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BANGLADESH EMPLOYERS' FEDERATION

Bangladesh Employers' Federation

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ARTICLE

WHAT IS EMPLOYEE ENGAGEMENT, AND HOW DO YOU IMPROVE IT?

Gallup defines employee engagement as the involvement and enthusiasm of employees in their work and workplace. Highly engaged employees are emotionally connected and committed to their work, and they perform better.

Engaged employees are more likely to:

- take initiative and go beyond what's expected of them
- stay with their company longer
- deliver better customer outcomes
- collaborate effectively with others
- show resilience under stress or change

Measuring employee engagement offers leaders insight into the employee experience, showing them whether employees are deeply invested in their work or just going through the motions.

Measurement reveals whether an organization's team-building efforts and HR strategies are driving results or need improvement. Using Gallup's approach to employee engagement, leaders can strengthen employees' connection to their work, build a more resilient culture and prevent burnout before it takes hold.

WHY IS EMPLOYEE ENGAGEMENT IMPORTANT?

Employee engagement is a performance strategy that distinguishes high-performing cultures from struggling ones. Gallup's workplace engagement data show that engaged employees drive stronger business outcomes across every industry, regardless of company size or economic conditions.

Engaging employees leads to:

- higher productivity and profitability
- lower absenteeism and turnover
- fewer safety incidents and quality defects
- stronger customer loyalty

These outcomes are based on decades of research across industries and organizations worldwide. When comparing the most engaged teams to the least engaged, Gallup research reveals the clear benefits of employee engagement:

Employees make decisions and take actions every day that can affect both the workforce and organizational effectiveness. The way a company treats employees and how employees treat one another can positively affect their actions or can place an organization at risk.

Based on decades of employee engagement research, Gallup knows that engaged employees produce better business outcomes than other employees, regardless of industry, company size or nationality, and in good economic times and bad.

HOW ARE ENGAGED EMPLOYEES DIFFERENT FROM OTHER EMPLOYEES?

Gallup identifies three types of employees, each with distinct behaviors, mindsets and business impact. The most successful organizations understand these personas and work to move people into the "engaged" category.

Engaged Employees

Engaged employees are highly involved in and enthusiastic about their work and workplace. They are psychological "owners," drive high performance and innovation, and move the organization forward.

Example: An employee who logs in for a few hours longer to get a project over the finish line or who spends more time on the phone with a client who needs help because they're committed to their organization's "client first" values. They build up their coworkers and have strong relationships within the organization.

Not Engaged Employees

Not engaged employees are psychologically unattached to their work and company. Because their engagement needs are not being fully met, they're putting time, but not energy or passion, into their work.

Example: An employee who completes their work but is fueled by duty rather than passion or personal interest. This employee may prefer to fly under the radar and might back down from more intense or high-profile work.

Actively Disengaged Employees

Actively disengaged employees aren't just unhappy at work. They are resentful that their needs aren't being met and are acting out their unhappiness. Every day, these workers potentially undermine what their engaged coworkers accomplish.

Example: An employee who spends their time talking negatively about coworkers, current projects, leaders, etc. They may be searching for other employment opportunities in their spare time and do not plan to stay at their current job much longer.

WHOSE JOB IS EMPLOYEE ENGAGEMENT?

Improving employee engagement is a shared responsibility within an organization. Leaders set the tone, and managers make it real for employees, who live out engagement every day.

Who is responsible for engagement?

- Executives create the vision and model engagement from the top.
- Managers drive 70% of the variance in team engagement and make or break the employee experience.
- Employees take responsibility for and communicate their engagement needs.

Effective employee engagement strategies start at the top of an organization. Highly engaged workplaces have executive leaders who buy into, communicate and model engagement, creating the conditions for managers and employees to adopt an engagement mindset.

How Leaders Can Increase Employee Engagement

- Align engagement efforts with the organization's broader employee experience strategy.
- Communicate the importance of employee engagement.
- Build trust in the benefits of engagement.
- Model engaging behaviors.
- Redefine managers' roles and expectations.
- Provide employee engagement tools, resources and development that managers need to coach team members and meet those expectations.
- Create evaluation practices that help managers accurately measure performance and hold employees accountable.

Once executives are committed, managers are essential to engagement. In fact, 70% of the variance in team-level engagement is determined solely by the manager.

EMPLOYEE ENGAGEMENT SHOULD BE A MANAGER'S PRIMARY RESPONSIBILITY

Managers ensure that employees know what work needs to be done, supporting and advocating for them when necessary and explaining how their workplace engagement connects to organizational success.

To succeed in that responsibility, managers need to know how to engage employees by having powerful coaching conversations.

Unfortunately, most managers don't know how to make frequent conversations meaningful, so their actions are more likely to be interpreted as micromanaging without providing the right tools and direction.

So, it's not enough for leaders to simply tell managers to own engagement and coach their teams.

WHAT ARE THE DRIVERS OF EMPLOYEE ENGAGEMENT?

Employee engagement grows when people feel connected to their work, valued for their strengths and supported by great managers. Gallup identifies five essential elements that consistently drive engagement.

