



জাতীয় উৎপাদনশীলতা দিবস National Productivity Day

02 October, 2013



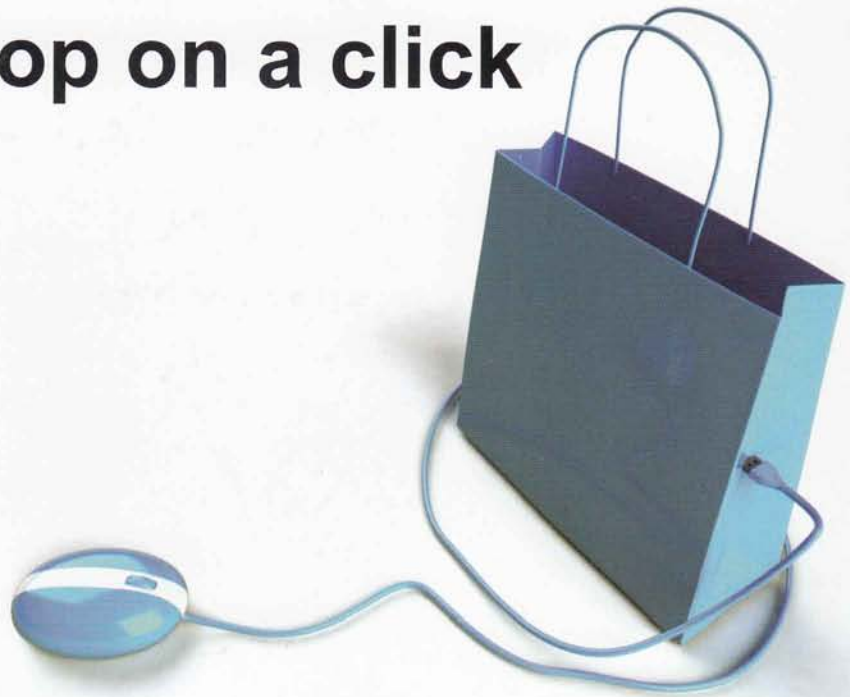
উৎপাদনশীলতা বৃদ্ধিই আগামী দিনের সমৃদ্ধি
Productivity Leads to Prosperity

National Productivity Organisation (NPO)
Ministry of Industries



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بِسْمِ اللَّهِ الرَّحْمَنِ الرَّحِيمِ



PRESIDENT
PEOPLE'S REPUBLIC OF BANGLADESH
DHAKA

17 Ashin 1420
02 October 2013

Message

I am much delighted to know that the National Productivity Organisation (NPO) of Ministry of Industries is going to celebrate the **"National Productivity Day"** on 2nd October 2013 throughout the country. It is undoubtedly a praiseworthy effort.

Sustainable productivity improvement can be attained through utilization of modern technology and efficient human resource. To attain this end, government has already taken multidimensional steps to improve productivity of industrial enterprises. I believe proper planning and incentives, best utilizations of resources as well as existing workforce, machineries and other input will help achieving highest level of productivity. For this, we need patriotism as well as firm commitment. The government is determined to lift the country into middle income group by 2021. In this regard the national productivity day bears utmost importance to all. I firmly believe, various activities of this day will highly facilitate to attain these goals.

I wish the National Productivity Day a success.

Khoda Hafez, May Bangladesh live forever.

Md. Abdul Hamid

بِسْمِ اللَّهِ الرَّحْمَنِ الرَّحِيمِ



PRIME MINISTER
GOVERNMENT OF THE PEOPLE'S REPUBLIC OF
BANGLADESH

17 Ashwin 1420
02 October 2013

Message

I am happy to know that National Productivity Organisation (NPO) under the Ministry of Industries is going to observe the "National Productivity Day" in the country on 2 October 2013.

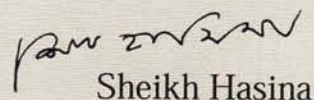
The greatest Bangalee of all time, Father of the Nation Bangabandhu Sheikh Mujibur Rahman had emphasised on industrial growth to boost up the economy of the war-ravaged country. Following the footsteps, the present government has been implementing various programme to help flourish the country's industrial sector. We have reopened a number of mills and factories shut down during the previous government.

Apart from setting up of new mills and factories at public and private initiatives, steps have also been taken to augment productivity through building skilled manpower and infusing new technology.

I hope that through observing the day, productivity concept would gain impetus among the people and help Bangladesh to become a prosperous nation within a short time.

I wish all out success of the programmes undertaken on the occasion.

Joi Bangla, Joi Bangabandhu
May Bangladesh Live Forever


Sheikh Hasina

بِسْمِ اللَّهِ الرَّحْمَنِ الرَّحِيمِ



Minister
Ministry of Agriculture
Government of the People's
Republic of Bangladesh

Message

17 Ashwin 1420
02 October 2013

It is a great pleasure for me to know that the National Productivity Organisation (NPO) of Ministry of Industries is going to celebrate the "National Productivity Day" on 2nd October 2013 throughout the country. It is a timely effort when we are expecting productivity improvement in all sectors of the economy. This occasion will generate great enthusiasm to people for achieving higher productivity.

Productivity improvement has been considered the most important factor for national wellbeing as it improves the quality of life through more production and thereby more income. Agriculture, as one of the dominating sectors and primary sources of income of large number of poor people has put emphasis on productivity for ensuring food security through enhanced production from the decreasing land base of the country. It is also supplying raw materials for many of the industries. Therefore, productivity in agriculture sector has great influence on total productivity of the country. It is noteworthy that the agriculture sector has experienced a lofty growth and is contributing towards economic development through enhanced productivity in this sector.

The Agriculture employ's a large number of labor forces. If we can make them trained, the productivity in agricultural sector will definitely be higher and we would be self sufficient in producing food with these improved human resources. The role of other inputs will also be very important on productivity which, however, has been properly managed by the Ministry of Agriculture. The NPO in collaboration with all the national agricultural institution and business association may play a catalytic role in leading productivity movement throughout the country.

I greet NPO for initiating the "National productivity day" and involving the wider section of people in productivity movement to achieve the vision 2021 for being a middle income country.

I appreciate this noble endeavor and wish the day a success.

Joy Bangla, Joy Bangabandhu
Long live Bangladesh.

Matia Chowdhury
(Matia Chowdhury)



Minister
Ministry of Industries
Government of the People's
Republic of Bangladesh

17 Ashwin 1420
02 October 2013

Message

I am happy to know that the National Productivity Organisation (NPO) under the Ministry of Industries is celebrating **the National Productivity Day** on the 2nd of October 2013. It is really a praiseworthy venture and I congratulate the efforts of the organizers.

Productivity improvement is the key to success for socio-economic development endeavor of any society or nation. Bangladesh being a developing country, is striving hard with a view to achieve the goal of economic emancipation through promotion of productivity. We should increase productivity not only in industrial sector, but also in other sectors including agriculture, education, health services through minimizing production cost and reducing wastage. These initiatives would help us to compete in the global competition successfully ensuring the trend of sustained economic growth.

Considering the importance of productivity promotion in the socio-economic development process, the developed and developing countries all over the world are strengthening their productivity movement at national level. Keeping this reality in mind our Hon'ble Prime Minister Her Excellency Sheikh Hasina has declared the 2nd of October as '**the National Productivity Day**' with the spirit of enhancing productivity movement in Bangladesh. It proves the firm commitment and determination from the highest authority level of the government towards the nation wide movement for upgrading existing productivity height.

I am sure that through observation of the National Productivity Day for the consecutive second year at national level would be able to aware our industrialists both from the service and manufacturing sectors about significance of productivity promotion in their ventures. It will definitely be able to encourage them to come forward with special engagement to the national productivity movement. It will ultimately guide us in stepping forward to implement Vision 2021 in order to make an industrially developed middle income Bangladesh.

I wish **the National Productivity Day** a grand success.

Dilip Barua.
Dilip Barua



Minister
Ministry of Labour and Employment
Government of the People's
Republic of Bangladesh.

17 Ashwin 1420
02 October 2013

Message

I am happy to know that the "National Productivity Day" declared by the Hon'ble Prime Minister Sheikh Hasina is going to be held on 2 October 2013 all over the country organized by the National Productivity Organization (NPO), Ministry of Industries.

It is absolutely imperative on our part to understand that for smooth functioning of industries or firm and to make it sustainable, improvement of productivity is the prime need. As the technology becomes obsolete faster, our vast population could be transformed into human resources through skill development training education. It will address the challenges of aging population and thus employment opportunity can be created.

Healthy, tidy and harmonious labor-management relation is the prerequisite of productivity improvement and industrial development both at macro and micro level. Productivity day will remind us the importance of synergy with active participation and effective co-operation among the employers, employees and Government.

I wish all success of the day.

(Raziuddin Ahmed Raju, M.P)

بِسْمِ اللَّهِ الرَّحْمَنِ الرَّحِيمِ



State Minister
Ministry of Industries
Government of the People's
Republic of Bangladesh

17 Ashwin 1420
02 October 2013

Message

I am happy to know that the "National Productivity Day" is going to be observed on 2 October 2013 throughout the country.

The understanding of productivity depends on a better knowledge of close relationship among the factors-labour, capital and management; and the impact of human element on each of these factors. Improvement of productivity helps economic growth and prosperity along with competitiveness in the economy. It develops structure for social responsibility, changes mind set leading to work harder and smarter. It also brings social & political stability leading to higher standard of living.

The present government of Bangladesh came to office with a huge mandate in an open and fair election in 2008. The election manifesto of ruling coalition government committed a peaceful and prosperous Bangladesh by 2021 when the nation will celebrate its golden jubilee, which coincides with 100th birth anniversary of the father of the nation Bangabandhu Sheikh Mujibur Rahman. The government is determined to build up Bangladesh as middle income country for which enhancing productivity & quality is essential. The National Productivity Day will help implementation of vision-2021.

I congratulate National Productivity Organisation for taking initiative in this regard and wish the National Productivity Day a grand success.

Joi Bangla, Joi Bangabandhu
May Bangladesh Live Forever

(Omor Faruk Chowdhury, M.P)



Secretary
Ministry of Industries
Government of the People's
Republic of Bangladesh

17 Aswin 1420
02 October 2013

Message

I am immensely delighted to know that National Productivity Organisation (NPO), under Ministry of Industries, has been celebrating 2nd October 2013 as "National Productivity Day" for the second time throughout country. This day will afford the scholars and experts an opportunity of exchanging fact and ideas of increasing productivity in the country.

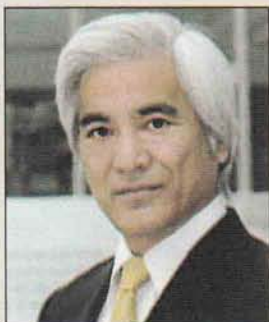
A country's productivity is the key determinant of the standard of living and the qualities of life. It is wide accepted that economic growth, as a means to enhancing the qualities of product, depends on the efficiency of resource use that ensures the improvement of productivity. Productivity gains momentum when efficiency with labour, capital, natural resources, and knowledge are combined and all these factors work smartly and more efficient but effectively through innovation and technological change.

The National Industrial Policy 2010 affirms productivity as the most important factor in addressing the current and upcoming challenges of assuring the economic sustainability of the country as well as financial viability of the firm. Small improvement in productivity movement if sustain for an extended period can make a huge difference in raising the standard of firm and quality of product. So, apart from the Ministry of Industries and National Productivity Organisation (NPO), relevant stakeholders such as business communities and industrial entrepreneurs have powerful role to make the movement successful.

I firmly believe, this day would breed new commitment to produce quality product in a faster rate and inspire our business communities and industrial entrepreneurs to create a strong industrial and service sector in Bangladesh.

I wish all the success of National Productivity Day.

(Mohammad Moynuddin Abdullah)



Secretary- General
Asian Productivity Organization (APO)

17 Aswin 1420
02 October 2013

Congratulatory Message

I congratulate the Government of Bangladesh on its second National Productivity Day on 2 October 2013 and the National Productivity Organization (NPO) for organizing this signature event. The inaugural National Productivity Day in 2012 was marked by a nationwide rally led by Minister of Industry Dilip Barua. The 2013 National Productivity Day theme is Productivity Leads to Prosperity, which encapsulates the mission of the Asian Productivity Organization (APO) to contribute to the sustainable socioeconomic development of Asia and the Pacific through enhancing productivity. All citizens of Bangladesh continue to benefit from government initiatives to increase the productivity of the nation. Their attendance at rallies and seminars on 2 October, along with publicity in the mass media on other related events, will increase awareness of the need for those productivity initiatives to continue. Innovative uses of text messaging and social media to convey the productivity message are evidence that it has become part of daily life.

Bangladesh joined the APO in 1983, and the NPO, formerly known as the National Centre for Monitoring Labour Productivity under the Ministry of Labour and Manpower, has led the country's productivity movement since then. As we work together to help transform Bangladesh into a mid-level income country by 2021, the APO's pool of expertise is being utilized by the NPO to improve productivity in the industry, service, agriculture, and public sectors. Innovations that can raise productivity also remain central to economic progress. This will benefit the country as a whole and, ultimately, the Asia-Pacific region. The objective of sustainable socioeconomic development is shared by all APO members and can be achieved through continued mutual cooperation. Together, the APO celebrates with the NPO on 2 October and looks forward to reaching our common goal.

Mari Amano
APO Secretary-General



President
The Federation of Bangladesh
Chambers of Commerce & Industry (FBCCI)

Message

নাশনাল প্রোডাকটিভিটি অর্গানাইজেশন কর্তৃক 'জাতীয় উৎপাদনশীলতা দিবস-২০১৩' গুরুত্বের সাথে পালিত হতে
বাহে জেনে আমি অত্যন্ত আনন্দিত।

বাংলাদেশ একটি অপার সম্ভাবনাময় দেশ। বিশ্ব প্রতিযোগিতামূলক বাণিজ্যে টিকে থাকার ও দেশের সুখম আর্থ-
সামাজিক উন্নয়নের জন্য আধুনিক কৃষি ও শিল্পায়নের বিকল্প নেই। আমাদের প্রচুর প্রাকৃতিক ও মানব সম্পদ থাকা
সত্ত্বেও উন্নত প্রযুক্তি, দক্ষ ও কারিগরি মানব সম্পদ, উন্নত অবকাঠামোগত সুবিধা, উপযুক্ত নীতিমালা ও
পৃষ্ঠপোষকতার অভাবে সঠিক ও উৎপাদনশীল কাজে শতভাগ ব্যবহার করতে পারছি না। অথচ উৎপাদনশীলতা
হলো উন্নয়নের প্রধান শর্ত। এছাড়া আমাদের মূল সমস্যা দারিদ্রতা। আর এই দারিদ্রতা দূরীকরণের লক্ষ্যে কৃষি,
শিল্প ও সেবাখাতের উৎপাদন সর্বাধিক নিশ্চিত করা জরুরী। বর্তমান বিশ্ব মন্দার প্রেক্ষাপটে এ বছরের দিবসটির
প্রতিপাদ্য 'Productivity Leads to Prosperity' অত্যন্ত সময়োপযোগী।

উৎপাদনশীলতার উপর বহুলাংশে নির্ভর করে জাতীয় উন্নয়ন। জাতীয় উৎপাদনশীলতা দিবস পালনের মধ্য দিয়ে
আমাদের অভ্যন্তরীণ সম্ভাবনা, সমস্যা ও সমাধান সমূহ উদঘাটন করে নতুন নতুন উন্নতমানের পণ্য ও সেবাসমূহ
উৎপাদনে, ক্ষুদ্র ও মাঝারি শিল্পের উন্নয়ন, গ্রীণ প্রযুক্তির ব্যবহারের মাধ্যমে উৎপাদনের উৎসাহীকরণ এবং
প্রতিযোগিতামূলক বাজারে টিকে থাকার দিকনির্দেশনা পাব বলে আমরা মনে করি।

উৎপাদনশীলতা বিষয়ক কর্মকাণ্ড জাতীয় পর্যায়ে বাস্তবায়ন এবং উদ্যোক্তা, শ্রমিক ও জনগণের মাঝে সচেতনতা
বৃদ্ধির লক্ষ্যে উৎপাদনশীলতাকে জাতীয় আন্দোলন ও প্রতি বছর ২রা অক্টোবর জাতীয় উৎপাদনশীলতা দিবস
পালনের ঘোষণা করায় বাংলাদেশ সরকারকে এফবিসিসিআইয়ের পক্ষ থেকে আন্তরিক ধন্যবাদ জানাচ্ছি।

আমি 'জাতীয় উৎপাদনশীলতা দিবস-২০১৩'-এর সর্বাধিক সাফল্য কামনা করছি।

কাজী আকরাম উদ্দিন আহমদ
সভাপতি, এফবিসিসিআই



Director
National Productivity Organization (NPO)
Ministry of Industries
Government of the People's
Republic of Bangladesh

17 Ashwin 1420
02 October 2013

Message

It is my pleasure to inform that **National Productivity Day** will be observed by the National Productivity Organization (NPO), Ministry of industries on 2nd October 2013 for the second time throughout the country.

