

Speech of Mr. Md. Sabur Khan, President, Dhaka Chamber of Commerce & Industry (DCCI) at the Seminar on "Employees and Employers Relationship: Development Perspective" Date: June 12, 2013; Time: 10:00 am; venue: DCCI Auditorium.

Bismillahir Rahmanir Rahim,

- **Engineer Khandker Mosharraf Hossain**, MP, Honourable Minister for Expatriates' Welfare & Overseas Employment Government of People's Republic of Bangladesh and Chief Guest on today's program;
- **Mr. Md. Musharraf Hossain**, Key note speaker of the seminar and also President-BSHRM & Head of HRM, icddr,b;
- My Colleagues in the Board of Director of DCCI
- Distinguished Discussants;
- Friends from both electronic and print media;

Assalamu Alaikum & Good Morning,

It is indeed a great privilege for me to welcome you all to the seminar on "Employees and Employers Relationship: Development Perspective" jointly organized by Dhaka Chamber of Commerce & Industry (DCCI) and Bangladesh Society for Human Resource Management (BSHRM). Daffodil International University is an Academic Partner of the Seminar.

On behalf of DCCI, I am honored and privileged to cordially welcome Engineer Khandker Mosharraf Hossain, MP, Hon'ble Minister for Expatriates' Welfare & Overseas Employment Government of People's Republic of Bangladesh for gracing the occasion as the Chief Guest. I believe that his valuable speech and guidelines will contribute to improve existing relationship between Employer and Employee.

I would like to extend my thanks to Mr. Mosharraf Hossain, President, BSHRM for preparing an in-depth paper on the issue. I hope today's seminar is very important and the presenter will highlight the importance of a sound relationship between Employer and Employee which is an ultimate success of any organization considering the prevailing highly complex business context in today's business world.

Distinguished Guests,

Employer is a person or a company that employs people and an employee is a person who works for the company in return for wages. Maintaining good

employee relations in an organization is a pre-requisite for organizational success, high productivity and human satisfaction.

The employer-employee relationship should not be looked at simply in economic terms. It is a significant human relationship of mutual dependency that has great impact on the people involved and both the employer and the employee have moral obligations arising from this relationship.

Employers should treat employees respectfully, should pay them fairly and provide good working conditions. Companies should be loyal to their workers. Employees have also moral duties to the organization and to the customers. This moral obligation includes loyalty, honesty, gentle and respect to each other.

Ladies and Gentlemen,

The employer's level of power over its workers is affected by three significant factors like interest, control and motivation. It is generally considered the employers' responsibility to manage and balance these factors in a way that enables a harmonious and productive working relationship. In order increase a better environment within the organization employers should address all of these factors for maintaining conducive working environment for both employer and employee.

Distinguished Gatherings,

In the age of globalization and technological advancement, the buyers have other options for investment globally. For example, RMG in Bangladesh is a labour intensive sector. At present, Bangladesh employs about 3.6 million garment workers in about 4,000 separate establishments. Bangladesh's garment business today generates about \$20 billion in sales for the export market, up from about \$7 billion in 2005. That tidy sum constitutes 80 percent of Bangladesh's export trade, and is its major source of hard currency.

Considering the situation, if the buyers will move away from this sector due to continuous bad incidences like Rana Plaza, Tazreen, the country will face many socio economic problems. The garment sector must be saved and it will be needed a collective effort from the government, manufacturers and employees. Turning away from Bangladesh will not solve the problems, rather they will be worsened. I strongly believe that the overall situation can only be improved by setting very good examples and practices of maintaining employers (garment owners) and employees (garment workers) relationship.

Ladies and Gentlemen,

I am very happy to know that the International Labour Organisation (ILO) Country Office for Bangladesh and Norway Government is going to sign an

agreement which will see about 2.5 million USD for promoting workers rights and labour relations in export oriented industries in Bangladesh. I believe this initiative will work as catalyst for improvement of workers' condition in the country.

Employer - Employee relationship in Bangladesh is improving. Employer is now recognizing the importance of employees' participation in business planning, decision making and organizational change process. Many organizations now conduct employee opinion surveys for collecting employee feedback and improve employer- employee relationships.

A number of organizations operating in Bangladesh including garment sector have been maintaining compliance at international standard. These organizations should be highlighted to the international business arena to capitalize the image of the country positively.

Recently Bangladesh Government has fixed minimum wage at Taka 3000 for Ready Made Garments (RMG) workers. After tragic of Rana Plaza the government has also announced a wage board to revise the minimum wage structure and is going to amending the existing labour law which has already focused the requirements for retention of the GSP facility in the USA market.

We all stakeholders need to exert all our efforts to provide assistance to the affected workers of Tazreen Fire and Rana Plaza Collapse. In order to prevent recurrence of such incidents in future, all possible measures should be taken for the improvement of working conditions and assurance of good working environment through offering favorable Employee-Employers Relationships in factories.

In this regard, organizing awareness seminar on employee- employer relationship and training programmes on management know-how within the organization will be very effective. DCCI would be happy to extend all sorts of co-operations in this regard.

I shall not prolong my speech.

Allah Hafez

Md. Sabur khan
President, DCCI
June 12, 2013