

Bangladesh



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Notification

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Number 65 (Part 3): In exercising the power given under Article 93(1) of the Constitution of the People's Republic of Bangladesh, the President has promulgated the following Ordinance and orders that it be published for the information of the general public.

Ordinance No. 65, 2025

Ordinance to Further Amend the Bangladesh Labour Act, 2006

Ordinance

Whereas the National Tripartite Consultative Council has recommended amendments to certain provisions of the Bangladesh Labour Act, 2006 (Act No. 42 of 2006), for the improvement of workers' welfare and to update its application;

And whereas the President is satisfied that circumstances exist which render immediate action necessary;

Now, therefore, in exercise of the powers conferred by Article 93(1) of the Constitution of the People's Republic of Bangladesh, the President hereby promulgates the following Ordinance:

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1. Short Title and Commencement----(1) This Ordinance may be called the Bangladesh Labour (Amendment) Ordinance, 2025.

(1236)

Price: 40.00 Taka

(2) It shall take effect immediately.

2. Amendment of some words of Act No. 42 of 2006. In the Bangladesh Labor Act, 2006 (Act No. 42 of 2006), hereinafter referred to as the said Act, unless otherwise provided, the words "women", "women", "women", "women" and "women" shall be substituted by the words "women", "women", "women", "women" and "women" respectively.

3. Amendment of Section 1 of Act No. 42 of 2006. of sub-section (4) of section 1 of the said Act

(a) clause (d) shall be repealed;

(b) clause (h) shall be repealed;

(c) for the letters "(b), (c), (d), (e), (f), (g) and (h)" mentioned in clause (k), the letters "(b), (c), (e), (f) and (g)" shall be substituted;

(d) for clause (l) the following clause (l) shall be substituted, namely:-

"(l) Seafarers in cases other than those to which Chapters XII, XIII and XIV apply;"

(6) For clause (d) the following clause (d) shall be substituted, namely:-

"(d) any agricultural farm, in which less than five workers are ordinarily employed, but for the purposes of the application of Chapters XII, XIII and XIV, the prohibition shall not include any agricultural farm and all other agricultural workers;"

(f) for clause (n) the following clause (n) shall be substituted, namely:-

"(n) any domestic servant in any case other than in the field of application of chapters twelve, thirteen and fourteen;"

4. Amendment of Section 2 of Act No. 42 of 2006. Section 2 of the said Act-

(a) For clause (8A) the following clause (8A) shall be substituted, namely:-

"(8a) "agricultural labourer" means any person engaged in agricultural work or on an agricultural farm for wages on a daily, weekly, monthly or yearly basis or for performing any specified work;"

(b) after clause (8a) the following new clause (8b) shall be inserted, namely:-

"(8b) "agricultural farm" means any area where crops, fruits, flowers, fish farming and poultry, livestock and animal rearing are carried out in which not less than 05 (five) workers are engaged for wages;"

(c) after clause (9A) the following new clause (9B) shall be inserted, namely:-

"(9b) "Domestic Worker" means any person who performs domestic work in the employer's house orally or in writing on part-time or full-time employment basis, in which case mess or dormitory shall also be considered as 'house';";

(d) After clause (12) the following clauses (12A) and (12B) shall be added, namely:-

"(12a) "Forced or compulsory labour" means any work or service which is obtained without the consent of any person and by threat of punishment or by exploitative methods, provided that the following shall not be deemed to be forced or compulsory labour, namely:-

(a) participation in compulsory military service under national emergency or conscript military laws;

(b) normal service work as part of civic duty;

(c) the work of a person convicted by order of a court, provided that the said work or service shall be carried out under the supervision and control of a public authority and the said person shall not be hired or employed under the supervision of any private person, company or association;

(d) any work or service performed in an emergency, such as war, fire, flood, famine, earthquake, pestilence, pestilence of animals or insects or any calamity threatening human life or safety;

(e) secondary service work done for the welfare of the society, which shall be done in consultation with the members of the said society or their representatives as necessary;

(12b) "gender-based violence and harassment" means workplace violence and harassment that occurs on the basis of gender, gender identity, gender expression, or discriminatory gender sensitivity, or that has a harmful or disproportionate effect on persons of a particular gender, gender identity, or gender expression, and includes sexual harassment;";

(e) for clause (15) the following clause (15) shall be substituted, namely:-

"(15) "trade union" means any trade union or association or society of workers or officers or owners formed and registered under Chapter Thirteen and shall also include any trade union federation and confederation;";

(f) after clause (19) the following new clause (19A) shall be inserted, namely:-

- a. "(19A) "accident" means any incident occurring accidentally at the workplace or outside the workplace in the course of professional duties or under the jurisdiction of the employer, resulting in bodily injury or mental injury or loss of life;"

(g) for clause (23) the following clause (23) shall be substituted, namely:-

"(23) "seafarers" means any person employed in any capacity on board a ship, including master and apprentice;"

(h) For sub-clauses (a) and (b) of clause (30) the following sub-clauses (a) and (b) shall be substituted, namely:-

- A. "(a) the wife or husband, minor children, unmarried daughters, widowed mothers, and
B.
C. (b) in case the worker concerned is wholly or partially dependent on his income at the time of his death - mother, father, widowed daughter, minor brother, unmarried or widowed sister, widowed daughter-in-law, minor child of deceased son, minor child of deceased daughter if his father is not alive, or grandfather and grandmother of the deceased worker if his father is not alive;"

(j) For clause (34) the following clause (34) shall be substituted, namely:-

- A. "(34) "maternity benefit" means leave with wages and other benefits as may be prescribed by rule payable to a woman worker under Chapter IV on account of her delivery;"

(j) after clause (39) the following new clause (39A) shall be inserted, namely:-

- A. "(39A) "Port Authority" means Chittagong Port Authority, Mongla Port Authority, Payra Port Authority and any other port authority declared by the Government, from time to time;"

(k) for clause (40) the following clause (40) shall be substituted, namely:-

- A. "(40) "Garden" means any area where rubber, coffee, tea etc. are produced or stored for commercial purposes and where not less than 05 (five) workers are employed;"

(l) after clause (41) the following new clause (41A) shall be inserted, namely:-

"(41A) "alternative dispute resolution authority" means the authority established under section 348C;"

(d) for sub-clause (b) of clause (49) the following sub-clause (b) shall be substituted, namely:-

1. "(b) the managerial or chief executive or manager or any person charged in writing with administrative or supervisory responsibility of the said institution;"

(d) after clause (49) the following new clause (49A) shall be inserted, namely:-

"(49a) "month" means a month of the Christian calendar;"

(n) for clause (52) the following clause (52) shall be substituted, namely:-

1. "(52) "collective bargaining representative (CBA)" means any trade union or federation or confederation of an establishment or group of establishments which is the representative of the workers in that establishment, group of establishments, or collective bargaining at the sectoral, national or other level under Chapter Thirteen:"

(v) after clause (52) the following new clause (52A) shall be inserted, namely:-

(52A) "sexual harassment" means

(a) any of the following conduct; Namely:-

(1) Unwanted sexually appealing behavior (direct or implied)

For example: physical touching or such attempts;

(2) attempting to establish a sexual relationship with someone using institutional and professional power;

(3) sexually harassing statements;

(4) illegal solicitation for sexual privilege;

(5) display pornography;

(6) sexually suggestive comments or gestures;

(7) harassing by indecent gestures, indecent language or comments or approaching or following a person inadvertently for indecent purposes, making fun of or mocking by using sexually suggestive language;

(8) writing or drawing sexually suggestive insults on letters, telephones, mobiles, SMS, pictures, cartoons, benches, chair-tables, notice boards, office, factory walls;

