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BANGLADESH EMPLOYERS' FEDERATION



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ARTICLE

WORKPLACE FIRE SAFETY: 8 PREVENTION TIPS



Workplace fires put businesses and their employees at significant risk every year. In 2022 alone, the U.S. had more than 140,000 non-residential structure fires, resulting in more than \$4 billion in property damage and losses, according to the National Fire Protection Association (NFPA). Few scenarios are more frightening than a workplace fire. Unpredictable, life-threatening, and difficult to recover from, a major fire in the workplace can disrupt operations for weeks or even months. Not to mention, your people's lives are on the line, and it's your responsibility to protect them.

Protecting your organization from the threat of fires begins with prevention and basic fire safety. While some situations are out of a company's control (wildfires or arson, for example), most workplace fires can be avoided by understanding fire hazards, taking precautions, and creating an emergency action plan.

Whether you are creating a new fire safety program for your business or want to ensure your organization is covered, here are eight workplace fire safety tips that can help you prevent and mitigate the risk of fire to your people and operations.

8 Workplace Fire Safety Tips: Prevention & Response

Assign fire safety roles



If your organization hasn't assigned at least one person (ideally a team of people) to oversee fire safety, this should be its first priority.

Every business should find at least one person to serve as their fire warden. Some candidates who might make sense for the role include your company's office manager, facility manager, safety manager, or human resources manager.

This person or team should clearly understand what conditions might lead to a workplace fire and how your organization currently sizes up.

Fire warden tasks:

- Assist in implementing and improving effective emergency procedures in your workplace
- Conduct regular inspections and a thorough walkthrough of your company's workspace to assess potential fire hazards
- Raise awareness (with both leadership and staff) about existing fire hazards
- Document risk areas and work with leadership to follow safety standards and implement safety measures
- Help prevent emergencies by evaluating fire risk control measures
- Educate employees on how to follow the emergency plan
- Plan and execute regular fire drills
- Continue with routine fire prevention walkthroughs

Remember that assigning a specific person responsible for workplace fire risk and prevention is important.

Other fire safety tasks:

Someone needs to be in charge of overall fire prevention efforts. However, fire planning can become complicated if your organization has more than 50 people. You'll need to build a team of responsible individuals who can help the fire warden with essential tasks. Delegate the following responsibilities:

- Maintain accountability of individuals and reporting to leadership
- Ensure doors are closed and evacuation routes are clear
- Assist mobility-impaired staff
- Ensure affected areas are clear
- Collect stragglers during evacuations and drills

Maintain clear evacuation routes

One essential element of workplace fire safety is keeping all evacuation routes unobstructed at all times. Fires usually have little warning, and employees

need to be able to exit the building quickly and safely. Blocked exits or hallways can become dangerous bottlenecks that put people at significant risk. Regularly inspect all exit paths and emergency doors to ensure they remain free of clutter, equipment, or storage items.

- Conduct weekly walkthroughs to check for any items obstructing exits or hallways.
- Clearly mark all exits with illuminated signs to improve visibility.
- Post maps of escape routes in common areas, like break rooms and hallways.
- Designate personnel to ensure these routes remain accessible during emergency situations.

Identify risks in the workplace

You can extinguish the threat of most workplace fires well before the initial spark. There are a variety of factors that place a business at higher risk of a fire incident. To educate every employee, the National Fire Protection Association (NFPA) lists some of the most common causes of workplace fires. While the following list is not comprehensive, it does cover the most common workplace fire hazards:

- Cooking appliances
- Electrical equipment like extension cords
- Power strips, overloaded outlets, and other electrical hazards
- Lighting equipment
- Heaters
- Arson
- Smoking materials
- Office/entertainment equipment

Your fire warden should conduct a thorough walkthrough of your organization's structure, critically examining the high-risk areas listed above. Once they have identified a potential hazard, they should develop plans to fix the issue, build employee training on proper use, or remove the risk entirely.

Pay attention to fire-prone areas

Because factors vary from industry to industry, no workplace fire safety panacea will work across the board. That said, common areas within many conventional work environments should be viewed as higher risk.

Just under one-fifth of reported workplace fires started in an office kitchen or cooking area. Any structure with a kitchen containing a toaster oven, microwave, or heating appliance is vulnerable.

It should also be noted that while only 15% of fires were caused by electrical problems, those fires caused 46% of direct property damage. Of course, every area of the office should be given equal attention, but it's helpful to understand fire-prone areas of your workspace and what points of origin produce the most damage.

Every business should also take general workplace safety precautions to lessen the impact of a fire. These include minimizing loose paper throughout the office, properly storing flammable materials, and instructing all employees on fire response prevention and protocol.

Maintain functional appliances (in the kitchen and elsewhere) and conduct routine electrical inspections to help mitigate the risk of a fire incident.

Regularly inspect and maintain fire equipment



Fire prevention and response necessitates having functional, up-to-date equipment. That's why maintenance is crucial. Fire extinguishers, smoke detectors, and fire alarms help prevent small fires from growing into serious incidents. However, these tools are only effective if they are in good working condition. Regularly inspect and maintain all fire safety equipment to ensure it will function if needed. Here are a few tasks to keep up with:

- Schedule monthly checks of fire extinguishers to confirm they're charged and accessible.
- Test smoke detectors and alarms every six months, replacing batteries as necessary.
- Conduct annual inspections of sprinkler systems to ensure they meet regulatory standards.
- Train employees on the proper use of fire extinguishers and other equipment.

