



**AN ANALYSIS OF THE LABOUR MARKET AND ITS POLICY OF
BANGLADESH**

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ABSTRACT

Labor market policy is significant for a country's higher investment and economic growth. The labor forces of Bangladesh are split in different sectors like agriculture, industry, service sectors, foreign wage earners, etc. But the labor market of Bangladesh is suffering from different types of problems like wage discriminations, existence of child labor, lack of workforce security, lack of updated information, lack of technology, and so forth. This paper is an attempt to highlight different issues and problems of Bangladesh labor market. It also focuses on the analysis of the labor market and the contribution of different sectors in national GNP. The paper also pinpoints on the different problems of Bangladeshi wage earners in foreign countries, their remittance and their contribution in national GNP. Finally, the paper attempts to recommend some policy measures to handle the pertaining problems of different sectors and for the smooth development of the same.

Keywords: Labour Market, Policy Making, Child Labour, Bangladesh.

1. INTRODUCTION

Bangladesh is a developing country in South Asia, formerly known as East Pakistan, and before that as the East Bengal region of British India. Bangladesh gained its independence from Pakistan followed by a brutal war in December 1971. Bangladesh is one of the poorest and most densely populated countries in the world. The annual per capita income is about 370 dollars, and total population is 146 million (2003 est.). Which is slightly smaller than Iowa. The population of the country is 98% Bengali, less than one million is tribal. The northeastern part of Bangladesh is called North Bangle and is the poorest part of country, their education percentage is low that's why they are involve in largely agriculture sector. Other side is called East Bangle, which is divided by Jamuna River. East Bangle people are normally more educated and richer than north bangle people.

Bangladesh has received more than 30 billion dollars in disbursed grant aid and loans from foreign donors (including World Bank, the Asian Development Bank, the U.N. Development Program, the United State, Japan, Saudi Arabia, and Western Europe) since its independence

in 1971, but remains one of the poorest and most densely populated countries in the world. Bangladesh historically has run a large trade deficit, which it finances largely through foreign aid and remittances from the many Bangladeshi workers abroad (largely in the Arabian Gulf region). Overall, foreign aid provides Bangladesh with around 40% of government revenues and 50% of foreign exchange. In April 2000, donors meeting in Paris agreed to provide 1.8 – 2.2 billion dollars in additional aid over the next years, dependent upon the pace of economic, political, and civil reforms, which the World Bank believes will help boost Bangladesh's economic growth rate. The World Trade Organization (WTO) has stated that Bangladesh's main problems include civil unrest and political instability, natural disasters, and inadequate infrastructure. Bangladesh is primarily agriculture (around 62% of the labor force and 26% of the Gross Domestic Product – GDP), although urbanization is proceeding rapidly. This heavy reliance on agriculture makes Bangladesh vulnerable to natural disasters such as cyclones, floods, and droughts, as well as to world commodity prices. Over the past several years, however, Bangladesh has experienced bumper crop and strong growth in the agriculture sector.

The role of trade unions in Bangladesh was severely restricted until the 1990 and a general tight control was exercised from the state on the labor market. In this respect, Bangladesh preferred to keep a tight control over employment in enterprise, discourage workers associations and focus on growth and productivity by heavily investing in technology, education and training. The success of this country in achieving long-lasting growth and try to get full employment in the early 1980s encouraged government to maintain the labor market approach and the double target of full employment and sustained growth. During the 1980s and 1990s increased levels of education coupled with continued dissatisfaction with restrictions on freedom of association and minimum wages, led to increased social unrest and eventually, some concessions on the part of government. Moreover, the financial crisis of the late 1990s hit this economic hard and exposed some structural deficiencies in labor and financial markets, creating an unemployment problem of an unknown dimension. These factors are now leading Bangladesh economic to reconsider labor market approach [*Bangladesh Energy Info, (2003)*]

This paper focuses on the work force condition of different sectors like agriculture, industry, education, foreign wage earning sector, etc. It also highlights different labor issues of Bangladesh like child labor, wage differentials, minimum wage, etc.. Besides, the paper also analyzes the significance of different sectors, underlying problems and their contribution in the national GNP. This is a desk study and mainly based on the secondary data. Different articles, journals, research monograms, and website information have been consulted to enrich the study.

2. EDUCATION: ITS ROLE IN GENERATING HUMAN RESOURCES AND ECONOMIC DEVELOPMENT OF BANGLADESH

2.1 Education Scenario of Bangladesh

Education has been recognized as a priority sector by all governments since independence in 1971. The overall literacy rate (7 years and above) is about 44.3% (1995) where the female

literacy rate is 28.5% and the male literacy rate is 50.4%. The gap of the literacy rate between the urban and rural area is very wide 36.6% in rural and 63% in urban area. Access to primary education over the last 20 years has increased steadily. The gross enrolment rate has risen from nearly 60% in 1980 to 73% in 1990 and 96.5% in 2000 is absolute numbers, in the last two decades, primary education enrolment has more than doubled from 8.2 million to 17.6 million.

Table-1, Percentages of Boy and Girl Students by level of types of education

Types of Education	Percentage of girl and boy students											
	Junior Secondary level		Secondary level		Higher Secondary level		Degree Pass		Masters		All levels	
	Boys	Girls	Boys	Girls	Boys	Girls	Boys	Girls	Boys	Girls	Boys	Girls
General Education	47.8	52.2	48.9	51.1	59.6	40.4	65.7	34.3	65.7	34.3	50.6	49.4
Madrasah Education	55	45	60	40	73.4	26.6	85.5	14.5	94.2	5.8	59.8	40.2
Technical Vocational	-	-	69.4	30.6	83.3	16.7	-	-	-	-	76.1	23.9
Professional Education	-	-	-	-	60	40	69.5	30.5	-	-	67.5	32.5
All Types	48.8	51.2	51.2	48.8	63	37	67.4	32.6	73.7	26.3	52.4	47.6

[Source: - Bangladesh Bureau of Educational information and Statistics (2002)]

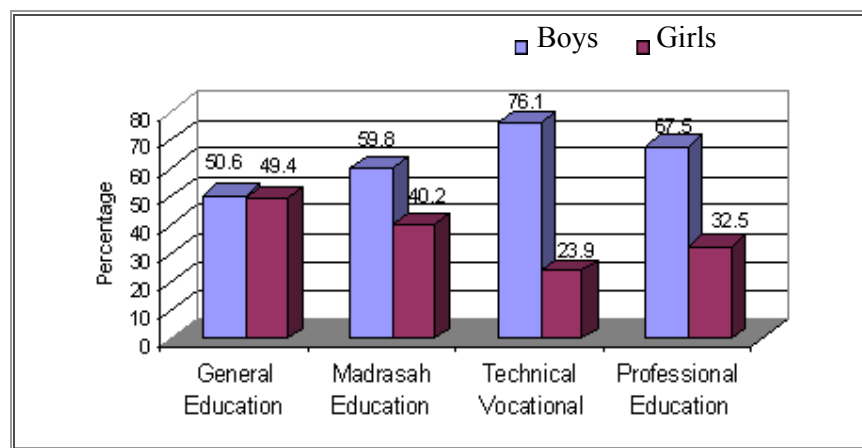


Figure-1, Percentage of Boy and Girl students by types of education

[Source: - Bangladesh Bureau of Educational information and Statistics (2002)]

Table-1 as well as Figure 1 shows four different types of education and the percentage of boys and girls in different educational levels. Here the girls’ percentage is higher than boys, the main reason is that the NGO are helping for free education and on the other side the Bangladesh Government made primary education compulsory and free for girls up to

secondary level, stipends for female students. But after secondary level girl's percentage is decreasing than boys, the one of the main reasons is higher education institution is not enough in Bangladesh and there set is limited and most institution are in district level. So, many people fail to get education because, they do not have afford to pay tuition fee for higher education.

