

Bangladesh

Country & Industry Overview

Including labour laws and
regulations



Quick overview

Bangladesh's garment, textiles and footwear (GTF) exports are worth approximately **USD 46.991 billion (2022)**.

Key export markets:

European Union 49.34%
United States 17.45%
Japan 8%
United Kingdom 11.27%
Canada 3.19%
Japan 3.53%



Industry



3,925 (2024)

Number of factories in the garment industry.



Specialises in:

- Ready made garments
- Knitwear
- Cotton yarn.

Workforce



4,000,000 (2019)

Number of workers in the garment sector.



44.1% (2023)

Percentage of women workers employed in the garment/textile industry.



USD 113 (2024)

Monthly minimum wage.

Labour laws and regulations

Employment Contracts	Employment contracts are mandated by the Bangladesh Labour Act 2006. However, many workers, especially in subcontracting factories, lack formal contracts, leading to job insecurity and limited legal protections.
Wages	As of December 1, 2023, the minimum wage is approximately USD 113 per month. This falls short of a living wage by 63%. Many workers earn below the minimum wage due to wage theft and underpayment.
Working Hours & Overtime	Legal maximum of 10 hours/day, 6 days/week. However, many workers report working beyond these limits without appropriate overtime compensation.

Labour laws and regulations

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Leave & Holidays	The Bangladesh Labour Act 2006 provides for paid annual leave and maternity leave. However, enforcement is inconsistent, and many workers do not receive these benefits.
Occupational Safety & Health	The 2013 Rana Plaza collapse led to the Accord on Fire and Building Safety, a legally binding agreement aimed at improving factory safety. Despite progress, challenges in enforcement and compliance persist.
Unionization & Dispute Resolution	Workers have the legal right to form and join trade unions. However, union activities are often met with intimidation and threats, hindering effective collective bargaining.

Sources

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4. **Specialisms:**
5. **Garment / Textile Workers:** Statistical Pocket Book 2020. Bangladesh Bureau of Statistics Statistics and Informatics Division Ministry of Planning.
6. **Women Workers in the Garment /Textile Industry:** How to achieve gender equality in global garment supply chains. ILO. March 2023
7. **Minimum Wage:** Bangladesh government website
8. **Living Wage vs Minimum Wage:** Wages Industry Score, The Industry We Want. 2025.

About Asia Garment Hub

The Asia Garment Hub is a digital one-stop shop tailored to the garment and textiles sector in Asia, viewed through a lens of Decent Work and Sustainability.

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The AGH Circle is a dedicated discussion forum - where you can network and engage with industry professionals in discussions on decent work and environmental sustainability for free.

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