

**Bangladesh Society for Human Resource Management (BSHRM)**  
**Manila, Philippines**  
**April 2017**

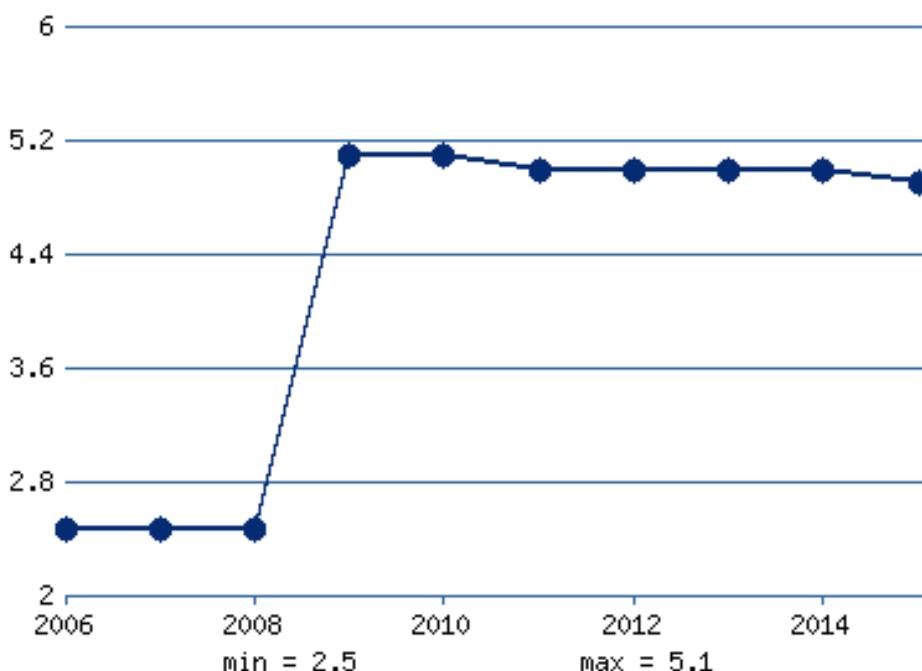
## 1. Current economic and political situation in the country

### **Economy and labour market situation**

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

Unemployment Rate in Bangladesh decreased to 4.90 percent in 2015 from 5.0 percent in 2014. Unemployment Rate in Bangladesh averaged 4.26 percent from 2005 until 2015, reaching an all time high of 5.10 percent in 2009 and a record low of 2.5 percent in 2006.

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



Year	Value
2005	4.3
2006	2.5
2007	2.5
2008	2.5
2009	5.1

Year	Value
2010	5.1
2011	5.0
2012	5.0
2013	5.0
2014	5.0
2015	4.9

**Source: CIA Fact Book**

**Note:** About 40% of the population is underemployed; many persons counted as employed work only a few hours a week and at low wages

## 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. 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:

Sl#	Date	Subject
1	03/09/2016	Election: Chittagong BSHRM Chapter EC members
2	07/10/2016	Training on <a href="#">Manage Your Anger, Concentrate on Excelling Performance in Workplace</a>
3	14/10/2016	Training on <a href="#">Conflict Management at Work Place</a>
4	20/10/2016	BSHRM President attend and spoke in the World HR Congress in Istanbul on October 21, 2016
5	26-10-2016	MOU Signing Ceremony between CCHRA & BSHRM
6	28-10-2016	Training on <a href="#">How Organizational Culture &amp; Employee Engagement Can Drive Business Success</a>
7	02-12-2016	Training on <a href="#">Total reward management</a>
8	03/12/2016	Participated in AIUB Job Fair
9	11-11-2016	Training on <a href="#">Winning Communication for Leadership</a>
10	23-12-2016	Training on <a href="#">Lean Management for HR Professionals</a>
11	8/01/2017	Arranged BSHRM Family Day out 2017
12	14/01/2017	Meet The Press (6 <sup>th</sup> BSHR-MetLife International HR Conference 2017)
13	27-01-2017	Training on <a href="#">Performance Management System for 21st Century</a>
14	20/02/2017	Organized Inter University HR Debate (English) Competition-2017 at NSU

15	24/02/2017	Organized 1st BSHRM-Chittagong HR SUMMIT 2017 where 400 participants attended
16	28/02/2017	Organized 9 <sup>th</sup> batch PGDHRM Certificate Awarding Ceremony
17	03/03/2017	6 <sup>th</sup> BSHRM-MetLife International HR Conference 2017 where 800 participants attended
18	January 20-26, 2017	BSHRM President Delivered keynote presentations in three different international HR Conferences in Pune, India.
19	March 24-25, 2017	Keynote speech in the 4 <sup>th</sup> Eastern India Regional Conference organized by Indian Society for Training and Development, Kolkata.

#### **4. Scheduled Conferences/ *Next Upcoming BSHRM activities***

- *BSHRM AGM in June 2017.*
- *7<sup>th</sup> International HR Conference in March 2018*

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President, BSHRM**