

Changes in labour laws soon

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partially included in the code while others were left out as they were not directly related to the labour sector, the sources 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 zones 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 unanimously approved by all members, except for difference of opinion on one particular issue, the sources added.

This was the first major attempt 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 passage.

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 unions.

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 leaders 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 Srani Karmachari Oikya 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 participation.

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

with the transportation sector being the only exception.

It also recommended providing the trade union federations the right to conduct collective bargaining under special terms and conditions, on behalf of their federated CBA units.

Under the existing laws, the federations were barred from conducting collective bargaining 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 union fails 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 existing 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 sought to change the requirement for 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 discontinued 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

of the employer.

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 and other related issues. If the recommendations are accepted, 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 civil courts.

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 included 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-parte 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 Jatiyabadi Chhtra 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 Faez Rashid Khan.

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

Biman's bid may fail again

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the bids relaxing the ownership clauses to find out a suitable bidder in terms of technical and financial offers. As an alternative, they were also planning to float a 'short-ender' rejecting the present bids.

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 those on government funding. A Biman source said that the present summer schedule was prepared taking into consideration that the two airbuses would join the fleet before March this year. The schedule was revised later.

The national carrier has five wide-bodied DC-10-30, two turbo-prop ATRs 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 directors.

He said that the board would discuss the opinion of the law firm before taking a 'final decision'.

He declined to give details.

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Hasina

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Begum Zia is speaking in the same language against the Opposition after the declaration of modality of a neutral caretaker government as of late Ershad after the announcement of the joint declaration by the three alliances, the AL chief said.

Hasina said after Magura by-election, Begum Zia had been identified as "vote dealer" 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 newscasters.

The Awami League chief called for accelerating present agitation for establishing a corruption-free society by ensuring 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 Arafat returned to Tunis today after his landmark visit to the Palestinian self-rule areas followed by talks in Paris with Israeli government officials, eyewitnesses 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 Reuters.

BNP candidate wins

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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 Huq 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.

Ziaul Huq Mollah of the BNP and two independent candidates, Rafiqul Islam Tinku and Azimush Shan contested the election.

In both the thanas, the election was held with no complaints of rigging.

At Mural 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 am.

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

ক্ষুদ্র শিল্পে বিনিয়োগকারীদের জন্যে ক্রেডিট গ্যারান্টি স্কিম

সম্মাননাময় ক্ষুদ্র শিল্প গড়ে তোলার লক্ষ্যে নতুন উদ্যোক্তাদের জন্যে ক্রেডিট গ্যারান্টি স্কিমের আওতায় ঋণদান কর্মসূচী চালু করা হয়েছে।

ক্ষুদ্র শিল্প স্থাপনে অগ্রহী উদ্যোক্তাদের মাঝে যারা সহায়ক জামানতের অভাবে ব্যাংক ঋণ সুবিধা গ্রহণ করতে পারছেন না, এই স্কিমের মাধ্যমে সোনালী ব্যাংক থেকে ঋণ সুবিধা গ্রহণ করতে পারেন।

ক্রেডিট গ্যারান্টি স্কিমের ঋণ প্রার্থীদের ঋণ সুবিধা গ্রহণের প্রধান প্রধান শর্তাবলী হলো -

- এই কর্মসূচীর মাধ্যমে তথ্যাত নতুন উদ্যোক্তাবৃন্দ ঋণ নিতে পারবেন।
- উদ্যোক্তা যে পরিমাণ অর্থ বিনিয়োগ করবেন বাংলাদেশ ব্যাংক তার বিত্তপ পরিমাণ গ্যারান্টি প্রদান করবে তবে গ্যারান্টির পরিমাণ হবে সর্বোচ্চ ২৫ লক্ষ টাকা।
- উদ্যোক্তার বিনিয়োগকৃত অর্থের সমন্বয়িত অর্থ ব্যাংক জামানত বা গ্যারান্টি ছাড়াই অর্থায়ন করবে।

ক্ষুদ্র শিল্প স্থাপনে অগ্রহী উদ্যোক্তাবৃন্দ এই স্কিমের মাধ্যমে সেরা ঋণ সুবিধার জন্যে সোনালী ব্যাংকের বিভিন্ন জেলার শিল্প ঋণ বিতরণকারী শাখাসমূহে যোগাযোগ করতে পারেন।



Uttara Bank Limited

HEAD OFFICE
90, MOTJHEEL COMMERCIAL AREA, DHAKA-1000.

Career Opportunity

Uttara Bank Limited invites applications from young & energetic persons of Bangladeshi Nationality for appointment as Probationary Officer.

