

Reference :03.307.002.00.00.118.2010- 2065

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**BANGLADESH  
EXPORT PROCESSING  
ZONES AUTHORITY**

**BEPZA COMPLEX**

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**Circular**

**Sub: Regarding re-fixation of minimum wages for the workers of the enterprises of EPZs-2013.**

As per approval of the Prime Minister's Office vide letter no. 03.068.018.04.00.024.2010-727 dated: 23<sup>rd</sup> December, 2013, the minimum wages, other benefits and conditions of the service for the workers of the enterprises of EPZs are re-fixed as follows:

**Minimum Wages for the workers of the enterprises in the EPZs**

**A. Garments/ Garments Accessories/ Shoe/ Shoe Accessories/ Leather Products/ Support Services/ Tent & Tent Accessories/ Plastic Products/ Toys/ Cap & Hats and other related industry:**

Grade	Minimum Wages -2013				
	Basic Wage	Rate of yearly increment on Basic	House rent 40% on Basic	Medical allowance (Fixed)	Gross wage
High Skilled	7,600	10%	3,040	560	Tk. 11,200 (US\$ 140.00)
Sr. Operator	4,800	10%	1,920	560	Tk. 7,280 (US\$ 91.00)
Operator	4,500	10%	1,800	560	Tk. 6,860 (US\$ 85.75)
Jr. Operator	4,200	10%	1,680	560	Tk. 6,440 (US\$ 80.50)
Helper	3,600	10%	1,440	560	Tk. 5,600 (US\$ 70.00)
Apprentice	2,800	10%	1,120	560	Tk. 4,480 (US\$ 56.00)

- D. Electronics & Electrical products /Software/ Lenses & Glass products/ Metal & Metal casting/ Automobile & Auto parts/ Bi-cycle/ Heavy Industries/ Cosmetics/ Boats/Golf shaft/ Fishing equipments/ and other related products:

Grade	Minimum Wages -2013				
	Basic Wage	Rate of yearly increment on Basic	House rent 40% on Basic	Medical allowance (Fixed)	Gross wage
Sr. Operator	5,300	10%	2,120	560	Tk.7,980 (US\$ 99.75)
Operator	4,750	10%	1,900	560	Tk.7,210 (US\$ 90.13)
Jr. Operator	4,350	10%	1,740	560	Tk.6,650 (US\$ 83.13)
Apprentice	2,800	10%	1,120	560	Tk. 4,480 (US\$ 56.00)

- C. Textile Industry/ Chemical/Dyeing/ Oil & Refinery/ Agro Products/ Furniture/ Wood & Bamboo Products and other related industry:

Grade	Minimum Wages -2013				
	Basic Wage	Rate of yearly increment on Basic	House rent 40% on Basic	Medical allowance (Fixed)	Gross wage
High Skilled	7,600	10%	3,040	560	Tk.11,200 (US\$ 140.00)
Skilled Grade-2	4,750	10%	1,900	560	Tk.7,210 (US\$ 90.13)
Semi Skilled	4,450	10%	1,780	560	Tk.6,790 (US\$ 84.88)
Un-Skilled	3,880	10%	1,552	560	Tk.5,992 (US\$ 74.90)
Apprentice	2,800	10%	1,120	560	Tk.4,480 (US\$ 56.00)

- D. Terry Towel/ Sweater/ Wigs and other piece rated Industry:

- a) In case of piece rates workers:

Subject to production or required quantity of goods of acceptable quality (as appropriate to Textile/Terry Towel/Sweater/Wigs/an other piece rated Industry) piece rates of a weaver/knitter, who is employed on piece rate basis should be so determined that each such piece rated workers should be able to earn a minimum wage in the following manner, working for usual hours of work as laid down in relevant Instructions/labour laws:



Grade	Minimum Wages -2013				
	Basic Wage	Rate of yearly increment on Basic	House rent 40% on Basic	Medical allowance (Fixed)	Grand Total
Piece Rate Worker	3,880	10%	1,552	560	Tk.5,992 (US\$ 74.90)
Apprentice	2,800	10%	1,120	560	Tk.4,480 (US\$ 56.00)

b) **In case of salaried workers:**

The salaried workers in the industry should be given a minimum wages in the following manner:

Grade	Minimum Wages -2013				
	Basic Wage	Rate of yearly increment on Basic	House rent 40% on Basic	Medical allowance (Fixed)	Grand Total
Salaried Workers	3,880	10%	1,552	560	Tk.5,992 (US\$ 74.90)
Apprentice	2,800	10%	1,120	560	Tk.4,480 (US\$ 56.00)

2. **The other conditions and benefits applicable for the workers of all grades/posts of all categories of EPZ enterprises are as follows:**

- a) The wage has been fixed-up in Taka and the equivalent amount of US Dollar has been shown in bracket in the table with the conversion rate of US\$ 1 = Taka 80. The said exchange rate shall remain un-changed until further revision by the Authority.
- b) The gross wage will be calculated as Basic wage+ House rent 40% on Basic+ Medical allowance TK. 560 (Fixed)
- c) In addition of the above gross wage, Food or Food allowance and Transport or Transport allowance shall be provided by the enterprises. The enterprises those are already providing food / food allowance and transport / transport allowance shall continue and it shall not be less than what the workers are getting at this moment.
- d) The rate of yearly increment will be 10% on basic wage.

- e) The wages mentioned above shall be treated as minimum wage for the workers of each grade of the enterprises of the EPZs and the enterprises of EPZs shall not pay less than the above minimum wage.
- f) The eligible workers as per the existing Instruction-2 of 1989 in different grades/posts of all categories of enterprises will be promoted on the basis of their performance.
- g) Pay fixation will be made by the respective investor in the all grades/posts. The workers will be placed in the same grade where he/she is working now. The wage will be fixed in the new scale after placing them in that grade. No workers will be degraded from his/her existing grade.
- h) Apart from the above mentioned changes, existing facilities as per Instructions -1 & 2 of 1989 issued by BEPZA and facilities now are being provided by the enterprises of EPZs shall continue.
3. The Instructions 1 of 1989 and Instructions 2 of 1989 shall be deemed to have been amended as above and all other terms and conditions of the said instructions shall remain unchanged.
4. The circular regarding re-fixation of minimum wages and benefits for the workers of the enterprises of EPZs issued vide no. 03.307.002.00.00.118.2010-1414; dated: 06.10.2010 will be treated as cancelled with effect from 30<sup>th</sup> November, 2013 and the same would be replaced by this circular which shall come into effect from 1<sup>st</sup> December, 2013.
5. The Authority will issue circular/Office Order as deemed necessary in this regard.



Mohd. Habibur Rahman Khan  
Major General  
Executive Chairman, BEPZA  
& Convener of the committee.

**Copy forwarded for information and necessary action to (not as per seniority):**

1. Member (Engineering/IP/Finance), BEPZA, Dhaka.
2. Secretary, BEPZA, Dhaka.
3. General Manager, CEPZ/DEPZ/MEPZ/KEPZ/AEPZ/UEPZ/IEPZ/ Com-EPZ: **(To distribute this circular to all enterprises & take necessary action to implement accordingly.)**
4. General Manager (Security/IP/ES/PR/MIS), BEPZA, Dhaka.
5. File/Master File.

