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BANGLADESH EMPLOYERS' FEDERATION

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ARTICLE 02

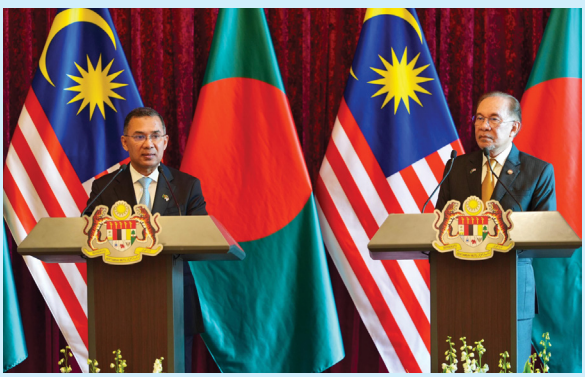
Employee Relationship Management: Definition, Benefits and Tips

BEF EVENTS 06

Training on "Understanding the Legal Framework of BLA and ILS: Integrating Responsible Business Conduct and Human Rights Due Diligence"

HOME 10

Prime Minister urges Malaysia to reopen the labor market for Bangladeshi workers



INTERNATIONAL 11

Pakistan received a historic $4.25 billion in workers' remittances during May 2026.

ILO 13

Strengthening negotiation skills for effective collective bargaining

STATISTICS 15

Consumer price index: National
Consumer price index: Rural
Consumer price index: Urban
Wage rate index by sectors: National
Wage rate index by sectors: Dhaka Division
Wage rate index by sectors: Chattorgam Division
Wage rate index by sectors: Rajshahi Division
Wage rate index by sectors: Rangpur Division
Wage rate index by sectors: Khulna Division

ARTICLE

Employee Relationship Management: Definition, Benefits And Tips

Employee relationship management (ERM) is an element of human resources management that focuses on building strong, positive relationships between employees and their managers. HR professionals, managers and team leaders might participate in ERM by adopting formal policies and procedures, including:

- Scheduled social hours for team members
- Systems for feedback and recognizing team members
- Professional development programs
- Mentorship programs
- Employee engagement events
- Diversity initiatives
- Review cycles

Importance Of Employee Relationship Management

Here are some ways that effective ERM can benefit a team, department or business:

Boosts employee morale

ERM programs and policies can improve how employees feel about their work and motivate them to succeed. Increased employee morale can build confidence and enhance the effectiveness of collaboration. For example, a sales department with strong employee relationship management policies might recognize individual sales representatives who meet or surpass weekly and monthly quotas with a gift or company-wide notification. This recognition can help the sales team feel valued, boosting their morale and encouraging them to set new records. Boosting sales numbers increases revenue for the entire company.

Increases productivity

Positive employee relationship management can create an atmosphere of high productivity, encouraging teams to accomplish more than they typically would in the same amount of time. When people feel that their work is important, they might feel more motivated to finish their tasks. Certain ERM practices, like mentorship programs and professional development seminars, can help employees develop their skills. For example, the administrative department of a hospital might hold weekly seminars for employees, focusing

on different administrative tasks. Learning about new programs and labor-saving tools can help medical recorders and administrators accomplish more.

Encourages leadership skill development

ERM programs can build employee confidence and motivate them to take on leadership tasks. For example, professional development seminars can help employees hone their abilities and learn new skills, like project management and conflict resolution. They might use these new skills to become team leaders or volunteer to chair committees. Other types of ERM, like mentoring programs, can give employees role models and inspire them to take on more responsibilities in their daily work.

Enhances communication

When employees have positive professional relationships with their teammates and managers, they might feel more comfortable communicating with them about their needs and work preferences. Increased communication can help employees learn about valuable resources and tools for their work. It can also prevent workplace incidents and customer issues by indicating potential problems early. For example, a manager who practices successful ERM might be a resource for team members, who might ask them for advice about handling potentially difficult customer situations.

Reduces turnover

Positive relationships with peers and managers can help an employee feel valued at their workplace and encourage them to build a lasting career with the organization. Many of the common elements of ERM programs, like professional development workshops and diversity initiatives, can help employees develop their skills and learn new ones. Also, companies with strong ERM policies might promote from within, giving employees an opportunity to move forward in their careers while staying at the same organization.

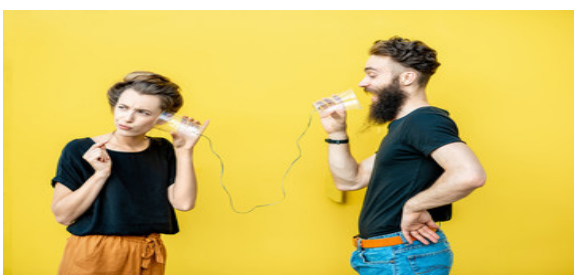
Tips For Employee Relationship Management

Here are some strategies you can use to foster a rewarding relationship between employees and managers:

Establish goals and reinforce values

One way to facilitate positive relationships in a workplace is to communicate the company's mission and values frequently. If everyone in a team or department understands the company's purpose and growth vision, they can see how their efforts support a greater goal, increasing satisfaction in their work. For example, a company that creates educational textbooks and software programs might include innovation as a key component in its mission statement. The sales manager for a company can remind their team that the team's work supports innovative thinking and learning.