The goal of NPO is to develop common consensus and mutual trust among the stakeholders about the benefit of higher productivity that will eventually add momentum to the overall economic development of the country through enhanced productivity and competitiveness.

To make a nation economically sound and to meet the challenges of economic emancipation and better quality of life, productivity is the key factor. **Make Tomorrow - Better Than Today**, keeping this as one of the productivity slogans in mind, I believe that the day will help enhancing the awareness of the people regarding productivity and ultimately to achieve the dream of the Vision 2021 of our government.

The term productivity has to be understood properly by the general people. The difference between production and productivity needs to be made clear. The second National Productivity Day is observed with the theme **Productivity Leads to Prosperity** and to give the message nationwide.

I wish the National Productivity Day a success.

(Dr. Md. Nazrul Islam)

সূচি

Productivity: An Essential Determinant for Economic Development & Prosperity - <i>Professor Dr. M. Kamal Uddin</i>	16
Productivity: A key to Innovation and Prosperity - <i>Md. Abu Abdullah</i>	32
Productivity: The Steps Ahead - <i>Kazi Akram Uddin Ahmed</i>	35
The Role of National Productivity Organisation (NPO) Promoting Productivity in Bangladesh - <i>Dr. Md. Nazrul Islam</i>	38
New Sector New Opportunities - <i>Ferdaus Ara Begum</i>	42
বাংলাদেশের ইপিজেড : বিনিয়োগ উৎপাদনশীলতার সুবর্ণভূমি - জনসংযোগ বিভাগ, বেপজা	৪৮



Productivity: An Essential Determinant for Economic Development & Prosperity

Professor Dr. M. Kamal Uddin *

1.0 Introduction

Productivity performance is crucial to a country's future economic prospects, especially when a lot of countries are facing productivity gap. As the factors of inputs (labor and capital devoted to production) cannot increase indefinitely, productivity gains, which enable an economy to produce more for the same amount of inputs, are the only route to sustainable economic growth in the long run. It follows that monitoring and improving national productivity capability (the supply side of the economy) are important aspects of public policy in many countries.

Productivity is a measure of the output produced per unit of input. Productivity is critically important to a firm since it affects the cost per unit. Productivity gap existing between Bangladesh & other developing countries is big. Production is the total amount of output. Productivity is the output per unit of input. There are various methods of evaluating the performance of economic activities. Such as GDP, per capital, economic growth rates, national income over population. Productivity is one of the broadest and latest indicators of evaluating the performance of economic activity. It indicates the notion between the output of benefits and the input of resources. It may be applicable in an enterprise, in an industry or in the economy as a whole.

The concept of productivity first appeared in European thought at the end of the 18th century with out of industrial revolution. International labour organization at its seventh international conference of labour statisticians held in Geneva in 1919 recommended the methods for compilation of labour productivity statistics. The modern concept of productivity was first put forward by a small group of specialist in the American Bureau of labour statistics just after the Second World War. During 1950's many European and Asian countries established productivity centre on previously. And with the establishment of the Asian Productivity Organization in 1961 productivity measurement and analysis becomes a milestone in economic activities of this area, Bangladesh is one of the member of Asian Productivity Organization (APO).

Used as a ratio of an output volume measure to an input volume measure, productivity is simple as a notion. When it comes to applying it, however, one quickly realizes the

complexity in operationalizing this notion to suit different purposes, especially in a world with data limitations. Consequently, there are different measures of productivity for different purposes, and different estimation approaches and definitions subject to the data used. Generally, national accounts are the basis for productivity estimates, and, in turn, growth accounting with the appropriate choice of index numbers is adopted as estimation approach.

Labor productivity can be measured in a number of ways, depending on the definitions of output and labor input measures. The preferred measure is the basic-price GDP per actual hour worked, which adjusts to allow for different work patterns across countries and across time. However, total actual hours worked cannot be collated for all countries. As workers in high-performing Asian countries tend to work longer hours on average than those in the US, the worker-based labor productivity gaps, in this instance, probably cast the Asian countries in a particularly favorable light. Although being a one-factor or partial-factor productivity measure, interest in labor productivity has never waned due to its simplicity as a concept, its broad availability, and its direct link to per capita GDP performance.

1.1 Efficiency, Effectiveness and Productivity

- Productivity is the integrated effect of efficiency and effectiveness.
- Productivity is a function of (effectiveness, efficiency).
- Efficiency is the ratio of actual output attained and the degree of output expected.

Effectiveness is the degree of accomplishment of objective. Productivity is a combination of both effectiveness and efficiency. Since effectiveness is related to performance while efficiency is related to resource utilization.

2.0 Measuring Productivity

Productivity is generally defined as a ratio between output of benefits and input of resources. It implies how much input resources are required for production of certain amount of output or specially output per unit of input. Productivity can be expressed.

$$\text{Productivity} = \frac{\text{Output Produced Per Period of Time}}{\text{Quantity of Input Used}}$$

2.1 Per-Worker Measure of Labor Productivity

Figure 1 presents the cross-country comparisons of labor productivity levels in 2011 with respect to Bangladesh's data, measured as GDP per worker in US dollars. The countries naturally bundle into groups. On this measure, the US is the leading economy with Asia, Singapore and Hong Kong as close forerunners. The other two Asian Tigers together with

Japan follow at some distance. The position of Bangladesh with respect to labor productivity is at the lowest part, above Nepal, Myanmar and Cambodia.

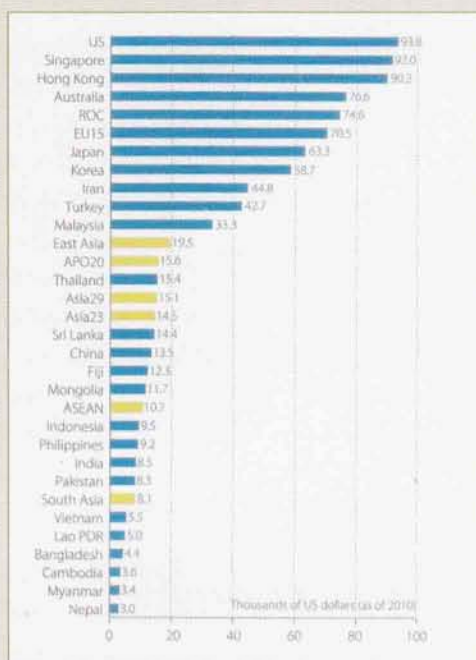


Figure 1 Labor Productivity Level by Per-Worker GDP, 2011

--GDP at constant basic prices per worker, using 2005 PPP, reference year 2010

Source: APO Productivity Database 2013.01.

Table 1: Scenario of Bangladesh: Per-Worker Labor Productivity Levels, 1980, 1990, 2000, 2010, and 2011 -GDP at constant basic prices per worker, using 2005 PPP, reference year 2010

1980		1990		2000		2010		2011	
2.3	6.3%	2.4	4.6%	3.3	4.4%	4.3	4.7%	4.4	4.8%

Unit: Thousands of US dollars (as of 2010).

Source: APO Productivity Database 2013.01.

Table 2: Scenario of Bangladesh: Labor Productivity Growth, 1990-1995, 1995-2000, 2000-2005, and 2005-2011 -Average annual growth rate of GDP at constant basic prices per worker, using 2005 PPP

1990-1995	1995-2000	2000-2005	2005-2011	1990-2000	2000-2011
2.9	3.9	1.9	3.0	3.4	2.4

Unit: Percentage.

Source: APO Productivity Database 2013.01.

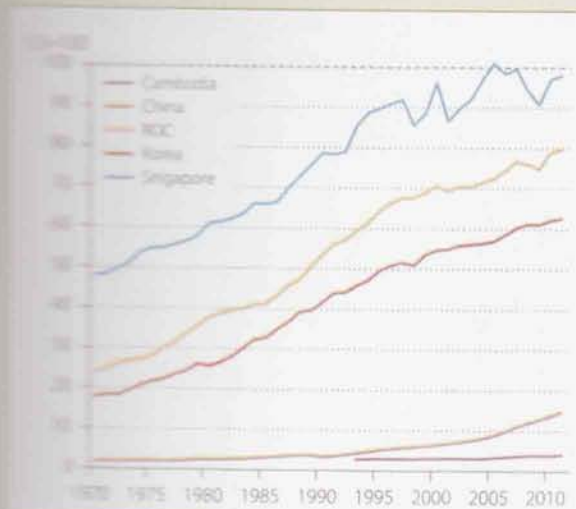


Figure 2.1: Group-C1 Countries

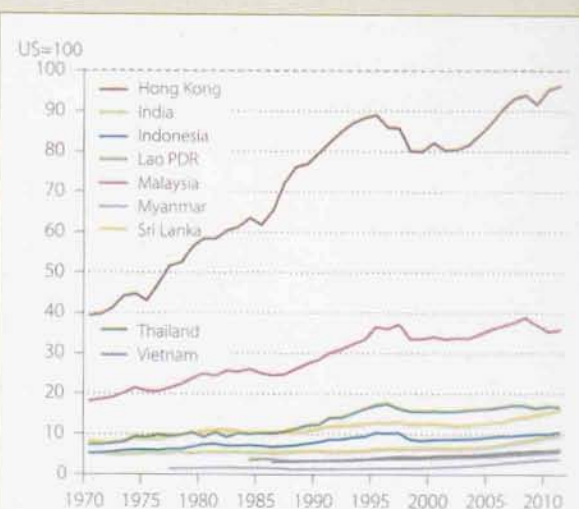


Figure 2.2: Group-C2 Countries

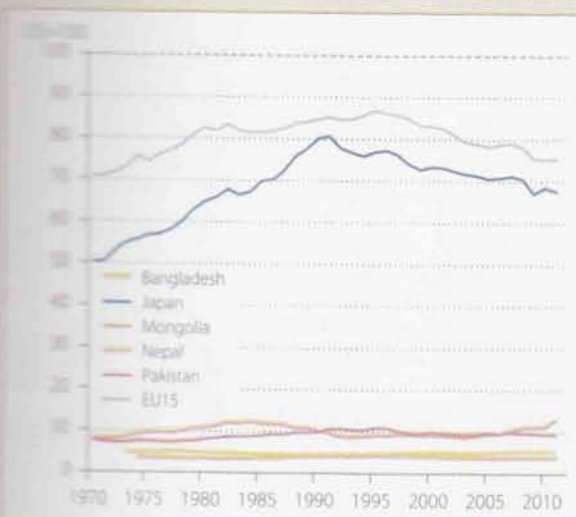


Figure 2.3: Group-C3 Countries



Figure 2.4: Group-C4 Countries

Figure 2 labor Productivity level Relative to the US, 1970-2011 -Indices of GDP at constant basic prices per worker, using 2005 PPP

Source: APO Productivity Database 2013.01.

2.2 Per-Hour Measure of Labor Productivity

The per-worker-based labor productivity gaps are most likely conservative estimates, since workers in high-performing Asian countries tend to work longer hours than those in the US on average. To adjust for this discrepancy, total hours worked are constructed, although the quality of the estimates may vary considerably across countries. Figure 3 shows how the

productivity gap against the US in 2011 varies depending on which measure of labor productivity is used. The productivity gap with the US widens for all Asian countries when the differences in working hours are taken into account.

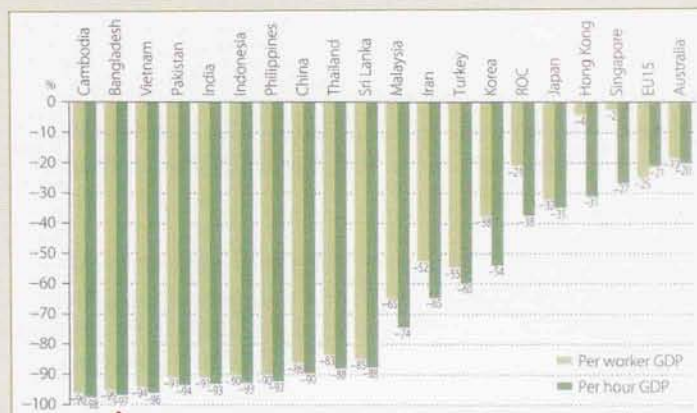


Figure 3 Labor Productivity Gap by Per-Worker and Per-Hour GDP Relative to the US, 2011

---GDP at constant basic prices per worker and hour, using 2005 PPP

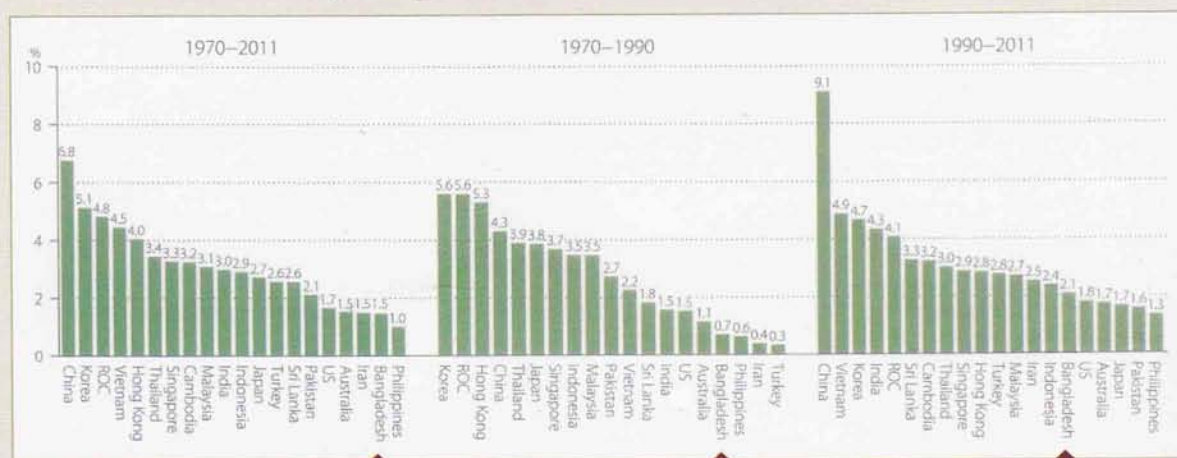


Figure 4 Labor Productivity Growth, 1970-2010, 1970-1990, and 1990-2011 -Average annual growth rate of GDP at constant basic prices per hour

Source: APO Productivity Database 2013.01

Table 3 Labor Productivity Growth, 1990-1995, 1995-2000, 2000-2005, and 2005-2011- Average annual growth rate of GDP at constant basic prices per hour, using 2005 PPP

1990-1995	1995-2000	2000-2005	2005-2011	1990-2000	2000-2011
2.5	4.1	-0.5	2.2	3.3	1.0

Unit: Percentage.

Source: APO Productivity Database 2013.01.

