

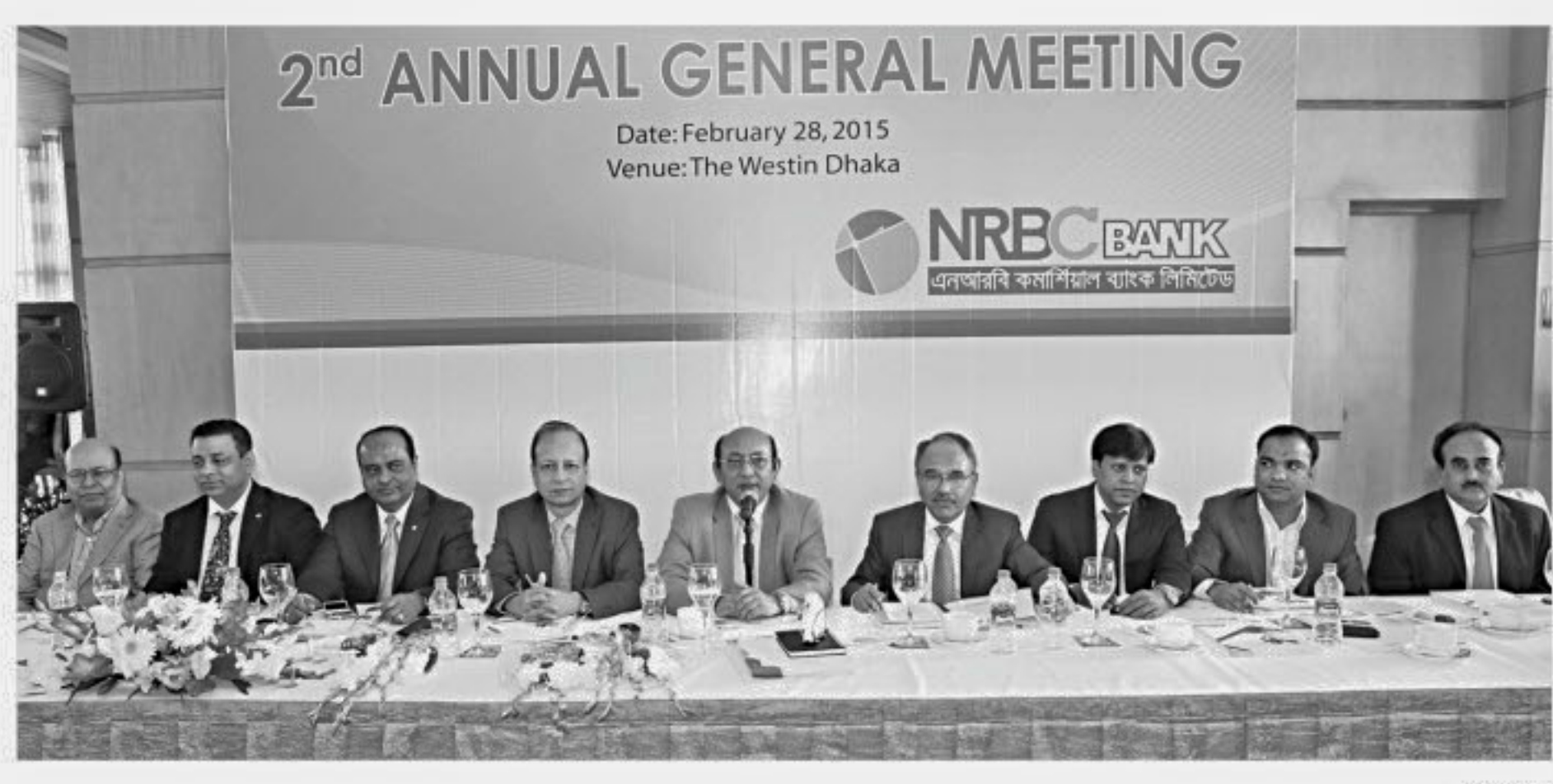
# HR managers should adapt to changing environment: analysts

**STAR BUSINESS REPORT**  
Human resource managers will have to cope with changing scenarios to attract talented people, groom them and meet the company's expectations to drive growth, analysts said yesterday. Several changes are taking place in the workplace around the world, said Peter Wilson, secretary general of the World Federation of People Management Associations (WFPMA), a US-based global network of professionals in people management. "More and more women are joining the workforce. So, a male dominant workforce will have to make way for them. Besides, five different generations are working in the same company in the developed world because of increasing longevity -- while this might be three in case of Bangladesh."