(9) capturing still or video images for the purpose of blackmail or impersonation;

(10) Forcible exclusion of a person from participation in institutional and training activities due to sexual innuendo or harassment;

(11) threatening or pressurizing after making an offer of love and being rejected;

(12) induce or attempt to induce sexual intercourse by intimidation or false assurance or deception;

(13) 'Quid pro quo harassment', i.e. any physical, verbal or non-verbal conduct of a sexual nature and other gender-based conduct which degrades the dignity of men and women and which is unwelcome, unreasonable and offensive to the recipient, and expressly or implicitly uses the refusal or acceptance of such conduct as a basis for influencing an individual's employment decision;

(b) physical, verbal and non-verbal conduct of a sexual nature and conduct based on gender, gender identity, gender expression or discriminatory gender sensitivity which degrades the dignity of female and male workers and creates an intimidating, hostile, humiliating, offensive and degrading work environment;"

(th) after sub-clause (k) of clause (61) the following new sub-clause (KK) shall be inserted, namely:

"(KK) ship breaking (Ship breaking);";

(d) for clause (65) the following clause (65) shall be substituted, namely:-

"(65) "Labourer" means any person, including apprentices, whether by express or implied terms of employment, who is employed in any establishment or industry, directly or as a contractor, by whatever name, for wages or money, as an employee or officer, by whatever name, engaged in any skilled, unskilled, manual, technical, business development or clerical work, provided 2(49) (b) it shall include all persons other than appointed persons;"

(s) After clause (77), the following new clauses (78) and (79) shall be inserted, namely:-

"(78) "Black Listing" means any activity undertaken by the owner or any organization of owners of an establishment, which is to prepare a list or database for the purpose of declaring the workers, including temporary and transfer workers, employed in an establishment under that establishment or any organization of owners, ineligible for re-employment in the factory or establishment after termination of employment due to retrenchment, discharge, dismissal, removal, retirement or any other reason;

(79) "Violence and harassment" means all unacceptable behaviors, practices, norms, individual or collective acts of harassment or threats or verbal and physical abuse in the workplace, which may occur once or more and which have the purpose, result or potential consequence of causing physical, psychological, sexual and economic harm, including gender-based violence and harassment."

5. Amendment of Section 3 of Act No. 42 of 2006. Section 3 of the said Act

(a) in sub-section (2), for the word 'ninety', the number, words and brackets shall be substituted, "120 (one hundred and twenty)";

(b) For sub-section (4), the following sub-section (4) shall be substituted, namely:-

"(4) If the Inspector General does not issue an order within the period of 120 (one hundred and twenty) days referred to in sub-section (2), any person aggrieved by the order issued by the Inspector General may, within 30 (thirty) days of the expiry of such period or, if he is aggrieved by the order issued by the Inspector General, within 30 (thirty) days of the receipt of the order, make an application or, as the case may be, an appeal to the Government for redress and the Government shall dispose of the application or, as the case may be, an appeal within 45 (forty-five) days of the receipt of the application or, as the case may be, an appeal and the decision of the Government in this regard shall be deemed to be final."

6. Amendment of section 4 of Act No. 42 of 2006. In sub-section (2) of section 4 of the said Act, the comma shall be substituted for the hyphen at the end and the words and punctuation mark "and in the case of such workers, Chapter Eighteen of the Act shall apply." shall be added.

7. Amendment of section 12 of Act No. 42 of 2006. Sub-section (8) of section 12 of the said Act shall be replaced by the following sub-section (8), namely:-

"(8) If the period of work stoppage exceeds 3 (three) working days, then the workers concerned shall be laid off and they shall be paid compensation as per Section 16."

8. Amendment of Section 14 of Act No. 42 of 2006. Section 14 of the said Act-

(a) For sub-section (1), the following sub-section (1) shall be substituted, namely:

"(1) For the purpose of this Chapter, if a worker has actually worked in an establishment for at least 240 (two hundred and forty) days in the preceding 12 (twelve) calendar months or at least 120 (one hundred and twenty) days in the preceding 6 (six) calendar months, he shall be deemed to have worked continuously in that establishment for 'one year' or 'six months' respectively.";

(b) in clause (d) of sub-section (2), for the words "sixteen weeks", the number, words and brackets "120 (one hundred and twenty) days" shall be substituted;

(c) For sub-section (3), the following sub-section (3) shall be substituted, namely:-

"(3) For the purpose of calculating compensation under section 19, 20 or 23 or wages under section 22, 23, 26 or 27, "wages" shall mean the last monthly basic wages and dearness allowance of a worker immediately preceding the date of retrenchment, dismissal, removal, discharge, retirement or termination of employment and ad hoc or interim wages, if any.".

9. Amendment of Section 16 of Act No. 42 of 2006. Section 16 of the said Act-

(a) For sub-section (1), the following sub-section (1) shall be substituted, namely:-

"(1) In cases where a worker, other than a transfer or temporary worker, is laid off, whose name is included in the workers' register of any establishment and who has completed at least 3 (three) months of service under the employer, the employer shall pay him compensation for all days of his lay-off, excluding weekly holidays.";

(b) For sub-section (3), the following sub-section (3) shall be substituted, namely:

"(3) A transferred worker whose name is included in the workers' register of an establishment shall not be considered a transferred worker for the purposes of this section if he has completed 1 (one) year of continuous service in that establishment.";

(c) Sub-section (4) shall be repealed;

(d) For sub-section (5), the following sub-section (5) shall be substituted, namely:

"(5) If any worker is laid off for a period exceeding 45 (forty-five) days continuously or intermittently in any calendar year, and if the period of lay-off is extended for a further period of 15 (fifteen) days or more after the said 45 (forty-five) days, then the said worker shall, unless there is any other agreement between the worker and the employer, be paid compensation in accordance with the provisions of sub-section (2) for each subsequent period of 15 (fifteen) days or more of lay-off.";

(e) Sub-section (6) shall be repealed.

10. Amendment of Section 17 of Act No. 42 of 2006. Section 17 of the said Act shall be replaced by the following Section 17, namely:-

"17. Register of laid-off workers. In any establishment, the employer shall maintain a register for the workers laid off and shall make arrangements to record therein the names of those laid-off workers who report for work during normal working hours:

Provided that during the lay-off period, no worker shall be retained in the labor register or employed outside the labor register in any other way."

11. Amendment of Section 19 of Act No. 42 of 2006. The number, word and brackets "02 (two)" mentioned in Section 19 of the said Act shall be replaced by the number, word and brackets "1 (one)".

12. Amendment of section 23 of Act No. 42 of 2006. In sub-section (3) of section 23 of the said Act, after the word "subject to", the words "dismissed or" shall be added.

13. Amendment of section 27 of Act No. 42 of 2006. For sub-section (4) of section 27 of the said Act, the following sub-section (4) shall be substituted, namely:-

"(4) Where a permanent worker resigns from service under this section, the employer shall pay to the worker as compensation for each complete year of his service-

(a) If he has been working under the employer continuously for 3 (three) years, then 7 (seven) days' wages;

(b) If he has been continuously employed under the employer for a period of more than 3 (three) years but less than 10 (ten) years, then 15 (fifteen) days' wages;

(c) If he has been continuously employed under the employer for 10 (ten) years or more, then 30 (thirty) days' wages, or gratuity, if any, whichever is higher, shall be paid, and the compensation shall be in addition to other benefits payable to the worker under this Act."

14. Amendment of section 32 of Act No. 42 of 2006. In sub-section (1) of section 32 of the said Act, the words "sixty days" shall be substituted with the number, words and brackets "6 (six) months".

