

# LABOUR NEWS

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BANGLADESH EMPLOYERS' FEDERATION



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## ARTICLE

# Fire Safety In The Workplace

From electrical malfunctions to improperly stored flammables, every workplace has the potential for fire hazards. While a fire can be devastating, taking proactive measures can significantly reduce the risk and ensure everyone's safety in the event of an emergency.

Below, we'll delve into workplace fire statistics, the five leading causes of workplace fires, and top workplace fire safety tips.

## How Common Are Workplace Fires?

According to the National Fire Protection Association (NFPA), a fire department in the U.S. responds to a fire every 24 seconds.

While most of these are residential fires, the U.S. Fire Administration estimates that there were 110,000 non-residential fires in 2023. Not all of those are workplaces, but on average, there are roughly 36,700 industrial and manufacturing fires, 16,500 office and store fires, and 1500 warehouse fires a year.

## The Most Common Workplace Fire Hazards

What are the statistics on fire hazards in the workplace? It depends on where you work. According to the NFPA, cooking is actually the leading cause of non-residential fires, but most of these occur in commercial kitchens. That's not your concern if you're in an industrial setting, since those have their own most common fire causes.

### Electrical Equipment

According to the NFPA, in 2023, there were 7400 non-residential building fires caused by electrical malfunctions, resulting in \$354.4 million in losses.



Electrical problems are a primary cause of workplace fires, including damaged wiring, faulty appliances, and overloaded circuits. Any of these issues can cause sparks or the buildup of excessive heat, triggering the ignition of any combustible materials nearby.

To mitigate this fire hazard, regularly inspect and maintain electrical systems and equipment. If you discover any damaged or outdated equipment, replace or repair it as soon as possible.

### Clutter



Tidying up and cleaning aren't just important because your mom said so. Clutter and dirt can actually be legitimate fire hazards in many workplaces.

Housekeeping is an important safety measure in any workplace, from construction sites to office buildings. Don't let unused materials accumulate without a plan for orderly storage. First, clutter can block or slow down the evacuation of the building during an emergency, and many materials like paper and cardboard will help flames spread more quickly.

Failing to clean regularly can also increase the risk of a workplace fire, especially when dirt, dust, and grease are allowed to build up on mechanical or electrical equipment because these layers of gunk can cause overheating.

### Improper Storage of Combustible Materials

If you keep fuel, chemicals, solvents, or other combustible materials on-site, it's important to follow safe storage practices to reduce the chance that they'll cause or exacerbate a workplace fire.

Follow proper chemical labeling practices, store chemicals in appropriate sealable containers, and keep chemical storage areas well-ventilated to prevent the buildup of dangerous fumes. Separate various types of combustibles to prevent dangerous chemical reactions, and dispose of combustible substances that are no longer of use.

### Carelessness and Human Error



Mistakes and oversights are common factors in workplace fire causes. From leaving cooking unattended to sneaking a smoke break where they shouldn't, employees can cause accidental fires when they're not properly trained.

This is one of the reasons why workplace safety training for fire prevention is so important.

### Arson



Unfortunately, intentional fire-setting makes up a large percentage of the fires that are caused on the premises of a building. It's a good idea to have security deterrents like motion-sensor lighting to discourage trespassers and CCTV for documentation.

### Top Workplace Fire Safety Tips

Most workplace fires may be prevented by being aware of the risks and adopting safety measures, and fires that can't be prevented can have their impact mitigated by proper planning and training.

### Assign a Fire Warden



To ensure fire safety, businesses should assign a fire warden to understand workplace fire hazards and organize fire response protocols.

Whether this is an individual or a team, their responsibilities should include maintaining accountability for fire prevention measures, ensuring evacuation routes are clear, assisting mobility-impaired staff, clearing affected areas, and collecting stragglers during evacuations and drills.

## Identify Potential Risks

Every business has unique risks that could lead to or cause a fire. Some situations create more risk. The NFPA recommends that employers and fire wardens pay closer attention to some of the most common causes of workplace fires, which include:

- Cooking appliances
- Electrical equipment, including power strips and lighting
- Heaters
- Office/entertainment equipment
- Combustible materials



## Always Be Aware of Higher Risk Areas

Don't just focus on industrial equipment or dangerous chemicals. Even in unassuming settings like offices, kitchens, or break rooms, there are appliances that can cause fires, such as toasters or microwaves. Around 20% of workplace fires occur in this setting, making it vital to maintain this equipment and ensure that it is being used properly, as well as making fire prevention and response easier in this spot.

## Understand Industry Needs

Some industries are much more regulated than others and require greater care or attention.

Businesses need to be aware of local, state, and federal regulations that direct proper fire safety, including maintaining proper equipment, such as specific types of fire extinguishers.

