



WORKER RIGHTS · BANGLADESH

Working in Bangladesh: Your Rights

What every worker should know, in plain language. No legal jargon.

Read this first — Bangladesh has no single minimum wage. The Minimum Wages Board fixes rates industry by industry, and the garment rate in this guide governs the country's largest workforce. The Labour Act itself was amended in 2026, and this guide prints the amended Act: maternity benefit of 120 days, 13 festival holidays, a headcount scale for forming a union, a general anti-discrimination code, and wages re-fixed every 3 years. This guide is for workers based in Bangladesh.

General information only — not legal advice.

As of October 2026 · Prepared by JYNX Recruiting · jynxrecruiting.com

The Wage Floor: Industry by Industry

- There is no national rate. Minimum wages are fixed industry by industry by the Minimum Wages Board (Labour Act, Chapter XI), declared by gazette notification, binding on every employer in the industry (§§148-149), and re-fixed every THREE YEARS (§139(6)).
- READYMADE GARMENTS (gazette notification of December 2023, effective December 1, 2023) — monthly minimum by worker grade: Grade-1 Tk 15,035; Grade-2 Tk 14,273; Grade-3 Tk 13,550; Grade-4, the entry grade, Tk 12,500. Every grade is built the same way: basic wage + house rent at 50% of basic + Tk 750 medical + Tk 450 transport + Tk 1,250 food. The entry grade shows the build-up in full: basic Tk 6,700 + house rent Tk 3,350 + medical Tk 750 + transport Tk 450 + food Tk 1,250 = Tk 12,500. Employee grades run Tk 18,800 / 15,950 / 15,200 / 12,800.
- A 5% annual increment on basic falls due after one year in the adjusted grade, and no worker may be placed in a lower grade.

Hours and Overtime

- At most 8 hours a day and 48 hours a week (§§100, 102). With overtime, the week may not exceed 60 hours, and the yearly average may not exceed 56.
- Rest: no more than 6 hours of work without a 1-hour break, and no more than 5 hours without a 30-minute break (§101). The working day, including breaks, may not spread over more than 10 hours (§105).
- OVERTIME PAYS TWICE the ordinary rate (§108).
- Weekly holiday: 1 day for factories and industry, 1.5 days for shops and establishments (§103) — and no wage deduction may be made for it. No woman may be made to work between 10 p.m. and 6 a.m. without her consent (§109).

Leave

- Casual leave: 10 days a year at full wages (§115). Sick leave: 14 days a year at full wages, with a medical certificate (§116). Earned leave, after one year's service: 1 day for every 18 days worked, in a factory, shop, commercial or industrial establishment (§117), carrying over up to the statutory caps.
- FESTIVAL HOLIDAYS: 13 days a year with wages (§118). If you must work one, you receive a substitute day PLUS 2 days' compensatory wages (§118(3)).

Maternity

- Maternity benefit is 120 DAYS: the 60 days before the expected delivery and the 60 days after (§46), provided you have worked for the employer for at least 6 months before the delivery.
- The benefit is not payable if you have two or more surviving children, though your other leave still stands (§46(2)). It is computed as your last monthly gross wages divided by 26, per day (§48).
- An employer may not knowingly employ a woman in the 60 days after her delivery, and she may not work in that period (§45).

Getting Paid

- The wage period may not exceed one month, and wages must be paid within SEVEN WORKING DAYS after it ends (§123). On cessation of service, ALL dues must be paid within 30 WORKING DAYS (§30).
- Deductions may be taken only from the BASIC wage, and only from the closed list in §125(2): fines, absence, damage caused by your neglect, housing, approved amenities, advance recovery, tax, court orders, provident fund contributions, and a short list of like items.
- Unpaid wages have their own fast route: apply to the Chief Inspector, who must attempt a conciliated settlement within 20 DAYS (§124A).

Probation and Permanence

- Probation is 6 months for clerical work and 3 months for other workers (§4). If no confirmation letter is issued when probation — or its extension — ends, you are DEEMED PERMANENT.

Ending a Job: Termination

- Employer termination (§26) requires notice in writing: 120 DAYS for a monthly-rated permanent worker, 60 days if you are otherwise paid. Temporary workers receive 30 days, or 14 days if otherwise paid. Pay in lieu of notice is permitted.
- Compensation on termination: 30 DAYS' WAGES FOR EVERY COMPLETED YEAR of service, or gratuity, whichever is HIGHER (§26(4)). Gratuity is at least 30 days' wages per completed year — and 45 days per year once service exceeds 10 years.

Resignation

- A permanent worker who resigns gives 60 days' notice (§27). Compensation runs: 7 days' wages per year of service, up to 3 years; 15 days per year over 3 years and under 10; and at 10 years and beyond, 30 days per year or gratuity, whichever is higher.

Retrenchment

- Retrenchment for redundancy (§20), after at least one year's service: 1 month's written notice with reasons — a copy goes to the Chief Inspector — plus 30 days' wages per year of service or gratuity, whichever is higher.
- Selection is last-in-first-out within a category, and retrenched workers hold re-employment priority for ONE YEAR (§21).

Dismissal and Discipline

- Dismissal without notice or pay is allowed only on criminal conviction, or on misconduct PROVED through the §24 inquiry: the charge in writing, at least 7 DAYS for you to reply, and a hearing before a committee of equal employer and worker representatives, to conclude within 60 DAYS. Suspension pending inquiry is capped at 60 days, on subsistence allowance.
- A worker REMOVED after a year's service receives 15 days' wages per completed year. A worker dismissed for theft, fraud or dishonesty against the employer's business, or for riotous conduct, arson or vandalism, receives no compensation — other lawful dues remain payable. A fine may not exceed one-tenth of a wage period's wages (§25).

Death and Retirement

- A worker who dies in service after more than a year: the nominee or dependant receives 30 days' wages per completed year, or gratuity, whichever is higher — 45 days per year where the death occurs at the workplace or from a work accident (§19).
- Retirement is at 60 (§28). A provident fund is mandatory at establishments with 100 or more permanent workers, where two-thirds of the workers demand it in writing (§264).

Discrimination

- The Act carries a general anti-discrimination code (§§345A–345C, added in 2026): direct and indirect discrimination are banned on named grounds, including gender identity and disability, and the burden of proof rests on the employer. The equal-wages rule in §345 expressly covers disabled workers.

Unions

- A trade union may be formed on a HEADCOUNT scale (§179(2)): 20 members in an establishment of 20 to 300 workers; 40 at 301 to 500; 100 at 501 to 1,500; 300 at 1,501 to 3,000; and 400 at 3,001 and above. No more than 3 unions may be registered in one establishment.
- New sections 196A–196B add remedies against anti-union acts.

Children at Work

- No child under 14 may be employed (§34). Adolescents may work at most 5 hours a day in factories, and never between 7 p.m. and 7 a.m. (§41).

If Something Goes Wrong

- The grievance route (§33): put the grievance in WRITING. The employer must decide within 30 DAYS. From there, the matter may go to the Labour Court within 30 days — with NO COURT FEE.
- Wage dues have the conciliation route in §124A (see Getting Paid). A new Employment Injury Scheme Fund (§151A) stands behind workplace-injury compensation.

Tips

- There is NO tips provision anywhere in the Labour Act. This guide has no tips section because the Act has none — any claim that Bangladeshi law guarantees a tip rule is not describing the Act.