

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.

103. Weekly holiday: An adult worker employed in an establishment

(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.

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 be counted towards the previous day.

Section 115: Casual Leave

- ✓ 10 days of casual leave with full wages per calendar year.**
- ✓ Not accumulative or carried forward.**
- ✓ Exception: Not applicable to tea plantation workers.**

Section 116: Sick Leave

- ☐ 14 days with full wages for general workers.**
- ☐ Newspaper workers: sick leave with half wages (1/18th of service period).**
- ☐ Medical certificate required.**
- ☐ Not accumulative or transferable.**

Section 117: Annual Leave with Wages

- ✓ **Eligibility: One year of continuous service.**
- ✓ **Adult workers:**
 - ✓ **- 1 day leave for every 18 days worked (factory/industry/transport).**
 - ✓ **- 1 day for every 22 days (tea plantation).**
 - ✓ **- 1 day for every 11 days (newspaper workers).**
- ✓ **Adolescent workers: 1 day for every 15 days worked.**
- ✓ **Accumulation allowed (max 40-80 days depending on sector).**

Section 118: Festival Holidays

11 days of paid festival holidays per calendar year.

Employer determines dates.

If required to work, entitled to:

- Two days compensatory leave with full pay, and**
- One substitute holiday.**

Section 119: Calculation and Payment

Payment based on average daily full-time wages (excluding overtime/bonus).

Cash equivalent of food grain benefits included.

Payment made before leave starts if:

- Leave exceeds 4 days (adult workers).**
- Leave exceeds 5 days (adolescent workers).**