## Familiarize Everyone With Fire Extinguishers & The PASS Method

If you've never used a fire extinguisher before, you probably don't want your first time to be during an emergency. But if that happens, all you need to remember is PASS:

- Pull the safety pin.
- Aim the nozzle at the base of the fire.
- Squeeze the trigger.
- Sweep back and forth across the fire's base. As the fire is extinguished, cautiously move closer while continuing to sweep.

Before using a fire extinguisher, be sure to assess the fire, then call 9-1-1 if it's too large or unmanageable. Only continue using the PASS fire extinguisher approach if the fire is controllable and small enough to be extinguished.

## Protect Yourself and Your Staff Through Training

We spoke above about how fire safety training can help prevent fires by reducing sources of human error.

Still, things happen, which is why another important aspect of fire training is what to do when the worst occurs. Everyone wants to believe they'll know exactly what to do in the event of an emergency, but training can help increase those odds.

Finally, fire safety training is an OSHA compliance requirement! Skipping safety topics or lacking documentation can come back to bite you when OSHA stops in for a visit.

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

## BEF EVENTS



### BEF-ILO ProGRESS PROJECT HOSTED DEVELOPMENT PARTNER CONSULTATION ON GENDER-RESPONSIVE TVET & APPRENTICESHIP PRIORITIES

The BEF, in collaboration with the ILO Country Office for Bangladesh under the ProGRESS Project, organized a Development Partner Consultation on Gender-Responsive TVET and Apprenticeship Priorities on 3 March 2026 at the MCCI Conference Room, Police Plaza, Gulshan, Dhaka. The consultation sought to align development partner interventions with national priorities on gender-responsive TVET and apprenticeship reform under the Bangladesh Labour Act, the National Skills Development Policy (NSDP), the TVET Implementation Plan, and the Gender and Skills Taskforce Action Plan. Mr. Saidul Islam, Additional Secretary-General of BEF, welcomed participants while Mr. Pedro Jr. Bellen, Chief Technical Officer of the ProGRESS Project at ILO, outlined the consultation objectives. Technical presentations by ILO and GIZ were followed by plenary discussions to identify joint priorities, timelines, and next steps. The session concluded with a summary of key outcomes by Mr. Gunjan Dallakoti, Head of Programme and SME Development Specialist at ILO. A total of 19 representatives from BEF and partner organizations participated.





**BEF ORGANIZED AWARENESS RAISING SESSION ON EMPLOYMENT FORMALIZATION WITH INFORMAL ENTERPRISES IN CHATTOGRAM**

BEF, in collaboration with the ILO, Country Office for Bangladesh and Chittagong Women Chamber of Commerce and Industry (CWCCI), Chattogram, organized a day-long “Awareness Raising Session on Employment Formalization (Informal Enterprises)” on 4 March 2026 at CWCCI Conference Hall, Chattogram. The session engaged informal and semi-formal enterprises to better understand current worker management practices and the barriers to formalizing employment.

Mr. Joha Rahman, Head of Training at BEF, facilitated the session using participatory methods. The inaugural session was chaired by Mr. Ruman Ishtiaq, Project Officer at the ILO Dhaka Office, who highlighted key drivers of employment formalization, including buyer requirements, access to finance, and simplified compliance tools. A total of 21 participants from sectors such as leather, agro-processing, RMG, pharmaceuticals, construction, medical services, and aquaculture attended.



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### KNOWLEDGE SESSION ON THE HANDBOOK ON LABOUR DISPUTE PREVENTION AND RESOLUTION

BEF, in collaboration with the ILO's Labour Administration and Working Conditions (LAWC) Cluster, held a Knowledge Session on the "Handbook on Labour Dispute Prevention and Resolution" on 10 March 2026 at the MCCI Gulshan Office in Dhaka.

Opening remarks were delivered by Mr. Tahmid Ahmed, Vice-President of BEF, and Ms. Nada Aridhi, Technical Specialist of the LAWC Cluster at the ILO. Mr. Chowdhury Albab Kadir, Senior Programme Officer at the ILO, presented the handbook, followed by an interactive discussion moderated by Ms. Rukshana Yasmin Arzoo. A total 27 participants from BEF member organizations and industry associations—including BGMEA, BKMEA, and BAPI—participated.





### **AWARENESS RAISING SESSION ON EMPLOYMENT FORMALIZATION (FORMAL ENTERPRISES)**

The BEF, in collaboration with the ILO Country Office for Bangladesh and the Chittagong Women Chamber of Commerce and Industry (CWCCI), organized an Awareness Raising Session on Employment Formalization (Formal Enterprises) on 3 March 2026 in Chattogram.

