

MGT 202

Labour Law

THE BANGLADESH LABOUR ACT, 2006
(XLII OF 2006)

11th October, 2006

CHAPTER : X

WAGES AND PAYMENT

120. Special definition of 'wages':

In this Chapter, unless there is anything repugnant in the subject or context, 'wages, means wages as defined in section 2 (XLV), and includes-

- (a) any bonus or other additional remuneration payable under the terms of employment;**
- (b) any remuneration payable in respect of overtime work, holiday or leave;**

- (c) any remuneration payable under any award or settlement between the parties or under order of any Court;**
- (d) any sum payable under this Act or any agreement by reason of termination of employment whether by way of retrenchment, discharge, removal, resignation, retirement, dismissal or otherwise; and**
- (e) any sum payable due to lay-off or suspension.**

121. Responsibility for payment of wages :

Every employer shall be responsible for the payment to workers employed by him of all wages required to be paid under this act:

Provided that, except in the case of a worker employed by a contractor, the chief executive officer, the manager or any other person responsible to the employer for the supervision and control of an establishment shall also be responsible for such payment.

Provided further that when the wages of a worker employed by the contractor is not paid by the contractor, the wages shall be paid by the employer of the establishment and the same shall be adjusted from the contractor.

122. Fixation of wage-periods :

- (1) Every person responsible for the payment of wages under section 121 shall fix periods, to be called wage periods, in respect of which such wages shall be payable.
- (2) No wage period shall exceed one month.

123. Time of payment of wages :

- (1) The wages of every worker shall be paid before the expiry of the seventh day after the last day of the wage period in respect of which the wages are payable.**
- (2) Where the employment of any worker is terminated by retirement or by the employer, whether by way of retrenchment, discharge, removal, dismissal or otherwise, the wages payable to him shall be paid before the expiry of the seventh working day from the day on which his employment is so terminated.**
- (3) All payment of wages shall be made on a working day.**

124. Wages to be paid in current coin or currency notes
: All wages shall be paid in current coin or currency notes or bank cheque.

125. Deductions which may be made from wages : (1) No deduction shall be made from the wages of a worker except those authorized by or under this Act

126. Deductions for absence from duty

127. Deductions for damage or loss