Use communication applications



Frequent communication is a key part of employee relationship management, because it allows employees to build a rapport with each other and with their managers. In office-based or warehouse workplaces, it might be easy to have conversations, since everyone is in the same facility. Other companies might have a hybrid or remote work environment or operate in several locations. For these companies, digital communication platforms can connect employees and managers. Managers might create special channels or communication groups for their teams, allowing them

to build a more personal relationship.

Celebrate achievements

You can increase employee satisfaction by publicly recognizing them when they've surpassed a goal or completed a successful project. Celebrating an employee's achievements shows staff that the company's leaders value their contribution and remain invested in their development. An HR department might send a weekly newsletter, in which they publish submissions from team managers who want to recognize an employee for their performance that week. Some companies also use special hashtags or channels on their online communication platforms to highlight *employee* successes.

Meet with individual team members regularly

Managers can cultivate positive relationships with members of their team by scheduling regular meetings with each member. Individual meetings offer employees a chance to ask questions and give feedback about their projects. They also provide time for a manager to provide resources or teach new skills. Even if an employee doesn't currently need help with their tasks, these meetings can allow the manager and employee the opportunity to get to know each other better. If you're a manager, consider creating a list of topics to discuss in your individual meetings, like professional goals, strengths and areas for improvement.

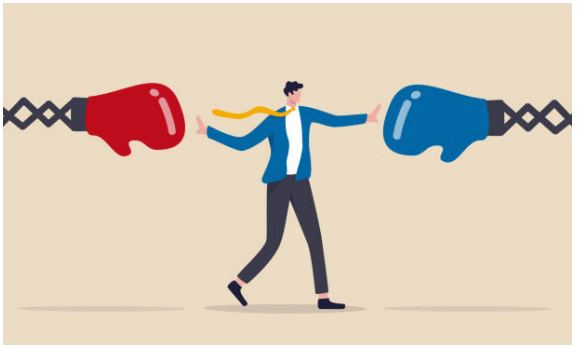
Offer a variety of programs

Every employee is unique, so team members might find different activities rewarding. Offering a variety of programs can enhance employee satisfaction across the company. For example, at a remote company, the HR team might host a weekly online trivia night, a series of seminars on diversity and inclusion and informal lunch sessions for employees with different interests. Employees might choose to attend some or all of these optional events. You can also mix mandatory and optional events to ensure employees experience key programs while having some flexibility in their schedules for work sessions and meetings.

Gather feedback

An effective way to design ERM programs is to ask employees for suggestions. Designing programs based on employee suggestions can ensure that the programs are relevant to their target audience. A team lead, manager or HR professional might send an email with a survey attached, allowing employees to submit their suggestions for professional development or enrichment programs. Some HR departments send regular surveys about existing company programs and policies to measure how employees feel about them. They might use this information to audit the current ERM programs.

Provide guidelines for conflict resolution



Resolving conflicts quickly and effectively can help maintain healthy relationships between peers or between employees and managers. Clear guidelines for conflict resolution provide a resource for both sides in a conflict and can ensure a healthy outcome. For example, a company might have a policy where managers mediate conflicts between employees on their teams. If an employee and manager enter a conflict with each other, HR professionals might mediate between the two sides and try to find a compromise that suits both parties.

Key Takeaways:

- If you work in a human resources or leadership role, you might use employee relationship management tactics to encourage healthy workplace attitudes and build a rapport between employees and management professionals.
- Employee relationship management (ERM) is an element of human resources management that focuses on building strong, positive relationships between employees and their managers.
- Positive employee relationship management can create an atmosphere of high productivity, encouraging teams to accomplish more than they typically would in the same amount of time.

Source: https://www.indeed.com

BEF EVENTS

Training on "Understanding the Legal Framework of BLA and ILS: Integrating Responsible Business Conduct and Human Rights due Diligence"

The BEF organized a two-day capacity-building training on Understanding the Legal Framework of BLA, ILS: Integrating Responsible Business Conduct (RBC), and Human Rights Due Diligence (HRDD) during June 22-23, 2026, at the Metropolitan Chamber of Commerce and Industry conference hall in Motijheel, Dhaka. The training was organized by BEF's Labour Law and Regulatory Affairs Cell with technical assistance from the ILO country office for Bangladesh. Mr. Farooq Ahmed, Secretary-General and CEO of BEF, delivered the welcome speech. The sessions were facilitated by Mr. Muhammad Habibur Rahman, Assistant Secretary-General (Legal Affairs), and Mr. Joha Jamilur Rahman, Head of Training, BEF. Ms. Rukshana Yasmin Arzoo, Senior Programme Officer at the ILO Dhaka office, presented the ILO's fundamental conventions, protocols, and recommendations, and demonstrated the use of the NORMLEX database on international labor standards. The training was attended by 20 participants including HR, administration, compliance, legal professionals, and independent labor law practitioners from BEF member organizations.

