

Bangladesh Society for Human Resource Management (BSHRM)
Bangkok, Thailand
August 2016

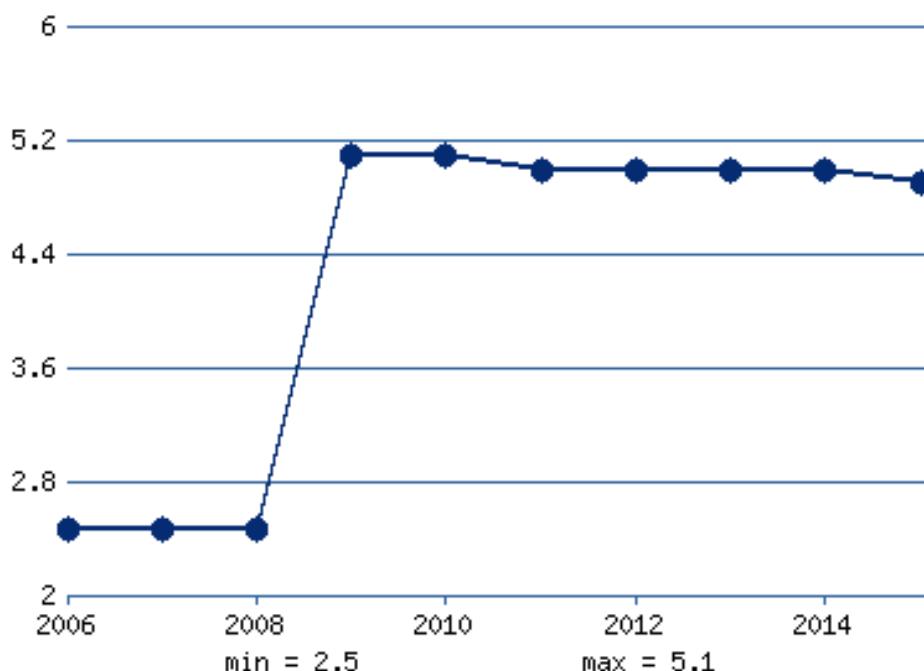
1. Current economic and political situation in the country

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 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:

Sl#	Date	Subject
1	11 th March 2016	5th international HR conference 2016
2	12 th March 2016	First Time APFHRM Board Meeting is Bangladesh
3	9 th April 2016	Uttara University Job Fair -2016
4	18 th - 20 th April 2016	MIHRM International HR Congress
5	22 nd April 2016	Workshop on Neuroscience of Leadership TREAD
6	30 th April 2016	Australian Trade Commission Round Table discussion with HR association
7	12 th May 2016	Annual General Meeting 2015
8	12 th May 2016	Election of Executive Council of BSHRM for the term, 2016-2017
9	10 th June, 2016	IFTAR PARTY - 2016
10	19 th -22 nd June, 2016	SHRM USA (Washington DC) Conference
11	21-22 June, 2016	IPM, Sri Lanka HR Conference 2016
12	12 th July 2016	BSHRM to join LeadSPEAK as a Strategic Partner (<i>Mind Mapper Bangladesh</i>)

Sl#	Date	Subject
13	12 th July 2016	Association partnership with BSHRM with Human Resources Magazine
14	16 July 2016	Strategic Partner with DIU for Round Table Discussion (RTD) on “Career Challenges and Opportunities for the Freshers in Bangladesh”
15	2 nd August 2016	Strategic Partner with DIU for Day long Life Changing Workshop "Career Breakthrough"
16	5 th August 2016	Training on Strategic Talent Management for Organizational Competitiveness
17	20 th August 2016	<i>Professional Grooming & Counselling: Session One, Topic is : Workplace Adaptability</i>

4. Scheduled Conferences/ Next Upcoming BSHRM activities

- *7 Habits of Highly Effective People date will 2nd September 2016*
- *BSHRM Next EGM date will be November 2016.*
- *6th International HR Conference 2017 date will be January 2017*

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