Representatives from 11 formal enterprises participated in the interactive session, sharing experiences on implementing formal employment practices such as written contracts, employee benefits, workplace safety measures, leave policies, and medical or insurance support. Facilitated by BEF's Head of Training Joha Rahman, the session brought together 18 participants from priority industry sectors, including plastics, leather, agro-processing, RMG, pharmaceuticals, construction, medical services, and aquaculture.



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## BEF ORGANIZED “LEGAL CLINIC” ON LABOUR LAWS OF BANGLADESH AND INTERNATIONAL LABOUR STANDARDS (ILS)

The BEF, in collaboration with the Labour Administration and Working Condition (LAWC) Cluster of the ILO Country Office for Bangladesh, organized an online Legal Clinic via Zoom on 24 February 2026. The session aimed to create a platform for discussion and exchange of views on issues related to the Bangladesh Labour Act (BLA) and International Labour Standards (ILS). It brought together officers from BEF member organizations working in labor law, industrial relations, human resources, and occupational health and safety. Mr. Muhammad Habibur Rahman, Assistant Secretary-General (Legal Affairs), BEF, facilitated the session. A total of 46 participants representing HR, administration, compliance, and legal departments of BEF member organizations attended the event.



## HOME

## REMITTANCES ROSE BY 22.19% IN DECEMBER 26



According to the Bangladesh Bank's latest data, remittances inflow in December 2025 registered US\$3.22 billion, 22.19% higher compared to December 2024 (US\$2.63 billion). However, the inward remittances were US\$2.88 billion in the previous month (November 2025).

Total remittances increased by 2.48 billion or 18.05 percent to US\$16.26 billion during July–December of FY 26 compared to the same period of previous fiscal year.

## Top contributing countries:

Rank	July- December of FY26		
	Country	Amount in million USD	Share of total remittance (%)
1	Saudia Arabia	2540.17	15.62
2	U.K.	2074.65	12.76
3	U.A.E.	2058.86	12.66
4	Malaysia	1751.24	10.77
5	U.S.A.	1286.62	7.91
6	Italy	1026.95	6.32
7	Oman	949.52	5.84
8	Kuwait	806.89	4.96
9	Qatar	740.45	4.55
10	Singapore	664.70	4.09
	Others	2361.71	14.52
	Total	16261.76	100.00

Source: Statistics Department, Bangladesh bank

Saudi Arabia held the top position among remittance sending countries while U.K became the second during July-December of FY26. The Gulf Cooperation Council (GCC) countries (Saudi Arabia, UAE, Kuwait, Qatar, Oman, Bahrain) contributed 46.27 percent of the

total remittance inflows, while 10.77 percent and 7.91 percent of the total remittances originated from the Malaysia and USA respectively during July-December of FY26. Among the European countries, the U.K. and Italy contributed 19.07 percent of total remittances received during July-December of FY26.

## ILO-SUPPORTED TASKFORCE STRENGTHENS GENDER EQUALITY IN BANGLADESH'S SKILLS SECTOR



Bangladesh has taken a major step toward strengthening gender equality in skills development with the approval of the Gender and Skills Action Plan 2025–2027, endorsed at the 2nd meeting of the National Steering Committee (NSC) of the Gender and Skills Taskforce (GST).

The meeting, chaired by the then Adviser to the Ministry of Education, Professor Chowdhury Rafiqul Abrar (PhD), brought together senior representatives from 23 key ministries and departments, employers' organizations and development partners, with technical support from the ILO through the ProGRESS Project with the funding support from Global Affairs Canada.

Opening the meeting, Professor Abrar welcomed the participants and emphasized the importance of keeping the Gender and Skills Taskforce active as a high-level coordination mechanism to ensure girls' participation in education and advance women's economic empowerment. He stressed that transforming technical and vocational education and training (TVET) systems was essential to addressing structural and gender-specific barriers that limit women's access to decent work.

## INTERNATIONAL

### PAKISTAN



Pakistan's Ministry of Finance, in its Monthly Economic Update and Outlook Report, said the number of people going abroad for employment rose 19 percent year-on-year. In January 2026, 75,663 workers registered for overseas jobs, up from 63,559 a year earlier. During the first seven months of the fiscal year (July-January), remittances increased 11.3 percent to \$23.2 billion. Over the same period, exports fell 5.5 percent to \$8.3 billion. The report identified geopolitical uncertainty and global commodity price fluctuations as potential risks. It also noted improved fiscal balance, a contained current account deficit, and relative stability of the rupee.

