

MGT 202

Labour Law

THE BANGLADESH LABOUR ACT, 2006
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**Assessing the
Implementation of the
Bangladesh Labour Act in
Bangladesh: Bridging the Gap
Between Legal Provisions and
Workplace Practices**

Problem Statement

The Bangladesh Labour Act was designed to protect the rights of workers, ensure their welfare, and promote equitable workplace practices.

Despite its comprehensive legal framework, the implementation of the Act often faces challenges, particularly in translating its provisions into practice.

In many workplaces, including those in Rajshahi, a noticeable gap exists between the legal standards outlined in the Act and their actual application.

This discrepancy arises due to factors such as insufficient enforcement mechanisms, lack of employer compliance, limited awareness among workers, and resource constraints.

Problem Statement

The resulting inconsistencies negatively impact workers' rights and benefits, creating disparities in workplace conditions and undermining the Act's purpose.

This research seeks to evaluate the extent of the Bangladesh Labour Act's implementation in workplaces in Bangladesh, identify key barriers to compliance, and provide recommendations to bridge the gap between legal provisions and practical applications.

Literature Review

The Bangladesh Labour Act (2006) serves as a comprehensive framework to regulate employment conditions, protect workers' rights, and ensure their welfare across various sectors (Akter & Rahman, 2018).

The Act encompasses provisions for wages, working hours, safety standards, dispute resolution, and other critical aspects aimed at fostering a harmonious labor environment (Kabir et al., 2019).

However, despite its well-defined legal structure, the Act's practical implementation often remains a challenge in the workplaces in Bangladesh.

Scholars have identified several factors contributing to the gap between the Act's provisions and their real-world enforcement.

Ahmed and Hossain (2020) argue that inadequate enforcement mechanisms and limited monitoring capacities are primary barriers to compliance.

Moreover, employers often lack motivation or awareness to adhere to labor laws, leading to non-compliance in key areas such as wage payments, working hours, and workplace safety (Chowdhury et al., 2017).

Worker awareness also plays a crucial role in the effective implementation of labor laws.

Rahman and Uddin (2021) highlight that many employees, particularly in less urbanized areas, are unaware of their legal rights, which makes them vulnerable to exploitation.

This knowledge gap underscores the need for awareness programs and grassroots initiatives to empower workers with information about the Act.

Region-specific studies, such as those by Alam et al. (2022), indicate that workplace conditions in Rajshahi often fall short of the standards set by the Act.

They emphasize that the lack of accountability and resource constraints exacerbate this issue, leaving significant room for improvement.

Furthermore, legal scholars like Sultana (2023) have called for robust policy measures to address systemic inefficiencies and ensure the Act's provisions translate into tangible outcomes.

In light of the existing literature, it becomes evident that while the Bangladesh Labour Act provides a strong legal foundation, its implementation is hindered by structural and operational challenges.

This study aims to build on these insights by focusing specifically on Rajshahi, exploring the extent of compliance in workplaces, and identifying actionable strategies to bridge the gap between legal standards and workplace practices.

Research Questions

Main Question

To what extent is the Bangladesh Labour Act implemented in workplaces in Rajshahi?

Specific Questions:

- 1. What are the major gaps between the provisions of the Bangladesh Labour Act and their practical application in workplaces in Rajshahi?**
- 2. What factors contribute to the challenges in implementing the Bangladesh Labour Act in Rajshahi?**
- 3. How aware are workers and employers in Rajshahi of their rights and responsibilities under the Bangladesh Labour Act?**
- 4. What role do enforcement mechanisms play in ensuring compliance with the Act in Rajshahi?**
- 5. What measures can be taken to improve the implementation of the Bangladesh Labour Act in workplaces in Rajshahi?**

Research Objectives

Main Objective

To evaluate the extent of implementation of the Bangladesh Labour Act in workplaces in Rajshahi.

Specific Objectives:

- i. To identify the gaps between the provisions of the Bangladesh Labour Act and their practical application in Rajshahi workplaces.
- ii. To explore the factors hindering effective implementation of the Bangladesh Labour Act in Rajshahi.
- iii. To assess the level of awareness among workers and employers in Rajshahi regarding their rights and responsibilities under the Bangladesh Labour Act.
- iv. To examine the effectiveness of existing enforcement mechanisms in ensuring compliance with the Act.
- v. To propose actionable recommendations for bridging the gap between legal provisions and workplace practices in Rajshahi.