The current estimate of net enrolment rate has also narrowed to a ratio of 51 to 49 between boys and girls. The rate of dropout in primary school has gone down from 60% 1990 to 35% in 2000. The achievement in enrolment has been made possible by legislative support, provision of physical facilities massive social mobilization and increased to 62,117 in 2000 of which, government primary schools were 37,677 (61% of total primary school) (Askvil Steinar, 2000). Over 15,000 full primary schools have been added since 1990. This increase reflected government's policy to establish school in unschooled areas with participation. In addition, full or partial primary level education is also offered in high schools, Madrasahs (Muslim Religion school), Kindergartens, Satellite Schools (Unmukto University), etc. The number of these institutions was 14,692 in 2000.

Table-2: Education and Literacy Rate, 1998 (Percent)

<i>Indicators</i>	National	Rural	Urban	Divisions					
				Barisal	Ctg	Dhaka	Khulna	Rajshahi	Sylhet
Primary school net enrolment ratio (6-10 years)									
Combined	82.0	79.2	95.4	88.0	81.6	80.7	84.8	75.1	72.5
Boys	84.7	82.5	96.0	92.9	84.8	81.6	88.4	78.3	75
Girls	77.1	73.6	93.0	80.5	75.3	77.4	78.5	69.6	67.8
Literacy rate of population 5+									
Both Sex	45.1	39.1	57.7	54.9	45.9	47.2	49.9	37.3	36.4
Male	48.2	42.4	60.4	55.3	49.3	50.1	53.7	41.2	39.4
Female	39.6	33.7	52	51.8	40.1	41.8	43.5	31.3	31.9
Literacy rate of population 7+									
Both Sex	47.3	41.0	59.9	56.3	48.8	49.5	51.5	39.3	39.0
Male	50.6	44.5	63.0	56.9	52.7	52.5	55.3	42.4	41.8
Female	41.5	35.3	53.7	52.9	42.4	43.8	44.9	34.1	34.0
Adult literacy rate of population 15+									
Both Sex	51.0	-	-	66.2	52	48.3	54.9	47.4	39.3

[Source: Health and Demographic Survey, 1998 BBS (Indicators have been computed from the results of household survey)]

Table -2 shows briefly about on literacy rate in Bangladesh, national adult literacy rate is 51 percent. Barisal division literacy rate is 66.2%, it is higher literacy rate than other divisions even capital city of Dhaka division, where is 48.3%. The rate of adult literacy in Bangladesh according to population census was 25.8 % in 1974, which increased to 29.2% in 1981 and to 35.3% in 1991. The inter-census average annual literacy growth rates were 1.78% (1974-81), and 1.92% (1981-91), while the population growth rates were 2.35% and 2.17% respectively.

3.2 Youth Development

The youths are potential and productive force of Bangladesh. They constitute 36 percent of the to civilian labor force. They trained and educated and make significant contribution to development process, now the Bangladesh Government is taking care the program, because the youth generation can contribute a lot in the economic development.

The main objective of the youth development program is to organize and mobilize the youth community of Bangladesh for enabling them to participation effectively in national development, some of the specific objective are as follows increase the participation of the female in youth development. Normally women do not work out side of home, now they are getting vocational degree and engage themselves in working not only at home but also outside the home. It increases self-employment opportunities among the youth community.

The major programs of the government for the youth development include vocational education, information technology based education, rural youth skill development program through training, self-employment program and community development program. The government is offering loans facilities on the youth development program. After graduation they can pay the loans by installment. And they can get loans from government or NGO, and they engaged in their self –employment. Mainly poor women in Bangladesh often engage in a variety of small-scale productive activities theses are typically activities that extend women’s work in the home- raising poultry, basket-making etc. now the Grameen Bank has taken a poverty alleviation plan in Bangladesh. It provides micro-credit loans to poor people; mainly its most clients are women.

3.3 Other Educational Institutions

Skilled and technical workers play a key role in all sectors of the economy. To produce skilled and technical workers, there are technical and vocational training centers in the country. Technical education is provided after tenth year of schooling. There are Polytechnic Institutes in the country, which offer well-organized three years diploma courses in engineering and technology. There are twenty-one polytechnic in the country with annual intake capacity of 5268 students (*Ananya Raihan*). Besides, there are a number of agriculture and allied industrial, textile and leather technology institutes and commercial institutes and other specialized institutes which offer diploma level course in their respective fields.

There is an Islamic Institute of Technology (IIT, formerly known as ICTVTR, Islamic Center for Technical & Vocational Training & Research), a subsidiary organ of the Organization of the Islamic Conference (OIC). The Center has been mandated to help develop the vast human resources of the member states and provide technical training of international standard needed for the industrial, economic and social development of Muslim youths through offering of long regular courses in engineering and technologies and trades and organizing

short and special knowledge and skill updating courses along with technological and industrial research and research in the field of human resources development with particular emphasis on technical and vocational education. In IIT a great variety of academic and training programs are offered starting from the lowest trade level to the highest Post Graduate Diploma and Master's Degree in Technical Education encompassing Certificates and Diploma in Vocational Education, Diploma a B.Sc. in Technical Education, Higher Diploma and B.Sc. Engineering Degree in Electrical and Electronic and Mechanical Engineering with various specialization in different rare technologist, such as Computer Science and Technology, Power System, CAD/CAM, Energy, Production and instrumentation Engineering.

There are 51 Vocational Training Institutes (VTI's) and 13 Technical Training Centers (IIC's) and 1 Bangladesh Institute of Marine Technology (BIMT), which caters to the training, needs for craftsmen in the basic trades. Diploma in Marine Technology is also offered from BIMT. The Marine Academy at Jaldia, Chittagong turns out certificated officers for merchant navy. 13 TTC's and 1 BIMT produce annually about 7,000 highly skilled technicians on different trades, suitable for overseas employment. Tele Communication Engineers and Technicians tradesmen skilled in basic engineering and building trades like electricians, petrol/diesel mechanics, air conditioning mechanics, radio/TV mechanics, fabricators, marine mechanist, molders, tatters, plumbers, pipe fitters, painters, steel fixtures, carpenters, masons, garments workers, draftsmen, etc. are available for employment.

Note: [The above information has been collected from the website of the Education Ministry and Manpower & Labor Ministry of Bangladesh]

3. AGRICULTURAL WORK FORCE

Almost 80% of the people of Bangladesh live in rural areas and about 76% percent of the people are directly or indirectly related with agriculture. Among the total workforce work force, 62.1% are employed in this sector. But this sector contributes only 25.9% in the national GDP. This is due to the non-advancement of our farmers in terms of thinking, technology and agro-method that they deploy while farming. The poor condition of the livelihood system is also responsible for this. The vast majority of Bangladesh's workers are in rural areas engaged in agriculture. Government policies affects agriculture and dealing with rural poverty can have profound effects on worker welfare. Liberalization policies in agricultural that took place in the late 1980s and early 1990s succeeded in halting the rapid fall in real agricultural wages that was occurring in the 1970s and 1980s. The liberalization of the market for minor irrigation equipment and for fertilizers lead to huge increase in the land under irrigation and in fertilizer use. Naturally, this implied higher productivity and better outcome for rural labor (*Raman A. and R. Islam, (1993)*).

4. THE MULTILATERAL AGENCIES APPROACH

Many development agencies is working in Bangladesh but three of these deserve closer attention give the experience on social protection: the International labor Organization (ILO), the World Bank, and the Asian Development Bank (ADB), ILO is the oldest of the multilateral donors and a pioneer in many aspects of labor market policies. The agency has been the cornerstone for the development and implementation of international labor legislation and the great bulk of activities have been in Bangladesh. However, during the 1990s the agency experienced a process of internal restructuring based on the Active Partnership Policy approach designed to better respond to the needs of the beneficiaries. This framework generated a re-organization with a focus on decentralization, which has fostered an expansion of activities towards social protection and poverty issues.