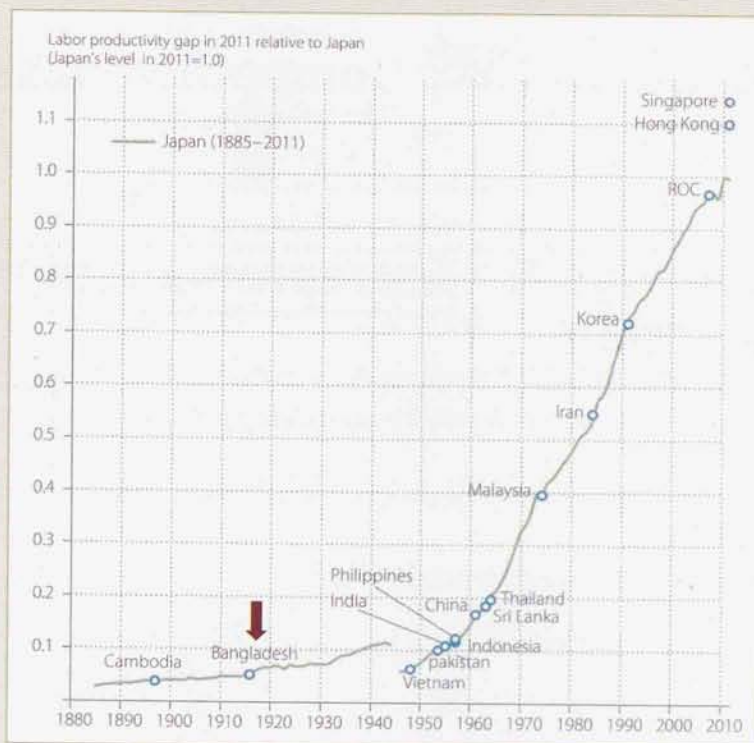


Figure 5 Labor Productivity Trends of Japan during 1885-2011 and levels of Asian Countries in 2011

—GDP at constant basic prices per hour, using 2005 PPP

3.0 Total Factor Productivity

Total factor productivity considers best use of all input and considering all important aspects of output. Labor productivity is only a one-factor or partial-factor productivity measure and does not provide a full perspective of production efficiency. An observation of low labor productivity could suggest production inefficiency, but it could also reflect different capital intensities in the chosen production method under the relative labor-capital price faced by the economy concerned. By observing movements in labor productivity alone, it is not easy to distinguish which is the case. In populous Asian economies, which are relatively abundant in low-skilled labor, production lines may be deliberately organized in a way to utilize this abundant, and hence relatively cheap, resource. It follows that the chosen production method is most likely to be {low-skilled) labor-intensive and with little capital, manifested in low labor productivity. This is why economists analyze TFP, which is GDP per unit of combined inputs, to arrive at a more complete picture of a country's production efficiency.

Capital input is a key factor for measuring TFP, and is defined by capital services - the flow of services from productive capital stock, as recommended. The required basis for estimating capital services is the appropriate measures of capital stock.

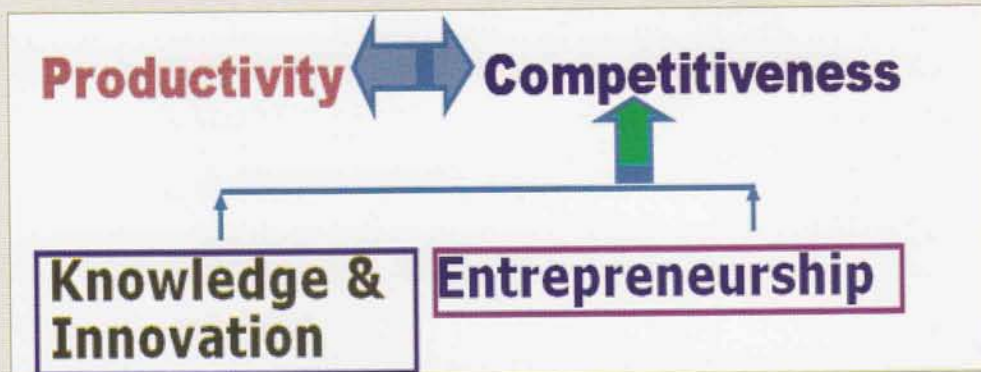


Figure 6: Productivity and Competitiveness

Ability to adapt quickly to change may be more important than static productivity

4.0 Key Factors Determining Productivity

- Quality of Inputs: Labour trained, equipment updated
- Capital (machinery) Investment: Investment in new capital equipment
- Research and Development: so that both product and processes can be improved
- Management Techniques: Modern management practices such as teamwork, employee involvement, etc
- Legislation: regulatory Restriction will reduce productivity

5.0 Government and Productivity

- Negative Influence: Burden of red tape & legislation restriction
- Positive Influence: To create climate to invest more in people, R&D, management techniques and make better use of input they have got
- Competition: To increase in competition and exposure to market forces
- Financial Incentives: Low tax rate, incentives on export, etc.

6.0 Increasing Productivity

- Cutting Jobs: to reduce size of its workforce
- Motivational Strategies: Motivation through a more participative approach to management, introducing performance-related pay
- Information Communication Tech (ICT): Disappointing effects of It on productivity: 1995-2000 US manuf. Productivity growth slowed down in spite of high investment in IT & computing.. Reason: lack of adapting capability to new system & no training.
- Training: Investment on IT without training, seems to be recipe for disaster
- Investment: Other ways of improving productivity might include investing directly in

capital (machinery). Initial reduction may be mainly due to staff being unfamiliar with new system

- Less investment in training due to fear of Poaching:
- Secretly taking other's skilled employee

7.0 The Best Approach: Increasing Productivity

Best approach depends on types of firms; whether the firm is Capital-Intensive Firm & Labour- Intensive Firm, Service Sector Firm & Manufacturing Firm

- To focus on making the most of labour & capital machinery and develop these over time
- The firm should have flexible & motivated workforce which in turn relies on an open and participatory management approach
- Then other pieces of jigsaw (like effective training) will follow eventually

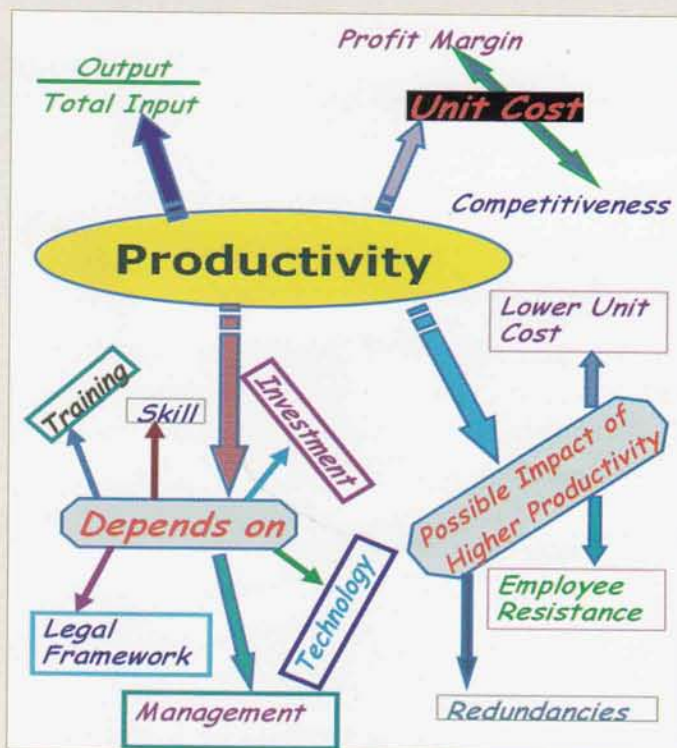


Fig.7 Various Factors of Productivity

8.0 Productivity Scenario in Two Promising Sectors in Bangladesh

8.1 Textile Industrial Sector

The textile industrial development is essential for full blooming of industrialization in Bangladesh. To ensure the development of textile industrial sector in Bangladesh, it is very much essential to increase the productivity of this sector. It is needed to initiate and continue the practice of the productivity development activities in all textile industries of

this sector. For this, it is needed to monitor and register the productivity parametric values and data continuously in a systematic manner and to analyze than on the basis of pragmatic information and data. This is because, by analyzing productivity values and other various parameters associated with the productivity, it is possible to assess an industry realistically and then by knowing pragmatic situation, proper steps can be taken accordingly to augment productivity development.

Survey results of six textile Industries of year (2005-06 to 2007-08) have been analyzed. Base year is 2005-06. Analyses were carried out on the following parameters: Value addition, Labour productivity on value addition, capital productivity, salary/wage ratio on value addition, comparison of cost associated with productivity, competitive labour cost and measurement of profitability.

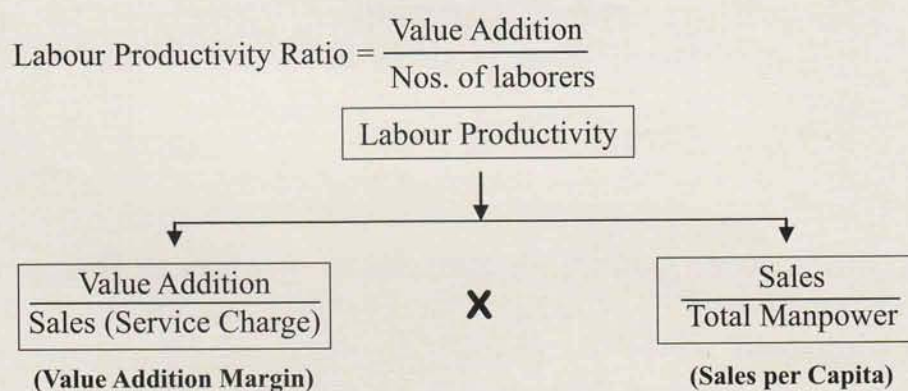
Table 4: Data in Value Addition of Darwani Textile Mills Ltd.

Taka in Lakh

Year	2005-2006	2006-2007	2007-2008
Sales and other income	267.30	278.83	320.89
Raw materials and other expenditures	140.32	130.52	185.62
Value Addition	126.98	148.31	162.27

The above data shows that value addition of 2006-07 has been increased by 16.40% and in 2007-08 by 27.79% w.r.t. 2005-06. Sales income has been increased in 2006-07 & 2007-08 by 4.31% & 20.05% respectively w.r.t. 2005-06. Expenditure has been decreased by 6.98% in 2006-07 and increased by 32.28% in 2007-08 w.r.t. 2005-06.

Figure 8: Labour Productivity Ratio



Labour productivity or value addition per capita reveals the capability of wealth creation of an industry. It is a parameter to measure productivity. Labour productivity is influenced by value addition margin and sales per capita.

Table 5: Labour Productivity Ratio.

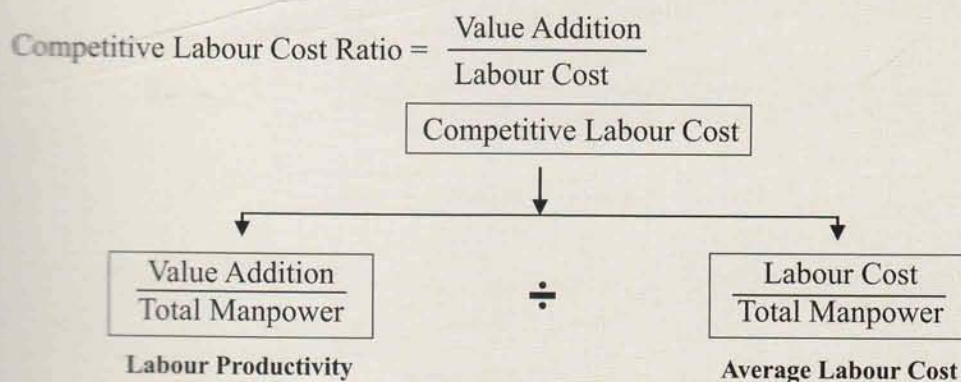
Year	2005-2006	2006-2007	2007-2008
Labourer (Nos.)	632	657	668
Value Addition Total Manpower (Taka)	20091.77	22573.82	24291.92
Value Addition Sales (Service Charge) (Taka)	47.50%	53.19%	50.57%
Sales Total Manpower (Taka)	42294.30	42439.88	48037.43

The above data of Table 2 shows that the labour productivity of 2006-07 & 2007-08 have been increased 12.35% & 20.90% respectively w.r.t. 2005-06. Value addition margin of 2006-07 & 2007-08 have been increased by 5.69% & 3.07% respectively w.r.t. 2005-06.

Table 6: Value Addition and Raw Materials, Electricity and other Various Costs with Respect to Sales (Service Charge)

Year	2005-2006	2006-2007	2007-2008
Raw Materials	0.00%	0.00%	0.00%
Electricity and Energy Cost	41.08%	37.99%	38.75%
Non-Industrial Cost	11.41%	8.82%	10.68%
Total Cost	52.50%	46.81%	49.43%
Value Addition	47.50	53.19%	50.57%
Sales	100%	100%	100%

N.B. The Mill ran on the basis of service charge. So cost for raw materials is nil.

Figure 9: Competitive Labour Cost Ratio

Competitive labour cost ratio is the ratio of value addition to the salary/wage of total manpower. Thus the ratio reveals the work efficiency and skill of manpower with respect to their salary.

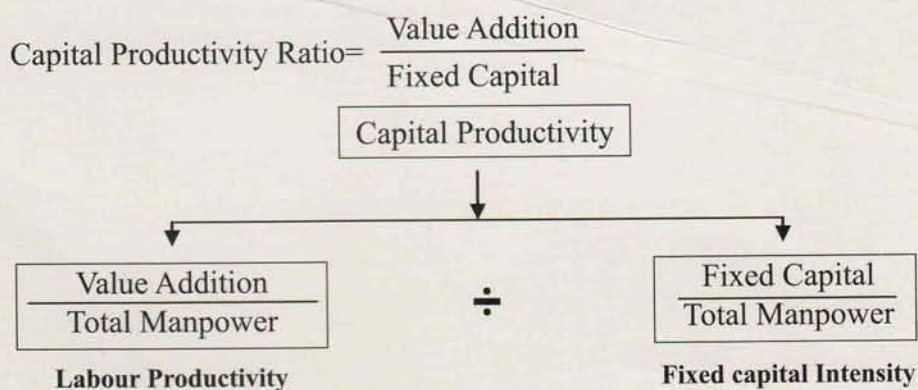
Table 7: Competitive Labour Cost Ratio

Year	2005-2006	2006-2007	2007-2008
Labour Cost (Tk. in lakh)	251.62	213.75	158.48
$\frac{\text{Value Addition}}{\text{Labour Cost}}$ (Taka)	0.50	0.69	1.02
$\frac{\text{Value Addition}}{\text{Total Manpower}}$ (Taka)	20091.77	22573.82	24291.92
$\frac{\text{Labour Cost}}{\text{Total Manpower}}$ (Taka)	39813.29	32534.25	23724.55

Table 8: Data Comparing Labour Cost Associated with Productivity

Year	2005-2006	2006-2007	2007-2008
$\frac{\text{Labour Cost}}{\text{Nos. of Labourers}}$ (Taka)	39813.29	32534.25	23724.55
$\frac{\text{Value Addition}}{\text{Labour Cost}}$ (Taka)	0.50	0.69	1.02
$\frac{\text{Labour Cost}}{\text{Value Addition}} \times 100$	198.16%	144.12%	97.66%

The above data shows that labour cost per person in 2006-07 & 2007-08 have been reduced by 18.28% and 40.41% w.r.t. 2005-06. Labour cost per value addition decreased by 27.27% and 100.4% in 2006-07 & 2007-08 w.r.t. 2005-06.

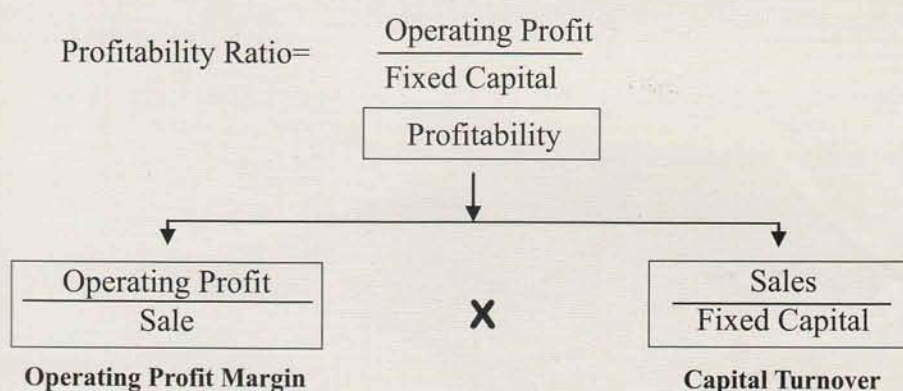
Figure 10: Capital Productivity Ratio

Capital Productivity Ratio (CPR) means degree of use of fixed capital. The CPR depends on labour productivity and fixed capital intensity.

