

# LABOUR NEWS

ISSUE 08, August 2026



BANGLADESH EMPLOYERS' FEDERATION



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## ARTICLE

**Employee Feedback Examples for Any Situation**

**E**mployee feedback, both positive and constructive, plays a critical role in understanding employee wellbeing, resiliency, and engagement. In a series of employee surveys, Gallup found that planned feedback signals to employees that their opinions are valued and that you, as an organization, are willing to listen. Employees who say their manager listens to their work-related problems are 62% less likely to experience burnout, according to Gallup's employee retention and attraction indicators. With a decrease in employee burnout comes an increase in employee engagement, productivity, and overall morale.

In this piece, we're breaking down every element of employee feedback. With a comprehensive understanding of what it is and what it does, you can craft your own feedback strategy that sets your company up for success.

### **The importance of employee feedback**

Employee feedback has a holistic impact on any company. Providing positive feedback communicates that you are taking notice when employees do a good job. It helps employees improve their performance and strengthen relationships with managers, subordinates, and peers. Regular feedback not only empowers individual team members but also the entire company.

Employees are less likely to leave a workplace where leadership values their opinions and ideas. When team members are comfortable with making their voices heard, they experience less stress and are more productive.

Feedback helps companies adapt to cultural changes and understand the workforce's morale. It also helps leadership identify areas where team members might need more training.

Start by asking your employees for feedback. By asking managers to give and receive feedback, you establish an atmosphere of openness – an atmosphere that hopefully leads to trust. On a companywide scale, the feedback channel shows everyone that all perspectives and ideas are welcome.

These feedback examples will strengthen their sense of belonging, employee empowerment, and employee engagement.

### **Employee feedback examples**

There are several types of employee feedback that leadership can give and receive. The following examples illustrate what kinds of feedback work best in different situations.

## Positive employee feedback examples

### *Recognition of a skill set*

"You always have such creative ideas during our meetings and brainstorming sessions. I appreciate your input." Recognizing an employee's specific skill set lets them know that you value their talent and is more impactful than just saying "good work." Giving positive feedback with specificity, especially around an employee's good qualities like their communication skills, can positively redirect people toward their strengths and help them find new opportunities.

### *Acknowledging achievements outside the workplace*

"I really admire you for volunteering at the animal shelter on weekends. It's nice to know that someone cares about animals in need."

You shouldn't restrict positive feedback to what happens in the workplace. Positive behavior deserves some recognition wherever it happens. Acknowledging a part of their life, like their community engagement or a major life event, shows you value them as a person.

### *Appreciation of hard work*

"I appreciate all the extra hours you put into completing this project. Your efforts are why we can deliver this assignment on time."

This is one of the top-tier positive feedback examples because surveys show that 92% of employees who receive praise for their efforts are more likely to repeat those positive actions.

Recognition is a coaching tool. If you want to see more good work, use feedback conversations to highlight the good.

### *Recognition for being a team player*

"I appreciate how you get along with your peers and subordinates in the office. Your strong communication and listening skills can make everyone feel seen and heard."

Feedback does not have to be only about work outcomes.

Give spontaneous and real-time feedback on things you appreciate, such as an employee's ability to connect with others at work.

### *Acknowledging leadership skills*

"Your leadership skills have resulted in greater bonding among team members and are the reason for us delivering high-quality work. Kudos!"

### *Appreciation for personal development*

"Congratulations on achieving this milestone in a short amount of time. You did an amazing job by learning the skills necessary for the project."

Have a culture of feedback that notices and appreciates personal and professional development. This could include learning a new technical or behavioral skill that helped in improving the performance of the person or the team.

## Constructive employee feedback examples

It's worth noting that we shouldn't consider all constructive feedback as negative feedback. Effective employee feedback relies on both parties to navigate a potentially difficult feedback conversation with openness and respect.

It's one of the many reasons why it is so important to prioritize frequent positive feedback because it can help create a constructive atmosphere from the start.

### *Talking over others*

"I really appreciated your enthusiasm in today's meeting. However, I noticed that you spoke over some other team members in your excitement. Your input is always welcome, but we also need to hear from others. What do you think?"

It's easy for some employees to get excited about a project and interrupt their colleagues, even if it isn't on purpose. Appealing to a team member's enthusiasm is a positive way to address the issue.

### *Behind schedule*

"Thanks for letting me know you're behind schedule

on this assignment. Let's look at how you spend your time and see if there's a way to tackle tasks more efficiently."

Missing deadlines can affect teams, departments, and the entire company. Addressing the issue constructively lets your team members know it's OK to come to you when they're struggling with a project, and more easily helps you pinpoint problems that may be impacting employees.

#### *A drop in productivity*

"I wanted to check in and see how you're doing. You seem a little distracted lately, and I'd love to know if there's anything I can do to help. Let's set up a time to talk. We can review your goals and figure out how to get back on track."

Even the best employees can experience a drop in productivity due to personal issues or problems in the workplace. Constructive feedback is an important note to strike here because it lets them know that you care and want to see them succeed. Negative feedback could exacerbate the problem.

#### *Feedback on time management*

"You have generally been on time with your work, which is great. However, there have been some recent delays in meeting delivery deadlines. If you're encountering challenges with managing time or balancing tasks, I'm happy to help you identify solutions and strategies to improve."

#### *Tips for providing feedback:*

When addressing poor time management, keep the tone constructive and supportive. If you notice the employee spending excessive time on non-work-related tasks, start a conversation to understand the underlying issues and collaboratively explore solutions.

Creating a feedback culture focused on support and growth ensures employees feel valued, even when their performance needs improvement. It's also an opportunity to ask for their feedback to uncover potential team-wide issues or adjustments that could improve overall efficiency.

#### *Feedback on communication skills*

*"I've noticed some communication challenges recently, and it seems to be affecting our workflow. Is there something you're dealing with that we can address together to improve this?"*

#### *Tips for providing feedback:*

Effective communication is essential for teamwork, collaboration, and achieving results. Breakdowns in communication often stem from personal or professional challenges, misunderstandings, or unresolved issues.

As a manager, prioritizing open and constructive dialogue when providing feedback helps identify and resolve communication barriers. By fostering a supportive environment, you encourage employees to share concerns and work collaboratively toward solutions.

