

**Bangladesh Society for Human Resource Management  
(BSHRM)**

**Chile APFHRM Board Meeting  
October 2014**

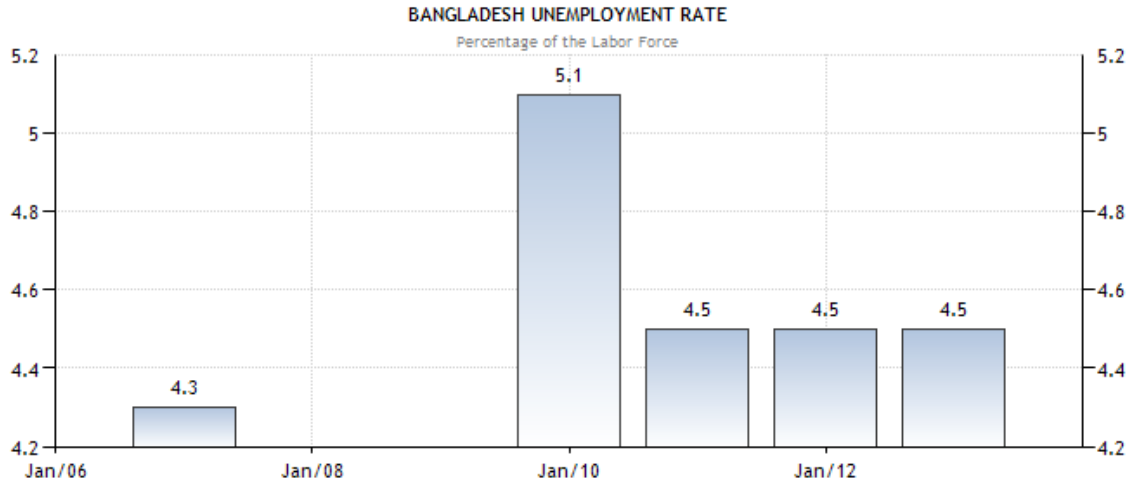
**1. Current economic and political situation in the country**

**Economy and labour market situation**

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

The current unemployment rate (% of the total labour force) was 4.5%. It is expected that the Bangladesh economy will continue to grow further, which shall create more employment opportunities. These developments augur well for all Bangladeshis and keep the nation on track towards realizing Vision 2041.

“Bangladesh’s labor markets are reasonably flexible but can be modernized by protecting workers, not jobs, and by promoting flexible work arrangements to attract women back to the labor force. Aside the Garments industry, women are a largely untapped source of skills in Bangladesh.”



SOURCE: WWW.TRADINGECONOMICS.COM | BANGLADESH BUREAU OF STATISTICS

Actual	Previous	Highest	Lowest	Dates	Unit	Frequency
4.50	4.50	5.10	4.30	2003 - 2012	Percent	Yearly

In Bangladesh, the unemployment rate measures the number of people actively looking for a job as a percentage of the labor force.

Labour	Last	Previous	Highest	Lowest	Unit
Employed Persons	54.10	56.00	56.00	35.90	Million
Wages	174.00	154.00	174.00	107.00	Index Points
Wages in Manufacturing	243.00	206.00	243.00	113.00	Index Points
Population	154.70	152.50	154.70	50.10	Million

## Political situation

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

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

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

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

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

## 2. HR challenges

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

- Transitioning to the new focus of strategic partnering with the hiring managers and competency based HR systems have thrown a new challenge for Bangladesh HR professionals which are needed to be adopted balancing with the new HR trends imposed by the globalization;
- In 2014 survey report of Earnest and Young (EY) during the 3<sup>rd</sup> International HR Conference held in Dhaka, Bangladesh it was found that the following areas are seem to be a renewed challenges for HR professionals might need immediate focus on:
  1. **Rewards system:** No rewards and recognition programme in 24% organizations which really alarming;

2. **Training Needs Assessment:** Around 12% organizations didn't identify their staff's training needs;
3. **HR Metrics/Reporting System:** 20% organizations lack of a comprehensive system of HR reporting.

### 3. BSHRM projects and initiatives

Major areas of BSHRM activities include the following:

- 'BSHRM-GrameenPhone International HR Conference 2014' was the major event in last six months where over 600 participants from home and abroad attended. GrameenPhone (a Telenor Company) was the title sponsor of the conference. Business leaders, academicians, HR professionals and HR students have attended the conference. Renowned speakers from home and abroad including the current APFHRM President Mr. Ernesto G. Espinosa and past President Mr. Francis Mok delivered keynote presentations. The conference was widely covered in the print and electronic media.
- A pre-conference HR Concert was organized by an HR consulting company with the support from BSHRM. The APFHRM President Mr. Ernesto G. Espinosa was the key presenter and BSHRM President was also among other speakers. The concert went very well and also covered by media. A post conference training on talent management and leadership development was jointly facilitated by APFHRM President and BSHRM President for a local group of companies.
- APFHRM President Mr. Ernesto G. Espinosa and Mr. Michael Potter have jointly participated in a live talk show with the leading television channel EkattorTV and discussion emerging HR issues of Asia Pacific region.
- There is significant membership growth over last six months. Now, BSHRM has over 1400 members. The trend of membership growth is very promising considering the past years.
- The Society organized a number of training, workshop and round-table discussions i.e. Training Need Assessment (TNA), Six Sigma Foundation, Employee-Employer Relationship, and HR Transformation for 21st Century, Employers Expectation from the Graduates, and Personal Grooming The art of Looking Smart, A Round Table Discussion on Strategic HR Management was also organized with Bangladesh Association of Software & Information Services (BASIS).
- BSHRM has recently moved to a new office (leased property). Among others, the new office possesses a training room, a meeting room and a conference room. This state-of-the art facility allow us to offer at least two training per month, in addition to organizing regular training with our strategic partners organisations/institutes
- BSHRM acted as the Strategic Partner for the Career Fairs which were organized by the leading public and private universities in 2014
- Joint Workshop held with ILO and the Bangladesh Employers Federation (BEF) on Structured Training Planning.
- Provided the Leadership Skills training for the BSHRM Members Training on Salesmanship for HR Professionals.
- Training on Talent Management: Challenges and Opportunities.
- Training on Performance Appraisal Strategy in 21<sup>st</sup> Century.
- Attended several talk shows in the media (TV and Radio) on various emerging HR issues.

- Signed, MoU with Amader Somoy (A widely circulated Bengali News Paper), bdjobs (online job portal), United International University, TME the management edge, 71 Television, GrameenPhone Ltd and Bangkok Hospital.
- Launched GDHRM and PGDHRM programs in collaboration with a leading private university .
- Training on HR Leadership on March 21, 2014.
- Family day out program On March 26, 2014 (social gathering for the BSHRM Members & Family).
- Annual General Meeting held on April 25, 2014.
- BSHRM Executive Councillors Election held on April 25, 2014.
- BSHRM EC meeting for new committee formation on        2014.
- IPM Sri Lanka National HR Conference 2014 held on        .
- SHRM 66th Annual Conference held in Orlando, USA where 18 BSHRM Members have attended.
- Training on Building Competitive Organizations through people.
- HR Audit Training Session.
- Annual Iftar party 2014
- The New People Matrix Management Model - an international training session.

#### **4. Scheduled Conferences**

- 4<sup>th</sup> International HR Conference is tentatively scheduled in February 2015

**Md. Musharrof Hossain**  
**President, BSHRM and**  
**Head, Human Resources Management, icddr,b**