Table 9: Capital Productivity Ratio

Year	2005-2006	2006-2007	2007-2008
Fixed Capital (Tk. in lakh)	1823.52	1826.44	1832.27
Value Addition Fixed Capital (Taka)	0.07	0.08	0.09
Value Addition Total Manpower (Taka)	20091.77	22573.82	24291.92
Fixed Capital Total Manpower (Taka)	288531.64	277996.96	27429.92

Table 6 shows that capital productivity ratio of 2006-07 & 2007-08 have been increased by 14.29% and 28.57% w.r.t. 2005-06. Capital productivity of 2006-07 & 2007-08 have been increased by 12.55% and 20.90% w.r.t. 2005-06.

Figure 11: Profitability Ratio

Profitability Ratio is the ratio of operating profit to Fixed Capital. The ratio shows how profitability buildup capital in an organization.

Table 10: Profitability Ratio

Year	2005-2006	2006-2007	2007-2008
Depreciation (Tk. in lakh)	18.19	17.03	16.34
Operating Profit (Tk. in lakh)	-142.83	-82.47	-12.55
Operating Profit Fixed Capital (Taka)	-7.83%	-4.52%	-0.68%
Operating Profit Sales (Taka)	-53.43%	-29.58%	-3.91%
Sales Fixed Capital (Taka)	0.15	0.15	0.18

The Table 10 shows that operating Profit Margin is lowest in 2005-06.

8.2 Pharmaceutical Industry

Survey results of five pharmaceutical Industries of year 2006-07 to 2009-10 have been analyzed. Base year is 2006-07. Analyses were carried out on the following parameters: Value addition, Labour productivity on value addition, capital productivity, salary/wage ratio on value addition, comparison of cost associated with productivity, competitive labour cost and measurement of profitability.

Table 11: Comparative Data on Value Addition of Selected Industries

(Taka in Lakh)

Name of Organizations	Year				Average
	2006-07	2007-08	2008-09	2009-10	
Reneta Ltd.	9433.00	11132.00	13402.00	16797.00	12691.00
Beximco Pharmaceutical Ltd.	19024.00	16875.00	22105.00	32139.00	22535.75
Ibn Sina Pharmaceutical Ltd.	6855.19	8875.19	10767.61	13438.85	9984.21
Orion Infusion Ltd.	1421.14	1848.17	1722.34	1699.98	1672.78
Becon Pharmaceutical Ltd.	652.23	1712.75	3012.41	4684.05	2515.33

Table 12: Comparative Data on Labour Productivity of Selected Industries

[Labour Productivity=Value Addition/Total manpower]

(Taka in Lakh)

Name of Organizations	Year				Average
	2006-07	2007-08	2008-09	2009-10	
Reneta Ltd.	5.91	6.45	6.06	6.29	6.19
Beximco Pharmaceutical Ltd.	7.92	7.07	9.57	12.79	9.34
Ibn Sina Pharmaceutical Ltd.	5.89	6.15	4.89	6.11	5.76
Orion Infusion Ltd.	1.90	2.14	1.92	1.86	1.95
Becon Pharmaceutical Ltd.	0.58	1.54	2.72	4.33	2.29

Table 13: Comparative Data on Capital Productivity of Selected Industries

[Capital Productivity=Value Addition/Total Capital]

(Taka in Lakh)

Name of Organizations	Year				Average
	2006-07	2007-08	2008-09	2009-10	
Reneta Ltd.	1.29	1.01	0.85	0.79	0.91
Beximco Pharmaceutical Ltd.	0.22	0.19	0.19	0.25	0.21
Ibn Sina Pharmaceutical Ltd.	3.13	3.44	3.23	3.10	3.21
Orion Infusion Ltd.	0.52	0.73	0.43	0.43	0.51
Becon Pharmaceutical Ltd.	0.04	0.09	0.11	0.19	0.12

Table 14: Percentage of Profit with Respect to Value Addition

[Percentage of Profit=(Profit/Value Addition × 100)]

Name of Organizations	Year				Average
	2006-07	2007-08	2008-09	2009-10	
Reneta Ltd.	15.35%	8.39%	(7.63)%	20.21%	9.36%
Beximco Pharmaceutical Ltd.	50.58%	42.57%	48.46%	54.47%	43.99%
Ibn Sina Pharmaceutical Ltd.	71.57%	71.79%	70.74%	70.63%	71.08%
Orion Infusion Ltd.	(35.72)%	(26.37)%	(41.44)%	(55.89)%	(39.74)%
Becon Pharmaceutical Ltd.	63.96%	32.40%	27.19%	36.10%	39.91%

Table 15: Comparative Data on the Ratio of Productivity Relevant Expenditures to Manpower of Selected Industries

[Per Capita Labour Cost=Salary & Wage/Total Manpower]

(Taka in Lakh)

Name of Organizations	Year				Average
	2006-07	2007-08	2008-09	2009-10	
Reneta Ltd.	1.98	2.13	1.92	1.98	1.99
Beximco Pharmaceutical Ltd.	2.05	2.22	2.56	2.70	2.38
Ibn Sina Pharmaceutical Ltd.	1.44	1.49	1.25	1.59	1.44
Orion Infusion Ltd.	1.90	2.15	1.92	1.86	1.95
Becon Pharmaceutical Ltd.	0.23	0.50	0.63	0.67	0.51

Table 16: Competitive Labour Cost Ratio of the Selected Industries

[Competitive Labour Cost=Value Addition/Labour Cost]

Name of Organizations	Year				Average
	2006-07	2007-08	2008-09	2009-10	
Reneta Ltd.	2.98	3.02	3.14	3.16	3.19
Beximco Pharmaceutical Ltd.	3.86	3.19	3.74	4.74	3.93
Ibn Sina Pharmaceutical Ltd.	4.06	4.10	3.89	3.82	3.94
Orion Infusion Ltd.	2.27	2.28	1.79	1.58	1.92
Becon Pharmaceutical Ltd.	2.51	3.08	4.27	6.24	4.43

9.0 Recommendations

Although TFP more accurately measures how efficiently an economy utilizes its factor inputs, labor productivity and its drivers are of interest not least because of the close link to GDP per capita. Within the same growth accounting framework, average labour productivity growth at the aggregate level can be broken down into effects of capital deepening (as measured by the capital input per hour worked), which reflect the capital-labour substitution, and of TFP. In other words, these factors are key in fostering labour productivity. So measures are to be taken to augment these factors for the growth of labour productivity.

In the enterprise/firm level, the following measures are generally to be taken to enhance the productivity:

1. Efforts & measures are to be taken so that productivity can be raised and proliferated continuously in the industry. For this purpose, the management personnel of the industry must be fully conversant possessing appropriate knowledge about the necessity of productivity. At the same time, the CBA or labour association / organization and the employees of the industry must be fully aware about the inevitability and benefits of productivity and they should be persuaded and motivated so that they participate in the programs and activities pertaining to the development of productivity.
2. After measuring productivity parameters in regular intervals, the hurdles and hindrances in the way of productivity enhancement to be identified and measures to be taken to mitigate these hurdles.
3. In order to conduct productivity enhancement activities in a well planned manner, 'Productivity Development Cell' to be formed in all factories and industries. The activities and action plan of this cell can be as follows:
 - a) To measure productivity of the industry on monthly or yearly basis.
 - b) To identify the hindrances of productivity development and to take measures how these hurdles can be removed.
 - c) Monthly meeting to be arranged to undertake & implement various programs pertaining to productivity enhancement.
 - d) In order to augment awareness about the productivity among the officers, employees and workers, training programs, workshops, seminar, symposium and focus group discussion meetings (FGD) to be arranged regularly.
 - e) It is needed to ensure higher efficiency, capability and quality of machinery & various facilities of the industry for productivity enhancement.
 - f) To observe productivity month one time per year.

- g) To ensure appropriate use of raw materials, energy and manpower to the highest level.
- h) To ensure reduction of production cost and make it as low as possible.
- i) In order to increase productivity, good relationship among the management, employees and workers to be ensured.

Experience of different countries suggests that capital deepening is an accompanying process of rapid economic development. Labour productivity growth can be decomposed into contributions from capital deepening and TFP growth. Capital deepening should raise labour productivity, all other things being equal, generally explaining 50% of it. So measures to be taken in Bangladesh to go for more rapid capital deepening for rapid economic development. On the other hand, concerted effort to be undertaken to increase capital intensity at the subsequent stages specially in the thrust sectors of the country.

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Productivity depends on Service Quality



Productivity: A key to Innovation and Prosperity

Md. Abu Abdullah*

Innovation and productivity are needed for prosperity. What do we mean when we talk about productivity. Business executives, government leaders, economists are always in discussions to determine the key enablers of productivity. People often think enabling productivity is the work of the private sector. Why they will invest to improve their productivity and competitiveness? Some says, they invest for producing and getting smarter, faster, cheaper and better quality products and services. Other says, improving productivity is about giving workers the tools to do their jobs more efficiently and investing in technology to make them more effective.

A fuller understanding of productivity is critical to assess in making decisions and taking action. It is also key to harnessing people's support and contributions to productivity initiatives that contribute to our competitiveness. Women empowerment contributes towards economic prosperity. Higher incomes for women lead to higher household spending-a key pre-requisite for faster long term growth. Employment of women provides opportunity of increasing, creativity, innovation and productivity.

How increased productivity leads to prosperity. First of all increase in production leads, increase in flow of goods and services in the economy, as a result consumption rises in the society. Therefore the size of market increases, resulting inducement to invest in firms, which leads further economic growth and development.

People, process and technology are main factors of productivity. We need leader with clear vision who can inspire others to get behind the vision and to develop and support high performing teams of diverse, skilled and engaged employees. Our processes must be streamlined and standardized. We must use latest technology to improve client access and service delivery. Strategic leadership of people, proper production process and proper system are needed for higher productivity.

Today in the context of globalization, most people lives are ruled by the wish to become more efficient, more innovative, more imaginative, but not truly creative. Now the economic development played up by complex international politics and media, so increased productivity are not keys to real prosperity. World leaders profess in increase productivity

and enhance distributive justice. People struggle with minds and bodies at work in the quest for better productivity but they suffer in the form of psychological stress and social isolation. Increase productivity can lead to lasting prosperity only if it is ruled by a genuine national ideology that would respect the economic basis of the good life and the psychological and social cost of increased production.

Healthy workplace culture support performance, productivity and innovation organization must be clear on what they want, provide frameworks where to work, and then try to use the manpower with their creativity. Entrepreneurs could learn from best practices of other successful and competitive companies. An entrepreneurial mindset and partnership and practices drive focus on customers and results.

Higher productivity largely depends on the relationship between management and workers. Employees are more productive when their ideas are heard and when they participate in making decision and get recognized for their contributions. As Hyundai and Toyota are example of productive relationship between management and workers. They focused on creating an environment for success and meeting customers' needs.

High performing leaders make all feel as part of their team culture, involve them in planning, decision making and listen to their ideas. In terms of building capability for higher knowledge, most organization follow mentoring, on the job training and higher education as way for further development.

Employees satisfaction, job satisfaction, healthy workplace, higher profitability creates opportunity for higher productivity. Healthy work places help recruitment and retention of talent. Better wage pave the way for distribution of wealth on the other hand, insufficient investment in people, lack of research, ineffective management, lack of leadership are main obstacles for better productivity. Poor management, out dated system, multitasking, employees dissatisfaction and personal problem, long hour, lost sleep, leads to low productivity.

Increase in productivity wouldn't necessarily be good news, for the same reason slow rates of productivity aren't bad news. High productivity does not guarantee prosperity all the time. When everything being equal, then higher productivity leads to higher income. But everything else isn't always equal. High price of scientific products and commodities, sometime allowed higher incomes despite poor productivity. If prices are falling, then higher rates of productivity may not be enough for profit. Making more of something, which people do not want to buy at a reasonable price, does not guarantee prosperity.

Country's future depends on skills, innovation and productivity therefore we need to address long term financial challenges and modernize the education system for our future perspectives. We can move forward to create a forum where public and private sector leaders and academics can solve the puzzle of productivity and growth. They can analyzing

private sector business behavior, engage more people in industrial relation and business schools and focus on the latest technology and research for improvement. And make sure that our products have the opportunity to develop with high quality and higher productivity and ensure prosperity for everyone.

Improving productivity needs to be addressed from wider perspectives ..i e strategy, customer perspective, partnership, teamwork and employee management. Thus many of our efforts toward enhancing productivity contribute to innovation and our country's prosperity.

* Director General
Bangladesh Accreditation Board.

We depend on Customer
Customer Depends on Quality

সেবা ও পণ্যের গুণগত মান নিশ্চিত করুন
উৎপাদনশীলতা বৃদ্ধি করুন



Productivity: The Steps Ahead

Kazi Akram Uddin Ahmed*

Bangladesh, in the 21st century has established itself as a leader for progress and development despite the global economic deterioration in the recent years. At present when the developed nations are gearing towards recovery, this South Asian nation has presented sustained economic growth indicating an increased upward mobility. Achieving an impressive growth rate of over 6% in the last couple of years coupled with thriving trade and commercial expansion, our beloved nation with more than 150 million people is working its way to gain the middle income country status by 2021. A vision emancipated by the current government and shared by the mass of citizens. As one can expect from a populous country like Bangladesh, home to youthful hard working people, there has been a remarkable increase in remittances and subsequently leading to an increase in our foreign reserves.

The success stories for Bangladesh are many. Having reached several MDG goals well ahead of time, Bangladesh has been the recipient of UN Award, South South Award and this year attaining UN Diploma Award for fighting hunger. In terms of poverty alleviation and employment generation, significant developments have been accomplished.

However to realize the middle-income level, what is required right now is to jump-start the pace of industrialization through aggressive introduction of foreign direct investment, participation in international production networks, establishment of value added supply chain linkages, enhancing physical and institutional connectivity and utilizing the human capital that Bangladesh is blessed with. Consequently to take Bangladesh to the next rung of the development ladder, attract investment and become internationally competitive, it is paramount to increase the nation's productivity, in terms of resource utilization and efficiency. This is particularly crucial since developments in real wages, productivity and employment are critical determinants of the ability to achieve and sustain growth and poverty reduction targets.

As history bears witness, with a nation's existing resources, productivity alone can shift a country's production possibility to achieve higher GDP growth and increase GDP per capita.

GDP per capita in particular is more important since it accurately portrays the improved standard of living and indicates rising purchasing power.

However to achieve the nation's full potential, we still have a long way to go. Although Bangladesh has limited natural resources, it has tremendous potential with a massive youthful population who are increasingly getting more skilled and attaining more education. Even in the remotest of the villages, we see a respect and interest towards education, and men and women alike are being more productive in various commercial ventures.

Rightly recognizing the potential and prospects that productivity ensues, Bangladesh joined the Asian Productivity Organization (APO) in 1983 and since then has made it a national agenda to promote productivity. With the advent of the new progressive industrial policy of the government, National Productivity Organization (NPO) has been operating under the Ministry of industries acting as the centre point for productivity. Through its multidimensional body, the National Productivity Council (NPC) which is chaired by the Minister of Industries and comprising of 36 members representing key ministries, chambers of commerce and industry, worker's federations, and academic bodies, the NPO has been pursuing a coordinated productivity policy framework, structured plan for rural employment generation and higher productivity, research and training.