Applicants be required to fulfill the following criteria:

QUALIFICATIONS : M.B.A. with minimum 2.50 CGPA, or, Master Degree in any subject other than M.B.A or Graduation Degree having atleast 02 (two) First Division/Class in both the cases, or, Master Degree / Graduation Degree in any discipline with Second Division / Class although having atleast one First Division. Knowledge in Computer will be treated as additional qualification.

AGE : 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 discretion 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 passing and grade/division obtained. Only those candidates who are eligible for application will be notified by the Bank. For the copy of the application form and other details, please contact the undersigned.

ঢাকা সিটি করপোরেশন, ঢাকা

আপনার পরিবেশ সুন্দর ও পরিষ্কার রাখুন
আপনার শিক্কে টিকা দিন

দোকান বরাদ্দের 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 ১৩৬টি ও ৩৬ বর্গফুটের ৬টি দোকান বরাদ্দের জন্য বাংলাদেশের নাগরিক ও প্রকৃত ব্যবসায়ীদের নিকট হইতে দরখাস্ত আহবান করা যাইতেছে। আবেদনকারীগণকে ঢাকা সিটি করপোরেশনের লক্ষীবাজার কার্যালয়ের স্টোর এন্ড পারচেজ বিভাগ হইতে ৫০০/- (পাঁচশত) টাকা মূল্যের নির্ধারিত আবেদন ফরম জরুর করিয়া নিম্নলিখিত শর্তাধীনে ৩৬ বর্গফুট পরিমাপের দোকানের আর্থিক সালামী বাবদ ২২,৫০০/- (বাইশ হাজার পাঁচশত) টাকার পে-অর্ডার এবং ৬০ বর্গফুট পরিমাপের দোকানের আর্থিক সালামী বাবদ ৩৭,৫০০/- (সাতত্রিশ হাজার পাঁচশত) টাকার পে-অর্ডার আবেদনপত্রের সঙ্গে সংযুক্ত করিয়া করপোরেশনের প্রধান কার্যালয়ের (নগর ভবনস্থ ফুলবাড়ীয়া) বাজার জোন-২ এ ৩১/৭-১৪ই তারিখের মধ্যে আবেদনপত্র জমা দিতে হইবে।

শর্তাবলী

(ক) আবেদনকারীকে প্রার্থিত দোকানের জন্য ধার্যকৃত আর্থিক সালামীর টাকার পে-অর্ডার/ডিমাত ডাফট (ঢাকাস্থ যে কোন তফসিলী ব্যাংক হইতে মেয়র ঢাকা সিটি করপোরেশনের অনুকূলে ক্রয়কৃত) সংযুক্ত করিয়া উপরে বর্ণিত নির্ধারিত তারিখের মধ্যে আবেদন দাখিল করিতে হইবে।

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

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

(ঘ) বরাদ্দ প্রাপককে বরাদ্দপত্রের শর্তমতে প্রধান কার্যালয়ের সর্বাঙ্গী বাজার শাখায় পে-অর্ডার/ডিমাত ডাফট-এর মাধ্যমে অবশিষ্ট সালামীর টাকা জমা দিতে হইবে এবং প্রবর্তীতে দোকানের দখলস্বত্ব বৃষ্টিয়া নিতে হইবে।

(ঙ) বরাদ্দ প্রাপককে দোকানের দখল বৃষ্টিয়া নেওয়ার ৬০ (ষাট) দিনের মধ্যে অবশ্যই দোকান চালু করিতে হইবে। অন্যথায় দোকানের বরাদ্দদেশ বাতিল বলিয়া গণ্য হইবে এবং জমাকৃত সালামীর টাকা ৫০% বাজেয়াপ্ত করা হইবে।

(চ) বরাদ্দ প্রাপক দোকানের দখল বৃষ্টিয়া নেওয়ার পর যদি যেচ্ছায় উক্ত দোকান করপোরেশনের নিকট সমর্পণ করিয়া সালামীর টাকা ফেরত নিতে চান, তবে বরাদ্দ প্রাপক কর্তৃক করপোরেশনের সমস্ত সালামী বাবদ ৩০% বাজেয়াপ্ত করা হইবে।

(ছ) অন্যত্র শর্তাবলী এবং মাসিক তারিখের পরিমাণ বরাদ্দপত্র উল্লেখ করা হইবে। যারা বরাদ্দ প্রাপক মানিয়া নিতে ব্যর্থ থাকিবেন।

ডিসি/সি/পি/১০/১০/৯৪-৯৪

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