Key drivers of employee engagement include:

- Purpose — Doing work that feels meaningful and mission-driven
- Development — Having opportunities to learn and grow
- Caring managers — Feeling supported by someone who genuinely cares
- Ongoing conversations — Receiving consistent feedback and coaching
- Focus on strengths — Being encouraged to use what you do best every day

EMPLOYEE ENGAGEMENT: DEEPER THAN TEMPORARY SATISFACTION

One of the most common mistakes companies make is to approach engagement as a sporadic exercise in making their employees feel happy, usually around the time when a survey is coming up.

It's true that we describe engaged employees as "enthusiastic." And employee engagement surveys play a big role in measuring staff engagement. But it's not that simple.

Employees need more than a fleeting, warm-fuzzy feeling and a good paycheck (even if it helps them respond positively on employee engagement survey questions) to invest in their work and achieve more for their company.

People want purpose and meaning from their work. They want to be known for what makes them unique. This is what drives employee engagement.

And they want relationships, particularly with a manager who can coach them to the next level. This is who drives employee engagement.

When engaging employees, leaders need to know a key fact about today's workplace: It has evolved. Gallup research reveals that to perform at their highest, employees need something different from their work than they used to.

What Causes an Employee Engagement Strategy to Fail?

Most engagement strategies fail because they aren't treated as core business priorities. When engagement is siloed in HR or reduced to survey scores, organizations miss the deeper drivers of performance and culture.

Common reasons employee engagement efforts fail:

- Lack of executive ownership — Leaders don't model or prioritize engagement.
- Overcomplicated strategies — Focus drifts from core employee needs.
- Misleading metrics — Using "percent favorable" scores inflates results.
- Action gaps — Surveys are overused, and follow-through is inconsistent.

The greatest cause of a workplace engagement program's failure is this: Employee engagement is widely considered "an HR thing."

Source: https://www.gallup.com

BEF EVENTS

BEF OFFICE-BEARERS PAY COURTESY CALL TO THE HON'BLE LABOUR AND EMPLOYMENT ADVISER

A delegation from BEF, headed by its President Mr. Fazlee Shamim Ehsan, met Brigadier General (Retd.) Dr. M. Sakhawat Hussain, Adviser, Ministry of Labour and Employment, on 13 August 2025 at the Bangladesh Secretariat. The delegation included Committee Members Mr. Zaraif Ayaat Hossain, Mr. Mudassir Murtaza Moin, Mr. Taosif Iqbal Siddiqui, Mr. Hamzah Saquif Tabani, Mr. Md. Akhter Hossain, and Mr. Tanvir Ibrahim. BEF Secretary-General & CEO Mr. Farooq Ahmed was also present.

NEW BEF LEADERSHIP MEETS NATIONAL-LEVEL WORKER REPRESENTATIVES

On 18 August 2025, BEF hosted a courtesy meeting at its Gulshan office to introduce its new leadership to national-level worker representatives. The event brought together members of the newly elected BEF Committee and worker leaders, creating an opportunity for dialogue and mutual understanding. The meeting concluded with a dinner.

BEF HOLDS EXCHANGE OF VIEWS WITH DEVELOPMENT PARTNERS

BEF hosted a high-level exchange of views at its Gulshan office on 01 September 2025, following the leadership transition that took effect on 01 August 2025. The meeting facilitated a discussion among distinguished representatives from diplomatic missions and development partners regarding current labor market and industrial reform programs. Central to the conversation was the ongoing process of evaluating and adjusting Bangladesh's labor law under new economic and social objectives. Former presidents of BEF, along with its committee members, also attended the meeting. This engagement shows the BEF's commitment to encouraging inclusive cooperation and policy discussion to advance sustainable development.

MEETING WITH A DELEGATION FROM THE JAPANESE PARLIAMENTARY COMMITTEE

On 2 September 2025, BEF hosted a meeting at its Gulshan office with a visiting delegation from the Japanese Parliamentary Committee. The discussion centered on the current state of Bangladesh–Japan bilateral relations, with participants exploring avenues for deepening cooperation and exchange across strategic sectors. Representatives from the National Coordination Committee for Workers' Education and the ILO were also present, providing significant insights during the discussion. The discussion was moderated by Mr. Farooq Ahmed, Secretary-General and CEO, BEF.

WORKSHOP ON DEVELOPING A ROADMAP FOR PROMOTING RBC AND HRDD IN DHAKA

On 4 August 2025, BEF and the ILO's Labour Administration and Working Conditions Cluster jointly organized a workshop on Responsible Business Conduct (RBC) and Human Rights Due Diligence (HRDD) at the MCCI's Gulshan office, Dhaka, under the Team Europe Initiative (TEI) on Decent Work in Bangladesh.

Mr. Farooq Ahmed, Secretary-General & CEO, BEF, welcomed participants and emphasized RBC and HRDD as vital for sustainable business practices. He expressed BEF's commitment to advocating for a national policy on RBC and HRDD. Mr. Mahmudul Islam Khan, Senior Programme Officer, ILO, elaborated on the workshop's objectives, while Mr. Omar H. Khan, Managing Partner and Head of Chambers, Legal Counsel, moderated the open discussion. The event was attended by 48 participants from the agro-processing, leather, and pharmaceuticals sectors.