Consultation Workshop with Employers on Strategic action plan to Strengthen Bipartite Social Dialogue Mechanisms

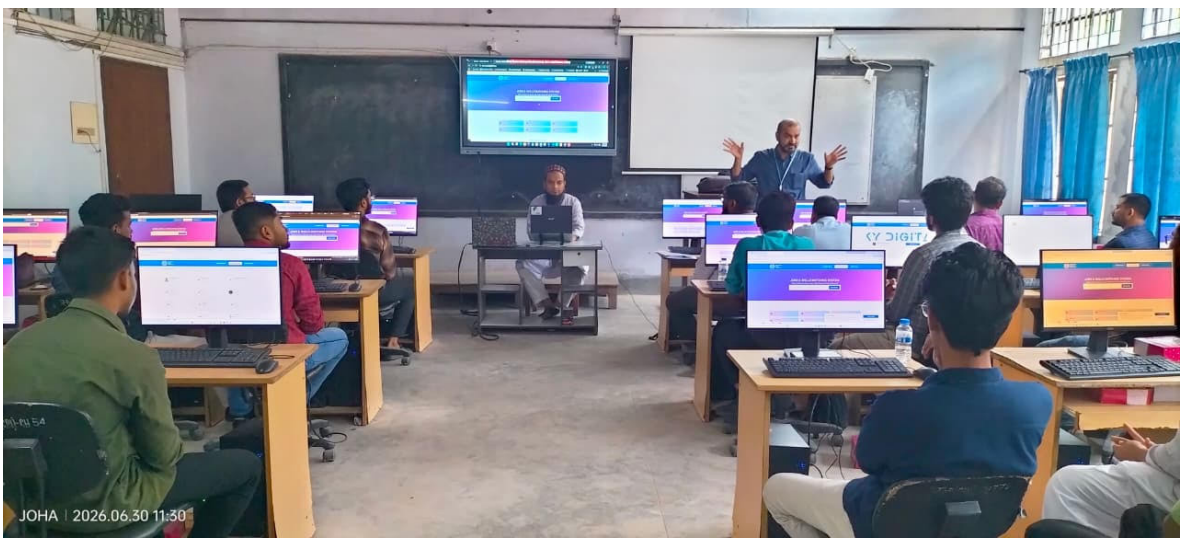
The BEF, in collaboration with the International Labour Organization (ILO) Labour Administration and Working Conditions (LAWC) Cluster, organized a consultation workshop on 22 June 2026 at the MCCI Gulshan Office in Dhaka to develop a strategic action plan for strengthening bipartite social dialogue mechanisms in Bangladesh. The workshop focused on defining employers' roles in promoting effective social dialogue while gathering feedback on priority actions, implementation challenges, and coordination mechanisms. Opening remarks were delivered by Mr. Saidul Islam, Additional Secretary-General of BEF, and Ms. Nada Aridhi, Technical Specialist, LAWC Cluster, ILO Country Office for Bangladesh. Ms. Rukshana Yasmin Arzoo, Senior Programme Officer, LAWC, ILO, presented the key framework, followed by a group work session moderated by Mr. Md. Moslem Uddin, Assistant Secretary-General, BEF. The event brought together 25 participants, including representatives from BEF member organizations, and different business associations such as BGMEA, BAPA, BJSA, BJMA, ISCs, and FLAXA.

Knowledge Sharing Workshop On Green Financing

The BEF, in collaboration with the International Labour Organization (ILO) ProGRESS Project, organized a day-long Knowledge Sharing Workshop on Green Financing on 24 June 2026 at the MCCI Gulshan Office in Dhaka. The workshop aimed to strengthen stakeholders' understanding of green financing, Bangladesh Bank's sustainable finance initiatives, and the challenges and opportunities in accessing green finance. Mr. Md. Nazeem Hassan Satter, Deputy Managing Director of SME Foundation, delivered the keynote presentation, highlighting green banking policies, sustainable finance schemes, incentives, and financing opportunities. The session was moderated by Mr. Joha Jamilur Rahman, Head of Training, BEF. Mr. Tanjel Ahsan, Senior Programme Officer of the ILO ProGRESS Project, delivered the concluding remarks, while Mr. Saidul Islam, Additional Secretary-General of BEF, summarized the discussions and outlined the way forward. Around 22 participants from banks and financial and non-financial institutions attended the workshop.

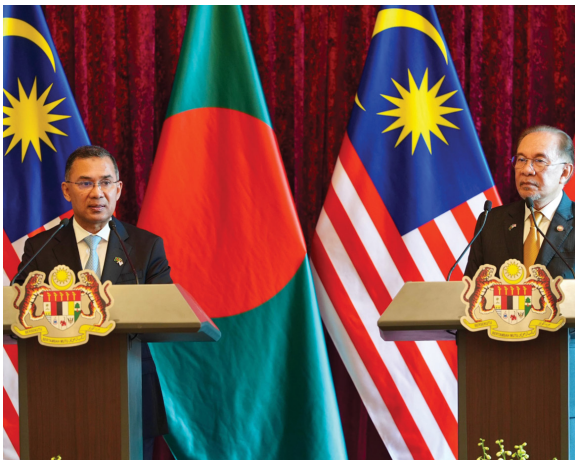
BEF Organizes a series of Workshops on the Skills Matching System

BEF, in collaboration with the ProGRESS Project of the International Labour Organization (ILO), Country Office for Bangladesh, organized three workshops on the Skills Matching System with employers, women entrepreneurs, TVET institutions, and job seekers during 29–30 June 2026 at the Chittagong Women Chamber of Commerce and Industry (CWCCI) and Chittagong Polytechnic Institute. The workshops focused on validating the newly developed Skills Matching System, assessing its effectiveness in matching workforce skills with industry demand, gathering user feedback, and promoting the Skills Needs Anticipation (SNA) approach among key stakeholders. The sessions were facilitated by Mr. Joha Jamilur Rahman, Head of Training, BEF; Mr. Md. Wasfi Tamim, National Programme Officer (Private Sector Engagement), ILO; and Mr. Tanjel Ahsan, Senior Programme Officer, ProGRESS Project, ILO. Around 53 participants, including employers, women entrepreneurs, representatives from TVET institutions, and job seekers contributed valuable insights to strengthen skills matching initiatives in Bangladesh.