#### *Feedback on taking initiative*

*"You are a valuable team member, and your opinions matter to the success of our projects. However, I've noticed that you don't often share your views in meetings. I encourage you to contribute your ideas, even if you're unsure how they'll be received—they might spark valuable discussions or lead to great solutions."*

#### *Tips for Providing Feedback:*

Employees may hold back in meetings due to fear of judgment or rejection. When addressing a lack of initiative, focus on constructive and encouraging feedback that builds confidence and fosters a judgment-free environment.

It's also important to explore underlying reasons, such as dissatisfaction with work or policies that might be affecting their engagement. Create a safe space for open dialogue and a feedback loop to understand their perspective and support their growth.

#### *Feedback on delegating work*

*"I truly appreciate your enthusiasm and dedication to your work. However, effective delegation is essential for*

*managing your time and improving the team's overall efficiency. Is there anything I can do to support you in developing this skill?"*

Tips for Providing Feedback:

Encourage employees to provide clear instructions when delegating tasks to avoid misunderstandings and delays. Delegation not only helps distribute workloads effectively but also empowers team members to make independent decisions and feel more engaged in their roles.

By emphasizing the value of delegation, you can help employees recognize its benefits for both their personal development and the team's success.

*Feedback on adjusting to change*

*"Your adaptability at work is one of your strengths, and I value that. However, I've noticed you seem to be facing challenges with the recent changes in the team and systems. Is there anything I can do to support you during this transition?"*

Tips for Providing Feedback:

Adjusting to changes—whether in team structure, processes, systems, management, or compensation—can be challenging for employees. While some may not openly express discomfort, it often manifests in their performance.

Approach these situations with constructive feedback in a safe and supportive environment. Encourage open dialogue to understand their concerns and provide guidance to help them navigate the changes effectively. This approach not only resolves immediate challenges but also builds resilience for future transitions.

*Feedback on creativity at work*

*"Your work is consistently of high quality, which is fantastic. To elevate it further, consider seeking feedback from peers to explore new ways to introduce creativity. This could help you develop an innovative edge that sets you apart."*

Tips for Providing Feedback:

Employees can sometimes become comfortable with established methods, overlooking opportunities for creativity. Encouraging innovation and a feedback-driven approach can help them take their performance to the next level.

Creativity can manifest in various ways—such as proposing unique solutions to project challenges or finding more efficient ways to manage time and resources. By fostering a culture of experimentation and collaboration, you can inspire employees to think outside the box and achieve even greater success.

*Feedback on conflict resolution*

*"You demonstrate professionalism when resolving conflicts, which is commendable. However, it's important to focus solely on the issue at hand and avoid making personal comments during discussions."*

Tips for Providing Feedback:

Conflicts can evoke strong emotions such as ego, fear, anger, or even revenge—all of which can harm a healthy workplace environment. Addressing these situations requires tact and support.

Encourage employees to seek guidance or mentoring if they struggle with conflict resolution. Foster a culture of continuous learning where team members feel comfortable seeking advice from colleagues or managers. This not only enhances their skills but also promotes a collaborative and respectful workplace.

*Feedback on professional development challenges*

*"You bring great value to our projects, and your contributions are always appreciated. However, I've noticed that you sometimes fall into a comfort zone, which may be limiting your potential for professional growth. Would you be open to some suggestions that could help you take the next step?"*

Tips for Providing Feedback:

Encourage employees to take a proactive approach to their development by seeking out new challenges, opportunities, and training without waiting for managers to assign them.

Slipping into a comfort zone is a common occurrence

and not a fault. Use constructive feedback as a way to gently guide employees toward growth, focusing on their strengths and potential. A supportive and collaborative approach fosters both confidence and motivation for professional advancement.

#### *Feedback on team collaboration:*

*"You have immense potential, and tapping into the strength of your team can amplify it even further. Don't hesitate to ask for help from your peers—it's an opportunity for mutual growth and learning."*

#### Tips for Providing Feedback:

Effective team collaboration involves both seeking and offering support, as well as engaging in cross-functional projects to share expertise. Encouraging collaboration can unlock untapped potential in employees and broaden their impact.

When providing feedback, emphasize the value of teamwork in fostering both individual and collective growth. A collaborative approach not only enhances performance but also builds stronger relationships within the team.

### Mastering effective employee feedback

Providing effective employee feedback is a skill that develops with time and experience. Here are key points to keep in mind:

- Be specific and timely: Avoid vague generalizations. Focus on specific incidents and behaviors, providing clear examples to illustrate your points. Maintain a positive, supportive tone with a growth mindset, and deliver feedback promptly to allow for course correction.
- Address the incident, not the personality: Concentrate on the specific situation rather than making personal or emotional judgments. Avoid relying on rumors or secondhand information—stick to observable facts.
- Describe the situation constructively: Instead of launching into complaints, start with genuine appreciation and then describe the situation

objectively. For example, rather than saying, "You're creating a toxic environment," explain the behaviors observed and how they impact the team.

- Share your perspective and experiences: Frame feedback with empathy by sharing a personal story where you faced a similar challenge and how you overcame it. This approach fosters a conversational tone rather than making the feedback feel like criticism.
- Collaborate and offer actionable solutions: Use your experience to work together on solutions that help the employee address the challenge. This collaborative approach fosters a positive feedback culture and ensures the employee feels supported and valued.

### Conclusion

As you can see, there are numerous benefits to giving feedback to your employees and encouraging them to provide feedback in return. While implementing a successful employee feedback mechanism takes effort, you don't have to do it alone.

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

## BEF EVENTS



### Mr. Gilbert F. Hounghbo, Director-General of the ILO Visits the BEF

The Bangladesh Employers' Federation (BEF) was honored to welcome Mr. Gilbert F. Hounghbo, Director-General of the International Labour Organization (ILO), during his first official visit to BEF's Motijheel office on 20 July 2026. Mr. Hounghbo engaged in a productive meeting with business representatives led by BEF President, Mr. Fazlee Shamim Ehsan, where key issues of mutual interest were discussed. The meeting was followed by a session with distinguished representatives of government, workers' groups, and the private sector, underscoring the importance of tripartite collaboration.



### BEF Organizes Its 28<sup>TH</sup> Annual General Meeting

The 28<sup>th</sup> Annual General Meeting (AGM) of the Bangladesh Employers' Federation (BEF) was held on 29 July 2026 at the BEF Gulshan office. The meeting was chaired by Mr. Fazlee Shamim Ehsan, President, BEF. Representatives from BEF member organizations attended the meeting.