In addition to routine maintenance, consider establishing a schedule for professional inspections by certified fire safety experts. These specialists can thoroughly assess your fire safety equipment and systems, ensuring compliance with local regulations and identifying potential issues that may not be immediately visible. For example, sprinkler systems require specific expertise to test pressure and functionality, which can prevent costly failures in an emergency. Moreover, professionals can offer valuable guidance on equipment upgrades or replacements as technology advances, keeping your workplace equipped with the most effective fire prevention tools. Integrating regular professional inspections into your safety plan bolsters your facility's resilience against fire incidents and reinforces your commitment to employee safety.

Understand industry needs



In 1991, a poultry plant in Hamlet, North Carolina, with 90 employees inside, went up in flames. One of the plant's deep fryers ignited a fireball that quickly spread throughout the structure. Many of the emergency exits were locked, the building's fire sprinkler system and other fire suppression systems failed, and the company had no fire evacuation plan. Sadly, 25 workers perished in the fire.

In its 11 years in operation, the plant had never received a proper safety inspection. The company could have mitigated the loss of life if the facility had been equipped with a fire extinguishing system, functional exits, and a rehearsed evacuation plan.

Businesses will have specific industry considerations regarding fire safety. For example, the Hamlet poultry plant required a specialized carbon dioxide fire extinguisher above its fryers that would likely not exist outside of a food manufacturing or restaurant environment.

The banking industry, with a dispersed office environment, will have multiple branches to consider. In addition to bank tellers and employees, banks will need to protect customers in the event of a structural fire.

Similarly, the healthcare industry has a wide variety of staff (nurses, doctors, technicians) and patients to consider in the event of a fire. Evacuation is rarely the best option for hospitals since many patients cannot get to safety. That's why prevention is so crucial in the healthcare industry. AlertMedia's Hospital Fire Safety Checklist is designed to help do just that.

Understanding the industry-specific fire risks your place of business faces is essential to maintaining a safe work environment.

Educate employees on fire safety guidelines



The Occupational Safety and Health Administration (OSHA) requires organizations to follow strict fire safety and evacuation guidelines, depending on the specific industries and hazardous materials present. In addition, businesses have a duty of care to their employees. This legal and moral responsibility requires that employers do everything within their power to keep their people out of harm's way.

But regardless of the legal obligation, every organization should be committed to a safe working environment. And that begins with education.

The following OSHA fire prevention guidelines can help businesses fulfill their duty of care and train employees on fire prevention and safety.

Every organization's fire prevention plan should be done in writing, posted visibly in the workplace, and made available for all employees to review. Some key components:

- Clearly articulate all significant fire hazards.
- Instruct employees on how to properly handle and store hazardous materials.
- Educate employees on potential ignition sources and their control.
- Communicate what fire protection equipment is in place to handle each significant hazard.
- Point out the location of posted signage, like exit signs.
- Demonstrate proper use of safety equipment like portable fire extinguishers.
- Communicate evacuation protocol and how to use your company's fire alarm system and emergency notification system.
- Include procedures to control the accumulation of flammable liquids and combustible waste materials.
- Include safeguards on heat-producing equipment to prevent the accidental ignition of combustible materials.
- Develop a list that contains the names/job titles of internal fire safety wardens.

Employers must inform their employees of any fire hazards they could be exposed to while performing their jobs. In addition, employers should review the fire prevention plan with all employees.

Use fire safety resources



Protecting your business from workplace fires starts with understanding the risks your organization faces. The task might feel overwhelming, so guided fire safety resources are a great starting place.

If fires could threaten your people's lives (and there are few instances where everyone is completely safe), you can't afford to overlook any step of fire preparedness. AlertMedia's fire safety checklist is pre-built to cover

every aspect of fire preparedness for businesses, from tools and equipment like fire detection systems and smoke alarms to communication and review strategies for pre- and post-fire efforts.

Part of that checklist will require you to create and post a fire evacuation plan, including a floor plan, so employees have an accessible visual aid to remind them of escape routes in a fire emergency. This fire evacuation plan should be custom-made for your business and its precise layout, but our template can help you start on the right path to developing your own.

Prevention Starts Today

Our eight tips above all have one thing in common: You must check them off before a fire breaks out at your workplace. You'll probably never know when a fire will spark, so you need to prioritize activating these elements of a fire prevention plan to be ready without warning.

Source: <https://www.alertmedia.com>

BEF EVENT

**EMPLOYMENT CREATION AND SUSTAINABLE REINTEGRATION OF RETURN MIGRANT WORKERS**

BEF, in partnership with the International Labour Organization (ILO) and supported by Switzerland, organized a consultation to disseminate the findings of the sector mapping study and business case development on Employment Creation and Sustainable Reintegration of Return Migrant Workers on 27 February 2025, at MCCI's Gulshan Office. Mr. Farooq Ahmed, Secretary-General & CEO, BEF, welcomed the participants. Key speakers included Mr. Mohammad Shaheen, NDC, Joint Secretary, Ministry of Expatriates' Welfare and Overseas Employment (MOEWOE), Dr. A.T.M. Mahbub-ul-Karim, Project Director, RAISE Project (Joint Secretary, GoB), and Md Mazharul Islam, National Programme Officer, ILO. BEF Consultant Mr. Ferdous Ahmed presented the study findings, followed by an open discussion. The way forward was shared by Ms. Rahnuma Salam Khan, National Programme Manager, ILO Reintegration Project. The consultation, attended by 38 participants from government bodies, private sector organizations, HR agencies, and CSOs, was moderated by Mr. Asif Ayub, Joint Secretary-General, BEF.



