

# LABOUR NEWS

ISSUE 04, April 2026



BANGLADESH EMPLOYERS' FEDERATION



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## ARTICLE

## 6 STEPS ORGANIZATIONS CAN TAKE TO PREVENT WORKPLACE VIOLENCE

By Mark Hudson



Workplace violence is an ever-growing concern that's impossible to ignore. With almost two million Americans falling victim to occupational violence every year, according to the Occupational Safety and Health Administration (OSHA), creating a safe work environment has never been more critical.

And it's not just about physical safety. A Honeywell survey found that 68% of workers report not feeling safe at work, highlighting the pervasive fear of violence within workplaces. This fear of violence can take a toll, leading to mental health issues, lower productivity, higher absenteeism, and turnover. When employees are constantly looking over their shoulders, it's hard for them to focus on their work.

The financial impact on businesses is equally concerning. The American Federation of Labor and Congress of Industrial Organizations (AFL-CIO) reports workplace violence causes businesses to lose an average of \$250-330 billion annually.

### **What is Workplace Violence?**

Workplace violence isn't just about physical assaults— it's a broad term that includes any act or threat of

physical violence, harassment, intimidation, or other disruptive behavior that occurs at the work site. According to OSHA, it can range from verbal threats and abuse to, in the worst cases, homicide.

Workplace violence should be on every HR professional's radar. That begins by understanding the different forms workplace violence can take to effectively prevent and respond to it. Here are the four main types:

**Criminal Intent:** This occurs when the perpetrator has no legitimate relationship with the business or its employees, often entering the workplace to commit a crime like robbery or trespassing.

**Customer/Client:** Here, the perpetrator has a legitimate relationship with the business but becomes violent during service. This often involves clients, patients, customers, passengers or students.

**Worker-on-Worker:** This is when an employee or past employee attacks or threatens another employee. Political changes can create added tensions to exacerbate this type of violence, leading to conflicts, verbal threats, or even physical altercations between colleagues with differing views.

**Personal Relationship:** In this scenario, the perpetrator usually has a personal relationship with the intended victim and no relationship with the business itself. Domestic violence that spills over into the workplace falls into this category.

In addition to these categories, lateral violence, which often falls under the “worker-on-worker” category, deserves special attention. It refers to hostile behavior among colleagues of equal status such as harassment, including sexual harassment, bullying, sabotage and exclusion.

### **Spotting Red Flags: Recognizing the Warning Signs of Workplace Violence**



Preventing workplace violence starts with recognizing the warning signs before an incident occurs. While HR plays a crucial role, managers and coworkers are also on the front lines, interacting daily with employees and often the first to notice changes in behavior that could indicate a potential for violence.

Here are some common warning signs that everyone in the workplace should keep an eye out for:

- Verbal threats or aggressive behavior
- Significant changes in an employee’s behavior or performance
- Displays of extreme stress or depression
- Fascination with weapons or violence
- Substance abuse
- Frequent conflicts with coworkers or supervisors
- Expressions of hopelessness or suicidal thoughts

Managers should be trained to recognize these indicators as part of their supervisory responsibilities. By staying alert to these signs, they can take proactive measures, such as addressing concerns with the employee or escalating the issue to HR before it becomes a serious threat.

Similarly, coworkers who observe these behaviors should feel empowered to report them without fear of retaliation. When employees look out for one another and communicate openly about potential threats, the workplace becomes a safer environment for everyone.

### **6 Steps to Preventing Workplace Violence**

So, what can you do to help create a safer workplace? Here are six steps HR professionals can take to prevent workplace violence:

1. **Develop and Communicate a Comprehensive Prevention Program:** Adopt a zero-tolerance policy toward workplace violence and ensure all employees are aware of these policies and procedures.



2. **Conduct Regular Training:** Provide ongoing training for employees and management on recognizing, avoiding and responding to potential violent situations. Include conflict resolution and de-escalation techniques so everyone feels prepared.



