# Changes in labour laws soon

From Page 1 Col 4 partially included in the code while others were left out as they were not directly related to the labour sector, the sour ces said.

The Commission also reviewed the labour laws of 25 developing and industrial countries with the assistance of the ILO and the Asia Foundation. it visited the industrial gones around the country and circulated questionnaires seeking the opinion of a cross section of the people.

The recommendations in the two-part report of the Commission, including a 250 page recommended labour code, 1994, was unantinously approved by all members, except for difference of opinion on one particular issue, the sources added.

This was the first major at tempt at reforming the country's labour laws since the labour law reform commission was set up in 1929. The commission's report is expected to be approved by the Cabinet soon, after it is vetted by the Law Ministry. It would then be placed before Parliament for

The Commission, in its report, recommended that only the existing workers would be able to join basic trade unions at the plant-level and barred outsiders from joining the

All labour representatives in the Commission dissented on this point saying that it would be a "gross violation" of the ILO conventions on freedom of association and the rights of collective bargaining, both ratified by Bangladesh. They argued that the workers should have the right to choose their lead ers and thus should be given a free choice, the sources said The labour representatives sought at least the retention of the existing provisions which allows a former worker, unless dismissed, to retain his union membership at the plant-level.

This provision was incorporated in 1985 following an accord between the government and the Sramik Karmachari Oikkya Parishad (SKOP). Earlier in the late 70s, the government barred outsiders from seeking memberships of plant-level or basic trade unions, although an existing ILO convention allows for 25 per cent outsider participa-

The Commission, however, recommended a new provision for the formation of trade unions in group of establishments. These were defined as same, similar or identical type of business establishments in a government specified area. owned by different employers where less than 20 workers are employed. Such establishments would include restaurants, cinema halls, printing presses and other similar businesses and 25 per cent . outsiders would be allowed in these unions.

The Commission also suggested mandatory provision for giving appointment letters to all employees, which is absent from the existing labour laws

মধ্যে আবেদনপত্র জমা দিতে হইবে।

গণ্য হইবে।

নিতে হইবে।

研研! 农(4)

D-679

৫০% বাজেয়ান্ত করা হইবে

মানিয়া নিতে বাধ্য থাকিবেন

ভিসিন/পিঅন্তড়ি/ ০০/৯৪-৯৫

with the transportation sector

being the only exception. It also recommended providing the trade union federations the right to conduct col lective bargaining under specific terms and conditions, on behalf of their rederated CBA

Under the existing laws. the federations were barred from conducting collective bargaming negotiations. This new provision, the sources noted, was done to accommodate existing realities as even non-legal entities like SKOP were conducting such negotiations informally.

The Commission also suggested ways to remove the existing vagueness in the CBA determination process by mandating that elections are held before the two-year term of an existing CBA expires. It also recommended that a maximum of three unions, with a minimum support of one-third of the workforce, would be allowed at the plant-level and if only one registered union contests the CBA polls, with the requisite support, then it would be declared elected. It was also suggested that if a unionffails to garner less than 15 per cent of the votes cast in an election, its registration would be cancelled.

The Commission sought consolidation of the five exist ing laws dealing with child labour which, it said, has no uniformity and provides different definitions on age, working hours, health hazards and other related issues.

It suggested that anyone upto the completion of age 14 would be considered a child and thus would be unemployable it, however, said that under extraordinary circumstances, a child of over 12 years of age can be engaged in light work or vocational training provided health, safety and education requirements are ensured. In the termination act, the commission wught to change the requirement for an employee to provide at least a two month advance notice. instead of the existing one month, before quitting a job.

The Commission also recommended changing the requirement that female employees cannot be made to work between 8 pm and 7 am to 10 pm and 6 am.

To promote family planning, it also suggested that maternity benefits after two surviving issues should be discon tinued during subsequent pregnancies, with only the entitled maternity leave allowed. No such limitations on maternity benefits is included in the existing laws.