HOME

Prime Minister Urges Malaysia To Reopen The Labor Market For Bangladeshi Workers



Prime Minister Mr. Tarique Rahman has urged the Malaysian government to reopen its labor market at the earliest and recruit more Bangladeshi workers. Speaking at a joint press conference with Malaysian Prime Minister Anwar Ibrahim following bilateral talks in Kuala Lumpur, he said "I requested His Excellency Prime Minister Anwar Ibrahim to consider recruiting more Bangladeshi workers, as well as to open labor market as soon as possible," The summit-level meeting took place on the second and final day of Prime Minister Tarique Rahman's two-day official visit to Malaysia. He also thanked the Malaysian government and its people for their warm hospitality.

Inflow Of Remittances Increased By 13.62% In April

According to Bangladesh Bank (BB), the inflow of remittances increased to US$3.13 billion in April 26, showing a robust 13.62 percent, year-on-year, growth compared to US$2.75 billion received in April 2025.

Meanwhile, inflow in Jul-April of FY26 reached US$29.33 billion, reflecting a 19.54% increase over that of the same period of FY25.

Saudi Arabia remained the top remittance source, followed by the UK. GCC countries (Saudi Arabia, UAE, Kuwait, Qatar, Oman, and Bahrain) accounted for 46.45% of total inflows. Malaysia and the USA contributed 9.96% and 8.60%, respectively.

Top Contributing Countries

Rank	July-April of FY26		
	Country	Amount in million US$	Share of total remittance (%)
1	Saudi Arabia	4736.17	16.15
2	UK	4035.48	13.76
3	UAE	3810.44	12.99
4	Malaysia	2922.83	9.96
5	USA	2523.54	8.60
6	Italy	1709.24	5.83
7	Oman	1690.24	5.76
8	Kuwait	1441.68	4.92
9	Qatar	1291.30	4.40
10	Singapore	1226.80	4.18
	Others	3944.03	13.45
	Total	**29331.75**	**100.00**

Source:Bangladesh Bank

Among European sources, the UK and Italy jointly made up 19.59% of total remittances.

2,975 Jobs To Be Created In BEPZA Economic Zone

Under an agreement signed with the Bangladesh Export Processing Zones Authority (BEPZA), Sunshine Outdoor (BD) Company Limited, a British Virgin Island and China (Hong Kong)-based company, will invest US$15 million to set up a tent & camping manufacturing plant at the BEPZA Economic Zone (BEPZA EZ) in Mirsharai, Chattogram and create employment opportunities for 2975 people. The company will produce annually 1.5 million pieces of outdoor products like tent, canopy, bag, duffel bag, waterproof dry bags, and sleeping bag, back pack, tarpaulins, inflatable pillows and mattresses, air pillows, mosquito nets, carpets, mats, folding chairs, and different types of bins & baskets.

INTERNATIONAL

Pakistan

Pakistan received a historic high of $4.25 billion in workers' remittances during May 2026. This is the highest monthly remittance inflow on record for the country, jumping 15.4% compared to May 2025 and 20.2% from April. May 2026 Remittance Breakdown

- Saudi Arabia: $1.03 billion
- United Arab Emirates (UAE): $1.01 billion (up 33% year-over-year)
- United Kingdom: $645 million
- European Union (EU): $466 million
- United States: $350 million

Between July 2025 and May 2026, cumulative remittances reached $38.1 billion. This represents a 9.2% increase compared to the same period in the previous fiscal year.

India

The unemployment rate in India has increased by 0.3 percentage points to 5.5% in May 2026 compared to April 2026, according to the Periodic Labour Force Survey (PLFS) released by the Ministry of Statistics & Programme Implementation. While the rural unemployment increased from 4.6% in April to 5.1% in May, the urban unemployment decreased marginally from 6.6% in April to 6.4% in May.

Unemployment rate among rural males of 15 years and above was 5.2% during May. For rural females of the same age group, it was 4.7%. In urban areas unemployment rate among females was 8.2% compared to 5.9% observed for males.

The Labour Force Participation Rate for persons of age 15 years and above in the country stood at 54.4% in May, 2026 against 55% in April. In rural and urban areas the LFPR stood at 56.6% and 49.8%, respectively, in May. LFPR among rural male was 77.7% and for rural female it was 36.7%. In urban areas, LFPR among female was 24.8% compared to 74.7% for males.

Malaysia

Malaysia's total employment increased by 0.1% to 16.82 million persons in April 2026 while the number of unemployed rose to 511,800 in April from 509,000 in March, according to the Department of Statistics Malaysia (DOSM). Unemployment rate increased to 3.0% in April 2026, the highest level in six months. Economists generally regard a 3% unemployment rate as consistent with full employment.

DOSM expects the country's economic and labor market outlook to remain favorable in the near term, supported by strong domestic demand, continued investment, and ongoing development projects. However, the agency warned that the global energy crisis, geopolitical tensions, and weaker external demand could weigh on economic growth and labor market performance in the coming months.

Philippines

Cash remittances from overseas Filipinos continued to post modest growth in March 2026, supporting household spending and the Philippine economy despite mounting global uncertainties and slower growth in key labor markets abroad. Data released by the Bangko Sentral ng Pilipinas (BSP) showed that cash remittances coursed through banks reached $2.87 billion in March, up by 2.3 percent from $2.81 billion received in the same month last year. Including transfers sent through informal channels and in kind, personal remittances increased to $3.2 billion, growing by 2.3 percent from $3.13 billion a year ago. For the first quarter, cumulative cash remittances expanded by 2.8 percent to $8.68 billion, while personal remittances rose by 2.8 percent to $9.66 billion.