### **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 28 July 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 61 participants representing HR, administration, compliance, and legal departments of BEF member organizations attended the event.



### **FINAL TESTING WORKSHOP ON THE SKILLS MATCHING SYSTEM WITH THE MULTI-STAKEHOLDERS**

The BEF, in partnership with the ProGRESS Project of the ILO Country Office for Bangladesh, organized a final testing workshop on the Skills Matching System on 30 July 2026 at the Chittagong Women Chamber of Commerce and Industry (CWCCI), Chattogram. Jointly developed by BEF and the ILO ProGRESS Project, the digital Skills Matching System is a data-driven platform designed to connect job seekers, training providers, and employers, with the goal of improving workforce planning and employability in Bangladesh. Md. Mahmud Hasan, Joint Secretary and Director (Planning and Development), Directorate of Technical Education (DTE), attended as the Chief Guest. The workshop was 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 32 participants, including employers, women entrepreneurs, TVET representatives, and job seekers, attended the workshop.

## HOME

## BANGLADESH, THAILAND DISCUSS JOBS FOR 10,000 BANGLADESHI WORKERS



Bangladesh and Thailand have discussed the prospect of creating employment opportunities for around 10,000 Bangladeshi workers in Thailand, subject to the completion of the necessary procedures, while also seeking to strengthen cooperation in trade, investment and tourism. The issue was discussed during a bilateral meeting between Prime Minister's Foreign Affairs Adviser Humaiun Kobir and Thai Deputy Foreign Minister Vijavat Isarabhakdi in Bangkok recently.

The two sides reviewed the overall state of bilateral relations and explored ways to deepen cooperation in trade and investment, labor mobility, tourism and people-to-people exchanges. They also exchanged views on facilitating the recruitment of around 10,000 Bangladeshi workers in Thailand once the required formalities are finalized, reflecting efforts by both countries to expand legal labor migration and enhance bilateral economic ties.

## INFLOW OF REMITTANCES ROSE BY 19.09% IN MAY



According to Bangladesh Bank (BB), the inflow of remittances increased to US\$3.43 billion in May 2026, showing a robust 19.09 percent, year-on-year, growth compared to US\$2.97 billion received in May 2025.

Meanwhile, inflow in Jul-May of FY26 reached US\$32.76 billion, reflecting a 19.09% increase over that of the same period of FY25.

Top contributing countries:

| Rank | July-May of FY26 |                        |                               |
|------|------------------|------------------------|-------------------------------|
|      | Country          | Amount in million US\$ | Share of total remittance (%) |
| 1    | Saudi Arabia     | 5282.74                | 16.13                         |
| 2    | UK               | 4679.05                | 14.28                         |
| 3    | UAE              | 4278.60                | 13.06                         |
| 4    | Malaysia         | 3222.99                | 9.84                          |
| 5    | USA              | 2784.94                | 8.50                          |
| 6    | Oman             | 1900.16                | 5.80                          |
| 7    | Italy            | 1876.47                | 5.73                          |
| 8    | Kuwait           | 1607.94                | 4.91                          |
| 9    | Qatar            | 1418.19                | 4.33                          |
| 10   | Singapore        | 1367.86                | 4.18                          |
|      | Others           | 4337.14                | 13.24                         |
|      | Total            | 32756.78               | 100.00                        |

Source: Statistics Department, Bangladesh Bank

Saudi Arabia remained the top remittance source, followed by the UK. GCC countries (Saudi Arabia, UAE, Kuwait, Qatar, Oman, and Bahrain) accounted for 46.42% of total inflows. Malaysia and the USA contributed 9.84% and 8.50%, respectively. Among European sources, the UK and Italy jointly made up 20.01% of total remittances.

## 468 JOBS TO BE CREATED IN BEPZA ECONOMIC ZONE



Deltaport Footwear Limited, a venture backed by Italian and Irish investors, has signed a land lease agreement with the Bangladesh Export Processing Zones Authority (BEPZA) to establish a footwear manufacturing plant investing US\$21.6 million at the BEPZA Economic Zone in Mirsharai, Chattogram. The factory is expected to create 468 jobs for Bangladeshi workers. The company will produce a wide range of footwear products, supporting the diversification of Bangladesh's export-oriented footwear sector and strengthening foreign exchange earnings.



Meanwhile, under another land lease agreement with the BEPZA, Yeijer Shoe Parts (BD) Ltd, a Samoa-China (Taiwan)-based company, will invest \$5.03 million to set up a footwear and footwear accessories manufacturing facility creating employment opportunities for 500 people in Cumilla Export Processing Zone. The factory will produce three million pairs of insoles, 1.2 million pairs of outsoles, 3.2 million pairs of midsoles and one million pairs of PU shoes annually.

### 53 OF 100 TOP GREEN FACTORIES NOW IN BANGLADESH



Bangladesh has further strengthened its global leadership in sustainable apparel manufacturing, with four more ready-made garment (RMG) factories recently earning the internationally recognized LEED (Leadership in Energy and Environmental Design) certification. The latest additions have raised the country's total number of LEED-certified garment factories to 290. Of these certified factories, 125 have achieved Platinum status, 145 have received Gold certification, while the remainder hold Silver or Certified ratings.

Bangladesh's most notable achievement is that 53 of the world's top 100 highest-scoring LEED-certified factories are now located in the country, underscoring its growing prominence as a global hub for environmentally responsible and energy-efficient garment manufacturing.

### ILO DIRECTOR-GENERAL SUPPORTS LABOR REFORM AND DECENT WORK IN BANGLADESH



ILO Director-General Gilbert F. Hounbo visited Bangladesh for high-level meetings with Prime Minister Tarique Rahman and tripartite partners to advance decent work, strengthen labour institutions and promote inclusive economic growth. The two-day visit came as Bangladesh continues labour reforms, prepares for its transition from least developed country (LDC) status, and pursues sustainable economic growth. The visit follows Bangladesh's ratification of three ILO conventions in November 2025, making it the first Asian country to ratify all ten ILO fundamental conventions. In April 2026, the country also amended its Labour Act to strengthen labor protections and institutions.

