



MD Arfan Ali, president and managing director of Bank Asia, poses with its officials at the start of their month-long "46th Foundation Training Course" at the Bank Asia Institute for Training and Development in the capital's Lalmatia yesterday.

# London firm revamps pay by letting staff set salaries

Recently graduated engineers are paid a salary of around £45,000 (\$63,080, 51,330 euros) at Smarkets, which rises to six-figure salaries for highly qualified senior engineers. Despite London's reputation as a hub for start-ups and a global business centre, such openness about salaries is rare in the British capital.

Within view of the city's famous Tower Bridge, the Smarkets office boasts added perks such as a team of chefs to make lunch each day, a foosball table and video games to keep staff happy.

Susana Pinto oversees Smarkets' biannual pay reviews, through which an employee asks around five peers for feedback and a suggested pay increase that they can take forward.

"It's not just a matter of saying, 'Hey, I think you're great!' It's actually going to be probed," Pinto said of the feedback provided.

Further talks and comparisons to industry data determine the final pay increase, although if the employee is not happy they can set their own salary.

Such a move is said to be rare, however, as employees are well aware they will have to face their colleagues who will know they have gone against their advice.

"The good thing about the fact that our salaries are transparent is that they, by default, keep the company fair," said Pinto.

This extends to stamping out alleged gender inequality which has marred some British companies including the BBC.

The broadcaster was forced last year to disclose the salaries of some of its top staff, showing men made up 12 of the 14 highest-paid posts and leading to complaints of unequal pay for the same work.

Software engineer Caglar Senel said allowing employees to see each other's salaries is a way through which companies can ensure equal pay.

"It would be super obvious that the women in the company is getting this much amount of money, and the guys are getting this much amount of money, so I think that would be helpful," he said.

Despite the success of pay transparency at Smarkets, which has around 100 employees, a number of staff said they were unsure the same approach would work for large companies or different industries.

# Trump attacks Amazon, again, over US postal rates

US President Donald Trump launched his second attack in a week on Amazon.com Inc on Saturday, accusing the world's biggest online retailer of getting unfairly cheap rates from the US Postal Service and not paying enough tax.

Trump's comments on Twitter reiterated criticisms he made on Thursday about the company. He may have been prompted by a report from news website Axios saying he was obsessed with Amazon and considering ways to rein in the company's power, possibly with federal antitrust or competition laws.

Investor concerns about regulatory action sent Amazon shares down 3.3 percent over Wednesday and Thursday, knocking \$24 billion off the company's market value.

"While we are on the subject, it is

reported that the US Post Office will lose \$1.50 on average for each package it delivers for Amazon. That amounts to Billions of Dollars," Trump tweeted on Saturday.

A Citigroup analysis last year showed that if the US Postal Service (USPS) reallocated costs to account for the growing volume of packages it delivers, it would cost \$1.46 more to deliver each package.

Federal regulators, which review contracts made by USPS, have not raised any issues with the terms of its contract with Amazon.

"If the P.O. 'increased its parcel rates, Amazon's shipping costs would rise by \$2.6 Billion,'" Trump tweeted, although it was not clear what report he was citing. "This Post Office scam must stop. Amazon must pay real costs (and taxes) now!"

A White House spokeswoman said on Thursday the administration has no Amazon-related action at this time.



Tony Khan, president of the Tony Khan Culinary Institute and Hotel Management; Joseph L Gomes, general manager and executive chef of The Palace Luxury Resort in Habiganj, and Alpina Habib, culinary arts specialist, pose with Shafiqur Rahman, who was adjudged champion from among 13 professional chefs participating in Pro-Chef's Recipe Challenge jointly organised by Bengal Meat and the institute, at a programme in Dhaka recently.



MD Rezaul Karim, chairman of the Shippers' Council of Bangladesh and vice chairman of Asian Shippers' Alliance, presents a crest to Chrisso de Mel, chairman of Sri Lanka Shippers' Council, on the sidelines of the Global Shippers' Alliance meeting in Hong Kong on March 26.

# China bank plans to lend \$64b for poverty relief projects

China Development Bank (CDB) plans to lend 400 billion yuan (\$63.77 billion) this year to support poverty relief projects, the official Xinhua news agency said on Sunday.

CDB, a major policy bank, will fund projects such as infrastructure construction, relocation of poor residents, local industries development, health-care and education in poverty-stricken areas, Xinhua said.