### SAUDI ARABIA



Saudi Arabia has introduced sweeping changes to its Labour Law enforcement framework, imposing strict penalties on employers who hire foreign workers without proper permits. The reforms, announced by Human Resources and Social Development Minister Ahmed Al-

Rajhi, took effect on 25 February 2026. The measures aim to strengthen worker protections and ensure labor market stability. Under the general rule, Saudi nationals must comprise at least 75 percent of the workforce. The revised schedule also classifies employing a child under 15 — in violation of Article 167 of the Labour Law — as a serious offence, with fines of up to SR2,000 for establishments employing 50 or more workers.

### SINGAPORE



Employees in Singapore and Hong Kong are the least satisfied at work among eight Asia-Pacific markets surveyed by recruitment platform Seek. Only 47 percent of respondents in Hong Kong said they felt somewhat or extremely happy at work — the lowest in the region. Singapore performed slightly better, with 56 percent reporting workplace happiness. By contrast, Indonesia recorded the highest satisfaction rate at 82 percent, followed by Philippines at 77 percent. Despite more than half of Singapore respondents reporting overall happiness, nearly half also said they experienced burnout or exhaustion. Key sources of dissatisfaction included high stress, limited career

advancement opportunities, and concerns about senior leadership.

### PHILIPPINES



Unemployment in the Philippines rose to 5.8 percent in January 2026, with 2.96 million people out of work, up from 4.4 percent or 2.26 million in December 2025, according to the Philippine Statistics Authority. The rate marked the highest level since June 2022, when unemployment stood at 6.03 percent. The labor force participation rate declined to 62.3 percent (50.89 million people) from 64.4 percent (51.69 million) in December. The employment rate also fell to 94.2 percent, equivalent to 47.94 million employed, down from 95.6 percent or 49.43 million a month earlier.

### SPAIN



Unemployment in Spain rose sharply in January 2026. Registered unemployed increased by 30,392 to 2.44 million, according to the Labour Ministry. By sector, unemployment fell 2.13% in construction and was largely unchanged in industry. However, it rose 2.01% in services and 1.19% in agriculture.

## ILO

**WOMEN FACE HIGHER WORKPLACE RISKS FROM GENERATIVE AI THAN MEN**

Generative artificial intelligence (GenAI) is set to reshape labor markets worldwide, but its impacts may disproportionately affect women, according to a new research brief by the ILO.

The brief, *GenAI, Occupational Segregation and Gender Equality in the World of Work*, finds that female-dominated occupations are nearly twice as likely to be exposed to GenAI as male-dominated ones.

Across countries with available data, about 29 percent of female-dominated occupations are exposed to GenAI, compared with 16 percent of male-dominated occupations. The gap is wider among jobs facing the highest automation risks: 16 percent of female-dominated occupations fall into this category, compared with 3 percent of male-dominated occupations.

The disparity largely reflects occupational segregation. Women remain concentrated in clerical, administrative, and business support roles—such as secretaries, receptionists, payroll clerks, and accounting assistants—where routine tasks are more easily automated. Men are more commonly employed in construction, manufacturing, and manual trades, where automation is less feasible.

The study also finds that women are more exposed to GenAI than men in 88 percent of the countries analyzed. In several economies—including Switzerland, the United Kingdom, and the Philippines—more than 40 percent of women's employment faces some exposure to GenAI.

Despite expected job growth in technology-intensive sectors, women remain underrepresented in these

fields. Globally, women accounted for around 30 percent of the AI workforce in 2022, only slightly higher than in 2016. Limited participation in science, technology, engineering, and mathematics (STEM) occupations means women may benefit less from emerging opportunities while businesses lose potential talent and diversity.

**GENDER EQUALITY REQUIRES INCLUSIVE AND RESPONSIVE SOCIAL HEALTH PROTECTION POLICIES**

Gender-responsive social health protection is critical to ensuring women's access to healthcare and income security, according to a new policy brief from the International Labour Organization.

The brief, *Social Health Protection for Gender Equality*, released to mark International Women's Day, highlights the importance of designing health protection systems that address women's specific needs.

Despite progress in expanding health coverage in some regions, many women still face barriers to accessing essential healthcare without financial hardship. Labour market inequalities—such as lower wages, higher rates of informal employment, and a disproportionate burden of unpaid care work—often limit women's effective access to social health protection.

The ILO argues that gender equality must be integrated into the design and implementation of social health protection policies. Recommended measures include benefit packages reflecting women's health needs throughout their lives, accessible quality services close to where women live, and stronger financial protection through broad risk-pooling mechanisms.

Addressing both gender-specific healthcare needs and wider social determinants of health inequality can

help improve women's health outcomes and promote gender equality.

The brief also notes that lower lifetime earnings and pension gaps leave many women at greater risk of poverty, ill health, and unmet care needs. Better alignment between social protection, income security, and care policies can therefore strengthen protection and support women's well-being across their life cycle, including during maternity and beyond.