"So, different generations might have different mentalities. HR managers will have to act as a broker in these situations," said the expert at the opening ceremony of the fourth BSHRM International HR Conference at Bangabandhu International Conference Centre in Dhaka. The programme was hosted by Bangladesh Society for Human Resource Management (BSHRM), which promotes the growth of human resource professionals in the country. With the fast-paced advancement of technology, people are working 24/7 and are picking up information all the time that might be helpful for the companies, said Wilson. "So, work life balance is a very important issue. HR managers would have to keep this in mind." The Australian said HR managers need to understand the expectations of modern workers. "They also have to embrace global best practices to ensure the best workplace for best outcomes for the company."

Out of the world's seven billion people, four billion are working, said Wilson. "But in the coming decades, many jobs will disappear. So, workers will have to be trained and educated so they can cope with any change in the future." During a business session of the daylong conference, Mehboobur Rahman, founder president of BSHRM, said HR directors should sit in the board room of every organisation as they are the backbone of every company. He said the demand for talented people is growing in the country, but there is a dearth of supply. "There might be some problem with the HR managers in terms of practice and mindset. We have a huge population and the people of the country can be trained easily." "You need to educate and energise the people and enlighten the workplace," he said. Prof Anwar Hossain, vice chancellor of Southeast University, who moderated the session, said, "Although technological advancements are happening, HR manag-

ers would have to have a humane face. Otherwise, they will not survive." Noor Ali, managing director of Unique Group, called for setting up institutions to equip people with skills to cater to the needs of the industries. Jalulul Azim, managing director of Pragati Life Insurance Company, said the role of HR managers is vital in order to attract talented people. HR managers will have to embrace technological innovation, he added. "Otherwise, they will not be able to compete. With the advent of technology, the typical nine-to-five working hours are not attractive to talented people. They want flexible working hours and they want to work without coming to office." Sabur Khan, chairman of Daffodil International University, called for reforms in the educational system in order to prepare graduates for the challenges they face when they enter the job market.



**Farasat Ali, chairman of NRB Commercial Bank, speaks at the second annual general meeting of the bank at the Westin hotel in Dhaka on Friday. Mohammad Adnan Imam, chairman of audit committee, was also present.**



**Yeasin Ali, chairman of Bangladesh Development Bank, speaks at the annual business conference of the bank at its head office on Friday. Zillur Rahman, managing director, was also present.**



**AQM Nurul Absar, chairman of Green Delta Insurance Company, and Farzana Chowdhury, managing director, pose at the company's 29th annual business conference in Dhaka recently.**

## New top brass for Dhaka Taxes Bar Association



**Md Mazam Ali Khan** and **Md Jafar Ullah**

**STAR BUSINESS DESK**  
Md Mazam Ali Khan has recently been elected as president of the Dhaka Taxes Bar Association for 2015-16 term, the association said in a statement. The association also elected Md Jafar Ullah as its general secretary, according to the statement.

## Businesses to go to court today over losses for unrest

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"We are losing money every day; we are losing business every day. So, we have no other option but to go to the court for a solution." For instance, the garment sector, the country's main export earner, has been losing work orders as retailers are calling off their business trips to Bangladesh for fear of getting caught in the violence. Instead, they are calling the garment makers to a third country to place their orders, and even then they are not putting in the full volumes as they doubt the country's garment makers' ability to complete them on time amid so much disruption. "We tried our best to resolve the crisis but failed. We held a hunger strike and a series of meetings. We did not want to go to court but we have been forced," said Atiqul Islam, president of BGMEA. Imtiaz Moinul Islam, a lawyer of the business community, said everything is in order for the writ petition to be filed today. For some reason, if they are unable to do it today, they will come back the following day. The legal team will mainly request the court for explanation on two important issues: how the businesses will be compensated for losses during the blockades and shutdowns and who will compensate them, he added.