15. Amendment of section 45 of Act No. 42 of 2006. In sub-sections (1) and (2) of section 45 of the said Act, the number, words and brackets shall be substituted for "eight weeks" and the words "60 (sixty) days".

16. Amendment of section 46 of Act No. 42 of 2006. Section 46 of the said Act-

(a) in sub-section (1), for the words "eight weeks" and "eight weeks", the number, words and brackets "60 (sixty) days" and "60 (sixty) days" respectively shall be substituted;

(b) In sub-section (2), for the word "woman", the word "maternity" shall be substituted.

17. Amendment of section 47 of Act No. 42 of 2006. Section 47 of the said Act-

(a) in sub-section (1), for the words "eight weeks", the number, words and brackets "60 (sixty) days" shall be substituted;

(b) In sub-section (2), for the word "woman", the word "maternity" shall be substituted.

shall; (c) For sub-section (3), the following sub-section (3) shall be substituted, namely:-

"(3) After receiving the notice referred to in sub-section (1) or (2), the owner shall

(a) In the case of a notice under sub-section (1), permission shall be granted for absence from work for a period of up to 120 (one hundred and twenty) days with maternity welfare benefits payable from the day following the date of its issuance;

(b) In the case of notice under sub-section (2), permission shall be granted for absence from work for a period of up to 120 (one hundred and twenty) days from the date of delivery of the child, including maternity welfare benefits.";

(d) In clauses (a), (b) and (d) of sub-section (4), for the words "eight weeks" and "eight weeks", the figures, words and brackets "60 (sixty) days" and "60 (sixty) days" shall be substituted respectively.

18. Amendment of section 48 of Act No. 42 of 2006. Section 48 of the said Act

(a) For sub-sections (1) and (2), the following sub-sections (1) and (2) shall be substituted, namely:

"(1) The maternity welfare benefit payable under this Chapter shall be calculated in the manner mentioned in sub-section (2) and shall be paid daily, weekly or, as the case may be, monthly, at the average wage rate in full in cash or in bank account or through electronic fund transfer (EFT).

(2) For the purpose of sub-section (1), the last monthly gross wage drawn by the concerned maternity worker shall be divided by 26 (twenty-six) for calculating the average daily wage.".

19. Amendment of section 49 of Act No. 42 of 2006. Section 49 of the said Act-

(a) In the footnote, the word "woman" shall be deleted;

(b) In sub-section (1), for the words "eight weeks", the number, words and brackets "60 (sixty) days" shall be substituted.

20. Amendment of section 50 of Act No. 42 of 2006. In section 50 of the said Act, the words "eight weeks" shall be substituted with the number, words and brackets "60 (sixty) days".

21. Insertion of section 61A of Act No. 42 of 2006. After section 61 of the said Act, the following new section 61A shall be inserted, namely:-

"61A. **Work methods.** (1) No work or production process shall be carried out and no goods shall be stored in any establishment in such a manner as may cause physical injury.

(2) No employer shall compel any worker to perform dangerous work if the worker informs his superior that the method of work may pose a serious danger to his life or health.

(3) No employer shall take any disciplinary action or other adverse action against a worker if the worker takes personal protective measures in accordance with this Act and the Occupational Health and Safety (OSH) Policy and removes himself from a situation which he has reasonable grounds to believe poses an imminent and serious danger.

(4) If the workers' representatives take appropriate action in accordance with other existing laws and policies, no employer shall be able to take any disciplinary action or any other undue action against them.

(5) If work is stopped due to occupational safety hazards, the employer may, if he so desires, reassign the worker to another, safer job, provided that his wages and other conditions remain the same."

22. Amendment of section 80 of Act No. 42 of 2006. For sub-section (1) of section 80 of the said Act, the following sub-section (1) shall be substituted, namely:

"(1) If any accident occurs in any establishment, on the way to or from the workplace, resulting in loss of life or physical injury, or any sudden explosion, arson, fire or entry of water or smoke, then the owner, occupational health service, medical practitioner and other concerned organizations shall, within 2 (two) working days of coming to know about the incident, give a written or digital notice to the concerned inspector of the Department of Factories and Establishments Inspection and the responsible officer of the concerned Regional Labour Office or Divisional Labour Office of the Department of Labour in the manner prescribed by the rules.

Provided that, immediately after such an incident occurs, the factory authorities shall inform the government, fire service, Department of Factories and Institutions Inspection, police station, and, if necessary, the nearest hospital or government-private medical service institution via telephone, mobile phone, SMS or fax for the purpose of taking immediate necessary measures to minimize possible damage or bring the situation under control.

Explanation: "In the case of accidents on the way to and from work, such notice shall be used for statistical purposes only. Accidents on the way to and from work are outside the scope of accidents referred to in clause (19A) of section 2 and section 150 and do not involve any liability."

23. Substitution of section 81 of Act No. 42 of 2006. The following section 81 shall be substituted for section 81 of the said Act, namely:-

"**81. Notice of certain dangerous occurrences.** In case any dangerous occurrence prescribed by rules occurs in any establishment, whether or not there is any physical injury, the owner shall, within the next 3 (three) days, inform the Inspector General of the Department of Inspection of Factories and Establishments, the concerned local inspector and the Director General of the Department of Labour, the concerned regional labour office or the responsible officer of the divisional labour office."

24. Amendment of section 82 of Act No. 42 of 2006. Sub-sections (1) and (2) of section 82 of the said Act shall be replaced by the following sub-sections (1) and (2), namely:-

"(1) If any worker in any establishment is affected by any disease mentioned in the Second Schedule, then the employer or the worker concerned or any person nominated by him, the registered medical practitioner, occupational health service provider and other concerned organization shall inform the inspector through a written notice in the manner prescribed by the rules and the same shall be recorded in the register within 2 (two) working days in the manner prescribed by the rules.

(2) If any registered medical practitioner, occupational health service provider and other concerned body finds during the treatment of any present or former worker of any establishment that he is suffering or suspects that he is suffering from any disease mentioned in the Second Schedule, then such medical practitioner shall immediately inform the Inspector General by means of a written report of the following matters, namely:-

(A) The patient's name and postal contact address;

(b) The name of the disease from which the patient is suffering or is suspected of suffering;

(c) The name and address of the institution in which the patient is currently working or last worked."

25. Amendment of section 85 of Act No. 42 of 2006. Section 85 of the said Act-

(a) For sub-section (3), the following sub-section (3) shall be substituted, namely:-

"(3) If the Inspector considers that there is imminent danger to the life, health or safety of any person employed in any establishment, he shall give the employer the reasons for his opinion in writing, and may by written order prohibit the use or application of any part, plant, layout or method of work of the establishment and may prevent any person from working in that part, and such prohibition shall remain in force until the Inspector is satisfied that the danger has been completely removed:

Provided that this order shall not apply to any person engaged in the removal of the said danger.";

(b) For sub-section (5), the following sub-section (5) shall be substituted, namely:

"(5) The Inspector shall forthwith submit a report to all the concerned departments of the Government on every order issued under sub-sections (1) and (3) and shall inform the owner concerned of the submission of such report."

26. Substitution of section 90A of Act No. 42 of 2006. The following section 90A shall be substituted for section 90A of the said Act, namely:-

"90A. **Formation of Safety Committee.** (1) Every establishment employing fifty or more workers shall form and operate a Safety Committee in the manner prescribed by rules.

(2) The safety committee shall inform the owner or his representatives about the identified risks, accidents, dangerous incidents and diseases."