Australia

Australia's unemployment rate has jumped to 4.5% in April 2026 to reach the highest in about four and half years, amid fears rising interest rates and the global oil crisis will smash economic growth. The number of employed people unexpectedly fell by 18,600 in the month – the first decline this year – dragging the jobless rate up from 4.3%, according to the Australian Bureau of Statistics. The country's jobless measure remains below pre-pandemic levels of more than 5%, but has been drifting higher since a near 50-year low of 3.4% in late 2022.

UK

The UK labor market showed signs of weakening as job vacancies declined to 707,000 in the March–May period, the lowest level in five years. While unemployment edged down slightly to 4.9%, employment also fell, particularly in retail and hospitality sectors. The data suggest employers have become more cautious about hiring amid economic uncertainty linked to the Iran conflict and broader cost pressures.

USA

The US economy blew past Wall Street expectations to add 172,000 jobs in May 2026, figure from the Bureau of Labor Statistics was more than double the 85,000 forecast by economists polled by Bloomberg. Hiring figures for March and April were revised up by a combined 93,000 to 214,000 and 179,000 respectively. The unemployment rate was unchanged at 4.3 percent. The May employment gains were lred by the leisure and hospitality industry, which added 70,000 jobs. Employment in local government and healthcare rose sharply, while other private sector businesses also posted moderate gains.

ILO

Strengthening negotiation skills for effective collective bargaining

The International Training Centre of the International Labour Organization (ITCILO) organized a five-day training program on "Negotiation Skills for Effective Collective Bargaining" from 25–29 May 2026 in Turin, Italy. The course brought together 102 participants from diverse countries and labor relations systems and was delivered in English, French, Spanish, and Portuguese.

The program aimed to strengthen participants' capacity to conduct effective collective bargaining by promoting collaborative, interest-based negotiation approaches instead of adversarial bargaining. Through expert-led sessions, case studies, simulations, role-playing exercises, and group discussions, participants developed practical skills in preparing for, conducting, and concluding negotiations.

The training emphasized experiential learning, enabling participants to apply negotiation strategies in simulated workplace dispute and collective bargaining scenarios. It also highlighted the importance of trust, active listening, effective communication, emotional intelligence, and relationship-building in achieving constructive dialogue and sustainable agreements.

Participants further explored key aspects of negotiation preparation, including analyzing interests, assessing alternatives, defining bargaining ranges, evaluating risks, and understanding the priorities and constraints of the other party. These competencies are essential for reaching balanced, practical, and durable collective bargaining outcomes.

By combining practical exercises with peer learning and real-world case discussions, the program reinforced the role of skilled negotiation in strengthening social dialogue and fostering stable, productive labor relations.

ILO Marks 10 years of Guiding Principles on Refugee Labour Market Access

Ahead of World Refugee Day, the International Labour Organization (ILO) is commemorating the tenth anniversary of its Guiding Principles on the Access of Refugees and Other Forcibly Displaced Persons to the Labour Market by launching a new series of knowledge products showcasing practical actions and good practices to support their implementation.

Observed under this year's theme, "Until Everyone Is Safe," the initiative underscores the vital role of decent work, sustainable livelihoods, and labor market inclusion in enabling refugees and other forcibly displaced persons to rebuild their lives, become self-reliant, and contribute meaningfully to host communities.

Adopted in 2016, the Guiding Principles provide a framework for promoting labor market access, decent work, equal treatment, social protection, and labor mobility for refugees and other forcibly displaced persons.

Over the past decade, the Guiding Principles have influenced labor market policies in countries hosting refugees, strengthening governance, recognizing refugees' economic contributions, and promoting inclusive approaches that benefit both displaced populations and host communities.

While the Principles have helped improve labor market inclusion in many host countries, refugees continue to face barriers to decent work, skills recognition, and social protection. The new knowledge products highlight practical actions and lessons learned to help governments and social partners strengthen inclusive labor market policies and support refugee self-reliance.

To mark the anniversary, the ILO has launched a new series of knowledge products aligned with the six pillars of the Guiding Principles. Drawing on experiences from different countries, the publications present practical measures, concrete actions, and lessons learned to help governments and social partners strengthen labor market inclusion for refugees and other forcibly displaced persons in diverse national contexts.

ILO Highlights Ai's Potential to Improve Healthcare and Decent Work in Indonesia

The ILO convened a policy dialogue on 24 June 2026 titled "Intersectionality in Action: A Deep Dive with Policymakers & Practitioners on AI, Health Workforce, and Serving Vulnerable Indonesian Workers" to examine the growing role of artificial intelligence (AI) in Indonesia's healthcare sector.

The event brought together policymakers, healthcare professionals, employers' and workers' representatives, academics, and development partners to discuss how AI is transforming healthcare delivery, workforce management, and working conditions. Participants explored strategies to ensure that technological innovation supports decent work, quality healthcare services, and equitable outcomes, particularly for vulnerable workers.

The dialogue, the sixth in the ILO's ongoing series on AI and the world of work, featured a keynote address from Indonesia's Minister of Health, Budi Gunadi Sadikin, delivered by Eko Sulistijo, Head of the Ministry of Health's Data and Technology Centre. The Minister underscored AI's potential to strengthen Indonesia's health system and improve access to quality healthcare, particularly for underserved and remote communities, while stressing the importance of adopting AI in a manner that promotes inclusive and sustainable development.