' The Commission also sought to institute a provision for equal wages for equal work irrespective of any sectors. which is not specified in any existing laws but is mandated under the Constitution.

It also sought to include provisions for deducting wages of workers, including trade union officials other than the president and general secretary, who remain absent from work without the permission

ঢাকা সিটি করপোরেশন, ঢাকা

আপনার পরিবেশ সুন্দর ও পরিচ্ছন্ন রাখুন

আপনার শিশুকে টিকা দিন

দোকান বরাদের বিজ্ঞপ্তি

এতদ্বারা ঢাকা সিটি করপোরেশনের মালিকানাধীন মোহাম্মদপুর কাঁচা বাজারের ৩৬ বর্গফুট হইতে

৬০ বর্গফুট পরিমাপের দোকানের সালামী প্রতি বর্গফুট ২,৫০০/ - (দুই হাজার পাঁচশত) টাকার ভিত্তিতে

৬০ বর্গফুটের ১৩৯টি ও ৩৬ বর্গফুটের ৬টি দোকান বরাদের জন্য বাংলাদেশের নাগরিক ও প্রকৃত

ব্যবসায়ীদের নিকট হইতে দরখান্ত আহ্বান করা যাইতেছে। আবেদনকারীগণকে ঢাকা সিটি করপোরেশনের

লক্ষীবাজারস্থ কার্যালয়ের স্টোর এন্ড পারচেজ বিভাগ হইতে ৫০০/- (পাঁচশত) টাকা মূল্যের নির্ধারিত

আবেদন ফরম ক্রয় করিয়া নিম্নলিখিত শর্তাধীনে ৩৬ বর্গফুট পরিমাপের দোকানের আংশিক সালামী বাবদ

২২,৫০০/- বোইশ হাজার পাঁচশত। টাকার পে-অর্ডার এবং ৬০ বর্গপুট পরিমাপের দোকানের আংশিক

সালামী বাবদ ৩৭, ৫০০/ – (সাঁইত্রিশ হাজার পাঁচশত) টাকার পে–অর্ডার আবেদনপত্রের সঙ্গে সংযুক্ত করিয়া

করপোরেশনের প্রধান কার্যালয়ের (নগর ভবনস্থ ফুলবাড়ীয়া) বাজার জোন–২' এ ৩১/৭–৯৪ইং তারিখের

(ক) আবেদনকারীকে প্রার্থীত দোকানের জন্য ধার্যকৃত আংশিক সালামীর টাকার পে–অর্ডার/ডিমান্ড

(খ) আবেদন ফরমের কলামসমূহ সঠিকভাবে পূরণ করিতে হইবে। অন্যথায় আবেদনপত্র বাতিল বলিয়া

(ঘ) বরান্দ প্রাপককে বরান্দপত্রের শর্তমতে প্রধান কার্যালয়ের সংশ্লিষ্ট বাজার শাখায় পে–অর্ডার/ডিমাণ্ড

(৩) বরাদ্দ প্রাপককে দোকানের দখল বুঝিয়া নেওয়ার ৬০ (ষাট) দিনের মধ্যে অবশ্যই দোকান চালু

(চ) বরাদ্দ প্রাপক দোকানের দখল বুঝিয়া নেওয়ার পর যদি স্বেচ্ছায় উক্ত দোকান করপোরেশনের নিকট

(ছ) অন্যান্য শত বর্গা এবং মানিন ভাড়ার গারীমাণ বরান্ধপ্রতে উল্লেখ করা হই বে। যাহা বরান্দ প্রাণক

ঢাকা সিটি করপোরেশন, ঢাকা

**ভাফট** (ঢাকাস্থ যে কোন তফসিলী ব্যাংক হইতে মেয়র ঢাকা সিটি করপোরেশনের অনুকূলে ক্রয়কৃত) সংযুক্ত

(গ) প্রয়োজনবোধে বরাদ্দ কমিটি কর্তৃক লটারীর মাধ্যমে দোকানসমূহ বরাদ্দ করা হইবে।

ভাফট-এর মাধ্যমে অবশিষ্ট সালামীর টাকা জমা দিতে হইবে এবং প্রবেবর্তীতে দোকানের দখলসতু বুঝিয়া