27. Amendment of section 117 of Act No. 42 of 2006. Section 117 of the said Act

(a) In sub-section (2), for clause (a), the following clause (a) shall be substituted, namely:-

"(a) in the case of a factory, 1 (one) day for every 14 (fourteen) days of work;"

(b) In sub-section (8), for clause (d), the following clause (d) shall be substituted, namely:-

"(d) Maternity leave of up to 120 (one hundred and twenty) days;"

28. Amendment of section 118 of Act No. 42 of 2006. In sub-section (1) of section 118 of the said Act, the number, word and brackets shall be substituted for "eleven".

29. Amendment of section 132 of Act No. 42 of 2006. In sub-section (1) of section 132 of the said Act, after the word "representative", the words "or any inspector" shall be added.

30. Amendment of section 139 of Act No. 42 of 2006. In sub-section (6) of section 139 of the said Act, the number, word and brackets "3 (three)" shall be substituted for the word "five".

31. Insertion of section 151A of Act No. 42 of 2006. After section 151 of the said Act, the following new section 151A shall be inserted, namely:-

"151A. Employment Injury Scheme Fund - (1) Notwithstanding anything contained in the other provisions of this Act, the Government shall establish an Employment Injury Scheme Fund as it may deem fit by rules, and such rules shall include the constitution and functions of the Board of Management of the Fund, the determination of the type and extent of benefits payable, the source and method of financing the Fund, and such other matters as may be necessary for the effective administration and implementation of the Fund.

(2) The Government may, by notification in the Official Gazette for this purpose, determine the applicability of this Fund to any industry or sector and after such determination, the provisions of this Act relating to the liability of the employer under section 150 in the event of an accident at work shall not apply to the employer of the industry or sector concerned."

32. Substitution of section 175 of Act No. 42 of 2006. The following section 175 shall be substituted for section 175 of the said Act, namely:-

"175. Special definition of worker and right to organize. (1) Unless the context otherwise requires and notwithstanding anything contained in sections 1(4) and 2(65), in this Chapter "worker" means "worker" as defined in section 2(65) as well as a self-employed worker, a worker employed on a daily or temporary basis, or a person employed through a digital labour platform, and for the purposes of any proceedings in relation to an industrial dispute under this Chapter, any worker laid off, retrenched, discharged, dismissed or otherwise removed from employment in connection with or as a result of such dispute or any worker whose lay-off, retrenchment, discharge, dismissal or removal gives rise to such dispute, but does not include any guard, patrol or security staff of an establishment, any member of the fire-fighting staff and any confidential assistant.

(2) Administrative, supervisory officers or persons responsible for managerial work may form separate associations or societies for matters relating to their interests."

33. Amendment of section 176 of Act No. 42 of 2006. Section 176 of the said Act-

(a) After the word "union" mentioned in the footnote, the words "association or society" shall be added;

(b) After clause (a), the following new clause (k) shall be inserted, namely:-

"(k) Persons engaged in managerial work, mainly administrative, supervisory or managerial, shall have the right to form associations or societies of their own choice without any discrimination in matters concerning their interests and to join the societies of their own choice in accordance with the constitution of the concerned societies;"

34. Amendment of section 178 of Act No. 42 of 2006. Section 178 of the said Act-

(a) Sub-section (2) of-

(i) the word "address" mentioned in sub-clause (3) of clause (a) shall be deleted;

(ii) In sub-clause (5) of clause (a), for the words "number" and commas, the words "number, and for the purposes of this sub-clause, a certificate shall be furnished to any labour management authority of the establishment within 10 (ten) working days, if requested to do so by the establishment, as to the number of workers employed in the establishment" and commas shall be substituted;

(b) Clause (b) shall be replaced by the following clause (b), namely: "(b) the minutes of the general meeting signed and approved by the chairman of the constitution;"

(c) Clause (c) shall be deleted;

(d) After sub-section (2), the following new sub-section (2A) shall be inserted, namely:-

"(2a) No personal information of the members of the trade union, which has been submitted to the Registrar in accordance with this section, shall be disclosed to any third party, including the employer."

35. Amendment of section 179 of Act No. 42 of 2006. Section 179 of the said Act-

(a) Sub-section (1) of-

(i) In clause (j), the word "two" shall be replaced by the number "3 (three)" and the word "3 (three)" shall be replaced by the number "2" in the clause;

(ii) For clause (k), the following clause (k) shall be substituted, namely:

"(k) The number of officers shall be determined in accordance with the constitution of the trade union;"

(e) For clause (m), the following clause (m) shall be substituted, namely:-

"(m) The matter of convening meetings of the executive committee and general members of the trade union shall be conducted in accordance with the provisions mentioned in the constitution, but the general members' meeting shall be organized at least once a year;"

(b) For sub-section (2), the following sub-section (2) shall be substituted, namely:-

"(2) At least 20 workers employed in any establishment may apply for registration as a trade union under this Chapter, but no trade union of workers shall be entitled to registration under this Chapter unless the number of its members is determined by the total number of workers employed in the establishment in which it is formed as follows:

(a) The number of workers in the organization is 20 to 300;

(b) The number of workers in the organization is 40, ranging from 301 to 500;

(c) The number of employees in the organization is 100 from 501 to 1500;

(d) 300 employees in the organization, from 1501 to 3000; and

(e) The number of workers in the organization is from 3001 to 400 people.";

(c) For sub-section (2A), the following sub-section (2A) shall be substituted, namely:-

"(2a) The Director General or the officer responsible for the relevant matters shall verify the accuracy of the matters mentioned in sub-clause (5) of clause (a) of sub-section (2) of section 178 and this section by collecting the list from the concerned institution authority or online in a digital manner;"

(d) For sub-section (5), the following sub-section (5) shall be substituted, namely:-

"(5) No more than 05 (five) registrations shall be issued at any time for workers or individuals or officers or owners under sub-sections (1) and (2) of section 175 in any establishment or group of establishments.".

36. Amendment of section 180 of Act No. 42 of 2006. In clause (b) of sub-section (1) of section 180 of the said Act, the colon at the end shall be replaced by a hyphen and the proviso shall be abolished.

37. Amendment of section 182 of Act No. 42 of 2006. Section 182 of the said Act

(a) in sub-section (1), for the words "after being satisfied to that effect", the words "after being confirmed to that effect" shall be substituted;

(b) in sub-section (2) after the words "shall answer" the comma shall be substituted and the following words shall be deleted;

(c) After sub-section (7), the following new sub-section (8) shall be added, namely:-

"(8) If any question arises regarding the procedure for granting registration, the matter shall be settled in the light of the recommendations of the Supervisory Committee formed in the Ministry of Labor and Employment."

38. Amendment of section 183 of Act No. 42 of 2006. Section 183 of the said Act

(a) In sub-section (3), in clause (n), the colon at the end shall be replaced by a semi-colon and thereafter a new clause (n) shall be inserted as follows:-

"(P) House Servant";

(b) In sub-section (6), for the words "thirty percent" the number, brackets and words "20 (twenty) persons" shall be substituted.

39. Repeal of section 184 of Act No. 42 of 2006. Section 184 of the said Act is repealed.**40. Amendment of section 185 of Act No. 42 of 2006. Section 185 of the said Act-**

(a) For sub-section (1), the following sub-section (1) shall be substituted, namely:-

"(1) Notwithstanding anything contained in this Chapter, seafarers, namely officers and ratings, ordinarily employed on board seagoing ships, may form their own trade unions and in such cases the respective unions of officers and ratings may enter into collective bargaining agreements.";

(b) Sub-section (3) shall be repealed.

