
	Urban	39.8	45.2	1.5
	Rural	36.4	36.6	0.1

Source: 1999-2000 Household Income and Expenditure Survey, BBS

The incidence of poverty in terms of occupational characteristics of the households is given in Annex Tables G4-G7. In general, the differential incidence of poverty of various occupational groups is evident. In terms of occupation, agriculture labour households have a high incidence of poverty as do non-agricultural casual and relatively unskilled workers (Table 20). In both rural and urban areas, the incidence of poverty is significantly high (75 per cent and 67 per cent respectively) for the households headed by casual wage labourers. Of the total number of the poor, 46 per cent in the rural areas and 36 per cent in the urban areas belong to this category. Similarly, households whose heads are self-employed in agriculture and non-agriculture sectors account for 40 per cent and 35 per cent of the poor in rural and urban areas respectively.

³¹ It has been argued that had the observed rate of growth between 1991/92 and 2000 been distribution-neutral, the head-count index would have fallen by 17 percentage points or almost twice the actual rate of poverty reduction achieved during the period. See, *Poverty in Bangladesh: Building on Progress*, Report No. 24299-BD, Poverty Reduction and Economic Management Sector Unit, South Asia Region, World Bank, Washington D.C., 2002.

Table 20: Poverty Incidence by Occupation of Household Head, 2000

Occupation	Rural			Urban		
	Head count index (%)	Per cent of		Head count index (%)	Per cent of	
		Population	Poor		Population	Poor
Casual Wage Labour	74.9	33	46	66.9	20	36
Salaried Employment	35.1	9	6	24.1	30	20
Self-employment: Non-agriculture	44.6	18	15	32.2	32	28
Self-employment: Agriculture	43.3	31	25	47.9	5	7
Unemployed/Not Working	42.9	10	8	25.9	13	9
Total	53.0	100	100	36.6	100	100

Source: 1999-2000 Household Income and Expenditure Survey, BBS

The income profile of the poor households, likewise, shows a high reliance on daily wage labour as the major source of income. For the poorest 20 per cent of the households, for example, daily wage income provides nearly half of the total income. The above characteristics indicate that labour is the main asset and the income source of the poor in the country. For reducing poverty, the policies, therefore, must focus on increasing the returns to labour in both agriculture and non-agriculture sectors and on creating an enabling environment for the poor to get more remunerative jobs.³²

The policy implications of the above highlight the importance of rapid expansion of the non-farm activities, particularly in the rural areas, which will accelerate the pace of labour absorption in relatively larger and wage-labour based enterprises where the wage income of the poor labourers is higher than the return from both farm and self-employment activities.³³ The access to non-farm income is particularly important to raise both household income of the poor and enhance the capacity of the poor farmers to invest in agriculture.³⁴

Furthermore, a rapid growth of non-farm activities will lead to a progressive reduction in the dependence of land-poor households on the agricultural labour market thereby increasing both agricultural labour productivity and the wage rates that will facilitate the adoption of productivity-enhancing technologies in agriculture. This will also enhance the returns from non-farm physical and human capital creating greater incentives for the poor households to invest in such capital assets.

³² In this respect, the situation of agriculture deserves special attention since the real wages of agricultural labour has remained more depressed compared to other sectors. With 1969/70 as the base, the real wage rate index in agriculture stood at 112 in 2001/02 compared to 150 in manufacturing and 121 in construction.

³³ Some recent evidence indicates that the labour productivity even in non-farm activities that require little physical and human capital (like construction work and *rickshaw* pulling) is 10 per cent to 40 per cent higher than the agricultural wage rate. In services and business enterprises, average labor productivity is two to three-and-a-half times higher than the agricultural wage rate. See Hossain, M., *Rural Non-Farm Economy in Bangladesh: A View from Household Surveys*, Paper presented at the Workshop on Agriculture and Poverty, Centre for Policy Dialogue, Dhaka, 2003. The resource-poor households, however, are mostly involved in activities at the lower end of the productivity-scale presumably due to a lack of access to capital, both physical and human.

³⁴ Increased non-farm income of the land-poor households will not only support the productivity-enhancing investments in agriculture that are essential for raising farm incomes, but will also release important internal dynamics in raising household capabilities. It is more likely that farm households having non-farm sources of income will invest greater amount of resources in agriculture and human development inputs than similar households with no access to non-farm income.

Freedom of Association

The freedom of association and the fundamental principles of equality and civil liberties which lie at the root of the democratic polity are recognized in Bangladesh. In particular, the consensus view is that poverty in Bangladesh is a complex phenomenon caused and reinforced by a number of factors, including a lack of access to resources and means of production and the persistence of socio-political processes that generate discrimination and inequality and marginalize the poor and the disadvantaged groups. In this respect, empowerment at the grassroots level is regarded as an important tool for which membership in various formal/informal groups/associations can be effective means of promoting participation of the poor and their effective integration in the development process. In Bangladesh, both the Government and the NGOs, as a part of their overall strategy of helping the poor, have emphasized the group-based approach in which the participants are organized into relatively homogeneous formal and/or informal groups.

In Bangladesh, freedom of association is recognized in the Constitution as a fundamental human right and as such no legal or institutional barrier exists. The poor and other disadvantaged groups, however, suffer from a lack of voice and influence due to policies and institutions that limit their participation in the socio-economic processes and which do not create effective mechanisms to act as demand-driven channels serving their interests. The membership in institutions and organizations, in this context, can secure and promote the interests of the poor at both micro and macro levels. Unfortunately, comprehensive information on the issue is not available. Some data on membership in different types of associations by the poor and the non-poor are given in Annex Table G8. The table indicates that women groups, agricultural cooperatives, and credit societies constitute the three most important types of organizations in the country. During 1999, more than 5.5 million households with a total population of 30 million were involved in some form of associations. The information also shows that the non-poor are also significantly involved in some associations which are regarded as the domain of the poor like the groups/organizations of the landless, homeless, and assetless people.

Clearly, the important issue that emerges from the situation indicates the need of having a clear understanding of the target group whose participation and freedom of association is being sought and, above all, what kind of associations should be encouraged in order to be effective. Of necessity, more is not always better and increased participation by all may marginalize the voices of the poor. The quality of participation on the basis of the full flow of information e.g. terms and costs of participation in associations by the poor are important such that membership in associations do not remain instrumental and become effective and sustainable.

3.8 Employment and Labour Standards in the Organized Sector

Employment in Public and Private Enterprises

Reliable statistics on employment in public and private sectors are not readily available. Some information from the 1995-96 and 1999-2000 Labour Force Surveys are provided in Annex Table H1. Two major trends may be noted from the data. First, the level of private informal sector employment is very high, employing more than 75 per cent of the employed labour (usual definition) aged 15 year and over in 1999-2000. In 1995-96, the proportion was 82 per cent. Second, although the formal sector employment is low, the share of private formal employment has been increasing. The figures show that, although the share of public sector employment has remained unchanged at 6 per cent (employed labour 15 years and over and usual definition)

between 1996 and 2000, the share of the private formal sector increased from 12 per cent to 19 per cent of total employment over the period. In absolute terms, the private formal sector employed 7.3 million people in 2000 compared to 4.2 million in 1996.

Some disaggregated information from the 1999-2000 Labour Force Survey are given in Table 21 and Table 22. The data reveal significant rural-urban and gender differences. For example, the private informal sector accounts for 82 per cent of employment in the rural areas compared to around 51 per cent in the urban areas. Similarly, 84 per cent of female employment is located in the informal sector whereas the share is 73 per cent for the male employed labour force. The sectoral distribution of informal employment shows that 94 per cent of agricultural employment is informal in nature compared to 47 per cent in industry and 59 per cent in the services sector. Despite the overall dominance of the informal sector, several activities in the industry and services sectors e.g. manufacturing, energy, construction, trade and transport, finance and business services seem to have experienced more rapid expansion of formal employment opportunities especially in the private sector.

Table 21: Employment Sector of Employed Labour Force

		Public/Autonomous Sector	Private Formal Sector	Private Informal Sector	Non-Profit Institutional Sector	(thousand) Total
A. Usual definition						
Bangladesh	Both sexes	2,296	7,268	29,329	86	38,979
	Female	273	922	6,659	38	7,891
	Male	2,023	6,346	22,670	48	31,087
Rural	Both sexes	1,082	4,267	24,865	69	30,284
	Female	102	404	5,390	29	5,924
	Male	980	3,863	19,476	41	24,359
Urban	Both sexes	1,214	3,001	4,463	17	8,695
	Female	171	518	1,269	10	1,967
	Male	1,044	2,483	3,194	7	6,728
B. Extended definition						
Bangladesh	Both sexes	2,327	7,469	41,830	139	51,764
	Female	287	1,056	17,970	81	19,395
	Male	2,040	6,413	23,860	57	32,369
Rural	Both sexes	1,111	4,455	36,624	118	42,308
	Female	114	535	16,009	69	16,728
	Male	996	3,920	20,615	49	25,580
Urban	Both sexes	1,216	3,014	5,205	20	9,456
	Female	173	521	1,961	12	2,667
	Male	1,044	2,493	3,245	8	6,789

Note: Employed labour aged 15 years and over.

Source: 1999-2000 Labour Force Survey, BBS.

Given the existing structure of the Bangladesh economy, it is probably more realistic to assume that the informal sector will continue to remain the main engine of job creation in the coming decade. At the same time, the recent evidence also seems to indicate that the formal sector, especially in the private domain, has started to expand and create new employment opportunities. As noted earlier, the private formal sector employment increased by more than 3 million between 1996 and 2000. This is a desirable transformation and, in order to support the process, it is important to understand the underlying dynamics and the factors that influence the occupational choices and earnings in the segmented labour market and the mobility of labour from the informal to the formal sector.

Table 22: Sectoral Employment Pattern of Employed Labour Force

						(thousand)
			Agriculture	Industry	Services	Total
A. Usual definition						
Public/Autonomous Sector	Both sexes		165	412	1,719	2,296
	Female		10	33	230	273
	Male		155	379	1,489	2,023
Private Formal Sector	Both sexes		972	2,282	4,014	7,268
	Female		93	555	271	919
	Male		879	1,727	3,743	6,349
Private Informal Sector	Both sexes		18,629	2,414	8,286	29,329
	Female		3,533	981	2,146	6,660
	Male		15,096	1,433	6,140	22,669
Non-Profit Institutional Sector	Both sexes		19	17	50	86
	Female		11	10	17	38
	Male		8	7	33	48
B. Extended definition						
Public/Autonomous Sector	Both sexes		187	417	1,723	2,327
	Female		20	38	229	287
	Male		167	379	1,494	2,040
Private Formal Sector	Both sexes		1,109	2,300	4,060	7,469
	Female		221	561	274	1,056
	Male		888	1,739	3,786	6,413
Private Informal Sector	Both sexes		30,841	2,548	8,441	41,830
	Female		14,650	1,098	2,222	17,970
	Male		16,191	1,450	6,219	23,860
Non-Profit Institutional Sector	Both sexes		35	48	56	139
	Female		23	41	17	81
	Male		12	7	38	57

Note: Employed labour aged 15 years and over.

Source: 1999-2000 Labour Force Survey, BBS

Wages and Salaries

The information on wages and salaries in the manufacturing sector, as reported in the Census of Manufacturing Industries, are given in Annex Table H2 and Table H3. It should, however, be noted that this does not give a comprehensive picture of wages and salaries in the formal manufacturing enterprises since the coverage of the data is limited to the reporting factories. Moreover, the extent of coverage is difficult to ascertain as the cases of non-reporting are not known and such cases vary for different industry groups. Although the total number of manufacturing enterprises is not given, the number of reporting factories increased from 26,446 to 29,573 between 1991-92 and 1997-98.

The broad trends in employment cost in the manufacturing sector can be seen in Table 23. In nominal terms, the per employee cost increased by nearly one-and-a-half times between 1981 and 1998 while that for the operatives by around 95 per cent. The increase was, however, much rapid during the 1980s when per employee cost increased by 116 per cent and per operative cost by 115 per cent. The increase was by only 13 per cent for all employees during 1990-1998 and, for the operatives, per labour cost actually declined by about 9 per cent. The total employment cost as a share of gross production value increased from 11.6 per cent to 12.6 per cent during the 1980s while its share in value added rose from 33.5 per cent to 38.5 per cent. The share of

employment cost of the operatives in total employment cost increased from 68 per cent to 73 per cent due to increase in the share of operatives in the total number of employees (from 78 per cent to 84 per cent in the 1980s). The trends are somewhat different in the 1990s. The share of the wage-bill of the operatives declined to 61 per cent of the total employment cost in 1997-98 although the share of the operatives in the total number of employees rose to more than 87 per cent. The overall employment cost declined, both as a share of gross production value and value added, revealing higher efficiency of labour use in the formal manufacturing sector.

Table 23: Trends in Employment Cost in Manufacturing Industries

	Employment Cost per Labour (Tk.)		Employment Cost as % of		Share of cost of operatives in total employment cost (%)
	All Employees	Operatives	Gross Production Value	Value Added	
1980-81	10,815	9,484	11.6	33.5	68.4
1984-85	15,158	13,164	10.2	29.7	67.5
1989-90	23,386	20,402	12.6	38.5	73.3
1997-98	26,512	18,541	9.7	27.4	61.1

Note: For details, see Annex Table H3.

Working Hours Per Week

The average working hour of the total labour force, as indicated while measuring underemployment in Section 3.1, is found to be rather high in Bangladesh: 46 hours per week for the usual definition and 41 hours per week for the extended definition in 1999-2000. Also the distribution of the weekly work hours is uneven with a significant share of the labour force working very few hours and another part working very long hours. For the extended definition, nearly 15 per cent of the labour force (10 years and over) worked less than 20 hours per week while 30 per cent reported working for more than 50 hours per week (5 per cent and 39 per cent respectively for the usual definition).

The average work hours per week of the employed labour force in terms of broad sector of work is given in Annex Table H4. For the usual definition, the work hour is 45 on the average per week, which is 32 for females and 48 for males. The rural urban variation is relatively less with 44 hours and 47 hours in rural and urban areas respectively. For the extended definition, the overall average is 39 hours per week which is 26 hours for females and 47 hours for males. Moreover, the average working hour in the rural areas is substantially reduced to 38 hours per week due to inclusion of several household-based production activities under the purview of the labour force definition. The average working hours in different sectors also vary. For the males, the range is relatively small (between 53 hours and 44 hours) while the average for females has a high of 47 hours in health and social work and a low of 25 hours in real estate and related activities. One may, however, note less variability in working hours in sectors which are more characterized by formal activities compared to the sectors which are more dominated by informal activities (Table 24). For example, the average working hour of female professional/technical workers is 39 per week compared to 46 for their male counterparts whereas female agricultural workers are engaged for 28 hours per week while the male agricultural workers work for 47 hours in a week. In fact, the gender differences in work hours are prominent across all occupations indicating significant vulnerability of the female labour force in general.

Table 24: Average Work Hours Per Week by Occupation

	Usual definition			Extended definition		
	Female	Male	Both sexes	Female	Male	Both sexes
Professional/Technical	39.1	45.8	44.2	37.9	45.7	43.7
Administrative/Managerial	41.1	49.3	48.6	41.1	49.1	48.5
Clerical Worker	38.1	47.7	46.6	38.1	47.7	46.7
Sales Worker	34.6	49.2	48.2	34.5	48.8	47.8
Service Worker	39.7	52.0	44.9	39.7	51.5	44.8
Agriculture, Animal Farming, Forestry & Related Activities	28.0	47.2	43.3	23.6	45.2	35.0
Fishing	28.2	45.0	43.5	25.7	43.4	41.5
Production & Transport Worker	34.5	50.9	46.8	34.1	50.7	46.4
Total	32.6	48.4	45.0	26.5	47.1	39.4

Note: Employed labour 10 years and over.

Source: 1999-2000 Labour Force Survey, BBS.

Job Security

The Department of Inspection for Factories and Establishments, as the labour inspection machinery under the Ministry of Labour and Employment, was created in 1970. The Department is responsible for administration and enforcement of labour laws in Bangladesh relating to working conditions; terms and conditions of employment; service records; hours of work; payment of wages, leave and holidays; and health, safety and welfare of the workers employed in factories, industrial establishments, shops, commercial establishments, ports and docks, road transport services, and certain plantations.

The responsibility of the Department is to administer and enforce a total of 44 Labour Laws in mills, factories, shops, establishments and all other workplaces in the country. The objective is to ensure better working environment and promote the productivity and welfare of the workers.³⁵

The Department has been allocated a wide range of functions that includes³⁶:

- i) Inspection of factories, shops, commercial and industrial establishments, tea plantations, ports, docks, railways, road transport etc. under relevant labour laws for enforcement of the provisions relating to safety, health, labour welfare, payment of wages, regulations of hours of work, conditions and terms of employment, social security and other welfare concerns of the workers;
- ii) Prosecution against the violators of labour laws in different courts;
- iii) Approval of construction of factories and any extension thereto;
- iv) Approval of layout plans of factories;
- v) Issue of registration/license of factories and realization of fees for the purpose;

³⁵ These 44 Labour Laws include a diverse package covering various aspects of labour. Some of the prominent laws include the Factories Act 1965 and the Rules made under the Act; the Workmen's Compensation Act 1923 and follow-up Rules; the Dock Labourer's Act 1934 and the Dock Labourer's Regulations 1948; the Shops and Establishments Act 1965 and the Shops and the Shops and Establishments Rules 1970; the Tea Plantation Labour Ordinance 1962 and the Tea Plantation Labour Rules 1977; the Road Transport Worker's Ordinance 1961 and the Road Transport Worker's Rules 1962; the Payment of Wages Act 1936 and the follow-up Rules; the Minimum Wages Ordinance 1961 and the Minimum Wages Rules 1961; the Maternity Benefit Act 1939 and the Maternity Benefit Rules 1953; the Maternity Benefit (Tea Estate) Act 1950 and the Maternity Benefit (Tea Estate) Rules 1954; the Employment of Labour (Standing Orders) Act 1965 and the Employment of Labour (Standing Orders) Rules 1968; the Employment (Record of Services) Act 1951 and the Employment (Record of Services) Rules 1957.

³⁶ See *Annual Report 2000*, Department of Inspection for Factories and Establishments, Ministry of Labour and Employment, Government of the People's Republic of Bangladesh, Dhaka.

- vi) Maintenance of liaison with different Government departments, Employers' organizations and trade unions on enforcement of labour laws;
- vii) Collection of data for preparation of annual and periodical reports as required under different labour laws;
- viii) Assistance to the Government in formulating policies on enforcement of labour laws and framing labour laws including amendments of various Acts and Rules;
- ix) Preparation of reports for the ILO relating to the ratification of ILO Conventions;
- x) Assistance to other international agencies in preparing survey reports relating to labour inspection, wages administration, productivity and related issues;
- xi) Representation of the Government in national and international seminars and meetings on labour-related issues;
- xii) Approval of service rules of the workers as and when applied for by the management of different establishments;
- xiii) Examination and checking of certificates issued by relevant authorities relating to safe operations of gears, derricks, winches, and other accessories of ports for ensuring safety and inspection of ships berthing at Chittagong and Mongla ports for enforcement of safety and welfare provisions of relevant laws.

The enforcement mechanism of the laws by the Department usually involves a simple procedure: an Inspector, during inspection, advises the concerned management to rectify the defects/deficiencies and subsequently a notice is issued to the management with advice to rectify the defects/infringements within a specified time. On follow-up inspection, if it is observed that these have been rectified, no action is taken. However, if the defects/infringements are not rectified even after repeated requests in writing, the Inspector files a lawsuit against the employer in the competent court with required jurisdiction.

For carrying out the multi-dimensional functions, the Department is headed by the Chief Inspector of Factories and Establishments who is responsible to the Ministry of Labour and Employment. The Department has three wings. The General Wing is responsible for the implementation of labour laws relating to payment of wages, regulation of work hours, conditions and terms of employment, social security, general administration and similar concerns. The other two wings, called Medical and Engineering Wings, are responsible for implementation of labour laws relating to occupational health and safety in workplace and payment of compensation, wages, maternity and other benefits.

The Department has four divisional, four regional, and 26 branch offices in different places of the country. The number of inspecting staff of the Department is given in Annex Table H5. During 2000, there were only 62 Inspectors for inspection of 18,911 factories and 48 Inspectors for inspection of 168,119 shops and establishments. As one can realize, the number is very limited to cover the wide range of activities throughout the country and perform multifarious responsibilities in a satisfactory manner.³⁷ The evidence indicates that a large number of factory

³⁷ The case of tea plantation may be cited as an example. There are 160 tea plantations in the country employing 117,875 workers. There is only one Labour Inspector who is working in the plantation area for a long time. During 2000, the Inspector carried out 50 inspections and detected 95 infringements of the Tea Plantation Labour Ordinance 1962 mostly relating to housing and medical facilities, education, leave and holidays, creche, amusement, working hours, overtime, wages, non-maintenance of prescribed records/registers. It is important to realize that, for one Inspector, it is not possible to enforce the provisions of the Ordinance in an effective manner.

owners are unaware of the provisions of safety measures in the workplace and awareness development and training for both employers and workers are essential for ensuring occupational safety. Similarly, the adherence to the provisions of the Factories Act and Rules relating to satisfactory standards of industrial health and hygiene by laying down the requirements such as cleanliness, spacing, temperature, ventilation, humidity, lighting, drainage, sanitary condition and other basic amenities requires continuous monitoring and collaborative efforts of both the management and the workers.

The creation of a strong labour inspection machinery will be a pre-requisite of a safe and healthy working environment that can create improved working conditions and ensure the health, safety and welfare of the workers and can contribute greatly to increasing productivity at both enterprise and macro levels.