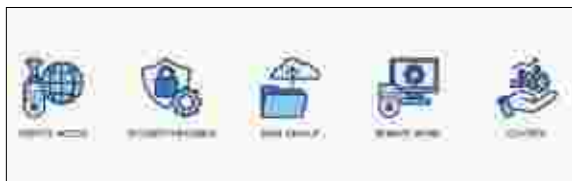
3. **Establish a Reporting System:** Create a safe, confidential system for reporting threatening behaviors or incidents. Employees need to know they can report concerns without fear of retaliation.



4. **Perform Regular Risk Assessments:** Regularly evaluate your workplace for potential hazards that could contribute to violent incidents. Assess the physical environment, identify high-risk situations and review past incidents.



5. **Implement Security Measures:** Depending on the risk assessment, consider implementing security measures such as surveillance cameras, controlled access to the building and hiring security personnel.



6. **Create a Positive Work Environment:** Foster a supportive work environment year-round to reduce workplace harassment, incivility and acts of violence. Encourage employees to embrace individual differences and work towards building a culture of respect and inclusion.



By taking these steps, you can help create a safer, more secure workplace that not only reduces the risk of violence but also boosts overall organizational health and productivity.

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

## BEF EVENTS



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

The BEF, in collaboration with the ILO Country Office for Bangladesh and the Sylhet Women Chamber of Commerce and Industry (SWCCI), organized a day-long “Awareness-Raising Session on Employment Formalization (Formal Enterprises)” on 11 March 2026 at the Conference Hall of Hotel Valley Garden, Sylhet.

Twenty representatives from formal enterprises participated, sharing their employment practices, including contracts, leave, bonuses, safety measures, and employee benefits. Discussions highlighted how these practices improve productivity, retention, and business growth, while also identifying challenges such as cost and limited coverage of benefits.

The session was facilitated by Joha Rahman (BEF) and chaired by Ruman Ishtiaq (ILO), with remarks from Lubana Yesmin Shampa, the President of SWCCI. Key messages emphasized that formalization enhances productivity, compliance, and market access. Participants came from sectors such as construction, leather, agro-processing, RMG, and pharmaceuticals.





**AWARENESS RAISING SESSION ON EMPLOYMENT FORMALIZATION (INFORMAL ENTERPRISES) AT SYLHET**

The BEF, in collaboration with the ILO Country Office for Bangladesh and the Sylhet Women Chamber of Commerce and Industry (SWCCI), organized a day-long “Awareness-Raising Session on Employment Formalization (Informal Enterprises)” on 12 March 2026 at the Conference Hall of Hotel Valley Garden, Sylhet.

The session engaged informal and semi-formal enterprises to understand current workforce practices and barriers to formalization. Discussions covered motivators such as buyer requirements, access to finance, and incentives, as well as challenges requiring policy and technical support.

Facilitated by Joha Rahman and chaired by Ruman Ishtiak, the session included 20 participants (mostly women) from sectors such as agro-processing, RMG, construction, healthcare, and services.



## HOME

**94,189 BANGLADESHIS WENT ABROAD FOR EMPLOYMENT IN JANUARY 2026**

According to data from the Bureau of Manpower, Employment and Training (BMET), 94,189 Bangladeshi workers went abroad for employment in January 2026. While still a high volume, this represents a 21.1% decrease in workers compared to December 2025, when 119,389 workers went abroad. Saudi Arabia remained the top destination, receiving 64,567 workers in January (down from 83,876 in December).

- o Qatar: 5,904
- o Singapore: 5,283.
- o Maldives: 2,934
- o Portugal: Entered the top ten list, hiring 732.

**REMITTANCES ROSE BY 45.11% IN JANUARY 26**

According to the Bangladesh Bank's latest data, remittances inflow in January 2026 registered US\$3.17 billion, 45.11% higher compared to January 2025 (US\$2.18 billion). However, the inward remittances were US\$3.22 billion in the previous month (December 2025).

Total remittances increased by Tk.3.47 billion or 21.75 percent to Tk.19.43 billion during July-January of FY26 compared to the same period of previous fiscal year.

