

MGT 202

Labour Law

THE BANGLADESH LABOUR ACT, 2006
(XLII OF 2006)

11th October, 2006

CHAPTER : IX

WORKING HOUR AND LEAVE

100. Daily hours : No adult worker shall ordinarily be required or allowed to work in an establishment for more than eight hours in any day: Provided that, subject to the provisions of section 108, any such worker may work in an establishment not exceeding ten hours in any day.

101. Interval for rest or meal : Any worker in any establishment shall not be liable to work either-

(a) for more than six hours in any day unless he has been allowed an interval of at least one hour during that day for rest or meal;

(b) for more than five hours in any one day unless he has been allowed an interval of at least half an hour during that day for rest or meal; or

(c) for more than eight hours unless he has had an interval under clause (a) or two such intervals under clause (b) during that day for rest or meal.

102. Weekly hours :

(1) No adult worker shall ordinarily be required or allowed to work in an establishment for more than forty-eight hours in any week.

(2) Subject to the provisions of section 108, an adult worker may work for more than forty-eight hours in a week:

Provided that the total hours of work of an adult worker shall not exceed sixty hours in any week and on the average fifty-six hours per week in any year:

Provided further that in the case of a worker employed in an establishment which is a road transport service, the total hours or overtime work in any year shall not exceed one hundred and fifty hours.

Provided further that the government, if satisfied that in public interest or in the interest of economic development such exemption or relaxation is necessary, in certain industries, by order in writing under specific terms and conditions, may relax the provision of this section or exempt, for a maximum period of six months, from the provision of this section at a time.

103. Weekly holiday: An adult worker employed in an establishment- 54 (a) which is a shop or commercial establishment, or industrial establishment, shall be allowed in each week one and half days holiday and in factory and establishment one day in a week;

(b) which is a road transport service, shall be allowed in each week one day's holiday of twenty four consecutive hours; and no deduction on account of such holidays shall be made from the wages of any such worker.

104. Compensatory weekly holiday: Where, as a result of the passing of an order or the making of a rule under the provisions of this act exempting an establishment or the workers therein from the provisions of section 103, a worker is deprived of any of the weekly holidays provided for in that section, he shall be allowed, as soon as circumstances permit, compensatory holidays, of equal number to the holidays so deprived of.

105. Spread over : The periods of work of and adult worker in an establishment shall be so arranged that, inclusive of his interval for rest or meal under section 101, it shall not spread over more than eleven hours, and subject to such conditions as be may imposed by the Government, either generally or in the case of any particular establishment.

106. Night shift: Where, an adult worker in an establishment works on a shift which extends beyond midnight: (a) for the purposes of section 103 a holiday for a whole day shall mean in his case a period of twenty-four consecutive hours beginning from the end of his shift; and (b) the following day for him shall be deemed to be the period of twenty-four consecutive hours beginning from the end of this shift and the hours he has worked after midnight shall e counted towards the previous day.

107. Restriction on cumulative hours of work on a vehicle

108. Extra-allowance for overtime

109. Limitation of hours of work for women

110. Restriction on double employment

111. Notice of periods of work for adults and preparation thereof

112. Special age limit for Road transport Service worker

113. Hours of work to correspond with notice and register

114. Closure of shops, etc.

115. Casual leave : Every worker shall be entitled to casual leave the full wages for ten days in a calendar year, and such leave shall not be accumulated and carried forward to the succeeding year: Provided that nothing in this section shall apply to a worker employed in a tea plantation.

116. Sick leave :

(1) Every worker other than a newspaper worker, shall be entitled to sick leave with full wages for fourteen days in a calendar year.

(2) Every newspaper worker shall be entitled to sick leave with half wages for not less than one eighteenth of the period of services.

(3) No such leave shall be allowed unless a registered medical practitioner appointed by the employer or, if no such medical practitioner is appointed by the employer, any other registered medical practitioner, after examination, certifies that the worker is ill and requires sick leave for cure or treatment for such period as may be specified by him.

(4) Such leave shall not be accumulated and carried forward to the succeeding year.

117. Annual leave with wages :

- (1) Every adult worker, who has completed one year of continuous service in an establishment, shall be allowed during the subsequent period of twelve months leave with wages for a number of days calculated at the rate of one day-**
 - (a) in the case of a shop or commercial or industrial establishment or factory or road transport service, for every eighteen days of work;**
 - (b) in the case of tea plantation, for every twenty two days of work;**
 - (c) in the case of a newspaper worker, for every eleven days of work, performed by him during the previous period of twelve months.**

118. Festival holidays :

- (1) Every worker shall be allowed in a calendar year eleven days of paid festival holiday.**
- (2) The days and dates for such festivals shall be fixed by the employer in such manner as may be prescribed.**
- (3) A worker may be required to work on any festival holiday, but two day's additional compensatory holidays with full pay and a substitute holiday shall be provided for him in accordance with the provisions of section 103.**