Trade Union Memberships

The Director of Labour is also the Registrar of Trade Unions for the country as a whole while the Joint Directors of Labour are the Registrars for their respective administrative divisions (the country at present is divided into six administrative divisions (Dhaka, Chittagong, Rajshahi, Khulna, Barisal and Sylhet). The Director accords registration to the national level trade unions and their federations while the Joint Directors have the responsibility of according registration to the trade unions (and their federations) within their respective divisions.

After the submission of an application for registration of a trade union or a federation, the Registrar examines and scrutinizes the relevant papers and documents submitted with the application. If he/she finds these in order and is satisfied with their validity, the registration is accorded. If the documents are found not in order or incomplete, he/she can reject the application for registration. As per the law, the whole registration process is required to be completed within a period of sixty days.

The number of registered trade unions and their members is given in Annex Table H6. Between 1980 and 2002, the number of trade unions in the country nearly doubled from 3,616 to 6,809 while the trade union membership grew from 1.1 million to nearly 2 million. One may, however, note that the total labour force (10 years and over) was nearly 43 million in the country as per the usual definition in 1999-2000 of which more than 10 million worked in the formal sector, both public and private.

Collective Bargaining

As per the relevant laws, if there is only one trade union in an establishment (or a group of establishments) and if the trade union has at least one-third membership of the total workers of the establishment, the trade union is considered as the collective bargaining agent (CBA) for that establishment.

Where there are more than one registered trade unions in an establishment, the Registrar of Trade Unions holds, upon an application by a trade union which has at least 30 per cent membership of the total employed workers, a secret ballot to determine the CBA for the establishment. The procedure is as follows.

Upon receipt of the application, the Registrar calls upon, by notice in writing, every registered trade union in the establishment to which the application relates, to indicate within a specified time mentioned in the notice whether it wants to become a contestant in the secret ballot to be held for determining the CBA for the establishment. If any trade union fails to indicate its desire within the specified time, it is presumed that it shall not become a contestant in such a ballot.

Every employer is required to submit to the Registrar a list of all workers employed in the establishment as per provision of Section 22 under the Industrial Relations Ordinance 1969. The Registrar can make such amendments, alterations or modifications in the list of workers submitted by the employer as required by any decision given by him/her and/or objections under Section 22(6)(A) of the above Ordinance. After amendments, alterations or modifications, if any, made under Section 22(6)(B) or where no objection is received by the Registrar within the specified time, the Registrar prepares a list of workers employed in the establishment and sends copies thereof to the employer and the contestant trade unions at least four days prior to the fixed date of the ballot. The list of workers prepared under Section 22(6)(C) of the Ordinance is deemed as the list of voters and every worker whose name appears in the list is entitled to vote in the poll to determine the CBA.

The trade union which receives the highest number of votes but not less than one-third of the total number of workers in the establishment, is declared by the Registrar as the CBA for the establishment. No application for determining the CBA for the establishment is entertained by the Registrar within two years from the date of such a declaration.

The yearly number of CBAs and their membership is given in Annex Table H7.

Strikes and Lockouts

The nature of labour problems is complex in nature and it changes with time and evolution of the industrial structure. As elsewhere, the potential conflict between labour and management in Bangladesh is inherent in the overall socio-economic and industrial organisation of the economy. The important concern, however, is the existence of effective conflict resolution mechanisms that can resolve such conflicts in an atmosphere of cordiality and mutual understanding. An adequate labour-management relationship is an essential pre-requisite for ensuring higher productivity and any lack of co-operation and strained relations between the two partners of production will undermine production in the establishments and consequently the development of the economy.

The Industrial Relations Ordinance 1969 provides for a wide scope to raise industrial disputes by the Collective Bargaining Agents (CBAs) or employers in an organized manner. At any time, if an employer or a CBA apprehends that an industrial dispute is likely to emerge between the employer and any of the workers, the concerned party is required to communicate, under Section 26 of the Ordinance, the concerns to the other party in writing. Within ten days of the receipt of the communication under Sub-section 1 of Section 26, the party receiving the communication shall, in consultation with the other party, arrange a bipartite meeting with a view to reach an agreement on the dispute through dialogue/discussion. If the parties reach a settlement, a memorandum of settlement is recorded in writing and signed by both the parties. A copy of the agreement is also given to the conciliator and the concerned authorities.

On the other hand, if the parties fail to reach a settlement by negotiation under Section 26 of the Ordinance, any of the parties may report the failure of the bipartite negotiation process to the

conciliator and request the conciliator in writing to conciliate in the dispute. The conciliator will proceed to conciliate in the dispute within ten days of the receipt of the request. If the conciliator fails to settle the dispute within ten days from the date of receipt of the request, the CBA (or the employer) may, in accordance with the provisions of the Industrial Relations Ordinance 1969, serve on the other party to the dispute a 21 days' notice of strike/lock out as the case may be. However, the CBA is barred from serving any strike notice unless three-fourths of its members have given consent to the strike through a secret ballot specifically held for the purpose.

After receiving the 21 days' notice for strike/lock out, the conciliator is required to call, as soon as possible, a tripartite meeting of the parties to the dispute for the purpose of settlement. If a settlement is arrived at, the conciliator will send a report to the Government along with the memorandum of settlement signed by the parties to the dispute. However, if no such settlement is possible within the period, the conciliator will try to persuade the parties to agree to refer the dispute to an Arbitrator. In the case the parties are agreeable to the proposal, the parties will make a joint request in writing for reference of the dispute to the Arbitrator. The Arbitrator will give the award within a period of 30 days from the date of referral. The award of the Arbitrator shall be final against which no appeal is admissible and the award shall remain valid for a period not exceeding two years.

If no settlement can be arrived at during the course of tripartite conciliation and the parties do not agree to refer the dispute to the Arbitrator under Section 31 of the Ordinance, the workers may go on strike or the employer may declare a lock out on the expiry of the period of the notice as given under the provisions of the Industrial Relations Ordinance 1969 and after issuance of a certificate that the conciliation proceedings by the conciliator have failed.

If the strike/lock out continues for more than 30 days, the Government may prohibit the strike/lock out by an order in writing and forthwith refer the dispute to the Labour Court for adjudication. The available information on industrial disputes resulting in strikes/lock outs are given in Annex Table H8. As can be seen, the information is partial and does not provide a complete picture of the extent of labour disputes in the country. In particular, the very low number of incidents (e.g. only 1 in 1996 and 1998 and none in 1997) reported in the 1990s clearly indicates the high degree of under-coverage that exists in the reporting system.

Non-Wage Benefits

The non-wage benefits of the workers and non-manufacturing employees of the state-owned enterprises (SOEs) are given in Annex Table H9. These cover various 'fringe benefits' including house rent, medical, conveyance/transport, washing, night shift, rotating shift duty, gas and other allowances and festival, profit and other bonuses. The permanent workers/employees are also given contributory provident fund, group insurance, gratuity and other facilities depending upon the terms and conditions of the work.

Retirement Benefits

A public servant is required to retire from service, as per the provisions of the Public Servants (Retirement) Act 1974, on the completion of the fifty-seventh year of his/her age. The details of the rules relating to pension and death-cum-retirement benefits, as revised from time to time, are given in Annex Table H10.

The total pension payment from the revenue budget of the Government is given in Annex Table H11.³⁸ It shows that the pension payment for the public sector employees increased by 135 times in nominal terms between 1980 and 2001 and, as a share of total revenue expenditure, it rose from 0.5 per cent in 1980 to more than 4 per cent in 2001.

No comprehensive support or benefit programme for the private or informal sector workers currently exists in the country. Although some rural pension schemes are in operation, little is known about their coverage and effectiveness. Given the importance of the issue in terms of vulnerability and crisis-coping dimensions of poverty, in-depth analysis is needed on pension schemes, particularly for the informal sector workers, and on understanding old-age poverty in general. The issue is likely to assume greater importance in the future since (i) the proportion of the aged population (over 60 years) will triple from its current level of around 6.6 per cent of the total population over the next three decades; and (ii) the large proportion of the aged population have little savings, limited informal (family-based) safety-nets, and inadequate sources of income as they are unlikely to find gainful employment in the labour market. The Government, as a part of its targeted programmes under the poverty reduction agenda, has initiated two notable programmes for the poor and distressed persons. Under the old age allowance programme, allowance is paid to ten of the oldest poor persons (at least five of them have to be women) from each ward of almost every union of the country. Under the programme, more than 0.4 million poor and elderly persons from 4,479 unions of 461 upazilas and 135 municipalities (belonging to 'C' category) are provided with allowances. The present total cost is Tk. 500 million per year and the Department of Social Services manages the implementation of the programme.

The distressed women allowance programme targets women who are helpless and deserted by their husbands. Under the programme, 0.2 million poor women are provided an allowance of Tk. 100 per month in 41,526 wards (five women from each ward). The programme cost is Tk. 250 million per year at present.

Occupational Injuries

Occupational injuries are legally reportable as per the provisions of the Factories Act 1965 and the Rules enacted under the Act (1979). All factory owners and management are legally responsible to report all accidents and occupational diseases to the Chief Inspector of Factories under the Act and the Rules. But, in practice, all accidents are not reported and there exists serious under-reporting in the number of occupational injuries. In general, except for the large factories in the organized sector, the general tendency is not to report any injury/accident at all or to grossly under-estimate the reported figures.

The number of injuries in terms of the degree of severity (e.g. minor, serious, and fatal) and the estimated working days lost due to such incidents, as collected by the Department of Inspection for Factories and Establishments under the Ministry of Labour and Employment, is given in Annex Table H12 and Table H13. During the 1990s, the trend has been a decline in the number of reported injuries/accidents from 8,375 in 1990 to only 1,357 in 2001. During the period, the number of minor accidents has remained almost unchanged at around 75 per cent of the total number of such incidents.

³⁸ The coverage is extremely low (around 1 per cent) which is predominantly focused on public sector workers only.

Unemployment Benefits

Strictly speaking, no provision exists for unemployment benefits in the country. There are, however, provisions for payment of compensation by certain group of employers to their workmen for injury by accident during the course of employment. Under the Workmen's Compensation Act 1923 (which has been amended in 1980 and 1987), workers whose wages do not exceed Tk. 3,000 are entitled to compensation. If a worker suffers from any occupational disease due to his/her employment, the employer is liable to pay compensation. In Schedule III of the Act, 34 categories of disease have been identified as occupational disease. The workers who are categorized as permanently disabled is entitled to a compensation ranging between Tk. 10,000 and Tk.30,000 depending on his/her monthly wages. In the case of death of a worker, the amount varies between Tk.8,000 and Tk.21,000 as per Schedule IV of the Act. The Act provides the description of injuries with appropriate rating in terms of loss of earning capacity from which the amount of compensation is determined.

The Chairman of the Labour Court is the Commissioner for the Workmen's Compensation Act 1923. The Inspectors under the Factories Act and the Dock Labourers Act are the reporting officers who can inspect the premises, enquire into the causes of the accidents, examine the records and registers, and report to the Commissioner for any case of non-payment of compensation under the Act.

In the case maternity benefits, there are two Acts governing the payment of benefits to women workers. The Maternity Benefit Act 1939 is applicable to all factories while the Maternity Benefit (Tea Estate) Act 1950 is for the tea estates only. In the preamble of both the Acts, it is maintained that the Act aims to regulate the employment of women for certain periods before and after child birth and to provide for the payment of maternity benefit to them. Subject to the provisions of the Acts, every women employed in the factory/establishment is entitled to, and the employer is liable for the payment of, maternity benefit for a period of six weeks preceding the expected date of delivery and six weeks following the date of delivery. The Inspectors under the Factories Act are also the Inspectors of the Maternity Benefit Acts. It may be mentioned here that the Inspectors under the Factories Act are also the Inspectors of other Labour Laws enforced by the Department of Inspection for Factories and Establishments.

4. Concluding Remarks

As per the terms of reference, the main objective of the study has been to assess the availability of the decent work statistical indicators and construct a picture, though incomplete, of the decent work environment in Bangladesh. The situation in terms of availability, however, does not appear to be discouraging at all since the information on almost all indicators (though partial in many instances) could be compiled. The major challenge, nevertheless, lies in improving the quality and coverage of the data. The comparability and consistency of the data over time seems to be a major problem as well as the lack of a strong institutional framework to sustain the improvements introduced at discrete times. The Bangladesh Bureau of Statistics (BBS), as the national statistical organization, is able to provide the information on all survey-based and national-level indicators, although bringing in more complete coverage and gender and/or spatial dimensions in many cases can significantly increase the relevance and usefulness of the data. The Ministry of Labour And Employment is found to be the custodian for most of the labour market related information. In both the organizations, however, the institutional framework for

information flows (including tabulation and processing) is somewhat deficient so that the information are not readily available in the public domain.

In order to ensure the construction and regular updating of the decent work statistical profile in Bangladesh, the efforts should combine several features: (i) effective sensitization on the benefit of adopting and promoting the decent work agenda as a comprehensive policy approach to labour market development keeping the poverty reduction perspective in view; (ii) bringing in consensus among the data gatherers, policy makers, users and other stakeholders on the indicators appropriate for the country; (iii) introduction of conceptual clarification and statistical rigour keeping ground realities in view; (iv) introduction and/or strengthening of the modules relating to the adopted decent work indicators and specification of appropriate surveys for effective and regular ‘piggy-backing’ of the modules; (v) development of appropriate software/ data processing technology for quick and efficient processing and dissemination of the status of the decent work indicators; and (vi) ascertaining and capacity building of the relevant institutions/agencies with responsibility to provide regular and timely feedback and inputs to the policy makers arising out of the changes in the decent work indicators. For effective implementation of the steps needed for an operational system in this respect, the ILO may consider the implementation of a project (involving both BBS and the Ministry of Labour and Employment) that would address the above and related issues in a comprehensive manner for adoption and ultimate achievement of a country-specific decent work agenda in Bangladesh.

List of ILO Decent Work Indicators³⁹

Employment Opportunities

1. Labour force participation rate
2. Employment-population ratio
3. Unemployment rate
4. Youth unemployment rate
5. Share of wage employment in non-agricultural employment

Unacceptable Work

6. Children not in school by employment status
7. Children in wage employment or self-employment

Adequate Earnings and Productive Work

8. Inadequate pay rate (percentage of workers with earnings below half of median)
9. Average earnings in selected occupations
10. Employees with recent job training

Hours Worked

11. Percentage of workers with more than 50 hours of work per week
12. Time-related underemployment rate

Stability and Security of Work

13. Percentage of workers with tenure of one year or less
14. Percentage of workers who are temporary

Balancing Work and Family Life

15. Employment rate for women with children under compulsory school age

Fair Treatment in Employment

16. Occupational segregation by sex
17. Female share of employment in managerial and administrative occupations

³⁹ Anker, R. et. al. 'Measuring Decent Work with Statistical Indicators', *Integration Working Paper No. 2*, ILO, Geneva, 2002.

Safe Work

- 18. Fatal injury rate
- 19. Labour inspection
- 20. Occupational injury insurance coverage

Social Protection

- 21. Public social security expenditure
- 22. Public expenditure on needs-based cash income support
- 23. Beneficiaries of cash income support
- 24. Share of population over 65 benefiting from pension
- 25. Share of economically active population contributing to a pension fund
- 26. Average monthly pension

Social Dialogue and Workplace Relations

- 27. Union density rate
- 28. Collective wage bargaining coverage rate
- 29. Strikes and lockouts (days lost per 1,000 wage workers)

A Statistical Profile of Decent Work in Bangladesh

Terms of Reference

Introductory remarks

The objective is to collect national data on decent work, describe data sources and quality, and suggest alternative variables when data do not exist

The ILO has proposed a broad set of indicators for measuring decent work. They cover the four pillars of decent work and include employment, earnings, hours worked, security of work, fair treatment of employment, safe work environment, social protection, social dialogue, and work place relations, and unacceptable work such as child labour. Gender is addressed by observing differences between men and women for each of the indicators. Detailed information can be found at: <http://www.ilo.org/public/english/bureau/integration/departme/statist/working.htm>.

Below is the list of variables for which data should be collected in Bangladesh. It follows the broad ILO guidelines, and reflects the main characteristics of the Bangladesh economy and key areas of national labour policy.

The data collected should be in absolute numbers. The ILO will do estimation of rates, ratios and percentages. Absolute numbers are required because we need to check for comparability across countries and over time, and also because we need to retain some degree of freedom in choosing the rates, ratios and percentages.

All data should be for four categories – rural male, rural female, urban male and urban female. Data are to be collected for the period 1980-2002.

It is important to emphasize most of the employment and wage indicators refer to the total work force (section A-E), whereas many of the indicators concerning social protection and social dialogue (section F-G) are relevant only for the employees in the organized sector.

List of indicators

A. Overall employment situation

1. Population;
2. Employed population;
3. Unemployed population;
4. Distribution of the employed population by employment status:
 - Self-employment (including employers, own account workers and unpaid family workers),
 - Casual/irregular/day-to-day wage-employment,
 - Regular wage-employment;

5. Distribution of the employed population by sector:

- Agriculture,
- Manufacturing,
- Other industries (mining and quarrying, electricity, gas and water, construction),
- Services

Note: If available, separate tabulations from household surveys and establishment manufacturing surveys (ONIDO) for variables 1-4. As regards manufacturing surveys, a breakdown should be given by private, government and public enterprises.

6. Distribution of the employed population by level of general education (in terms of years of education);

7. Distribution of the unemployed population by level of general education;

8. Level of underemployment by employment status;

9. Youth (15-24 years) employment

(The above list (indicators 1-5) should be used. An additional variable that would be of interest is: population 15-24 years old attending educational/vocational training institutions.)

B. Child (age group: 05-14 years) labour

10. Population;

11. Number not in school;

12. Number in employment;

13. Number in unemployed;

14. Distribution of the employed children by employment status in each sector.

C. Wages and Productivity

15. Daily money wage by employment status – rural casual (male, female) in agriculture, rural casual (male, female) in non-agriculture, rural regular (male, female) in agriculture, rural regular (male, female) in non-agriculture, urban casual (male, female) in non-agriculture, urban regular (male, female) in non-agriculture, urban regular (male, female) in manufacturing;

Note: if available, separate tabulations of household and establishment surveys.

16. Minimum wages by sector (with a description of indexation rules);

17. Labour productivity by sector (establishment surveys).

D. Hours worked

18. Distribution of hours worked (1-10, 11-20, 21-30, 31-40, 41-50, 51 and above) by sector. Also, existing regulations regarding hours worked and coverage.

Note: if available, separate tabulations of household and establishment surveys.

E. Gender (There is already a gender breakdown of all variable listed here)

19. Occupational segregation by sex (as defined in the paper referred to on previous page) from ILO's online databases SEGREGAT and OCTOBER INQUIRY.

F. Social protection

20. Per capita public expenditure on primary education;

21. Per capita public expenditure on primary health care;

22. Per worker public expenditure on special employment schemes;

23. Incidence of poverty by employment status;

24. Total public expenditure on social security;

25. Number of persons benefiting from pension, and level of average benefit;

- 26. Fatal occupational injuries;
- 27. Number of persons with unemployment benefits, and level of average benefit;
- 28. Number of labour inspectors, by sectors;
- 29. Job security – hiring and firing rules, severance payment rules – coverage

G. Social Dialogue

- 30. Number of trade union members;
- 31. Number of workers covered by collective bargaining agreement;
- 32. Strikes and lockouts – Number of days lost

Tabulations for many of the above indicators can be prepared using available statistics (the ILO Yearbook or national publications). The data of the ILO Yearbook can be found at <http://laborsta.ilo.org>. There should/will be a text for each tabulation analyzing the quality of the data (consistency of trends, etc.) and examining changes over time.

Data for some of the indicators must be calculated from uncompiled or unpublished statistics. This may involve requesting special survey or census tabulations from the national statistical office. Each tabulation will have a write-up assessing the quality of the data and analyzing trends.

For each indicator the original sources of all data will be described (census, surveys, government registries or other administrative records), as well as the methodology (sources of ILO Yearbook data are found at: <http://laborsta.ilo.org/applv8/data/ssme.html?submit=click>).

For those indicators without data, tabulations of alternative indicators will be provided.

Annex

Finally, the report is to include a brief analysis of the unemployment rate in Bangladesh and the definition of the informal sector.

Unemployment rate: The unemployment rate of Bangladesh is a poor measure of labour market performance, for reasons that are well known. Which indicator(s) are more effective in describing how the employment situation has evolved over time?

Informal sector: Several definitions have been used to measure the size of the informal sector. This is the main reason why this variable is not included in the above list. Which measure is the most appropriate for Bangladesh?

Concepts and Definitions

The National Labour Force Surveys (LFS) are regularly conducted by the Bangladesh Bureau of Statistics (BBS). Since 1980, eight surveys have been conducted, the latest being in 1999-2000, although some of the previous surveys could not be held at uniform time intervals due to resource constraints and other reasons. The LFS covers all populations aged 10 years and over who were engaged in economic activities as defined by UN System of National Accounts, 1993. All persons covered by the survey are classified, as usual, into three distinct categories, namely employed, unemployed and not in the labour force.

The survey covers the whole of the country disaggregated by urban and rural areas. International concepts and definitions are followed and industry and occupational classifications are based on relevant Bangladesh Standard Classifications, which are comparable to the corresponding international classifications.

Two sets of definitions of economically active population are currently being used, one is the usual or conventional definition and the other is called the extended definition. According to the usual or conventional definition, any person aged 10 years and above who is either employed or unemployed during the reference period and any person of the same age putting in a minimum of one hour's work in family farms/enterprises for pay or profit during the reference period is considered economically active. Household economic activities are not considered as economic activities in the usual definition. On the other hand, according to the extended definition, any person of the same age specification who is engaged in household economic activities such as care of poultry and livestock, threshing, cleaning, boiling, drying, processing and preservation of food etc. with or without pay or profit during the reference period is treated as economically active. Students, disabled persons, armed services personnel, inmates of jails, pensioners, and other income recipients are excluded under both the definitions. Therefore, under the extended definition, a large number of persons particularly women in agro-based rural households in Bangladesh who mostly perform various non-market production activities (as defined by UN System of National Accounts 1993) are included in the economically active population. Naturally, the number of labour force under the extended definition is much higher compared to the usual or conventional definition.