Within the social protection framework, ILO has developed an “ In –Focus programme on socio- Economic Security” the program is based on the concept of basic security for all. Its main objective provides work-based security to all. The strategy is based on seven pillars (Rahman 1994). There are bellow-

- Labor market security- Adequate employment and work opportunities, through high levels of employment ensure by macro-economic policy;
- Employment security – Protection against arbitrary dismissal, and employment stability compatible with economic dynamism;
- Occupational security – A niche designated as an occupation or “career”, the opportunity to develop a sense of occupation through refining competences;
- Work security – Protection against accidents and illness at work, through safety and health regulations, regulated limits on working time, unsociable hours, and a reduction in stress at work;
- Skill reproduction security – Widespread opportunities to gain and retain skill, through innovative means as well as apprenticeships and employment training;
- Income security – Production of adequate;
- Representation security – Protection of collective voice in the labor market, through independent trade unions and employer associations and other bodies able to represent the interests of workers and working communication;

ILO is currently very active is Bangladesh through the International program on the Elimination of Child Labor (IPEC). Labor market interventions are wide ranging including employment promotion and poverty alleviation, human resources development, migration policies, industrial relation policies, international labor standards, workers protection, labor administration and statistics. ILO acts mainly as an advisor to Bangladesh governments while various sponsors, usually bilateral or other multilateral development organizations, support funding.

Child labor is illegal in Bangladesh. Mainly the garments industries employed huge number of child labors during the past. The following [Table-3, 4 & 5](#) show details of existing scenario of Bangladeshi Child labor. Over the years, the powerful garment industry employed between

50,000 and 75,000 children under 14, mainly girls. Bangladesh is one of the world's leading garment exporters.

The main importing countries of Bangladeshi garments products are USA, Canada, European Union etc. Recently, the US introduced legislation to ban the import of goods made using child labor. As a result, garment employers dismissed about three-quarters of all children of all industry. With no access to education and few skills, the children had few alternatives to escape their crushing poverty. Many went looking for new jobs in stone crushing, street hustling and prostitution – all more hazardous and exploitative than the garment making. Recognizing the needs for action, UNICEF and IPEC program (the International Program on the Elimination of Child Labor) of the international Labor Organization (ILO) began talks with industry leaders in 1993 to find a solution (*Azam Jean Paul, (1994)*)

Table-3: Child Employment Statistic of Bangladesh (2000)

Industry	Both Sexes	% To Total	Male	% To Total	Female	% To Total
Total	1802901	100	1145651	100	657251	100
Farming, Fishing, and Forestry	1268747	70.4	906271	79.1	362475	55.2
Trade	322179	17.9	143376	12.5	178804	27.2
Transport and Communications	408	0	408	0	0	0
Construction	10479	0.6	9909	0.9	570	0.1
Utilities	0	0	0	0	0	0
Services	17524	1	5631	0.5	11893	1.8
Manufacturing	79960	4.4	38074	3.3	41887	6.4
Personal Services	90174	5	30715	2.7	59459	9
Other Business/Industry	7533	0.4	5910	0.5	1623	0.2

[Source: National Statistic office of Bangladesh, Employment Status, (2000)]

Table-4: Nature of Child Employment (2000)

	Both Sexes	% To Total	Male	% To Total	Female	% To Total
Total	1815227	100	1157978	100	657249	100
Permanent	385136	21.2	259776	22.4	125360	19.1
Short-term/Casual	536303	29.5	331624	28.6	204679	31.1
Seasonal/School vacation	833054	45.9	526258	45.4	306796	46.7
Worked for different employers	56338	3.1	39004	3.4	17334	2.6
Others	4396	0.02	1316	0.1	3080	0.5

[Source: National Statistic office of Bangladesh, Employment Status, (2000)]

Table-5: Status of child employment (2000)

	Both Sexes	% To Total	Male	% To Total	Female	% To Total
Total	1815226	100	1157971	100	657250	100
Worker in Private household	82282	4.5	24275	2.1	58007	8.8
Worker in private establishment	246334	13.6	168438	14.5	77896	11.9
Worker in government	1767	0.1	1767	0.2	0	0
Paid worker in own h. hold enterprise	21331	1.2	11641	1	9690	1.5
Self- employed	95647	5.3	68321	5.9	27327	4.2
Employer in own h.hold enterprise	10643	0.6	8335	0.7	2308	0.4
Unpaid worker in own h.hold enterprise	1344522	74.1	866285	74.8	478237	72.8
Unpaid worker for other members who	12700	0.7	8916	0.8	3784	0.6
Work for others						

[Source: National Statistic office of Bangladesh, Employment Status, (2000)]

After two years of difficult negotiations, an agreement was signed in 1995 between the Bangladesh Garment Manufacturers and Exporters Association (BGMEA), UNICEF and ILO. The parties agreed to: move all workers aged below 14 within four month and send them to appropriate education program; no further hiring of under aged workers; and offer the children's jobs to qualified adult family members (Sumaiya 2001).

With financial support from UNICEF, two NGO's –Gono Shahjjo Shangstha and the Bangladesh Rural Advancement Committee (BRAC), have been placing former child laborers in special schools. There are protected and receive health care to them, skills development training and a monthly cash stipend to compensate for their lost wages. Personal Bank accounts and credit facilities have been set up for the families.

But still many company is hiring child labor (Personally I know), because child labor is very cheap, and other side Poor and illiterate people are getting more kids (6-7), they have a blind, their children will work out side to help their family, they do not think child education at all (*Kamal, Ghulam, Paul Majumder, Pratima and Rahman M. Khalilur (2001)*)

5. GOVERNMENT'S ROLE IN THE LABOR MARKET

The government's interventions to determine wages and other working conditions in the formal sector have politicized industrial relations, and have often led to inefficient and inequitable results. Government policy regarding labor market and role of the different Govt. agencies becomes some time biased. Labor competitiveness in Bangladesh varies considerably from one sector to another. Unprotected sectors with no public enterprise presence, such as garments and leather, tend to have low unit labor costs. Sectors that have been used to operating behind protective tariffs and import quotas (textile) or with important explicit and implicit subsidies (jute) and with a significant public enterprise presence (textile and jute) are not competitive. This seems to indicate that opening up the economy to market forces through trade liberalization and elimination of explicit (through the budget) and

implicit (through the banking system) subsidies would help enhance labor competitiveness. A similar result could be obtained by reducing the role of public enterprises through privatization or closure. There is no rationale for the continued existence of public enterprises in sector producing purely private goods, such as textiles and jute.

Bangladesh labor market has wages discrimination, normally men is earning more than women, since women tend to be poorer than men, but still Bangladesh Government does not intervene for this problem. It also led to efficiency losses, because a large share of the labor force is not well utilized and they and their families are not motivated to invest in education. The government can focus on female education to help resolve some of the problems created by discrimination. Efforts to increase women’s share of public sector jobs by implementing the government’s existing affirmative action (or quota) program would also help reduce access problems. Table-6 shows a detail about on men and women employed in different sectors in Bangladesh, 1998.