Beijing has identified poverty as one of its "three critical battles," alongside risk prevention and pollution, which Premier

Li Keqiang said in his March work report to the parliament are key for the building of a "moderately prosperous society in all respects." China is aiming to reduce the number of poor in rural areas by over 10 million in 2018, including 2.8 million people who will be relocated from "inhospitable areas." The government has said it aims to eliminate poverty by 2020.

More than 68.5 million rural people were lifted out of poverty in China between the end of 2012 and the end of 2017, Xinhua said, bringing down the national poverty rate from 10.2 percent to 3.1 percent.

## Bangladesh Krishi Bank

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### INTERNATIONAL TENDER NOTICE FOR SUPPLY OF 4,000 REAMS CBS1 SECURITY CHEQUE PAPER

Sealed tenders are hereby invited from the bonafide manufacturers or local agents/representatives on behalf of the foreign principals/manufacturers for supply of CBS1 security cheque paper as per specification stated in the tender document.

1) Procuring entity name	Bangladesh Krishi Bank Procurement Department.
2) Name of tender	Procurement of 4,000 (four thousand) reams CBS1 security cheque paper.
3) Invitation Ref No. & date	HO/Procure-3(96)/Part-9/2017-2018/839 28.03.2018
4) Procurement method	Open Tender Method (ICT).
5) Budget & source of fund	Own fund.
6) Tender last selling date & time	08-05-2018, 4:00pm.
7) Tender submission date & time	09-05-2018, 11:00am.
8) Tender opening date & time	09-05-2018, 11:15am.
9) Tender document selling, submission & opening place	Bangladesh Krishi Bank, Procurement Department, Head Office (2nd Floor), 83-85, Motijheel C/A, Dhaka-1000.
10) Price of tender document (TD)	PO/DD (non-refundable) of Tk 3000 (three thousand) in favour of Bangladesh Krishi Bank from any schedule bank in Bangladesh.
11) Tender security	PO/DD/Irrevocable BG (refundable) of Tk 2,00,000 (two lakh) in favour of Bangladesh Krishi Bank issued by any schedule bank in Bangladesh or an internationally reputable bank and it shall have endorsed by correspondent bank located in Bangladesh.
12) Amount of performance security	Successful tenderer shall have to submit performance security (10% of quoted value), within 28 days of issuing NOA, in favour of Bangladesh Krishi Bank in the form of PO/DD/Irrevocable BG (refundable after completion of contract) issued by any schedule bank in Bangladesh or an internationally reputable bank and it shall have endorsed by correspondent bank located in Bangladesh.
13) Eligibility of tenderer & paper to be submitted (duly attested)	1) The tenderer shall have a minimum of 3 (three) years of overall experience in the supply of CBS1 cheque paper. 2) The satisfactory completion of supply of minimum 3000 (three thousand) reams CBS1 cheque papers under 01 (one) contract in the last 01 (one) year of any schedule bank of Bangladesh. 3) Valid trade licence. 4) IRC from Office of CCI & E and Bangladesh Bank. 5) Current VAT registration certificate. 6) Current Income Tax paid certificate and TIN. 7) Bank solvency certificate and other required documents mentioned in TD.
14) Pre-tender meeting	N/A
15) Name, designation & address of official inviting tender	Md Abdul Malek, DGM, Bangladesh Krishi Bank, Procurement Dept., Head Office, Dhaka.

The procuring entity reserves the right to accept or reject all tenders.

দুর্নীতি-অনিয়ম  
দূর হলে সব  
দেশ জুড়ে বায়ে যাবে  
হাসি-কলরব।  
-- রমজান মাহমুদ