Considering the importance of and basic difference between the two definitions of economically active population, labour force characteristics gathered through the survey are tabulated and presented separately for the two definitions for clarity of understanding and comparison.

The purpose of the survey is to estimate the size and compositions of civilian labour force and its characteristics such as, age and sex specific labour force participation, employment status, hours worked, earnings, duration of unemployment. Some particulars of the educated unemployed are also collected through the survey.

Sample Design

The LFS follows the usual technique adopted by the BBS for conducting various surveys. For example, the 1999-2000 LFS was undertaken using Integrated Multipurpose Sample (IMPS) design. The IMPS design is based on the 1991 Population Census area frame and consists of 442 primary sampling units (PSUs), 252 rural and 190 urban. In the rural areas, the PSU is defined as a mauza and in the urban area as a mohallah with average household size of 250. There are two stages of stratification. At first, five administrative divisions are treated as superstrata and within these superstrata there is the second stage of stratification comprising (i) Rural Areas, (ii) Statistical Metropolitan Areas (SMAs) and (iii) Municipalities. The SMAs and Municipalities constitute urban sample areas. Thus there are 14 strata altogether (5x3 less 1) since there is no SMA in Barisal Division). The samples (442 PSUs) are allocated among the 14 strata as follows.

Administrative Division	No of	No. of Urban PSUs			Total
	Rural PSUs	Total	SMA	Municipality	PSUs
Barisal	26	10	-	10	36
Chittagong	60	42	32	10	102
Dhaka	69	80	70	10	149
Khulna	29	30	22	8	59
Rajshahi	68	28	16	12	96
Bangladesh	252	190	140	50	442

Note: Chittagong Division comprises of Chittagong and Sylhet Divisions.

In the first stage, a total of 442 PSUs were drawn from the sampling frame with probability proportional to size (PPS). These PSUs were selected from 14 different strata. There were five rural and nine urban strata. In the second stage, 20 households from each rural PSU and 25 households from each urban PSU were selected randomly. Thus, the number of households selected for the rural areas was 5,040 households while, in the urban area, the number of households selected was 4,750. Therefore, the total size of the sample was 9,790 households.

Concepts and Definitions

This section briefly describes the key definitions and concepts adopted in the LFS. The first step is to classify all the persons in the surveyed households into three broad activities/categories or status, such as (i) working persons (employed) (ii) not working persons (seeking and/or available for work) or unemployed and (iii) neither working nor available for work i.e. not in the labour force or inactive). The detailed information such as work status, occupation, industry, hours worked, earnings, sector of work etc. are collected for those categorized as 'working'. The "not working/unemployed" persons are simply asked about the extent of their unemployment.

Activity status of persons 15 years and over as employed, unemployed and outside the labour force (inactive) is current activity status with a reference period of 7 days preceding the date of survey enumeration.

Housing unit/ultimate sampling unit: The ultimate sampling unit for the purpose of the survey is the housing unit. A housing unit is defined as a structure or a part of a structure which is used as a separate living quarter. Generally, a separate living quarter should have its own entrance and kitchen facilities.

Household means a group of persons, related or unrelated, living together and taking food from the same kitchen. The term household and dwelling household are used synonymously.

Household members are defined on a *de jure* basis i.e. they are considered as members of the household if they actually live in the household most of the time. This criterion is deemed necessary to avoid double counting of persons living in more than one residence. For example, if a family member lives, works or is studying away from his family residence he/she is still considered as a member of the household.

Household head is a person who is acknowledged as such by other members of the household.

Economic activity is synonymous with the definition of UN System of National Accounts (SNA) and covers all market production and certain types of non-market production including the processing of primary products for own consumption, own account construction and production of fixed assets for own use. It excludes unpaid activities such as unpaid domestic activities and voluntary community services. The production of goods and services as specified in the SNA comprises the following.

- (a) The production of goods and services normally intended for sale on the market at a price that is designed to cover their cost of production.
- (b) The production of other goods and services which are not normally at a price intended to cover the cost of production, these items range from government services and private non-profit services to household and domestic services rendered by one household to another.
- (c) Specified types of production for own consumption and fixed capital formation for own use.
 - (c1) All production of primary products for own consumption covering the characteristics products of agriculture, hunting, forestry and logging, mining and quarrying.
 - (c2) The processing of primary commodities by the producers of these items in order to make goods such as butter, cheese, flour, oil, cloth or furniture for their own use whether or not they sell any of these products in the market.
 - (c3) Production for own consumption of other commodities only if they are also produced for the market by the same households.
 - (c4) All production of fixed assets for own use that is own-account construction of building, roads and similar works as well as fabrication of tools, instrument containers and similar items which have an expected life or use of one year or more.

For convenience, the activities corresponding to (a) and (b) are designated as market production or market activities, while those corresponding to (c1) to (c4) are taken as non-market production or non-market activities. The aggregate of market production and non-market production constitutes the set of economic activities. All other activities are non-economic activities.

Labour force (economically active population) : Economically active population or labour force is defined as persons aged 15 years and above, who are either employed or unemployed during the reference period of the survey (preceding week of the day of survey enumeration).

It includes:

- employers
- own account works/self-employed persons/commissioned agents
- employees and salaried employees and wage earners, paid family workers
- unpaid family workers
- members of producers co-operatives
- persons not classifiable by status

It excludes disabled and retired persons, income recipients, full time housewives and students, beggars and other persons who do not work for pay or profit at least one hour during the reference week.

Employed person is a person who was either working one or more hours for pay or profit or working without pay in a family farm or enterprise or organization during the reference period or found not working but had a job or business from which he/she was temporarily absent during the reference period.

Unemployed person is a person who was involuntarily out of gainful employment during the reference period but either.

(a) had been actively looking for a job or

(b) was willing to work but not looking for work because of illness or believing that no work was available.

Underemployment is the condition whereby a person's employment is considered inadequate in terms of time worked, income earned, productivity or use of his/her skills and the person is looking for additional work in conformity with his/her education or skill to augment income.

Not in labour force/inactive person was a person who was not engaged in any economic activity. Regular full time students though engaged in household activities in leisure time was treated as inactive and remained outside the labor force. Household work also belongs to this category.

Self-employed means a person working for his/her own household farm or non – farm enterprises for profit or family gain. Such persons do not receive any wages or salary for the work performed.

Employer is a self – employed person who may employ one or more persons in a commercial or industrial enterprise. A person employing non – productive servants such as domestic servants was not considered as an employer for the purpose of the survey.

Unpaid family worker is a person who works at least one hour in the reference period (other than household work) without pay or profit in a family operated farm or in a business owned/operated by the household head or other members of the household to whom he/she is related by kinship, marriage, adoption or dependency. The treatment of unpaid family workers is of particular importance in agriculture including fishery and livestock as, in most cases, such holdings are operated in a household basis and members of the household take part in agricultural production. Unpaid family workers who worked at least one or more hours during the reference period were considered as a part of the labour force.

Full -time employee refers to a salaried worker whose services are engaged for the full working hours of the enterprise or establishment or organization in which he/ she works.

Casual worker/day labour refers to a wage earner whose services are solicited only for a periodic time intervals during the reference period.

Regular worker/employee is one who has a regular employment and receives wages or salary from the enterprise or establishment or organization to which he/she is attached for performing assigned work.

Non-regular employment status: This refers to employees (aged 15-64 years) not in regular full time work. Non-regular includes home based workers, casual workers and persons engaged with an employment agency or business and hired out to a third party for carrying out a work mission of limited duration. It also includes persons with training contracts and persons with seasonal jobs.

Temporary employment: It refers that termination of employment is determined by conditions such as reaching a certain date, completion of assignment, return of an employee who has been temporarily replaced, or alternatively that there are employment termination conditions in a fixed term contract that expires on a pre-determined date without notice having to be given by employee or employer.

Total employment: It refers that workers in regular and non regular employment add up to the total employment . i.e.

$$\text{Total Employment} = \text{Regular} + \text{Non-regular employment.}$$

Economic participation rate is the ratio of the number of economically active persons to the population of age 15 years and over expressed in percentage.

Activity rate is the ratio of the number of employed persons to the population of age 15 years and over expressed in percentage.

Crude activity rate is the ratio of the economically active population to the total population expressed in percent. In other words, the crude activity rate represents the labour force as per cent of total population.

Refined activity rate is the ratio of the number of economically active persons to the population of aged 15 years and over expressed in per cent. This is also called economic participation rate.

Demographic dependency ratio is the ratio of the population less than 15 years of age plus the population 65 years of age and over to the population of age 15-64 years expressed in percent. That means

$$\text{DDR} = \frac{\text{Population below 15 years} + \text{population 65 years and over}}{\text{Population 15 - 64 years}} \times 100$$

Economic dependency ratio is the ratio of the economically inactive population to the economically active population, expressed in per cent. That means

$$\text{EDR} = \frac{\text{Economically inactive population}}{\text{Economically active population}} \times 100$$

Hours worked is the total number of hours worked during the reference period of the survey. For a person holding more than one job, hour worked is the total of hours worked for all jobs.

Occupation is defined as a type of economic activity which a person usually pursues to earn income in cash or kind. If a person worked in more than one occupations, the occupation in which maximum working hours were spent was regarded as the main occupation. If equal time is spent in two occupations the main occupation was that which provided the larger share of income. Occupation other than main occupation was considered subsidiary occupation. The classification of occupations is based on Bangladesh Standard Classification of Occupations (BSCO).

Industry includes all types of establishments or business in which persons are engaged in producing or distributing goods and services during the reference period. The classification of the industry was adopted from Bangladesh Standard Industrial Classification (BSIC).

ANNEX TABLES

A. Overall Employment Situation

Table A1: Total Population

		(Million)		
Year		Both Sex	Male	Female
A. Population Census				
2001	National	130.03	67.10	62.93
	Rural	99.57	50.66	48.91
	Urban	30.46	16.44	14.02
1991	National	111.46	57.32	54.14
	Rural	89.00	45.11	43.89
	Urban	22.46	12.20	10.26
1981	National	89.91	46.30	43.61
	Rural	75.82	38.43	37.39
	Urban	14.09	7.86	6.23
B. Labour Force Survey				
1999-2000	National	127.50	66.60	60.90
	Rural	100.20	52.50	47.70
	Urban	27.30	14.10	13.20
1995-96	National	121.85	62.16	59.69
	Rural	95.05	48.44	46.61
	Urban	26.80	13.72	13.08
1990-91	National	109.02	57.02	52.00
	Rural	86.99	44.93	42.06
	Urban	22.03	12.09	9.94
1984-85	National	97.66	49.82	47.84
	Rural	85.16	43.00	42.16
	Urban	12.50	6.82	5.68
1983-84	National	95.21	48.46	46.75
	Rural	83.56	42.19	41.37
	Urban	11.65	6.27	5.38

Source: Population Census, Labour Force Survey, BBS

Table A2: Civilian Labour Force

(Million)

Year		Both Sex	Male	Female
A. 10 years and above				
1. Population Census				
2001	National	34.2	30.1	4.1
	Rural	25.1	22.4	2.7
	Urban	9.1	7.7	1.4
1991	National	30.7	28.4	2.3
	Rural	23.7	22.1	1.6
	Urban	7.0	6.3	0.7
1981	National	23.6	22.4	1.2
	Rural	19.6	18.6	1.0
	Urban	4.0	3.8	0.2
1974	National	20.5	19.6	0.9
	Rural	18.5	17.7	0.8
	Urban	2.0	1.9	0.1
2. Labour Force Surveys				
a) Usual Definition				
1999/2000	National	45.04	35.02	10.02
	Rural	34.77	27.31	7.46
	Urban	10.27	7.71	2.56
1995/96	National	41.73	34.10	7.63
	Rural	32.39	26.77	5.62
	Urban	9.34	7.33	2.01
1990/91	National	35.90	31.00	4.90
	Rural	28.00	24.00	4.00
	Urban	7.50	6.60	0.90
1989	National	33.40	29.80	3.60
	Rural	27.70	25.60	2.10
	Urban	5.70	4.20	1.50
1984/85	National	29.51	26.81	2.70
	Rural	25.37	23.14	2.23
	Urban	4.14	3.67	0.47
1983/84	National	28.49	25.96	2.53
	Rural	24.61	22.52	2.09
	Urban	3.88	3.44	0.44

Table A2: Continued

Year		Both Sex	Male	Female
b) Extended Definition				
1999/2000	National	60.30	37.50	22.80
	Rural	49.10	29.70	19.40
	Urban	11.20	7.80	3.40
1995/96	National	56.00	34.70	21.30
	Rural	45.80	27.30	18.50
	Urban	10.20	7.40	2.80
1990/91	National	51.20	31.10	20.10
	Rural	42.50	24.40	18.10
	Urban	8.70	6.70	2.00
1989	National	50.74	29.76	20.98
	Rural	45.06	25.57	19.49
	Urban	5.68	4.19	1.49
B. 15 years and above				
2. Labour Force Surveys				
a) Usual Definition				
1999/2000	National	40.73	32.17	8.56
	Rural	31.50	25.09	6.41
	Urban	9.23	7.08	2.15
1995/96	National	36.05	30.67	5.38
	Rural	27.72	23.91	3.81
	Urban	8.33	6.76	1.57
b) Extended Definition				
1999/2000	National	53.51	33.45	20.06
	Rural	43.52	26.31	17.21
	Urban	9.99	7.14	2.85
1995/96	National	50.34	31.27	19.07
	Rural	41.15	24.46	16.69
	Urban	9.19	6.81	2.38

Source: Population Census, Labour Force Survey, BBS

Table A3: Employed Labour Force

		(Million)		
Year		Both Sex	Male	Female
A. 10 years and above				
a) Usual Definition				
1999-2000	National	42.82	33.67	9.15
	Rural	33.17	26.37	6.80
	Urban	9.65	7.30	2.35
1995-96	National	40.31	33.16	7.15
	Rural	31.42	26.16	5.26
	Urban	8.89	7.00	1.89
1990-91	National	34.91	30.44	4.47
	Rural	27.66	23.96	3.70
	Urban	7.25	6.48	0.77
1989	National	32.70	29.40	3.30
	Rural	27.20	25.30	1.90
	Urban	5.50	4.10	1.40
1984-85	National	28.98	26.43	2.55
	Rural	24.97	22.87	2.10
	Urban	4.01	3.56	0.45
1983-84	National	27.98	25.55	2.43
	Rural	24.20	22.19	2.01
	Urban	3.78	3.36	0.42

Table A3: Continued

Year		Both Sex	Male	Female
b) Extended Definition				
1999-2000	National	58.10	36.10	22.00
	Rural	47.50	28.70	18.80
	Urban	10.60	7.40	3.20
1995-96	National	54.60	33.80	20.80
	Rural	44.90	26.70	18.20
	Urban	9.70	7.10	2.60
1990-91	National	50.16	30.44	19.72
	Rural	41.72	23.96	17.76
	Urban	8.44	6.48	1.96
1989	National	50.15	29.39	20.76
	Rural	44.62	25.30	19.32
	Urban	5.53	4.09	1.44
B. 15 years and above				
a) Usual Definition				
1999-2000	National	38.98	31.09	7.89
	Rural	30.28	24.36	5.92
	Urban	8.70	6.73	1.97
1995-96	National	34.79	29.82	4.97
	Rural	26.85	23.36	3.49
	Urban	7.94	6.46	1.48
b) Extended Definition				
1999-2000	National	51.76	32.37	19.39
	Rural	42.31	25.58	16.73
	Urban	9.45	6.79	2.66
1995-96	National	49.07	30.42	18.65
	Rural	40.29	23.91	16.38
	Urban	8.78	6.51	2.27

Source: Labour Force Survey, BBS

Table A4: Unemployed Labour Force

(Million)

Year		Both Sex	Male	Female
A. 10 years and above				
1999-2000	National	2.23	1.36	0.87
	Rural	1.61	0.95	0.66
	Urban	0.62	0.41	0.21
1995-96	National	1.42	0.93	0.49
	Rural	0.96	0.61	0.35
	Urban	0.46	0.32	0.14
1990-91	National	1.00	0.62	0.38
	Rural	0.77	0.49	0.28
	Urban	0.23	0.13	0.10
1989	National	0.60	0.37	0.23
	Rural	0.45	0.27	0.18
	Urban	0.15	0.10	0.05
1984-85	National	0.53	0.38	0.15
	Rural	0.40	0.27	0.13
	Urban	0.13	0.11	0.02
1983-84	National	0.52	0.41	0.11
	Rural	0.41	0.32	0.09
	Urban	0.11	0.09	0.02
B. 15 years and above				
1999-2000	National	1.75	1.08	0.67
	Rural	1.22	0.73	0.49
	Urban	0.53	0.35	0.18
1995-96	National	1.27	1.07	0.20
	Rural	0.87	0.72	0.15
	Urban	0.40	0.35	0.05

Source: Labour Force Survey, BBS

Table A5: Employed Population by Employment Status

(Million)

Year		Employment Status	Both Sex	Male	Female
A. 10 years and above					
a) Usual Definition					
1999-2000	National	Self-employed	24.88	19.43	5.45
		Wage employed	7.72	5.57	2.15
		Day labourer	10.22	8.66	1.56
	Rural	Self-employed	20.18	15.68	4.50
		Wage employed	3.97	3.01	0.96
		Day labourer	9.02	7.68	1.34
	Urban	Self-employed	4.70	3.75	0.95
		Wage employed	3.76	2.57	1.19
		Day labourer	1.20	0.99	0.21
1995-96	National	Self-employed	23.77	19.72	4.05
		Wage employed	6.79	4.98	1.81
		Day labourer	9.76	8.47	1.29
	Rural	Self-employed	19.57	16.19	3.38
		Wage employed	3.30	2.54	0.76
		Day labourer	8.56	7.44	1.12
	Urban	Self-employed	4.20	3.53	0.67
		Wage employed	3.49	2.44	1.05
		Day labourer	1.20	1.03	0.17
1984-85	National	Self-employed	17.54	16.63	0.91
		Wage employed	3.21	1.92	1.29
		Day labourer	8.24	7.88	0.36
	Rural	Self-employed	15.51	14.67	0.84
		Wage employed	2.17	1.19	0.98
		Day labourer	7.29	7.01	0.28
	Urban	Self-employed	2.03	1.96	0.07
		Wage employed	1.03	0.73	0.30
		Day labourer	0.94	0.87	0.07
1983-84	National	Self-employed	15.42	14.73	0.69
		Wage employed	4.99	3.63	1.36
		Day labourer	7.57	7.19	0.38
	Rural	Self-employed	13.78	13.15	0.63
		Wage employed	3.22	2.19	1.03
		Day labourer	7.20	6.86	0.34
	Urban	Self-employed	1.64	1.58	0.06
		Wage employed	1.77	1.14	0.63
		Day labourer	0.36	0.34	0.02

Table A5: Continued

Year		Employment Status	Both Sex	Male	Female
b) Extended Definition					
1999-2000	National	Self-employed/Own account workers	18.75	16.46	2.29
		Employer	0.10	0.09	0.01
		Employee	7.72	5.57	2.15
		Unpaid family helper	21.28	5.34	15.94
		Day labourer	10.22	8.66	1.56
	Rural	Self-employed/Own account workers	14.92	13.21	1.71
		Employer	0.05	0.04	0.01
		Employee	3.97	3.01	0.96
		Unpaid family helper	19.51	4.76	14.75
		Day labourer	9.02	7.68	1.34
	Urban	Self-employed/Own account workers	3.83	3.26	0.57
		Employer	0.06	0.05	0.01
		Employee	3.76	2.57	1.19
		Unpaid family helper	1.76	0.58	1.18
		Day labourer	1.20	0.99	0.21
	National	Self-employed/Own account workers	16.01	14.42	1.59
		Employer	0.15	0.12	0.03
		Employee	6.79	4.98	1.81
		Unpaid family helper	21.90	5.79	16.11
		Day labourer	9.75	8.47	1.28
	Rural	Self-employed/Own account workers	12.73	11.50	1.23
		Employer	0.08	0.05	0.03
		Employee	3.30	2.54	0.76
		Unpaid family helper	20.19	5.19	15.00
		Day labourer	8.55	7.44	1.11
	Urban	Self-employed/Own account workers	3.28	2.92	0.36
		Employer	0.07	0.06	0.01
		Employee	3.49	2.44	1.05
		Unpaid family helper	1.70	0.59	1.11
		Day labourer	1.20	1.03	0.17
1990-91	National	Self-employed	37.32	19.33	17.99
		Wage employed	5.89	4.84	1.05
		Day labourer	6.96	6.37	0.59
	Rural	Self-employed	32.35	15.66	16.69
		Wage employed	3.18	2.67	0.51
		Day labourer	6.49	5.64	0.85
	Urban	Self-employed	4.97	3.57	1.40
		Wage employed	2.71	2.18	0.53
		Day labourer	0.77	0.73	0.04
1989	National	Self-employed	37.81	18.56	19.25
		Wage employed	4.78	3.84	0.94
		Day labourer	7.56	6.99	0.57
	Rural	Self-employed	34.68	16.43	18.25
		Wage employed	2.85	2.29	0.56
		Day labourer	7.09	6.58	0.51
	Urban	Self-employed	3.13	2.12	1.01
		Wage employed	1.93	1.55	0.38
		Day labourer	0.47	0.41	0.06