Saudia Arabia held the top position among remittance sending countries while U.K became the second during July-January of FY26. The Gulf Cooperation Council (GCC) countries (Saudi Arabia, UAE, Kuwait, Qatar, Oman, Bahrain) contributed 46.04 percent of the total remittance inflows, while 10.45 percent and 8.04 percent of the total remittances originated from the Malaysia and U.S.A respectively during July-January of FY26. Among the European countries, the U.K. and

Italy contributed 19.35 percent of total remittances received during July-January of FY26.

**Top contributing countries:**

Rank	July- January of FY26		
	Country	Amount in million USD	Share of total remittance (%)
1	Saudi Arabia	3014.48	15.51
2	U.K.	2543.97	13.09
3	U.A.E.	2446.90	12.59
4	Malaysia	2031.45	10.45
5	U.S.A.	1561.60	8.04
6	Italy	1215.30	6.25
7	Oman	1131.59	5.82
8	Kuwait	975.66	5.02
9	Qatar	878.42	4.52
10	Singapore	806.12	4.15
	Others	2826.61	14.55
	Total	19432.10	100.00

Source: Statistics Department, Bangladesh bank

**MALAYSIA AGREES TO RESTART RECRUITMENT FROM BANGLADESH**

Malaysia will reopen its labor market to workers from Bangladesh following bilateral talks in Kuala Lumpur. Led by Ariful Haque Choudhury Expatriates' Welfare Minister OF Bangladesh and Dato' Ramanan Ramakrishnan, Human Resources Minister of Malaysia, both sides agreed to ensure a transparent, ethical recruitment process and reduce migration costs.



Malaysia plans to introduce an AI-based recruitment system, eliminate middlemen, and align hiring with International Labour Organization guidelines, including employer-paid recruitment. The move follows a suspension imposed on 31 May 2024.

## INTERNATIONAL

## PAKISTAN



Remittances from the Gulf remained the backbone of Pakistan's inflows in February 2026, reflecting the heavy concentration of its workforce in Middle Eastern labor markets. Pakistanis in Oman sent \$92.6 million, down from \$105.6 million in January but still steady. Oman's Vision 2040, which aims to shift the economy toward higher-value sectors, could reshape job prospects for expatriate workers as labor rules tighten under the Omanisation policy. Other Gulf Cooperation Council countries contributed \$317.2 million, including \$102.8 million from Qatar, \$77 million from Kuwait and \$44.8 million from Bahrain. The United Arab Emirates and Saudi Arabia remained the largest sources, sending \$696.2 million and \$685.5 million, underscoring the Gulf's importance to Pakistan's external stability.

## INDIA



India's unemployment rate edged down to 4.9% in February 2026 from 5% in January, driven by a decline in female unemployment, official data showed. The female unemployment rate fell to 5.1% from 5.6% a month earlier, while the male rate held steady at 4.8%. Urban unemployment declined, while rural rates were broadly stable. Youth unemployment, however, rose marginally.

## AUSTRALIA



Australia's unemployment rate rose to 4.3% in February 2026 from 4.1%, defying expectations that it would remain unchanged. Although employment increased by 48,900 to 14.75 million — more than double forecasts — the jobless rate rose as more people entered the labor force. The participation rate climbed by 0.2 percentage points to 66.9%. As a result, the number of unemployed increased by 35,000, contributing to the rise in the unemployment rate, according to the Australian Bureau of Statistics.

## CANADA



Canada has announced targeted measures to help rural employers address labor shortages while ensuring Canadians remain first in line for jobs. The measures, which could take effect as early as April 1, 2026, aim to support essential businesses and local economies in rural areas facing tight labor markets. In regions with acute shortages, the Temporary Foreign Worker Program allows employers to hire foreign workers to fill critical short-term gaps when qualified Canadians or permanent residents are unavailable.

Meanwhile, Canada's economy shed 83,900 jobs in February 2026, the largest monthly decline in more than four years, pushing the unemployment rate up to 6.7 percent.