## Dairy farmers hit by turmoil

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While Brac is continuing to procure milk regularly albeit at a lower volume, Pran's collections have become largely irregular. In January, Gafur sold 2,183 kilograms of milk to processing firms via milk collectors, down 45 percent from the previous month. And in February, he managed to sell a little over 1,200 kilograms of milk to processors. Furthermore, the milk processors have slashed the procurement prices of milk from farm gates. "As a result, we have to cut the prices at which we purchase milk from farmers," said Ashok Ghosh, who supplies milk to the collection centres of Brac Dairy at Jhikargacha. He said milk collectors now offer Tk 28 each kilogram of milk to farmers, down from Tk 33 for the same before the blockade. Md Murad Ali, senior officer-in-charge of milk procurement of Brac Dairy, admitted that the firm has reduced its purchase prices in line with the lower retail price of milk. The price of milk has been reduced at the consumers' end to boost demand, he said. "To compound the dairy farmers' woes, the prices of some key ingredients of feed have increased due to the soaring transport costs. The costs of production have gone up to Tk 26-27 each kilogram -- an amount not possible to recoup in the current market condition. "We are just victims of vindictive politics. I do not have any peace of mind right now," said Gafur, adding that it will take a long time for him to bounce back from this. To survive, many farmers like Shachin Ghosh have cut back on their spending on feeds for cows. "Whenever the companies reduce prices, we are providing less feed to cows. As a result, milk production is falling," said Feroz Shah Alam, a dairy farmer at Debhata of Satkhira. However, Gafur is yet to cut feeding. Instead, he sold seven calves since the beginning of the turmoil to get by. "It was not my intention to sell. But I had to, to ensure feeds and pay wages to my farm workers." Aggrieved, Gafur said the government should extend support to the dairy farmers to withstand the current crisis. If it does, many farms will survive. It will contribute to increasing milk production, facilitating poverty reduction, employment generation and increasing soil fertility, he added. Meanwhile, Ali said the country has huge potential to raise milk production through farming. The government should look to develop the sector to reduce import dependence, he said, adding that local production now meets 20 percent of the annual domestic demand. In fiscal 2013-14, Tk 1,984 crore was spent to import milk and milk products, up 16.12 percent year-on-year, according to data from Bangladesh Bank. Ali went on to urge the government to provide feed subsidy so that the farmers can keep their production costs down.

## BASIC Bank fails to meet vital performance targets

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It lent Tk 3,370 crore more than it was allowed to, according to the central bank review. Asked, the BASIC Bank official said it was the previous management and the board that granted the loans, and their successors could not lower the limit in such a short time. Earlier, a finance ministry report said BASIC Bank has progressively increased its single borrower exposure limit since 2009 in a gross violation of banking rules. However, BASIC Bank is trying to cut it gradually, added the official. In 2014, BASIC Bank made total cash recovery of Tk 286.39 crore, which is only 42.60 percent of its target. The central bank set a target of realising a minimum of Tk 630 crore by 2013. It is also set to fail to bring down the non-performing loans. BASIC Bank is supposed to bring it to less than 20 percent by June 2015, but as of December 2014 its NPL ratio stood at 53.32 percent. The official of the bank said many loans have been given using fake documents and in fraudulent ways. "So, now our main target is to establish the real ownership of the loans and to complete proper documentation for those. Once this is done, we will be able to realise the loans by putting pressure on the borrowers." In line with the agreement signed with BB, the bank also failed to make up its capital shortfall. Rather, it widened to Tk 2,223 crore in December 2014. It has to fill the gap by June 2015. The bank received around Tk 790 crore from the government for meeting the capital deficit, and has sought more funds, said the banker. In July 2013, the government appointed a new board and a managing director to BASIC Bank, after a central bank investigation unearthed financial irregularities that cost the bank Tk 4,500 crore during the tenure of previous chairman and managing director.

