





Main characteristics of the labour force and the apparel sector

	 BANGLADESH	 CAMBODIA	 VIET NAM
Labour Force	75.6 million	8.3 million	53.5 million
Productivity: GDP per person employed (US\$)	1,528	1,692	2,650
Total apparel exports (current US\$)	19.5 billion	5.3 billion	16.0 billion
Market share apparel exports from developing countries	6.0%	1.6%	4.9%
Nominal growth of apparel exports, 2009-2012	+56.6%	+97.6%	+87.9%
Employment in the apparel sector	4 million (2011-12)	615,000 (2012)	1.5 million (2012)
Ownership structure	Domestic	Foreign	Domestic & Foreign

NOTE: All figures are valid for 2012. All figures given in current US\$, unless otherwise stated.

Sources: World Bank, *World Development Indicators*; labour productivity is based on ILO estimates of total employment: ILO, *Key Indicators of the Labour Market (KILM)*; UNCTAD, *UNCTADStat*; Employment figures were calculated by the ILO 'Cambodia LFS 2012' and 'Viet Nam LFS 2012'; Bangladesh is based on BGMEA .

Characteristics of minimum wage setting system and minimum wage levels

	 BANGLADESH	 CAMBODIA	 VIET NAM
Body that makes recommendation to Government	Minimum Wages Board	Labour Advisory Council	National Wages Council
Coverage of minimum wages	42 sectors	1 sector (<i>garments & footwear</i>)	All sectors
No. of different rates	42 schedules (<i>with different grades</i>)	1 rate	4 rates (<i>by region</i>)
Frequency of adjustments	Every 5 years (Sec. 139-6) and <i>ad hoc</i> (Sec. 142)	Annual (from 2014 onwards)	Annual
Minimum wage for entry-level garment worker (per month)	\$ 39 / BDT 3,000	\$ 80	\$ 78 (<i>Region 4</i>) \$ 86 (<i>Region 3</i>) \$ 100 (<i>Region 2</i>) \$ 112 (<i>Region 1</i>)
Mandatory bonuses	(<i>included above</i>)	Attendance \$ 10; Seniority \$ 2-10 (<i>2nd – 11th year</i>); Transport / housing \$ 6.	Based on agreement in the labour contract, collective agreement, or the regulations of the enterprise.
Next adjustment	Late 2013 / early 2014	January 2014	January 2014

NOTE: All information is valid on 1 October 2013. All figures given in current US\$, unless otherwise stated.

Sources: various government sources.