Thailand and ILO Reaffirm Partnership to Advance Decent work and Social Justice

Thailand's Minister of Labour, H.E. Mr. Julapun Amornvivat, visited the ILO Country Office to reaffirm the long-standing partnership between Thailand and the ILO and discuss priorities for advancing decent work, social protection and inclusive labour market development.

Discussions focused on strengthening labor rights, improving working conditions, preparing workers and enterprises for economic and technological transitions, implementing international labor standards, and enhancing protection for vulnerable groups, including migrant workers.

The visit also highlighted Thailand's commitment to building a resilient and inclusive labor market while advancing key international initiatives, including its OECD accession process, EU–Thailand Free Trade Agreement negotiations, and ASEAN leadership role.

CONSUMER PRICE INDEX: NATIONAL

(Base: 2005-06=100)

Period	General Index	1. Food	2. Non-Food	Index by expenditure group						
				I. Clothing & Footwear	II. Fuel & Lighting	III. Household Equipment	IV. Health	V. Transportation	VI. Recreation and Culture	VIII. Mise. Goods & Services
FY 2024-25										
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
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
FY 2025-26										
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
February	143.28	142.18	144.18	143.81	141.83	144.48	132.29	135.07	146.19	177.51
March	144.56	143.25	145.62	148.29	143.17	145.44	133.45	136.67	148.99	175.01
April	145.57	144.39	146.54	148.50	144.22	145.85	133.77	139.17	150.04	174.67

Source: Bangladesh Bureau of Statistics

CONSUMER PRICE INDEX: RURAL
(Base: 2005-06=100)

Period	General Index	1. Food	2. Non-Food	Index by expenditure group						
				I. Clothing & Footwear	II. Fuel & Lighting	III. Household Equipment	IV. Health	V. Transportation	VI. Recreation and Culture	VIII. Mise. Goods & Services
FY 2024-25										
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
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
FY 2025-26										
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
February	143.71	142.02	145.31	138.20	149.37	145.10	133.34	137.59	144.42	174.08
March	144.90	143.28	146.43	141.65	150.79	145.77	134.91	138.66	146.54	171.26
April	145.94	144.47	147.32	141.82	152.07	146.32	135.30	141.15	147.47	170.95

Source: Bangladesh Bureau of Statistics

CONSUMER PRICE INDEX: URBAN

(Base: 2005-06=100)

Period	General Index	1. Food	2. Non-Food	Index by expenditure group						
				I. Clothing & Footwear	II. Fuel & Lighting	III. Household Equipment	IV. Health	V. Transportation	VI. Recreation and Culture	VIII. Mise. Goods & Services
FY 2024-25										
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
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	138.49	147.31
April	**133.28**	**132.69**	**133.64**	147.52	126.57	136.534	124.53	128.20	138.63	147.42
FY 2025-26										
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
February	**142.89**	**142.67**	**143.02**	154.48	133.00	143.35	130.23	135.50	132.81	181.31
March	**144.32**	**143.34**	**144.93**	160.93	134.24	144.84	130.58	137.69	149.62	179.40
April	**145.29**	**144.37**	**145.87**	161.19	135.01	144.99	130.74	140.19	149.90	179.05

Source: Bangladesh Bureau of Statistics

WAGE RATE INDEX BY SECTORS: NATIONAL

(Base: 2010-11=100)

Sector	2022-23	2023-24	2024-25	February '26	March '26	April '26
General	205.30	115.33	124.68	137.05	137.94	138.32
percentage change (Point to Point)	7.04	7.74	*8.10*	*8.06*	*8.09*	*8.16*
percentage change (over previous month)				*0.97*	*0.64*	*0.28*
1. Agriculture	**205.69**	**115.66**	**125.31**	**137.90**	**138.83**	**139.21**
percentage change (Point to Point)	7.01	8.08	*8.35*	*8.10*	*8.11*	*8.19*
percentage change (over previous month)				*0.94*	*0.67*	*0.27*
i) Agriculture	205.98	115.81	125.56	138.45	139.40	139.77
percentage change (Point to Point)	7.06	8.17	*8.41*	*8.24*	*8.25*	*8.33*
percentage change (over previous month)				*0.97*	*0.69*	*0.27*
ii) Fish	191.07	113.09	121.26	128.80	129.31	129.80
percentage change (Point to Point)	4.37	8.35	*7.22*	*5.63*	*5.65*	*5.70*
percentage change (over previous month)				*0.36*	*0.39*	*0.38*
2. Industry	**201.01**	**114.72**	**123.60**	**135.65**	**136.47**	**136.85**
	6.97	7.24	*7.74*	*7.99*	*8.02*	*8.098*
				0.98	*0.61*	*0.28*
i) Construction	184.35	114.29	123.12	135.02	135.81	136.19
percentage change (Point to Point)	5.57	8.26	*7.71*	*7.98*	*8.01*	*8.08*
percentage change (over previous month)				*0.96*	*0.58*	*0.28*
ii) Production	234.79	117.69	127.03	140.03	141.11	141.51
percentage change (Point to Point)	9.28	7.70	*7.94*	*8.08*	*8.12*	*8.17*
percentage change (over previous month)				*1.11*	*0.76*	*0.28*
3. Service	**212.23**	**116.22**	**125.95**	**138.67**	**139.58**	**139.98**
percentage change (Point to Point)	7.31	8.29	*8.38*	*8.20*	*8.23*	*8.31*
percentage change (over previous month)				*1.07*	*0.66*	*0.29*

