CIRCULAR

This is for information of all enterprises operating in Chittagong Export Processing Zone that as per approval of the Government minimum wages for the workers of the enterprises of EPZs were re-fixed by the Authority vide circular no. C3.307.002.00.00.118.2010-2065 dated December 24, 2013. In accordance with the circular, all eligible workers of the enterprises of EPZs are entitled to get 10% yearly increment on basic wage.

It has come to notice of the Authority that after determination of 10% yearly increment on basic wage, some of the enterprises are not fixing up the basic, house rent & gross wages of the workers properly by misconceiving the increment calculation procedure. Moreover, the enterprises those are providing the annual increment to their workers properly, some of them are planning to change the existing increment calculation system, which will be the gross violation of BEPZA instructions and may raise a big confusion among the workers in this regard. Please be informed that there is no legal entity or jurisdiction of any organization/enterprise to issue any circular/office order regarding clarification of the Government circular. Any circular or office order issued by any organization or enterprise in this regard shall not be lawful and such venture of the organization/enterprise will be treated as violation of the existing rules of BEPZA.

All enterprises are hereby requested to provide 10% yearly increment on basis wage to their eligible workers in proper way in complying with the re-fixed minimum wage circular 2013 and the enterprises those are following the proper method of calculation of increment are requested to continue with the existing system.

Please be informed that the Authority is committed to implement the minimum wage, yearly increment, basic wage, gross wage and other benefits of the workers of the enterprises, re-fixed by the Authority through circular mentioned above as well as to ensure the workers' right to maintain a congenial working atmosphere in the zone. The Authority solicits all out co-operation from the investors to implement the re-fixation policy properly which will help the Authority to keep the normal working environment in the zone in which all the investors will be benefited. However, due to non-compliance of the above instructions if any labour unrest occurs in the zone the respective enterprise shall be responsible for that.

This circular has been issued with the concurrence of the Executive Office circular no. 03.307.002.00.00.118.2013/296 dated March 22, 2015 in this regard.

Thanking you,

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