CONSULTATION WORKSHOP ON GOOD PRACTICES AND CHALLENGES IN APPLYING BLA AND ILS IN DHAKA

BEF, in collaboration with the Labour Administration and Working Conditions Cluster of the ILO Country Office for Bangladesh, organized a consultation workshop on Good Practices and Challenges in Applying the Bangladesh Labour Act (BLA) and International Labour Standards (ILS) on 3 August 2025 at the MCCI's Gulshan office, Dhaka.

Mr. Md. Saidul Islam, Additional Secretary-General, BEF, opened the session, stressing the importance of aligning national labor practices with BLA and ILS. Ms. Chayanich Thamparipattra, Project Technical Officer at the ILO, provided a background presentation. The program included interactive group work, attended by 28 participants representing various BEF member organizations.

CAPACITY BUILDING TRAINING ON GENDER EQUALITY GUIDELINE FOR THE EMPLOYERS

BEF, in collaboration with the ILO and the Chittagong Women Chamber of Commerce and Industry (CWCCI), conducted a two-day training program on Gender Equality Guidelines for Employers during 17–18 August 2025 at CWCCI's Conference Hall, Chattogram. The training aimed to enhance participants' understanding of gender equality, workplace diversity, and the benefits of inclusive practices.

Mr. Joha Jamilur Rahman, Head of Training, BEF, facilitated the sessions using participatory methods to engage attendees while Chief Guest Mr. G.A. Rayhan, CEO of CWCCI, shared his perspectives. Business leaders, SME owners, HR professionals, and entrepreneurs, including women and marginalized groups, actively participated in the discussions. A total of 20 participants from priority sectors—care, agriculture, tourism & hospitality, and ICT—attended the training.

HOME

4942 JOB OPPORTUNOTIES TO BE CREATED IN BEPZA ECONOMIC ZONE

The Chinese Kaixi Group signed a new agreement with Bangladesh Export Processing Zone Authority (BEPZA) to invest US$40.05 million in an intimate garments and accessories plant in the BEPZA Economic Zone(BEPZA EZ) and create employment opportunities for 3003 people. The facility will produce 18 million pairs of lingerie and undergarments, as well as 20 million pairs of bra foam and bra cups annually.

Meanwhile, another Chinese company Dunion Taiyang Sheng Shoes (BD) Co. Ltd. signed an agreement with BEPZA to invest US$ 10.20 million in BEPZA EZ and establish a footwear plant. The company plans to produce 2.10 million pairs of sandals, flats, high heels, pumps, booties, and boots and sports shoes annually, creating employment opportunities for 1,939 people.

820 JOBS TO BE CREATED IN MONGLA EPZ

South Korea's OCF Co. Ltd. will invest US$8.06 million in the Mongla Export Processing Zone to set up a plant manufacturing tents, camping furniture, accessories, and bags. The project is expected to create 820 jobs and will produce tents, accessories, camping chairs and tables, aluminum and carbon poles, ski and trekking poles, walking sticks, bed cots, stands, pet furniture, arrows, and various types of bags.

ILO AND BBS PARTNER TO STRENGTHEN LABOR MARKET INSIGHTS

The International Labour Organization (ILO) has signed an Implementation Agreement with the Bangladesh Bureau of Statistics (BBS) to conduct the Labour Demand Survey 2025 and the Wage Survey 2025. This 12-month initiative, running from July 2025 to June 2026, aims to enhance the country's labour market data ecosystem by providing crucial, real-time insights into employment trends, skill requirements, and wage levels across various sectors.

The surveys will be carried out with technical support from the ILO, with BBS overseeing the implementation. The collaboration between the two organizations will help bridge the gap in labour market data and statistics, which has traditionally focused on labour supply rather than demand. This partnership stems from discussions at a national dialogue on Labour Market Data & Statistics, organized by the ILO in December 2024, where the need for high-quality, standardized data and extensive collaboration between the ILO and BBS was emphasized.

The primary objectives of the surveys are to:

- Quantify employment demand across various sectors.
- Identify specific skills and qualifications that are most in demand to enable targeted workforce development.

- Anticipate future labour needs based on current demand trends.
- Analyze employment patterns and recruitment practices to understand workforce dynamics.
- Improve wage data by conducting a survey to assess minimum and living wage standards in selected sectors.

This initiative aligns with Bangladesh's commitment to the Sustainable Development Goals (SDGs), particularly SDG 8, which focuses on decent work and economic growth. This initiative is funded under the Advancing Decent Work in Bangladesh project by the Team Europe Initiative (EU, Denmark, the Netherlands, and Sweden) and Canada.

TWO NEW FACTORIES RECEIVE LEED PLATINUM CERTIFICATION

A. G. Dresses Ltd and Fin Bangla Apparels Ltd have received LEED Platinum certification from the US Green Building Council (USGBC). This brings Bangladesh's total LEED-certified factories to 263, including 111 Platinum and 133 Gold. Notably, 68 Bangladeshi factories are ranked among the world's top 100 highest-rated LEED-certified units, solidifying the country's leadership in green manufacturing.