According to the APO annual report, Bangladesh has been undertaking a myriad of activities in line with the other APO members including E-learning courses on green productivity, training course on total productive maintenance, industry sector studies, etc. All these are considerable developments and according to the APO data book there has been a steady increase of over 4% in per worker labor productivity since the 1980s. In the year 2011, the productivity level increased by 4.8%. Nevertheless a cross country comparison with India Pakistan and Sri Lanka shows a comparatively lower level of productivity for Bangladesh and that the workforce is yet to be competitive.

To overcome the obstacle and take the first step toward developing a competitive and productive labor force; to increase the productive capacity of the SMEs and emerging industries, the country has to fully embrace technology and digitalization. Today, through mobile technology higher

level of commercialization and entrepreneurial endeavors are being made possible although in the present times a full fledged e-system needs to be established to save time and improve connectivity.

There has been a gradual increase in productivity awareness among entrepreneurs and private sector although this has yet to satisfactorily transform itself into collective action. Innovation, creativity and development of indigenous productivity models that are labor intensive are the order of the day to enhance productivity. Celebrating the National

Productivity Day on 2 October is certainly an vital step in raising awareness and we can hope that it may later transform itself into National Productivity Week in the near future.

It is also inherent that to improve productivity, physical and IT infrastructural development is essential since there is a golden rule followed by any business person which says time is money. Time is of essence and good transportation facilities can indirectly enhance the industrial productivity of the country. Also the global demand for IT related services is enormous and up to date IT infrastructure would boost IT sector productivity and reshape the service industry.

Better management practices, total quality management at every level of organizations, flexible working structures and effective use of technology all need to be adopted by businesses to enhance productivity. Knowledge building alongside regular training for skill development should be undertaken by both the public and private sector alike to ensure an active workforce who is not only skilled but able to think at a conceptual level, lead and take decisions. I also think tertiary education institutions should introduce relevant productivity lessons and case studies in all areas of degrees and certifications.

The future for Bangladesh is very bright, only if we are able to work together and achieve our socio-economic goals. Productivity being an central prerequisite, I sincerely believe that NPO along with the private sector can make a huge difference and enable Bangladesh to become the model country in terms of higher productivity and growth. I envision this country leading the South Asian landscape with continuous industrial developments and emerging as success story for others to follow.

** President, FBCCI*

Make Tomorrow Better Than Today



The Role of National Productivity Organisation (NPO), Promoting Productivity in Bangladesh

Dr. Md. Nazrul Islam*

Introduction:

The history of human civilization is synonymous with the struggle for attaining higher productivity. Today its importance has become more vital for survival of a nation, industry, enterprise, society and an individual. Productivity is often conceived in a narrow sense, but a broader interpretation is called for its proper analysis. Since productivity of a given technology is defined as the ratio of outputs to inputs, it can be increased by minimizing inputs and maximizing outputs. The quantities of inputs for products available in a developing economy usually grow over a time, but are not faster than population. Therefore, increase in productivity remains as the key element in achieving sustained growth of income per capita.

What is NPO:

National Productivity Organisation (NPO) is a Government department under the Ministry of industries established in 1989. It is a national level specialized organization to promote productivity and thereby accelerate pace of economic development through its multidimensional activities like creation of productivity awareness, development of productivity infrastructure and implementation of productivity improvement program. NPO is the only organization responsible for formulation and implementation of productivity policy of the Government. NPO also implements the plans and programs of the Tokyo based Asian Productivity Organization (APO) which is an inter-government body for the Asia Pacific region.

Background of National Productivity Organisation (NPO):

On the basis of the second five year plan (1980-85) stipulation the National Centre for Monitoring Labour Productivity (NCMLP) was established by the Government in 1983 as a development project under the Ministry of Labour and Manpower. The fundamental objective for establishing the NCMLP was only to cater to the needs for measuring and monitoring labour productivity in the six selected sectors of the economy namely, jute industries, textile industries, chemical industries, engineering industries, transport and communication and health, education and allied services. The NCMLP was subsequently

renamed as Bangladesh Productivity Centre (BPC) with wider scope of activities to play the role of a catalyst for promotion of productivity under the same ministry. After that the need of productivity was given stress by the government of Bangladesh a consequence of higher productivity and rapid industrialization in the country BPC further renamed as National Productivity Organisation (NPO) in 1989. The NPO was then transferred to the regular revenue budget of Government of Bangladesh and was also transferred from Labour and Manpower to the Ministry of Industries.

The main objectives of NPO's are:

- (i) Act as a promoter to create productivity consciousness and awareness to the mass people of the country particularly industrial enterprises;
- (ii) Evolve institutional framework for productivity movement in the country;
- (iii) Undertake program for Human Resources Development (HRD) for productivity improvement and skill development;
- (iv) Conduct survey, study and research work on productivity;
- (v) Work as a catalyst to promote plant-level productivity through consulting services;
- (vi) Convert industrial enterprises into an efficient, profitable and productive organizations by adopting productivity improvement activities continuously and systematically; and
- (vii) Assist the Government in formulating productivity policy.

More precisely National Productivity Organisation (NPO) act as a promoter of productivity consciousness and awareness to the mass people. It undertakes program for Human Resources Development (HRD) for productivity improvement and skill development. Also it acts for converting industrial enterprises into an efficient, profitable and productive organization by adopting productivity improvement activities continuously and systematically. Moreover NPO assist the government in formulating productivity policy.

The systematic productivity improvement efforts have been undertaken with the involvement of the NPO, Bangladesh in the areas like formation of productivity improvement cells at enterprise and corporate level, missions for motivation of management to improve productivity, skill development through training, productivity seminars, distribution of productivity motivation manuals, implementation of APO programs, etc. with full support from the government. The NPO is now working to motivate workers, employers, and others at all levels and undertaking programs and policies for improvement of productivity.

Management of National Productivity Organisation:

For proper implementation of the activities of National Productivity Organisation or in order to accelerate productivity activities through making policy and strategy there is a high level committee namely National Productivity Council (NPO) chaired by the Honorable Minister, Ministry of Industries. The committee is comprised of 37 members with 10 Secretaries of the Government and other representatives are from trade bodies, labour

unions, civil societies and academia. Besides, there is a National Productivity executive committee headed by the Secretary, Ministry of Industries with 21 members from CEO of different corporations, representatives are from trade bodies and labour unions. In addition there are eight National Productivity Advisory committees at sector levels.

Role of APO activities in Bangladesh:

NPO is acting as liaison office of Japan based Asian Productivity Organization (APO). Bangladesh is a member of Asian Productivity Organization (APO) which is an inter-governmental regional organization established in 1961. In a convention held in Manila, eight signatory countries were there viz. Republic of China, India, Japan, Republic of Korea, Nepal, Pakistan, Philippine and Thailand. In 1982 Bangladesh became the member of APO. Presently APO has got 20 member countries. The Mission, Vision and Strategic of APO are directed towards development of Asia, the Pacific and beyond. Last year APO celebrated its 50th Anniversary. Bangladesh as a member of APO plays vital role in decision making for productivity related issues which are being done by APO. NPO is sending yearly on an average about 100 participants of different organization of Bangladesh to APO member countries for training on productivity. With the assistance of APO, NPO is participating in different e-learning course through Global Distance Learning Network (GDLN) on different productivity issues. From the e-learning course participants are able to learn productivity tools and techniques and other relevant issues.

Productivity as National Movement:

NPO arranged a multilateral conference on Productivity at 2nd October 2011. In that national conference Hon'ble Prime Minister **Sheikh Hasina** Government of the Peoples' Republic of Bangladesh gave three declaration in her speech; (i) Productivity henceforth will be taken as a national movement; (ii) 2 October of every year will be observed as National Productivity Day; (iii) National Productivity and Quality Excellence Award will be given every year for the best enterprises.

From the declaration of Honorable Prime Minister, Productivity will be treated as **National movement**, 2nd October of every year will be observed as a **National Productivity Day** in a befitting manner; and in the context of quality best performer establishment/industry will be able to get National Productivity & Quality Excellence Award.

Recent activities of National Productivity Organisation(2012-13) :

- For development of skills in the field of industrial productivity 25 training courses were conducted. Around 750 participants representing management, labour union, entrepreneur, mid level supervisor took part in the training courses.
- Five package program on productivity improvement techniques have been implemented at plant level.
- Twenty three programs on productivity awareness campaign were done successfully.

- Three Research Reports on the trend of productivity have been published.
- Around of 25,500 copies publicity materials were distributed to various industrial enterprises both in public and private sector.
- Productivity improvement cell has been formed in 4 enterprises.
- 5S Committees and QC circles has been formed in ten Industrial enterprises.
- Around 50 delegates participated in overseas APO program on different area of productivity through NPO.
- One international program on Total Quality Management (TQM) was organized in Bangladesh where 18 foreign participants from APO member countries were present.
- Technical Expert service from APO was availed by Bangladesh Electrical Merchandise Manufacturing Association for productivity improvement & quality development in domestic Fan Industries; SR Asia, Bangladesh on Corporate Social Responsibility and Bangladesh Society for Phamecuticals Professionals & APO Society for Bangladesh on Implementation of Environmental Protocols in Industries of Pharmaceutical Sector with the cooperation of NPO. NPO professional worked as counterpart with the project.
- Six e-learning courses were organised with the assistance of APO in DLC Centre of BRAC University in collaboration with APO and World Bank. The subject of the courses were ISO series, Agriculture Productivity, Knowledge Management, Customer Relationship Management (CRM) etc.
- First National Productivity Day was observed on 2nd October 2012 upon declaration of the honorable prime minister, a rally was organised under the leadership of honorable industry minister Mr. Dilip Barua. A seminar was organised on the theme "Improve Productivity for Efficient Production", a colorful supplementary was published by the daily news paper and a souvenir was published with the write up from the productivity experts.
- Implementation of Kaizen activities were undertaken in 5 enterprises resulting reduction of wastages by 3-4% which increased productivity by 10 to 15 percent.

The appropriate and successful initiative of NPO has made a sensation among management of industrial enterprises. The productivity has shown an upward trend. Improvement of productivity has no alternative for assuring appropriate industrialization and economic development. With the theme of the day Productivity Leads to Prosperity let us make commitment for more united effort with a target to improve productivity for poverty alleviation and better quality of life.

The productivity movement declared by the Hon'ble Prime Minister awared the general people for economic development and better quality of life. Last but not the least; let us promise to give drive for improving productivity in our country unitedly on the occasion of that 2nd National Productivity Day.

*Director

National Productivity Organisation (NPO).



New Sector New Opportunities

Ferdaus Ara Begum *

The sixth five year plan embattled for creating employment of about 61.6m by 2015 which is the marginal year of the plan period. No doubt Bangladesh lies in the wake of tremendous opportunities but in order to translate these opportunities into reality, action plans should be apposite, worth for implementation. Various plan and policy of the country has used ambitious targets of higher growth and new job creations, identifying and exploiting the opportunities of new sectors could be one of the ways to pull off targeted growth. The dual push for these targets can be achieved through policy simplification and reforms with required soft and hard infrastructural supports.

Industrial policy, SME Policy Strategy suggests for adding more value to the manufacturing and service sector to attain employment targets. A recent study Transforming Bangladesh from Plans to Actions-A study of Income and Employment by Unnayan Shamannay, by Dr A K Enamul Haque, Dr Gustav Papanek, Dr Mahfuz Kabir showed that in order to create a full time job in the manufacturing sector, an investment of around Tk 341,000 is required in Bangladesh, it is estimated that in order to create 2million additional jobs in the economy in one year, about 1.2 million new jobs shall be created in the manufacturing sector alone, meaning that about 55, 000 new enterprises shall have to be created in the economy to create new jobs. The study further reiterated that for each 100 jobs in the manufacturing sector 68 new jobs are created in the service sector. It means that manufacturing and services goes together and compliment each other. In view of the above, BUILD has taken an initiative to see which can be the new areas where new opportunities are available.

As per sixth five year plan(SFYP), the macro economic scenario of the country reflects that, by the end of the plan period the country is expecting for 8% growth rate where investment from the private sector would be around 25% of the GDP, in exchange investment from the public sector would be around 7.5% which will be about 75% higher than the FY2010. Targets are to enhance investment in the GDP from the level of 29.6% of 2013 to 32.5% in 2015. All these ambitious targets are achievable if the private sector gains momentum as about the 78% of the total investment outlay of 13 trillion taka of the SFYP will come from the private sector resources. In order to build capacities of the private sector BUILD is working since October 2011 for policy simplification to make business entry easy and less cumbersome with an ambition to support government to create about two

million employment and 40,000 SMEs while attracting investment of about one billion US Dollar.

Bangladesh hopes to enable its manufacturing sector to grow fast enough to employ a greater share of the workforce - from the current 13.7% to 15% by 2015 (based on SFYP). Being over three fourths of all exports and employing over 5 million people, the contribution of the RMG sector in Bangladesh's global presence and GDP is undeniably massive and need not be reiterated. But, Bangladesh needs to enable other new sectors to grow as well in order to accelerate exports, create jobs, grow faster, and offset its large and growing trade deficit (9.4 billion USD in FY 2010-11). Despite their lack of dominance in the export basket, shipbuilding, plastic, furniture, light engineering, home textiles, and ICT/software sectors have grown remarkably fast in the last 2-3 years. Which of these sectors will lay golden eggs? There are untapped opportunities in each of these sectors, but the harnessing of these opportunities requires strong policy and regulatory support and the drive to overcome constraints.

BUILD's research on Prioritization of Sector Opportunities and Constraints was done in June 2012 and followed some specific investigation criterion, such as; significant impact of the sector on balance of trade, jobs and income, competitiveness of other sectors etc. In the marketing opportunities of this sector, the study looked into the demand and prices of the product at the global markets and also at the local markets. Other broad investigation criterion were; does Bangladesh have the underlying assets to be competitive in this sectors, are there good investors prospects in this sector, are the barriers to growth in this sector relatively easy to address? etc. This proven methodology has been used in some African countries and is being adopted for use in certain Indian states and Central Asian countries. Summary profile of the 12 identified sectors are given below:

Agribusiness: Although Bangladesh's agribusiness exports are not very high at the moment (535 mn USD in FY 2012-13), exports are growing fast in the last two fiscal years. Global processed agro-market (without fresh exports) is estimated at 4.2 trillion (FY 2008-09), but the current Bangladesh agro exports are mainly fresh products since the main items are fruits, vegetables, flower and tobacco. Therefore, the sector needs to attract investment in terms of processing units - enabling products to amplify shelf lives and diversify into various secondary outputs from the same primary product. And exports aside, the current domestic market size is around 4.5 billion already, and is expected to grow to 8 billion USD by 2020. The most important element of the agribusiness industry is its massive potential for job creation - the overall agro sector already employs a third of the country's workforce. Growth in this sector can also be expected to stimulate growth in supporting businesses, such as in storage, retailing and distribution.

Shipbuilding: The shipbuilding sector's export might seem low (46 mn USD in FY 2011-12), but this is a remarkable achievement given that the first export was only in 2008! And exports are growing fast. This sector has interesting opportunities of local value addition, and exporters are already using certain local inputs - such as electrical cables and furniture etc.

Plastic: Plastic-based products currently represent a sizeable subsector in the chemical industry in Bangladesh. Starting as a backward linkage industry, manufacturing of plastic and plastic-based products is making significant contributions to the economy and has become an important segment of the manufacturing industry of the country. Export of Plastic in 2012-13 was 84.51 million USD.

Despite this fact, per capita consumption of plastics and plastic-based products is still low in Bangladesh, estimated at 5 kg per year. The estimate is rather low compared to the global average consumption of 40 kg per capita per annum and the developed country consumption of 100 kg per capita per annum. Per capita consumption (kg/year) of plastic products in the world in 2015 will be 45 kg/year. This indicates that the consumption of plastic products in Bangladesh is expected to rise as the economy develops. Most importantly, the plastic sector provides major backward linkage to RMG, light engineering, footwear, cables, and the real estate sector.

Furniture: It has been estimated that Bangladesh has the potential to export furniture worth USD 40 million per year in the next 5 years. The market is growing rapidly more than 41,500 enterprises all over the country are employing about 180,000 people. Dhaka alone has 2000 enterprises employing over 40,000 workers. Production is highly labour intensive. China, India and USA are the main importers of Bangladeshi furniture, and export last FY was about 7.7 million, with a positive growth trend. The sector has extensive diversification potentials while wooden toys, steel and plastic based furniture are gaining ground.