HOME

1242 JOBS TO BE CREATED IN BEPZA EZ



Employment opportunities are expected to be created for 1242 people in BEPZA Economic Zone (BEPZA EZ). Anthente Bulk Bag Ltd, a Chinese company, will invest US\$10 million in BEPZA EZ and create employment opportunities for 1150 people. In this connection, an agreement was signed between the company and Bangladesh Export Processing Zones Authority (BEPZA) recently. The company will establish a container bag manufacturing plant which will produce 2.8 million pieces of Flexible Intermediate Bulk Containers (FIBC) bag, bulk bag, woven and non-woven bag annually.



Meanwhile, Lee's Tobacco Machinery Company Limited, a UAE and Singapore-owned company, signed a lease agreement with BEPZA to establish the first machinery manufacturing plant in the BEPZA EZ with an investment of US\$8.32 million and create employment opportunities for 92 Bangladeshi nationals. The factory will produce tobacco and cigarette machinery, a new and diversified product to be manufactured in the EPZs and EZ under BEPZA.

INFLOW OF REMITTANCES ROSE BY 32.52 % IN DECEMBER 2024



According to the Bangladesh Bank (BB) latest data, Inflow of workers' remittances registered US\$ 2185.23 million in January 2025, which is 3.41 percent higher compared to the same month of previous year. The inflow of remittances could be attributed to gradual easing political situations and stability in the foreign exchange market.

Rank	Country	Amount (million USD)	Share of Total Remittance (%)
1	USA	2902.78	18.19
2	UAE	2276.63	14.26
3	Saudi Arabia	1993.14	12.49
4	UK	1472.75	9.23
5	Malaysia	1415.20	8.87
6	Italy	910.98	5.71
7	Kuwait	875.77	5.49
8	Oman	822.53	5.15
9	Qatar	630.85	3.95
10	Singapore	482.72	3.02
	Others	2178.44	13.65
	Total	15961.79	100.00

Source: Statistics Department, Bangladesh Bank

Meanwhile, total remittances inflow for July-January of FY25 stood at US\$ 15961.79 million which was 23.61 percent higher compared to the same period of previous fiscal year. USA holds the top position among remittance sending countries while UAE becomes the second during July-January of FY25. The Gulf Cooperation Council (GCC) countries (Saudi Arabia, UAE, Kuwait, Qatar, Oman, Bahrain) contributed 43.99

percent of the total remittance inflows, while 18.19 percent of the total remittances originated from the USA during July-January of FY25. Among the European countries, the UK and Italy contributed 14.93 percent of total remittances received in July-January of FY25.

SIGNIFICANT DROP IN LABOR MIGRATION IN 2024



Bangladesh witnessed a significant decline in overseas migration in 2024, with the total number of migrant workers dropping to 1,009,146, a 27.4 percent decrease from 1,390,811 in 2023, according to the Ami Probashi's Annual Report. Despite the decline, a noteworthy trend has emerged—female participation in Bureau of Manpower, Employment, and Training (BMET) registration has nearly doubled compared to the previous year, signaling a shift in gender dynamics in overseas employment.

Saudi Arabia remained the top choice for Bangladeshi migrants, absorbing 62.17 percent of total migration with approximately 627,000 migrants departing for Saudi Arabia. This continued preference is driven by high demand for both skilled and unskilled labor, particularly in infrastructure development.

In contrast, Malaysia, the second-largest destination, saw a decline in migration numbers, with only 93,000 workers moving there in 2024. The drop is attributed to changes in Malaysia's foreign labor policies, which have made migration more restrictive compared to previous years. A noticeable decline in migration numbers was observed after May 2024.

Migration trends were also likely disrupted by broader socio-economic and political factors. The July uprising

and the subsequent economic instability may have contributed to a slowdown in migration, as uncertainty over job security and future opportunities could have discouraged many potential workers from seeking employment abroad.

Besides, General Training Enrollment—a key indicator of skilled workforce preparation—also fell sharply, decreasing from 236,270 enrollments in 2023 to 112,166 in 2024, reflecting shifting trends in job preparedness and overseas employment demand.

Female registration at BMET rose from 2.78 percent in 2023 to 4.79 percent in 2024, indicating growing interest and opportunities for women in overseas employment. The report also highlights a changing preference among female workers, with more women enrolling in tech-related training courses such as computer operation, graphics design, and AutoCAD drafting, showing a shift towards skilled professions rather than traditional domestic work. More than 700 female workers also migrated as 'skilled workers' in 2024, demonstrating a push towards higher-paying, professional roles.

TWO NEW FACTORIES GET LEED CERTIFICATION



Two new factories in Bangladesh got LEED certification as Bangladesh's RMG industry remains unwavering in its commitment to sustainable growth. The two factories are -- Columbia Apparels Limited and Banga Fashion Limited. This brings the total number of LEED-certified factories in Bangladesh to 237, with 95 Platinum and 128 Gold.

INTERNATIONAL

PAKISTAN: REMITTANCES RECORDED A STRONG INFLOW OF \$3 BILLION IN JANUARY 2025



Pakistan's workers' remittances recorded a strong inflow of \$3 billion in January 2025, reflecting a 25.2% year-on-year (YoY) growth and marking the fourth consecutive current account surplus in 2025. Major sources of remittance inflows in January included Saudi Arabia (\$728.3 million), the United Arab Emirates (\$621.7 million), the United Kingdom (\$443.6 million), and the United States (\$298.5 million). Cumulatively, from July to January of the fiscal year 2025, remittances reached \$20.8 billion, marking a 31.7% increase compared to \$15.8 billion in the same period last year, according to the State Bank of Pakistan (SBP).