### PKSF INCREASED ITS FINANCING TARGET BY 45 PERCENT FOR FY2026-27



The Palli Karma-Sahayak Foundation (PKSF) has raised its financing target by 45.34 percent for fiscal year 2026–27 to Tk 160 billion, aiming to accelerate employment generation and support sustainable economic growth among low-income people. The target was approved along with the organization's budget and annual work plan at a meeting of PKSF's General Body held at PKSF Bhaban in Dhaka. The meeting also directed the effective use of the Bangladesh Bank's incentive fund for the development of the cottage, micro, small and medium enterprise (CMSME) sector. The fund is expected to facilitate the disbursement of an additional Tk 50 billion in financing.

## INTERNATIONAL

### Pakistan



Pakistan is moving to make all remittances sent home by overseas workers fully digital as part of its broader drive toward a cashless economy. Prime Minister Shehbaz Sharif has directed officials to ensure that 100% of inward remittances are processed through digital channels to improve transparency, efficiency, and economic growth. The directive was issued during a high-level meeting on promoting digital payments, where officials reported that 92% of remittances had already been received digitally over the past year. The government aims to complete the transition by bringing the remaining transactions onto formal digital platforms. The initiative follows a record year for overseas inflows, with workers' remittances reaching US\$41.6 billion in the last fiscal year. The move is expected to benefit millions of overseas Pakistanis, including a large expatriate community in the United Arab Emirates.

### India



According to the latest Periodic Labour Force Survey (PLFS), India's unemployment rate stood at 5.5 percent in June after rising from 5 percent in March and 5.2 percent in April. While that puts India close to advanced economies such as the US, where unemployment has hovered around 4-4.5 per cent, and below the Eurozone average of around 6 per cent, the country's labor market tells a more complex story.

India's Labour Force Participation Rate (LFPR) slipped to 54.4 per cent in June, the lowest in nearly a year. The Worker Population Ratio (WPR), which measures the share of employed people in the population, also declined to 51.4 per cent. Together, these indicators suggest fewer people are either working or actively looking for work.

### Saudi Arabia



Saudi Arabia has introduced more flexible residency permit (iqama) renewal options for domestic workers, allowing employers to issue or renew permits for periods starting from three months through the Absher platform. The Ministry of Interior, represented by the General Directorate of Passports (Jawazat), announced the initiative in cooperation with the Ministry of Human Resources and Social Development and the Musaned platform.

Under the new system, employers can issue or renew residency permits for domestic workers and similar categories for periods of 3, 6, 9, 12, 15, 18, 21 or 24 months. Previously, permits could only be renewed for one or two years.

The ministry said employers will pay residency fees only for the selected duration, enabling quarterly payments for permits issued or renewed in three-month increments. The measure is expected to ease employers' financial obligations while providing greater flexibility to meet different workforce needs.

According to the ministry, the initiative is part of Saudi Arabia's broader efforts to modernize residency services, streamline government procedures, expand digital services and support the Kingdom's ongoing digital transformation.

## Philippines



Cash remittances from overseas Filipino workers (OFWs) rose by 2 percent year-on-year to US\$2.713 billion in May 2026, marking the slowest annual growth in nearly four years and the lowest monthly inflow since May 2025, according to preliminary data from the Bangko Sentral ng Pilipinas (BSP).

The 2 percent growth matched April's pace, the weakest since the 1.8 percent recorded in May 2022. The latest figures come amid concerns that the ongoing conflict in the Middle East may be affecting Filipino migrant workers and their earnings.

The United States remained the largest source of cash remittances in May, followed by Singapore and Saudi Arabia, BSP data showed.

Meanwhile, personal remittances—which include cash transfers through banks and informal channels, as well as in-kind remittances—increased by 2.1 percent year-on-year to US\$3.03 billion from US\$2.97 billion in May 2025.

## Japan



Japan's overseas remittances surpassed ¥1 trillion for the first time in fiscal 2025, which ended in March, driven by a growing number of foreign workers and the continued weakness of the yen. According to the

Ministry of Finance, overseas remittances rose 11.5 percent year-on-year to ¥1.004 trillion, more than double the ¥464.8 billion recorded in fiscal 2015.

The weaker yen is believed to have contributed to the increase, as workers needed to remit larger amounts in yen to send the same value in foreign currency to their home countries. Higher international wire transfers, which involve selling yen for foreign currencies, may also have added downward pressure on the Japanese currency.

Vietnam was the largest destination for remittances, receiving ¥288.8 billion, followed by Indonesia with ¥89.8 billion and the Philippines with ¥67.2 billion, according to the ministry.

## Australia



Australia's unemployment rate remained unchanged at 4.4 percent in June 2026, maintaining its lowest level in recent months as attention turns to the Reserve Bank of Australia's next interest rate decision. According to the Australian Bureau of Statistics, employment increased by 76,000 people during the month, indicating continued strength in the labor market. The unemployment rate had eased from 4.5 percent to 4.4 percent in May. A persistently low unemployment rate could add to inflationary pressures by driving wage growth in a tight labor market, a key factor closely monitored by the central bank.

## ILO

**New digital tool helps Malaysian employers strengthen occupational safety and health**

Malaysian employers are enhancing workplace safety and health management through a new digital assessment tool developed by the Malaysian Employers Federation (MEF) with support from the European Union-funded ILO PROTECT project. More than 80 employers from across the Klang Valley received hands-on training in Port Klang on 20 July to use the tool in their workplaces.

The MEF–ILO Occupational Safety and Health (OSH) Digital Assessment Tool enables employers to conduct workplace safety assessments more systematically and efficiently through a digital platform. Participants were also introduced to the OSH Workplace Assessment (OSHAWA) Handbook, a practical guide designed to help organizations strengthen occupational safety and health management.

The initiative complements recent amendments to Malaysia's Occupational Safety and Health Act 1994, which broadened legal coverage and introduced stronger workplace risk assessment requirements. The digital tool and handbook are intended to become part of MEF's regular advisory and training services, ensuring continued support for employers beyond the ILO project period.

The Port Klang training is part of a broader ILO–MEF programme that will expand to other parts of Malaysia, including Sabah and Sarawak, to promote safer workplaces across sectors.

**Pakistan, ILO and WHO to support 20,000 health workers and create decent jobs in the sector**

The Government of Pakistan, in partnership with the ILO and the World Health Organization (WHO), has

launched a new initiative to support 20,000 health and care workers through skills development, decent employment, occupational safety and health, gender equality, and expanded social protection.