Source: Bangladesh Bureau of Statistics (BBS)

WAGE RATE INDEX BY SECTORS: DHAKA DIVISION

(Base: 2010-11=100)

Sector	2022-23	2023-24	2024-25	February '26	March '26	April '26
General	199.93	112.92	122.02	134.78	135.61	135.90
percentage change (Point to Point)	5.54	6.98	*8.05*	*8.54*	*8.57*	*8.64*
percentage change (over previous month)				*0.94*	*0.62*	*0.21*
1. Agriculture	**201.3**	**112.51**	**121.77**	**134.48**	**135.75**	**135.99**
percentage change (Point to Point)	5.51	6.6	*8.23*	*8.48*	*8.51*	*8.58*
percentage change (over previous month)				*0.81*	*0.95*	*0.18*
i) Agriculture	201.36	112.5	121.76	134.50	135.77	136.01
percentage change (Point to Point)	5.53	6.58	*8.23*	*8.50*	*8.53*	*8.60*
percentage change (over previous month)				*0.81*	*0.95*	*0.18*
ii) Fish	193.85	113.66	123.21	130.60	130.76	131.00
percentage change (Point to Point)	3.47	9.85	*8.40*	*5.11*	*5.12*	*5.16*
percentage change (over previous month)				*0.30*	*0.13*	*0.18*
2. Industry	**193.18**	**113.41**	**122.33**	**134.92**	**135.54**	**135.85**
percentage change (Point to Point)	5.6	7.39	*7.85*	*8.48*	*8.51*	*8.58*
percentage change (over previous month)				*0.99*	*0.46*	*0.23*
i) Construction	181.65	113.12	121.98	134.68	135.27	135.58
percentage change (Point to Point)	4.5	8.24	*7.83*	*8.59*	*8.62*	*8.69*
percentage change (over previous month)				*1.02*	*0.44*	*0.22*
ii) Production	217.53	115.97	125.36	137.07	137.94	138.31
percentage change (Point to Point)	7.63	7.76	*8.10*	*7.52*	*7.57*	*7.64*
percentage change (over previous month)				*0.73*	*0.64*	*0.27*
3. Service	**211.37**	**111.75**	**121.30**	**134.83**	**135.61**	**135.90**
percentage change (Point to Point)	5.54	5.87	*8.54*	*8.92*	*8.93*	*9.01*
percentage change (over previous month)				*0.98*	*0.58*	*0.21*

Source: Bangladesh Bureau of Statistics (BBS)

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

Sector	2022-23	2023-24	2024-25	February '26	March '26	April '26
General	202.76	113.92	122.57	134.24	135.06	135.39
percentage change (Point to Point)	*6.99*	*6.48*	*7.59*	*7.85*	*7.89*	*7.97*
Percentage change (over previous month)				*0.68*	*0.61*	*0.25*
1. Agriculture	**202.96**	**113.08**	**122.04**	**133.24**	**134.06**	**134.47**
percentage change (Point to Point)	*6.51*	*6.16*	*7.92*	*7.64*	*7.67*	*7.75*
Percentage change (over previous month)				*0.45*	*0.61*	*0.31*
I. Agriculture	203.31	113.32	122.74	135.64	136.58	136.94
percentage change (Point to Point)	*6.59*	*6.3*	*8.32*	*8.52*	*8.55*	*8.64*
percentage change (over previous month)				*0.51*	*0.69*	*0.26*
II. Fish	193.62	112.47	120.25	127.20	127.71	128.27
percentage change (Point to Point)	*4.44*	*7.69*	*6.92*	*5.35*	*5.38*	*5.44*
percentage change (over previous month)				*0.29*	*0.41*	*0.43*
2. Industry	**198.01**	**114.28**	**122.50**	**134.03**	**134.80**	**135.10**
percentage change (Point to Point)	*7.3*	*6.51*	*7.19*	*7.74*	*7.79*	*7.86*
percentage change (over previous month)				*0.75*	*0.57*	*0.23*
I. Construction	195.63	114.18	122.31	133.73	134.48	134.78
percentage change (Point to Point)	*7.23*	*6.49*	*7.12*	*7.70*	*7.74*	*7.81*
percentage change (over previous month)				*0.72*	*0.57*	*0.22*
II. Production	206.68	116.37	126.45	140.22	141.23	141.74
percentage change (Point to Point)	*7.57*	*8.16*	*8.66*	*8.68*	*8.74*	*8.80*
Percentage change (over previous month)				*1.19*	*0.72*	*0.36*
3. Service	**210.68**	**115.12**	**124.83**	**138.98**	**140.03**	**140.27**
percentage change (Point to Point)	*8.37*	*6.22*	*8.43*	*9.14*	*9.20*	*9.27*
percentage change (over previous month)				*1.11*	*0.75*	*0.17*

Source: Bangladesh Bureau of Statistics (BBS)