INDIA: 7.8 MILLION NON- FARM JOBS NEEDED YEARLY TO SUSTAIN GROWTH



The Economic Survey 2024-25, tabled in Indian Parliament, mentioned that India needs to create an average of 7.85 million non-farm jobs annually until 2030

to accommodate its expanding workforce. Generating quality jobs remains a critical and well-prioritized national objective, key to ensuring inclusive and sustainable economic growth. India has seen notable employment growth in recent years, largely driven by sustained economic recovery. The 2023-24 Periodic Labour Force Survey (PLFS) by the National Statistical Organisation (NSO) reveals a robust post-pandemic rebound. The country's overall unemployment rate for individuals aged 15 years and above decreased from 6 percent in 2017-18 to 3.2 percent in 2023-24.

PHILIPPINES: REMITTANCES IN 2024 REACHED A RECORD US\$38.34 BILLION



The Philippine central bank said that personal remittances from overseas Filipinos in the year 2024 reached a record high of US\$38.34 billion, a 3-percent increase from 2023, representing 8.3 percent of the country's gross domestic product (GDP). The BSP said the growth in cash remittances from the United States, Saudi Arabia, Singapore and the United Arab Emirates contributed mainly to the spike in remittances in 2024. Meanwhile, Bangko Sentral ng Pilipinas (BSP) said personal

remittances from overseas Filipinos reached an all-time high of US\$3.73 billion in December 2024, 3 percent higher than the US\$3.62 billion recorded in December 2023.

USA: JOB GROWTH SLOWED MORE THAN EXPECTED IN JANUARY 2025



US job growth slowed more than expected in January 2025 after robust gains in the prior two months. Nonfarm payrolls increased by 143,000 jobs in the month after rising by an upwardly revised 307,000 in December 2024, the Labor Department's Bureau of Labor Statistics said. The healthcare sector continued to dominate employment gains, adding 44,000 jobs spread across hospitals, nursing and residential care facilities as well as home health care services. Retail employment increased by 34,000 jobs, mostly at general merchandise retailers. Social assistance payrolls rose by 22,000 jobs. Government employment increased further, with 32,000 positions added. Employment was little changed in construction, manufacturing, wholesale trade, transportation and warehousing, information, financial activities, professional and business services, and the leisure and hospitality industry.

ILO

ILO DIRECTOR-GENERAL CALLS FOR PLACING DECENT WORK AT THE HEART OF AUTOMATION AND AI ADOPTION



ILO Director-General, Gilbert F. Hounbo, called for a human-centered approach to artificial intelligence (AI) that enhances workplace productivity and worker well-being at the AI Action Summit in Paris on 10 February.

Drawing on ILO data, the Director-General noted that AI stands to have a net positive impact on employment. “While jobs are being lost, many new jobs can be created. We expect that the gap between jobs destroyed and created will be in favour of the latter,” he explained.

The challenge, Hounbo told the attendees at the Summit, lies in the quality of the new jobs that AI will help create, and the impact on existing inequalities within the labour market. The Director-General drew particular attention to the fact that women are more likely to be affected by automation than men, posing a risk of widening the gender pay gap.

Hounbo urged attendees to pay closer attention to the quality of AI-created employment, to ensure that jobs in the AI sector are decent and secure. He emphasized the need to invest significantly in developing tailored skills that would benefit the global workforce and prevent disparities in AI’s fast-paced progress in shaping the future of work.

“We need to ensure that AI benefits all, through greater investments in upskilling and reskilling, including by the public sector, to ensure we can overcome the digital divide,” he recommended. Hounbo further called for greater social dialogue. “Only through social dialogue can workers, employers and governments come

together to tackle the complex issues surrounding AI and employment and ensure that all work is decent work.”

The ILO is at the forefront of research and discussion about the impact of AI on the world of work. Its recently launched ILO Observatory on Artificial Intelligence and Work in the Digital Economy deepens data research to better understand what the future of work will look like in a digital era. It aims to support governments and social partners through the digital transformation in the world of work.

CANADA AND ILO NEPAL COLLABORATE TO PROMOTE DECENT WORK AND THE CARE ECONOMY



Care work is central to human, social, economic, and environmental well-being, supporting the development of children, the elderly, and individuals in need. Both paid and unpaid care work are crucial for the functioning of all sectors. A strong care economy leads to a healthier workforce, job creation, and increased productivity. However, care workers, especially women, often face low wages, poor working conditions, and lack social protections.

To highlight the vital yet undervalued and invisible role of care work, the Embassy of Canada to Nepal and the International Labour Organization (ILO) Nepal successfully co-hosted a dialogue on Advancing Decent Work and the Care Economy in Kathmandu on 18 February 2025. The event aimed to foster a shared understanding of key concepts, definitions, and approaches to the care economy, along with best practices that position care work at the core of a future with decent work and promote greater cooperation,

collaboration, and synergy among government bodies and development agencies in Nepal.

The dialogue brought together key stakeholders from government agencies, workers' and employers' representatives, development organizations, civil society, and the private sector, academia, media to discuss strategies for promoting decent work in the care economy.

ILO PUBLICATION EXPLORES THE PATH TO SOCIAL JUSTICE FOR MIGRANT WORKERS



A newly published ILO anthology, *Temporary Labour Migration: Towards Social Justice?* explores the challenges, policy choices, and innovative approaches shaping temporary labor migration worldwide.

The edited volume brings together contributions from distinguished academics and practitioners to examine how temporary labor migration programs have evolved and are impacting both local labor markets and migrant workers.

In many contexts, temporary labor migration programs have been shown to expose workers to decent work deficits, restricted rights, and exclusion from labor laws. However, there have also been positive changes in the design of the programs to provide workers with better opportunities to change employers, and other policy innovations to learn from.

By presenting perspectives from different world regions, disciplines and historical periods, the book provides concrete policy recommendations for fairer migration policies.