Table-6: Percentage distribution of employed persons by employment, 1998

Employment Status	Total		Employer		Government Employee		Private Employee		Unpaid Family Worker	
	M	W	M	W	M	W	M	W	M	W
Total	60	40	91.5	8.5	64.6	35.4	59.7	40.3	23.4	76.6
Professional	49.2	50.8	98.3	1.7	65.4	34.6	56.4	43.6	15.7	84.3
Administrative	79.5	20.5	85.7	14.3	81.1	18.9	79.9	20.1	70.5	29.5
Clerical	55.4	44.6	-	-	55.2	44.8	39.5	60.5	19.4	80.6
Sales	54.1	45.9	64.5	35.5	56.1	43.9	49.9	50.1	21.6	78.4
Farmers	55.6	44.9	92	8	84.3	15.7	76.3	23.7	68.4	31.6
Transport	97.4	2.6	1	99	89.7	10.3	98.2	1.8	57.9	42.1
Services	59.3	40.7	-	100	92.5	7.5	69.8	30.2	77.3	22.7
Not Classified	98.1	1.9	-	-	96.3	3.7	-	-	-	-

[Source: Bangladesh Bureau of statistic, Bangladesh ,(1998)]

The unemployment condition of Bangladesh is not satisfactory at all. About 15 million people here are unemployed. The following table 7 shows the rate of unemployment in different years.

Table-7: Unemployment and Under-employment

Particulars	1990-91	1995-96	1999-00
Unemployment	1.9	2.5	3.7
Proposed Unemployment	18.3	16.5	11
Under-employment	43	34.6	35.3

[Source: LFS, Labor Force Survey, (1990-2000)]

From the table we see that the rate of unemployment in Bangladesh has increased slightly during the 1990s remaining low at 3.7%

If individuals employed as unpaid family helpers and working fewer than 15 hours per week are also treated as unemployed (proposed unemployment rate), the percentage rises to 11%.

The perception of the labor market changes radically if under-employment rates are examined in 1999-00, 35% of the labor force was under-employment even though trend has been downward since the beginning of the nineties. Under-employment is higher the agriculture sector (46 percent) and is particularly acute among women (72 percent). This is likely to reflect a combination of factor including fewer opportunities in professions that offer fulltime employment as well as greater burden of household chores and child care activities that lower women's propensity to seek full time job.

6. DESCRIPTION OF WAGE DIFFERENTIALS

Wages differ depending on whether workers are in the public or private sectors and whether they are in urban or rural areas. From the following [table 8](#) we see that differences are significant. An unskilled public sector worker earns nearly three times as much as similarly unskilled agricultural worker in Rangpur, and this does not take account of the fact that the agricultural worker spends many days unemployed. According to the 1989 Labor Force Survey, the average agricultural laborer works for 124 days per year while the average worker in manufacturing is employed for 169 days (Bangladesh labor force survey 1989). Differences exist within urban areas. A construction worker, typically operating informally as a day laborer, earns 22% less than a public enterprise worker with similar skills. Wage differentiation is also due to geographic location. An agricultural worker in Chittagong earns 156% more then one in Rangpur.

Table-8: The Structure of Wages (Taka/Day)

	FY86	FY93	Percent Change (%)
Urban wages			
Public Sector (Grade 1)	40	74	85
Engineering	26	66	154
Small & Cottage Ind.	29	58	100
Construction	26	58	123
Rural wages			
Chittagong	50	64	28
Dhaka	30	44	47
Rangpur	30	25	17
Price Indices			
Dhaka middle income	436	734	68
Bangladesh Rural	369	592	60

[Source: Bangladesh Bureau of statistic, Bangladesh (1993)] (Calculation of Percentage change = wages change from FY86 to FY93/FY86= Result)

The decline in real rural wages since the mid –1980s, while urban wages continue to rising must be a serious cause for concern. The real wage of a rural worker in Rangpur fell by 17% between FY86 and FY93. Even in the more affluent Chittagong and Dhaka areas, rural real wages fell by 28% and 47% respectively. At the same time real wages for unskilled workers

in the public sector or of construction workers rose by 10% and 33%. The fall in the real agricultural wages is an indication that economic growth has been too low, and the demand for labor has been insufficient to absorb the new entrants into the labor force. The increasing inequality and the rise in the premium paid to formal and informal urban workers, may be a reflection of government policies that keep urban wages above the supply price of labor: minimum wages and public sector pay polices (*Rahman A. and R Islam (1993)*)

7. MINIMUM WAGES

Minimum wages ordinance (*Mandal, Abdul Hye 1998*) in 1961, the “National Minimum Wages Board” recommends minimum wages for sectors or groups of workers referred to it by the government. The ordinance states that minimum wages are to be set in sectors “ for which no adequate machinery exists for the effective regulation of wages “ if the government finds that setting minima will be useful. “Adequate machinery” is interpreted to mean more than the existence of some form of collective bargaining. The government may consider the coverage of collective bargaining arrangements and their effectiveness and could decide that although some enterprises had established collective bargaining procedures, the industry as a whole did not have adequate machinery to efficiently determine wages. Currently 38 sectors are covered by minimum wage orders. They range from jute and cotton textiles to tea gardens and fishing trawlers. It is bargaining machinery that provides effective wage regulation.

Bangladesh household surveys indicate that 20% of Bangladeshi full-time male workers and 66% of female workers were paid below the minimum wage in 1998. Industrial survey in 1988s in Bangladesh indicated that more than half of the firms paid their unskilled workers below minimum wages. Employers clearly benefit from a lower minimum that reduces costs. Workers will also gain as long as the wage being offered is above what they could earn in informal sector activities.¹

8. FOOD- FOR-WORK

Food-for-work is a labor market intervention aimed at the rural poor. It is a public works program in the rural areas targeted at the poorest workers. Targeting is achieved by keeping wages low and paying them in the form of wheat, an inferior good in Bangladesh. The size of this program has declined from 600 thousand tones of food grain in 1990 to 485 thousand in 1995 (*Rahman A. and R. Islam 1995*) It is expected that it will shrink further as donor food-aid is declining and the Government is reluctant to use its own resources to offset the drop in foreign assistance (*Prennuchi, Giovanna, 1995*). Even some people is working 8 hours in rural area only for lunch and dinner. And some women or girl are permanently working in rural and urban area only for food, normally they help to Rich housewife.

9. PUBLIC SECTOR WAGE POLICIES

Despite a privatization program which began in the 1980s Bangladesh’s public sector is still responsible for around 50% of value added in manufacturing: and roughly one-third of all workers who have regular formal jobs are employed in the public sector. Hence, public sector

¹ *Preliminary Report Of Household Income and Expenditure Survey 2000*, Bangladesh Bureau of Statistics, Government of the People’s Republic of Bangladesh, Dhaka.

wage polices are bound to have an important impact on the competitiveness of the large part of Bangladesh's modern economy, as well as labor market repercussions.

Public enterprises (PEs) are covered by a single set of uniform pay scales and allowances determined by the government on the recommendation of the National Wages and Productivity Commission (NWPC). The NWPC consists of representatives of workers, private employers and Government and meets at irregular intervals (between 5-8 years) when the Government decides that public sector wages need to be revised. There are 16 different grades and pay scales that apply to all PEs, excepts that in the jute and textiles sectors grade 8 provides a slightly higher minimum basic wage than elsewhere. In principle, PE wages are set independently of civil service salaries. In practice, however, the Government has convened an NWPC whenever a pay commission was called to revise civil servants' salaries and the two commission's awards have been similar.

Collective bargaining on wages and allowances is forbidden in PEs. The tri-partite nature of the NWPC does not provide a form of collective bargaining, because the government retains the right to accept, reject or modify its recommendations. For example, in July 1993, the Government announced a minimum basic wage for PEs of TK 950 instead of the TK. 1000 recommended by the NWPC and maintained the housing allowance at 35% of basic pay instead of increasing it as recommended. Rather than a form of collective bargaining, the NWPC represents a form of consultation in a system where pay and allowances are unilaterally determined by the Government as employer (*Mandal, Abdul Hye, (1998)*).

While the Government may make decisions unilaterally, it must respond to industrial and political pressure by trade unions. These pressures are expressed politically and on occasions even violently because trade unions in the public sector are not allowed to express themselves through collective bargaining. The occasional opportunity to present a case to the NWPC creates expectations that are subsequently rebuffed, since workers are unable to negotiate the acceptance or implementation of NWPC's recommendations. Such discussions as may take place are purely political and are not covered by collective bargaining regulations. In fact, they usually take place between Central Government and Trade Union Federations that according to Bangladesh's Labor Law, are now allowed to represent workers in collective bargaining.