INFLOW OF REMITTANCES GREW BY 29.48 % IN JULY 2025

According to the Bangladesh Bank (BB) latest data, In July 2025, remittance inflow reached US$2.48 billion, up 29.48% from US$1.91 billion a year earlier. Remittance growth was supported by easing political tensions and a more stable foreign exchange market.

Top contributing countries:

Saudi Arabia: US $426.36 million (17.21%)

UAE: US$283.83 million (11.45%)

UK: US$282.55 million (11.40%)

The Gulf Cooperation Council (GCC) countries (Saudi Arabia, UAE, Kuwait, Qatar, Oman, Bahrain) contributed 46.44 percent, while among the European countries, the UK and Italy contributed 18.22 percent of total remittances received in July of FY26.

TOURISM SECTOR WORKERS TO GET SKILLS-BASED TRAINING

National Skills Development Authority (NSDA) aims to integrate workers of the tourism and hospitality sector into decent and dignified employment through skills-based training and certification, NSDA Executive Chairman said while speaking at a stakeholder consultation titled 'Skills Development, Industry Linkage and Employment in Tourism & Hospitality Industry Skills Council (ISC)', held under the initiative of NSDA.

The Executive Chairman said that NSDA was working to create a quality skills ecosystem. Only when the Industry Skills Council (ISC) was strong, the skills ecosystem would move forward. She sought the cooperation of the ISC in the industrial integration of apprentices.

The Executive Chairman emphasized the need to make the Tourism & Hospitality ISC sustainable and capable, while also ensuring close coordination with NSDA to carry forward sector-specific initiatives.

The session concluded with participants offering policy-level recommendations and practical suggestions, which NSDA indicated could be incorporated into its future action plans.

ILO

SOCIAL DIALOGUE IN LATIN AMERICA AND THE CARIBBEAN

The ILO Regional Office for Latin America and the Caribbean has released a new report on the state of social dialogue in the region. It compiles experiences aimed at strengthening tripartite institutions, preventing conflicts, and promoting fairer and more sustainable labor relations.

The report, part of the 2024 Regional Initiative for the Strengthening of Social Dialogue and Labour Relations (IRDS), offers strategic and technical support to governments, employers, and workers.

Highlights include:

- A mapping of tripartite institutions in each country.
- Notable good practices at the national level.
- Analysis of links between social dialogue and the Sustainable Development Goals (SDGs).
- Recommendations for improving labor governance and social participation.

Despite progress, challenges remain, including low union density, employer fragmentation, and the need to safeguard freedom of association and collective bargaining. The ILO urges constituents to use the report as a roadmap for advancing sustainable social dialogue.

CAMBODIA AND CHINA FORGE NEW PARTNERSHIP TO BOOST SKILLS TRAINING AND YOUTH EMPLOYMENT

On 18 August 2025, Cambodia's Battambang Institute of Technology and China's Xiangyang Vocational College of Science and Technology signed a Memorandum of Understanding (MoU), with support from the ILO.

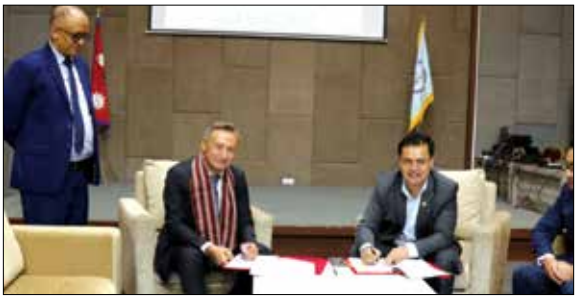
The collaboration will:

- Strengthen teacher training.
- Modernize curricula.
- Expand student exchange opportunities.
- Align training with Cambodia's industry needs.

The initiative, under the ILO-China Partnership Project and the Belt and Road South-South Cooperation Network on Skills Development, will expose Cambodian students to advanced knowledge in high-demand sectors such as renewable energy, robotics, and intelligent manufacturing.

Since its launch in 2019, the project has connected 41 institutions across China, Cambodia, Lao PDR, and Myanmar to share knowledge in curriculum design, teacher training, skills certification, and industry-focused education.

EFFORTS TO IMPROVE SUPPORT SERVICES TO NEPALI MIGRANT WORKERS



Labor migration remains a reality for Nepal, with large numbers of Nepalis seeking work abroad, particularly in the Gulf countries, Malaysia, and beyond. While it brings significant economic benefits, it also exposes migrants to challenges such as inadequate legal protection, poor working conditions, psychosocial stress, and limited access to support services in host countries.

Through the *Migrant Rights and Decent Work (MiRiDeW) Project – Phase II,* supported by the Swiss Agency for Development and Cooperation (SDC), ILO Nepal has signed an implementation agreement with the Non-Resident Nepali Association (NRNA).

The agreement, signed by Numan Özcan, Country Director of the ILO Country Office for Nepal, and Dr. Badri KC, President of the NRNA International Coordination Council, focuses on strengthening the institutional capacity of NRNA chapters in key destination countries, especially in the Middle East and Malaysia.