41. Amendment of section 185A of Act No. 42 of 2006. Section 185A of the said Act

(a) the words "Chittagong Port Authority and Mongla" mentioned in the footnote shall be deleted;

(b) the words "Chittagong Port Authority and Mongla" mentioned in sub-section (1) shall be deleted;

(c) the words "Chittagong and Mongla" mentioned in sub-section (2) shall be deleted;

(d) the words "Chittagong and Mongla" mentioned in sub-section (3) shall be deleted;

(e) the words "Chittagong Port Authority and Mongla" mentioned in sub-section (4) shall be deleted;

(f) In clause (a) of sub-section (5), for the word "continuously" the word "continuously" shall be substituted;

(g) For sub-section (7), the following sub-section (7) shall be substituted, namely:-

"(7) Notwithstanding anything contained in any other section of this Act, the Government may, in the public interest-"

(a) may regulate in any manner the activities of a trade union formed under this section, subject to the other provisions of this Act; and

(b) may take measures to cancel the registration of any trade union under section 190."

42. Amendment of section 188 of Act No. 42 of 2006. Section 188 of the said Act-

(a) For sub-section (1), the following sub-section (1) shall be substituted, namely:-

"(1) Every amendment to the constitution of a trade union, every change in its officers, and every change in its name and address shall be notified to the Director General by notice given by registered post or by hand within 15 (fifteen) days of such amendment or change, and the Director General shall, after receiving the notice, register such amendment or change within 30 (thirty) days, if it is in accordance with this Act and the rules made thereunder, and shall forthwith send a copy thereof to the workers' representative concerned and the employer for his information.";

(b) For sub-section (4), the following sub-section (4) shall be substituted, namely:-

"(4) If there is a dispute regarding the change of officers of any trade union, the Director General shall take necessary steps to resolve the dispute."

43. Amendment of section 190 of Act No. 42 of 2006. Section 190 of the said Act-

(a) in sub-section (1), for the word "cancellation", the words "application for cancellation" shall be substituted;

(b) In clause (c) of sub-section (1), after the words "is obtained", the words "which shall be supported by objective evidence" shall be added

44. Amendment of section 195 of Act No. 42 of 2006. Section 195 of the said Act-

(a) In clause (k) of sub-section (1), for the words "President, General Secretary, Organizing Secretary or Treasurer" and comma, the words "President, General Secretary or any officer" and comma shall be substituted and the word "or" in the margin shall be deleted;

(b) After clause (l) of sub-section (1), the following new clauses (m), (z), (o), (p) and (b) shall be inserted, namely:

"(m) If any worker or union member is terminated for any reason, no notice shall be issued or included in the database by blacklisting them;

(n) shall not encourage the establishment of workers' organizations under the control of the owners or the owners' organizations;

(o) shall not provide financial or other assistance to the workers' organization for the purpose of keeping it under the control of the employer or the employer's organization;

(p) Not to dismiss existing trade union officials in a biased manner and not to encourage the establishment of other trade unions;

(b) No worker shall be subjected to any retaliation at work for filing a complaint against the employer for violation of the terms and conditions of employment or for participating in any action, including a helpline, or seeking recourse from the appropriate administrative authority, or for giving evidence in an investigation into unfair labor practices as referred to in sub-section (2).

45. Amendment of section 196A of Act No. 42 of 2006. After sub-section (1) of section 196A of the said Act, the following new sub-section (1A) shall be added, namely:-

(1a) If the employer violates the terms and conditions of employment of the workers and takes any retaliatory action in the workplace due to the application for an investigation of unfair labor practices referred to in sub-section (2) of section 195, it shall be deemed to be anti-trade union discrimination."

46. Insertion of section 196B of Act No. 42 of 2006. After section 196A of the said Act, the following new section 196B shall be inserted, namely:-

"196B. Disposition of complaints of unfair labour practices and anti-trade union discrimination and provision of remedies for unfair labour practices by the employer. - (1) If the employer

If any employer engages in any unfair labour practice as referred to in section 195(1) or discriminates against a worker in the manner referred to in section 196A(1), the Director General may order the employer concerned to immediately cease such activity. If any worker suffers any loss due to such activity, the Director General may also order the employer to recover such loss and pay financial compensation.

(2) The activities of the Department of Labor shall be carried out in accordance with the relevant Standard Operating Procedures (SOPs).

47. Amendment of section 202 of Act No. 42 of 2006. Sub-section (24) of section 202 of the said Act

(a) Clause (b) shall be deleted;

(b) For clause (c), the following new clause (c) shall be substituted, namely:-

"(c) to give notice of a strike and to declare it in accordance with the provisions of section 211;"

(c) Clause (e) shall be deleted.

48. Amendment of section 203 of Act No. 42 of 2006. Section 203 of the said Act

(a) in the footnote, after the word "Federation", the words "and Confederation" shall be inserted;

(b) After sub-section (3), the following new sub-sections (4) and (5) shall be added, namely:-

"(4) If a federation or confederation representing workers in a sector at the national or other level requests one or more organizations representing employers in that sector to participate in collective bargaining, or if an organization representing employers in a sector requests a federation or confederation representing workers in that sector at the national or other level, the parties to which such a request has been made may participate in collective bargaining.

(5) The parties to collective bargaining may independently decide on the subject matter of negotiation, and collective bargaining may be conducted on any matter relating to the working conditions of the factory, the conditions of employment and the relations between workers, employers and the enterprise."

49. Insertion of section 203A of Act No. 42 of 2006. After section 203 of the said Act, the following new section 203A shall be inserted, namely:-

"203A. **Collective bargaining at sectoral, national and other levels.** (1) One or more trades

Federations or confederations of unions, which represent workers at the sectoral, national or other level, may request joint bargaining with the employer organization or organizations.

(2) One or more employers' organizations representing the employers of a sector, acting jointly, may request one or more duly authorized trade unions representing the workers of that sector to participate in collective bargaining.

(3) When a trade union federation or confederation requests an employer organization or organizations for collective bargaining, or an employer organization or organizations requests a trade union federation or confederation for collective bargaining, the requested organization shall respond in writing to the requesting party within 10 (ten) days of receipt of the request.

(4) The process and time frame for preparing the draft agreement and finalizing the joint agreement may be determined by mutual agreement between the parties concerned."

50. Amendment of section 204 of Act No. 42 of 2006. Section 204 of the said Act

(a) The following footnote shall be substituted for the footnote, namely:-

"Deduction from salary (check-off)";

(b) For sub-section (1), the following new sub-section (1) shall be substituted, namely:-

"(1) If a collective bargaining agent (CBA) or trade union so requests, the employer shall deduct a specified amount from the wages of all workers employed in his establishment who are members of that CBA or trade union, and the amount of such amount shall be specified in their constitution or as may be otherwise determined by the CBA or trade union, provided that in each case there shall be the written consent of the individual worker, which shall be specified in the application by the CBA or trade union.";

(c) After the words "CBA" mentioned in sub-sections (2) and (3), the words "or trade union" shall be added.

51. Amendment of section 208 of Act No. 42 of 2006. In section 208 of the said Act, the words "or trade union" after the word "owner" mentioned in sub-section (1) and the words "or trade union" after the word "owner" mentioned in sub-section (2) shall be deleted.

52. Amendment of section 211 of Act No. 42 of 2006. In sub-section (8) of section 211 of the said Act, the words "three years" shall be substituted with the number, brackets and words "2 (two) years".

53. Amendment of section 213 of Act No. 42 of 2006. After the words "collective bargaining representative" mentioned in section 213 of the said Act, the words ", trade union" shall be added with a comma.

54. Amendment of section 235 of Act No. 42 of 2006. In clause (a) of sub-section (1) of section 235 of the said Act, after the words "joint bargaining representative", the words "or participating committee" shall be added.

55. Amendment of section 242 of Act No. 42 of 2006. In place of sub-section (1) of section 242 of the said Act, the following new sub-section (1) shall be substituted, namely:-

"(1) The total amount deposited in the Participation Fund every year shall be distributed equally among all the beneficiaries."