Under the present system of public sector wage determination, too much weight is given to political considerations and the public enterprises' capacity to pay is rarely even considered. As a result, over the years, wage bills have increased steadily at a much faster rate than productivity in most PEs. This is one of the reasons for PEs poor performance and weak financial situation. The following table 9 shows the cost of labors indifferent sectoral corporations and their growth.

Table-9: Average Labor Costs and Value of Output/Worker in selected Public Enterprises (TK 1000/year)

							Avg. Annual Growth (%)
							85-92
	FY85	FY86	FY89	FY91	FY92		
BTMC							
Output/worker	93	81	96	125	151	7.2	
Avg. Labor Costs	13	17	20	25	26	10.6	
BJMC							
Output/worker	71	58	70	82	97	4.6	
Avg. Labor Costs	14	19	25	30	40	16	
BSFIC							
Output/worker	n.a	59	81	189	162	18.3	
Avg. Labor Costs	n.a	18	25	44	45	16.4	
BSEC (wires)							
Output/worker	516	574	707	521	693	4.3	
Avg. Labor Costs	18	37	47	26	31	8.6	
BSEC (Billet/Plate)							
Output/worker	536	494	519	378	436	-2.9	
Avg. Labor Costs	29	37	56	59	45	6.5	
BCIC (Urea)							
Output/worker	326	710	1642	1941	2209	31.4	
Avg. Labor Costs	24	50	82	94	118	25.8	
BCIC (TSP)							
Output/worker	813	1605	2074	1674	2072	14.3	
Avg. Labor Costs	25	70	61	77	91	17.1	

[Source: Autonomous Bodies Wing, Ministry of Finance, Bangladesh, (1985-92)]

Table-9 shows the evolution of average labor costs and the value of output per worker, used as a proxy for productivity, between 1985 and 1992 in a sample of seven public sector units. It indicates that in five of the seven cases, increases in average labor costs occurred at a much faster rate than increases in the value of output per worker. For example, BSEC, units producing steel billets/plates had their average labor costs increase by more than 55% between 1995 and 1992 while the value of output per worker fell by 18.6%. In the case of TSP production under BCIC, average labor costs increased by around 260% 1995 and 1992 while the value of output per worker increased by 150%.

Even in the two cases in the sample where productivity increased at a faster rate than average labor costs, the improvement was not sufficient to achieve normal profits. A loss making normal return aim to increase productivity at a much faster rate than costs until it reaches a

normal return on its assets, and then have both variables grow at the same rate to maintain equilibrium. BSFIC had an operating deficit of TK 35.8 crores in FY86. Between FY86 and FY92 the value of output per worker increased at an average annual rate of 18.3% while average labor costs increased at an average annual rate of 16.4%. This improvement was not sufficient to render the enterprise profitable; it still had an operating deficit of TK. 3.3% crores in FY92. In the case of urea production under BCIC, the value of output per worker increased at an average annual rate of 31.4% between FY85 and FY92, while average labor costs increased at an average annual rate of 25.8%. This caused the unit's operating surplus to rise from TK 6.4 in crores in FY95 to TK 8.7 crores in FY92. However, the FY92 operating surplus only represents 1.5% of the value of total assets.

10. A FRAGMENT LABOR MOVEMENT

Under Bangladesh's Industrial Relations Ordinance, 1969 (IRO), trade unions (SKOP) are required to be registered by the Government Registrar of trade unions. To be registered, a union's membership must include at least 30% of the worker in the establishment of group of establishments in which it is formed. The IRO thus prescribes the formation of trade unions at the firm level, although they have the right to constitute federations. In establishments with more than one registered trade union, the register organizes a secret ballot every two years to determine the collective bargaining agent (CBA), who has the exclusive right to carry out collective bargaining on behalf of all the workers and to declare strikes.

Bangladesh has a large number of unions that are linked to political parties but represent a small fraction of the labor force. In 1992, there were 4065 registered unions, with a total membership of 1,648,783. Unions represent only some 3% of the labor force, or one-third of formal workers. Their average size was only 406 members; they are organized into roughly 700 union federations. Almost all federations have links (either temporary or permanent) with political parties. The three largest federations, which together claim around 65% of total federation members, are the labor front organization of the three major political parties.²

However, excessive politicization and fragmentation of the labor movement has a negative impact on industrial relations and is likely to discourage investment. Inter-union rivalries often disrupt public sector enterprises, as incidents in the Bangladesh Machine-Tool Factory in Joydebpur, textile mills of BTMC in Tongi, and Adamjee Jute Mills at Adamjee Nagar illustrate. Most of the time, the problems starts when unions affiliated with one party try to overthrow the existing CBA affiliated with whichever party is in power. This aggravates the violence, which often then spill over to surrounding privately owned factories.

The formation of a SKOP in 1983 has not improved the situation. SKOP is not registered under the IRO and employers, as well as some trade unions consider it an illegal organization. The SKOP has mainly served as a vehicle for presenting union demands to

² The labor movement is highly fragmented and politicized; and government plays central role in industrial relations and most bargaining occurs at the national (political) level between Central government and SKOP, SKOP is called by the National Labor Federation (it is like a bangla word, which is Sramik Karmachri Oikya Parishad). Sometimes it led to a massive strikes and the associated violence that give industrial relations in Bangladesh a bad name.

Government. It has not been effective at coordinating union activities and limiting union rivalries at the plant level.

11. GOVERNMENT-LABOR RELATIONS

Excessive Government intervention in the labor market is made clear by its dealings with SKOP. The government started negotiation directly with SKOP, excluding, 1983. Since then, government-SKOP relationships have often been tense with devastating effects for industrial peace. Because of the ineffectiveness of the established machinery for industrial relations, SKOP sought to adopt negative way directly with the government outside the existing legal framework.

In order to force government to negotiate or to agree to concessions, it has often resorted to general strikes accompanied by countrywide agitation, seriously damaging Bangladesh's industrial relations.

The first agreement between Government and SKOP was signed in May 1984 under the threat of a 48-hours general strike. The agreement contained 29 clauses that covered a wide range of economic and non-economic issues including: additional benefits of workers; constitution of a new wages and productivity commission; revision of labor legislation; protection for trade unions and their office-bearers; constitution of an inquiry committee to look into alleged corruption in public establishment; and re-opening closed factories. The government was slow in implementing the agreement, and SKOP claimed that by 1988, only 4 of 29 provisions were fully respected. Union demands for full implementation of the 1984 agreement have caused a great deal of strain in industrial conflicts between government and SKOP continue to threaten industrial peace in Bangladesh. In December 1991, after series of countrywide agitations, railway and road blockades and a threat of 48 hours general strike, government and SKOP signed a Memorandum of understanding. Thereafter, labor claimed that government was not implementing the understandings fast enough and threatened another wave of agitations. A new agreement was reached in July 1992. However, implementation was still a problem and SKOP organized yet another wave of nationwide general strikes in 1993 and 1994 (*Mandal, Abdul Hye 1998*).

Failure of existing machinery for tripartite consultations, together with an excessive government role in the labor market, has led trade unions (represented by SKOP) to impose a bilateral process of negotiation with government. Employers are excluded from this effective channel of national level negotiation. It is no surprise that they have reacted strongly to SKOP-government dealing especially since results affect private as well as public sector enterprises.