### **CAMBODIA DISCUSSES REFORM OF LABOUR DISPUTE PREVENTION AND RESOLUTION SYSTEMS**



Efforts to strengthen labor dispute prevention and resolution in Cambodia are gaining momentum, with new research outlining reforms to improve industrial relations and dispute settlement mechanisms.

The findings were presented to government officials, employers' and workers' representatives, and international partners at a Research Validation and Consensus-Building Workshop on Strengthening Labour Dispute Prevention and Resolution Mechanisms in Cambodia, held on 5 March 2026 in Phnom Penh.

The workshop aimed to validate the research and gather feedback on proposed reforms. It was organised with support from the ILO–Korea Partnership Programme (ILO/KORP), in collaboration with the Korea Labour and Employment Service (KLES), as part of broader efforts to strengthen social dialogue in Cambodia.

Key recommendations include strengthening legal and institutional frameworks, improving the fairness and quality of conciliation and arbitration procedures, and expanding data systems to better monitor labour disputes.

The research also proposes establishing a Labour Dispute Conciliation and Mediation Center or expanding the Arbitration Council's mandate to cover both conciliation and arbitration, as pilot models to improve access, efficiency, and trust in dispute resolution.

### **MORE THAN HALF OF WORKERS FACE VIOLENCE AND HARASSMENT IN THREE WEST AFRICAN COUNTRIES**



More than half of workers in Senegal (65 percent) and Côte d'Ivoire (58 percent), and 43 percent in Burkina Faso, report experiencing violence or harassment at work, according to a new report from the International Labour Organization (ILO).

The report, *Making the Invisible Visible: Understanding and Combating Violence and Harassment at Work in Three West African Countries*, provides the most comprehensive evidence to date on the prevalence, forms and impacts of workplace violence and harassment in the three countries.

Psychological violence is the most common form and often occurs alongside physical or sexual violence. Men are more likely to face physical violence, while women experience higher levels of sexual violence and harassment. Young and older workers are among the most affected groups.

Incidents occur mainly in workplaces but also in public transport, interactions with the public and digital work environments. Despite widespread prevalence, many cases go unreported due to stigma, fear of reprisals and limited trust in reporting mechanisms.

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

Period	General Index	1. Food	2. 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. Misc. Goods & Services
<b>FY 2024-25</b>										
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
<b>FY 2025-26</b>										
August	140.06	143.88	136.96	139.68	135.45	139.65	130.45	128.86	140.51	152.11
September	141.53	145.54	138.26	139.94	136.13	140.96	130.73	131.15	141.28	156.93
October	144.21	149.46	139.93	140.99	137.70	142.83	131.88	132.25	143.01	161.75
November	143.65	146.66	141.20	142.04	139.25	143.30	132.00	133.70	144.19	164.39
December	142.44	142.88	142.08	142.92	140.33	143.75	132.11	134.34	144.64	167.85
January	142.77	141.84	143.53	143.55	141.62	144.37	132.17	134.72	145.77	171.85

Source: Bangladesh Bureau of Statistics

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

Period	General Index	1. Food	2. 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. Misc. Goods & Services	
<b>FY 2024-25</b>											
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	
<b>FY 2025-26</b>											
August	140.54	143.47	137.76	134.11	141.38	140.36	131.51	132.09	139.34	147.99	
September	141.93	144.97	139.04	134.35	142.47	141.65	131.72	134.11	139.60	151.95	
October	144.80	149.04	140.77	135.49	144.68	143.30	132.85	134.39	140.76	157.03	
November	143.98	146.08	141.99	136.68	146.66	143.88	132.99	135.13	141.85	159.92	
December	142.86	142.72	143.00	137.34	148.05	144.35	133.13	136.16	142.15	163.67	
January	143.18	141.71	144.58	137.93	149.19	144.96	133.17	137.12	143.85	167.94	

Source: Bangladesh Bureau of Statistics

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

Period	General Index	1. Food	2. 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	
<b>FY 2024-25</b>										
August	128.94	134.33	125.59	128.48	122.04	129.73	122.80	120.82	133.10	137.58
September	130.39	136.13	126.81	128.72	122.18	130.95	123.17	124.11	135.02	139.71
October	132.48	140.09	127.75	129.45	122.58	133.07	123.86	124.45	135.82	143.30
November	132.26	137.60	128.94	131.84	123.95	133.23	123.90	125.53	136.04	143.93
December	130.79	132.92	129.47	132.93	124.25	133.36	123.93	125.86	136.05	145.36
January	131.18	131.01	131.29	135.14	124.67	134.35	124.11	127.45	137.17	145.69
<b>FY 2025-26</b>										
August	139.57	144.90	136.25	150.27	128.50	138.36	128.35	128.63	128.15	157.20
September	141.18	146.94	137.59	150.57	128.70	139.69	128.80	130.91	129.17	163.63
October	143.51	150.52	139.15	151.44	129.53	141.97	129.98	132.67	131.14	167.96
November	143.36	148.06	140.42	152.23	130.57	142.25	130.04	134.84	131.48	170.15
December	141.98	143.38	141.10	153.53	131.27	142.65	130.09	135.10	131.86	173.03
January	142.41	142.29	142.49	154.24	132.75	143.28	130.19	135.27	132.00	176.56