## Rich-poor gap narrows: Muhith

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Some 17.6 percent of the population was categorised as extreme poor in 2010, according to HIES. "The difference between the poverty rate and extreme poverty rate has decreased in the last five years. It means that inequality is no more rising in our country," said Muhith, adding that the rate of inequality became stagnant in 2010. "After 2010, inequality is declining. And our success is that the rate of drop in inequality is faster than the rate of decline in poverty alleviation," said the finance minister. One factor responsible for the drop in inequality can easily be identified, which is better targeting of the poor and delivery of resources under the government's social protection schemes, he said citing a study of the Department for International Development (DFID). As a result, the rate of extreme poverty has gone down, he said. However, problems with targeting the extreme poor are still there, he added. The way Bangladesh is making progress in poverty reduction, Muhith expects the rate to decline to 14 percent by 2018. He said 11-14 percent of people are poor in almost all countries. Only Malaysia has been able to bring the rate down to 7 percent, he added. The rate of poverty is not below 11 percent in any other country, he said. "Our main concern will be to solve the problems of the extreme poor in five years time. And the state government in no way can solve the problems of the extreme poor without decentralised administration." Qazi Kholiqzaman Ahmad, chairman of state-run Palli Karma Sahayak Foundation, also stressed the need for decentralisation of power to reduce poverty. Citing women and children issues, National Parliament Speaker Shirin Sharmin Chaudhury said there are different forms and faces of poverty and these should be addressed separately.

**Government of the People's Republic of Bangladesh**  
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Memo No. LGED/CE/PU-130/2015/697, Date: 23/02/2015

**e-Tender Notice No.05/2014-15**

e-Tender will be invited in the National e-GP System Portal (<http://www.eprocure.gov.bd>) for procurement of

Tender ID No.	Package No	Description	On-line Tender Notice Publication Date	On-line Tender Closing Date
20288	PPRP-II(AF)/PU/2014-15/OTM/Laptop/G-05	Supply of 228 Nos. of Laptops in Procurement Unit, LGED HQ	01/03/15 9.00 AM	16/03/15 1.00 PM

This is an online Tender, where only e-Tender will be accepted in the National e-GP Portal and no offline/hard copies will be accepted. To submit e-Tender, registration in the National e-GP system portal (<http://www.eprocure.gov.bd>) is required.

The fees for last selling/downloading the e-Tender Documents from the National e-GP system portal have to be deposited online through any registered banks branches up to 15/03/15 at 5.00 PM.

Further information and guidelines are available in the National e-GP system portal and from e-GP help desk ([helpdesk@eprocure.gov.bd](mailto:helpdesk@eprocure.gov.bd))

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**Coca-Cola bottler in Mexico eyes oil business**

APP, Mexico City

Mexico's FEMSA, the biggest Coca-Cola bottler in the world, wants to seize on the country's opening of the energy sector by purchasing fuel service station franchises. The soft drink firm announced Thursday that it plans to buy 227 franchises from state energy giant Pemex, which is losing its decades-old monopoly under an oil reform allowing private and foreign investment. FEMSA has been present at those stations through its Oxxo convenience stores, but it was not allowed to sell fuel until the legislation was passed last year because the company includes foreign investors.

**Annual Business Conference 2015**

Chief Guest: Janab Kazi Akram Uddin Ahmed, Chairman, Standard Bank Ltd. & President, FBCI  
Special Guest: Janab Kamal Mustafa Chowdhury, Vice Chairman, Standard Bank Ltd.  
Chair: Janab Md. Nazmus Salehin, Managing Director & CEO, Standard Bank Ltd.

**Kazi Akram Uddin Ahmed, chairman of Standard Bank, and Nazmus Salehin, managing director, attend the bank's annual business conference at Sonargaon Hotel in Dhaka recently.**