12. BANGLADESH LABOR FORCE AT ABROAD (IN THE WORLD)

The total labor force of Bangladesh is about 60.2 million ([Table 12 at page 27](#)). A good number of labors of Bangladesh are working in different countries of the world. About 3.3 million labors are working mainly in Middle East and other few countries of the world except USA (Table 10). On the other hand, more than 200,000 labor forces are in USA (The US

Dept of State and CIA fact book, 2001), Canada, Singapore, Germany, Japan, and others. Table-10 at page 25 shows the number of Bangladeshi people working in different countries of the world. Other than USA, Bangladeshi labors are mostly engaged in Kingdom of Saudi Arabia and the number is about 116,680. It is 83,320 less than USA. During 1990's gulf war all Bangladeshi labor force returned from Iraq. As a result there was no Bangladeshi workers in Iraq after 1993. Singapore is a rich country, but the table shows only 7785 labor involved in 2001 (Jan to Oct). Before 1993's the Bangladeshi Government had no agreement with South Korea government regarding labor export from Bangladesh, but after the 1993 both government made an agreement about labor force and South Korea took some manpower from Bangladesh.

Table-10 Please see in appendix 1.

13. AN ANALYSIS OF LABOR FORCE OF BANGLADESH

As mentioned above, there are about 60.2 million working people in Bangladesh. They are engaged in different types of activities like agriculture, Industry, Service sector and others of the kind. The following table (Table 11) shows the total GDP of the country based on the industrial origin (in million taka).

Table 11: Bangladesh GDP by Industrial Origin [from 1990-91 to 1999-00, in million Taka

Industry Origin Sector	1991-92	1992-93	1993-94	1994-95	1995-96	1996-97	1997-98	1998-99	1999-00
Agriculture	339397	316937	334823	386367	409882	446877	490101	554755	624600
Industry	259621	287526	317813	359650	397044	435839	497230	533122	579426
Services	555991	602846	653813	718364	789434	850612	938586	1031334	1123823
Other Services	180202	199599	215333	232127	252538	273523	304964	336088	367220
Imports Duties	40415	46386	47675	47798	66880	73685	75849	77761	84889
GDP at Current Prices	1375626	1453294	1569457	17744306	1915778	2080536	2306730	2533060	2779985

[Source: Bangladesh Bureau of Statistic, Bangladesh. (2000)]

From the above table, we see that the total amount of GDP of the country has increased gradually during the decade of 1990-91 to 1999-2000. In 1991-92 the GDP was 1,375,626 million taka (22,927 million USD) and in the year 1999-2000 it was 2,779,985 million taka, which is equivalent to 46,333 million USD. Again from the analysis of the table it is found that the contribution of the different sectors in the total GDP has also increased in that decade except 1992-93 when the agricultural contribution in the total GDP decreased to the amount of 22,460 million taka. This is because, in the year 1991, there was a devastating cyclone and thereafter flood occurred in the country when about 1,25,000 people and huge number of cattle died and vast area of agricultural land crops specially the whole coastal areas damaged. Those lands also became barren for the time being due to salty water of the Bay-of-Bengal. The table also focuses that the service sector is the highest contributor in the total GDP of the

country. The second largest contribution comes from the agriculture. Again the number and the percentages of the employees involved in different sectors and the sectoral contribution in the total GDP of Bangladesh is shown in Table 12.

Table-12: Glance of Bangladesh Labor Economic

YEAR		1999	2000	2001
CONTRIBUTION TO GDP				
Agriculture	%	25.5	25.4	25.9
Industry	%	25.7	26.0	26.4
Services	%	48.8	48.6	48.7
Remittance from foreign labors	%	3.2	3.5	-
LABOR FORCE /EMPLOYMENT				
Total Number of Persons Employed in the country	Million	58.2	59.2	60.2
Agriculture	%	62.5	62.3	62.1
Industry	%	09.9	10.0	10.0
Services	%	27.6	27.7	27.9
GDP per Capita	US\$	360.0	364.0	362.0

[Source: Bangladesh Bureau of Statistics, Bangladesh, (2001)]

Table-12 shows that 62.1 percentage people involved in agriculture sector (2001), but their contribution to GDP only 25.9 percentage. Bangladeshi farmer still is using old technology. Industry sector is growing up in Bangladesh. The main reason is Bangladeshi garments goods have demand around in the world. Only 10 percent people involved in industry sector but this sectors contribution to GDP about 26.4 percentage, and the value of the exports goods about \$6,213.0 million in 2001. Services sectors are the first contributor to Bangladeshi GDP, about 27.9 million people involved in service sector and their contribution is about 48.7 percent.

Foreign labors have been continuing to play a very important role in formation of foreign exchange reserve of Bangladesh. During the last two decades foreign labor sent to Bangladesh more than USD 20 billion. In FY1999 volume of remittance exceeded the amount of foreign reserve – the total volume of remittance was USD 2.1 billion whereas the foreign exchange reserve was USD 1.52 billion (*Ananya Raihan*).

13.1 Country wise remittance:

The workers at abroad are playing a significant role in the economy of Bangladesh. Total number of Bangladeshi workers at abroad is about 3.5 million who earns their bread by working in different countries of the world and contributes in the economy of Bangladesh by sending remittance. Table-10 shows country wise remittance sent by the foreign workers:

Table 13: *Please see in the appendix 2.*

13.2 Labor by Category:

The Bangladeshi people who are working at abroad vary in terms of their skill. Usually the unskilled workers are engaged in different types of manual labor oriented jobs like construction, restaurants, different service sectors like salesman and others of the kind. Besides, there are also semi-skilled, skilled and professional workers as well who are also contributing in the nation's economy. The following table 14 shows the number of workers based on their skill.

Table: 14 Overseas Employment Statistics by Category

Year	Professional Worker	Skilled Worker	Semi-Skilled Worker	Un-Skilled Worker	Total
1990	6004	35613	20792	41405	103814
1991	9024	46887	32605	58615	147131
1992	11375	50689	20877	95083	188124
1993	11112	71662	66168	95566	244508
1994	8390	6141	46519	70377	186326
1995	6352	59907	32055	89229	187543
1996	3188	64301	34689	109536	211714
1997	3797	65211	193558	118511	381077
1998	9574	74718	51590	13785	267667
1999	8045	98449	44947	116741	268182
2000	10669	99606	26461	18950	222686
2001 (Jan-Oct)	4664	37891	27007	90845	160407
Total	92,194	711,075	597,268	918,643	256,9179

[Source: Bangladesh Bureau of Statistic, Bangladesh (2001)]

From the above table we see that most of the labors working abroad are unskilled and the number of such unskilled workers has also increased during the period of 1990 to 2001 except 1998 and 2000 when the number of skilled workers was the maximum. Again, the number of professionals was increased significantly in the year 1992 and 1993 when the number of professions was 11,375 and 11,112 respectively. The semiskilled workers increased significantly in the year 1997 when there were 193,558 semi-skilled workers employed at different countries of the world.

14. CONCLUSIONS AND POLICY RECOMMENDATIONS

There are 146 million population in Bangladesh (UNFPA 2003) with in only 147000 sq. km.. Naturally Bangladesh is said to be overburdened with population and very often population problem is treated as a number one problem of this country. But these population comprise the workforce or the country and these could be converted in to human resources with proper planning and its implementation. However, the following strategies could be adopted for different sectors in this regard:

14.1 Strategies for Agricultural Labor Force

The following steps could be taken for the development of the agricultural workforce:

14.1.1 Access to Improved Technology: The farmers of Bangladesh should have prompt access to the improved technology for their farming. Most of the time they have to depend on traditional, less productive way of cultivation (usually depend on cattle and plough to cultivate). Therefore access to improved technology will enable them to increase their output and contributing in their livelihood as well as in national GDP.

14.1.2 Access to fertilizer and Insecticides: Most of the farmers of the country are not able to purchase high quality fertilizer and effective insecticides which leads to less production. If they get proper access to such fertilizer and insecticides, then definitely they will be able to increase their production.