Home Textiles: From just about 100 mn USD in FY 2007-08, the home textiles sector exported about 791.52 mn USD in FY 2012-13, and is expected to grow even further this year. Exporters are facing increasing demand and expanding fast and home textiles is one of the major sectors where Bangladesh is receiving orders that are leaving China. The analysis of the value chain of home textile has shown that even if it is true that Bangladesh do not have comparative advantage to produce cotton-the basic raw materials of fabrics, but it is visible that with this limitation Bangladesh has done excellent progress in the RMG sector and required backward and forward industries have been established to support this sector employing a significant amount of industrial labour force and at the same time living room for developing other subsectors like home textiles, terry towel and many other textile based sectors etc.

ICT/ Software: Exports in first seven months of the FY 2011-12 stood at USD 38.47 million, compared USD 22.21 million in the corresponding period of the last fiscal year. It is estimated that export will grow further target of which is about one billion US Dollar. Employment is around 25,000, and rising (over 800 firms registered with BASIS as of 2013). Although this sector presently unable to employing massive numbers of labour, the sector has tremendous potential in earning foreign exchange. The sector has all potentials to

be developed as one of the ICT outsourcing hub, a group of energetic and skill manpower are giving lead to the sector. Venture capital is to some extent has been made available to the sector but because of required policy guidelines, the sector can not be advanced with its full potentials.

Readymade Garments (RMG): This sector has tremendous potential to contribute to trade deficit (export at 19 billion), but there is a significant import requirement built into the industry. High potential to create jobs, already provides employment to over 5 million people (2011) and hires unskilled and semi-skilled workers, large pool of semi-skilled workers exist, but quality of jobs and pay is a major issue (made evident by frequent labor unrests). No major forward linkages to other local industries, some linkages to specialized trading and services (such as buying houses, recycling wastage) but there are some backward linkages (accessories, packaging, etc). Global RMG market is 2% of world GDP (1.2 trillion), and has mostly recovered from recession. RMG market is entirely export oriented, very small local market so demand and price basically depends on the international market. Raw materials and machinery are almost entirely imported, for woven sector while in the knit sector-an excellent backward linkage has been established. No major infrastructural issues other than generic ones such as electricity, roads etc back up power adds to cost of doing business. Production skills exist, designing and creative skills do not. Production is made on exact buyer specifications. But this is not a major problem since this is the global practice in order for brands to control output design and quality. Outlook regarding the sector is very positive and new investors enter the industry every year. No major barrier, growths depends on demand and external factors (competition).

Tourism: Bangladesh expected that tourism industry can contribute 4.0pc to GDP (1 billion USD) by 2018. Foreign exchange earnings from tourism and other travels in the year 2010 is 5.5627 billion taka according to Bangladesh Parjatan Corporation. Already accounts for 2% for country's employment, positive growth trend. Strong backward linkage to transport and logistics (almost creates as many jobs in backward linkage as the industry itself).

Frozen Fish : In FY 2010-11, Bangladesh exported 470 million USD worth of shrimp, up from 365 million USD the year before. Current shrimp has already reached about 400 million between July 2011 and April 2012. Employment is just over 1 million people, employs unskilled workers (semi skilled in processing, plants provide on the job training). No major linkage opportunities. Global demand for shrimps is growing steadily, prices are growing as well, and export expansion has been hampered in recent years due to quality concern. Local market for shrimps is quite small, expensive product, and mostly consumed by middle class and rich Bangladeshis. Local resources are almost entirely in use, major expansion not possible. There are some negative impacts on other sectors (farmland conversion to shrimp cultivation). Investment is not very hefty, small businesses exist (production, non processing) processing plant are large investment. Quality assurance has mostly been addressed, no other major bottleneck at the moment.

Jute and Jute Products : FY 2012-13 exports are about 543.84 mn USD, growing from 0.4 bn USD in 2008-09, so exports are rising in recent years (but is not expected to grow much in FY 2011-12). Sector creates employment for 5 million farmers, seasonal employment for 156,000 people and an additional 187,000 in mills, sector is labour intensive. Jute is used as raw material for various products such as fabric, paper, bags, etc. Bangladesh is already the second largest jute producer globally, environmental issues are creating demand for environmentally friendly products, but exports have not increased much in current FY. Jute faces a lot of competition. GoB has made jute bags compulsory for packaging of food grains. However there is immense competition from substitutes locally as well. Demand is expected to grow slowly. Water bodies are needed for jute fermentation which is now falling, and the leftover water is also not usable for any other purpose. But this is not a major issue. No major infrastructural issue. Lack of knowledge for diversification of products and low skill development, dependency on traditional means.

Leather Goods: Leather exports in FY 2012-13 were 399.73 mn USD, growing from 296 mn and 152 mn USD in FY 2008-09. Finished leather markets are EU, Hong Kong and China. Leather production is capital intensive, employment is in the thousands.

Pharmaceuticals: Exports grew fast in the period 2005 - 2009, and is hovering around 40mn USD per year for 2010-2012, minor potential to offset trade balance. Exports growth is likely to be threatened by TRIPS from 2016. No major employment potential, capital intensive Indus. No major linkages, majority of active ingredients are imported. Global industry is expected to exceed a trillion USD in 2012, and growing steadily, Bangladesh exported to 84 countries in 2011. Local market offers great potential, valued at over a billion USD. There has been a marked value-wise growth of the market -- at the rate of 23.59 percent per year in recent years. Active ingredients are mostly imported, which are chemically bonded with delivery mechanisms in various dosages and packaged here, machinery is imported. Generic infrastructural issues, not viewed by industry as major bottle neck. Skills are very hi-tech, requiring long-term (formal) training/education. Does not employ unskilled labour. Few companies control the largest market share, by definition not an industry where many can enter. Growth has mostly been in existing companies, not new ones. Top 10 companies represent 64% of total sales. Barriers are endowment based in nature, local producers optimistic about regulatory environment, but costs are set to rise in 2016 due to royalty payments (on account of TRIPS) (Trade-Related Aspects of Intellectual Property Rights). With extension of TRIPS, LDCs would get some relief to prepare themselves for future preparation.

In identifying country-specific sectoral priorities there have been a lot of research already been done but BUILD believes that the study has been able to assess sectoral strengths and possible barriers in a very simplistic way which can help to suggest policies for further boost of the identified sectors, diversify exports, attract more investment and support upcoming trade and industrial policies for development of an integrated policy framework for sectoral development.

In case of sustainability check which is considered as the underlying assets to be competitive the global market size is considered and how much local supply has been exported is also considered to make a comparison. Current local market size has been taken into account. In the interviews the interviewees were asked about the future of the sector in the global market and about the movement of price in the market as well. Global market competitiveness is also considered. Some specific points like who are the main competitor for Bangladesh, how they are growing, and their existing market share, comparative advantage etc taken into account.

Adequate supply (present and future) of raw materials, available infrastructural facilities, availability of the supporting services these are the issues have been considered in this category. This score basically determined the sustainability of the sectors performance. It is possible to make a robust growth in short run for a sector but whether this going to stay at the long run or not can be determined by looking at the availability of the inputs it requires in future to sustain. Growth can be the result of so many factors, therefore identifying the reason behind the growth is very important. Another important thing is to understand the infrastructural capability of the country to support the sector. Sectors with the highest possibility to sustain in the future scored high in this criterion.

Interest of the new investors to invest in the sector has been considered. Interviewees were asked about their present investment return. Foreign direct investment (FDI) has been taken into account to evaluate the potentiality of the sector in getting investment. Sectors with high possibility of FDI in flow can grow much faster than the compare to others. Therefore the sectors with high FDI inflow scored high in this segment. FDI inflow in future has been also taken into account. In case of local investment last few years investment has been taken into account. Sectors with high local and foreign investment in present and with a bright possibility in future scored high in this criterion. A total score is assigned to measure the sectors relative position in the ranking.

The overall research is focused to specify/identify the sectors where we have some comparative advantages. Therefore we can facilitate those sectors to grow more with some policy support. This strategically selected sectors list will help to suggest policies for further boost of these high potential sectors. This will help to diversify exports. Eventually these sectors will be able to attract more FDI and local investment in future. This research result has already approved by the PSDPCC and taken into account by the Ministry of industries. These sectors will also be helpful for further research for development of an integrated policy framework for sectoral development.

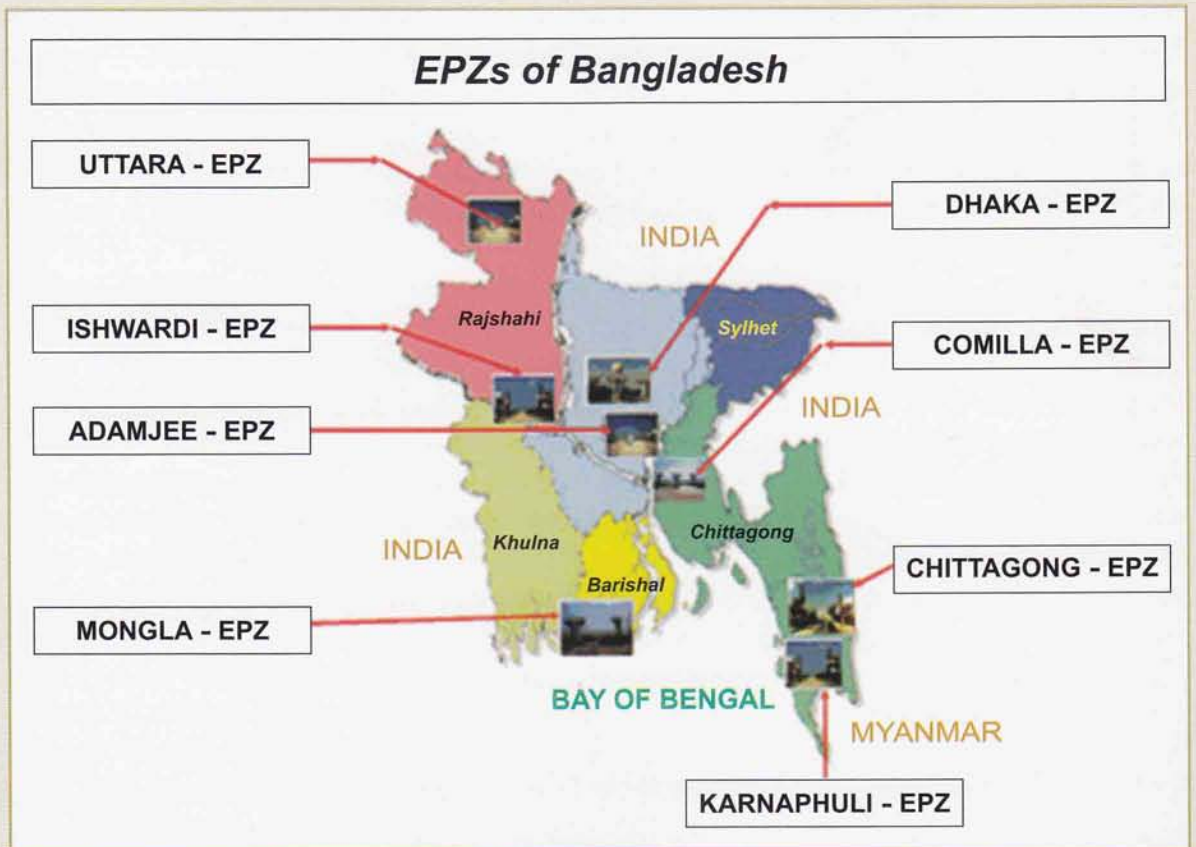
* CEO, BUILD-an initiative of DCCI supported by MCCI and SMEF

বাংলাদেশের ইপিজেড : বিনিয়োগ উৎপাদনশীলতার সুবর্ণভূমি

জনসংযোগ বিভাগ, বেপজা *

শিল্পায়ন, রপ্তানী ও কর্মসংস্থানে বৃদ্ধি এবং দারিদ্র বিমোচনের মাধ্যমে বাংলাদেশের জনগণের অর্থনৈতিক মুক্তি অর্জনে সরকার জাতীর নিকট প্রতিজ্ঞাবদ্ধ। সরাসরি বিদেশী বিনিয়োগ আকর্ষণ, স্থানীয় বিনিয়োগ এবং শিল্পায়ন এর ক্রমবর্ধমান চাহিদার প্রেক্ষিতে সরকার দেশের বিভিন্ন অঞ্চলে বাংলাদেশ রপ্তানী প্রক্রিয়াকরণ এলাকা কর্তৃপক্ষের (বেপজা) অধীনে ইপিজেড স্থাপনের উদ্যোগ গ্রহণ করায়।

বিনিয়োগ বৃদ্ধি, রপ্তানী বহুমুখীকরণ, চাকুরীর সুযোগ সৃষ্টি ও বাংলাদেশের অর্থনৈতিক ভিত্তিকে মজবুত করতে বেপজা এক নতুন মাত্রা যোগ করে দীর্ঘ ৩০ বছরের সুদীর্ঘপথ সফলভাবে পাড়ি দিয়েছে। দেশের প্রথম ইপিজেড ১৯৮৩ সালে চট্টগ্রামে স্থাপিত হয়। চট্টগ্রাম ইপিজেড বিনিয়োগকারীদের পথিকৃৎ যা ক্রমে বাংলাদেশকে “বিনিয়োগের নব দিগন্ত” এ পরিণত করে। এটার বিশ্বয়কর সাফল্য দেখে ১৯৯৩ সালে ঢাকা ইপিজেড চালু করা হয়। পরবর্তীতে মংলা, কুমিল্লা, ঈশ্বরদী, উত্তরা (নীলফামারী), আদমজী এবং কর্ণফুলী নামে আরও ৬টি ইপিজেড স্থাপিত হয়েছে এবং এই ইপিজেডসমূহ সফলভাবে পরিচালিত হচ্ছে।



উৎপাদন শিল্পে বিনিয়োগের ধরণসমূহ

ইপিজেড সমূহে দেশী ও বিদেশী বিনিয়োগের ক্ষেত্রে বেপজা একটি উদার নীতি (Open Door Policy) অনুসরণ করে। বেপজা তিন ধরনের বিনিয়োগ আকর্ষণ করে থাকে, যেমন :-

- টাইপ-এ ১০০% বিদেশী মালিকানাধীন।
- টাইপ-বি বাংলাদেশ এবং বিদেশের যৌথ মালিকানা।
- টাইপ-সি ১০০% বাংলাদেশী মালিকানাধীন।

ইপিজেড সমূহে উৎপাদন বান্ধব বিনিয়োগ পরিবেশ

ভৌগোলিক-আঞ্চলিক অবস্থান :

বাংলাদেশ ইপিজেড সমূহের তুলনামূলক সুবিধাসমূহ হচ্ছে এর সমবিস্তৃত, বিরাট সংখ্যক গুরুত্বপূর্ণ মানব সম্পদ, প্রতিযোগীতা মূলক মজুরীসত্তর এবং ভৌগোলিক অবস্থান। বাংলাদেশ বঙ্গোপসাগরের নিকট সান্নিধ্যে অবস্থিত, যা আমদানী-রপ্তানীর ক্ষেত্রে পৃথিবীকে সমুদ্র পথে এবং আকাশ পথে এই দেশে প্রবেশে সহজ করে দিয়েছে। ফলে বিদেশী বিনিয়োগকারীগণ সর্বদা ঐসব কৌশলগত সুবিধাসমূহ নিতে আগ্রহী হয়ে থাকে।

মানবসম্পদ :