The first phase of the program will run from July 2026 to July 2027, laying the foundation to reach an additional 80,000 health workers in a second phase. Backed by the Joint Sustainable Development Goals (SDG) Fund and led by the United Nations Resident Coordinator, the initiative will support Pakistan's implementation of the Global Accelerator on Jobs and Social Protection for Just Transitions, helping build a more resilient labour market and strengthen health services.

The program, titled Advancing Decent Work and Just Transitions in Pakistan through Health Sector Skills Development and Social Protection, was launched following the inaugural meeting of its Joint Programme Steering Committee. Co-chaired by the Ministry of Overseas Pakistanis and Human Resource Development and the UN Resident Coordinator's Office, the committee approved the program's governance framework and first-year implementation plan, reaffirming strong national leadership and coordinated implementation across government agencies and development partners.

**ILO launches HRDD training for Thailand's automotive and electronics industries**

The ILO has launched a dialogue-driven training program to help companies in Thailand's automotive and electronics industries strengthen human rights due diligence (HRDD) and workplace cooperation as global supply chain regulations continue to evolve.

Implemented under the ILO's Advancing Responsible Supply Chains and Decent Work in Asia (RSC) project

with support from Japan's Ministry of Economy, Trade and Industry (METI), the program began in June 2026 and will continue throughout the year. More than 50 companies from Thailand's automotive, auto-parts and electronics supply chains are expected to participate.

The initiative goes beyond raising awareness by providing an intensive, practical process that helps companies establish systems to identify, prevent and address human rights risks at the workplace level. Participating firms include original equipment manufacturers (OEMs) and lower-tier suppliers, many of which are integrated into Japanese multinational supply chains. The program is expected to generate wider impact as these companies influence extensive supplier networks.

The training brings together managers, human resources professionals, trade union and worker representatives, and government officials to strengthen bilateral social dialogue and workplace cooperation. Based on international labor standards, the program equips participants with practical skills to identify, prevent and address human rights risks through meaningful engagement between employers and workers, enabling companies to meet growing HRDD expectations while promoting stronger industrial relations.

### **Morocco leads the way with its national strategy for the care economy**



Morocco has become the first country in the Arab region and the second in Africa to adopt a national strategy dedicated to the care economy and care work, marking a significant step towards advancing gender equality, creating decent jobs, expanding social protection and fostering inclusive growth. Developed under the leadership of the Ministry of Solidarity,

Social Integration, and Family (MSISF), in collaboration with the ILO and UN Women, the strategy builds on a multi-year process of evidence generation, policy dialogue and technical assistance.

In response to an ageing population, changing family structures and growing demand for care services, the strategy includes measures covering the entire life cycle, including early childhood, maternity protection, paternity protection and parental leave, older persons, persons with disabilities, and people in situations of dependency or vulnerability.

The strategy was presented at a national conference attended by government representatives, social partners, the private sector, development partners and civil society organizations. It sets out a coordinated approach covering the entire life cycle and aims to position care as a pillar of the Kingdom's social and economic development.

### **Nepali migrant workers still face heavy costs before jobs abroad**



Many Nepali migrant workers continue to incur high recruitment costs before securing jobs abroad, leaving them vulnerable to debt and exploitation, according to a new ILO-supported survey by Nepal's National Statistics Office. The survey found that nearly two-thirds of migrant workers paid recruitment-related costs, requiring an average of 3.3 months of earnings abroad to recover the expenses. Women faced a greater financial burden, needing around 4.5 months of earnings. Workers recruited through unregistered brokers incurred the highest costs, highlighting the risks of informal recruitment channels.

## 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. Health | V. Transportation | VI. Recreation and Culture | VIII. Misc. Goods & Services |  |
|            |               |         |             | FY 2024-25                 |                     |                          |            |                   |                            |                              |  |
| 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                       |  |
| May        | 133.08        | 131.85  | 134.09      | 136.51                     | 132.29              | 137.97                   | 128.94     | 127.26            | 137.29                     | 145.99                       |  |
| FY 2025-26 |               |         |             |                            |                     |                          |            |                   |                            |                              |  |
| 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                       |  |
| May        | 145.61        | 143.79  | 147.10      | 149.56                     | 144.54              | 146.81                   | 134.33     | 139.80            | 151.14                     | 173.64                       |  |

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 |                     |                          |            |                   |        |        | VI. Recreation and Culture | VIII. Misc. Goods & Services |
|------------|---------------|---------|-------------|----------------------------|---------------------|--------------------------|------------|-------------------|--------|--------|----------------------------|------------------------------|
|            |               |         |             | I. Clothing & Footwear     | II. Fuel & Lighting | III. Household Equipment | IV. Health | V. Transportation |        |        |                            |                              |
|            |               |         |             |                            |                     |                          |            |                   |        |        |                            |                              |
| FY 2024-25 |               |         |             |                            |                     |                          |            |                   |        |        |                            |                              |
| 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 |                            |                              |
| May        | 133.32        | 132.02  | 134.56      | 130.82                     | 137.08              | 138.39                   | 130.89     | 129.37            | 136.65 | 143.02 |                            |                              |
| FY 2025-26 |               |         |             |                            |                     |                          |            |                   |        |        |                            |                              |
| 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 |                            |                              |
| May        | 145.97        | 143.83  | 147.99      | 143.21                     | 152.51              | 147.40                   | 135.75     | 141.89            | 148.76 | 169.87 |                            |                              |

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 |                     |                          |            |                   |                            |                              |
|------------|---------------|---------|-------------|----------------------------|---------------------|--------------------------|------------|-------------------|----------------------------|------------------------------|
|            |               |         |             | I. Clothing & Footwear     | II. Fuel & Lighting | III. Household Equipment | IV. Health | V. Transportation | VI. Recreation and Culture | VIII. Mise. Goods & Services |
|            |               |         |             |                            |                     |                          |            |                   |                            |                              |
| FY 2024-25 |               |         |             |                            |                     |                          |            |                   |                            |                              |
| 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                       |
| May        | 133.05        | 131.62  | 133.94      | 147.35                     | 126.66              | 137.20                   | 125.09     | 128.15            | 138.70                     | 149.80                       |
| FY 2025-26 |               |         |             |                            |                     |                          |            |                   |                            |                              |
| 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                       |
| May        | 145.36        | 143.84  | 146.30      | 161.62                     | 135.20              | 145.74                   | 131.53     | 140.82            | 151.07                     | 178.14                       |