Table A5: Continued

Year		Employment Status	Both Sex	Male	Female
B. 15 years and above					
a) Usual Definition					
1999-2000	National	Self-employed/Own account workers	18.17	16.04	2.13
		Employer	0.10	0.09	0.01
		Employee	6.53	4.92	1.61
		Unpaid family helper	4.69	1.99	2.70
		Day labourer	9.49	8.06	1.43
	Rural	Self-employed/Own account workers	14.50	12.91	1.59
		Employer	0.05	0.04	0.01
		Employee	3.28	2.60	0.68
		Unpaid family helper	4.09	1.69	2.40
		Day labourer	8.36	7.13	1.23
	Urban	Self-employed/Own account workers	3.67	3.13	0.54
		Employer	0.05	0.04	0.01
		Employee	3.25	2.32	0.93
		Unpaid family helper	0.60	0.30	0.30
		Day labourer	1.13	0.93	0.20
	b) Extended Definition				
	National	Self-employed/Own account workers	15.81	14.26	1.55
		Employer	0.14	0.11	0.03
		Employee	5.85	4.44	1.41
		Unpaid family helper	4.19	3.27	0.92
		Day labourer	8.80	7.75	1.05
	Rural	Self-employed/Own account workers	12.58	11.38	1.20
		Employer	0.07	0.05	0.02
		Employee	2.81	2.20	0.61
		Unpaid family helper	3.69	2.94	0.75
		Day labourer	7.70	6.79	0.91
	Urban	Self-employed/Own account workers	3.23	2.88	0.35
		Employer	0.07	0.06	0.01
		Employee	3.04	2.23	0.81
		Unpaid family helper	0.50	0.33	0.17
		Day labourer	1.10	0.96	0.14

Source: Labour Force Survey, BBS

Table A6: Distribution of Employed Population by Broad Sectors

(Million)

Year		Broad Sector of Employment	Both Sex	Male	Female
A. 10 years and above					
a) Usual Definition					
1999-2000	National	Agriculture	21.77	17.53	4.24
		Manufacturing	4.29	2.54	1.75
		Other industries	1.49	1.30	0.19
		Services	15.27	12.30	2.97
	Rural	Agriculture	20.51	16.62	3.89
		Manufacturing	2.55	1.48	1.07
		Other industries	0.98	0.82	0.16
		Services	9.13	7.45	1.68
	Urban	Agriculture	1.27	0.91	0.36
		Manufacturing	1.74	1.06	0.68
		Other industries	0.51	0.48	0.03
		Services	6.14	4.86	1.28
1995-96	National	Agriculture	20.61	17.85	2.76
		Manufacturing	3.99	2.58	1.41
		Other industries	1.14	1.05	0.09
		Services	14.57	11.69	2.88
	Rural	Agriculture	19.56	16.98	2.58
		Manufacturing	2.42	1.54	0.88
		Other industries	0.78	0.71	0.07
		Service	8.67	6.93	1.74
	Urban	Agriculture	1.05	0.86	0.19
		Manufacturing	1.57	1.04	0.53
		Other industries	0.36	0.33	0.03
		Services	5.91	4.76	1.15
1984-85	National	Agriculture	16.71	16.47	0.24
		Manufacturing	2.69	2.03	0.66
		Other industries	0.65	0.63	0.02
		Services	8.93	7.30	1.63
	Rural	Agriculture	16.38	16.14	0.24
		Manufacturing	2.00	1.41	0.59
		Other industries	0.43	0.41	0.02
		Services	6.17	4.91	1.26
	Urban	Agriculture	0.34	0.33	0.01
		Manufacturing	0.69	0.62	0.07
		Other industries	0.22	0.21	0.01
		Services	2.76	2.39	0.37
1983-84	National	Agriculture	16.45	16.23	0.22
		Manufacturing	2.48	1.79	0.69
		Other industries	0.60	0.59	0.01
		Services	8.44	6.94	1.50
	Rural	Agriculture	16.12	15.91	0.21
		Manufacturing	1.86	1.22	0.64
		Other industries	0.42	0.41	0.01
		Services	5.80	4.66	1.14
	Urban	Agriculture	0.33	0.32	0.01
		Manufacturing	0.62	0.57	0.05
		Other industries	0.18	0.17	0.01
		Services	2.64	2.29	0.35

Table A6: Continued

Year		Broad Sector of Employment	Both Sex	Male	Female
b) Extended Definition					
1999-2000	National	Agriculture	36.67	19.74	16.93
		Manufacturing	4.38	2.56	1.82
		Other industries	1.49	1.30	0.19
		Services	15.53	12.53	3.00
	Rural	Agriculture	34.55	18.75	15.80
		Manufacturing	2.61	1.49	1.12
		Other industries	0.98	0.82	0.16
		Services	9.33	7.62	1.71
	Urban	Agriculture	2.12	0.99	1.13
		Manufacturing	1.77	1.07	0.70
		Other industries	0.52	0.48	0.04
		Services	6.20	4.91	1.29
1995-96	National	Agriculture	34.53	18.38	16.15
		Manufacturing	4.09	2.59	1.50
		Other industries	1.14	1.05	0.09
		Services	14.84	11.75	3.09
	Rural	Agriculture	32.69	17.48	15.21
		Manufacturing	2.50	1.54	0.96
		Other industries	0.79	0.72	0.07
		Services	8.88	6.98	1.90
	Urban	Agriculture	1.84	0.90	0.94
		Manufacturing	1.58	1.04	0.54
		Other industries	0.36	0.33	0.03
		Services	5.96	4.77	1.19
1990-91	National	Agriculture	33.30	16.56	16.74
		Manufacturing	5.93	4.24	1.69
		Other industries	0.58	0.54	0.04
		Services	10.35	9.10	1.25
	Rural	Agriculture	31.04	15.55	15.49
		Manufacturing	4.24	2.73	1.51
		Other industries	0.30	0.26	0.04
		Services	6.14	5.42	0.72
	Urban	Agriculture	2.26	1.01	1.25
		Manufacturing	1.69	1.52	0.17
		Other industries	0.28	0.27	0.01
		Services	4.21	3.68	0.53
1989	National	Agriculture	32.57	17.74	14.83
		Manufacturing	6.98	2.49	4.49
		Other industries	0.77	0.71	0.06
		Services	9.84	8.46	1.38
	Rural	Agriculture	31.26	17.19	14.07
		Manufacturing	6.11	1.87	4.24
		Other industries	0.53	0.48	0.05
		Services	6.72	5.76	0.96
	Urban	Agriculture	1.31	0.55	0.76
		Manufacturing	0.87	0.62	0.25
		Other industries	0.24	0.23	0.01
		Services	3.11	2.70	0.41

Table A6: Continued

Year		Broad Sector of Employment	Both Sex	Male	Female
B. 15 years and above					
a) Usual Definition					
1999-2000	National	Agriculture	19.99	16.23	3.76
		Manufacturing	3.73	2.32	1.41
		Other industries	1.37	1.20	0.17
		Services	13.87	11.33	2.54
	Rural	Agriculture	18.88	15.41	3.47
		Manufacturing	2.27	1.38	0.89
		Other industries	0.89	0.75	0.14
		Services	8.25	6.82	1.43
	Urban	Agriculture	1.11	0.82	0.29
		Manufacturing	1.47	0.94	0.53
		Other industries	0.49	0.45	0.04
		Services	5.63	4.52	1.11
1995-96	National	Agriculture	16.99	15.61	1.38
		Manufacturing	3.54	2.28	1.26
		Other industries	1.14	1.05	0.09
		Services	13.12	10.88	2.24
	Rural	Agriculture	16.14	14.86	1.28
		Manufacturing	2.16	1.35	0.81
		Other industries	0.78	0.71	0.07
		Services	7.76	6.43	1.33
	Urban	Agriculture	0.85	0.75	0.10
		Manufacturing	1.38	0.93	0.45
		Other industries	0.35	0.33	0.02
		Services	5.36	4.45	0.91
b) Extended Definition					
1999-2000	National	Agriculture	32.57	17.38	15.19
		Manufacturing	3.80	2.33	1.47
		Other industries	1.38	1.21	0.17
		Services	14.03	11.46	2.57
	Rural	Agriculture	30.74	16.52	14.22
		Manufacturing	2.31	1.39	0.92
		Other industries	0.88	0.75	0.13
		Services	8.37	6.92	1.45
	Urban	Agriculture	1.83	0.86	0.97
		Manufacturing	1.49	0.94	0.55
		Other industries	0.49	0.45	0.04
		Services	5.66	4.55	1.11
1995-96	National	Agriculture	30.92	16.15	14.77
		Manufacturing	3.63	2.29	1.34
		Other industries	1.14	1.05	0.09
		Services	13.39	10.94	2.45
	Rural	Agriculture	29.27	15.36	13.91
		Manufacturing	2.24	1.36	0.88
		Other industries	0.78	0.71	0.07
		Services	7.99	6.48	1.51
	Urban	Agriculture	1.63	0.78	0.85
		Manufacturing	1.39	0.93	0.46
		Other industries	0.35	0.33	0.02
		Services	5.40	4.46	0.94

Source: Labour Force Survey, BBS

Table A7: Employed Labour by Level of Education

(Thousand)

Year			Level of Education					(Thousand)
			No education	Class I-V	Class VI-X	SSC/ HSC	Degree and above	
A. 10 years and above								
a) Usual Definition								
1999-2000	National	Both Sex	19454	11163	7582	3093	1527	-
		Male	14177	9072	6376	2671	1384	-
		Female	5277	2091	1206	421	143	-
	Rural	Both Sex	16464	8917	5325	1841	621	-
		Male	12258	7362	4553	1617	588	-
		Female	4205	1556	772	225	33	-
	Urban	Both Sex	2990	2246	2257	1251	907	-
		Male	1919	1710	1824	1054	796	-
		Female	1071	536	433	197	110	-
1995-96	National	Both Sex	19259	10341	6071	3249	1394	-
		Male	15068	8857	5271	2770	1199	-
		Female	4191	1484	800	479	195	-
	Rural	Both Sex	16552	8268	4250	1890	471	-
		Male	13202	7157	3735	1646	423	-
		Female	3350	1111	515	244	48	-
	Urban	Both Sex	2707	2073	1821	1359	923	-
		Male	1866	1700	1536	1124	776	-
		Female	841	373	285	235	147	-
1983-84	National	Both Sex	17340	4926	3406	1675	535	93
		Male	15324	4763	3295	1567	506	91
		Female	2016	163	111	108	29	2
	Rural	Both Sex	15825	4253	2689	1162	218	55
		Male	14133	4115	2604	1082	205	55
		Female	1692	138	85	80	13	-
	Urban	Both Sex	1515	673	717	513	317	38
		Male	1191	648	691	485	301	36
		Female	324	25	26	28	16	2

Table A7: Continued

Year			Level of Education					
			No education	Class I-V	Class VI-X	SSC/ HSC	Degree and above	Others
b) Extended Definition								
1999-2000	National	Both Sex	27080	15755	7341	2846	3453	1591
		Male	14738	10046	5183	1992	2780	1400
		Female	12343	5709	2158	853	673	191
	Rural	Both Sex	23767	13217	5577	2078	2156	674
		Male	12804	8297	3858	1429	1715	600
		Female	10963	4920	1719	649	441	73
	Urban	Both Sex	3313	2539	1764	767	1297	917
		Male	1933	1750	1314	563	1065	800
		Female	1380	789	439	204	232	118
1990-91	National	Both Sex	29019	10704	6033	3141	919	343
		Male	15487	6881	4390	2581	829	274
		Female	13532	3823	1643	560	90	69
	Rural	Both Sex	25814	8913	4496	1940	330	225
		Male	13408	5485	3092	1508	299	170
		Female	12405	3427	1403	432	31	55
	Urban	Both Sex	3205	1791	1538	1201	589	117
		Male	2079	1396	1298	1073	531	104
		Female	1126	395	240	128	58	13
1989	National	Both Sex	32340	8968	5386	2453	593	404
		Male	16541	5868	3975	2080	544	375
		Female	15799	3100	1411	373	49	29
	Rural	Both Sex	30090	7813	4440	1762	230	281
		Male	15177	4977	3187	1483	215	257
		Female	14913	2835	1253	279	15	24
	Urban	Both Sex	2250	1155	946	691	363	123
		Male	1364	891	788	597	329	118
		Female	886	264	158	94	34	5

Table A7: Continued

Year			Level of Education					
			No education	Class I-V	Class VI-X	SSC/ HSC	Degree and above	Others
B. 15 years and above								
a) Usual Definition								
1999-2000	National	Both Sex	18308	9499	4655	1936	3055	1525
		Male	13412	7910	4025	1661	2645	1384
		Female	4897	1589	580	275	410	141
	Rural	Both Sex	15564	7660	3319	1298	1821	621
		Male	11608	6463	2956	1143	1601	588
		Female	3956	1196	363	155	220	33
	Urban	Both Sex	2744	1840	1335	638	1234	904
		Male	1804	1447	1119	518	1045	796
		Female	940	393	216	120	190	108
1995-96	National	Both Sex	16619	8924	3122	21174	2804	1203
		Male	13548	7964	2802	1937	2491	1078
		Female	3071	959	320	181	314	125
	Rural	Both Sex	14142	7064	2143	1488	1615	402
		Male	11787	6390	1950	1386	1470	378
		Female	2355	673	193	102	145	24
	Urban	Both Sex	2476	1860	979	629	1190	801
		Male	1760	1574	852	551	1021	700
		Female	716	286	126	78	169	101
b) Extended Definition								
1999-2000	National	Both Sex	25465	12961	5861	2498	3393	1588
		Male	13741	8644	4320	1828	2737	1400
		Female	11724	4617	1541	669	656	188
	Rural	Both Sex	22420	10902	4393	1805	2115	674
		Male	11935	6884	3177	1302	1682	660
		Female	10485	4018	1217	502	433	73
	Urban	Both Sex	3045	2059	1467	693	1278	914
		Male	1806	1460	1143	526	1054	800
		Female	1239	599	324	167	223	114
1995-96	National	Both Sex	25482	12407	4194	2631	3131	1225
		Male	13753	8159	2887	1988	2545	1087
		Female	11729	4248	1307	643	585	138
	Rural	Both Sex	22601	10329	3109	1937	1892	419
		Male	11982	6576	2020	1434	1514	385
		Female	10619	3752	1088	502	378	33
	Urban	Both Sex	2881	2079	1086	695	1239	807
		Male	1771	1586	867	554	1031	702
		Female	1110	496	219	141	208	105

Source: Labour Force Survey, BBS

Table A8: Unemployed Labour by Level of Education

(Thousand)

Year			Level of Education					
			No education	Class I-V	Class VI-X	SSC/ HSC	Degree and above	Others
A. 10 years and above								
a) Usual Definition								
1999-2000	National	Both Sex	466	595	625	398	141	-
		Male	244	363	391	248	107	-
		Female	222	232	334	150	34	-
	Rural	Both Sex	400	482	404	253	65	-
		Male	216	298	241	147	45	-
		Female	186	184	163	106	20	-
	Urban	Both Sex	66	113	221	145	76	-
		Male	28	65	150	101	62	-
		Female	38	48	71	44	14	-
1995-96	National	Both Sex	202	213	459	403	140	-
		Male	93	126	303	300	110	-
		Female	109	87	156	103	30	-
	Rural	Both Sex	151	141	321	281	68	-
		Male	64	74	203	206	62	-
		Female	87	67	118	75	6	-
	Urban	Both Sex	51	72	138	122	72	-
		Male	29	52	100	94	48	-
		Female	22	20	38	28	24	-
1984-85	National	Both Sex	220	43	113	120	31	6
		Male	130	37	96	89	23	6
		Female	90	6	17	31	8	-
	Rural	Both Sex	187	29	81	79	20	5
		Male	103	25	67	56	12	5
		Female	84	4	14	23	8	-
	Urban	Both Sex	33	14	32	41	11	1
		Male	27	12	29	33	11	1
		Female	6	2	3	8	-	-
1983-84	National	Both Sex	267	-	170 *	64	15	1
		Male	187	-	153	57	12	1
		Female	79	-	17	7	3	-
	Rural	Both Sex	234	-	134	35	7	-
		Male	16	-	119	32	7	-
		Female	71	-	15	3	-	-
	Urban	Both Sex	33	-	36	29	8	1
		Male	24	-	34	26	5	1
		Female	9	-	2	3	3	-

Table A8: Continued

Year			Level of Education						
			No education	Class I-V	Class VI-X	SSC/ HSC	Degree and above	Others	
b) Extended Definition									
1990-91	National	Both Sex	384	245	219	113	28	7	
		Male	156	186	160	85	25	6	
		Female	228	60	60	28	3	1	
	Rural	Both Sex	317	196	165	73	16	3	
		Male	126	162	128	52	16	3	
		Female	191	34	37	21	-	-	
	Urban	Both Sex	67	49	55	40	2	4	
		Male	30	23	31	33	10	3	
		Female	37	26	24	7	2	1	
	1989	National	Both Sex	283	106	82	93	24	5
			Male	139	71	56	85	13	5
			Female	144	34	26	8	11	-
Rural		Both Sex	251	72	45	66	6	-	
		Male	121	48	27	66	3	-	
		Female	130	24	18	-	3	-	
Urban		Both Sex	32	34	37	26	18	5	
		Male	18	24	28	19	10	5	
		Female	14	10	9	4	8	-	

Table A8: Continued

Year			Level of Education						
			No education	Class I-V	Class VI-X	SSC/ HSC	Degree and above	Others	
B. 15 years and above									
a) Usual Definition									
1999-2000	National	Both Sex	255	413	257	291	397	137	
		Male	128	253	154	198	248	103	
		Female	127	160	103	93	149	34	
	Rural	Both Sex	216	335	155	196	253	61	
		Male	114	208	86	131	147	41	
		Female	102	127	69	65	106	20	
	Urban	Both Sex	38	78	102	95	144	76	
		Male	13	44	68	67	101	62	
		Female	25	34	34	28	43	13	
	1995-96	National	Both Sex	180	190	172	238	360	125
			Male	84	115	118	157	273	100
			Female	96	75	55	80	87	25
		Rural	Both Sex	136	127	110	179	253	61
			Male	58	67	71	112	186	56
			Female	78	60	39	67	67	6
		Urban	Both Sex	45	64	63	59	107	64
			Male	27	48	47	46	87	45
			Female	18	16	16	13	20	19
b) Extended Definition									
1999-2000	National	Both Sex	255	413	257	291	397	137	
		Male	128	253	154	198	248	103	
		Female	127	160	103	93	149	34	
	Rural	Both Sex	216	335	155	196	253	61	
		Male	114	208	86	131	147	41	
		Female	102	127	69	65	106	20	
	Urban	Both Sex	38	78	102	95	144	76	
		Male	13	44	68	67	101	62	
		Female	25	34	34	28	43	13	
	1995-96	National	Both Sex	180	190	172	238	360	125
			Male	84	115	118	157	273	100
			Female	96	75	55	80	87	25
		Rural	Both Sex	136	127	110	179	253	61
			Male	58	67	71	112	186	56
			Female	78	60	39	67	67	6
		Urban	Both Sex	45	64	63	59	107	64
			Male	27	48	47	46	87	45
			Female	18	16	16	13	20	19

* Below SSC

Source: Labour Force Survey, BBS

Table A9: Underemployed Labour Force (<35 hour of work per week)

(Thousand)

Year		Both Sex	Male	Female
A. 10 years and above				
a) Usual Definition				
1999-2000	National	8273	3418	4855
	Rural	6868	2891	3977
	Urban	1405	527	878
1995-96	National	11038	6842	4195
	Rural	9185	5743	3442
	Urban	1853	1099	753
1984-85	National	1010	815	195
	Rural	927	753	174
	Urban	83	62	21
1983-84	National	1371	1203	169
	Rural	1280	1127	153
	Urban	91	76	16
b) Extended Definition				
1990-91	National	21543	4772	16771
	Rural	19033	3550	15483
	Urban	2510	1222	1288
1989	National	18885	2946	15939
	Rural	17878	2781	15093
	Urban	1007	165	846
B. 15 years and above				
a) Usual Definition				
1999-2000	National	6460	2292	4168
	Rural	5398	1981	3417
	Urban	1062	313	751
1995-96	National	6134	3871	2265
	Rural	4936	3195	1743
	Urban	1198	676	522
b) Extended Definition				
1999-2000	National	16513	2711	13802
	Rural	14793	2377	12416
	Urban	1720	334	1386
1995-96	National	18903	4174	14728
	Rural	16961	3466	13494
	Urban	1942	708	124

Source: Labour Force Survey, BBS

B. Youth Employment

Table B1: Youth Population (15-24 years)

		(Million)		
Year		Female	Male	Both Sex
1999-2000	National	10.4	10.5	20.9
	Rural	7.9	8.2	16.1
	Urban	2.5	2.3	4.8
1995-96	National	10.1	10.1	20.2
	Rural	7.5	7.6	15.1
	Urban	2.6	2.5	5.1
1990-91	National	9.3	9.8	19.1
	Rural	7.4	7.6	15.0
	Urban	1.9	2.2	4.1
1989	National	9.4	8.7	18.1
	Rural	7.9	7.2	15.1
	Urban	1.5	1.5	3.0
1984-85	National	9.2	9.6	18.8
	Rural	8.0	8.2	16.2
	Urban	1.2	1.4	2.6
1983-84	National	8.8	9.0	17.8
	Rural	7.7	7.7	15.4
	Urban	1.1	1.3	2.4

Source: Labour Force Survey, BBS

Table B2: Youth Labour Force (15-24 years)

(Million)