বাংলাদেশ বিনিয়োগের মূল আকর্ষণ হচ্ছে এখানকার সস্তা উৎপাদনশীল ও সহজে প্রশিক্ষণ যোগ্য প্রচুর শ্রমগোষ্ঠী। বর্তমানে বাংলাদেশে রয়েছে ব্যবস্থাপক, প্রকৌশলী, প্রযুক্তিবিদ ও দক্ষ শ্রমগোষ্ঠী যার সংখ্যা ক্রমেই বেড়ে চলেছে। ইপিজেড এর কর্মীদের বেতন এশিয়ার মধ্যে সর্বনিম্ন। এশিয়া অঞ্চলে পরিবর্তনশীল রাজনৈতিক ও অর্থনৈতিক পরিস্থিতিতে আন্তর্জাতিক বিনিয়োগকারীদের তাদের বিনিয়োগ কৌশল পুনঃনির্ধারণ করতে উৎসাহী করেছে এবং বাংলাদেশে তাদের বিনিয়োগকে স্থানান্তরের পরিকল্পনা করেছে। ঐসব পরিবর্তন বাংলাদেশে সরাসরি বিদেশী বিনিয়োগ (FDI) আকর্ষণ করতে বড় সুযোগ তৈরী করেছে। থাইল্যান্ড, শ্রীলংকা, কম্বোডিয়া, ফিলিপাইন এমনকি ভিয়েতনাম, ইন্দোনেশিয়া এবং মালয়েশিয়াতে মজুরী বৃদ্ধিতে উৎপাদন খরচ বেড়ে তাদেরকে অধিক ব্যয় বহুল উৎপাদনশীল দেশ হিসাবে পরিণত করেছে। ফলে বাংলাদেশের ইপিজেডসমূহ বিদেশী বিনিয়োগের একটি নতুন ক্ষেত্রে পরিনত হয়েছে।

একই স্থানে সকল সেবা :

বেপজা তার বিনিয়োগকারীদের “একই স্থানে সকল সেবা” প্রদান করেছে। পরিচালন এবং ডকুমেন্টেশন প্রক্রিয়াসমূহ প্রণয়ন করা হয়েছে যেন অল্প সময়ে সহজে দ্রুত কাজ করা যায়। বিনিয়োগকারীদের তাদের বিনিয়োগ ও পরিচালন সংক্রান্ত প্রয়োজনে শুধুমাত্র বেপজার সাথে লেনদেন করতে হয়। বেপজা বিনিয়োগকারীদের প্রতিটি বিষয়ে সহযোগীতা করে থাকে, যেমন আমদানি, রপ্তানী এবং সাববন্ট্রাক্ট অনুমোদন ইত্যাদি এবং বেপজা বিনিয়োগকারীদের এক দিনের মধ্যেই এই সেবা প্রদান করে থাকে। এছাড়া একই স্থানে যেসব সেবাসমূহ প্রদান করে যেমন, কাষ্টমস্ ক্লিয়ারেন্স, লজিস্টিকস্, আন্তর্জাতিক কুরিয়ার এবং অফসোর ব্যাংকিং সুবিধাসমূহ। বেপজা বিনিয়োগকারীদের ব্যবসা প্রক্রিয়া আরও সহজ করার সুযোগ দেয়। ফলে লীড টাইম কমে যায়।

বিদেশী বিনিয়োগের সুরক্ষা :

বিদেশী বিনিয়োগকারীগণ বেপজাতে বহুবিধ সুরক্ষা ভোগ করে থাকে। বিদেশী বেসরকারী বিনিয়োগ (উন্নয়ন ও সংরক্ষণ) বিধি বাংলাদেশে সমস্ত বিদেশী বিনিয়োগকে নিরাপত্তা প্রদান করে। ওপিআইসি (ওভারসীস প্রাইভেট

ইনভেস্টমেন্ট কর্পোরেশন, ইউএসএ) এর সদস্য হিসাবে বীমা এবং হিসাব ব্যবস্থা সমূহ বাংলাদেশে কার্যকর যা ইপিজেড সমূহে একইভাবে কার্যকর। বাংলাদেশ এম আই জি এ (মাল্টিলেটারাল ইনভেস্টমেন্ট গ্যারান্টি এজেন্সী) এর সদস্য হিসাবে আন্তর্জাতিক আইনের অধীনে নিশ্চয়তা ও নিরাপত্তা প্রদান করে। দি ইন্টারন্যাশনাল সেন্টার ফর দি সেটেলমেন্ট অফ ইনভেস্টমেন্ট ডিসপুট (আইসিএসআইডি) অতিরিক্ত প্রতিকার প্রদান করে যেখানে ওয়ার্ড ইন্টেলেকচুয়াল প্রোপার্টি অর্গানাইজেশন (ডব্লিউ আই পিও) এর মাধ্যমে কপিরাইট সংরক্ষিত হয়। বিনিয়োগ নিরাপত্তার ক্ষেত্রে বিশ্বব্যাংক ১৮৭টি জাতীর মধ্যে বাংলাদেশকে ২০তম স্থান দিয়েছে যা দক্ষিণ এশিয়া অঞ্চলে সর্বশ্রেষ্ঠ (ডুয়িং বিজনেস, ২০১০)।

অবকাঠামোগত সুবিধাসমূহ :

বেপজা বিনিয়োগকারীদের অবকাঠামোগত সুবিধাসমূহ প্রদান করে থাকে। শিল্প-কারখানা নির্মাণে বেপজা সব সুবিধা সহ প্লট এবং আদর্শ কারখানা ভবন প্রদান করে থাকে। বিনিয়োগকারীগণ এইসব প্লটসমূহ ৩০ বৎসর মেয়াদী লীজ নিয়ে ব্যবহার করতে পারে যা নবায়নযোগ্য। এসব প্লট ছাড়াও একজন বিনিয়োগকারী বেপজার অধীন আদর্শ কারখানাভবন (এসএফবি) লীজ নিয়ে ব্যবহার করতে পারে। সবরকম ইউটিলিটি যেমন বিদ্যুৎ, পানি, ইন্টারনেট, টেলিযোগাযোগ এরইমধ্যে ইপিজেড এর এন্টারপ্রাইজসমূহে সংযুক্ত রয়েছে।

পরিবেশ বান্ধব উৎপাদন :

বেপজা পরিবেশ ভারসাম্য রক্ষায় সর্বোচ্চ নিরাপত্তা নিশ্চিতের লক্ষ্যে ইপিজেডে উচ্চ প্রযুক্তি সম্পন্ন পরিবেশবান্ধব সেবামূলক শিল্প প্রতিষ্ঠান তথা বিদ্যুৎ উৎপাদন কেন্দ্র, কেন্দ্রীয় বর্জ্য শোধনাগার, পানি পরিশোধনাগার স্থাপনের অনুমতি দিয়েছে।

বেসরকারী বিনিয়োগে এ পর্যন্ত ৬টি ইপিজেডে প্রায় ২৯০ মেগাওয়াট বিদ্যুৎ উৎপাদন চুক্তি স্বাক্ষরিত হয়েছে। এর মধ্যে ঢাকা ও চট্টগ্রাম ইপিজেডে প্রতিটিতে ১০০ মেগাওয়াট এবং আদমজী, কুমিল্লা, কর্ণফুলী ও ঈশ্বরদী ইপিজেডে ৪০-৫০ মেগাওয়াট বিদ্যুৎ উৎপাদন হবে। ইতিমধ্যে ঢাকা ও চট্টগ্রাম ইপিজেডের শিল্প প্রতিষ্ঠানসমূহে নিরবিচ্ছিন্ন বিদ্যুৎ সরবরাহ করা হচ্ছে।

চট্টগ্রাম ও ঢাকা ইপিজেডের প্রতিটি কেন্দ্রীয় বর্জ্য শোধনাগারে প্রতিদিন প্রায় ৪৫ হাজার কিউবিক মিটার বর্জ্য পরিশোধন করছে। বেপজা ইতোমধ্যে আদমজী, কর্ণফুলী, কুমিল্লা ও ঈশ্বরদী ইপিজেডে কেন্দ্রীয় বর্জ্য শোধনাগার স্থাপনের পদক্ষেপ নিয়েছে।

আদমজী ও কুমিল্লা ইপিজেডে দুটি কোম্পানী পানি পরিশোধনের কাজে নিয়োজিত এবং চট্টগ্রাম ইপিজেডে পানি পরিশোধনাগার নির্মাণাধীন রয়েছে।

সহায়ক সুবিধাসমূহ :

বেপজা বিনিয়োগকারীদের জন্য সহায়ক সেবা প্রদানে যেমন স্থানীয় এবং বিদেশী ব্যাংক, অফসোর ব্যাংকিং ইউনিট (ওবিইউ), বীমা কোম্পানী, সিএন্ডএফ এজেন্ট, ফ্রেইট ফরোয়ার্ডার এবং কুরিয়ার সার্ভিস ইত্যাদি ব্যবসায়িক সুবিধাগুলো ইপিজেড সমূহে অনুমোদন করে। অন্যান্য প্রশাসনিক সুবিধাসমূহ যেমন কাষ্টম অফিস, পুলিশ স্টেশন, বেপজা নিরাপত্তা, অগ্নি নির্বাপন কেন্দ্র, সাধারণ পরিবহন, মেডিক্যাল সেন্টার ইত্যাদি ইপিজেড সমূহে বিদ্যমান। বেপজা অভ্যন্তরীণ কন্টেনার ডিপো, ইন্টারনেট সার্ভিস এর মতো উচ্চ প্রযুক্তির সব কাঠামো নির্মাণ অনুমোদন করে যা ইপিজেড এর সেবাদানকারী শিল্প সমূহ।

ইপিজেডে উৎপাদন শিল্পের সুযোগ সুবিধাদি

- ২০১২ সালের ১লা জানুয়ারীর পূর্বে স্থাপিত শিল্পের ক্ষেত্রে ১০ বছরের ট্যাক্স হলিডে এবং ২০১১ সালের ৩১শে ডিসেম্বরের পরে স্থাপিত শিল্প সমূহের ক্ষেত্রে ট্যাক্স মওকুফের কাল ১ম ০২ বৎসর (১ম এবং ২য় বৎসর) - এ ট্যাক্স মওকুফের হার ১০০%, পরবর্তী ০২ বৎসর (৩য় এবং ৪র্থ বৎসর) ৫০%, পরবর্তী ০১ বৎসর (৫ম বৎসর) ২৫%। বিদেশী কারিগরদের বেতনের আয়কর ০৩ বৎসরের জন্য মওকুফ। যেসব প্রকল্প ২০০৯ এর ২২ শে মার্চের পূর্বে অনুমোদিত।
- কলকজা, যন্ত্রপাতি, নির্মান সরঞ্জামাদী আমদানী শুল্কমুক্ত।
- শুল্কমুক্ত কাঁচামাল আমদানী ও শুল্কমুক্ত তৈরীমালামাল রপ্তানী এবং দ্বৈত কর হতে মুক্তি।
- ট্যাক্স হলিডে সময়কালে প্রাপ্য লভ্যাংশের প্রদেয় কর মওকুফ।
- এ এবং বি টাইপ শিল্পের জন্য শর্তসাপেক্ষে ২/৩ শুল্কমুক্ত যানবাহন আমদানী (২০০৯ সালের ২২শে মার্চ এর পূর্বে অনুমোদিত প্রকল্পের জন্য)।
- নিমাহীন বিদেশী বিনিয়োগ ও লাভ, মূলধন ও প্রতিষ্ঠানের সম্পূর্ণ প্রত্যাভাসনের সুযোগ।
- ইইউ দেশসমূহে, জাপান, অস্ট্রেলিয়া, কানাডা, নরওয়ে ইত্যাদি দেশসমূহে জিএসপি সুবিধা লাভ করে।
- সরাসরি স্বয়ংক্রিয় রুটে (ওবিইউ সুবিধা) এর মাধ্যমে বৈদেশিক মুদ্রার ঋণ গ্রহণ।
- 'এ' টাইপ শিল্পের জন্য অনাবাসিক বৈদেশিক মুদ্রা ডিপোজিট (এনএফসিডি) অনুমোদিত।
- 'বি' এবং 'সি' টাইপ শিল্পের জন্য বৈদেশিক মুদ্রা একাউন্ট পরিচালনা অনুমোদিত।
- বিদেশী বিনিয়োগকারীদের জন্য অভিবাসন/নাগরিকত্ব অনুমোদিত।
- ১০০% ব্যাকোয়ার্ড লিংকেজ কাঁচামালসমূহ, এক্সেসরীজ ইপিজেড এর ভিতরের ও বাহিরের রপ্তানীমুখী শিল্প কারখানায় বিক্রয় অনুমোদিত।
- ইপিজেড এর ভিতরে ও বাহিরে সাবকন্ট্রাক্ট দেয়া ও নেয়া অনুমোদিত।
- গার্মেন্টস সামগ্রী ছাড়া অন্যান্য প্রস্তুতকৃত মালামালের ১০% বিক্রয়, ক্রটিপূর্ণ তৈরী মালামালের ১০% বিক্রয় ও অতিরিক্ত কাঁচামালের ১০% বিক্রয় অনুমোদিত।

সহায়তামূলক সুবিধাদি

- বেপজা কর্তৃক ওয়ার্ক পারমিট দেয় হয় এবং একই দিনের মধ্যে রপ্তানী ও আমদানী পারমিট প্রদান করা হয়।
- ইউ ডি (ইউটাইলাইজেশন ডিক্লারেশন), আই আর সি (ইম্পোর্ট রেজিস্ট্রেশন সার্টিফিকেট), ই আর সি (এক্সপোর্ট রেজিস্ট্রেশন সার্টিফিকেট) এবং বন্ড লাইসেন্স নবায়নের কোন প্রয়োজন নাই।
- ইপিজেড কাষ্টমস বন্ডেড এরিয়া অর্থাৎ কারখানা এলাকাতেই কাষ্টমস ক্লিয়ারেন্স করা হয়।
- জোনের অভ্যন্তরে/বাইরে সাবকন্ট্রাক্টিং এবং মালামালের আনা নেয়া অনুমোদিত।
- সহজে প্রশিক্ষণযোগ্য কর্মীগোষ্ঠীর সহজ প্রাপ্যতা।

উৎপাদনশীলতায় ইপিজেডের সাফল্য

উৎপাদনকারী শিল্প :

বর্তমানে বেপজার নিয়ন্ত্রনাধীনে ইপিজেডসমূহে ৪১৯টি শিল্প উৎপাদনরত। এরমধ্যে ১৭১টি শিল্প ইউনিট চট্টগ্রাম ইপিজেডে, ৯৯টি ঢাকা ইপিজেডে, ৩৯টি আদমজী ইপিজেডে, ৩৪টি কুমিল্লা ইপিজেডে, ৩৮টি কর্ণফুলী ইপিজেডে, ১১টি উত্তরা ইপিজেডে, ১০টি ঈশ্বরদী ইপিজেডে এবং ১৭টি মংলা ইপিজেডে। এছাড়া ১৪৩টি শিল্প ইউনিট বিভিন্ন পর্যায়ে বাস্তবায়নাধীন আছে।

বিনিয়োগ :

২০১৩ সালের জুন পর্যন্ত ইপিজেডসমূহে ক্রমবর্ধমান বিনিয়োগের পরিমাণ ২৭৮৫.৪৯ মিলিয়ন মার্কিন ডলার এরমাঝে ১০৯৪.০৬ মিলিয়ন মার্কিন ডলার চট্টগ্রাম ইপিজেডে, ৯৩১.৫৫ মিলিয়ন মার্কিন ডলার ঢাকা ইপিজেডে, ৮.৭৪ মিলিয়ন মার্কিন ডলার মংলা ইপিজেডে, ১৭৭.৭০ মিলিয়ন মার্কিন ডলার কুমিল্লা ইপিজেডে, ৪৩.৩২ মিলিয়ন মার্কিন ডলার উত্তরা ইপিজেডে, ৭২.৮৫ মিলিয়ন মার্কিন ডলার ঈশ্বরদী ইপিজেডে, ১৯৪.২২ মিলিয়ন মার্কিন ডলার আদমজী ইপিজেডে, ২৬৩.০৫ মিলিয়ন মার্কিন ডলার কর্ণফুলী ইপিজেডে।

কর্মসংস্থান :