Source: Bangladesh Bureau of Statistics

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

| Sector                                  | 2022-23       | 2023-24       | 2024-25       | March '26     | April '26     | May '26       |
|-----------------------------------------|---------------|---------------|---------------|---------------|---------------|---------------|
| General                                 | 205.30        | 115.33        | 124.68        | 137.94        | 138.32        | 138.86        |
| percentage change (Point to Point)      | 7.04          | 7.74          | 8.10          | 8.09          | 8.16          | 8.21          |
| percentage change (over previous month) |               |               |               | 0.64          | 0.28          | 0.39          |
| <b>1. Agriculture</b>                   | <b>205.69</b> | <b>115.66</b> | <b>125.31</b> | <b>138.83</b> | <b>139.21</b> | <b>139.70</b> |
| percentage change (Point to Point)      | 7.01          | 8.08          | 8.35          | 8.11          | 8.19          | 8.22          |
| percentage change (over previous month) |               |               |               | 0.67          | 0.27          | 0.35          |
| i) Agriculture                          | 205.98        | 115.81        | 125.56        | 139.40        | 139.77        | 140.28        |
| percentage change (Point to Point)      | 7.06          | 8.17          | 8.41          | 8.25          | 8.33          | 8.36          |
| percentage change (over previous month) |               |               |               | 0.69          | 0.27          | 0.36          |
| ii) Fish                                | 191.07        | 113.09        | 121.26        | 129.31        | 129.80        | 130.08        |
| percentage change (Point to Point)      | 4.37          | 8.35          | 7.22          | 5.65          | 5.70          | 5.76          |
| percentage change (over previous month) |               |               |               | 0.39          | 0.38          | 0.21          |
| <b>2. Industry</b>                      | <b>201.01</b> | <b>114.72</b> | <b>123.60</b> | <b>136.47</b> | <b>136.85</b> | <b>137.41</b> |
|                                         | 6.97          | 7.24          | 7.74          | 8.02          | 8.098         | 8.15          |
|                                         |               |               |               | 0.61          | 0.28          | 0.41          |
| i) Construction                         | 184.35        | 114.29        | 123.12        | 135.81        | 136.19        | 136.71        |
| percentage change (Point to Point)      | 5.57          | 8.26          | 7.71          | 8.01          | 8.08          | 8.13          |
| percentage change (over previous month) |               |               |               | 0.58          | 0.28          | 0.38          |
| ii) Production                          | 234.79        | 117.69        | 127.03        | 141.11        | 141.51        | 142.33        |
| percentage change (Point to Point)      | 9.28          | 7.70          | 7.94          | 8.12          | 8.17          | 8.23          |
| percentage change (over previous month) |               |               |               | 0.76          | 0.28          | 0.58          |
| <b>3. Service</b>                       | <b>212.23</b> | <b>116.22</b> | <b>125.95</b> | <b>139.58</b> | <b>139.98</b> | <b>140.70</b> |
| percentage change (Point to Point)      | 7.31          | 8.29          | 8.38          | 8.23          | 8.31          | 8.36          |
| percentage change (over previous month) |               |               |               | 0.66          | 0.29          | 0.51          |

Source: Bangladesh Bureau of Statistics

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

| Sector                                  | 2022-23       | 2023-24       | 2024-25       | March '26     | April '26     | May '26       |
|-----------------------------------------|---------------|---------------|---------------|---------------|---------------|---------------|
| General                                 | 199.93        | 112.92        | 122.02        | 134.78        | 135.90        | 139.39        |
| percentage change (Point to Point)      | 5.54          | 6.98          | 8.05          | 8.54          | 8.64          | 8.69          |
| percentage change (over previous month) |               |               |               | 0.94          | 0.21          | 0.36          |
| <b>1. Agriculture</b>                   | <b>201.3</b>  | <b>112.51</b> | <b>121.77</b> | <b>134.48</b> | <b>135.99</b> | <b>136.55</b> |
| percentage change (Point to Point)      | 5.51          | 6.6           | 8.23          | 8.48          | 8.58          | 8.61          |
| percentage change (over previous month) |               |               |               | 0.81          | 0.18          | 0.41          |
| i) Agriculture                          | 201.36        | 112.5         | 121.76        | 134.50        | 136.01        | 136.57        |
| percentage change (Point to Point)      | 5.53          | 6.58          | 8.23          | 8.50          | 8.60          | 8.62          |
| percentage change (over previous month) |               |               |               | 0.81          | 0.18          | 0.41          |
| ii) Fish                                | 193.85        | 113.66        | 123.21        | 130.60        | 131.00        | 131.22        |
| percentage change (Point to Point)      | 3.47          | 9.85          | 8.40          | 5.11          | 5.16          | 5.18          |
| percentage change (over previous month) |               |               |               | 0.30          | 0.18          | 0.17          |
| <b>2. Industry</b>                      | <b>193.18</b> | <b>113.41</b> | <b>122.33</b> | <b>134.92</b> | <b>135.85</b> | <b>136.33</b> |
| percentage change (Point to Point)      | 5.6           | 7.39          | 7.85          | 8.48          | 8.58          | 8.64          |
| percentage change (over previous month) |               |               |               | 0.99          | 0.23          | 0.35          |
| i) Construction                         | 181.65        | 113.12        | 121.98        | 134.68        | 135.58        | 136.06        |
| percentage change (Point to Point)      | 4.5           | 8.24          | 7.83          | 8.59          | 8.69          | 8.74          |
| percentage change (over previous month) |               |               |               | 1.02          | 0.22          | 0.36          |
| ii) Production                          | 217.53        | 115.97        | 125.36        | 137.07        | 138.31        | 138.76        |
| percentage change (Point to Point)      | 7.63          | 7.76          | 8.10          | 7.52          | 7.64          | 7.71          |
| percentage change (over previous month) |               |               |               | 0.73          | 0.27          | 0.33          |
| <b>3. Service</b>                       | <b>211.37</b> | <b>111.75</b> | <b>121.30</b> | <b>134.83</b> | <b>135.90</b> | <b>136.32</b> |
| percentage change (Point to Point)      | 5.54          | 5.87          | 8.54          | 8.92          | 9.01          | 9.07          |
| percentage change (over previous month) |               |               |               | 0.98          | 0.21          | 0.31          |