Year		Female	Male	Both Sex
A. Usual Definition				
1999-2000	National	2.58	6.63	9.21
	Rural	1.90	5.23	7.13
	Urban	0.68	1.40	2.08
1995-96	National	1.70	6.90	8.60
	Rural	1.15	5.48	6.63
	Urban	0.55	1.42	1.97
1990-91	National	NA	NA	NA
	Rural	NA	NA	NA
	Urban	NA	NA	NA
1989	National	NA	NA	NA
	Rural	NA	NA	NA
	Urban	NA	NA	NA
1984-85	National	0.72	7.35	8.7
	Rural	0.58	6.50	7.08
	Urban	0.14	0.85	0.99
1983-84	National	0.68	6.88	7.56
	Rural	0.55	6.06	6.61
	Urban	0.13	0.82	0.95
B. Extended Definition				
1999-2000	National	5.44	7.50	12.94
	Rural	4.61	6.05	10.66
	Urban	0.83	1.45	2.28
1995-96	National	5.39	7.28	12.67
	Rural	4.64	5.84	10.48
	Urban	0.75	1.44	2.19
1990-91	National	5.53	7.79	13.22
	Rural	4.94	6.14	11.08
	Urban	0.59	1.55	2.14
1989	National	5.68	6.64	12.32
	Rural	5.26	5.74	11.00
	Urban	0.42	0.90	1.32

Source: Labour Force Survey, BBS

Table B3: Employed Labour Force (15-24 years)

(Million)

Year		Female	Male	Both Sex
A. Usual Definition				
1999-2000	National	2.02	5.81	7.83
	Rural	1.47	4.64	6.12
	Urban	0.55	1.16	1.71
1995-96	National	1.40	6.32	7.71
	Rural	0.92	5.07	6.00
	Urban	0.47	1.24	1.71
1990-91	National	NA	NA	NA
	Rural	NA	NA	NA
	Urban	NA	NA	NA
1989	National	NA	NA	NA
	Rural	NA	NA	NA
	Urban	NA	NA	NA
1984-85	National	0.63	7.18	7.81
	Rural	0.50	6.38	6.88
	Urban	0.13	0.80	1.32
1983-84	National	0.62	6.66	7.28
	Rural	0.50	5.89	6.39
	Urban	0.12	0.77	0.90
B. Extended Definition				
1999-2000	National	4.88	6.67	11.55
	Rural	4.19	5.46	9.65
	Urban	0.70	1.21	1.90
1995-96	National	5.08	6.70	11.78
	Rural	4.41	5.44	9.84
	Urban	0.67	1.26	1.94
1990-91	National	5.34	7.41	12.75
	Rural	4.80	5.93	10.73
	Urban	0.55	1.48	2.02
1989	National	5.55	6.46	12.01
	Rural	5.16	5.61	10.76
	Urban	0.40	0.85	1.25

Source: Labour Force Survey, BBS

Table B4: Unemployed Youth Labour Force (15-24 years)

(Thousand)

Year		Female	Male	Both Sex
A. Usual Definition				
1999-2000	National	560	828	1388
	Rural	421	588	1009
	Urban	139	240	379
1995-96	National	307	582	889
	Rural	232	403	635
	Urban	75	179	254
1990-91	National	NA	NA	NA
	Rural	NA	NA	NA
	Urban	NA	NA	NA
1989	National	NA	NA	NA
	Rural	NA	NA	NA
	Urban	NA	NA	NA
1984-85	National	91	181	272
	Rural	78	115	193
	Urban	13	66	79
1983-84	National	64	216	280
	Rural	54	172	226
	Urban	10	44	54
B. Extended Definition				
1999-2000	National	560	828	1388
	Rural	421	588	1009
	Urban	139	240	379
1995-96	National	307	582	889
	Rural	232	403	635
	Urban	75	179	254
1990-91	National	187	389	476
	Rural	143	211	355
	Urban	44	178	121
1989	National	129	184	313
	Rural	104	137	239
	Urban	25	47	74

Source: Labour Force Survey, BBS

Table B5: Youth Employed Population (5-24 years) by Sector of Employment

(Thousand)

Year		Sector of Employment	Both Sex	Male	Female
A. Usual Definition					
1999-2000	National	Agriculture	3786	2885	901
		Manufacturing	1176	703	473
		Other industries	319	258	61
		Service	2544	1960	584
	Rural	Agriculture	3556	2715	841
		Manufacturing	743	465	278
		Other industries	232	184	48
		Service	1586	1278	308
	Urban	Agriculture	230	169	61
		Manufacturing	433	238	195
		Other industries	87	74	13
		Service	958	682	276
B. Extended Definition					
1999-2000	National	Agriculture	7373	3635	3738
		Manufacturing	1204	707	497
		Other industries	320	259	61
		Service	2656	2067	589
	Rural	Agriculture	6977	3442	3535
		Manufacturing	759	470	289
		Other industries	232	184	48
		Service	1681	1368	313
	Urban	Agriculture	396	193	203
		Manufacturing	445	238	207
		Other industries	88	76	12
		Service	975	699	276
1990-91	National	Agriculture	9352	4509	4843
		Manufacturing	1177	970	207
		Other industries	112	107	5
		Service	2108	1820	288
	Rural	Agriculture	8566	4094	4472
		Manufacturing	772	608	164
		Other industries	76	71	5
		Service	1313	1158	155
	Urban	Agriculture	786	415	371
		Manufacturing	405	362	43
		Other industries	36	36	-
		Service	795	662	133
1989	National	Agriculture	7912	4064	3848
		Manufacturing	2032	662	1370
		Other industries	161	147	14
		Service	1902	1582	320
	Rural	Agriculture	7592	3933	3659
		Manufacturing	1792	498	1294
		Other industries	120	108	12
		Service	1257	1066	191
	Urban	Agriculture	320	131	189
		Manufacturing	240	164	76
		Other industries	41	39	2
		Service	645	516	129

Source: Labour Force Survey, BBS

Table B6: Occupational Pattern of Employed Youth

(Thousand)

Major Occupation	1990/91			1999/2000		
	Female	Male	Both Sex	Female	Male	Both Sex
Professional/Technical	28	83	111	94	104	198
Administrative/Managerial	...	8	8	5	6	11
Clerical Worker	17	148	165	27	122	149
Sales Worker	12	747	759	102	1007	1109
Service Worker	164	197	361	286	231	517
Agriculture, Forestry, Fishery	4924	4757	9681	903	2849	3752
Production, Transport Labour	180	1397	1577	602	1487	2089
Not Adequately Defined	19	69	88	...	...	...
Total	5344	7406	12750	2019	5806	7825

Note: Usual definition of labour force is adjusted.

Source: Labour Force Survey, BBS

Table B7: Education Level of Youth Employed Labour

(Thousand)

Year			No Education	Primary Education (Grade 1-5)	Secondary Education (Grade 6-10)	Secondary/Higher Secondary Certificate (SSC/HSC)	Degree and Above	Others
1990/91	National	Both Sex	6774	2657	2182	942	110	83
		Female	3359	988	672	288	21	16
		Male	3415	1669	1510	654	89	67
	Rural	Both Sex	6054	2207	1692	652	57	65
		Female	3088	862	589	234	16	11
		Male	2966	1345	1103	418	41	54
	Urban	Both Sex	720	450	490	290	53	18
		Female	271	126	83	54	5	5
		Male	449	324	407	236	48	13
1999/00	National	Both Sex	4422	3554	2648	754	174	...
		Female	2297	1383	899	254	52	...
		Male	2125	2171	1749	500	122	...
	Rural	Both Sex	3903	3050	2050	551	94	...
		Female	2025	1209	739	188	25	...
		Male	1878	1841	1311	363	69	...
	Urban	Both Sex	519	504	598	203	80	...
		Female	271	174	160	66	28	...
		Male	248	330	438	137	52	...

Note: The labour force refers to the extended definition.

Source: Labour Force Survey, BBS

Table B8: Population (15-24 years) Attending Educational/Vocational Training Institutions

(Thousand)

Year			Age Group		Total
			15-19	19-24	
2001	National	Both Sex	4566	1430	5996
		Male	2572	975	3547
		Female	1994	455	2449
	Rural	Both Sex	3249	813	4062
		Male	1848	565	2413
		Female	1401	248	1649
	Urban	Both Sex	1316	617	1933
		Male	724	410	1134
		Female	592	207	799
1991	National	Both Sex	2535	871	3406
		Male	1628	679	2307
		Female	907	192	1099
	Rural	Both Sex	1770	520	2290
		Male	1187	428	1615
		Female	583	92	675
	Urban	Both Sex	766	351	1117
		Male	441	251	692
		Female	325	100	425
1981	National	Both Sex	1384	476	1860
		Male	1049	396	1445
		Female	335	80	415
	Rural	Both Sex	1013	304	1317
		Male	808	260	1068
		Female	205	44	249
	Urban	Both Sex	371	172	543
		Male	241	136	377
		Female	130	36	166
1974	National	Both Sex	1113	373	1486
		Male	916	345	1261
		Female	197	28	225
	Rural	Both Sex	896	280	1176
		Male	776	268	1044
		Female	120	12	132
	Urban	Both Sex	217	93	310
		Male	140	77	217
		Female	77	16	93

Source: Labour Force Survey, BBS

C. Child Labour

Table C1: Child Population (5-14 years)

		(Thousand)		
Year		Both Sex	Boys	Girls
2002-2003 **	National	3179	2461	718
	Rural	2471	1911	560
	Urban	708	550	158
1995-96 *	National	6455	3856	2599
	Rural	5341	3233	2108
	Urban	1114	623	491
1990-91 *	National	5923	3844	2079
	Rural	-	-	-
	Urban	-	-	-
1989 *	National	5979	3537	2442
	Rural	5473	3234	2239
	Urban	506	303	203
1984-85	National	3774	3098	676
	Rural	3437	2886	551
	Urban	337	212	125
1983-84	National	3782	3108	674
	Rural	3460	2910	550
	Urban	322	198	124

*Based on Extended definition of Labour Force;

** All Children in age 5-11 in economic activity minus those in light work, plus 15-17 children in hazardous work and other worst form of child labour.

Sources: Child Labour Survey and Population Census, BBS

Table C2: Children (05-14 years) Not in School

(Thousand)

Year		Both Sex	Boys	Girls
A. Child Labour Survey				
2002-03	National	6,091	3,666	2,425
	Rural	4,776	2,863	1,913
	Urban	1,313	803	512
1995-96	National	8,630	4,700	3,930
	Rural	6,920	3,799	3,121
	Urban	1,710	901	809
B. Population Census				
2001	National	14,156	7,622	6,534
	Rural	11,376	6,162	5,214
	Urban	2,780	1,460	1,320
1991	National	16,288	8,268	8,020
	Rural	13,831	7,030	6,801
	Urban	2,458	1,238	1,219
1981	National	18,738	9,271	9,467
	Rural	16,493	8,155	8,338
	Urban	2,245	1,118	1,127

Sources: Child Labour Survey and Population Census, BBS

Table C3: Child Employment

(Thousand)

Year		Both Sex	Boys	Girls
2002-2003	National	7423	5471	1952
	Rural	6014	4430	1584
	Urban	1409	1041	368
1995-96 *	National	6298	3769	2529
	Rural	5239	3172	2067
	Urban	1059	597	462
1990-91 *	National	5440	3531	1909
	Rural	-	-	-
	Urban	-	-	-
1989 *	National	5006	2988	2018
	Rural	4588	2743	1845
	Urban	418	245	173
1984-85	National	3527	2907	620
	Rural	3240	2738	502
	Urban	287	169	118
1983-84	National	3663	3011	652
	Rural	3340	2813	527
	Urban	323	198	125

* Based on extended definition

Sources: Child Labour Survey and Population Census, BBS

Table C4: Child Unemployment

(Thousand)

Year		Both Sex	Boys	Girls
2002-2003	National	240	167	73
	Rural	190	135	55
	Urban	50	32	18
1995-96	National	286	150	136
	Rural	209	110	99
	Urban	77	40	37
1990-91	National	340	270	70
	Rural	-	-	-
	Urban	-	-	-
1989	National	165	107	58
	Rural	-	-	-
	Urban	-	-	-
1984-85	National	129	104	25
	Rural	114	89	25
	Urban	15	15	-
1983-84	National	117	135	42
	Rural	148	111	37
	Urban	29	24	5

Sources: Child Labour Survey and Population Census, BBS

D. Wages

Table D1: Average Daily Wage Rates for Industrial Workers in Bangladesh
(Nominal Wages in Taka)

Period		Cotton Textiles	Jute Textiles	Match	Engineering (Fitter)	Vegetable Oil	Small Scale and Cottage Industry	Construction
1980-81	Skilled	22.13	19.82	16.96	27.75	17.31	13.90	38.24
	Unskilled	16.90	16.49	13.80	15.39	13.72	-	19.29
1981-82	Skilled	24.32	21.82	21.93	33.32	18.54	15.59	43.15
	Unskilled	17.97	17.57	16.40	18.22	15.40	-	21.74
1982-83	Skilled	26.43	24.90	27.04	36.59	20.16	16.38	47.42
	Unskilled	19.88	19.35	18.82	20.33	16.05	-	23.30
1983-84	Skilled	29.70	27.71	27.28	37.75	23.78	24.25	50.05
	Unskilled	21.63	20.22	20.12	22.78	16.47	-	24.56s
1984-85	Skilled	31.50	27.25	27.76	40.48	26.26	28.86	52.16
	Unskilled	24.04	20.81	20.57	26.00	18.14	-	26.36
1985-86	Skilled	40.26	38.53	30.68	49.18	30.36	31.45	63.18
	Unskilled	28.68	28.29	30.68	36.43	20.93	-	33.32
1986-87	Skilled	49.80	48.02	34.77	57.86	35.63	39.50	76.75
	Unskilled	32.17	32.71	24.36	34.40	23.43	-	38.98
1987-88	Skilled	50.57	50.28	42.50	54.86	41.62	40.16	92.55
	Unskilled	35.67	33.10	30.3	30.64	26.30	28.21	45.24
1988-89	Skilled	53.11	52.07	45.15	60.40	44.05	43.69	99.24
	Unskilled	38.95	39.12	35.59	30.69	30.69	32.73	50.84
1989-90	Skilled	52.27	56.39	54.21	65.33	50.00	50.17	99.47
	Unskilled	43.71	43.90	40.75	48.12	36.13	40.92	52.35
1990-91	Skilled	59.35	58.23	57.96	75.21	51.93	52.59	100.69
	Unskilled	46.64	45.78	44.88	53.54	39.33	42.67	52.53
1991-92	Skilled	61.44	60.90	63.63	80.36	55.22	54.52	102.86
	Unskilled	48.40	47.96	48.69	58.17	43.52	45.08	53.05
1992-93	Skilled	64.08	64.25	69.90	84.17	59.92	57.07	104.26
	Unskilled	50.06	50.31	53.31	66.21	48.54	48.25	56.81
1993-94	Skilled	69.50	69.50	73.18	83.76	63.17	59.93	105.64
	Unskilled	56.90	56.90	58.94	69.46	51.37	46.72	57.39
1994-95	Skilled	73.61	73.61	73.61	84.11	66.17	63.94	108.61
	Unskilled	62.88	62.88	62.88	72.11	56.19	45.63	56.79
1995-96	Skilled	79.13	79.13	79.13	88.26	74.14	67.32	115.54
	Unskilled	67.60	67.60	67.60	75.48	64.30	49.49	62.25
1996-97	Skilled	80.97	80.97	80.97	96.39	78.82	70.66	111.79
	Unskilled	69.17	69.17	69.17	79.28	70.42	51.42	69.55
1997-98	Skilled	100.24	100.24	100.24	111.40	93.61	75.94	131.19
	Unskilled	76.10	76.10	76.10	88.75	80.65	58.63	70.72
1998-99	Skilled	100.24	100.24	100.24	119.72	93.19	81.94	141.44
	Unskilled	76.10	76.10	76.10	93.38	83.92	59.25	78.35
1999-00	Skilled	107.77	107.77	107.77	135.75	93.44	86.82	148.31
	Unskilled	85.50	85.50	85.50	96.66	87.40	-	82.81
2000-01	Skilled	107.77	107.77	107.77	153.75	106.25	96.25	162.50
	Unskilled	85.50	85.50	85.50	106.25	91.25	-	83.75
2001-02	Skilled	107.77	107.77	107.77	181.25	112.50	108.00	167.75
	Unskilled	85.50	85.50	85.50	118.75	96.50	-	90.25
2002-03	Skilled	129.67	129.67	129.67	187.29	132.55	115.00	173.00
	Unskilled	109.94	109.94	109.94	131.92	98.63	-	88.75

Source: Various Surveys, BBS

Table D2: Average Daily Wages (without food) of Agricultural Labour
(Taka)

Year	Skilled	Unskilled
1980-81	15.97	-
1981-82	15.48	-
1982-83	17.05	-
1983-84	19.58	-
1984-85	24.29	-
1985-86	29.53	-
1986-87	32.92	-
1987-88	-	-
1988-89	-	-
1989-90	-	-
1990-91	-	-
1991-92	52.64	41.73
1992-93	55.93	44.34
1993-94	58.03	47.29
1994-95	59.91	50.84
1995-96	61.86	52.90
1996-97	63.92	54.38
1997-98	66.82	56.09
1998-99	70.82	57.57
1999-00	73.05	61.07
2000-01	76.11	63.99
2001-02	79.52	68.87
2002-03	87.32	72.21

Source: Various Surveys, BBS

**Table D3: Structure of Wages of Workers and Non-Manufacturing Employees
of State-Owned Industrial Enterprises (SOEs)**

(Wages fixed on the basis of recommendations of Wages and Productivity Commissions)

(Wage scale in Taka)

Grade	1977	1985	1991	1998
01	270-8-380	560-20-860	950-30-1490	1550-50-2450
02	285-8-385-9-410	590-22-920	1000-35-1630	1600-55-2590
03	300-9-390-10-440	620-24-980	1050-40-1770	1675-65-2840
04	310-10-410-12-470	640-26-1030	1100-45-1910	1750-70-3010
05	335-12-455-13-520	690-28-1110	1175-50-2075	1875-75-3220
06	335-13-485-14-555	730-30-1180	1225-55-2215	1950-85-3480
07	370-14-510-15-585	760-32-1240	1275-60-2355	2025-90-3645
08	385-15-533-16-615	790-34-1300	1325-65-2495	2100-100-3900
09	400-16-560-17-695	820-36-1468	1375-70-2635	2150-105-4040
10	415-17-585-18-729	850-38-1534	1425-75-2775	2225-115-4290
11	440-18-620-20-780	900-40-1620	1500-80-2940	2325-125-4575
12	460-20-660-21-825	940-42-1696	1550-85-3080	2400-130-4740
13	480-21-690-22-866	980-44-1772	1600-90-3220	2475-135-4905
14	500-22-720-23-904	1020-46-1848	1650-95-3360	2550-145-5160
15	520-23-750-24-942	1060-48-1924	1700-100-3500	2625-150-5325
16	570-24-810-26-1018	1160-50-2060	1800-105-3690	2775-160-5655

Source: Minimum Wages Board, Ministry of Labour and Employment, GoB

Table D4: Minimum Wages for Private Sector Workers Fixed by the Minimum Wages Board

Sl.No.	Name of the Industry	Year and Monthly Wage in TAKA		
01	Jute Manufacturing & Textile	1961 2.50*/15.00**		
02	Jute Press & Bailing	1961	1986	
	Skilled	-	751.00	
	Semi-skilled	72.00	947.00	
	Un-skilled	64.00	842.00	
		60.00	750.00	
03	Cotton Textile	1960	1963	
	Skilled	-	-	
	Semi-skilled	72.00	75.00	
	Un-skilled	63.00	66.00	
		57.00	62.00	
04	Match	1964	1981	1986
	Skilled	-	-	751.00
	Semi-skilled	70 – 200	526.00	878.00
	Un-skilled	70 – 104	480.00	812.00
		-	450.00	751.00
05	Rubber	1965	1983	
	Skilled	-	521.00	
		80.60	850.00	

	Semi-skilled Un-skilled	75.80 70.20	625.00 550.00	
06	Aluminium & Enamel Skilled Semi-skilled Un-skilled	1967 - 100.00 – 300.00 75.00 – 100.00 70.00 – 81.00	1994 1320.00 - - -	
07	Oil Mills & Vegetable Products Skilled Semi-skilled Un-skilled	1970 - 155.00 130.00 105.00	1981 508.00 547.00 508.00 425.00	
08	Hosiery Skilled Semi-skilled Un-skilled	1970 - 160 150 -	1976 - 290 250 200	1986 - 952 851 751
09	Iron Foundry & Engineering Works Skilled Semi-skilled Un-skilled	1970 - 175.00 145.00 125.00	1981 495.00 - - -	1982 - 625.00 560.00 495.00
10	Re-Rolling Mills Skilled Semi-skilled Un-skilled	1970 - 190.00 150.00 125.00	1988 - 1310.00 998.00 888.00	1994 1320.00 - - -
11	Soap & Cosmetics Skilled Semi-skilled Un-skilled	1970 - 200/190 150/140 115/105	1982 - 703 560 495	1994 1385 - - -
12	Tannery Skilled Semi-skilled Un-skilled	1970 - 225.00 125.00 125.00	1981 - 610.00 573.00 528.00	1994 1500.00 - - -
13	Bakery, Biscuits & Confectioneries Skilled Semi-skilled Un-skilled	1970 - 155 135 115	1976 - 300 245/230 200	1982 - 690 625/615 530
14	Printing Press Skilled Semi-skilled Un-skilled	1970 - 150 130 100	1975 - 300 260 200	1980 - 780 630 400
15	Inland Water Transport Industrial Undertakings Skilled Semi-skilled	1971 - *** ***	1986 - **** ****	1993 1320.00 - -
16	Road Transport Industrial Undertakings Highly skilled	1971 - -	1981 - -	1989 868 1603