Key objectives include:

- Capacity building of NRNA National Coordination Councils (NCCs) to deliver structured and sustainable services.
- Policy advocacy with the Government of Nepal and stakeholders on migrant rights and labor migration issues.
- Mental health and psychosocial support for vulnerable migrants — particularly women and undocumented workers — through awareness sessions and information materials.

EFFORTS TO ELIMINATE CHILD LABOUR IN SEASONAL AGRICULTURE IN BLACK SEA REGION OF TÜRKIYE

An ILO delegation, alongside the Ministry of Labour and Social Security (MoLSS), CAOBISCO, and social partners, visited Ordu and Samsun to assess progress in tackling child labour in hazelnut agriculture.

On the second day of the three-day mission, the delegation met with Samsun's Governor Orhan Tavlı and Mayor Halit Doğan. Discussions reviewed progress and reaffirmed a shared commitment to improving the living and working conditions of seasonal agricultural families.

Both officials expressed strong support for implementing national directives at the provincial level, emphasizing collaboration between municipalities, educational institutions, and communities. The ILO commended Samsun's leadership in expanding educational services, mobilizing provincial coordination boards, and improving living conditions for hazelnut-harvesting families.

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

Period	General Index	Food	Non-Food	Index by expenditure group						
				I. Clothing & Footwear	II. Fuel & Lighting	III. Household Equipment	IV. Medical Care & Health Expenses	V. Transport & Communication	VI. Recreation, Entertainment,	VIII. Mise. Goods & Services
2024										
February	120.09	119.07	120.92	117.40	120.38	125.95	122.39	119.31	126.00	125.96
March	121.60	121.50	121.69	117.96	122.03	126.26	122.84	119.20	126.59	127.38
April	122.30	122.63	122.02	118.30	122.78	126.70	122.84	119.17	126.59	127.35
May	122.04	121.42	122.54	118.34	123.12	126.85	123.06	119.33	127.37	128.25
June	123.38	123.94	122.93	118.43	123.23	126.96	123.77	119.48	127.68	128.54
July	126.06	128.64	123.96	118.80	123.93	127.09	124.50	119.79	128.29	129.83
2025										
February	131.29	130.08	132.26	129.53	130.82	136.28	127.62	126.64	134.56	143.11
March	132.98	132.35	133.49	135.31	132.05	137.02	128.70	127.17	136.36	143.05
April	133.50	133.21	133.74	135.75	132.41	137.35	128.74	127.32	136.58	143.24
May	133.08	131.85	134.09	136.51	132.29	137.97	128.94	127.26	137.29	145.99
June	133.858	133.10	134.45	136.67	132.67	138.18	129.02	127.16	138.23	148.14
July	136.83	138.36	135.59	137.57	133.60	138.87	129.61	128.28	139.71	149.54

Source: Bangladesh Bureau of Statistics

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

Period	General Index	Food	Non-Food	Index by expenditure group						
				I. Clothing & Footwear	II. Fuel & Lighting	III. Household Equipment	IV. Medical Care & Health Expenses	V. Transport & Communication	VI. Recreation, Entertainment,	VIII. Mise. Goods & Services
2024										
February	120.16	119.30	120.98	115.84	122.96	125.79	125.76	120.38	124.23	122.81
March	121.81	121.89	121.74	116.09	124.55	126.08	126.21	120.28	124.96	124.31
April	122.61	123.14	122.11	116.42	125.35	126.56	126.21	120.21	124.96	124.29
May	122.26	121.90	122.61	116.45	125.43	126.63	126.21	120.27	125.50	125.32
June	123.59	124.16	123.05	116.49	125.57	126.71	126.88	120.45	125.95	125.60
July	126.38	128.66	124.21	116.81	126.53	126.73	126.91	120.72	126.49	126.53
2025										
February	**131.60**	**130.21**	**132.90**	126.41	135.82	136.48	129.29	128.57	132.72	139.28
March	**133.27**	**132.64**	**133.87**	129.33	136.88	137.39	130.85	129.18	135.32	139.81
April	**133.83**	**133.48**	**134.16**	129.59	137.40	137.80	130.89	129.42	135.57	140.06
May	**133.32**	**132.02**	**134.56**	130.82	137.08	138.39	130.89	129.37	136.65	143.02
June	**134.04**	**133.02**	**135.01**	130.94	137.66	138.67	130.98	129.25	137.18	145.28
July	**137.19**	**138.13**	**136.29**	131.56	139.01	139.38	131.39	130.96	138.74	146.64