56. Amendment of section 264 of Act No. 42 of 2006. Section 264 of the said Act

(a) The following new footnote shall be substituted for the footnote, namely:-

"Participation in provident funds or universal pension schemes for workers in private sector organizations";

(b) For sub-section (1), the following sub-section (1) shall be substituted, namely:-

"(1) Any private sector institution shall establish a provident fund for the benefit of its workers.";

(c) For sub-section (10), the following sub-section (10) shall be substituted, namely:-

"(10) Notwithstanding anything contained in this section, the owners of all establishments in which at least 100 (one hundred) permanent workers are employed shall be obliged to form a provident fund for the benefit of the workers, but those among the workforce working in any private establishment who express their interest in writing and participate in the universal pension scheme 'Pragati' introduced by the National Pension Authority on an institutional basis shall be exempted from the provision of forming a provident fund:

Provided that the employer shall contribute 50% of the contribution to the said scheme and the working worker shall also contribute 50% of the contribution.

"It is further provided that if any worker expresses his/her disinterest in writing from being a member of the scheme, the employer shall not be obliged to pay the 50% contribution paid by him/her.";

(d) Sub-section (11) shall be repealed;

(e) For sub-section (12), the following sub-section (12) shall be substituted, namely:-

"(12) At least half of the total amount deposited in the said provident fund shall be invested in any government-owned investable sector.";

(f) Sub-section (16) shall be repealed.

57. Amendment of section 266 of Act No. 42 of 2006. Section 266 of the said Act-

(a) In sub-section (2), for clause (a), the following clause (a) shall be substituted, namely:-

"(a) the Director General, Department of Labour, ex officio, who shall be its Chairman;"

(b) The words "Chairman" mentioned in sub-section (3) shall be deleted.

58. Amendment of section 283 of Act No. 42 of 2006. In section 283 of the said Act, for the words "five thousand", the figures, words and brackets "not less than 20 (twenty) thousand and not more than 50 (fifty) thousand" shall be substituted.

59. Amendment of section 284 of Act No. 42 of 2006. In section 284 of the said Act, for the words "five thousand", the figures, words and brackets "not less than 20 (twenty) thousand and not more than 50 (fifty) thousand" shall be substituted.

60. Amendment of section 285 of Act No. 42 of 2006. In section 285 of the said Act, for the words "one thousand", the figures, words and brackets "not less than 5 (five) thousand and not more than 10 (ten) thousand" shall be substituted.

61. Amendment of section 286 of Act No. 42 of 2006. In sub-section (1) of section 286 of the said Act, for the words "twenty-five thousand", the figures, words and brackets "not less than 50 (fifty) thousand and not more than 1 (one) lakh" shall be substituted.

62. Amendment of section 289 of Act No. 42 of 2006. In sub-section (1) of section 289 of the said Act, for the words "five thousand", the figures, words and brackets "not less than 20 (twenty) thousand and not more than 50 (fifty) thousand" shall be substituted.

63. Amendment of section 290 of Act No. 42 of 2006. Section 290 of the said Act-

(a) The following footnote shall be substituted for the footnote, namely:-

"Penalty for failure to give notice of accidents and occupational diseases";

(b) In sub-section (1), for the words "up to one thousand taka", the words "not less than 5 (five) thousand and not more than 10 (ten) thousand taka" and for the words "three thousand", the numbers, words and brackets "not less than 10 (ten) thousand and not more than 20 (twenty) thousand" shall be substituted.

64. Amendment of section 291 of Act No. 42 of 2006. Section 291 of the said Act

(a) For sub-sections (1), (2) and (3), the following sub-sections (1), (2) and (3) shall be substituted, namely:-

"(1) If any person contravenes any provision of section 195 or 196A, he shall be punishable with imprisonment for a term which may extend to six months, or with fine which may extend to not less than 50 (fifty) thousand taka and not more than 1 (one) lakh taka, or with both."(2) If any worker violates any provision of section 196, he shall be punishable with imprisonment for a term which may extend to three months or with fine which may extend to ten thousand taka or with both.(3) Any person other than a trade union or a worker who contravenes any provision of section 196 shall be punishable with imprisonment for a term which may extend to six months or with fine which may extend to twenty thousand taka or with both.";

(b) After sub-section (3), the following new sub-section (4) shall be inserted, namely:-

"(4) If any person contravenes any provision of section 317(4)(b) and 196B, he shall be punishable with imprisonment for a term which may extend to six months, or with fine which may extend to not less than 50 (fifty) thousand taka and not more than 1 (one) lakh taka, or with both.".

65. Substitution of section 292 of Act No. 42 of 2006. Section 292 of the said Act shall be replaced by the following section 292, namely:-"

292. Punishment for contravention of settlement, section 124A, etc. If any person contravenes any settlement, decision, award or decision of section 124A which is mandatory under this Act, he shall be punishable with imprisonment for a term which may extend to one year, or with fine which may extend to not less than 20 (twenty) thousand and not more than 50 (fifty) thousand taka, or with both."

66. Amendment of section 294 of Act No. 42 of 2006. For sub-sections (1) and (2) of section 294 of the said Act, the following sub-sections (1) and (2) shall be substituted, namely:-

"(1) If any worker starts or carries on any illegal strike, or does any act in furtherance thereof, he shall be punishable with imprisonment for a term which may extend to three months, or with fine which may extend to not less than 10 (ten) thousand and not more than 20 (twenty) thousand, or with both."

(2) If any owner initiates or carries on any illegal lock-out, or does anything in furtherance thereof, he shall be punishable with imprisonment for a term which may extend to six months, or with fine which may extend to a minimum of 20 (twenty) thousand and not exceeding 50 (fifty) thousand taka, or with both."

67. **Substitution of section 295 of Act No. 42 of 2006.** The following section 295 shall be substituted for section 295 of the said Act, namely:-

"295. **Punishment for inciting an illegal strike or lock-out.** If any person incites or encourages any person to participate in an illegal strike or lock-out or to spend or supply money for it or to take it forward in any other way, he shall be punishable with imprisonment for a term which may extend to 3 (three) months or with fine which may extend to 20 (twenty) thousand and not exceeding 50 (fifty) thousand taka or with both."

68. **Substitution of section 296 of Act No. 42 of 2006.** Section 296 of the said Act shall be replaced by the following section 296, namely:-

"296. **Punishment for participating in or inciting to engage in any act of treason.** If any person participates in any act of treason or incites or encourages any other person to participate in it or does any act in any other way to promote it, he shall be punishable with imprisonment for a term which may extend to 3 (three) months or with fine which may extend to not less than 20 (twenty) thousand and not more than 50 (fifty) thousand taka, or with both."

69. **Substitution of section 299 of Act No. 42 of 2006.** Section 299 of the said Act shall be replaced by the following section 299, namely:-

"299. **Penalty for activities of unregistered trade union.** If any person participates in any activity of an unregistered trade union or a trade union whose registration has been cancelled, other than any activity related to obtaining registration, or encourages or induces any other person to participate in such activity or collects any subscription other than membership subscription for the fund of such trade union, he shall be punishable with a fine which may extend to 2 (two) thousand taka."

70. **Substitution of section 300 of Act No. 42 of 2006.** The following section 300 shall be substituted for section 300 of the said Act, namely:-

"300. **Penalty for dual membership of trade unions.** If any person is or remains a member of more than one trade union at the same time, he shall be punishable with a fine which may extend to 2 (two) thousand taka."