Source: Bangladesh Bureau of Statistics

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

| Sector                                  | 2022-23       | 2023-24       | 2024-25       | March '26     | April '26     | May '26       |
|-----------------------------------------|---------------|---------------|---------------|---------------|---------------|---------------|
| General                                 | 202.76        | 113.92        | 122.57        | 135.06        | 135.39        | 135.97        |
| percentage change (Point to Point)      | 6.99          | 6.48          | 7.59          | 7.89          | 7.97          | 8.01          |
| Percentage change (over previous month) |               |               |               | 0.61          | 0.25          | 0.42          |
| <b>1. Agriculture</b>                   | <b>202.96</b> | <b>113.08</b> | <b>122.04</b> | <b>134.06</b> | <b>134.47</b> | <b>135.04</b> |
| percentage change (Point to Point)      | 6.51          | 6.16          | 7.92          | 7.67          | 7.75          | 7.81          |
| Percentage change (over previous month) |               |               |               | 0.61          | 0.31          | 0.43          |
| I. Agriculture                          | 203.31        | 113.32        | 122.74        | 136.58        | 136.94        | 137.65        |
| percentage change (Point to Point)      | 6.59          | 6.3           | 8.32          | 8.55          | 8.64          | 8.68          |
| percentage change (over previous month) |               |               |               | 0.69          | 0.26          | 0.52          |
| <b>II. Fish</b>                         | <b>193.62</b> | <b>112.47</b> | <b>120.25</b> | <b>127.71</b> | <b>128.27</b> | <b>128.50</b> |
| percentage change (Point to Point)      | 4.44          | 7.69          | 6.92          | 5.38          | 5.44          | 5.51          |
| percentage change (over previous month) |               |               |               | 0.41          | 0.43          | 0.18          |
| <b>2. Industry</b>                      | <b>198.01</b> | <b>114.28</b> | <b>122.50</b> | <b>134.80</b> | <b>135.10</b> | <b>135.61</b> |
| percentage change (Point to Point)      | 7.3           | 6.51          | 7.19          | 7.79          | 7.86          | 7.90          |
| percentage change (over previous month) |               |               |               | 0.57          | 0.23          | 0.38          |
| I. Construction                         | 195.63        | 114.18        | 122.31        | 134.48        | 134.78        | 135.29        |
| percentage change (Point to Point)      | 7.23          | 6.49          | 7.12          | 7.74          | 7.81          | 7.85          |
| percentage change (over previous month) |               |               |               | 0.57          | 0.22          | 0.37          |
| <b>II. Production</b>                   | <b>206.68</b> | <b>116.37</b> | <b>126.45</b> | <b>141.23</b> | <b>141.74</b> | <b>142.37</b> |
| percentage change (Point to Point)      | 7.57          | 8.16          | 8.66          | 8.74          | 8.80          | 8.88          |
| Percentage change (over previous month) |               |               |               | 0.72          | 0.36          | 0.44          |
| <b>3. Service</b>                       | <b>210.68</b> | <b>115.12</b> | <b>124.83</b> | <b>140.03</b> | <b>140.27</b> | <b>141.20</b> |
| percentage change (Point to Point)      | 8.37          | 6.22          | 8.43          | 9.20          | 9.27          | 9.29          |
| percentage change (over previous month) |               |               |               | 0.75          | 0.17          | 0.66          |

Source: Bangladesh Bureau of Statistics

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

| Sector                                  | 2022-23       | 2023-24       | 2024-25       | March '26     | April '26     | May'26        |
|-----------------------------------------|---------------|---------------|---------------|---------------|---------------|---------------|
| General                                 | 204.22        | 114.45        | 123.88        | 137.04        | 137.47        | 138.00        |
| percentage change (Point to Point)      | 6.78          | 7.18          | 8.23          | 8.09          | 8.18          | 8.23          |
| percentage change (over previous month) |               |               |               | 0.60          | 0.31          | 0.39          |
| <b>1. Agriculture</b>                   | <b>203.89</b> | <b>113.68</b> | <b>123.28</b> | <b>136.60</b> | <b>137.06</b> | <b>137.56</b> |
| percentage change (Point to Point)      | 6.52          | 6.72          | 8.44          | 8.30          | 8.40          | 8.43          |
| percentage change (over previous month) |               |               |               | 0.48          | 0.34          | 0.37          |
| I. Agriculture & Livestock              | 203.91        | 113.68        | 123.28        | 136.75        | 137.22        | 137.73        |
| percentage change (Point to Point)      | 6.52          | 6.71          | 8.45          | 8.38          | 8.48          | 8.52          |
| percentage change (over previous month) |               |               |               | 0.48          | 0.34          | 0.37          |
| II. Fisheries                           | 197.51        | 113.68        | 123.14        | 131.76        | 132.07        | 132.35        |
| percentage change (Point to Point)      | 5.17          | 8.1           | 8.32          | 5.74          | 5.67          | 5.70          |
| percentage change (over previous month) |               |               |               | 0.37          | 0.24          | 0.21          |
| <b>2. Industry</b>                      | <b>202.06</b> | <b>114.87</b> | <b>123.99</b> | <b>137.02</b> | <b>137.40</b> | <b>137.88</b> |
| percentage change (Point to Point)      | 7.2           | 7.16          | 7.94          | 7.94          | 8.02          | 8.09          |
| percentage change (over previous month) |               |               |               | 0.75          | 0.27          | 0.35          |
| I. Construction                         | 178.01        | 113.95        | 122.80        | 135.33        | 135.73        | 136.21        |
| percentage change (Point to Point)      | 5.23          | 8.28          | 7.76          | 7.86          | 7.95          | 8.01          |
| percentage change (over previous month) |               |               |               | 0.70          | 0.30          | 0.36          |
| II. Production                          | 225.66        | 116.49        | 126.41        | 140.48        | 140.80        | 141.27        |
| percentage change (Point to Point)      | 8.79          | 7.33          | 8.27          | 8.12          | 8.16          | 8.23          |
| percentage change (over previous month) |               |               |               | 0.83          | 0.23          | 0.33          |
| <b>3. Service</b>                       | <b>214.96</b> | <b>117.17</b> | <b>126.89</b> | <b>139.70</b> | <b>140.13</b> | <b>141.06</b> |
| percentage change (Point to Point)      | 8.33          | 8.16          | 8.29          | 7.56          | 7.64          | 7.74          |
| percentage change (over previous month) |               |               |               | 0.65          | 0.31          | 0.66          |