	Skilled Semi-skilled Un-skilled	- 150 110	800/650/550 525/475/400 400	1278/1193 985 868
17	Saw Mills Skilled Semi-skilled Un-skilled	1974 - 400.00 250.00 200.00	1983 550.00 850.00 625.00 550.00	
18	Cinema Houses Skilled Semi-skilled Un-skilled	1975 - 350 250 205	1982 - 550 500 400	1987 - 1310 1050 725 1995 1060 - - -
19	Cold Storage & Ice Factories Skilled Semi-skilled Un-skilled	1976 - 340.00 260.00 200.00	1986 868.00 - - -	1987 - 1510.00 1190.00 868.00
20	Type Foundry Skilled Semi-skilled Un-skilled	1976 - 300.00 260.00 200.00	1983 521.00 885.00 625.00 521.00	
21	Salt Crushing Skilled Semi-skilled Un-skilled	1978 20.00-25.00* 450.00 27.00* 25.00*	1988 - 1500.00 62.00* 60.00*	
22	Hotel & Restaurants First Class Second Class Third Class	1979 - 300.00 265.00 255.00	1986 751.00 920.00 803.00 -	
23	Automobile Workshops Skilled Semi-skilled Un-skilled	1980 - 440.00 340.00 240.00	1987 751.00 1089.00 920.00 751.00	
24	Glass & Silicates Highly skilled Skilled Semi-skilled Un-skilled	1980 - 520.00 370.00 300.00 270.00	1985 630.00 840.00 755.00 675.00 630.00	
25	Bidi Skilled	1985 - 627.00	1988 - 910.00/35.00*	1996 1450.00 -
26	Plastic Skilled Semi-skilled Un-skilled	1983 521.00 820.00 651.00 521.00		
27	Tea Packeting Highly skilled Skilled – 1	1983 510.00 982.00 712.00		

	Skilled – 2 Semi-skilled Un-skilled	577.00 537.00 510.00	
28	Rice Mills Highly skilled Skilled Semi-skilled Un-skilled	1984 495.00 1015.00 820.00 625.00 495.00	
29	Garments Highly skilled Skilled Semi-skilled Un-skilled	1985 - 1112.00 903.00 713.00 627.00	1994 930.00 - - - -
30	Homeopathic Highly skilled Skilled Un-skilled	1986 750.00 1100.00 950.00 750.00	
31	Ayurvedic Factory Highly skilled Skilled Semi-skilled Un-skilled	1986 751.00 1261.00 1160.00 842.00 751.00	
32	Pharmaceutical Factory Highly skilled Skilled Un-skilled	1986 790.00 1310.00 1115.00 790.00	
33	Shoe Factory Highly skilled Skilled Semi-skilled Un-skilled	1986 - 1268.00 1089.00 920.00 751.00	1994 1385.00 - - - -
34	Tea Garden Male Female Youth Children	1986 - 366.60 366.60 348.40 332.80	1987 12.65* - - - -
35	Petrol Pump Highly skilled Skilled Semi-skilled Un-skilled	1987 812.00 1484.00 1186.00 918.00 812.00	
36	Salt Refining	1988 62.00*	
37	Tailoring Highly skilled Skilled	1988 864.00 1200.00 1020.00	

	Semi-skilled	864.00
38	Fishing Traller	1989
	Grade -1 (highly skilled-1)	910.00
	Grade-2 (highly skilled-2)	2125.00
	Grade-3 (skilled-1)	1990.00
	Grade-4 (skilled-2)	1652.00
	Grade-5 (semi-skilled)	1383.00
	Grade-6 (unskilled)	1180.00
		910.00

- Not available, * daily wage, **weekly wage, ***wages determined by means of collective bargaining, rather than following any fixed structure, ****wages determined by Inland Water Transport Board (employment and control)

Source: Unpublished Reports, Minimum Wages Board, Ministry of Labour and Employment, GoB

Table F1: Employment, wages and salaries by type of manufacturing industry, 1999-2000

(Value in '000' Tk.)

B S I C c o d e	Type of industry	No. of esta- b- lish- men- t	No. of employees				Wages, salaries & other benefit				Manda- ys worke- d by operati- ves (000)
			All employees		Operatives		All employees		Operatives		
			Ma- le	Fe- mal- e	Ma- le	Fe- mal- e	Mal- e	Fe- mal- e	Ma- le	Fe- mal- e	
311- 312*	FOOD MANUFACTURING	5453	121993	10608	89612	10227	4466297	732889	2631521	704308	18419
313*	BEVERAGE MANUFACTURING	42	9215	28	4617	-	216056	225	82543	-	1180
314*	TOBACCO MANUFACTURING	464	14794	1203	8132	1188	365518	11948	170021	11658	1762
315*	ANIMAL FEEDS & BY-PRODUCTS	3	72	-	60	-	2152	-	1648	-	-
321*	MANUFACTURE OF TEXTILES	8383	491584	83033	448564	82065	8894337	730333	6399137	706492	98815
322*	MANUFACTURE OF OTHER TEXTILE	797	31460	27289	23587	27277	856363	380389	463501	380241	14732
323*	WEARING APPAREL EXPT. FUR APP.	2639	329511	687561	273965	686218	8973417	16458645	6105519	16385971	221748
324*	LEATHER AND ITS PRODUCTS	188	11165	-	9045	-	331431	6117	222841	6117	2712
325*	FOOT WEAR MANUFACTURING	46	29709	23680	21034	23460	1527154	336275	765506	327895	10084
326*	GINNING,PRESS. & BALING OF FIB	42	4255	-	3416	-	74694	-	48251	-	1052
327*	EMBROIDERY ON TEXTILE GOODS	15	-	-	-	-	9000	-	9000	-	-
331*	WOOD & WOOD CORK PRODUCTS	373	11481	49	9977	-	184694	194	123747	-	909
332*	FURNITURE & FIXTURES MFG.	462	7083	2	5907	-	152065	112	114914	-	1868
341*	MFG. OF PAPER & ITS PRODUCTS	106	16113	77	13445	-	383766	4029	239594	-	2148
342*	PRINTING & PUBLISHING	764	50722	110	32913	40	2469533	8733	1445938	3464	9353
351*	DRUGS & PHARMACEUTICAL PRODS.	308	32330	994	12726	748	1978059	47704	671793	31377	3668
352*	INDUSTRIAL CHEMICALS	43	11122	335	5291	16	463931	13149	113597	449	1185

353*	OTHER CHEMICAL PRODUCTS	303	16498	197	11753	156	641669	4408	348671	1758	3089
354*	PETROLEUM REFINING	1	859	-	462	-	49270	-	17892	-	140
355*	MISC. PETROLEUM PRODS.&COAL	7	153	3	91	-	5180	417	2266	-	24
356*	MFG. OF RUBBER PRODUCTS	135	3194	-	2764	-	52690	-	41381	-	791
357*	MFG. OF PLASTIC PRODUCTS	170	2695	151	2146	146	70251	4644	51245	4219	349
361*	POTTERY, CHINA & EARTHENWAR	59	7235	100	6167	100	251629	1879	176615	1879	-
362*	MFG.OF GLASS & ITS PRODUCTS	17	1995	103	1728	100	92758	1428	63253	1241	465
369*	NON-METALLIC MINERAL PRODS.	2050	119254	1265	108494	991	992463	910771	609014	902014	8044
371*	IRON & STEEL BASIC INDS.	196	14451	-	11005	-	490448	-	339739	-	3011
372*	NON-FERRUS METAL BASIC INDS.	3	53	-	42	-	781	-	452	-	11
381- 382*	FABRICATED METAL PRODUCTS	874	27101	171	22735	137	769338	7819	539217	3882	9194
383*	NON-ELECTRICAL MACHINERY	142	8368	26	6736	16	300794	874	193029	208	1839
384*	ELECTRICAL MACHINERY	251	32397	879	23400	825	1433506	36055	879484	32662	6408
385*	MFG. OF TRANSPORT EQUIPMENT	197	11402	35	8964	-	433141	1363	276140	-	2581
386*	SCIENTIFIC, PRECISION ETC.	13	224	21	181	21	3191	348	2593	348	55
387*	PHOTOGRAPHIC & OPTICAL GOODS	21	158	-	153	-	1226	-	1019	-	25
391*	DECORATIVE HANDICRAFTS	3	25	2	18	2	458	14	264	14	3
392*	SPORTS & ATHLETIC GOODS	7	158	-	122	-	1734	-	1181	-	43
393*	JEWELLERY, TOYS, PEN & PENCIL	148	2465	62	1673	62	55906	4021	28473	4021	277
394*	OTHER MFG. INDUSTRIES	28	442	-	317	-	6115	-	3304	-	72
ALL TOTAL		24752	1421734	837983	1171243	833795	37001013	19704784	23184302	19510219	426057

Table F2: EMPLOYMENT, WAGES, SALARIES AND OTHERS BY INDUSTRY GROUP DURING THE YEAR 1997-98.

I N D U S T R Y C O D E	INDUSTRY NAME	NO. OF EST AB.	NO. OF EMPLOYEES				WAGES, SALARIES & OTHERS				MAN D A Y S W O R K E D B Y O P E R A T I V E S (000)
			ALL EMPLOYEES		OPERATIVES		ALL EMPLOYEES		OPERATIVES		
			MALE	FEMA LE	MALE	FEMA LE	MALE	FEMA LE	MALE	FEMA LE	
311*	FOOD MANUFACTURING	4435	61307	5602	46656	5553	1427276	74743	921878	73534	16933
312*	FOOD MANUFACTURING	1641	70500	1879	48560	1515	1967267	25337	1042896	13293	19165
313*	BEVERAGE INDUSTRIES	31	3511	584	1789	556	119325	7825	36810	7600	585
314*	TOBACCO MANUFACTURING	519	15246	518	8095	470	397575	8274	198986	7792	2483
315*	ANIMAL FEEDS & BY-PRODUCTS	3	68	-	54	-	788	-	488	-	16
321*	MANUFACTURE OF TEXTILES	10794	524701	39296	473892	15856	10714606	274541	8598285	239230	100157
322*	MANUFACTURE OF TEXTILE	1263	34884	28287	26904	28271	919486	399889	520489	399520	15900
323*	WEARING APPAREL EXPT. FOOTWEAR	2353	370817	618837	323578	616753	6109124	9302890	3995975	9223344	241565
324*	LEATHER AND ITS PRODUCTS	204	12050	-	9881	-	320562	-	209832	-	2886
325*	FOOT WEAR EXPT. VULCANISE/MOLD	109	26710	8896	18397	8808	1330617	143605	637992	140277	5364
326*	GINNING,PRESS. & BALING OF FIB	48	3637	6	2758	-	84403	306	53594	-	818
327*	EMBROIDERY ON TEXTILE GOODS	5	-	-	-	-	3000	-	3000	-	-
331*	WOOD & WOOD CORK PRODUCTS	1134	11308	46	9689	40	277442	383	215338	173	7970
332*	FURNITURE & FIXTURES MFG.	460	5467	1	4631	-	110669	92	87691	-	1365
341*	MFG. OF PAPER & ITS PRODUCTS	93	15856	278	10498	50	506492	9820	270136	2174	2268
342*	PRINTING & PUBLISHING	884	31432	158	19309	122	2755174	4678	1630048	2013	6308
351*	DRUGS & PHARMACEUTICAL PRODS.	267	22481	1961	9628	1689	1438580	76976	527723	58847	3005
352*	INDUSTRIAL CHEMICALS	42	10301	224	5442	17	598724	9197	257914	583	1706

353*	OTHER CHEMICAL PRODUCTS	371	18611	203	13775	162	696101	4550	402817	1900	3591
354*	PETROLEUM REFINING	1	716	-	385	-	41058	-	14910	-	116
355*	MISC. PETROLEUM PRODS.&COAL	4	104	-	57	-	3383	-	1178	-	15
356*	MFG. OF RUBBER PRODUCTS	173	3947	3	3179	3	64343	60	39178	60	837
357*	MFG. OF PLASTIC PRODUCTS	178	3653	7	2469	7	73121	63	45287	63	675
361*	POTTERY, CHINA & EARTHENWAR	300	3395	197	2767	197	109163	3331	80961	3331	804
362*	MFG.OF GLASS & ITS PRODUCTS	24	2004	65	1639	60	88112	672	58651	358	497
369*	NON-METALLIC MINERAL PRODS.	2051	46345	1867	38002	1795	747050	1792380	451864	1790067	4598
371*	IRON & STEEL BASIC INDS.	195	13877	-	10579	-	476820	-	330973	-	2882
372*	NON-FERRUS METAL BASIC INDS.	3	48	-	38	-	742	-	429	-	11
381*	FABRICATED METAL PRODUCTS	648	16663	33	13455	33	388991	459	278004	459	3780
382*	FABRICATED METAL PRODUCTS	369	7640	50	6205	25	199932	4328	124113	1458	1708
383*	NON-ELECTRICAL MACHINERY	163	4032	73	3110	36	112547	3217	68408	759	860
384*	ELECTRICAL MACHINERY	271	33527	77	25158	67	986803	1915	606553	1181	8800
385*	MFG. OF TRANSPORT EQUIPMENT	213	15801	84	12989	-	522175	4274	370620	-	3453
386*	SCIENTIFIC, PRECISION ETC.	13	180	-	144	-	2799	-	2296	-	28
387*	PHOTOGRAPHIC & OPTICAL GOODS	37	310	-	276	-	5980	-	5001	-	72
391*	DECORATIVE HANDICRAFTS	3	25	2	18	2	458	14	264	14	3
392*	SPORTS & ATHLETIC GOODS	7	154	-	119	-	1686	-	1148	-	42
393*	JEWELLERY, TOYS, PEN & PENCIL	231	3267	56	2106	56	76776	546	27976	546	527
394*	OTHER MFG. INDUSTRIES	32	388	-	296	-	9663	-	6447	-	70
ALL TOTAL		29573	1394958	709289	1156525	682142	33688812	12154365	22126156	11968575	461860

Table F3: EMPLOYMENT, WAGES, SALARIES AND OTHERS BY INDUSTRY GROUP DURING THE YEAR 1995-96.

(VALUE IN '000' TK.)

IND. CO DE	INDUSTRY NAME	NO. OF EST AB.	NO. OF EMPLOYEES				WAGES, SALARIES & OTHERS				MANDAY S WORKED BY OPERATI VES (000)
			ALL EMPLOYEES		OPERA TIVES		ALL EMPLOYEES		OPERA TIVES		
			MALE	FEMA LE	MALE	FEM ALE	MALE	FEMA LE	MALE	FEMA LE	
311 *	FOOD MANUFACTURING	4425	53517	4799	39492	4774	136319 0	65137	853871	63531	11594
312 *	FOOD MANUFACTURING	1629	62328	2378	42850	2018	224426 7	46464	124970 8	26309	10676
313 *	BEVERAGE INDUSTRIES	28	2830	314	1401	314	84846	5518	33524	5518	517
314 *	TOBACCO MANUFACTURING	571	18052	1009	12413	982	100706 6	22220	595594	21860	3571
315 *	ANIMAL FEEDS & BY-PRODUCTS	2	54	-	43	-	769	-	463	-	12
321 *	MANUFACTURE OF TEXTILES	1073 5	44004 1	14769	392852	1109 8	110845 55	19572 3	888379 8	17680 3	115018
322 *	MANUFACTURE OF TEXTILE	1485	29475	3774	24413	3699	818187	10300 3	623310	98058	7894
323 *	WEARING APPAREL EXPT. FOOTWEAR	2168	24454 9	47593 9	203823	4739 54	696713 6	11449 918	442113 1	11330 895	196565
324 *	LEATHER AND ITS PRODUCTS	198	11433	12	9337	12	336261	2783	206820	2783	2795
325 *	FOOT WEAR EXPT. VULCANISE/MOLD	108	57684	5220	48816	5220	201043 2	11133 1	102340 0	11133 1	15988
326 *	GINNING,PRESS. & BALING OF FIB	41	1851	3	1298	-	61748	164	33313	-	380
327 *	EMBROIDERY ON TEXTILE GOODS	4	-	-	-	-	-	-	-	-	-
331 *	WOOD & WOOD CORK PRODUCTS	1202	9626	22	7170	-	303952	974	200001	-	2092
332 *	FURNITURE & FIXTURES MFG.	359	3994	777	3070	773	116786	17306	77785	17020	1105
341 *	MFG. OF PAPER & ITS PRODUCTS	81	11368	114	8577	-	384423	5574	239410	-	2152
342 *	PRINTING & PUBLISHING	920	29034	599	18298	356	131197 6	17411	688490	6946	6020
351 *	DRUGS & PHARMACEUTICAL PRODS.	278	23835	1520	10291	1360	158853 0	94487	642962	83478	3258
352 *	INDUSTRIAL CHEMICALS	44	8042	219	4106	109	665933	9899	306990	2469	1392
353 *	OTHER CHEMICAL PRODUCTS	380	15875	335	12204	278	441126	8087	256698	4080	3396
354 *	PETROLEUM REFINING	1	689	-	452	-	42359	-	27527	-	137

355	MISC. PETROLEUM PRODS.&COAL	4	87	-	44	-	2706	-	919	-	11
*											
356	MFG. OF RUBBER PRODUCTS	209	4088	-	3092	-	71471	-	45621	-	803
*											
357	MFG. OF PLASTIC PRODUCTS	210	4910	91	3513	86	94800	1879	67747	1833	954
*											
361	POTTERY, CHINA & EARTHENWAR	340	5365	187	4602	187	191981	2078	144568	2078	1293
*											
362	MFG.OF GLASS & ITS PRODUCTS	30	2989	226	2491	219	98372	1778	68711	1539	802
*											
369	NON-METALLIC MINERAL PRODS.	1374	42715	85	37783	-	567765	3477	355496	-	4627
*											
371	IRON & STEEL BASIC INDS.	242	17405	7	13504	-	706950	696	490457	-	3959
*											
372	NON-FERRUS METAL BASIC INDS.	2	44	-	36	-	848	-	503	-	11
*											
381	FABRICATED METAL PRODUCTS	699	18783	282	15564	282	412428	6049	303222	6049	4631
*											
382	FABRICATED METAL PRODUCTS	220	7204	86	5581	48	313834	68947	167714	1823	1123
*											
383	NON-ELECTRICAL MACHINERY	131	5427	7	4502	5	185207	150	136527	94	1141
*											
384	ELECTRICAL MACHINERY	252	36500	375	25732	348	115729	8937	713939	7886	7150
*							0				
385	MFG. OF TRANSPORT EQUIPMENT	275	26616	247	20550	-	976523	9285	645485	-	5523
*											
386	SCIENTIFIC, PRECISION ETC.	12	130	-	99	-	2721	-	2048	-	25
*											
387	PHOTOGRAPHIC & OPTICAL GOODS	17	247	-	200	-	6956	-	5155	-	51
*											
391	DECORATIVE HANDICRAFTS	5	35	-	30	-	1105	-	794	-	9
*											
392	SPORTS & ATHLETIC GOODS	7	154	-	119	-	2060	-	1404	-	42
*											
393	JEWELLERY, TOYS, PEN & PENCIL	205	3044	224	1858	224	80524	3653	30674	3653	530
*											
394	OTHER MFG. INDUSTRIES	29	398	-	325	-	7763	-	5317	-	92
*											
ALL TOTAL		2892	12004	51362	980529	5063	357148	12262	235510	11976	417335
		0	18	1		46	44	925	98	035	

TABLE F4: EMPLOYMENT, WAGES, SALARIES & OTHERS BY INDUSTRY GROUP DURING THE YEAR 1993-94. (VALUE IN '000' TK.)