২০১৩ সালের জুন পর্যন্ত বাংলাদেশ ইপিজেড সমূহে ৩৭৫৫৯০ জন বাংলাদেশীর চাকুরীর সুযোগ সৃষ্টি হয়েছে। তন্মধ্যে ১,৮৫,০০৬ জনের চট্টগ্রাম ইপিজেডে, ৮৮,০৩৩ জনের ঢাকা ইপিজেডে, ৩০,৮৭৪ জনের আদমজী ইপিজেডে, ৩৯,০৭০ জনের কর্ণফুলী ইপিজেডে, ৬,০৭১ জনের ঈশ্বরদী ইপিজেডে, ১,৫৬২ জনের মংলা ইপিজেডে এবং ৮,৬৭৯ জন উত্তরা ইপিজেডে। বেপজা নারীদের চাকুরীর সুযোগ সৃষ্টিতে গুরুত্বপূর্ণ ভূমিকা রাখছে এবং ইপিজেড সমূহে মোট চাকুরীর ৬৪% নারী।

রপ্তানী :

২০১২-১৩ অর্থ বৎসরের জুন পর্যন্ত ইপিজেড সমূহ হতে ৪৮৫৬.৬৮ মিলিয়ন মার্কিন ডলার মূল্যের পণ্য রপ্তানী হয়েছে। এরমধ্যে ২০৯৫.১২ মিলিয়ন মার্কিন ডলার চট্টগ্রাম ইপিজেড হতে, ১৭৮০.৭৩ মিলিয়ন মার্কিন ডলার ঢাকা ইপিজেড হতে, ৭৪.১০ মিলিয়ন মার্কিন ডলার মংলা ইপিজেড হতে, ১৭৬.৯৩ মিলিয়ন মার্কিন ডলার কুমিল্লা ইপিজেড হতে, ২০.৩৮ মিলিয়ন মার্কিন ডলার উত্তরা ইপিজেড হতে, ৫৫.৭১ মিলিয়ন মার্কিন ডলার ঈশ্বরদী ইপিজেড হতে, ২৭৪.১০ মিলিয়ন মার্কিন ডলার আদমজী ইপিজেড হতে এবং ৩৭৯.৬১ মিলিয়ন মার্কিন ডলার কর্ণফুলী ইপিজেড হতে। ২০১২-১৩ অর্থ বছরে বেপজার রপ্তানী টার্গেট ছিল ৪৫০০.০০ মিলিয়ন মার্কিন ডলার। এক্ষেত্রে লক্ষ্যমাত্রার চেয়ে প্রায় ১০৮% বেশী অর্জিত হয়েছে। উল্লেখ্য, জাতীয় রপ্তানীতে বেপজা ক্রমবর্ধমান অবদান রাখছে, বেপজা ২০১২-১৩ অর্থবৎসরে ৪৮৫৬ মিলিয়ন মার্কিন ডলারের পণ্য রপ্তানী করে মোট জাতীয় রপ্তানীতে প্রায় ১৮% অবদান রেখেছে।

জোন অনুযায়ী বিনিয়োগ, কর্মসংস্থান এবং রপ্তানীর পরিসংখ্যান নিম্নের টেবিলে প্রদর্শিত হল :

জোন অনুযায়ী পরিসংখ্যান (২০১৩ সালের জুন মাস পর্যন্ত)					
ইপিজেডের নাম	কোম্পানী		বিনিয়োগ US\$ মিলিয়ন	রপ্তানী	কর্মসংস্থান
	চালু শিল্প	বাস্তবায়নাধীন			
চট্টগ্রাম ইপিজেড	১৭১	১২	১০৯৪.০৬	১৭১৫৭.৭২	১৮৫০০৬
ঢাকা ইপিজেড	৯৯	১২	৯৩১.৫৫	১৪৩৬৫.১৭	৮৮০৩৩
আদমজী ইপিজেড	৩৯	২৪	১৯৪.২২	৮৩৪.৬৭	৩০৮৭৪
কুমিল্লা ইপিজেড	৩৪	৩১	১৭৭.৭০	৮৮৯.২৪	১৪৭১৩
কর্ণফুলী ইপিজেড	৩৮	১৯	২৬৩.০৫	৮৬৮.৬২	৩৯০৭০
ঈশ্বরদী ইপিজেড	১০	২০	৭২.৮৫	১৩৮.৪৯	৬০৭১
মংলা ইপিজেড	১৭	১৬	৮.৭৪	২০২.৮৬	১৫৬২
উত্তরা ইপিজেড	১১	০৯	৪৩.৩২	৪৫.০৮	৮৬৭৯
মোট	৪১৯	১৪৩	২৭৮৫.৪৯	৩৪৫০২.৩৭	৩৭৫৫৯০

সহায়ক উৎপাদন শিল্প :

বাংলাদেশের ইপিজেড সমূহ দেশের পশ্চাৎ সংযোগ, অগ্রসংযোগ ও সহায়ক শিল্প সমূহের উন্নয়নে বিশেষ ভূমিকা রেখে চলেছে। ইপিজেডের শিল্প প্রতিষ্ঠান সমূহ দেশের ১০০% রপ্তানীমুখী শিল্প প্রতিষ্ঠানের প্রয়োজনে সরাসরি কাঁচামাল সরবরাহ করতে পারে এবং ইপিজেডের শিল্প প্রতিষ্ঠানের ক্ষেত্রে এটা প্রযোজ্য। অধিকন্তু ইপিজেডের শিল্প প্রতিষ্ঠানের মাধ্যমে অগ্র ও পশ্চাৎ সংযোগকারী এবং সহায়তাদানকারী শিল্প সমূহ বৃদ্ধি পেয়েছে। ইপিজেডের অভ্যন্তরে ১ জনের উৎপাদনখাতে একজনের কর্মসংস্থান ইপিজেডের বাইরে পশ্চাদ ও অগ্রসংযোগসহ অন্যান্য খাতে ২.৫ গুন বেশী উৎপাদনশীলতায় কর্মসংস্থান সৃষ্টি করে।

উৎপাদনে বিনিয়োগকারী দেশ :

এ পর্যন্ত ৪১টি দেশ বাংলাদেশের ইপিজেডসমূহে ৪১৯টি উৎপাদনরত শিল্পে এবং আরও ১৪৩টি উৎপাদন প্রক্রিয়াধীন রয়েছে। বিনিয়োগকারী দেশের মধ্যে উল্লেখযোগ্য অবস্থানে আছে দক্ষিণ কোরিয়া, জাপান, চায়না, মালায়েশিয়া, তাইওয়ান, মার্কিন যুক্তরাষ্ট্র, যুক্তরাজ্য, ইটালী, কানাডা, নেদারল্যান্ডস, জার্মানী, ব্রিটিশ ভার্জিনিয়া আইল্যান্ড, ভারত, সুইডেন, সিংগাপুর, পাকিস্তান, পানামা, সুইজারল্যান্ড, বেলজিয়াম, ডেনমার্ক, ফ্রান্স, থাইল্যান্ড, শ্রীলংকা, ইন্দোনেশিয়া, অস্ট্রেলিয়া, নেপাল, মরিশাস, আয়ারল্যান্ড, সংযুক্ত আরব আমিরাত, তুরস্ক, ইউক্রেন, মার্শাল আইল্যান্ড, কুয়েত, স্পেন, মাল্টা এবং রুমানিয়া। এইসকল দেশের শিল্প সমূহ বিখ্যাত ব্রান্ড পণ্য উৎপাদন করছে। যেমন :



উৎপাদিত পণ্য :

দেশের ইপিজেডসমূহ রপ্তানী বহুমুখীকরণে ও বৈচিত্র্যানে বিশেষ ভূমিকা পালন করে আসছে। ইপিজেড থেকে প্রতি বছর বিভিন্ন ধরনের পণ্য পৃথিবীর বিভিন্ন দেশে রপ্তানী হচ্ছে। বর্তমানে দেশের ইপিজেডসমূহে গার্মেন্টস এক্সেসরিজ, ইলেকট্রিক ও ইলেকট্রনিক্স পণ্য, গাড়ীর যন্ত্রাংশ (নিশান, টয়োটা,হিনো গাড়ীর), মোবাইল ফোনের যন্ত্রাংশ, ক্যামেরা লেন্স ও পার্টস, বিদ্যুৎ, বাইসাইকেল, ব্যাটারী, গলফ শ্যাফট, জুতা ও জুতার এক্সেসরিজ, টেক্সটাইল, এনার্জি সেভিং বাব্ব, আসবাবপত্র, তাঁবু, বুলেট প্রুফ জ্যাকেট, কসমেটিকস ও হলিউড মুখোশ, পোশাক, উইগ, কার্পেট, বাঁশের কফিন ইত্যাদি পণ্য উৎপাদিত হচ্ছে। এরমধ্যে উল্লেখযোগ্য :



উৎপাদন কর্মীগোষ্ঠীর কল্যাণ

ইপিজেডস্থ শিল্প প্রতিষ্ঠানসমূহে শ্রমিকদের বর্তমান কর্মপরিবেশ ও বেতন ভাতাদি উন্নততর হয়েছে। তাদের জীবন যাত্রার ব্যয় বৃদ্ধি বিবেচনায় ইপিজেডের শিল্প শ্রমিকদের ন্যূনতম মজুরী কাঠামো নভেম্বর ২০১০ থেকে পুনঃ নির্ধারিত হয়েছে। এর ফলে বেতন ও অন্যান্য সুবিধাদি ৩২% - ৯৩% পর্যন্ত বৃদ্ধি পেয়েছে।

ইপিজেডসমূহে শ্রমিক ও কর্মচারীদের পড়া লেখা, স্বাস্থ্য মেডিকেল সার্ভিস, নিরাপত্তা, কল্যাণমূলক সুবিধা এবং সামাজিক দায়বদ্ধতা নিশ্চিতের লক্ষ্যে কয়েকটি জোনে স্কুল-কলেজ, ডে-কেয়ার সেন্টার, মেডিকেল সেন্টার, ফায়ার স্টেশন, পুলিশ ফাঁড়ি স্থাপন করেছে। উল্লেখ্য, কোম্পানী থেকে বিভিন্ন সময়ে শ্রমিকদের বিদেশে প্রশিক্ষণে পাঠানো হচ্ছে, ফলে ইপিজেড এ কর্মরত শ্রমিকরা আধুনিক প্রযুক্তি সম্পন্ন প্রশিক্ষণের সুযোগ পাচ্ছে।

প্রত্যেক ইপিজেডে শ্রমিকদের সুযোগ-সুবিধা অর্থায়ণ কমপ্লায়েন্স ৯৩% নিশ্চিত করা হয়েছে এবং বেপজা শতভাগ নিশ্চিত করার প্রচেষ্টা চালিয়ে যাচ্ছে। এই উদ্দেশ্যে প্রত্যেকটি ইপিজেডে শ্রমিকদের কমপ্লায়েন্স নিশ্চিত করা ও বিভিন্ন সমস্যা সমাধানের লক্ষ্যে ৬০ জন শ্রম কাউন্সেলর নিয়োগ দেওয়া হয়েছে।

সরকার ইপিজেডে কর্মরত শ্রমিকদের অধিকার রক্ষা এবং কল্যাণের জন্য জাতীয় সংসদে “The EPZ Workers Welfare Association and Industrial Relations Act, 2010” আইন পাশ করেছে। এই আইন অনুযায়ী দেশের ৮টি ইপিজেডের উৎপাদনরত শিল্পের মধ্যে ৩৩৯টি নির্বাচনের যোগ্য এবং ৩১-০১-২০১৩ পর্যন্ত যোগ্য ৩৩৯ শিল্পের মধ্যে ২৬০টি শিল্পে গণভোট সম্পন্ন হয়েছে।



সম্প্রতিক অর্জন

- ❖ বাংলাদেশের ইপিজেডসমূহে কর্মসংস্থানের মাধ্যমে নারীর ক্ষমতায়নে “নর্দান এরিয়া রিডাকশন অফ প্রোভার্সি ইনিশিয়েটিভ” (NARI) প্রকল্প আঞ্চলিক ২৭টি মনোনয়নের মধ্যে আই এফ সি, সি ই ও জেডার এওয়ার্ড এ দ্বিতীয় রানারআপ মর্যাদা লাভ করেছে।

- ❖ দি ফিনানশিয়াল টাইমস্ লন্ডন ভিত্তিক এফ ডি আই ম্যাগাজিন যা চট্টগ্রাম ইপিজেড কে সমগ্র পৃথিবীর মধ্যে ৩য় শ্রেষ্ঠ কস্ট কম্পিটিভ জোন এবং ২০১০-১১ সালের জন্য ৪র্থ শ্রেষ্ঠ ইকোনমিক পটেনশিয়াল জোন হিসাবে মর্যাদা দিয়েছে। (এফ ডি আই ম্যাগাজিন, দি ফিনানশিয়াল টাইমস্ লন্ডন, জুন-জুলাই, ২০১০ ইস্যু)।
- ❖ বিশ্বব্যাংক বিনিয়োগ নিরাপত্তার ক্ষেত্রে বাংলাদেশকে ১৮৭টি দেশের মধ্যে ২০ তম স্থান দিয়েছে। যা দক্ষিণ এশিয়া অঞ্চলে শ্রেষ্ঠ (ডুয়িং বিজনেস, ২০১০)।
- ❖ ভারতের হায়দারাবাদে অনুষ্ঠিত 'ওয়ার্ল্ড ফ্রী জোন কম্পিটিশন' এ বেপজার ওয়েবসাইট www.epzbangladesh.org.bd রানার আপ হিসাবে পুরস্কৃত হয়েছে।

বাংলাদেশের অর্থনৈতিক ভিত্তি মজবুত করতে বেপজা বিনিয়োগের পরিমাণ বাড়িয়ে, রপ্তানী বহুমুখীকরণ করে এবং চাকুরীর সুযোগ সৃষ্টি করে সাফল্য বয়ে এনেছে। রপ্তানীর মাধ্যমে আয়ের উদ্দেশ্য ছাড়াও চাকুরীতে নিয়োগের ধরণ প্রতিয়মান করে যে, সহস্রাব্দ উন্নয়ন (MDG) এর উদ্দেশ্যে নারীর ক্রম ক্ষমতায়নকে সহায়তা করে ইপিজেড সমূহ তাৎপর্যপূর্ণ অবদান রাখছে। নারীর এই অর্থনৈতিক ও সামাজিক ক্ষমতায়নের একটি সুদূরপ্রসারী প্রভাব রয়েছে। দেশের দারিদ্র দূরীকরণ উদ্যোগের উপর বাংলাদেশের দারিদ্র পীড়িত দূরবর্তী গ্রামীণ এলাকার অল্পবয়সি মেয়ে ও মহিলাদের ক্রম বর্ধমান হারে ইপিজেডসমূহের উৎপাদনশীল কর্মবাহিনীতে যোগদানের মাধ্যমে শিল্পায়ন প্রক্রিয়ার সাথে গ্রামীণ অর্থনীতির যোগসূত্র হয়েছে। এরই ফলে বেপজার অসাধারণ সাফল্যে পৃথিবীর বিভিন্ন দেশ থেকে স্বীকৃত হয়েছে।

এশিয়ার স্বল্পবয়স উৎপাদন ভিত্তি হিসাবে বেপজা ইপিজেডসমূহ দেশী/বিদেশী বিনিয়োগকে স্বাগত জানায়। ভূ-আঞ্চলিক অবস্থান, প্রতিযোগিতা মূলক মজুরীসত্তর এবং সবচেয়ে স্বল্প উৎপাদন ব্যয় সম্পন্ন শান্তিপূর্ণ বিনিয়োগবান্ধব পরিবেশ সহজলভ্য। বাংলাদেশের ইপিজেডঃ বিনিয়োগ উৎপাদনশীলতার সুবর্ণভূমি।

* বাংলাদেশ রপ্তানী প্রক্রিয়াকরণ এলাকা কর্তৃপক্ষ

উৎপাদনশীলতা বাড়াতে হবে-প্রতিযোগিতায় জিততে হবে

নিরাপদ কর্মক্ষেত্র উৎপাদনশীলতা উন্নয়নের পূর্ব শর্ত









Celebrating Committee of National Productivity Day-2013

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