Source: Bangladesh Bureau of Statistics

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

| Sector                                  | 2022-23       | 2023-24       | 2024-25       | March '26     | April '26     | May '26       |
|-----------------------------------------|---------------|---------------|---------------|---------------|---------------|---------------|
| General                                 | 226.4         | 120.92        | 131.25        | 145.65        | 146.08        | 146.60        |
| percentage change (Point to Point)      | 10.98         | 8.98          | 8.54          | 8.02          | 8.08          | 8.11          |
| percentage change (over previous month) |               |               |               | 0.88          | 0.29          | 0.35          |
| <b>1. Agriculture</b>                   | <b>222.67</b> | <b>120.72</b> | <b>131.18</b> | <b>146.00</b> | <b>146.36</b> | <b>146.72</b> |
| percentage change (Point to Point)      | 10.95         | 8.83          | 8.67          | 8.17          | 8.25          | 8.26          |
| percentage change (over previous month) |               |               |               | 0.90          | 0.24          | 0.25          |
| I. Agriculture & Livestock              | 222.73        | 120.73        | 131.20        | 146.02        | 146.38        | 146.74        |
| percentage change (Point to Point)      | 10.96         | 8.83          | 8.67          | 8.17          | 8.25          | 8.27          |
| percentage change (over previous month) |               |               |               | 0.90          | 0.24          | 0.25          |
| II. Fisheries                           | 189.84        | 115.32        | 124.41        | 131.36        | 132.00        | 132.73        |
| percentage change (Point to Point)      | 5.42          | 9.4           | 7.88          | 4.83          | 4.90          | 4.94          |
| percentage change (over previous month) |               |               |               | 0.38          | 0.48          | 0.55          |
| <b>2. Industry</b>                      | <b>234.37</b> | <b>120.28</b> | <b>130.16</b> | <b>143.34</b> | <b>143.87</b> | <b>144.70</b> |
| percentage change (Point to Point)      | 10.21         | 9.15          | 8.21          | 7.50          | 7.55          | 7.62          |
| percentage change (over previous month) |               |               |               | 0.80          | 0.37          | 0.58          |
| I. Construction                         | 186.69        | 119.79        | 130.19        | 143.01        | 143.53        | 144.06        |
| percentage change (Point to Point)      | 7.22          | 11.72         | 8.68          | 7.39          | 7.43          | 7.50          |
| percentage change (over previous month) |               |               |               | 0.80          | 0.36          | 0.37          |
| II. Production                          | 300.82        | 122.46        | 130.00        | 144.78        | 145.36        | 147.50        |
| percentage change (Point to Point)      | 13.75         | 7.63          | 6.20          | 7.98          | 8.04          | 8.11          |
| percentage change (over previous month) |               |               |               | 0.80          | 0.40          | 1.48          |
| <b>3. Service</b>                       | <b>259.15</b> | <b>125.08</b> | <b>135.54</b> | <b>149.77</b> | <b>150.61</b> | <b>151.66</b> |
| percentage change (Point to Point)      | 14.37         | 9.44          | 8.36          | 8.17          | 8.19          | 8.23          |
| percentage change (over previous month) |               |               |               | 0.86          | 0.56          | 0.70          |

Source: Bangladesh Bureau of Statistics

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

| Sector                                  | 2022-23       | 2023-24       | 2024-25       | March '26     | April '26     | May '26       |
|-----------------------------------------|---------------|---------------|---------------|---------------|---------------|---------------|
| General                                 | 204.62        | 114.63        | 123.76        | 136.77        | 137.14        | 137.77        |
| percentage change (Point to Point)      | 6.9           | 7.22          | 7.97          | 8.02          | 8.09          | 8.14          |
| percentage change (over previous month) |               |               |               | 0.50          | 0.27          | 0.46          |
| <b>1. Agriculture</b>                   | <b>206.3</b>  | <b>114.43</b> | <b>123.63</b> | <b>136.37</b> | <b>136.72</b> | <b>137.40</b> |
| percentage change (Point to Point)      | 6.65          | 7.28          | 8.05          | 7.87          | 7.93          | 7.97          |
| percentage change (over previous month) |               |               |               | 0.38          | 0.25          | 0.49          |
| I. Agriculture & Livestock              | 207.06        | 114.41        | 123.62        | 136.56        | 136.91        | 137.60        |
| percentage change (Point to Point)      | 6.72          | 7.19          | 8.05          | 7.98          | 8.05          | 8.09          |
| percentage change (over previous month) |               |               |               | 0.38          | 0.25          | 0.50          |
| II. Fisheries                           | 185.07        | 114.82        | 123.91        | 131.52        | 131.89        | 132.16        |
| percentage change (Point to Point)      | 4.53          | 9.85          | 7.91          | 4.99          | 5.05          | 5.10          |
| percentage change (over previous month) |               |               |               | 0.38          | 0.28          | 0.21          |
| <b>2. Industry</b>                      | <b>192.09</b> | <b>113.83</b> | <b>122.71</b> | <b>135.95</b> | <b>136.35</b> | <b>136.89</b> |
| percentage change (Point to Point)      | 6.6           | 6.77          | 7.80          | 8.30          | 8.36          | 8.43          |
| percentage change (over previous month) |               |               |               | 0.61          | 0.29          | 0.40          |
| I. Construction                         | 178.81        | 113.27        | 122.01        | 134.99        | 135.39        | 135.89        |
| percentage change (Point to Point)      | 5.49          | 7.36          | 7.70          | 8.24          | 8.31          | 8.37          |
| percentage change (over previous month) |               |               |               | 0.58          | 0.29          | 0.37          |
| II. Production                          | 244.03        | 119.48        | 129.86        | 145.60        | 146.07        | 147.06        |
| percentage change (Point to Point)      | 9.17          | 8.68          | 8.70          | 8.89          | 8.91          | 8.95          |
| percentage change (over previous month) |               |               |               | 0.81          | 0.32          | 0.67          |
| <b>3. Service</b>                       | <b>223.51</b> | <b>118.16</b> | <b>127.85</b> | <b>141.34</b> | <b>141.68</b> | <b>142.39</b> |
| percentage change (Point to Point)      | 9.64          | 7.82          | 8.19          | 7.82          | 7.88          | 7.93          |
| percentage change (over previous month) |               |               |               | 0.71          | 0.24          | 0.50          |

Source: Bangladesh Bureau of Statistics



মস্কিউটো রিপেলেন্ট স্প্রে



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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**