করিতে হইবে। অন্যথায় দোকানের বরাদ্বাদেশ বাতিল বলিয়া গণ্য হইবে এবং জমাকুত সালামীর টাকা

সমর্পণ করিয়া সালামীর টাকা ফেরত নিতে চান, তবে বরাদ্র প্রাপক কর্তৃক করপোরেশনের সমুদয় বকেয়া

প্ৰতিশা প্ৰিটেশ্য কৰিব সংলোক কৰি কৰিব স্থানীৰ ইন্তানী টাকা কৰ্ত্তন কৰিব। অৰ্থনিট সাল্লাই টাকা সেনাই

করিয়া উপরে বর্ণিত নির্ধারিত তারিখের মধ্যে আবেদন দাখিল করিতে হইবে।

Mandatory provision for provident fund in all private sector enterprises with more than 75 employees has also been recommended while penal provisions of all violations of labour laws were updated and consolidated.

It suggested simple imprisonment along with the existing provisions for imposing fines

for labour law violations. Provisions for death benefits for any regular worker. who dies while in service, was also included in the recommendations. The Commission also seeks the mandatory formation of participation committee - the western concept of industrial democracy - of workers and employers in industrial units with more than 75 employees, which would deal with safety, production targets, cost of production and other related issues. If the recommendations of the Committee is disregarded then it would be considered as an unfair labour practice.

The Commission report also recommended that all labour related cases should be exclusively dealt with by the labour courts. In addition to the labour courts, currently labour cases are also dealt with by the magistrate court and other

It also suggested that any aggrieved party can independently refer a case to the labour court instead of the current practice of making a joint petition only after a lock out or a strike.

Appeals against all decisions, awards and judgements of labour courts with the labour appellate tribunal was also in cluded in the recommendations in place of the existing provisions for appealing only against the awards.

It also suggested ways to strengthen labour courts by changing the formation and structure while placing a limitation on time-petitions and allowing ex-party judgements when one side remains absent.

### RU senate session postponed

From RU Correspondent RAJSHASHI, July 7: The

senate session of Rajshahi University scheduled for tomorrow has been postponed. Earlier, a group of pro-BNP

Jatiyatabadi Chhatra Dal (JCD) met the VC at his residence and demanded postponement of the session. The decision immediately

protests among the teachers and students who termed the decision as a way of averting defeat by the present VC Prof M Anisur Rahman, who is also contesting the polls.

The other two panels were led by Prof Azharuddin and Prof Fazle Rashid Khan.

Protesting the decision Proctor Mamnunul Keramat, along with six assistant proctors, resigned.

## Biman's bid may fail again

From Page 1 Col 7 the bids relaxing the 'ownership clauses to find out a sumable bidder in terms of technical and financial offers. As an alternative, they were

also planning to float a short-

tender' rejecting the present

The General Manager (Planning) of the national airlines admitted the law firm's advice and said the authorities are trying to find out a solution to the matter. Nothing has been

decided as yet. Another Biman source said that the national carrier badly needed the mid-haul aircraft to maintain its schedule in its 29 international and regional routes. There may be a major dislocation as we have started second flight to New York from July 4. he said. One of the five DC 10s will be engaged in the route."

Biman first planned to procure two airbuses in 1992. Initially, it decided to take the aircraft on lease. But later the plan was abandoned and the authorities decided to purchase the airbuses on credit support from the bidders. When the second attempt also failed early this year, the authorities decided to procure

#### Conspiracy

From Page 1 Col 8 destroy Parliament and parliamentary democracy and handover power to evil forces." he told newsmen at Sangsad Bhaban last night.

Nasim said if the opposition's fears came true. BNP would have to account for this to the nation.