IND UST -RY COD E	INDUSTRY NAME	NO. OF EST AB.	NO.OF EMPLOYEES				WAGES AND SALARIES				MANDA YS WORKE D BY OPERA T- IVES (000)
			ALL EMPLOYEES		OPERATIVES		ALL EMPLOYEES		OPERATIVES		
			MALE	FEMAL E	MALE	FEMAL E	MALE	FEMAL E	MALE	FEMAL E	
311*	FOOD MANUFACTURING	4454	44925	4924	32573	4924	921926	46233	547030	46233	9599
312*	FOOD MANUFACTURING	1594	48493	1440	32019	1159	1820359	30853	929224	11638	8423
313*	BEVERAGE INDUSTRIES	27	1623	-	1143	-	33812	-	16567	-	316
314*	TOBACCO MANUFACTURING	532	38122	5012	27836	4846	803502	41528	460071	39160	7921
315*	ANIMAL FEEDS & BY-PRODUCTS	8	176	-	156	-	2008	-	1656	-	39
321*	MANUFACTURE OF TEXTILES	10186	433641	7551	390359	7184	9444344	104669	7518570	87796	96337
322*	MANUFACTURE OF TEXTILE	1629	16565	597	13650	597	299696	5645	215874	5645	3883
323*	WEARING APPAREL EXPT. FOOTWEAR	952	96092	211268	76622	210794	1881089	2751140	1185963	2737237	80324
324*	LEATHER AND ITS PRODUCTS	274	9671	-	8068	-	228270	-	145150	-	2279
325*	FOOT WEAR EXPT. VULCANISE/MOLD	134	31719	18602	30788	18602	388284	159086	311444	159086	4685
326*	GINNING,PRESS. & BALING OF FIB	39	1875	-	1212	-	35702	-	18861	-	331
327*	EMBROIDERY ON TEXTILE GOODS	4	1	4	-	-	31	43	-	-	-
331*	WOOD & WOOD CORK PRODUCTS	1159	10546	670	8806	631	233449	7266	166287	6647	2760
332*	FURNITURE & FIXTURES MFG.	316	3444	-	2968	-	93352	-	67298	-	608
341*	MFG. OF PAPER & ITS PRODUCTS	83	7547	-	6423	-	141417	-	95440	-	1035
342*	PRINTING & PUBLISHING	918	24250	128	16080	49	1224925	5053	679076	1626	4123
351*	DRUGS & PHARMACEUTICAL PRODS.	240	33897	1778	15574	1549	1854627	133283	736094	115449	5821
352*	INDUSTRIAL CHEMICALS	27	7387	197	3987	17	608433	13322	318224	725	1338
353*	OTHER CHEMICAL PRODUCTS	338	13814	132	12025	87	205677	1732	131057	845	2046
355*	MISC. PETROLEUM PRODS.&COAL	4	89	-	49	-	2387	-	787	-	13
356*	MFG. OF RUBBER PRODUCTS	196	3062	-	2605	-	51328	-	38021	-	631
357*	MFG. OF PLASTIC PRODUCTS	272	3157	180	2256	174	66317	1710	34900	1467	557

361*	POTTERY, CHINA & EARTHENWAR	243	16214	-	12406	-	751638	-	598732	-	3663
362*	MFG.OF GLASS & ITS PRODUCTS	24	977	154	871	154	13472	1009	10291	1009	285
369*	NON-METALLIC MINERAL PRODS.	1343	18314	-	16145	-	152120	-	103216	-	2366
371*	IRON & STEEL BASIC INDS.	206	11695	-	8976	-	319454	-	204428	-	2539
372*	NON-FERRUS METAL BASIC INDS.	3	94	-	92	-	78	-	43	-	12
381*	FABRICATED METAL PRODUCTS	418	9498	14	8547	14	102915	149	76447	149	1978
382*	FABRICATED METAL PRODUCTS	428	3795	34	3218	34	77841	390	54395	390	908
383*	NON-ELECTRICAL MACHINERY	171	6802	-	6376	-	38324	-	26680	-	489
384*	ELECTRICAL MACHINERY	370	23826	210	21863	195	242918	3920	143111	3363	1198
385*	MFG. OF TRANSPORT EQUIPMENT	335	25591	-	23533	-	478893	-	389832	-	3819
386*	SCIENTIFIC, PRECISION ETC.	11	72	-	61	-	838	-	596	-	18
387*	PHOTOGRAPHIC & OPTICAL GOODS	37	512	-	512	-	8484	-	8484	-	110
391*	DECORATIVE HANDICRAFTS	2	14	2	10	2	161	14	96	14	1
393*	JEWELLERY, TOYS, PEN & PENCIL	236	2177	-	1589	-	46812	-	23739	-	422
394*	OTHER MFG. INDUSTRIES	32	442	-	393	-	5745	-	4508	-	99
ALL TOTAL		27247	950121	252897	789791	251013	22580631	330744	15262192	3218488	250978

Table G1: Public Expenditure on Primary Education

Year	Total expenditure (million Tk.)	Sectoral deflator for education (Base 1995/96=100)	Expenditure at constant 1995/96 prices (million Tk.)	Estimated population (million)	Per capita expenditure	
					Current prices (Tk.)	Constant prices (Tk.)
1979/80	1,060	28.56	3,712	87.7	12	42
1980/81	1,550	31.98	4,847	89.9	17	54
1981/82	1,750	36.10	4,848	91.6	19	53
1982/83	2,200	39.81	5,526	93.5	24	59
1983/84	2,320	42.41	5,470	95.5	24	57
1984/85	2,840	47.40	5,992	97.5	29	61
1985/86	3,490	51.63	6,760	99.4	35	68
1986/87	3,950	57.54	6,865	101.5	39	68
1987/88	4,460	63.19	7,058	103.4	43	68
1988/89	5,910	69.76	8,472	105.5	56	80
1989/90	6,890	76.27	9,034	108.7	63	83
1990/91	7,300	81.06	9,006	111.0	66	81
1991/92	10,040	85.08	11,801	113.0	89	104
1992/93	11,440	88.90	12,868	114.9	100	112
1993/94	13,060	91.60	14,258	116.9	112	122
1994/95	17,270	95.39	18,105	118.8	145	152
1995/96	18,350	100.00	18,350	120.8	152	152
1996/97	18,610	104.28	17,846	122.6	152	146
1997/98	20,340	110.54	18,401	124.5	163	148
1998/99	21,720	117.06	18,555	126.3	172	147
1999/00	24,020	124.04	19,365	128.1	188	151
2000/01	21,480	125.82	17,072	129.9	165	131
2001/02	21,940	126.94	17,284	131.6	167	131

Note: Depending on availability, the development expenditure component of public expenditure refers to original or revised allocations.

Source: *Demands for Grants and Appropriations (Non-Development)*, Ministry of Finance and Annual Development Programme, Planning Commission

Table G2: Public Expenditure on Primary Health Care

Year	Total expenditure (million Tk.)	Sectoral deflator for health (Base 1995/96=100)	Expenditure at constant 1995/96 prices (million Tk.)	Estimated population (million)	Per capita expenditure	
					Current prices (Tk.)	Constant prices (Tk.)
1979/80	680	28.56	2,381	87.7	8	27
1980/81	850	31.98	2,658	89.9	9	30
1981/82	680	36.10	1,884	91.6	7	21
1982/83	840	38.59	2,117	93.5	9	23
1983/84	1,170	42.42	2,758	95.5	12	29
1984/85	1,400	47.40	2,954	97.5	14	30
1985/86	680	51.63	1,317	99.4	7	13
1986/87	1,790	57.53	3,111	101.5	18	31
1987/88	1,960	63.19	3,102	103.4	19	30
1988/89	2,480	75.45	3,287	105.5	24	31
1989/90	3,100	76.27	4,065	108.7	29	37
1990/91	2,740	81.06	3,380	111.0	25	31
1991/92	3,210	85.08	3,773	113.0	28	33
1992/93	3,440	88.90	3,870	114.9	30	34
1993/94	4,030	91.60	4,400	116.9	34	38
1994/95	4,500	95.39	4,717	118.8	38	40
1995/96	4,260	100.00	4,260	120.8	35	35
1996/97	4,350	104.28	4,171	122.6	36	34
1997/98	4,810	110.54	4,351	124.5	39	35
1998/99	4,340	117.06	3,708	126.3	34	29
1999/00	5,420	124.01	4,371	128.1	42	34
2000/01	6,320	125.81	5,023	129.9	49	39
2001/02	7,940	126.94	6,255	131.6	60	48

Note: Depending on availability, the development expenditure component of public expenditure refers to original or revised allocations.

Source: Demands for Grants and Appropriations (Non-Development), Ministry of Finance, and Annual Development Programme, Planning Commission.

Table G3: Resource Use under Safety Nets Programmes

	(Million Tk.)												
	1990/91	1991/92	1992/93	1993/94	1994/95	1995/96	1996/97	1997/98	1998/99	1999/00	2000/01	2001/02	2002/03
Food for Works	4,248	4,328	3,739	3,484	7,517	5,585	8,108	8,360	7,156	8,060	8,850	7,050	4,510
Gratuitous Relief/Test Relief	...	3,938	2,678	3,026	3,465	4,008	2,561	2,587	2,102	2,720	1,990	2,480	2,040
Vulnerable Group Development	3,870	...	...	...	...	...	2,153	2,251	2,089	2,280	2,360	2,430	2,407
Vulnerable Group Feeding	...	...	...	...	...	...	...	762	5,848	2,290	2,970	1,310	1,085
Others	...	...	...	...	20	17	152	15	659	10	861	947	930
Total	8,118	8,266	6,417	6,510	11,002	9,610	12,974	13,975	17,854	15,360	17,031	14,217	10,973
Total as % of GDP	0.97	0.91	0.68	0.63	0.94	0.58	0.70	0.72	0.81	0.65	0.67	0.52	0.37

Source: Bangladesh Economic Review, Ministry of Finance

Table G4: Incidence of Poverty by Occupations of Household Heads

Main Occupation	Head Count Index		
	National	Urban	Rural
Agriculture			
Owner farmer	0.287	0.498	0.282
Owner-cum-tenant farmer	0.413	0.718	0.404
Tenant farmer	0.505	0.716	0.499
Labour (land owning)	0.615	0.685	0.614
Labour (landless)	0.711	0.853	0.708
Fishery worker	0.585	0.821	0.566
Livestock worker	0.713	0.601	0.740
Poultry worker	0.229	0.576	0.213
Others	0.444	0.565	0.433
Non-Agriculture			
Officers (executive/administrative)	0.051	0.079	0.009
Office staff	0.302	0.269	0.320
Teaching	0.175	0.171	0.176
Business	0.363	0.304	0.384
Production labour	0.608	0.607	0.609
Garment worker	0.548	0.600	0.550
Construction labour	0.543	0.622	0.519
Transport labour	0.456	0.535	0.415
Other labour	0.672	0.784	0.635
Driver (rickshaw/van/push cart)	0.636	0.753	0.607
Black smith/gold smith	0.364	0.526	0.328
Pottery	0.653	1.000	0.596
Weaving	0.486	0.738	0.459
Carpentry	0.490	0.597	0.479
Professional (lawyer/doctor/engineer)	0.095	0.122	0.079
Tailor, laundry, barber	0.482	0.575	0.467
Others	0.452	0.447	0.453

Source: Poverty Monitoring Survey May 1999, BBS

Table G5: Incidence of Poverty by Main Occupation of Household Heads

Occupation	Percentage of population below poverty line	
	<i>Lower poverty line</i>	<i>Upper poverty line</i>
National	33.7	49.8
Professional, technical & related work	18.8	32.7
Administrative & managerial work	4.9	7.7
Clinical, related work & govt. executive	33.1	48.6
Sales worker	22.6	39.4
Service worker	35.9	55.2
Agriculture, forestry & fisheries	39.9	56.0
Production, transport & related worker	31.2	48.5
Not working	22.2	31.3
Rural	37.4	53.1
Professional, technical & related work	21.9	35.5
Administrative & managerial work	12.7	23.0
Clinical, related work & govt. executive	40.5	54.8
Sales worker	27.3	45.2
Service worker	39.4	56.2
Agriculture, forestry & fisheries	40.6	56.3
Production, transport & related worker	37.2	53.4
Not working	26.5	35.1
Urban	19.1	36.6
Professional, technical & related work	12.0	26.6
Administrative & managerial work	1.9	1.9
Clinical, related work & govt. executive	22.0	39.2
Sales worker	14.6	29.4
Service worker	29.6	53.5
Agriculture, forestry & fisheries	25.0	49.3
Production, transport & related worker	20.0	39.1
Not working	10.7	18.2

Source: 1999-2000 Household Income and Expenditure Survey, BBS

Table G6: Incidence of Poverty by Main Occupation of Household Heads

Occupation	Percentage of population below poverty line	
	<i>Lower poverty line</i>	<i>Upper poverty line</i>
Rural		
All Occupations	39.8	56.7
Owner farmer	20.5	39.9
Agricultural worker with land	50.7	69.5
Landless agricultural worker	74.8	86.8
Tenant farmer	42.0	64.6
Fisherman, livestock farmer	45.4	64.4
Non-agricultural occupation	38.1	54.3
Not working	33.3	45.2
Urban		
All Occupations	14.3	35.0
Professional/executive	5.0	12.9
Business	8.7	27.6
Labour	28.3	57.3
Other occupation	16.6	43.2
Not working	10.2	29.7

Source: 1995-96 Household Expenditure Survey, BBS

Table G7: Poverty Incidence by Occupation of Household Head

Occupation		Head Count Index			
		1998	1997	1996	1995
Urban	Agriculture				
	Owner Farmer	42.0	50.5	48.2	26.7
	Agriculture Labour	83.3	59.0	60.7	74.3
	Other Farming	75.6	64.8	62.2	74.7
	Non-agriculture				
	Management and Professional	31.6	35.3	30.0	20.3
	Trade and Business	37.5	35.8	35.2	38.9
	Labour	68.0	63.2	70.4	59.9
	Other	46.8	52.5	50.6	50.4
Rural	Agriculture				
	Owner Farmer	33.0	33.7	33.4	32.8
	Tenant Farmer	37.6	65.2	40.9	40.0
	Agriculture Labour	64.2	63.7	69.6	71.1
	Other Agriculture	52.7	50.2	36.0	46.5
	Non-agriculture				
	Trade	41.2	38.8	41.6	42.9
	Production and Transport Labour	61.8	55.6	48.4	43.0
	Other Non-agriculture	42.1	37.8	42.7	37.2

Source: Poverty Monitoring Survey, BBS

Table G8: Membership in Associations

(Million)

	No. of households			No. of population		
	All	Poor	Non-poor	All	Poor	Non-poor
A. National						
Club	0.36	0.15	0.21	2.19	0.84	1.35
Agricultural cooperative	0.79	0.42	0.37	4.68	2.50	2.18
Landless group	0.35	0.20	0.15	1.92	1.17	0.75
Assetless group	0.28	0.16	0.12	1.48	0.87	0.61
Women group	1.25	0.68	0.57	6.54	3.83	2.71
Homeless group	0.02	0.01	0.01	0.10	0.06	0.04
Hawker society	0.02	0.00	0.02	0.09	0.02	0.07
Labour society	0.23	0.10	0.13	1.20	0.54	0.66
Credit society	0.77	0.45	0.32	4.08	2.55	1.53
Others	1.47	0.80	0.67	7.84	4.43	3.41
Total	5.54	2.97	2.57	30.12	16.81	13.31
B. Rural						
Club	0.32	0.14	0.18	1.96	0.79	1.17
Agricultural cooperative	0.72	0.38	0.34	4.21	2.26	1.95
Landless group	0.33	0.19	0.14	1.81	1.12	0.69
Assetless group	0.27	0.15	0.12	1.38	0.81	0.57
Women group	1.15	0.63	0.52	6.00	3.56	2.44
Homeless group	0.01	0.01	0.00	0.06	0.05	0.01
Hawker society	0.01	0.00	0.01	0.07	0.01	0.06
Labour society	0.16	0.07	0.09	0.83	0.38	0.45
Credit society	0.71	0.42	0.29	3.77	2.39	1.38
Others	1.33	0.75	0.58	7.13	4.14	2.99
Total	5.01	2.74	2.27	27.22	15.51	11.71
C. Urban						
Club	0.04	0.01	0.03	0.23	0.05	0.18
Agricultural cooperative	0.07	0.04	0.03	0.47	0.24	0.23
Landless group	0.02	0.01	0.01	0.11	0.05	0.06
Assetless group	0.01	0.01	0.00	0.10	0.06	0.04
Women group	0.10	0.05	0.05	0.54	0.27	0.27
Homeless group	0.01	0.00	0.01	0.04	0.01	0.03
Hawker society	0.01	0.00	0.01	0.02	0.01	0.01
Labour society	0.07	0.03	0.04	0.37	0.16	0.21
Credit society	0.06	0.03	0.03	0.31	0.16	0.15
Others	0.14	0.05	0.09	0.71	0.29	0.42
Total	0.53	0.23	0.30	2.90	1.30	1.60

Source: Poverty Monitoring Survey 1999, BBS

Table H1: Employed Population in Public and Private Sector Enterprises

(Million)

Year		Sector of Employment	Female	Male	Both Sex
A. Usual Definition					
1999-2000	National (10+)	Public/Autonomous	0.27	2.04	2.31
		Private (Formal)	1.09	6.77	7.86
		Private (Informal)	7.74	24.81	32.55
		Non-profit Institution	0.04	0.05	0.09
		Total	9.14	33.67	42.81
1999-2000	National (15+)	Public/Autonomous	0.27	2.02	2.29
		Private (Formal)	0.92	6.35	7.27
		Private (Informal)	6.66	22.67	29.33
		Non-profit Institution	0.04	0.05	0.09
		Total	7.89	31.09	38.98
1995-96	National (15+)	Public/Autonomous	0.30	1.73	2.03
		Private (Formal)	0.73	3.48	4.21
		Private (Informal)	3.93	24.61	28.54
		Non-profit Institution	-	-	-
		Total	4.96	29.82	34.78
B. Extended Definition					
1999-2000	National (10+)	Public/Autonomous	0.29	2.06	2.34
		Private (Formal)	1.23	6.86	8.08
		Private (Informal)	20.32	27.15	47.46
		Non-profit Institution	0.11	0.07	0.18
		Total	21.95	36.14	58.06
1999-2000	National (15+)	Public/Autonomous	0.29	2.04	2.33
		Private (Formal)	1.05	6.41	7.46
		Private (Informal)	17.97	23.86	41.83
		Non-profit Institution	0.09	0.06	0.15
		Total	19.10	32.37	51.77
1995-96	National (15+)	Public/Autonomous	0.32	1.74	2.05
		Private (Formal)	0.84	3.49	4.33
		Private (Informal)	17.49	25.20	42.69
		Non-profit Institution	-	-	-
		Total	18.65	30.43	49.07

Source: Labour Force Survey, BBS

Table H2: Employees and Employment Cost of Manufacturing Establishment

Year	Number of Employees		Employment Cost (Million Taka)		Mandays Works Operatives (Thousand)
	All Employees	Operatives	All Employees	Operatives	
1997-98	2104242	1838767	45840	34092	461860
1991-92	1156204	984792	25972	18534	297896
1990-91	1110582	941869	24362	17663	264496
1989-90	1084580	910872	25364	18584	256295
1988-89	991686	822209	19335	13882	227677
1987-88	489500	390663	11060	7733	111902
1986-87	478696	381669	10101	7139	108253
1985-86	466636	369433	8889	6144	104048
1984-85	468606	364086	7103	4793	102684
1983-84	452436	349660	6102	4150	101703
1982-83	448951	348932	5324	3563	101377
1981-82	456291	356139	5094	3440	102106

Source: Census of Manufacturing Industries, BBS

Table H3: Wages and Salaries in Manufacturing Enterprises

Year	No. of Reporting Establish- ments	No. of Employees (thousand)		Mandays Worked (million)	Production Value (million Tk.)		Employment Cost (million Tk.)	
		All Employees	Operatives		Gross Production	Value Added	All Employees	Operatives
1980-81	3,152	438.0	341.4	...	40,717	14,129	4,737	3,238
1981-82	3,356	456.3	356.1	102.1	47,630	15,711	5,094	3,440
1982-83	3,583	449.0	348.9	101.4	50,623	18,832	5,324	3,563
1983-84	3,740	452.4	349.7	101.7	62,042	23,068	6,102	4,150
1984-85	3,934	468.6	364.1	102.7	69,917	23,956	7,103	4,793
1985-86	3,096	466.6	369.4	104.0	75,483	29,567	8,889	6,144
1986-87	4,519	478.7	381.7	108.3	84,216	31,954	10,101	7,139
1987-88	4,793	489.5	390.7	111.9	89,180	32,549	11,060	7,733
1988-89	23,752	991.7	822.2	227.7	177,568	60,663	19,335	13,882
1989-90	25,283	1,084.6	910.9	256.3	201,831	65,815	25,364	18,584
1990-91	25,890	1,110.6	941.9	264.5	208,383	66,412	24,362	17,663
1991-92	26,446	1,156.2	984.8	297.9	222,868	73,249	25,972	18,512
1992-93	26,677	1,248.7	1,069.0	...	256,436	84,459	28,715	20,448
1993-94	27,247	1,203.0	1,040.8	...	329,682	143,572	25,888	18,481
1994-95	...	...	...	...	...	...	...	...
1995-96	28,920	1,714.0	1,486.9	...	508,460	182,223	47,878	...
1996-97	...	...	...	...	...	...	...	...
1997-98	29,573	2,104.2	1,838.7	461.9	576,655	203,959	55,786	34,092

Note: Number of establishments refers to the number of reporting factories as reported in the Census of Manufacturing Industries (CMI) in respective years

Source: Census of Manufacturing Industries, BBS

Table H4: Average Work Hours Per Week of Employed Population

(Thousand)

	Bangladesh			Rural			Urban		
	Female	Male	Total	Female	Male	Total	Female	Male	Total
A. Usual definition									
Agriculture	28	47	43	28	47	43	23	45	38
Fishing	29	44	43	28	44	43	39	44	43
Mining & Quarrying	30	45	38	29	45	36	36	49	46
Manufacturing	37	50	45	31	50	42	45	51	49
Electricity, Gas & Water Supply	40	48	47	53	49	50	30	48	45
Construction	39	51	50	37	50	49	45	54	53
Wholesale & Retail Trade	33	49	48	33	48	47	35	50	49
Hotel & Restaurants	39	53	52	38	52	51	39	55	53
Transport, Storage & Communication	43	51	51	52	50	50	35	51	51
Bank, Insurance & Financial Inter.	46	47	47	49	49	49	44	46	46
Real Estate, Rental & Business Act.	25	53	48	20	57	49	30	51	48
Public Administration	43	46	46	44	47	47	43	46	45
Education	40	46	44	41	46	45	39	44	42
Health and Social Work	47	47	47	48	46	46	47	48	48
Com. Social, Personal Services & Others	35	48	40	32	47	37	38	50	43
Total	32	48	45	30	47	44	38	50	47
B. Extended definition									
Agriculture	23	45	35	23	45	35	21	43	31
Fishing	25	43	41	24	43	41	39	43	43
Mining & Quarrying	22	44	30	22	42	29	22	49	33
Manufacturing	36	50	45	31	49	42	45	51	49
Electricity, Gas & Water Supply	40	48	47	53	49	50	30	48	45
Construction	39	51	50	36	50	49	45	54	53
Wholesale & Retail Trade	33	48	47	33	47	46	34	50	49
Hotel & Restaurants	39	52	51	38	51	50	39	55	53
Transport, Storage & Communication	33	51	50	33	50	50	33	52	51
Bank, Insurance & Financial Inter.	46	47	47	49	48	48	44	46	46
Real Estate, Rental & Business Act.	25	51	48	20	54	48	30	51	48
Public Administration	43	46	46	44	47	47	43	46	45
Education	40	46	44	41	46	45	39	44	42
Health and Social Work	47	47	47	48	46	46	47	48	48
Com. Social, Personal Services & Others	34	48	40	32	47	37	38	50	43
Total	26	47	39	25	46	38	33	49	45

Note: Labour force refers to employed persons aged 10 years and over

Source: 1999-2000 Labour Force Survey, BBS

Table H5: Number of Labour Inspectors

Sl. No.	Inspecting Staff	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
01	Chief Inspector of Factories & Establishments	01	01	01	01	01	01	01	01	01	01	01	01
02	Deputy Chief Inspector of Factories & Establishments (Engineering)	01	01	01	01	01	01	01	01	01	01	01	01
03	Deputy Chief Inspector of Factories & Establishments (Medical)	01	01	01	01	01	01	01	01	01	01	01	01
04	Deputy Chief Inspector of Factories & Establishments (General)	05	05	05	05	05	05	05	05	05	05	05	05
05	Inspector of Factories & Establishments (Engineering)	05	05	05	05	05	05	05	05	10	10	10	10
06	Inspector of Factories & Establishments (Medical)	04	04	04	04	04	04	04	04	07	07	07	07
07	Assistant Chief Inspector of Factories & Establishments (General)	10	10	10	10	10	10	10	10	10	10	10	10
08	Dock Labour Safety Officer	02	02	02	02	02	02	02	02	02	02	02	02
09	Inspector of Standing Orders	01	01	01	01	01	01	01	01	01	01	01	01
10	Labour Inspector (General)	17	17	17	17	17	17	17	17	17	17	17	17
11	Assistant Inspector of Factories & Establishments (Engineering)	04	04	04	04	04	04	04	04	04	04	04	04
12	Assistant Inspector of Factories & Establishments (Medical)	04	04	04	04	04	04	04	04	04	04	04	04
13	Inspector of Shops & Establishments	48	48	48	48	48	48	48	48	48	48	48	48
	Total	103	103	103	103	103	103	103	103	111	111	111	111

Note: In addition to the above staff there are more than hundred (117 in 2001) office assistants.

