

MGT 202

Labour Law

THE BANGLADESH LABOUR ACT, 2006
(XLII OF 2006)

11th October, 2006

**CHAPTER – XIII TRADE UNIONS AND
INDUSTRIAL RELATIONS**

Section 176: Rights to Form Trade Unions

177. Application for registration : Any trade union may, under the signature of its president and secretary, apply for registration of the trade union to trade unions of the concerned area under this chapter.

178. Requirements for application : (1) An application for registration of a trade union shall be made to the director of Labour or to the officer authorized in this behalf.

(2) The application shall be accompanied by-

(a) a statement showing-

- (i) the name of the trade union and the address of its head office;
- (ii) date of formation of the union;
- (iii) the names, ages, addresses, occupations and the posts in the union of the officers of the trade union;
- (iv) statement of total paid membership;
- (v) the name of the establishment to which the trade union relates and the total number of member- unions;
- (vi) in case of a federation of trade unions, the name, addresses and registration numbers of member-unions;

- (b) three copies of the constitution of the trade union together with a copy of the resolution by the members of the trade union adopting such constitution bearing the signature of the Chairman of the meeting;
- (c) a copy of the resolution by the members of the trade union authorising its president and secretary to apply for its registration; and
- (d) in case of a federation of trade unions a copy of the resolution from each of the constituent unions agreeing to become a member of the federation.

Sections 177–179: Application and Requirements for Registration

- ✓ **Application to the Director of Labour.**
- ✓ **Must include: name, address, officers, constitution, and resolution.**
- ✓ **Minimum 30% worker membership required.**
- ✓ **Constitution must outline membership rules, funds, elections, and dissolution.**

Sections 180-182: Registration and Disqualification

- ☐ **Disqualification: criminal conviction or non-employee status.**
- ☐ **Director registers union within 60 days if requirements met.**
- ☐ **Union must maintain registers, accounts, and minutes of meetings.**

Sections 183–189: Federation and Certificate of Registration

- ❑ Small establishments can form joint trade unions.**
- ❑ Leadership or constitutional changes must be reported.**
- ❑ Certificate of Registration grants legal recognition.**

Sections 190–194: Cancellation and Legal Status

- ☐ Registration may be cancelled for non-compliance or inactivity.
- ☐ Registered unions gain corporate status with perpetual succession and a common seal.

Sections 195–199: Rights and Privileges of Registered Trade Unions

- ❑ Protection from unfair labour practices.**
- ❑ Protection in civil suits and conspiracy cases.**
- ❑ Agreements with employers legally enforceable.**
- ❑ Can represent members in disputes and declare lawful strikes.**

Sections 200–205: Collective Bargaining Agent (CBA)

- ❑ Section 202: CBA determined by secret ballot when multiple unions exist.**
- ❑ Section 203: Federations can act as CBA with majority authorization.**
- ❑ Section 204: Check-off system-employer deducts union dues.**
- ❑ CBA rights: negotiate employment terms, represent workers, and nominate representatives.**

- **Trade unions protect workers' collective interests.**
- **The Labour Act provides clear frameworks for registration and rights.**
- **Promotes social justice and balanced industrial relations.**