## MEXICO



Mexico's remittances declined in 2025 for the first time in 11 years, likely reflecting reduced migration to the United States. Remittances — around 95% of which originate from Mexicans living in the United States — totaled \$61.8 billion, a 4.6% drop from 2024, according to the central bank. Meanwhile, Mexico's economy grew just 0.7% year-on-year in 2025, its weakest performance since the COVID-19 pandemic, as trade tensions with the United States weighed on growth.

## ILO

**ILO CALLS FOR STRONGER SOCIAL PROTECTION FOR A CHANGING WORLD OF WORK**

A new ILO report calls for decisive strengthening of social protection systems worldwide, warning that gaps in coverage, adequacy, and financing leave millions of workers unprotected in an increasingly volatile global economy.

The report, *Universal Social Protection in Changing Labour Markets: Protecting Workers in All Types of Employment*, stresses that stronger systems are essential to protect all workers—across all forms of employment—and help them navigate major labor market transitions.

To close persistent coverage gaps, the report urges extending protection to all workers, including those in temporary, part-time, and self-employed roles. It highlights efforts to expand social insurance to often-excluded groups, such as workers in micro and small enterprises, agriculture, domestic work, and other non-standard employment.

Adequate coverage supports both social and economic goals and facilitates transitions from informal to formal work.

Beyond coverage, the report emphasizes improving the adequacy and comprehensiveness of benefits to better prevent poverty and reduce vulnerability. Social protection should provide reliable support throughout the life cycle—from childhood and school-to-work transitions to parenthood, unemployment, illness, disability, and old age.

A key message is the need for sustainable and equitable financing. The report highlights domestic resource mobilization—including social security

contributions and progressive taxation—as the foundation, complemented where necessary by public subsidies. This enables risk-sharing, redistribution, and long-term sustainability.

For countries with limited fiscal capacity, international solidarity remains essential to building resilient systems and responding to crises.

Amid climate change, technological shifts, and demographic change, strong social protection systems are critical for resilience—helping workers and enterprises adapt, supporting transitions to sustainable economic activities, and strengthening social cohesion.

**ILO REPORT CALLS FOR STRONGER PROTECTIONS AND REFORMS IN PACIFIC LABOR MIGRATION SCHEMES**

A new ILO report highlights key reforms needed in Pacific labour migration schemes, including reducing migration costs, improving job mobility, and expanding healthcare access.

The report, *Temporary Labour Migration Schemes in the Pacific through the Lens of International Human Rights and Labour Standards*, examines Australia's Pacific Australia Labour Mobility (PALM) scheme and New Zealand's Recognised Seasonal Employer (RSE) scheme.

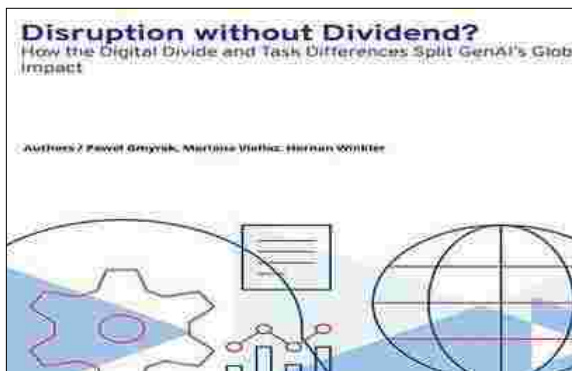
While acknowledging their role in supporting economic resilience and addressing labour shortages, the report identifies areas needing improvement to meet international standards on decent work, fair recruitment, and non-discrimination—especially for women and vulnerable groups.

Migration costs remain a major concern. Despite bans on recruitment fees, workers often bear high costs for travel and documentation, leading to debt. The report calls for fairer cost-sharing among employers, workers, and governments.

Limited job mobility is another issue, reducing bargaining power and increasing vulnerability. The report recommends simpler mechanisms for workers to change employers.

It also calls for equal healthcare access and easier access to superannuation for migrant workers in Australia. Additionally, it urges greater inclusion of women in these schemes.