Source: Bangladesh Bureau of Statistics

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

Sector	2022-23	2023-24	2024-25	November '25	December '25	January '26
General	205.30	115.33	124.68	133.79	134.81	135.74
percentage change (Point to Point)	7.04	7.74	8.10	8.04	8.07	8.08
percentage change (over previous month)				1.19	0.76	0.69
<b>1. Agriculture</b>	<b>205.69</b>	<b>115.66</b>	<b>125.31</b>	<b>134.67</b>	<b>135.72</b>	<b>136.62</b>
percentage change (Point to Point)	7.01	8.08	8.35	8.14	8.16	8.12
percentage change (over previous month)				1.30	0.77	0.67
i) Agriculture	205.98	115.81	125.56	135.10	136.18	137.12
percentage change (Point to Point)	7.06	8.17	8.41	8.29	8.31	8.26
percentage change (over previous month)				1.36	0.80	0.69
ii) Fish	191.07	113.09	121.26	127.54	127.93	128.34
percentage change (Point to Point)	4.37	8.35	7.22	5.51	5.57	5.60
percentage change (over previous month)				0.34	0.30	0.32
<b>2. Industry</b>	<b>201.01</b>	<b>114.72</b>	<b>123.60</b>	<b>132.42</b>	<b>133.40</b>	<b>134.33</b>
i) Construction	184.35	114.29	123.12	131.85	132.82	133.74
percentage change (Point to Point)	5.57	8.26	7.71	7.81	7.87	7.96
percentage change (over previous month)				1.06	0.73	0.69
ii) Production	234.79	117.69	127.03	136.39	137.49	138.50
percentage change (Point to Point)	9.28	7.70	7.94	8.27	8.22	8.09
percentage change (over previous month)				1.19	0.81	0.74
<b>3. Service</b>	<b>212.23</b>	<b>116.22</b>	<b>125.95</b>	<b>135.07</b>	<b>136.12</b>	<b>137.20</b>
percentage change (Point to Point)	7.31	8.29	8.38	8.22	8.24	8.24
percentage change (over previous month)				1.14	0.78	0.80

Source: Bangladesh Bureau of Statistics

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

Sector	2022-23	2023-24	2024-25	November '25	December '25	January '26
General	199.93	112.92	122.02	131.71	132.55	133.53
percentage change (Point to Point)	5.54	6.98	8.05	8.27	8.29	8.53
percentage change (over previous month)				1.05	0.64	0.74
<b>1. Agriculture</b>	<b>201.3</b>	<b>112.51</b>	<b>121.77</b>	<b>132.01</b>	<b>132.69</b>	<b>133.40</b>
percentage change (Point to Point)	5.51	6.6	8.23	8.58	8.45	8.59
percentage change (over previous month)				1.13	0.51	0.54
i) Agriculture	201.36	112.5	121.76	132.02	132.70	133.41
percentage change (Point to Point)	5.53	6.58	8.23	8.60	8.47	8.60
percentage change (over previous month)				1.13	0.51	0.54
ii) Fish	193.85	113.66	123.21	129.45	129.93	130.21
percentage change (Point to Point)	3.47	9.85	8.40	5.03	5.06	5.08
percentage change (over previous month)				0.64	0.38	0.21
<b>2. Industry</b>	<b>193.18</b>	<b>113.41</b>	<b>122.33</b>	<b>131.68</b>	<b>132.51</b>	<b>133.60</b>
percentage change (Point to Point)	5.6	7.39	7.85	8.01	8.09	8.44
percentage change (over previous month)				0.99	0.62	0.82
i) Construction	181.65	113.12	121.98	131.42	132.21	133.32
percentage change (Point to Point)	4.5	8.24	7.83	8.09	8.17	8.55
percentage change (over previous month)				0.91	0.60	0.84
ii) Production	217.53	115.97	125.36	133.97	135.11	136.07
percentage change (Point to Point)	7.63	7.76	8.10	7.34	7.44	7.48
percentage change (over previous month)				1.65	0.84	0.71
<b>3. Service</b>	<b>211.37</b>	<b>111.75</b>	<b>121.30</b>	<b>131.20</b>	<b>132.46</b>	<b>133.52</b>
percentage change (Point to Point)	5.54	5.87	8.54	8.66	8.75	8.79
percentage change (over previous month)				1.12	0.96	0.80