Source: Bangladesh Bureau of Statistics

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

Period	General Index	Food	Non-Food	Index by expenditure group						
				I. Clothing & Footwear	II. Fuel & Lighting	III. Household Equipment	IV. Medical Care & Health Expenses	V. Transport & Communication	VI. Recreation, Entertainment,	VIII. Mise. Goods & Services
2024										
February	119.82	118.63	120.56	120.41	117.36	126.25	115.75	118.87	128.71	129.12
March	121.10	120.69	121.35	121.58	119.08	126.58	116.20	118.76	129.25	130.39
April	121.61	121.59	121.63	121.94	119.76	126.95	116.20	118.67	129.25	130.33
May	121.50	120.43	122.17	121.99	120.40	127.25	116.86	119.03	130.17	131.04
June	122.89	123.53	122.50	122.16	120.48	127.40	117.65	119.15	130.36	131.33
July	125.35	128.64	123.30	122.61	120.88	127.73	119.76	119.45	130.84	133.07
2025										
February	**131.01**	**129.86**	**131.73**	135.46	124.96	135.91	124.34	127.68	137.34	146.85
March	**132.79**	**131.77**	**133.42**	146.72	126.38	136.33	124.47	128.13	123.51	147.31
April	**133.28**	**132.69**	**133.64**	147.52	126.57	136.54	124.53	128.20	123.54	147.42
May	**133.05**	**131.62**	**133.94**	147.35	126.66	137.20	125.09	128.15	123.65	149.80
June	**133.88**	**133.41**	**134.17**	133.41	157.60	137.27	125.17	128.08	123.80	151.72
July	**136.58**	**138.99**	**135.07**	138.99	158.69	137.93	126.10	128.61	127.50	153.18

Source: Bangladesh Bureau of Statistics

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

Sector	2021-22	2022-2023	2023-24	May '25	June '25	July '25
General	191.80	205.30	115.33	128.33	128.60	128.88
percentage change (Point to Point)	6.06	7.04	7.74	8.21	8.18	8.19
percentage change (over previous month)				**0.35**	**0.21**	**0.22**
1. Agriculture	**192.21**	**205.69**	**115.66**	129.09	129.21	129.45
percentage change (Point to Point)	6.10	7.01	8.08	8.43	8.40	8.37
percentage change (over previous month)				0.32	0.10	0.18
i) Agriculture	192.39	205.98	115.81	129.45	129.55	129.71
percentage change (Point to Point)	6.16	7.06	8.17	8.50	8.47	8.54
percentage change (over previous month)				0.33	0.08	0.13
ii) Fish	183.06	191.07	113.09	123.00	123.63	125.04
percentage change (Point to Point)	2.95	4.37	8.35	7.21	7.18	5.61
percentage change (over previous month)				**0.15**	**0.52**	**1.14**
2. Industry	**187.83**	**201.01**	**114.72**	127.06	127.44	127.76
	5.85	6.97	7.24	7.90	7.87	7.91
				0.35	0.30	0.25
i) Construction	174.62	184.35	114.29	126.43	126.85	127.21
percentage change (Point to Point)	4.41	5.57	8.26	7.91	7.88	7.72
percentage change (over previous month)				0.33	0.33	0.29
ii) Production	214.87	234.79	117.69	131.50	131.61	131.63
percentage change (Point to Point)	8.30	9.28	7.70	7.82	7.79	9.17
percentage change (over previous month)				**0.52**	**0.08**	**0.02**
3. Service	**199.42**	**212.23**	**116.22**	129.85	130.28	130.66
percentage change (Point to Point)	6.32	7.31	8.29	8.45	8.43	8.40
percentage change (over previous month)				0.46	0.33	0.29

Source: Bangladesh Bureau of Statistics

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

Sector	2021-22	2022-23	2023-24	May '25	June '25	Jul'25
General	189.42	199.93	112.92	125.49	125.75	125.89
percentage change (Point to Point)	5.25	5.54	6.98	8.26	8.24	8.72
percentage change (over previous month)				0.32	0.21	0.11
1. Agriculture	**190.78**	**201.30**	**112.51**	**125.72**	**125.78**	**125.82**
percentage change (Point to Point)	5.11	5.51	6.60	8.45	8.39	9.87
percentage change (over previous month)				0.38	0.04	0.03
i) Agriculture	190.80	201.36	112.50	125.73	125.78	125.82
percentage change (Point to Point)	5.13	5.53	6.58	8.45	8.39	9.89
percentage change (over previous month)				0.38	0.04	0.03
ii) Fish	187.35	193.85	113.66	124.76	124.94	125.99
percentage change (Point to Point)	2.74	3.47	9.85	8.45	8.46	5.03
percentage change (over previous month)				0.16	0.14	0.84
2. Industry	**182.93**	**193.18**	**113.41**	**125.49**	**125.88**	**126.08**
percentage change (Point to Point)	5.17	5.60	7.39	8.08	8.08	7.93
percentage change (over previous month)				0.30	0.31	0.16
i) Construction	173.84	181.65	113.12	125.12	125.52	125.74
percentage change (Point to Point)	3.86	4.50	8.24	8.07	8.08	7.98
percentage change (over previous month)				0.31	0.33	0.17
ii) Production	202.14	217.53	115.97	128.82	129.00	129.12
percentage change (Point to Point)	7.63	7.63	7.76	8.16	8.15	7.48
percentage change (over previous month)				0.25	0.13	0.09
3. Service	**200.28**	**211.37**	**111.75**	**124.99**	**125.17**	**125.20**
percentage change (Point to Point)	6.00	5.54	5.87	8.64	8.59	9.68
percentage change (over previous month)				0.26	0.14	0.02

