

Ir in bangladesh labour law



This is all the more for underdeveloped countries where workers are still living under such conditions. Hence economic satisfaction of workers is another important prerequisite for good industrial relations. .

Social and Psychological satisfaction - Identifying the social and psychological urges of workers is a very important step in the direction of building good industrial relations.

A man does not live by bread alone. He has several other needs besides his physical needs which should also be given due attention by the employer. An organization is a joint venture involving a climate of human and social relationships wherein each participant feels that he is fulfilling his needs and contributing to the needs of others.

This supportive climate requires economic rewards as well as social and psychological rewards such as workers' participation in management, job enrichment, suggestion schemes, redresser of grievances etc. 4.

Off-the-Job Conditions - An employer employs a whole person rather than certain separate characteristics. A person's traits are all part of one system making up a whole man. His home life is not separable from his work life and his emotional condition is not separate from his physical condition.

Hence for good industrial relations it is not enough that the worker's factory life alone should be taken care of his off-the-job conditions should also be improved to make the industrial relations better.

5. **Enlightened Trade unions** - The most important condition necessary for good industrial relations is a strong and enlightened labor movement which

may help to promote the status of labor without harming the interests of management, Unions should talk of employee contribution and responsibility.

Unions should exhort workers to produce more, persuade management to pay more, mobilize public opinion on vital labor issues and help Government to enact progressive labor laws. 6.

Negotiating skills and attitudes of management and workers -? Both management and workers' representation in the area of industrial relations come from a great variety of backgrounds in terms of training, education, experience and attitudes. These varying backgrounds play a major role in shaping the character of industrial relations.

Generally speaking, well-trained and experienced negotiators who are motivated by a desire for industrial peace create a bargaining atmosphere inductive to the writing of a just and equitable collective agreement. On the other hand, ignorant, inexperienced and ill-trained persons fail because they do not recognize that collective bargaining is a difficult human activity which deals as much in the emotions of people as in their economic interests. It requires careful preparation and top-notch executive competence.

It is not usually accomplished by some easy trick or gimmick. Parties must have trust and confidence in each other. They must possess empathy, I. E. They should be able to perceive a problem from the opposite angle with an open mind.

They should put themselves in the shoes Of the other party and then diagnose the problem. Other factors which help to create mutual trust are respect for the law and breadth of the vision. Both parties should show full respect for legal and voluntary obligations and should avoid the tendency to make a mountain of a mole hill. 7.

Public policy and legislation - When Government, regulates employee relations, it becomes a third major force determining industrial relations the first two being the employer and the union. Human behavior is then further complicated as all three forces interact in a single employee elation situation. Nonetheless, government in all countries intervenes in management - union relationship by enforcing labor laws and by insisting that the goals of whole society shall take precedence over those of either of the parties. Government intervention helps in three different ways 1) it helps in catching and solving problems before they become serious.

Almost every one agrees that it is better to prevent fires than to try stopping them after they start; 2) It provides a formalized means to the workers and employers to give emotional release to their dissatisfaction; and 3) It acts as a check and lance upon arbitrary and capricious management action. 8. Better education - With rising skills and education workers' expectations in respect of rewards increase. It is a common knowledge that the industrial worker in India is generally illiterate and is misled by outside trade union leaders who have their own axe to grind. Better workers' education can be a solution to this problem.

This alone can provide worker with a proper sense of responsibility, which they owe to the organization in particular, and to the community in general.

9. Nature of industry - In those industries where the costs constitute a major proportion of the total cost, lowering down the labor costs become important when the product is not a necessity and therefore, there is a little possibility to pass additional costs on to consumer. Such periods, level of employment and wages rise in decline in employment and wages.

This makes workers unhappy and destroys good industrial relations. Cope of ' R: Industrial Relations scope includes all the aspects of relations in industry such as developing and maintaining cordial and effective labor management relations, industrial peace and industrial democracy. The cordial and effective labor management relations can be developed by- 1. Protecting the interest of the employees 2. Providing reasonable wages to employees 3. Providing safe and hygienic working conditions 4.

Providing social security measures 5. Maintaining strong Trade Unions 6. Collective bargaining Industrial peace and democracy could be developed and maintained by: 1.

Settlement Of industrial disputes through mutual understanding and agreements 2.

By evolving various statutory measures 3. By formation of various machineries such as works committee, boards of conciliation labor courts etc. . Workers participation in management 5.

Recognizing human rights The main aspects of industrial relations can be identified as follows: 1 Promotion and development of healthy labor -? management relations. 2. Maintenance of industrial peace and avoidance of industrial strife. 3. Development and growth of industrial democracy.

Objectives of Industrial Relations: 1 .

Protect management and labor interests by securing mutual relations between the two groups. 2. Avoid disputes between management and labor, and create a harmonize relationship between the groups so productivity can be increased. 3. Ensure full employment and reduce absenteeism, hence, increasing productivity and profits. 4.