Source: Annual Report, Various years, The Department of Inspection for Factories and Establishments, Ministry of Labour and Employment, GOB.

Table H6: Number of Trade Unions/Federations

Year	At the Beginning of the Year		New Registered		Restored		Canceled		Total	
	Trade Unions (No.)	Members (No.)	Trade Unions (No.)	Members (No.)	Trade Unions (No.)	Members (No.)	Trade Unions (No.)	Members (No.)	Trade Unions (No.)	Members (No.)
1980	3,357	1041,086	296	61,099	00	00	37	4,480	3,616	1097,705
1981	3,616	1097,705	326	81,730	02	592	411	52,519	3,533	1127,508
1982	3,533	1127,508	93	15,824	17	2,509	1,487	199,793	2,156	946,048
1983	2,156	946,048	119	25,089	00	00	149	23,856	2,126	947,281
1984	2,126	947,281	519	180,165	14	13,549	171	56,499	2,488	1075,496
1985	2,488	1075,496	106	15,096	00	00	01	254	2,593	1090,338
1986	2,593	1090,338	611	72,095	03	6,494	75	4,648	3,132	1164,279
1987	3,132	1164,279	339	42,110	05	3,422	89	14,107	3,387	1195,704
1988	3,387	1195,704	355	242,972	01	2,101	118	18,943	3,625	1421,834
1989	3,625	1421,834	370	103,446	08	5,440	95	13,153	3,908	1517,567
1990	3,908	1517,567	316	171,181	04	6,979	439	76,719	3,789	1619,008
1991	3,789	1619,008	270	51,664	00	00	103	27,757	3,956	1642,915
1992	3,956	1642,915	305	39,571	01	91	197	33,794	4,065	1648,783
1993	4,065	1648,783	295	43,426	00	00	122	17,264	4,238	1674,945
1994	4,238	1674,945	295	35,367	00	00	49	28,618	4,484	1681,694
1995	4,484	1681,694	345	52,378	00	00	33	13,393	4,796	1720,679
1996	4,796	1720,679	466	28,167	01	1,257	85	19,176	5,178	1730,927
1997	5,178	1730,927	448	73,098	00	00	175	10,951	5,451	1793,074
1998	5,451	1793,074	371	54,651	00	00	128	24,164	5,694	1823,561
1999	5,694	1823,561	348	52,366	00	00	107	19,233	5,915	1856,694
2000	5,915	1856,694	440	56,707	00	00	51	7,950	6,304	1905,451
2001	6,304	1905,451	309	45,533	00	00	85	12,715	6,528	1938,269
2002	6,528	1938,269	360	69,170	00	00	79	12,132	6,809	1995,307

Source: Bangladesh Labour Journal, Various Issues, Labour Directorate, Statistics Department, Ministry of Labour and Employment, GoB

Table H7: Number of Collective Bargaining Agents (CBA) and its Members

Year	Number of CBA	Member
1991	38	8,817
1992	24	63,490
1993	25	75,040
1994	25	64,952
1995	21	37,340
1996	19	25,674
1997	23	24,617
1998	18	30,366
1999	17	29,865
2000	28	36,485
2001	15	15,386
2002	15	28,966

*Source: Bangladesh Labour Journal, Various Issues, Labour Directorate, Statistics
Department, Ministry of Labour and Employment, GoB*

Table H8: Industrial Disputes, Workers Involved in Strikes and Number of Days Lost

Year	Number of Industrial Disputes	Number of Workers involved in Strike	Number of Days Lost
1980	104	164,032	1160,436
1981	123	117,031	1198,460
1982	55	21,788	238,658
1983	16	175,787	392,616
1984	142	481,004	1144,817
1985	95	198,118	284,920
1986	46	105,977	2079,671
1987	18	88,795	175,278
1988	09	28,874	49,398
1989	16	60,513	85,395
1990	05	14,554	28,479
1991	03	454	29,811
1992	11	6,190	29,741
1993	11	6,101	16,029
1994	02	541	2,821
1995	05	24,656	75,023
1996	01	353	7,766
1997	-	-	-
1998	01	6,490	6,490
1999	04	22,957	19,780
2000	04	16,977	33,954
2001	03	16,611	16,611
2002	-	-	-

- not available

*Source: Bangladesh Labour Journal, Various Issues, Labour Directorate, Statistics
Department, Ministry of Labour and Employment, GoB*

Table H9: Non-Wage Benefits of Workers to Non-Manufacturing Employees of State-Owned Industrial Enterprises (SOEs)

Non-Wage Benefits of Workers to Non-Manufacturing Employees of State-Owned Industrial Enterprises (SOEs) are as follows:

- **House Rent Allowance (for all areas of Bangladesh)**
If no accommodation is provided by the enterprise/government, the concerned enterprise will pay 45 per cent of basic wages to the worker as house rent allowance. If family accommodation of any type is provided by the enterprise/government to the worker, no house rent allowance will be paid. If single accommodation is provided to any worker, TK. 15.00 per month will be deducted from the worker's wage but full house rent allowance will be paid to the worker;
- **Medical Allowance**
Medical allowance will be paid to the workers at the rate of TK. 200.00 per month, in addition to free medical services from clinic/hospital of the enterprise, if existing and available. However, in case of accident on job on machine in factory, full treatment will be provided by the enterprise. Arrangements may be made to prevent diseases that are associated with the workers' work-environment; but if the worker is infected with any disease within the enterprise, and associated with workers' work-environment, the enterprise will make arrangements for treatment of the affected worker;
- **Conveyance/Transport Allowance**
No transport allowance will be paid to the worker if the enterprise/government provides transport. If the transport is available, deduction of TK. 15.00 per person per month will be made from the wage of the worker. If the transport is not available, allowance will be paid to the worker at the rate of TK. 5.00 per working day. Workers residing within the factory premises will not be paid any transport allowance;
- **Washing Allowance**
Washing allowance will be paid to the worker at the rate of TK. 25.00 per month per set of livery provided by the enterprise, but no allowance will be paid for personal cloth;
- **Festival Allowance/Bonus**
Two festival bonuses will be paid to the workers, equivalent to one month's basic wage for each festival, during two festivals of the choice of the worker. However, for entitlement of festival bonus, the worker must be on duty for the required number of working days as is the practice now;
- **Night Shift Allowance**
Night shift allowance will be paid to the workers at the rate of TK. 5.00 per working duty night shift;
- **Rotating Shift Duty Allowance**
Rotating shift duty allowance at the rate of TK. 100.00 per month will be paid to the workers enjoying such benefits at present;
- **Tiffin Allowance**
Tiffin allowance will be paid to the worker at the rate of TK. 5.00 per working duty shift;
- **Hill Allowance**
Hill allowance will be paid to the workers working in hill districts at the rate of 30 per cent of their basic wage;
- **Gas Allowance**
Gas allowance will be paid to the workers of BCIC Mills only at the rate of TK. 45.00 per month as per existing practice;

- **Profit Bonus**
The workers will be paid at the rate of 10 per cent of net profit of the enterprise each year, provided the enterprise makes at least 10 per cent net profit over the working capital of the year. The bonus will be paid in addition to Workers' Profit Participation Fund. The existing incentive bonus scheme will discontinue on implementation of this recommendation of National Wages and Productivity Commission 1998 (NWPC-98);
- **Contributory Provident Fund**
The permanent workers of the enterprise will contribute at the rate of 10 per cent of their basic wage to the Contributory Provident Fund Trust and the enterprise will contribute the same to match worker contribution;
- **Group Insurance Scheme**
In case of death of a worker, the enterprise will pay compensation to legal heirs of the deceased, equivalent to 36 months' of basic wage of the deceased worker;
- **Gratuity**
Gratuity will be paid to the worker at the rate of two months basic wages of the concerned worker after his/her regular service each year, as per existing practice;
- **Encashment of Leave**
Workers may be allowed to encash 50 per cent of total Earned Leave accumulated at the end of the year;
- **Retirement Benefit**
No retirement benefit other than gratuity will be paid separately, as is the existing practice;
- **Training Allowance**
Training allowance will be paid to the workers by the enterprise for training (e.g., auto-mechanic, welding, poultry farming, pisciculture, etc.) while in service so that they can apply their skill for engaging themselves in self/wage employment on retirement or any time they choose. Regular wage will be paid for the whole duration of the training course as if the trainee-worker is on regular duty;
- **Other Benefits**
Fringe benefits other than above, if in existence, will continue.

Source: Minimum Wages Board, Ministry of Labour and Employment, GoB.

Table H10: Retirement Benefits

Retirement of a public servant: Subject to the provisions of section 9 of the Public Servants (Retirement) Act, 1974, a public servant shall retire from service on the completion of the fifty seventh year of his/her age.

- Prohibition of re-employment –
 - 1) No public servant who has retired from service shall be re-employed in any manner in the service of the Republic or of any corporation, nationalized enterprise or local authority;
 - 2) Sub-section 1) shall not apply to any re-employment of a public servant in any office specified in the Constitution of the People's Republic of Bangladesh;
 - 3) Notwithstanding anything contained in this section, the President may if he/she is of opinion that it is in the public interest so to do, employ a public servant on contract after his/her retirement.
- Extension or re-employment on the commencement of the Act. – Notwithstanding anything contained in this Act, a public servant, who, on the commencement of this Act, is in service on extension or re-employment shall retire from or, as the case may be, cease to be in service-
 - a) if he/she is a physician or teacher, on the completion of the sixtieth year of his/her age or, if he/she has completed before such commencement the sixtieth year of his/her age, on the expiry of twenty one days from such commencement; or
 - b) in any other case, on the completion of the fifty-seventh year of his/her age or if he/she has completed before such commencement the fifty seventh year of his/her age, on the expiry of twenty one days from such commencement.
- Leave preparatory to retirement – A public servant who is required to retire from or as the case may be, cease to be in service under any provision of this Act shall be entitled to such leave preparatory to retirement as is admissible to him and the period of such leave may extend beyond the date of his/her retirement or ceasing to be in service but not beyond the completion of the fifty eighth year of his/her age and if he/she proceeds on such leave before the date of his/her retirement or ceasing to be in service, his/her retirement or ceasing to be in service shall take effect on the expiry of the leave.
- Leave preparatory to retirement on the commencement of the Act. – Notwithstanding anything contained in this Act, a public servant, who, on the commencement of this Act, is on leave preparatory to retirement, shall continue to be on such leave and shall retire or, as the case may be, cease to be in service on the expiry of such leave.
- Optional retirement –
 - 1) A public servant may opt to retire from service at any time after he/she has completed twenty five years of service by giving notice in writing to the appointing authority at least thirty days prior to the date of his/her intended retirement. Provided that such option once exercised shall be final and shall not be permitted to be modified or withdrawn.
 - 2) The Government may if it considers necessary in the public interest so to do retire from service a public servant at any time after he/she has completed twenty five years of service without assigning any reason.

- Not entitled to retirement benefits in certain cases – If any judicial proceedings instituted by the Government or, as the case may be, employer or any departmental proceedings are pending against a public servant at the time of his/her retirement or, as the case may be, ceasing to be in service, he/she shall not be entitled to any pension or other retirement benefits, except his/her subscriptions to any provident fund and the interest thereon, till the determination of such proceedings, and the payment to him of any pension or other retirement benefits shall be subject to the findings in such proceedings.
- Power to make rules – The Government may by notification in the official Gazette, make rules for carrying out the purposes of this Act.
- Repeal and savings –
 - 1) The Public Servants (Retirement) Ordinance, 1973 (Ord. XXVI of 1973), is hereby repealed.
 - 2) Notwithstanding such repeal, anything done, any action taken or any order made under the said Ordinance shall be deemed to have been done, taken or made, as the case may be, under the corresponding provision of this Act.

Fixation of age of retirement of the contingent and Work-Charged employees (August 06, 1973)

1. Government has been pleased to decide that the contingent and Work-Charged employees shall retire after completion of sixty (60) years of age.
2. The above decision shall not be applicable to the contingent and Work-Charged employees who have been brought to the regular establishment in terms of Memo. No. S & GA/RI/IS-53/69-71 (950) dated 28-3-69 and No. Estabt. /RI/S-46/72-55, dated 21-4-72. These employees shall retire after completion of 55th years of age like other employees of the regular establishment.

Revised Rules for Pension and Retirement Benefits (December 21, 1982)

Government has been pleased to further revise the existing rules relating to pension and death-cum-retirement benefits of civil servants, and have been pleased to decide as follows:

- The pension-cum-gratuity scheme, 1954 shall be modified to the extent indicated below –
 1. At present, a Government servant in pensionable service, on retirement, is allowed a gratuity in lieu of one fourth of his/her gross pension that he/she surrenders compulsorily. He/she is also allowed to commute another one fourth of his gross pension and may get commutation value of his/her pension. The commutation rules are relatively complex and pensioners face many difficulties in this respect. Government have, therefore, decided that on retirement, shall surrender half of their gross pension and receive a gratuity against the surrendered amount. They shall not be allowed to commute any further amount from their gross pension.
 2. In the case of a Government servant who has rendered ten (10) years' service or more qualifying for pension, a gratuity payable to him on retirement or to his/her family in the event of his/her death, will be calculated at the following rates for each Taka of his/her pension surrendered:
 - i) if qualifying service is ten (10) years or more but less than fifteen (15) years

Taka 210

ii) if qualifying service is fifteen (15) years or more but less than twenty (20) years Taka 195

iii) if qualifying service is twenty (20) years or more
Taka 180

3. a) In the event of death before retirement, the family pension payable to the family of the deceased Government servant will now be paid for fifteen (15) years instead of ten (10) years as at present.
- b) In the event of his/her death after but within fifteen (15) years of his/her retirement, half of the pension (net of surrender/commutation) will be paid to his/her family for the unexpired portion of fifteen (15) years.
4. In respect of pensioners retiring from service on or after 01-07-1982, the pension will be calculated according to the new pension table as follows –

New Pension Table (Ordinary Pension)

Completed year of qualifying service	Scale of pension expressed as percentage of emoluments
10	21
11	23
12	25
13	27
14	29
15	31
16	33
17	35
18	37
19	39
20	41
21	44
22	47
23	51
24	55
25 and above	60

5. The pensioners including family pensioners who were drawing, on or before 30-06-1977, a net pension of less than Taka 100 including the *ad-hoc* increases allowed from time to time and such pensioners who have retired or will retire after 30-06-1977 shall now get a net pension of not less than Taka 100 per month inclusive of *ad-hoc* increase. Audit Officers concerned shall revise the P. P. Os accordingly.
- Option from Government servants in pension able service
 1. Government servants who were in pension able service and will retire on or after 01-07-1982 shall be allowed the option to draw their pensioner benefits under the existing rules. This option should be exercised in writing and communicated in the case of Gazetted Officers, to the Audit Officers and in the case of Non-Gazetted Officers Government Servants to the Head of the office concerned so as to reach him within three (3) months from the date of issue of this memorandum. If on that date, a Government servant was on leave or temporarily on deputation outside Bangladesh, he may exercise his option and communicate from there or within three (3) months from the date of his return from leave or deputation abroad.

Table H 11 : Pension Payment from Government's Revenue Budget

(Million Tk.)

	Total revenue expenditure (gross)	Pension payment
1980/81	13,959	64
1981/82	17,299	193
1982/83	18,358	402
1983/84	20,457	483
1984/85	25,870	516
1985/86	34,676	750
1986/87	39,916	1,205
1987/88	47,167	1,371
1988/89	61,885	1,524
1989/90	66,802	1,704
1990/91	72,651	2,121
1991/92	78,387	2,820
1992/93	86,430	3,572
1993/94	91,555	3,700
1994/95	105,676	4,637
1995/96	118,864	5,543
1996/97	127,469	5,650
1997/98	148,450	6,315
1998/99	168,783	8,581
1999/00	185,820	8,483
2000/01	198,319	8,645

Source: Statistical Yearbook of Bangladesh, BBS.

Table H12: Occupational Injuries

		1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Dhaka	Minor	1374	1307	902	780	1220	1186	924	837	486	544	535	378
	Serious	571	176	301	156	196	112	173	91	32	45	49	76
	Fatal	30	19	09	08	06	22	22	45	10	07	63	21
	Total	1975	1502	1212	944	1422	1320	1119	973	528	596	647	475
	Man days lost	23893	18777	13839	9360	13440	11102	8343	8134	4202	4743	4702	6810
Rajshahi	Minor	469	691	478	431	272	265	178	158	99	65	92	74
	Serious	61	94	28	39	81	31	36	40	32	05	24	17
	Fatal	03	00	01	02	05	02	00	01	02	00	00	00
	Total	533	785	507	472	358	298	214	199	133	70	116	91
	Man days lost	4808	9951	4046	3967	3808	2630	2146	2106	1499	789	1307	1365
Chittagong	Minor	2742	2901	3451	2614	1408	1423	819	929	1058	886	433	161
	Serious	951	855	1141	1029	96	82	130	171	177	111	121	46
	Fatal	01	10	10	01	01	08	04	05	00	00	12	01
	Total	3694	3766	4602	3644	1505	1513	953	1105	1235	997	566	208
	Man days lost	42969	53286	52682	44023	12256	12011	8983	10778	11831	9551	5307	3105
Khulna	Minor	1702	2052	1997	1682	610	829	608	657	713	423	352	399
	Serious	469	181	31	253	114	127	142	170	182	168	181	183
	Fatal	02	01	00	00	01	00	00	00	00	01	02	01
	Total	2173	2234	2028	1935	725	956	750	827	895	592	535	583
	Man days lost	23639	27097	14754	19099	7120	8978	7806	8849	9541	6311	5691	8730
Bangladesh	Minor	6287	6951	6828	5507	3510	3703	2529	2581	2356	1918	1412	1012
	Serious	2052	1306	1501	1476	487	352	481	472	423	329	375	322
	Fatal	36	30	20	11	13	32	26	51	12	08	77	23
	Total	8375	8287	8349	6994	4010	4087	3036	3104	2791	2255	1864	1357
	Man days lost	95309	109111	85321	76449	36624	34721	27278	29867	27073	21394	17007	20010

Source: Annual Reports, The Department of Inspection for Factories and Establishments, M/O Labour and Employment, GOB.

Table H13: Industry-wise Number of Injuries/Accidents

		1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Jute (including jute press)	Minor	4532	5181	5211	4318	2684	2756	1950	1943	1926	1600	1099	701
	Serious	1491	876	1083	1125	342	187	296	345	314	201	243	240
	Fatal	06	01	04	02	01	02	00	00	01	00	02	00
	Total	6029	6058	6298	5445	3027	2945	2246	2288	2241	1801	1344	941
Textile (cotton, garments)	Minor	813	619	643	501	327	320	213	218	147	113	117	116
	Serious	265	123	205	175	53	42	61	42	33	24	30	11
	Fatal	24	02	03	00	05	12	03	43	01	04	44	21
	Total	1102	744	851	676	385	374	277	303	181	141	191	148
Steel and Engineering	Minor	172	312	259	164	155	205	47	144	91	52	65	04
	Serious	64	96	94	52	28	30	45	23	16	21	19	00
	Fatal	02	07	08	02	01	11	02	06	00	00	12	01
	Total	238	415	361	218	184	246	94	173	107	73	96	05
Sugar and Food	Minor	69	40	118	-	28	72	56	26	24	16	05	05
	Serious	41	27	19	-	05	12	22	02	03	02	01	01
	Fatal	00	02	02	-	05	03	00	01	01	01	00	00
	Total	110	69	139	-	38	87	78	29	28	19	06	06
Chemical, Fertilizer and Cement	Minor	522	694	509	501	291	315	234	166	90	120	113	81
	Serious	154	149	85	113	51	62	42	44	40	78	79	39
	Fatal	01	17	03	05	01	03	02	01	09	00	19	00
	Total	677	860	597	619	343	380	278	211	139	198	211	120
Others	Minor	179	105	88	23	25	35	29	84	78	17	13	105
	Serious	37	35	15	11	08	19	15	16	17	03	03	31
	Fatal	03	01	00	02	00	01	19	00	00	03	00	01
	Total	219	141	103	36	33	55	63	100	95	23	16	137
Total	Minor	6287	6951	6828	5507	3510	3703	2529	2581	2356	1918	1412	1012
	Serious	2052	1306	1501	1476	487	352	481	472	423	329	375	322
	Fatal	36	30	20	11	13	32	26	51	12	08	77	23
	Total	8375	8287	8349	6994	4010	4087	3036	3104	2791	2255	1864	1357

Source: Annual Reports, The Department of Inspection for Factories and Establishments, M/O Labour and Employment, GOB.