He made it clear that the opposition would not make any compromise on he demand for neutral caretaker government. In this context, Nasim quoted Sheikh Hasina's public remarks made on Wednesday that she was ready to do anything in greater national inter-

The opposition parties and groups will sit again on Sunday to review the latest situation in the wake of their boycott of parliament to press for caretaker government to hold next general polls.

#### SAARC officials From Page 1 Col 5

rived yesterday included KK Venugopal. Secretary to the PM's office in India. MA Jabbar, Additional Secretary of Finance and Economic Affairs' of Pakistan, Dr Rabindra Kumar Shakva, Member-Secretary of the Nepalese Planning Commission, NVKK Weragoda, Finance Secretary of Sri Lanka. Asim Ahmed of the Ministry of Planning of Maldives and Wangdi Narbu, Director at the Ministry of Finance of Bhutan. More senior officials are expected to arrive today to join the deliberations.

those on government funding. A Biman source said that the present summer schedule was prepared taking into consideration that the two air-

buses would join the fleet be-

fore March this year. The schedule was revised later. The national carrier has five wide-bodied DC-10-30, two turboprop ATPS and two F-28s operating in 29 international

and seven domestic routes. When contacted over telephone yesterday. Biman's deputy chief spokesman Anwar Hossain admitted the report and said that the matter would be finalised next week at a meeting of the board of direc-

He said that the board would discuss the opinion of the law firm before taking a

final decision He declined to give details.

#### Nazia Hassan suffering from cancer

ISLAMABAD, July 7: Nazla Hassan, the well-known pop singer, who created a sensation in the 80s, is suffering from cancer, a newspaper reported on Wednesday, says

### Jahanara Imam

From Page 1 Col 3 Jatiya Press Club premises. poet Sufia Kamal said that Jahanara suffered from cancer for over 10 years but she sacrificed her last days for the cause of the people.

Chaired by her, the meeting was also addressed by, among others, journalist Santosh Gupta, parishad leaders Ayesha Khanam, Baby Moudud, Shirin Banu Nitin and Aziza Idris Khaleda Salahuddin of Bangladesh Lekhika Sangha and Rawshan Ara Hossain.

Sufia Kamal said "it does not matter whether somebody is or is not a citizen, of Bangladesh. If the person is responsible for war crimes, he must be tried."

The speakers said it was a matter of great sorrow that while the government charged Jahanara Imam with treason while 'war criminal' Golam Azam was given eitizenship of the country.

They expressed the view that Jahanara's movement against the killers of the liberation war period had increased awareness among the younger generation about the liberation

She has succeeded in rekindling the spirit of the liberation war which no politician had done in the last 20 years, they maintained. Dr Sanjida Khatun sang a

Tagore song and Rawshan Ara Hossain recited a poem in homage to the departed soul.

# Punitive measures

From Page 1 Col 7 gised, nor did they take into consideration that the player is still hurt. They dealt with facts

and not the consequences." The four-match suspension is the heaviest handed out by FIFA at the finals.

The Brazilian Football Confederation can protest against half the ban because the disciplinary committee only has the power to impose a twomatch suspensions without the right of appeal.

American Fernando Clavijo. sent off in the same match for receiving two yellow cards from French Referee Joel Quiniou, was suspended one game and fined 3,000 Swiss francs (2.300 dollars).

FIFA dismissed a protest from Bulgaria against the expulsion of defender Emil Kremenlieve and banned him for the quarter-final against Germany on Sunday.

Bulgaria sought to have the dismissal and 3,000 Swiss francs fine waived because they felt Syrian referee Jamal Al Sharif had been wrong to book Kremenlieve for the second time in Tuesday's second Round win over Mexico.

Bulgarian captain Borislav Mihailov said after the game he thought the expulsion was unjustified as it was for an innocuous tackle. But Blatter said: "The disci-

plinary committee did not consider Bulgaria's protest because it was against a referee's decision."

FIFA never allow an appeal against a referee's decision. Italian substitute Gianfranco

Zola, who was dismissed for serious foul play after playing only 11 minutes of Italy's second-round against Nigeria on Tuesday, was given an automatic two-match suspension and fined 5.000 Swiss francs (3,800 dollars).