14.1.3 Information Cell: Very often the farmers of Bangladesh face lack of updated information regarding cultivation and agriculture as a whole. If the farmers of all villages get enough information from the information cell of their village, then it will help them to solve their different day-to-day problems and queries.

14.1.4 Cooperatives for the Farmers: During the harvesting period, it is a common phenomenon that the farmers do not get fair price of their products due to access supply of the goods in the market. But if cooperative system could be developed properly and all the farmers have access to it, then they would get fair price of their product, which will enable them to improve their livelihood.

14.1.5 Health, Sanitation and Hygiene: The health and hygiene condition of the farmers of Bangladesh is poor. They have lack of proper sanitation system and they along with their family members often suffer from different diseases and malnutrition, which affects their productivity and hinders the proper growth of their dependents. If proper health and sanitation could be ensured for them then it will enable them to increase their productivity as well as smooth growth of their dependents as work force or manpower. The Govt. as well as the NGOs might take initiative in this regard.

14.1.6 Warehouse System: The farmers of Bangladesh do not have proper warehouse system to store their products. As a result, they could not get any benefit from seasonal demand and even such lack of warehousing system affects the demand and supply condition of the country as a whole. Therefore, proper warehousing should be ensured for the farmers.

14.2 Strategies for Industrial Labor Force:

From the above discussion, it is evident that the industrial labors of Bangladesh is suffering from various problems like existing of child labor, gender discrimination in wages, low wages, labor organization and labor movement, industrial relations, lack of work place security, lack of employment security and so forth. The following recommendations could be adopted in this regard:

14.2.1 Elimination of Child Labor: Child labor is prohibited in the industrial sector of Bangladesh. Bangladesh Govt. along with ILO is working in this regard. Large-scale industries and EPZ (Export Processing Zone) industries are out of child labor. But still some child labors exist in different small industries like auto garages, welding machine tools factories, transportation sector, construction, farming and fishing, etc. Therefore, Govt. needs

to enact proper legislation to prohibit child labor in small industry sector should take proper step to implement it and thus enable them opportunity to become a effective citizen of the country.

14.2.2 Elimination of Gender Discrimination in Wage Determination: Gender discrimination in wage determination is illegal in Bangladesh. But still there are some sectors where such kind of discrimination exists for example, construction, manufacturing concerns, etc. Therefore, Govt. should take proper steps to implement the legislation in this regard.

14.2.3 Increasing Workforce Security: Protection against accidents and illness at work through proper and updated health and safety regulations should be ensured both in public and private organizations of Bangladesh.

14.2.4 Developing Proper Wage Policy: Proper wage policy should be developed for the labors of both public and private sectors of Bangladesh. There should be a standard for the minimum wage considering the minimum life requirements.

14.2.5 Industrial Relations: Different factors of industrial relations like fixing up the work schedule, employment security, and protection against arbitrary dismissal, overtime rates and payment, etc. should be ensured in Bangladesh.

14.2.6 Elimination of Sexual Harassment: Sexual harassment at workplace is not an uncommon phenomenon in Bangladesh. But it definitely reduces the motivation and productivity of the victim. Therefore, proper steps should be undertaken to eliminate it by enacting and implementing legal structure.

14.2.7 Ensuring Skill Reproduction Security: Both the public and private sector organizations should ensure widespread opportunities to gain and retain skill through innovative means as well as apprenticeship and employment training.

14.2.7 Ensuring Labor Representation: The collective voice of the labors in both public and private organizations should be ensured through independent trade unions. The relation between the employer associations unions and labor unions should be harmonized.

14.3 Strategies for Wage Earner Labor Force at Abroad

The labor force working abroad throughout the world contributes significantly in the economy of Bangladesh. This sector has a great potential but they are suffering many problems like communication and language problem, skill problem, wrong information of the recruiting agencies, etc. The following strategies could be adopted in this sector:

14.3.1 Govt. Control over the Recruitment System: Govt. should exert control over the recruitment system for the foreign countries through proper legislation and monitoring committee so that no fraudulent activities could take place.

14.3.2 Planned Skill Development Program: The labors go to different foreign countries for different types of job. If planned skill development program could be developed for them based on the category of the job, then it will help them to earn better in the foreign countries.

14.3.3 Communication Ability: The labors very often suffers in communication problem all on a sudden as they don't know the language of that specific country. So, if they are trained in this regard fir a several days in this regard then it will help them to cope with the new environment smoothly.

14.3.4 Activating Foreign Diplomatic Missions: Bangladesh Govt. should take steps to activate the foreign diplomatic missions to convince the Govt. of that country as well as other private organizations to recruit labors from Bangladesh.

14.3.5 Comprehensive Package Program: A comprehensive package program could be adopted incorporating all the strategies mentioned above for the smooth development and for the welfare of the labors working abroad. The Ministry of Foreign Employment and Remittance might take care of all these activities.

14.4 Strategies for the Education Sector

Education is one of the prime basic needs of human being. Basic education not only increases the conscience of an individual but also helps to attain the skill of an event and become effective. But the literacy rate of Bangladesh is only 51%. Therefore, the following strategies could be adopted to generate effective human resources through education:

14.4.1 Free and Compulsory Schooling for All: Presently, primary education is free and compulsory for all. But primary education is not enough for the proper development of conscience and gaining basic skills. The Govt. should take step to offer the school education free and compulsory for all. Different NGOs working in Bangladesh might also take initiative in this regard.

14.4.2 Rehabilitation and Education for the Distressed and Orphan Children: Usually the poor, distressed children for works in different workplace at low wages. But as child labor is banned, how they earn their bread? The Govt. as well as the NGOs should take step to rehabilitate them and providing them basic education and thus help them to emerge as effective labor force.

14.4.3 Youth Development Through Vocational and IT based Education and Training: About 36% of the total population is youth and they are they assets of the country as the young people could be the main productive workforce. An extensive program should be taken for their development. Presently, Bangladesh Govt. has different programs for them through the Youth Development Secretariat under Ministry of Youth and Sports. But the youth should be offered different contemporary vocational training and IT related training and courses to make them real human resources.

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Appendix 1: Table-10: Flow of Migration By Country of Employment

Country Year	K.S.A	Kuwait	UAE	Qatar	Iraq	Libya	Bahrain	Oman	Malaysi a	Ko rea	S. Pore	Brun ei	Laos	Mauriti us	Spain	Lebanon	Others	Total	Remittance		
																			Million US	(Core TK.)	
1976	217	643	1989	1221	587	173	335	113	-	-	-	-	-	-	-	-	-	809	6087	23.71	35.85
1977	1379	1215	5819	2219	1238	718	870	1492	-	-	-	-	-	-	-	-	-	632	15725	82.79	125.16
1978	3212	2243	1512	1303	587	2239 4	762	2877	23	-	-	-	-	-	-	-	-	1029	22809	106.9	165.59
1979	6476	2294	5069	1383	1238	1969	827	3777	-	-	110	-	-	-	-	-	-	223	24495	172.06	266.95
1980	9695	3687	4847	1455	1454	2976	1351	4745	3	-	385	-	-	-	-	-	-	2	30073	301.33	492.95
1981	13384	5464	6412	2268	2363	4162	1392	7352	-	-	1083	-	-	-	-	-	-	1111	55787	304.88	620.74
1982	16294	2744	6863	6252	1927	2071	2037	8284	-	-	331	-	-	-	-	-	-	524	62762	490.77	1176.84
1983	1298	10283	6615	7556	1315 3	2209	2473	1110	23	-	178	-	-	-	-	-	-	913	59220	627.51	156.76
1984	20399	5627	5185	2726	1289 8	3386	2300	1044 8	-	-	318	-	-	-	-	-	-	1224	56714	500	1265.49
1985	37133	7384	8336	4751	4932 2	1514	2965	9218	-	-	792	-	-	-	-	-	-	550	77694	500	1419.61
1986	27235	10286	8790	4847	4701	3111	2597	6255	530	-	25	-	-	-	-	-	-	254	68658	576.2	1752.85
1987	39292	9559	9953	5889	5051	2271	2055	440	-	-	-	-	-	-	-	-	-	711	74017	747.6	2313.94
1988	27622	6524	12437	7390	4728	2759	3268	2219	2	-	-	-	-	-	-	-	-	709	68121	763.9	2423.59
1989	39949	12404	15184	8462	3847	1609	4830	1542 9	401	-	229	-	-	-	-	-	-	654	10172 4	757.84	2446.00
1990	57486	5957	8307	7672	4191	471	4563	1398 0	1385	-	776	-	-	-	-	-	-	517	10381 4	781.54	2691.63
1991	75656	28574	8583	3772	2573	1128	3480	2308 7	1628	-	642	-	-	-	-	-	-	585	14713 1	769.3	2818.65
1992	93132	34377	12975	3221	2700	1617	5804	2582	10537	-	313	228	-	12	-	37	16	18812	901.97	3513.26	