Source: Bangladesh Bureau of Statistics

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

Sector	2021-22	2022-23	2023-24	May '25	June '25	July '25
General	189.51	202.76	113.92	125.88	126.38	126.58
percentage change (Point to Point)	6.10	6.99	6.48	7.67	7.65	8.04
percentage change (over previous month)				0.38	0.39	0.16
1. Agriculture	**190.56**	**202.96**	**113.08**	**125.26**	**125.50**	**125.89**
percentage change (Point to Point)	6.23	6.51	6.16	7.86	7.79	8.38
percentage change (over previous month)				0.37	0.19	0.31
i) Agriculture	190.76	203.31	113.32	126.65	126.72	126.74
percentage change (Point to Point)	6.34	6.59	6.30	8.27	8.20	9.69
percentage change (over previous month)				0.48	0.06	0.01
ii) Fish	185.39	193.62	112.47	121.78	122.42	123.76
percentage change (Point to Point)	3.38	4.44	7.69	6.79	6.75	5.16
percentage change (over previous month)				0.11	0.53	1.09
2. Industry	**184.54**	**198.01**	**114.28**	**125.68**	**126.23**	**126.34**
percentage change (Point to Point)	5.59	7.30	6.51	7.38	7.39	7.48
percentage change (over previous month)				0.33	0.44	0.08
i) Construction	182.46	195.63	114.18	125.43	126.00	126.10
percentage change (Point to Point)	5.51	7.23	6.49	7.32	7.32	7.40
percentage change (over previous month)				0.33	0.45	0.09
ii) Production	192.12	206.68	116.37	130.76	131.13	131.14
percentage change (Point to Point)	5.78	7.57	8.16	8.64	8.64	9.12
percentage change (over previous month)				0.37	0.29	0.00
3. Service	**194.39**	**210.68**	**115.12**	**129.20**	**130.30**	**130.34**
percentage change (Point to Point)	6.46	8.37	6.22	8.51	8.49	9.72
percentage change (over previous month)				0.65	0.85	0.03

Source: Bangladesh Bureau of Statistics

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

Description of items of industry	Weight	2022-23	2023-24	Jun-24	May-25 (P)	Jun-25 (P)
Mfg. of Food Products						
Processing and preserving of meat	0.02	228.69	266.95	183.16	246.12	184.80
Processing and preserving of fish, crustaceans and molluscs	0.43	135.57	123.91	89.34	139.35	102.29
Processing and preserving of fruit and vegetables	0.00	135.57	150.44	155.96	168.50	157.12
Mfg. of vegetable and animal oils and fats	0.12	221.13	251.64	164.48	358.91	98.35
Mfg. of dairy products	0.58	291.94	355.59	421.96	319.82	415.88
Mfg. of rice & rice milling	0.01	153.25	154.31	154.83	169.50	202.08
Mfg. of bakery products	0.65	177.58	193.50	212.91	184.73	199.21
Mfg. of sugar, cocoa, chocolate and sugar confectionery	1.48	1729	2568	0.00	0.00	0.00
Mfg. of macaroni, noodles, couscous and similar farinaceous products	0.12	153.53	157.81	189.08	216.08	203.68
Mfg. of processing of tea and coffee	0.00	196.91	198.37	303.17	204.44	253.33
Mfg. of other food products n.e.c. (Salt)	0.01	152.42	193.72	256.04	85.24	94.70
Mfg. of Prepared animal feeds	0.58	160.97	168.83	164.27	207.99	203.72
Mfg. of Beverages						
Mfg. of soft drinks	1.23	202.63	206.31	196.16	205.04	244.97
Mfg. of Tobacco						
Mfg. of tobacco products (cigarettes & others	2.40	270.85	294.63	319.03	335.15	239.28
Mfg. of bidies, Zadra and quivam, Tobacco manufacture n.e.c.	1.33	194.18	169.86	133.15	247.53	133.86
Mfg. of textile						
Preparation and spinning of textile flbres	2.32	206.06	190.34	202.17	195.92	220.52
Weaving of textiles, Silk & Synthetic	3.43	205.24	226.93	192.58	173.85	174.50
Finishing of textiles (dying, bleaching etc.)	1.31	167.75	201.80	220.85	198.38	179.89
Mfg. of Jute textiles, Pressing and baling of jute and other fibres, spooling and thread ball	2.01	93.54	110.51	306.69	67.03	257.03
Mfg. of Knitted and crocheted fabrics, made-up textile articles, except apparel, carpets	2.52	214.64	228.16	250.81	257.65	329.13
Mfg. of Wearing Apparel (Ready made garment)						
Mfg. of Wearing apparel, except fur apparel	33.93	181.50	176.79	183.88	163.80	167.51
Mfg of Knitted and crocheted apparel, articles of fur and crocheted apparel	27.07	209.34	202.48	220.66	154.68	211.63
Mfg. of leather and related products						
Tanning and dressing of leather; dressing and dyeing	0.05	104.77	123.94	70.14	91.57	78.59
Mfg. of luggage, handbags and the like, saddlery and	0.17	150.62	174.29	199.81	217.85	225.47
Manufacture of footwear	0.60	225.91	180.05	167.73	158.70	172.87
Mfg. of Wood and Products						
Sawmilling, wood-based panels, wooden containers, bamboo & cane Products	0.03	119.70	128.07	131.51	131.93	136.31
Mfg. of Paper and Paper Products						
Manufacture of pulp, paper and paperboard	0.27	134.59	133.43	114.82	127.18	130.02
Mfg of other articles of paper and paperboard	0.18	160.99	167.46	173.25	167.31	176.46
Printing & Reproduction of Recorded Media						
Printing, Service activities related to printing, Reproduction of recorded media	0.10	139.97	153.91	171.25	163.69	180.30
Manufacture of Coke and Refined Petroleum Products						
Manufacture of refined petroleum products	0.12	130.10	349.91	205.01	949.99	134.96
Manufacture of Chemicals and Chemical Products						
Mfg. of basic chemicals (Compressed Liquid Gas)	0.15	127.00	141.80	133.22	158.17	137.99
Mfg. of fertilizers and nitrogen compounds; plastics & synthetic rubber	0.57	116.12	95.14	125.23	75.61	125.57