Md Abdul Malek  
Deputy General Manager

## Bangladesh Telecommunication Regulatory Commission

IEB Bhaban, Ramna, Dhaka-1000

No.14.32.0000.007.81.014.15.481 Date: 01-04-2018

### Invitation of Offers/Proposals for Granting License for Tower Sharing in Bangladesh

- The Bangladesh Telecommunication Regulatory Commission ('Commission' or 'BTRC') invites offers/proposals from the joint venture entities having foreign shareholding (consortium and companies/partnership) firms registered with Registrar of Joint Stock Companies and Firms briefly 'RJSCF' under the law(s) of Bangladesh to apply for Tower Sharing License. However, Bangladeshi entity may have NRB and/or foreign entity as partner/shareholder. Any entity without Bangladeshi partner/shareholder is not eligible to apply. In case of a foreign entity, the equity will not be more than 70% (seventy percent) and in case of NRB, there will be no such limitation. In case of consortium, the entity shall have to form a company under the law(s) of Bangladesh before awarding the license.
- The applicant or the foreign/NRB partners/shareholders of the applicant shall have to have minimum experience of 3 (three) years of successful Tower Sharing Business with operation of at least 5 (five) thousand towers on the date of application.
- The mobile operators (CDMA/GSM) and/or Broadband Wireless Access (BWA) Operators having license from the Commission shall not be eligible to apply for this license. However, the applicant holding share of Cellular Mobile Phone and/or BWA operator of Bangladesh shall transfer the concerned shares (if any) of the said entity before awarding the license.
- The applicant companies/partnership firms shall have to be registered with the RJSCF, as well as with the concerned chamber of commerce and industries (if applicable). In case of foreign companies, the Certificate of Registration from the concerned authority of its Country of Origin shall have to be provided with the proposal/offer.
- The prescribed application form along with general terms and conditions are included in the "Regulatory and Licensing Guidelines for Issuing License for Tower Sharing in Bangladesh" bearing No: 14.32.0000.007.81.014.15.480, dated: 01-04-2018 ('Guidelines') which is available in the BTRC website: [www.btrc.gov.bd](http://www.btrc.gov.bd) for information only.
- The prospective applicant shall purchase the Guidelines from the Commission by submitting an application to the Chairman, BTRC endorsing BDT 5 (five) thousand only (excluding VAT) in the form of Pay Order or Bank Draft in favour of Bangladesh Telecommunication Regulatory Commission.
- All applications are to be made addressing the Chairman, BTRC duly sealed and submitted in the box kept in the Commission, IEB Bhaban, Ramna, Dhaka-1000 at or before 12:00 hrs on 13-05-2018. The sealed application will be opened by the representative of BTRC at 12:30 hrs in the office of the Commission on the same day in the presence of the applicants or their representatives. No application will be received after the deadline.
- Any offers/proposals submitted that does not comply with the terms and conditions of the above-mentioned guidelines will not be accepted.
- The Commission reserves the right and authority to accept or reject any or all offers/proposals for any reason as per law.
- Any applicant may communicate with the Director (Licensing), Legal and Licensing Division, Bangladesh Telecommunication Regulatory Commission, IEB Bhaban, Ramna, Dhaka-1000, in writing and/or through e-mail ([taleb.hossain@btrc.gov.bd](mailto:taleb.hossain@btrc.gov.bd)) for further clarification on the subject, during office hours on working days till 13-05-2018.

**M. A. Taleb Hossain**  
Director (Licensing)  
Legal and Licensing Division  
Phone: 9554489

### মহাপরিচালকের দপ্তর

নদী গবেষণা ইনস্টিটিউট, ফরিদপুর-৭৮০০  
দরপত্র আহ্বান (কাজ)

তারিখ: ০১/০৪/২০১৮খ্রিঃ

### দরপত্রের সংশোধনী বিজ্ঞপ্তি

গত ২৮/০৩/২০১৮খ্রিঃ তারিখে দৈনিক কালের কণ্ঠ ও The Daily Star এবং গত ২৯/০৩/২০১৮খ্রিঃ তারিখে দৈনিক বাঙ্গালী খবর পত্রিকায় প্রকাশিত নগই এর Bamboo Bandaling Structure কাজের ০৫ (পাঁচ)টি প্যাকেজ (Tender Notice No. OTM-B-04/1315/2018-2167) এবং গত ২৮/০৩/২০১৮খ্রিঃ তারিখে দৈনিক কালের কণ্ঠ এবং The Daily Star পত্রিকায় প্রকাশিত নগই এর Survey কাজের ০২ (দুই)টি প্যাকেজ (Tender Notice No. OTM-05/1315/2018-2168) এর দরপত্র (Tender) নদী গবেষণা ইনস্টিটিউট, ফরিদপুর এর পাশাপাশি জেলা প্রশাসকের কার্যালয় (DC Office), ফরিদপুরেও জমা দেওয়া যাবে। দরপত্র (Tender) জমাদানের তারিখ, সময় এবং অন্যান্য শর্তাবলী অপরিবর্তিত থাকবে।

প্রকৌ. কাজী রেজাউল করিম  
প্রকল্প পরিচালক  
ও  
প্রধান বৈজ্ঞানিক কর্মকর্তা  
নদী গবেষণা ইনস্টিটিউট, ফরিদপুর