The volume is structured around four key themes, including shifting paradigms on temporary labor migration, an analysis of new mobility programs and areas that affect the governance of migration such as international trade, policy tools for the protection of migrants, and historical lessons to help improve migration policies.

The publication delves into the economic and legal dimensions of temporary labor migration to present a well-rounded analysis. It highlights the need for social justice in migration policies, calling for equal treatment, strengthened protection mechanisms and policy coherence to help make temporary migration fairer.

KUWAIT: THE ROLE OF PRIVATE SECTOR IN A JUST TRANSITION TO A LOW-CARBON ECONOMY



The ILO and the Kuwait Chamber of Commerce and Industry (KCCI) have jointly published an in-depth report highlighting the vital contribution of the private sector in driving Kuwait's shift toward a low-carbon economy. The report, developed through extensive research and stakeholder consultations, provides key insights into existing challenges, opportunities, and policy recommendations to accelerate private sector engagement in climate action.

Kuwait's economy, heavily reliant on the oil and gas sector (47% of GDP), faces mounting environmental challenges, including extreme heatwaves, dust storms, and rising sea levels. As part of Kuwait's National Vision 2035 and its commitments under the Paris Agreement, the government is revising its Nationally Determined Contributions (NDCs) this year. The study

aims to ensure that private sector contributions are recognized and integrated into this process.

The report identifies four main pillars that require urgent attention:

Comprehensive Assessment of NDCs and national policies – The study highlights the need for a structured roadmap to achieve Kuwait's climate goals, with stronger private sector engagement in greenhouse gas (GHG) emissions reduction and adaptation strategies.

Awareness, challenges, and requirements of the private sector – While large enterprises show growing awareness of sustainability policies, SMEs face financial and logistical barriers in adopting low-carbon technologies. Many businesses recognize the need for more information, training, and support to implement sustainable practices.

Effectiveness of government policy tools – The private sector emphasizes the need for targeted incentives, subsidies, and financial support to facilitate investment in low-carbon technologies. SMEs, in particular, require policy frameworks that enable access to funding and technical expertise.

Public-private communication channels – The study underscores the importance of structured dialogue mechanisms to align private sector efforts with national sustainability goals. Establishing effective communication platforms will be crucial for enhancing collaboration and policy implementation.

FIJI: PAPERLESS LABOR INSPECTION SYSTEM TO STRENGTHEN WORKPLACE COMPLIANCE



Fiji is set to enhance labor law compliance with the introduction of the Paperless Labour Inspection System (PLIS). The digital system replaces traditional paper-based inspections, increasing efficiency, ensuring greater data accuracy and promoting transparency in the inspection process. The initiative reflects Fiji's commitment to improving workplace conditions and aligning with international labor standards through technology-driven solutions.

The launching ceremony of PLIS was held in Suva on 11 February 2025. Agni Deo Singh, Minister for Employment, Productivity and Workplace Relations, officially launched the initiative, alongside key stakeholders from the Fiji Trades Union Congress (FTUC) and the Fiji Commerce and Employers Federation (FCEF). The Minister emphasized the system's impact, stating "Previously, we conducted around 4,500 to 5,000 inspections annually. With PLIS, we expect a significant increase in coverage and efficiency."

PLIS is a tool that improves the efficiency of labor inspection across all sectors, but in particular also facilitates targeted inspections in sectors in which labor inspectors have traditionally had logistical challenges, such as the fishing industry. PLIS allows labor inspectors to directly input observations on labor law compliance digitally, while inspecting worksites. The digital case management system enables labour inspectors to track workplace conditions, process complaints and generate automated reports.

The ILO has been supporting the Government of Fiji in the area of labor inspection through trainings and the setting up of a digital case management system. Moreover, 20 tablets have been deployed to enhance labor inspections on fishing vessels, facilitated through the Labour Standards on Fishing Vessels (LSOFV) initiative, funded by the Government of New Zealand.

CONSUMER PRICE INDEX: NATIONAL (BASE: 2021-22=100)

Period	General Index	Food	Non-Food	Index by expenditure group						VIII. Misc. Goods & Services
				I. Clothing & Footwear	II. Fuel & Lighting	III. Household Equipment	IV. Medical Care & Health Expenses	V. Transport & Communication	VI. Recreation, Entertainment,	
FY 2023-24										
August	117.06	120.08	114.61	112.53	113.80	119.77	110.50	115.73	118.69	114.60
September	118.83	122.47	115.87	113.16	115.00	120.89	111.06	116.20	121.22	117.89
October	120.24	123.90	117.27	114.28	116.76	122.68	114.28	117.22	122.20	118.96
November	119.10	120.04	118.33	115.92	118.07	124.56	114.80	117.85	123.83	120.83
December	118.40	117.48	119.16	116.22	118.51	124.95	120.93	118.05	123.63	122.09
January	119.60	118.30	120.66	117.37	119.76	125.92	122.38	119.21	125.90	125.89
FY 2024-25										
August	129.34	133.72	125.77	122.64	125.86	129.17	125.66	120.70	129.54	132.23
September	130.61	135.21	126.87	122.86	126.48	130.80	125.88	123.37	130.71	134.23
October	133.32	139.58	128.22	124.15	127.72	132.51	126.71	123.83	131.86	137.75
November	132.66	136.61	129.44	126.33	129.40	133.36	126.85	124.51	133.16	138.68
December	131.30	132.65	130.19	127.48	129.97	133.64	127.19	125.23	133.41	140.22
January	131.49	130.97	131.90	129.33	130.56	135.44	127.47	126.43	134.18	141.95

Source: Bangladesh Bureau of Statistics

CONSUMER PRICE INDEX: RURAL (BASE: 2021-22=100)