### **NEW ILO-WORLD BANK PAPER HIGHLIGHTS UNEVEN GLOBAL IMPACT OF GENERATIVE AI ON JOBS**



A joint paper by the ILO and the World Bank finds that generative AI will reshape labor markets unevenly, with developing economies likely to face faster disruption than productivity gains due to digital gaps.

The study, prepared for the World Development Report 2026, covers 135 countries and shows that exposure to generative artificial intelligence (GenAI) is higher in advanced economies, especially in clerical and professional jobs. While lower in developing countries, structural constraints limit their ability to benefit from the technology.

Workers in automatable roles are often already online, raising risks of rapid job loss—particularly in clerical jobs that provide pathways to decent work for women

and youth. Meanwhile, limited internet access and more routine job tasks constrain productivity gains.

The paper calls for stronger digital infrastructure, skills development, and social protection to ensure inclusive benefits.

### **ILO AND UNHCR FORMALIZE COOPERATION IN TÜRKIYE TO ADVANCE DECENT WORK AND ECONOMIC INCLUSION**



The ILO Office for Türkiye and UNHCR have formalized cooperation through a new Letter of Understanding (LoU) to expand access to decent work and livelihoods for refugees and host communities. The agreement strengthens collaboration on labor market integration, formal employment, and economic inclusion, building on an existing global partnership.

It focuses on improving access to work through policies and permit systems, strengthening pathways to formal employment, and enhancing labor market data for evidence-based policymaking.

Other priorities include skills mapping, vocational training, better alignment of workforce supply and demand, and expanded access to finance—particularly for refugees—to support entrepreneurship.

The LoU also promotes awareness of rights and responsibilities and supports sustainable reintegration in cases of voluntary return. While not legally binding, the agreement provides a flexible platform for future collaboration with national institutions, the private sector, and development partners.

## SOCIAL PARTNERS DRIVE WAGE DIGITIZATION FOR SMES IN INDONESIA



Cash wage payments remain common among small businesses in Indonesia, but this is beginning to shift. Over the past year, the ILO Global Centre on Digital Wages for Decent Work has strengthened the capacity of government bodies and social partners to promote responsible wage digitization in SMEs.

At the core of this effort is the Responsible Wage Digitization training programme—a certification-based initiative that equips partner organizations with the skills and tools to help SMEs transition to digital payments. It covers key aspects such as setting up payroll systems, engaging workers, and implementing practical roadmaps.

Under a training-of-trainers model, participants—trained in partnership with APINDO and RIWANI Globe—go on to deliver training independently within their networks. Results so far are promising: nine certified trainers from five partner organizations have conducted 22 training sessions, reaching 281 enterprises across Indonesia.

## RESPONSIBLE BUSINESS GAINS GROUND IN LAOS



Responsible business practices in Lao PDR have advanced following the completion of a two-year ILO project promoting decent work across supply chains. Funded by the Government of Japan, the initiative trained 771 participants—including 325 women—from government, employers' and workers' organizations, and enterprises on responsible business conduct (RBC). A key outcome was the establishment of a national pool of facilitators within the Lao National Chamber of Commerce and Industry, enabling continued RBC and ESG training beyond the project.

Labor inspectors across all 18 provinces also strengthened their capacity to enforce international labour standards and raise enterprise awareness.

## JAPAN RATIFIES THE OCCUPATIONAL SAFETY AND HEALTH CONVENTION, 1981 (NO. 155)



On 1 April 2026, Japan ratified the Occupational Safety and Health Convention, 1981 (No. 155), depositing the instrument with ILO Director-General Gilbert Houngbo. Welcoming the move, Houngbo said the ratification reaffirms Japan's commitment to the ILO's standards and to ensuring a safe and healthy working environment.

Convention No. 155 calls for a coherent national policy on occupational safety and health and action at all levels to improve working conditions. Japan has now ratified 51 ILO conventions, including seven on occupational safety and health.