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

Sector	2022-23	2023-24	2024-25	February '26	March '26	April '26
General	204.22	114.45	123.88	136.23	137.04	137.47
percentage change (Point to Point)	6.78	7.18	8.23	8.05	8.09	8.18
percentage change (over previous month)				1.13	0.60	0.31
1. Agriculture	**203.89**	**113.68**	**123.28**	**135.95**	**136.60**	**137.06**
percentage change (Point to Point)	6.52	6.72	8.44	8.24	8.30	8.40
percentage change (over previous month)				1.05	0.48	0.34
I. Agriculture & Livestock	203.91	113.68	123.28	136.10	136.75	137.22
percentage change (Point to Point)	6.52	6.71	8.45	8.32	8.38	8.48
percentage change (over previous month)				1.08	0.48	0.34
II. Fisheries	197.51	113.68	123.14	131.27	131.76	132.07
percentage change (Point to Point)	5.17	8.1	8.32	5.71	5.74	5.67
percentage change (over previous month)				0.37	0.37	0.24
2. Industry	**202.06**	**114.87**	**123.99**	**136.01**	**137.02**	**137.40**
percentage change (Point to Point)	7.2	7.16	7.94	7.90	7.94	8.02
percentage change (over previous month)				1.18	0.75	0.27
I. Construction	178.01	113.95	122.80	134.38	135.33	135.73
percentage change (Point to Point)	5.23	8.28	7.76	7.82	7.86	7.95
percentage change (over previous month)				1.23	0.70	0.30
II. Production	225.66	116.49	126.41	139.32	140.48	140.80
percentage change (Point to Point)	8.79	7.33	8.27	8.08	8.12	8.16
percentage change (over previous month)				1.07	0.83	0.23
3. Service	**214.96**	**117.17**	**126.89**	**138.80**	**139.70**	**140.13**
percentage change (Point to Point)	8.33	8.16	8.29	7.54	7.56	7.64
percentage change (over previous month)				1.34	0.65	0.31

Source: Bangladesh Bureau of Statistics

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

Sector	2022-23	2023-24	2024-25	February '26	March '26	April '26
General	226.4	120.92	131.25	144.39	145.65	146.08
percentage change (Point to Point)	10.98	8.98	8.54	8.04	8.02	8.08
percentage change (over previous month)				1.14	0.88	0.29
1. Agriculture	**222.67**	**120.72**	**131.18**	**144.69**	**146.00**	**146.36**
percentage change (Point to Point)	10.95	8.83	8.67	8.22	8.17	8.25
percentage change (over previous month)				1.18	0.90	0.24
I. Agriculture & Livestock	222.73	120.73	131.20	144.72	146.02	146.38
percentage change (Point to Point)	10.96	8.83	8.67	8.23	8.17	8.25
percentage change (over previous month)				1.19	0.90	0.24
II. Fisheries	189.84	115.32	124.41	130.87	131.36	132.00
percentage change (Point to Point)	5.42	9.4	7.88	4.79	4.83	4.90
percentage change (over previous month)				0.15	0.38	0.48
2. Industry	234.37	120.28	130.16	142.20	143.34	143.87
percentage change (Point to Point)	10.21	9.15	8.21	7.46	7.50	7.55
percentage change (over previous month)				1.06	0.80	0.37
I. Construction	186.69	119.79	130.19	141.87	143.01	143.53
percentage change (Point to Point)	7.22	11.72	8.68	7.35	7.39	7.43
percentage change (over previous month)				0.90	0.80	0.36
II. Production	300.82	122.46	130.00	143.64	144.78	145.36
percentage change (Point to Point)	13.75	7.63	6.20	7.95	7.98	8.04
percentage change (over previous month)				1.76	0.80	0.40
3. Service	**259.15**	**125.08**	**135.54**	**148.48**	**149.77**	**150.61**
percentage change (Point to Point)	14.37	9.44	8.36	8.09	8.17	8.19
percentage change (over previous month)				0.96	0.86	0.56

Source: Bangladesh Bureau of Statistics

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

Sector	2022-23	2023-24	2024-25	February '26	March '26	April '26
General	204.62	114.63	123.76	136.09	136.77	137.14
percentage change (Point to Point)	6.9	7.22	7.97	7.99	8.02	8.09
percentage change (over previous month)				0.99	0.50	0.27
1. Agriculture	**206.3**	**114.43**	**123.63**	**135.86**	**136.37**	**136.72**
percentage change (Point to Point)	6.65	7.28	8.05	7.84	7.87	7.93
percentage change (over previous month)				0.88	0.38	0.25
I. Agriculture & Livestock	207.06	114.41	123.62	136.04	136.56	136.91
percentage change (Point to Point)	6.72	7.19	8.05	7.95	7.98	8.05
percentage change (over previous month)				0.89	0.38	0.25
II. Fisheries	185.07	114.82	123.91	131.02	131.52	131.89
percentage change (Point to Point)	4.53	9.85	7.91	4.98	4.99	5.05
percentage change (over previous month)				0.51	0.38	0.28
2. Industry	**192.09**	**113.83**	**122.71**	**135.13**	**135.95**	**136.35**
percentage change (Point to Point)	6.6	6.77	7.80	8.27	8.30	8.36
percentage change (over previous month)				1.03	0.61	0.29
I. Construction	178.81	113.27	122.01	134.21	134.99	135.39
percentage change (Point to Point)	5.49	7.36	7.70	8.21	8.24	8.31
percentage change (over previous month)				1.04	0.58	0.29
II. Production	244.03	119.48	129.86	144.43	145.60	146.07
percentage change (Point to Point)	9.17	8.68	8.70	8.87	8.89	8.91
percentage change (over previous month)				0.94	0.81	0.32
3. Service	**223.51**	**118.16**	**127.85**	**140.34**	**141.34**	**141.68**
percentage change (Point to Point)	9.64	7.82	8.19	7.79	7.82	7.88
percentage change (over previous month)				1.36	0.71	0.24

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