Zoia was dismissed by Mexican referee Arruro Brizio hite the constant Section determs on mentioners in and all

legedly fouling him after he failed to win a penalty when challenged in the box.

Neither of the referees , from Italy and Bulgaria's games were retained by FIFA for the remainder of the tournament. Germany were fined 15,000

Swiss francs (11,300 dollars) for breaching FIFA advertising regulations.

FIFA said Germany used an official World Cup logo on a document alongside the logo of a commercial company which was not an official sponsor. The German Football Fede-

ration had said the document was an internal one, but FIFA dismissed the claim, saying 500 copies were made.

The Argentine Football Association was also fined 10,000 Swiss francs for bad behaviour during their second-round defeat by Romania.

Argentine trainer Ricard Etcherverria was fined 5,000 Swiss francs for wearing illegal advertising on his shirt.

#### World Cup qtr-finals

Game A: Italy vs Spain at 22:00 (BST) Game B: Holland vs Brazil at 01:30 (BST) July 10 Game C: Romania vs Sweden at 22:00 (BST Game D: Bulgaria vs Germany at 01:30 (BST)

#### Snooker

AGE

From Page 1 Col 8 . The nine-day meet comprising 25 contestants from twelve countries including hosts Bangladesh concluded yesterday with Foreign Mi nister A S M Mostafizur Rahman giving away the prizes as the guest of honour.

Azimuddin Ahmed, president of the Bangladesh Billiards and Snooker Federation (BBSF) and Y Chin, the newly elected vice president of the Asian Billiards and Snooker Federation (ABSF) al-so addressed the valedictory fune

#### Editor: Mahfuz Anam

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### Hasina

From Page 1 Col 4 "Begum Zia is speaking in the same language against the Opposition after the declaration of modality of a neutral caretaker government as of autocrat Ershad after the announcement of the joint declaration by the three alliances, the AL chief said.

Hasina said after Magura byelection. Begum Zia had been identified as "vote dacoit" as Ershad was dubbed after the 1986 parliamentary polls.

The Opposition leader criticised the ruling party for not allowing discussions in Parliament on what she said reported corruption against 17 ministers. Prime Minister and her relatives. "Even the probe committee against a minister was not allowed to function. The national budget was passed keeping the Opposition outside the House," she told the newcomers.

The Awami League chief called for accelerating present agitation for establishing a corruption-free society by ensuing people's voting right.

A press release said more than 500 leaders and workers of Khilkhet Jatiya Party, BNP and JSD expressed their confidence in Sheikh Hasina's leadership and joined the Awami League.

# The Midnight File

#### Arafat returns to Tunis

TUNIS July 7 PLO Chairman Yasser and a recarded to Turus today after his landmark visit to the Palestinian selfrule areas followed by talks in Paris with Israeli government officials, evewitnesses said. Arafat is due to attend a farewell ceremony in Tunisia, which has hosted the Palestine Liberation Organisation's headquarters for 12 years, before returning for full-time residency in the West Bank town of Jericho, reports Reuter.

## BNP candidate wins

From Page 1 Col 5 parties boycotted the polls.

The voting continued from 8 am to 4 pm. .

The polling centres lacked the usual festive mood. There, were no posters or banners in support of candidates and in a number of centres, the polling agents of the candidates were absent.

The Bogra-4 seat, comprising Kahalu and Nandigram thanas, fell vacant with the death of Azizul Hug Mollah of the ruling BNP on April 10.

The opposition boycotted the polls to pressurise the government to concede to their common demand for holding general elections under a caretaker government.

However, three candidates,

Ziaul Hug Mollah of the BNP and two Independent candidates. Rafiqui Islam Tinku and Azimush Shan contested the election In both the thanas, the

election was held with no complaints of rigging.