Description of items of industry	Weight	2022-23	2023-24	Jun-24	May-25 (P)	Jun-25 (P)
Mfg. of paints, varnishes and similar coatings, printing ink and mastics, Pesticides & other agrochemical products	0.31	147.18	161.78	162.66	179.75	171.73
Mfg. of soap and detergents, cleaning and polishing preparations, perfumes	0.25	117.91	128.23	136.42	149.10	141.78
Matches, Fire fox, manmade fibre, other chemical products	0.01	117.86	127.31	118.28	127.49	122.37
Mfg. of Pharmaceutical						
Mfg. of pharmaceuticals, medicinal chemical and botanical products	3.03	277.71	315.29	303.30	307.71	282.82
Mfg. of unani& Ayurovedic, homeopatic & biochemical medicine.	0.02	279.20	320.94	307.89	322.32	281.07
Manufacture of rubber tyres and tubes; retreading and rebuilding of rubber tyres	0.45	171.35	189.49	186.26	183.96	178.78
Mfg. of plastics products	0.28	161.73	170.78	148.58	126.67	138.59
Manufacture of polythene products	0.08	125.99	137.59	119.00	121.71	122.86
Manufacture of Other Non-metallic Mineral						
Manufacture of glass and glass products	0.10	181.86	239.41	279.68	309.02	331.34
Mfg. of clay building materials, Refractory Products	0.20	121.39	136.36	138.84	100.16	160.57
Mfg. of other porcelain and ceramic products	0.10	134.62	150.17	163.80	152.21	145.59
Manufacture of cement, lime and plaster; article of concrete cement & shaping & finishing of	3.04	450.19	440.44	386.18	519.01	346.57
Manufacture of bricks	0.82	148.41	143.33	104.17	144.81	106.61
Mfg. of basic metals						
Manufacture of basic iron and steel; basic precious & other non ferrous metals; casting of non-ferrous metals	0.72	408.54	403.68	411.94	479.27	394.21
Mfg. of fabricated metal products except machinery						
Manufacture of cutlery, hand tools and general hardware	0.58	129.85	129.12	125.20	126.00	132.27
Manufacture of other fabricated metal products n.e.c.	0.07	112.95	137.91	176.73	236.93	182.50
Mfg. of computer, electronic and optical products						
Manufacture of communication equipment; electronic components & boards; computer & periphral equipment	0.54	135.88	143.18	152.08	162.87	158.00
Mfg. of electrical equipment						
Manufactur of Batteries & Accumulator	0.22	182.09	209.75	183.78	289.90	226.79
Mfg. of Fibre optics cables; other electronic and electric wires and cables;	0.25	166.46	204.77	103.60	103.75	90.31
Mfg. of domestic appliances; other electrical appliances	0.72	134.76	136.87	134.74	157.16	141.99
Mfg of machinery & Equipment						
Mfg. of metal forming machinery and machine tools; machinery for food, beverage & tobacco processing.	0.01	130.45	146.11	167.29	180.64	173.40
Mfg. of motor vehicles, trailers and semi-trailers						
Mfg. of motor vehicles ; bodies (coachwork) for motor vehicles, trailers & semi-	0.01	226.04	188.83	191.74	202.90	233.47
Mfg. of other transport equipment						
Building of ships and floating structures; ship breaking & dismanting; railway locomotives	3.93	217.90	201.32	213.75	285.32	285.68
Mfg. of Motor vehicles	0.14	177.17	231.16	313.76	288.59	443.45
Mfg. of bicycles and invalid carriages	0.10	118.20	138.78	133.91	169.24	141.17
Mfg. of Furniture						
Mfg. of wooden furniture and fixture	0.17	175.51	163.08	150.69	117.64	155.18
Mfg. of plastic furniture and fixture	0.04	161.14	141.01	149.88	161.25	155.54
Mfg. of packaging materials	0.30	145.00	143.03	151.49	144.45	160.05
Other Manufacturing						
Mfg. of sports goods	0.12	118.99	131.93	143.79	146.11	149.52

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

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