Period	General Index	Food	Non-Food	Index by expenditure group							VIII. Misc. Goods & Services
				I. Clothing & Footwear	II. Fuel & Lighting	III. Household Equipment	IV. Medical Care & Health Expenses	V. Transport & Communication	VI. Recreation, Entertainment,		
FY 2023-24											
August	116.87	119.76	114.13	110.43	115.52	121.02	110.07	115.43	117.42	112.78	
September	118.79	122.13	115.64	111.38	117.04	121.62	110.79	116.15	118.61	117.41	
October	120.33	123.62	117.22	112.34	119.64	123.47	114.72	117.73	120.35	117.85	
November	119.24	120.07	118.46	114.34	121.19	125.12	115.49	119.01	121.38	119.62	
December	118.55	117.70	119.36	114.40	121.25	125.20	124.30	119.15	121.39	119.71	
January	119.64	118.42	120.79	115.80	122.52	125.78	125.76	120.33	124.23	122.76	
FY 2024-25											
August	129.66	133.46	126.06	119.65	129.11	128.87	127.12	122.99	128.54	127.37	
September	130.85	134.80	127.10	119.83	130.15	130.72	127.26	125.16	129.04	129.33	
October	133.88	139.38	128.66	121.40	132.10	132.19	128.16	125.41	130.10	132.59	
November	132.99	136.18	129.97	123.48	134.04	133.43	128.36	126.09	131.73	133.72	
December	131.69	132.56	130.87	124.63	134.85	133.80	128.84	127.20	131.92	135.30	
January	131.81	130.99	132.59	126.28	135.57	136.03	129.18	128.31	132.28	138.15	

Source: Bangladesh Bureau of Statistics

CONSUMER PRICE INDEX: URBAN (BASE: 2021-22=100)

Period	General Index	Food	Non-Food	Index by expenditure group							VIII. Misc. Goods & Services
				I. Clothing & Footwear	II. Fuel & Lighting	III. Household Equipment	IV. Medical Care & Health Expenses	V. Transport & Communication	VI. Recreation, Entertainment,		
FY 2023-24											
August	277.06	315.83	243.34	285.82	230.27	291.66	208.97	283.12	169.81	239.06	
September	292.27	332.08	257.64	296.78	237.63	318.36	220.17	312.59	171.05	267.20	
October	308.81	348.75	274.07	323.66	242.32	341.00	225.63	355.22	177.90	287.76	
November	108.87	108.52	109.13	106.87	107.07	110.75	108.92	110.56	109.33	113.16	
December	119.30	120.09	118.81	119.14	116.10	123.31	114.40	117.40	125.95	124.68	
January	119.37	118.08	120.17	120.39	116.51	126.17	115.74	118.71	128.06	128.94	
FY 2024-25											
August	117.21	120.76	115.00	116.52	111.79	117.49	111.37	116.39	120.90	116.69	
September	118.72	123.20	115.93	116.50	112.60	119.57	111.60	116.56	123.62	118.38	
October	119.96	124.49	117.14	117.94	113.39	121.25	113.42	117.18	124.41	120.64	
November	118.76	120.04	117.96	118.92	114.41	123.53	113.44	117.36	125.31	122.65	
December	118.00	117.05	118.59	119.73	115.29	124.49	114.33	117.63	125.34	124.28	
January	131.18	131.01	131.29	135.14	124.67	134.35	124.11	127.45	137.17	145.69	

Source: Bangladesh Bureau of Statistics

WAGE RATE INDEX BY SECTORS: NATIONAL (BASE: 2021-22 = 100)

Sector	2021-22	2022-2023	2023-24	November '24	December '24	January '25
General	191.80	205.30	115.33	123.83	124.74	125.60
percentage change (Point to Point)	6.06	7.04	7.74	8.10	8.14	8.16
percentage change (over previous month)				1.16	0.73	0.68
1. Agriculture	192.21	205.69	115.66	124.54	125.48	126.36
percentage change (Point to Point)	6.10	7.01	8.08	8.36	8.39	8.41
percentage change (over previous month)				1.33	0.76	0.70
i) Agriculture	192.39	205.98	115.81	124.76	125.74	126.65
percentage change (Point to Point)	6.16	7.06	8.17	8.42	8.45	8.47
percentage change (over previous month)				1.38	0.79	0.72
ii) Fish	183.06	191.07	113.09	120.88	121.18	121.53
percentage change (Point to Point)	2.95	4.37	8.35	7.30	7.36	7.41
percentage change (over previous month)				0.37	0.25	0.29
2. Industry	187.83	201.01	114.72	122.76	123.62	124.40
	5.85	6.97	7.24	7.73	7.77	7.80
				0.98	0.70	0.63
i) Construction	174.62	184.35	114.29	122.31	123.14	123.87
percentage change (Point to Point)	4.41	5.57	8.26	7.68	7.72	7.77
percentage change (over previous month)				0.94	0.68	0.60
ii) Production	214.87	234.79	117.69	125.97	127.04	128.14
percentage change (Point to Point)	8.30	9.28	7.70	8.05	8.09	8.01
percentage change (over previous month)				1.30	0.85	0.86
3. Service	199.42	212.23	116.22	124.81	125.76	126.76
percentage change (Point to Point)	6.32	7.31	8.29	8.40	8.43	8.44
percentage change (over previous month)				1.11	0.76	0.79

Source: Bangladesh Bureau of Statistics

WAGE RATE INDEX BY SECTORS: DHAKA DIVISION (BASE: 2021-22=100)