জিডি-৮৮৮

### গণপ্রজাতন্ত্রী বাংলাদেশ সরকার

বিদ্যুৎ, জ্বালানি ও খনিজ সম্পদ মন্ত্রণালয়  
বিদ্যুৎ বিভাগ  
প্রশাসন-১ অধিাধা

তারিখ: ০১/০৪/২০১৮খ্রিঃ

### মাইক্রোবাস পুনঃ নিলাম বিজ্ঞপ্তি

ক্র. নং	বিষয়	তারিখ	বর্ণনা
০১	মন্ত্রণালয়/বিভাগ	ঃ	বিদ্যুৎ বিভাগ, বিদ্যুৎ, জ্বালানি ও খনিজ সম্পদ মন্ত্রণালয়।
০২	এজেন্সীর নাম	ঃ	বিদ্যুৎ বিভাগ।
০৩	দরপত্র বিজ্ঞপ্তি নং ও তারিখ	ঃ	২৭.০০.০০০০.০৪১.০১২.০০৯.১৪.৪৮৭, তারিখ: ০১-০৪-২০১৮।
০৪	যে স্থানে রাখা আছে	ঃ	বাংলাদেশ সচিবালয়ের ভবন নং-০৫ এর পিছনে পূর্ব পাশে রাখিত আছে।
০৫	কাজের নাম	ঃ	মাইক্রোবাস বিক্রয়।
০৬	কাজের পদ্ধতি	ঃ	খোলা দরপত্র (পিপিআর/২০০৮)।
০৭	দরপত্র সরবরাহের শেষ তারিখ	ঃ	১১-০৪-২০১৮।
০৮	দরপত্র জমাদানের শেষ তারিখ ও সময়	ঃ	১২-০৪-২০১৮ তারিখ ১০.৩০ ঘটিকায়।
০৯	দরপত্র খোলার তারিখ ও সময়	ঃ	১২-০৪-২০১৮ তারিখ ১১.০০ ঘটিকায়।
১০	দরপত্র আহ্বানকারী কর্মকর্তার পদবী ও ঠিকানা	ঃ	উপসচিব (প্রশাসন), কক্ষ নং-২০৬, ৩য় তলা, ৬নং ভবন, বাংলাদেশ সচিবালয়।
১১	দরপত্র যে স্থানে দাখিল করতে হবে	ঃ	বিদ্যুৎ বিভাগের টেন্ডার বাজে নির্ধারিত সময়ের মধ্যে ফেলতে হবে।
১২	দরপত্র যে কর্মকর্তার স্থানবন্দে দাখিল করা যাবে	ঃ	উপসচিব (প্রশাসন), কক্ষ নং-২০৬, ৩য় তলা, ৬নং ভবন, বাংলাদেশ সচিবালয়।
১৩	দরপত্র ক্রয়ের মূল্য	ঃ	অগ্রাধী দরদাতাগণ উপসচিব (প্রশাসন), বিদ্যুৎ বিভাগ, ঢাকা এর অন্তর্ভুক্ত বাংলাদেশের সোনালী ব্যাকের যে কোন শাখা কর্তৃক ১০০০/- (এক হাজার) টাকার ট্রেজারি চালাদের মাধ্যমে জমা দিয়ে নির্ধারিত তারিখের মধ্যে দরপত্র নির্দেশিকা জমা করতে হবে। ট্রেজারি চালানের নম্বর- ১-৫৬০০-০০০১-২৩৭১।
১৪	আবেদনকারী	ঃ	দরপত্রের উক্ত মূল্যের ২০% টাকা আবেদনকারী/জামানত হিসেবে ব্যাংক ড্রাফট/পে-অর্ডার উপসচিব (প্রশাসন), বিদ্যুৎ বিভাগ, বাংলাদেশ সচিবালয়, ঢাকা এর অন্তর্ভুক্ত দাখিলকৃত দরপত্রের সাথে জমা দিতে হবে।
১৫	কাজ সমাপ্তির সময়সীমা	ঃ	১০ (দশ) দিন।
১৬	দরপত্র আহ্বানকারী কর্মকর্তার পদবী ও ঠিকানা	ঃ	উপসচিব (প্রশাসন), বিদ্যুৎ বিভাগ, কক্ষ নং-২০৬, ভবন নং-০৬, বাংলাদেশ সচিবালয়, ঢাকা।

যে কোন কারণ দর্শানো ছাড়া যে কোন অথবা সকল দরপত্র বাতিল কিংবা গ্রহণ করার ক্ষমতা নিলাম কমিটি সংরক্ষণ করেন।

মোঃ খোরশেদ আলম  
সিনিয়র সহকারী সচিব  
বিদ্যুৎ বিভাগ  
ফোন নং-৯৫৭০০২৪

জিডি-৮৯০