At Murail Madrassah centre of Kahalu thana, only 38 votes were cast between 8 am to 9 am, out of 2309 votes. In Narhatta High School centre, 98 votes out of 2503 were cast in the first two hours. In the same centre, no female votes were cast in a booth till 10.15

Polling officer Abdul Karim of the same centre told this correspondent that the turnout was even lower than the 1988 parliamentary election.

## 00 ক্ষুদ্র শিল্পে বিনিয়োগকারীদের জন্যে ক্রেডিট গ্যারান্টি স্কীম

সম্ভাবনাময় ক্ষুদ্র শিল্প গড়ে তোলার লক্ষ্যে নতুন উদ্যোক্তাদের জন্যে ক্রেডিট গ্যারান্টি স্কীমের আওতায় ঝণদান কর্মসূচী চালু করা হয়েছে।

স্তুদ্র শিল্প স্থাপনে আগ্রহী উদ্যোক্তাদের মাঝে যারা সহায়ক জামানতের অভাবে ব্যাংক ঋণ সুবিধা গ্রহণ করতে পারছেন না, এই স্কীমের মাধ্যমে সোনালী ব্যাংক থেকে ঝণ সুবিধা গ্রহণ করতে পারেন।

ক্রেডিট গ্যারান্টি স্বীমের ঝণ গ্রহীতাদের ঝণ সুবিধা গ্রহণের প্রধান প্রধান

শর্তাবলী হলো -🛘 এই कर्पमृष्ठीत याधार्य ७४्याव नजून উদ্যোজাবৃन्म 🕬 निर्छ भातर्यन।

🗅 উদ্যোক্তা যে পরিমাণ অর্থ বিনিয়োগ করবেন বাংলাদেশ ব্যাংক তার विগুণ পরিমাণ ग्रात्रान्ति क्षमान कत्रत्व (ज्त्व ग्रात्रान्तित्र शत्रियाप रत्व मर्त्वाफ २৫ नक्ष ठाका)।

🔘 উদ্যোক্তার বিনিয়োগকৃত অর্থের সমপরিমান অর্থ ব্যাংক জামানত বা গ্যারান্টি ছাড়াই

কুদ্র শিল্প স্থাপনে আগ্রহী উদ্যোক্তাবৃন্দ এই স্কীমের মাধ্যমে দেরা ঝণ সুবিধার জন্যে সোনালী ব্যাংকের বিভিন্ন জেলার শিল্প ঋণ বিতরণকারী শাখাসমূহে যোগাযোগ করতে পারেন।



## **W** Uttara Bank Limited HEAD OFFICE 90, MOTIJHEEL COMMERCIAL AREA, DHAKA-1000.

## Career Opportunity

Uttara Bank Limited invites applications from young & energetic persons Bangladeshi Nationality for appointment as Probationary Officer. Applicants be required to fulfil the following criteria:

QUALIFICATIONS: M.B.A. with minimum 2.50 CGPA,

Master Degree in any subject other than M.B.A. or Graduation Degree having atleast 02 (two) First Division/Class in both the cases.

Master Degree / Graduation Degree in any discipline with Second Division /Class althrough having atleast one First Division.

Knowledge in Computer will be treated as additional qualification.

: Not over 30 (thirty) years as on 31-7-94.

Selected candidates will be on probation for a period of 01 (one) year which may be extended at the descretion of the management. During the probationary period a consolidated monthly remuneration of TK. 4500/- (Taka four thousand five hundred) only will be paid. After successful completion of the probationary period they will be confirmed in the Bank's service as Officer Gr-I in the scale of pay of TK. 2700-200-3700-250-5950/- with other admissible allowances.

Application in candidate's own hand-writing addressed to the Managing Director enclosing therewith three recent passport size photographs and copies of all academic certificates duly attested by a Gazetted Officer should reach the Bank by 15.8.94 at the latest by Registered Post with A/D. The application should contain name, father's name, nationality, permanent address, mailing address, date of birth, religion, marital status, details of examinations. with year of packing and electrodivision of auto-

able referees for application will be received with the Y 2X Record a wall Associated as of the arm to be I tok the room of the canada Ame to love by letters