Sector	2021-22	2022-23	2023-24	November '24	December '24	January '25
General	189.42	199.93	112.92	121.66	122.41	123.03
percentage change (Point to Point)	5.25	5.54	6.98	8.04	8.07	8.10
percentage change (over previous month)				1.02	0.62	0.51
1. Agriculture	190.78	201.30	112.51	121.58	122.34	122.85
percentage change (Point to Point)	5.11	5.51	6.60	8.10	8.13	8.14
percentage change (over previous month)				1.28	0.63	0.41
i) Agriculture	190.80	201.36	112.50	121.57	122.34	122.84
percentage change (Point to Point)	5.13	5.53	6.58	8.10	8.13	8.14
percentage change (over previous month)				1.28	0.63	0.41
ii) Fish	187.35	193.85	113.66	123.25	123.68	123.91
percentage change (Point to Point)	2.74	3.47	9.85	8.48	8.50	8.55
percentage change (over previous month)				0.68	0.35	0.19
2. Industry	182.93	193.18	113.41	121.91	122.59	123.20
percentage change (Point to Point)	5.17	5.60	7.39	7.91	7.93	7.95
percentage change (over previous month)				0.88	0.55	0.50
i) Construction	173.84	181.65	113.12	121.58	122.23	122.81
percentage change (Point to Point)	3.86	4.50	8.24	7.88	7.90	7.92
percentage change (over previous month)				0.80	0.53	0.48
ii) Production	202.14	217.53	115.97	124.81	125.74	126.59
percentage change (Point to Point)	7.63	7.63	7.76	8.14	8.19	8.22
percentage change (over previous month)				1.64	0.75	0.68
3. Service	200.28	211.37	111.75	120.74	121.80	122.73
percentage change (Point to Point)	6.00	5.54	5.87	8.52	8.54	8.63
percentage change (over previous month)				1.04	0.88	0.76

Source: Bangladesh Bureau of Statistics

PRODUCTION OF SELECTED INDUSTRIAL ITEMS ON LARGE SCALE (BASE YEAR : 2015-16)

Description of items of industry	Unit	No. of reporting industries	2022-23	2023-24 (R)	Oct-23 (R)	Sep-24 (P)	Oct-24 (P)
Mfg. of Food Products							
Processing and preserving of meat	M. Ton	3	1146	1337	1376	1080	1045
Processing and preserving of fish, crustaceans and molluscs	M. Ton	EBP.	4047	3523	4053	3320	2850
Processing and preserving of fruit and vegetables	'000' Litre	3	2625	2913	2720	2545	2750
Mfg. of vegetable and animal oils and fats	M. Ton	3	155079	176472	150952	150250	148520
Mfg. of dairy products	M. Ton	3	6516	7937	8073	8234	9458
Mfg. of rice & rice milling	M. Ton	3	198	199	172	215	198
Mfg. of bakery products	M. Ton	3	2973	3239	3068	3725	3450
Mfg. of sugar, cocoa, chocolate and sugar confectionery	M. Ton	BSFIC	1729	2568	0	0	0
Mfg. of macaroni, noodles, couscous and similar farinaceous products	M. Ton	3	58	60	49	74	54
Mfg. of processing of tea and coffee	M. Ton	BTB	8329	8391	14593	12217	14923
Mfg. of other food products n.e.c. (Salt)	M. Ton	3	206	261	225	258	268
Mfg. of Prepared animal feeds	M. Ton	3	83709	87798	84200	86287	92283
Mfg. of Beverages							
Mfg. of soft drinks	'000' Litre	4	15825	16113	17828	16200	19500
Mfg. of Tobacco							
Mfg. of tobacco products (cigarettes & others	Million No.	3	54555	59343	57461	66250	58610
Mfg. of bidies, Zadra and quivam, Tobacco manufacture n.e.c.	Million No	5	2093	1831	1960	1652	1802
Mfg. of textile							
Preparation and spinning of textile fibres	M. Ton	7	2879	2659	2248	2450	2520
Weaving of textiles, Silk & Synthetic	'000 Mitre	4	1169618	1293246	1485017	1049686	1449686
Finishing of textiles (dying, bleaching etc.)	'000 Mitre	7	14362	17278	17717	17890	20097
Mfg. of Jute textiles, Pressing and baling of jute and other fibres, spooling and thread ball	M. Ton	BJMC	32209	38051	41083	26500	29500
Mfg. of Knitted and crocheted fabrics, made-up textile articles, except apparel, carpets	M. Ton	10	871145	925992	867754	1022765	939205
Mfg. of Wearing Apparel (Ready made garment)			150669	146752	97322	134875	118344
Mfg. of Wearing apparel, except fur apparel	Million TK		150669	146752	97322	134875	118344
Mfg of Knitted and crocheted apparel, articles of fur and crocheted apparel	Million TK	EBP.	150669	189201	152501	197040	180034
Mfg. of leather and related products							
Tanning and dressing of leather; dressing and dyeing	Dozen	EBP.	1441	1608	1388	985	1350
Mfg. of luggage, handbags and the like, saddlery and	'000 Pair	3	1598	1849	1772	2200	1850
Manufacture of footwear	'000' sqm.	5	522	416	351	375	321
Mfg. of Wood and Products							
Sawmilling, wood-based panels, wooden containers, bamboo & cane Products	'000' sqm.	3	179774	176458	193342	200239	212540