								5										4		
1993	10638 7	26407	15810	2441	-	1800	5396	1586 6	67938	-	1739	328	-	12	9	37	338	24450 8	1009.0 9	3986.97
1994	91385	14912	15051	624	-	1864	4233	6470	47826	15 58	391	1335	47	26	-	382	222	18632 6	1153.5 4	4623.63
1995	84009	17492	14686	71	-	1106	3004	2094 9	35174	33 15	3762	2669	49	229	329	406	303	18754 3	1201.5 2	4838.31
1996	72734	21042	23812	112	-	1966	3759	8691	66631	27 59	5304	3062	269	196	504	490	383	21171 4	1355.3 4	5685.30
1997	10653 4	21126	54719	1873	-	1934	5010	5985	152844	88 9	27401	303	38	238	478	907	798	38107 7	1525.0 3	6709.15
1998	15871 5	25444	387	6806	-	1254	7014	4779	551	57 8	21728	169	10	16	-	1389	418	26766 7	1599.2 4	7513.18
1999	18573 9	22400	32344	5611	-	1744	4639	4045	-	15 01	9596	1	-	139	-	219	204	26818 2	1796.6 2	8827.87
2000	14461 8	594	34034	1433	-	1070	4637	5258	17237	99 0	11095	1420	-	271	-	-	89	22268 6	1954.9 5	10199.12
2001(Jan to Oct.)	11668 0	3525	13731	197	-	382	3756	3950	4920	15 41	7785	2729	-	151	-	-	1060	16040 7	1138.4 8	6275.27
																			Jan - July	Jan - July
Total	15472 90	306811	37886 5	91628	6634 3	4759 4	83357	2226 08	407653	13 13 1	94383	1223 4	413	1290	1320	3867	14278	32930 65	21142. 11	83762.66

Source: Bangladesh Bureau of Statistic, Bangladesh (2001)

Appendix 2 Table-13: Country wise & Year wise Remittance Earned Through Wage Earner Scheme (W.E.S.)

Year	1991		1992		1993		1994		1995		1996		1997		1998		1999		2000 (June-Aug.)		Total	
Country	U.S.\$ Million	Cröre Taka	U.S.\$ Million	Cröre Taka	U.S.\$ Million	Cröre Taka	U.S.\$ Million	Cröre Taka	U.S.\$ Million	Cröre Taka	U.S.\$ Million	Cröre Taka	U.S.\$ Million	Cröre Taka	U.S.\$ Million	Cröre Taka	U.S.\$ Million	Cröre Taka	U.S.\$ Million	Cröre Taka	U.S.\$ Million	Cröre Taka
S. Arabia	293.10	1068.27	340.10	1324.27	440.80	1734.82	462.43	1851.01	485.91	1956.99	530.76	2220.83	521.71	2285.63	626.08	2941.32	791.93	3919.96	631.28	3240.49	5124.10	22543.59
U.A.E.	75.10	275.50	76.94	305.31	86.99	345.40	85.10	342.20	77.99	314.15	93.80	392.36	91.79	404.74	116.28	546.28	124.53	606.66	99.94	513.01	928.46	4047.61
U.K.	54.30	198.18	54.45	232.23	46.29	184.13	49.93	200.97	39.82	160.33	44.80	187.64	59.43	262.05	62.95	295.74	54.85	268.56	49.12	252.14	519.94	2241.97
Iraq	-	0.10	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0.00	0.10
Kuwait	27.30	104.22	97.66	381.09	143.05	560.01	185.19	744.55	165.24	665.33	203.70	852.54	207.96	916.97	219.22	1029.90	242.45	1187.45	166.27	853.49	1658.04	7295.55
U.S.A.	53.00	194.44	65.76	254.50	69.75	277.97	97.64	292.62	104.39	4220.12	137.63	575.63	207.65	915.62	217.09	1019.89	229.64	1122.72	173.51	890.67	1356.03	6064.18
Libia	1.80	7.06	0.15	0.61	1.79	8.34	1.82	7.33	0.26	1.06	0.23	0.83	188.93	833.06	0.25	1.17	0.04	0.19	0.10	0.52	195.34	860.19
Qatar	55.30	201.90	48.06	182.96	55.33	221.13	59.93	240.96	68.61	276.14	58.00	242.80	57.522	252.99	60.25	283.05	64.5	315.26	42.32	217.24	569.82	2434.43
Onan	47.60	174.51	69.34	269.73	61.65	241.89	75.44	303.22	82.51	332.22	93.20	290.15	52.05	229.51	88.84	417.37	94.1	460.80	60.62	310.67	725.25	3130.07
S.Pore	1.90	6.62	37.83	139.37	2.42	10.43	2.32	9.38	3.78	15.22	5.10	221.44	66.45	293.01	12.16	57.13	11.28	55.11	7.97	40.19	151.21	248.62
Germany	7.80	28.32	13.47	52.42	14.86	59.57	9.94	39.94	6.31	25.38	3.90	16.23	6.11	26.94	4.05	19.03	4.84	23.81	22.43	12.48	73.71	304.12
Bahrain	17.90	65.70	22.43	84.27	23.2	92.5	30.4	123.123	32.8	13	30.12	12	2.81	12.12	33.22	156.07	41.08	200.54	29.63	152.09	264.18	119.07

					5	9	79	77	7	2.3	20	6.3		39									
Iran	2.50	9.46	0.12	4.76	1.74	6.93	0.31	1.25	0.15	0.60	0.20	0.89	31.66	139.60	0.39	1.83	0.39	1.95			37.46	167.27	
Japan	81.90	299.82	49.73	193.46	30.41	121.11	32.76	131.26	27.69	11.48	24.7	10.35	0.986	4.32	29.98	140.85	45.16	220.11	12.31	63.19	335.62	1389.17	
Malaysia	-	-	-	-	4.74	1901	27.45	106.18	71.56	28.83	72.70	30.42	22.47	99.08	71.28	334.87	57.22	279.76	34.41	176.63	361.87	1608.08	
Honking	-	-	0.28	1.07	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0.28	1.07
Canada	-	-	0.16	0.62	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0.16	0.62
Australia	-	-	0.18	0.69	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0.18	0.69
Switzerland	-	-	0.43	1.66	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0.43	1.66
Others	49.80	184.54	20.88	81.24	25.98	103.64	32.49	134.99	34.43	13.86	56.48	24.98	7.51	33.22	57.2	268.73	44.62	217.86	30.63	157.23	360.02	1569.94	
Total	769.30	2818.65	901.97	3513.26	1009.09	3986.97	1153.54	4629.63	1201.52	4838.31	1355.34	5685.3	1525.03	6709.15	1599.24	7513.23	1606.63	8882.74	1340.44	6880.76	12662.1	55458.00	

Source: Bangladesh Bureau of Statistic, Bangladesh (2000)