Source: Bangladesh Bureau of Statistics

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

Sector	2022-23	2023-24	2024-25	November '25	December '25	January '26
General	202.76	113.92	122.57	131.33	132.35	133.34
percentage change (Point to Point)	6.99	6.48	7.59	7.75	7.74	7.85
Percentage change (over previous month)			1.13		0.78	0.75
<b>1. Agriculture</b>	<b>202.96</b>	<b>113.08</b>	<b>122.04</b>	<b>131.09</b>	<b>131.86</b>	<b>132.64</b>
percentage change (Point to Point)	6.51	6.16	7.92	7.59	7.64	7.67
Percentage change (over previous month)			1.17		0.59	0.60
I. Agriculture	203.31	113.32	122.74	133.01	133.99	134.96
percentage change (Point to Point)	6.59	6.3	8.32	8.52	8.55	8.58
percentage change (over previous month)			1.48		0.73	0.72
II. Fish	193.62	112.47	120.25	126.26	126.51	126.83
percentage change (Point to Point)	4.44	7.69	6.92	5.23	5.29	5.32
percentage change (over previous month)			0.34		0.20	0.26
<b>2. Industry</b>	<b>198.01</b>	<b>114.28</b>	<b>122.50</b>	<b>130.82</b>	<b>131.96</b>	<b>133.03</b>
percentage change (Point to Point)	7.3	6.51	7.19	7.52	7.54	7.72
percentage change (over previous month)			1.09		0.87	0.81
I. Construction	195.63	114.18	122.31	130.56	131.70	132.77
percentage change (Point to Point)	7.23	6.49	7.12	7.47	7.49	7.67
percentage change (over previous month)			1.07		0.87	0.81
II. Production	206.68	116.37	126.45	136.32	137.40	138.58
percentage change (Point to Point)	7.57	8.16	8.66	8.55	8.61	8.67
Percentage change (over previous month)			1.47		0.79	0.86
<b>3. Service</b>	<b>210.68</b>	<b>115.12</b>	<b>124.83</b>	<b>134.88</b>	<b>136.20</b>	<b>137.46</b>
percentage change (Point to Point)	8.37	6.22	8.43	9.51	9.08	9.20
percentage change (over previous month)			1.21		0.98	0.92

Source: Bangladesh Bureau of Statistics

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

Sector	2022-23	2023-24	2024-25	November '25	December '25	January '26
General	204.22	114.45	123.88	132.70	133.68	134.71
percentage change (Point to Point)	6.78	7.18	8.23	8.01	8.06	8.09
percentage change (over previous month)				1.04	0.74	0.77
<b>1. Agriculture</b>	<b>203.89</b>	<b>113.68</b>	<b>123.28</b>	<b>132.43</b>	<b>133.42</b>	<b>134.53</b>
percentage change (Point to Point)	6.52	6.72	8.44	8.15	8.20	8.22
percentage change (over previous month)				1.34	0.75	0.83
I. Agriculture & Livestock	203.91	113.68	123.28	132.52	133.52	134.65
percentage change (Point to Point)	6.52	6.71	8.45	8.23	8.28	8.30
percentage change (over previous month)				1.37	0.76	0.84
II. Fisheries	197.51	113.68	123.14	129.72	130.20	130.79
percentage change (Point to Point)	5.17	8.1	8.32	5.61	5.63	5.69
percentage change (over previous month)				0.45	0.37	0.45
<b>2. Industry</b>	<b>202.06</b>	<b>114.87</b>	<b>123.99</b>	<b>132.57</b>	<b>133.46</b>	<b>134.43</b>
percentage change (Point to Point)	7.2	7.16	7.94	7.90	7.95	7.99
percentage change (over previous month)				0.68	0.67	0.73
I. Construction	178.01	113.95	122.80	130.99	131.87	132.75
percentage change (Point to Point)	5.23	8.28	7.76	7.85	7.88	7.92
percentage change (over previous month)				0.67	0.67	0.67
II. Production	225.66	116.49	126.41	135.78	136.70	137.85
percentage change (Point to Point)	8.79	7.33	8.27	8.02	8.08	8.12
percentage change (over previous month)				0.71	0.68	0.84
<b>3. Service</b>	<b>214.96</b>	<b>117.17</b>	<b>126.89</b>	<b>134.81</b>	<b>136.08</b>	<b>136.97</b>
percentage change (Point to Point)	8.33	8.16	8.29	7.67	7.72	7.73
percentage change (over previous month)				0.79	0.94	0.65

