

**Bangladesh Society for Human Resource Management
(BSHRM)
Tokyo, Japan
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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."



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

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

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

2. HR challenges

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

- Transitioning to the new focus of strategic partnering with the hiring managers and competency based HR systems have thrown a new challenge for Bangladesh HR professionals which are needed to be adopted balancing with the new HR trends imposed by the globalization;
- In 2014 survey report of Earnest and Young (EY) during the 3rd International HR Conference held in Dhaka, Bangladesh it was found that the following areas are seem to be a renewed challenges for HR professionals might need immediate focus on:
 1. Ensuring people drives the business;

2. **Rewards system:** No rewards and recognition programme in 24% organizations which really alarming;
3. **Training Needs Assessment:** Around 12% organizations didn't identify their staff's training needs;
4. **HR Metrics/Reporting System:** 20% organizations lack of a comprehensive system of HR reporting.

3. BSHRM projects and initiatives

Major areas of BSHRM activities include the following:

- BSHRM organized the 4th International HR Conference 2015 with the cross cutting theme “People drive business” on February 28, 2015 which was the major event in last six months where over 500 participants from home and abroad attended despite the huge political unrest. Business leaders, academicians, HR professionals and HR students have attended the conference. Renowned speakers from home and abroad including Mr. Peter Wilson (Secretary General of World Federation of Peoples Management Association), Dr. T.V Rao (HR Academician, Writer and Renowned Speaker), representative from SHRM, NIPM Srilanka and APFHRM President Mr. Md. Musharrof Hossain have presented on the needs for designing systems in the organization for sustainability of the Bangladeshi organizations.
- BSHRM President, Conference Chair 2015 and Head of Media Committee attended several Talk Show in television on BSHRM 4th International HR Conference and demanded HR Ministry in Bangladesh;
- Mr. Md. Musharrof Hossain has been elected in the prestigious position of President, APFHRM. There were several warm reception programs organized in recognition of him being elected as the President of APFHRM;
- Post Graduate Diploma in HRM (PGDHRM) is continuing successfully and presently running the 5th batch in collaboration with the United International University;
- Organized SHRM joint training for BSHRM members;
- Participated in International Career summit with United International University, including few more career fairs with American International University and Eastern University;
- There is significant membership growth over last six months. Now, BSHRM has over 1600 members. The trend of membership growth is very promising considering the past years.
- The Seminar jointly organized by BSHRM and Pearson Edexcel: Talent Acquisitions – Challenges and Opportunities in Bangladesh
- Organized workshop on Fundamental Changes in Labor Law Revision;

4. Scheduled Conferences

- The annual general meeting is scheduled to be held on May 01, 2015.
- Conduct monthly seminar/training for members continuous professional development

Md. Musharrof Hossain
President, BSHRM