71. **Amendment of section 301 of Act No. 42 of 2006.** In section 301 of the said Act, for the words "two thousand", the number, words and brackets "5 (five) thousand" shall be substituted.

72. Amendment of section 302 of Act No. 42 of 2006. In section 302 of the said Act, for the words "one thousand", the number, words and brackets "5 (five) thousand" shall be substituted.

73. Substitution of section 307 of Act No. 42 of 2006. Section 307 of the said Act shall be replaced by the following section 207, namely:-

"307. Punishment for other offences. If any person violates or fails to comply with any provision of this Act or any rule, regulation or scheme, and if no other punishment is provided for it, he shall be punishable with imprisonment for a term which may extend to 3 (three) months or with fine which may extend to 25 (twenty-five) thousand and may extend to 50 (fifty) thousand taka or with both."

74. Insertion of sections 307A and 307B of Act No. 42 of 2006. After section 307 of the said Act, the following new sections 307A and 307B shall be inserted, namely:-

"307A. Punishment for discrimination, violence and harassment at work place. If any person violates or fails to comply with the provisions of section 332A, he shall be punishable with a fine which may extend to a minimum of 20 (twenty) thousand and not exceeding 50 (fifty) thousand taka.

307B. Punishment for forced labour. If any person violates or fails to comply with the provisions of section 345C, he shall be punishable with a fine which may extend to a minimum of 20 (twenty) thousand and not exceeding 50 (fifty) thousand taka."

75. Amendment of section 309 of Act No. 42 of 2006. Sub-section (1) of section 309 of the said Act

(a) In clause (b), for the words "ten thousand" the figures, words and brackets "not less than 50 (fifty) thousand and not more than 1 (one) lakh" shall be substituted;

(b) In clause (c), for the words "two thousand", the numbers, words and brackets "not less than 10 (ten) thousand and not more than 20 (twenty) thousand" shall be substituted.

76. Amendment of section 317 of Act No. 42 of 2006. Sub-section (4) of section 317 of the said Act

(a) For clause (b), the following clause (b) shall be substituted, namely:-

"(b) order the relevant person or institution to pay appropriate compensation to the worker for any crime or unfair labor practices or anti-trade union discrimination or for violation of any provision of Chapter Thirteen, and if the said order is not complied with, a complaint may be filed in the Labor Court;"

(b) Clause (d) shall be deleted;

(c) The word "and" mentioned in clause (f) shall be deleted;

(d) After clause (f), the following new clause (f) shall be inserted, namely:-

"(c) Supervise the activities of the Provident Fund and supervise the election of workers' representatives to its Board of Trustees;"

(e) After clause (c) the following new clause (c) shall be inserted, namely:-

"(c) To undertake and implement other activities including medical, health, nutrition, maternity welfare facilities, family planning activities, entertainment, social security, labor administration related research and statistical activities, and to monitor labor conditions and submit reports to the government in this regard with a view to improving the standard of living of workers;"

77. Insertion of section 318A of Act No. 42 of 2006. After section 318 of the said Act, the following new section 318A shall be inserted, namely:-

"318A. Functions of the labour inspection system.- (1) The functions of the labour inspection system shall be as follows, namely:-

(a) Ensure the implementation of legal provisions relating to the conditions of employment and protection of workers, such as working hours, wages, occupational health and safety, welfare measures, employment of children and adolescents, forced labor, violence and harassment, and other relevant matters, including those enforceable by inspectors;

(b) Providing technical assistance and advice to ensure maximum and effective implementation of legal provisions;

(c) Bringing to the notice of the appropriate authority any defect or abuse that comes to the notice of the inspector during the performance of his duties and which is not specifically identified by the existing legal rules and regulations;

(d) To perform such other functions as may be prescribed by the Government from time to time by rules.

(2) Any other duty assigned by the Government shall not be such as to conflict with or interfere with the inspector's main duty of inspection and to call into question his jurisdiction and impartiality in discharging his legal duties towards the employer and the worker."

78. Amendment of section 319 of Act No. 42 of 2006. Section 319 of the said Act-

(a) Sub-section (1) of-

(i) For clause (a), the following clause (a) shall be substituted, namely:-

"(a) with necessary assistance, to enter, inspect, investigate and test any place, premises, vessel or vehicle which in his opinion is or is used as an establishment, at any reasonable time, with or without prior notice to the Authority, in accordance with the Standard Operating Procedure;"

(ii) The word "and" at the end of clause (f) shall be deleted;

(e) In clause (g), the semicolon shall be substituted for the hyphen at the end and then a new clause (h) shall be inserted as follows:-

"(h) The Government may formulate a number of Standard Operating Procedures necessary for the smooth conduct of inspection work.";

(b) For sub-section (5), the following sub-sections (5) and (5A) shall be substituted, namely:

"(5) The Inspector General, or any officer subordinate to him authorized by him in this behalf, may present a complaint to the Labour Court against any person for any offence under this Act or any rule, regulation or scheme, in any matter within his jurisdiction.

(5a) The Government shall formulate a Standard Operating Procedure to ensure a uniform procedure for taking further action, supervising and filing cases in the Labour Court in case of violation of the law by the management authority.";

(d) Sub-section (6) shall be repealed.

79. Insertion of section 319A of Act No. 42 of 2006. After section 319 of the said Act, the following new section 319A shall be inserted, namely:-

"319A. Duty of confidentiality regarding complaints. (1) The inspector shall maintain complete confidentiality regarding the source of any complaint regarding any deviation or violation of law in the workplace, and shall not give any prior information or notice to the employer or his representative that an investigation or inspection of the workplace has been carried out as a result of the receipt of such complaint.

(2) If a worker has a reasonable belief that he has been subjected to discrimination or hostile treatment by the employer for a complaint lodged with the Labour Inspector, he shall be entitled to bring his complaint before the Labour Court."

80. Amendment of section 323 of Act No. 42 of 2006. Sub-section (2) of section 323 of the said Act

(a) For clause (g) the following clause (g) shall be substituted, namely:-

"(g) the Director General of the Department of Labour, ex officio;"

(b) After clause (g) the following new clause (g) shall be inserted, namely:-

"(6) Additional Inspector General of Industrial Area Police, ex officio;"

(c) For clause (j), the following clause (j) shall be substituted, namely:-

"(j) The Inspector General of the Department of Inspection of Factories and Establishments, who shall also be its Member Secretary ex officio."

81. Amendment of section 326 of Act No. 42 of 2006. In the said Act, for clause (b) of sub-section (1) of section 326, the following clause (b) shall be substituted, namely:-

"(b) may order the grant of a license to any institution or factory or any class of factory and the said license shall be renewed every 5 (five) years, provided that the license of the contractor organization shall be valid for 1 (one) year, and it shall be registered or licensed and renewed in the manner prescribed by the rules and by paying the fee prescribed by the Government from time to time."

82. Substitution of section 332 of Act No. 42 of 2006. The following section 332 shall be substituted for section 332 of the said Act, namely:-

"332. Responsibility of all persons against violence and harassment in the world of work and at the workplace. (1) The responsibility of owners, employers and authorities shall be as follows, namely:-

(a) Owners, employers and authorities shall ensure that the workplace environment is not hostile to prevent violence and harassment at work;

(b) The prohibitions and penalties mentioned to prevent sexual harassment and violence disseminate and publish widely;

(c) To take effective measures to prevent all forms of sexual harassment at the workplace;

(d) Formulate and implement a workplace policy against violence and harassment;

(e) Take necessary steps to address violence and harassment and related psychosocial risks in occupational safety and health management;

(f) Identify and assess the risks of violence and harassment and take measures to prevent and control them;

(g) Providing necessary information and training to employees and workers about identified risks and dangers, prevention and protection measures, and their rights and responsibilities;

(h) Provide details of the reporting and complaint management procedures on the workplace website;

(i) To take appropriate and effective measures to file cases against sexual harassment committed in the institution in accordance with the prevailing laws of the country.