## STATISTICS

## REMITTANCE INFLOWS: TOP 30 SOURCES

Sl. No.	Country	November 2025	December 2025	January 2026
1	Saudi Arabia	430.56	490.14	474.31
2	UK	378.36	404.93	469.32
3	United Arab Emirates (UAE)	401.28	476.06	388.04
4	Malaysia	331.17	322.82	280.21
5	USA	207.53	259.27	274.98
6	Italy	172.75	195.31	188.35
7	Oman	156.81	180.04	182.07
8	Kuwait	149.18	164.39	168.77
9	Singapore	117.15	115.04	141.42
10	Qatar	146.28	145.03	137.97
11	South Africa	46.07	75.41	76.38
12	Bahrain	84.32	80.00	69.76
13	France	35.94	46.57	50.36
14	Australia	21.15	27.45	26.72
15	South Korea	22.99	28.39	25.62
16	Jordan	15.73	16.41	17.54
17	Canada	18.29	20.45	17.52
18	Greece	16.70	19.33	17.09
19	Portugal	13.14	14.12	14.75
20	Spain	9.75	13.52	14.30
21	Germany	13.83	15.52	14.00
22	Maldives	9.44	9.82	13.72
23	Japan	7.64	9.59	9.78
24	Mauritius	6.83	7.18	8.35
25	Poland	7.38	8.89	7.30
26	Brunei Darussalam	5.95	7.02	6.27
27	Hong Kong: SAR of China	—	—	5.65
28	Lebanon	5.76	4.56	—
29	Sweden	5.89	6.61	5.04
30	Iraq	3.95	4.03	4.39
31	Other Countries	43.47	54.47	57.92
<b>Total</b>		<b>2889.49</b>	<b>3226.69</b>	<b>3170.94</b>

Source : Bangladesh Bank.

## 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						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	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

## 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

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

Sector	2022-23	2023-24	2024-25	November '25	December '25	January '26
General	202.88	113.43	122.67	131.12	132.10	134.76
percentage change (Point to Point)	6.57	6.43	8.15	7.68	7.73	8.00
percentage change (over previous month)				1.04	0.74	0.88
<b>1. Agriculture</b>	<b>203.72</b>	<b>114.03</b>	<b>123.33</b>	<b>131.44</b>	<b>132.84</b>	<b>134.67</b>
percentage change (Point to Point)	6.69	6.86	8.16	7.45	7.47	7.80
percentage change (over previous month)				0.94	1.06	0.97
I. Agriculture & Livestock	203.93	114.03	123.33	131.45	132.85	134.84
percentage change (Point to Point)	6.74	6.82	8.15	7.46	7.48	7.91
percentage change (over previous month)				0.94	1.06	0.99
II. Fisheries	190.48	114.2	123.60	129.10	129.89	130.36
percentage change (Point to Point)	3.81	10.01	8.23	4.78	4.83	5.04
percentage change (over previous month)				0.33	0.62	0.24
<b>2. Industry</b>	<b>194.88</b>	<b>112.88</b>	<b>121.79</b>	<b>130.12</b>	<b>130.90</b>	<b>133.76</b>
percentage change (Point to Point)	5.71	6.77	7.89	7.69	7.76	8.26
percentage change (over previous month)				0.82	0.60	0.81
I. Construction	190.88	112.82	121.76	130.08	130.86	132.84
percentage change (Point to Point)	5.07	7.38	7.92	7.67	7.75	8.19
percentage change (over previous month)				0.81	0.60	0.82
II. Production	222.43	117.21	123.84	133.95	134.81	143.08
percentage change (Point to Point)	7.9	6.84	5.70	8.85	8.90	8.95
percentage change (over previous month)				1.90	0.64	0.65
<b>3. Service</b>	<b>212.51</b>	<b>113.43</b>	<b>123.11</b>	<b>132.25</b>	<b>132.91</b>	<b>138.47</b>
percentage change (Point to Point)	7.23	5.77	8.53	8.03	8.08	8.10
percentage change (over previous month)				1.55	0.50	0.74

Source: Bangladesh Bureau of Statistics

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প্রতিবার গোসলে সিরামের উজ্জ্বলতা



স্বপ্ন টেকনোলজি লিমিটেড

# 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**