Description of items of industry	Unit	No. of reporting industries	2022-23	2023-24 (R)	Oct-23 (R)	Sep-24 (P)	Oct-24 (P)
Mfg. of Paper and Paper Products							
Manufacture of pulp, paper and paperboard	M. Ton	3	4368	4009	4590	4312	3760
Mfg of other articles of paper and paperboard	M. Ton	3	12553	13057	14253	14250	11278
Printing & Reproduction of Recorded Media							
Printing, Service activities related to printing, Reproduction of recorded media	'000' No.	3	9195	10111	9230	11350	12140
Manufacture of Coke and Refined Petroleum Products							
Manufacture of refined petroleum products	M. Ton	1	127225	342175	131955	148892	146840
Manufacture of Chemicals and Chemical Products							
Mfg. of basic chemicals (Compressed Liquid Gas)	C. No	3	1516	1233	1557	1750	1495
Mfg. of fertilizers and nitrogen compounds; plastics & synthetic rubber	M. Ton	3	79001	62126	19978	63100	20450
Mfg. of paints, varnishes and similar coatings, printing ink and mastics, Pesticides & other agrochemical products	'000' Litre	3	233	256	250	276	285
Mfg. of soap and detergents, cleaning and polishing preparations, perfumes	'000' Tk.	3	95646	85965	89534	110260	112500
Matches, Fire fox, manmade fibre, other chemical products	'000' Gross	3	3971	4289	4892	4075	4125
Mfg. of Pharmaceutical							
Mfg. of pharmaceuticals, medicinal chemical and botanical products	'000' Tk.	10	10195155	11574953	12744556	11366602	13078463
Mfg. of unani& Ayurvedic, homeopathic & biochemical medicine.	'000' Tk.	3	115900	133231	116504	131550	126640
Manufacture of rubber tyres and tubes; retreading and rebuilding of rubber tyres	Dozen	3	176128	194769	187698	211520	210980
Mfg. of plastics products	M. ton	3	3257	3440	4407	4250	4350
Manufacture of polythene products	'000' Doz	3	13229	13377	14645	14880	14690
Manufacture of Other Non-metallic Mineral							
Manufacture of glass and glass products	'000' Sqf.	3	11135	14659	12670	16325	15450
Mfg. of clay building materials, Refractory Products	'000' Sqf.	3	1201	1058	1321	1435	1451
Mfg. of other porcelain and ceramic products		3	1681	1875	1691	1450	1458
Manufacture of cement, lime and plaster; article of concrete cement & shaping & finishing of	'000' Sqf.	8	820410	802640	734576	690932	755145
Manufacture of bricks	'000' No.	3	53.427	51.600	52.000	48.200	50.210
Mfg. of basic metals							
Manufacture of basic iron and steel; basic precious & other non ferrous metals; casting of non-ferrous metals	M. Ton	6	128513	126987	123406	128907	131453
Mfg. of fabricated metal products except machinery							
Manufacture of cutlery, hand tools and general hardware	'000' No.	3	4128	4105	4168	4080	3850
Manufacture of other fabricated metal products n.e.c.	M. Ton	3	114	139	118	155	159
Mfg. of computer, electronic and optical products							
Manufacture of communication equipment; electronic components & boards; computer & peripheral equipment	No.	3	66565	70141	57623	70800	71500
Mfg. of electrical equipment							
Manufactur of Batteries & Accumulator	'000' No.	3	53.72	61.87	60.50	55.40	75.40

Description of items of industry	Unit	No. of reporting industries	2022-23	2023-24 (R)	Oct-23 (R)	Sep-24 (P)	Oct-24 (P)
Mfg. of Fibre optics cables; other electronic and electric wires and cables;	M. Ton	3	8010	9853	10589	14500	12768
Mfg. of domestic appliances; other electrical appliances	No.	3	384275	390297	370280	408728	418946
Mfg of machinery & Equipment							
Mfg. of metal forming machinery and machine tools; machinery for food, beverage & tobacco processing.	No.	3	1117	1251	1178	1625	1618
Mfg. of motor vehicles, trailers and semi-trailers							
Mfg. of motor vehicles ; bodies (coachwork) for motor vehicles, trailers & semi-	No.	3	507	423	450	482	446
Mfg. of other transport equipment							
Building of ships and floating structures; ship breaking & dismantling; railway locomotives	M. Ton	8	6703	6400	6620	8220	6840
Mfg. of Motor vehicles	No.	3	1584	2067	2120	2340	2550
Mfg. of bicycles and invalid carriages	No.	3	2182	2562	2645	2850	2980
Mfg. of Furniture							
Mfg. of wooden furniture and fixture	No.	3	17768	16511	16150	16850	16880
Mfg. of plastic furniture and fixture	No.	3	2697802	2360822	2895989	2585611	2652526
Mfg. of packaging materials	No.	3	532	525	510	539	555
Other Manufacturing							
Mfg. of sports goods	Million Tk.	3	120	133	125	143	139

Note: P= Provisional, Source: Bangladesh Bureau of Statistics (BBS)

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A BRIEF PROFILE OF BEF

Bangladesh Employers' Federation (BEF) is the national organization of employers. It represents all associations representing major industries in the country as well as established individual enterprises.

The objectives of the Federation are to promote, encourage and protect the interests of employers in industrial relations and, through such efforts, to establish good relations among employers and workers, which play a vital supporting role in the country's economic development.

BEF is well known as a progressive body, having a proactive approach on social issues. It is the only body of the employers recognized by the Ministry of Labour and Employment, and accordingly enjoys the sole representative capacity in the Tripartite Consultative Council, Labour Courts, Minimum Wages

Board, National Wages and Productivity Commission, etc. It closely interacts with the Ministry of Labour and Employment on all policy issues. Similarly, it maintains close touch with other relevant Ministries of the Government on issues concerning industrial relations, enterprise efficiency, competitiveness, etc.

BEF's activities cover a wide range of issues besides industrial relations. Training and skill development is a major activity along with enterprise level programs for productivity improvement, safety and health, good management practices, etc.

BEF has taken major initiatives to foster close relationship with the trade unions and it enjoys their goodwill and confidence on many issues.



Bangladesh Employers' Federation