

MGT 202

Labour Law

THE BANGLADESH LABOUR ACT, 2006
(XLII OF 2006)

11th October, 2006

CHAPTER : XI

WAGES BOARDS

138. Establishment of Minimum wages Board :

(1) The Government shall establish a board to be called the minimum wages board.

(2) the minimum wages board, hereinafter referred to in this chapter as the wages board, shall consist of-

(a) a chairman;

(b) one independent member;

(c) one member to represent the employers, and

(d) one member to represent the workers.

(3) For the purpose of discharging the functions specified in section 139, the wages board shall also include-

(a) one member to represent the employers of the industry concerned; and

(b) one member to represent the workers engaged in such industry.

(4) The chairman and the other members of the wages board shall be appointed by the Government.

(5) The chairman and the independent member of the wages board shall be appointed from persons with adequate knowledge of industrial labour and economic conditions of the country who are not connected with any industry or associated with any trade union of workers or employers.

(6) The member to represent the employers and the member to represent the workers under sub section (2) or (3) shall be appointed after considering nominations, if any, of such organizations as the Government considers to be representative organizations of such employers and workers respectively.

139. Recommendation of minimum rates of wages for certain workers :

(1) Where, in respect of any industry, the Government is of the opinion that, in view of the prevailing rates of wages of workers engaged in that industry, it is reasonable and necessary to fix the minimum rates of wages for all or any class of workers employed in such industry, it may direct the wages Board to 65 recommend, after such enquiry as the wages board thinks fit, the minimum rates of wages for such workers or class of workers.

140. Power to declare minimum rates of wages :

- (1) Upon receipt of a recommendation of the wages board under section 139, the Government may, by notification in the official Gazette, declare that the minimum rates of wages recommended by the wages board for the various workers shall, subject to such exception as may be specified in the notification, be the minimum rates of wages for such workers.**
- (2) If the Government considers that such recommendation is not, in any respect, equitable to the employers or the workers, if any, within thirty days of receipt of the recommendation, refer it back to the wages board for reconsideration with such comments thereon and giving such information relating thereto as the Government may think fit.**

141. Factors to be considered in making its recommendation :

In making its recommendation the wages board shall take into consideration cost of living, standard of living, cost of production, productivity, price of products, business capability, economic and social conditions of the country and of the locality concerned and other relevant factors.

142. Periodical review of minimum rates of wages :

The wages board shall review its recommendations if any change in the factors specified in section 141 and other relevant factors so demand, and recommend to the Government any amendment, modification or revision of the minimum rates of wages declared under section 140:

143. Constitution of Newspaper workers 'wage board:

- (1) The Government may, if it thinks fit, by notification in the official Gazette, constitute a separate board, to be called the Newspaper workers' wage board, for fixing rates of wages of newspaper workers.**
- (2) The Board hereinafter referred to as this Chapter as the Newspaper wage Board, shall consist of a chairman and an equal number of member to represent the employers in relation to newspaper establishments and newspaper workers, to be appointed by the Government.**

144. Fixation of wages for newspaper workers :

(1) In fixing rates of wages in respect of newspaper workers the Newspaper wage board shall take into consideration the cost of living, the prevalent rates of wages of comparable employment's in Government, Corporations and private sectors, the circumstances relating to the newspaper industry in different regions of the country, and to any other circumstances which to the Newspaper wage board may seem relevant.

145. Publication of decision of Newspaper wage board :

146. Power of Newspaper wage board to fix interim rates of wages :

147. Application to Labour Court :

148. Minimum wages to be binding on all employers

149. Prohibition to pay wages at a rate below the minimum rate of wages :