Source: Bangladesh Bureau of Statistics

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

Sector	2022-23	2023-24	2024-25	November '25	December '25	January '26
General	204.62	114.63	123.76	132.64	133.58	134.76
percentage change (Point to Point)	6.9	7.22	7.97	7.75	7.87	8.00
percentage change (over previous month)				1.24	0.71	0.88
<b>1. Agriculture</b>	<b>206.3</b>	<b>114.43</b>	<b>123.63</b>	<b>132.49</b>	<b>133.38</b>	<b>134.67</b>
percentage change (Point to Point)	6.65	7.28	8.05	7.59	7.78	7.80
percentage change (over previous month)				1.33	0.67	0.97
I. Agriculture & Livestock	207.06	114.41	123.62	132.60	133.51	134.84
percentage change (Point to Point)	6.72	7.19	8.05	7.70	7.89	7.91
percentage change (over previous month)				1.37	0.69	0.99
II. Fisheries	185.07	114.82	123.91	129.67	130.04	130.36
percentage change (Point to Point)	4.53	9.85	7.91	4.96	5.01	5.04
percentage change (over previous month)				0.31	0.28	0.24
<b>2. Industry</b>	<b>192.09</b>	<b>113.83</b>	<b>122.71</b>	<b>131.64</b>	<b>132.69</b>	<b>133.76</b>
percentage change (Point to Point)	6.6	6.77	7.80	7.92	7.94	8.26
percentage change (over previous month)				1.13	0.80	0.81
I. Construction	178.81	113.27	122.01	130.77	131.75	132.84
percentage change (Point to Point)	5.49	7.36	7.70	7.81	7.83	8.19
percentage change (over previous month)				1.09	0.75	0.82
II. Production	244.03	119.48	129.86	140.44	142.15	143.08
percentage change (Point to Point)	9.17	8.68	8.70	8.96	8.94	8.95
percentage change (over previous month)				1.53	1.22	0.65
<b>3. Service</b>	<b>223.51</b>	<b>118.16</b>	<b>127.85</b>	<b>136.64</b>	<b>137.45</b>	<b>138.47</b>
percentage change (Point to Point)	9.64	7.82	8.19	7.94	8.06	8.10
percentage change (over previous month)				1.18	0.60	0.74

Source: Bangladesh Bureau of Statistics

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

Sector	2022-23	2023-24	2024-25	November '25	December '25	January '26
General	226.4	120.92	131.25	140.96	142.14	142.76
percentage change (Point to Point)	10.98	8.98	8.54	8.55	8.52	8.07
percentage change (over previous month)				1.45	0.83	0.44
<b>1. Agriculture</b>	<b>222.67</b>	<b>120.72</b>	<b>131.18</b>	<b>141.07</b>	<b>142.34</b>	<b>143.00</b>
percentage change (Point to Point)	10.95	8.83	8.67	8.69	8.60	8.29
percentage change (over previous month)				1.45	0.90	0.47
I. Agriculture & Livestock	222.73	120.73	131.20	141.09	142.36	143.02
percentage change (Point to Point)	10.96	8.83	8.67	8.70	8.61	8.29
percentage change (over previous month)				1.45	0.90	0.47
II. Fisheries	189.84	115.32	124.41	130.07	130.19	130.68
percentage change (Point to Point)	5.42	9.4	7.88	4.86	4.76	4.78
percentage change (over previous month)				0.36	0.09	0.38
<b>2. Industry</b>	<b>234.37</b>	<b>120.28</b>	<b>130.16</b>	<b>139.37</b>	<b>140.38</b>	<b>140.71</b>
percentage change (Point to Point)	10.21	9.15	8.21	8.21	8.27	7.37
percentage change (over previous month)				1.53	0.72	0.24
I. Construction	186.69	119.79	130.19	139.42	140.39	140.61
percentage change (Point to Point)	7.22	11.72	8.68	7.93	8.13	7.26
percentage change (over previous month)				1.53	0.70	0.15
II. Production	300.82	122.46	130.00	139.15	140.31	141.16
percentage change (Point to Point)	13.75	7.63	6.20	9.48	8.86	7.88
percentage change (over previous month)				1.53	0.84	0.60
<b>3. Service</b>	<b>259.15</b>	<b>125.08</b>	<b>135.54</b>	<b>145.13</b>	<b>145.94</b>	<b>147.08</b>
percentage change (Point to Point)	14.37	9.44	8.36	8.28	8.48	8.20
percentage change (over previous month)				1.20	0.56	0.78

Source: Bangladesh Bureau of Statistics

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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**