Emphasize labor employer partnership to establish and maintain industrial democracy. This is done to ensure the sharing of profit gains, and personal developmental of all employees. 5. Provide better wages and living conditions to labor, so misunderstandings between management and labor are reduced to a minimum.

. To bring about government control over plants where losses are running high, or where products are produced in the public interest. 7. To bridge a gap between various public factions and reshape the complex social relationships merging out of technological advances by controlling and disciplining members, and adjusting their conflicts of interests.

Importance of Industrial Relations: The healthy industrial relations are key to the progress and success. Their significance may be discussed as under 1.

Uninterrupted production a. It is the most important benefit of industrial relations. B.

It ensures continuity of production.

C. It provides continuous employment to all. D. Optimum use of available resources in order to gain maximum possible production.

E. Continuous flow of income for all. 2. Reduction in Industrial Dispute .

Cordial Industrial relations helps in reducing industrial disputes, disputes are reflections of the failure of basic motivation in order secure satisfaction among employees. Some reflections of industrial unrest includes strikes, lockouts, charges and grievances. B. It promotes industrial peace with cordial industrial relations, disputes can be settled through co-operation. 3.

High morale - Industrial relation improves the morale Of employees a.

Employee feels that he is co-owner of the profits of industry. B. High morale induces employees to work with high energy as they feel that their interest o-ordinates with organizational interest. C. In order to maintain good Industrial relations employer need to realize and share equally the profits of industry generously with employees d. Unity of thought and action against workers and management is main achievement of industrial peace.

E. Effective industrial relations boosts morale of workers which leads to positive effect in production 4.

Mental revolution a. Effective Industrial Relations brings mental revolution among employees which bring complete overhaul in the outlook Of employees.

B. Employees, employer and government need to work out a new relationship in consonance with spirit of true democracy where each thinks of themselves as partners in industry. C. Industrial peace ultimately lies in transformed outlook.

5. Economic growth and Development It promotes economic growth and development, effective industrial relations lead to increase efficiency and higher productivity, which ultimately results in economic development. 6.

Discourages unfair practices Cordial industrial relations discourages unfair practices on part of both management and unions. Industrial relations leads to formation of machineries in order to solve problems confronted by management, employees and unions through mutual understanding and negotiations to which both parties are bound, this results in banning of unfair labor practices.

7. Enactment Of Statutory provisions Industrial relations enables essential use of certain labor laws in order to protect and promote the welfare of employees and safeguards interests of all parties against unfair means or practices.

Principle of Industrial Relations: Following are some of the principles of good industrial relations. 1. Fair redressing of employee grievance 2. Providing satisfactory working conditions 3.

Payment of fair and reasonable wages . Training and education Of employees 5. Developing proper communication system between employer

and employee 6. To develop employees to adapt themselves for technological, social and economic changes. 7.

Contribution in economic development of country 8.

Recognizing importance of collective bargaining Bangladesh Labor Law

2006: Bangladesh Labor Law 2006 was promulgated on the 1st of October 2006 as “ Bangladesh Labor Law 2006”. The salient features of the newly promulgated law are as follows: ; One single modern updated code instead of the 25 scattered Acts and Ordinances There are 354 sections in 21 different chapters in the Law Unfair Labor Practices from the Part of the Employers Provisions of the new labor law: Section 195 of the new labor law, 2006 provides a list of conducts or activities, which are tantamount to unfair labor practices from the part of the employer.

Following are the actions in brief: ; Imposition of any condition in a contract of employment seeking to restrain the right of a person to join a trade union or to continue her/his membership of a trade union. ; Refusal to employ or refusal to continue to employ on the ground that a person is, or is to a member or officer of a trade union.

; Discrimination against any person in regard to any employment, promotion or condition of employment on the ground that such person is or is not the member or officer of trade union. Discharge or dismissal of any person on the ground that the person is or is not the member or officer of a specific trade union. ; Instigating or seeking a person to be the member of a particular trade union. ; Inducing a person to refrain from becoming, or to cease to be a member or officer of a trade-union. ; Compelling any officer of

the CAB to sign a memorandum of settlement by intimidation or by coercion ; Interfering with or in any way influence the balloting provided for the election of the CAB.

Recruitment of new workman during the currency of a legal strike. Changes in the present law: In the earlier laws there were eight different activities which had been termed as unfair labor practices. In the new law, however, there are 12 different activities of the employer that are termed as unfair labor practices. Following are the additional four activities of the employer that can be termed as the unfair labor practices from now on: 1.

Willful failure in implementing the recommendation of the participation committee 2.

Failure to respond to any communication made by the CAB as regards to any industrial dispute 3. Transfer of the President, General Secretary, Organizing Secretary and Treasurer of a trade union 4. Imposition of an illegal lock-out and continuance thereof and persuading a person to participate in that.

Unfair Labor Practices from the Part of the Workmen Section 196 of the new labor law deals with the provisions of unfair labor practices from the part of the labor.