(2) If a woman is employed in any work in any institution, no colleague of that institution or any other person, regardless of her rank, shall behave towards her in any manner which may be considered indecent or indecent, or which is contrary to the decency and dignity of that woman."

83. Insertion of section 332A in Act No. 42 of 2006. After section 332 of the said Act, the following new section 332A shall be inserted, namely:-

"332A. Discrimination, Violence and Harassment Complaints Redressal Committee. (1) Every employer shall form a complaints redressal committee to investigate complaints of discrimination, violence and harassment in the relevant field, and the said committee shall consist of 5 (five) members, where the majority of the women representatives from the institution shall be from among the women and the head shall be a woman, two members of the committee shall be drawn from institutions working on gender and sexual harassment issues.

(2) The Committee shall receive, investigate and handle every complaint or related report and shall follow a zero tolerance policy towards discrimination, violence and harassment.

(3) The Committee shall conduct its work with due regard for confidentiality and human dignity and shall not create any obstacles in the receipt, investigation and management of complaints or reports.

(4) After receiving the written complaint, the Grievance Redressal Committee shall take necessary action in the manner prescribed by the rules."

84. Amendment of section 338 by Act No. 42 of 2006. Section 338 of the said Act-

(a) The following footnote shall be substituted for the footnote, namely:-

"Responsibilities of the owner of a house or yard and multiple tenants in certain special circumstances":

(b) For sub-section (2), the following sub-sections (2) and (2A) shall be substituted, namely:-

"(2) Joint liability of several employers, where a separate and self-contained flat or house in a compound is let out for the use of separate establishments of different owners, the owner of the compound shall be liable for the breach or contravention of the provisions of this Act or the rules in the following matters as if he were the owner of the said establishments, namely:-

- (a) To provide uniform water supply to toilets, washrooms and washing facilities;
- (b) the fencing of any equipment or machinery of the owner of the premises which has not been specifically transferred to him for the use of any tenant;
- (c) Safe access to upper floors and flats, and cleanliness of stairs and common areas;
- (d) precautionary measures in case of fire;
- (e) Arrangement and maintenance of hoists and lifting equipment; and
- (f) Maintenance of any other common facilities of the yard.
- (2a) If more than one employer or institution works at the same place, they shall coordinate with each other and perform their duties in accordance with the law."

85. Amendment of section 345 by Act No. 42 of 2006. Section 345 of the said Act shall be replaced by the following section 345, namely:-

"345. **Equal wages for equal work.**-(1) In fixing any wage for any worker or fixing the minimum rate of wages, the principle of equal wages for men, women and disabled workers for work of the same nature or of the same standard or value shall be followed, and no discrimination shall be made on any ground of difference in this regard.

(2) For the purpose of sub-section (1), the factors mentioned in section 2(45) (a), (c) and (d) shall be taken into consideration.

86. Insertion of sections 345A, 345B and 345C in Act No. 42 of 2006. After section 345 of the said Act, the following new sections 345A, 345B and 345C shall be inserted, namely:-

"345A. **Discrimination against workers prohibited.** (1) No employer shall discriminate against any worker.

Explanation. In this sub-section, the term 'discrimination' means conduct that discriminates, excludes or gives less importance to a person on the basis of race, colour, sex, gender identity, religion, political opinion, nationality, social status, descent or disability and that results in the loss of equal opportunity and treatment in employment or occupation.

(2) If special qualifications or skills are essential for a particular job, the decision taken on that basis shall be considered valid and shall not be considered discrimination.

(3) The following shall not be considered discrimination, namely:

(a) measures that are reasonably suspected of or for persons involved in activities that pose a threat to the security of the State;

(b) Special protection or assistance measures taken for the development of socially, economically or educationally disadvantaged groups due to past discriminatory laws or practices.

345B. Types of discrimination. (1) For the purposes of this Act, both direct and indirect Discrimination of any kind shall be prohibited.

(2) Direct discrimination occurs when a person treats another person less favorably on the basis of a prohibited or prohibited ground (such as gender, race, or religion), and includes sexual and other forms of harassment.

(3) Indirect discrimination occurs when a person imposes a condition or rule that, although seemingly neutral,

(a) the prohibited cause places some persons at greater disadvantage than others; and

(b) Not practically necessary for the work.

(4) The burden of proof shall be on the employer as follows, namely:-

(a) the less favourable treatment is not discriminatory; and

(b) The conditions or rules imposed are reasonable.

345C. Prohibition of forced labour. (1) No person shall employ any worker in forced or compulsory labour.

(2) No person shall employ or assist another person in forced or compulsory labour."

87. Amendment of section 348 of Act No. 42 of 2006. For sub-section (1) of section 348 of the said Act, the following sub-section (1) shall be substituted, namely:-

"(1) The Government shall take necessary steps to establish training and research institutions and conduct training courses and research for the purpose of providing training to the officers of the trade unions of workers and employers, general workers and management authorities on this Act."

88. Substitution of section 348A of Act No. 42 of 2006. The following section 348A shall be substituted for section 348A of the said Act, namely:-

"348-A. Formation of national and sector-based tripartite advisory councils. - (1) The Government may form a council called the national and sector-based 'Tripartite Advisory Council' to advise the Government on matters relating to law, policy or labour.

(2) The composition of the Council and its terms of reference shall be determined by the Government."

89. Insertion of sections 348B and 348C of Act No. 42 of 2006. After section 348A of the said Act, the following new sections 348B and 348C shall be inserted, namely:-

"348B. National Social Dialogue Forum. A National Social Dialogue Forum may be formed with representatives of the parties to regulate social and labor relations through collective bargaining, formulate collective agreements and ensure their implementation.

348C. Alternative Dispute Resolution Authority. (1) Notwithstanding anything contained in this Act or any other existing law, an Alternative Dispute Resolution Authority shall be constituted under this Act for the resolution of individual and collective labour disputes which shall conduct its activities on the basis of impartiality and fairness.

(2) The Government shall appoint a retired District Judge or a retired government official or a person with experience in labor rights and international labor standards as the Chairman of the Authority in the manner prescribed by rules.

(3) The Government shall establish the necessary number of offices for the conduct of the activities of this Authority.

(4) There shall be a Panel of Conciliators and Arbitrators to assist the Authority in conducting the arbitration.

(5) To supervise the activities of this authority, the Government shall constitute a Governing Body on the basis of tripartite representation by notification in the Official Gazette.

(6) The Governing Body shall appoint conciliators and constitute a panel of arbitrators from the lists nominated by the Department of Labor (DOL) and the Department of Inspection of Factories and Establishments (DIFE). The qualifications and skills of the conciliators and the panel of arbitrators shall be prescribed by rules.

(7) The criteria and procedure for nomination of members of the Governing Body shall be prescribed by rules and the matter of formation of the Governing Body shall be published in the form of a notification in the Official Gazette."

90. Substitution of the First Schedule of Act No. 42 of 2006. The following First Schedule shall be substituted for the First Schedule of the said Act, namely:-

First Schedule

[Section 2(1-a), (67) and Section 151 Note]

List of injuries considered as permanent partial disability

First part:	Permanent total disability	
serial no	Description of injury	Loss Percentage (%)
1	Complete loss of vision in both eyes	100%
2	Loss of both legs from the ankles or above	100%
3	Loss of both hands from the elbow or above	100%
4	Mental disability resulting from permanent brain damage that renders the worker incapable of earning a living	100%
5	Severe facial deformity	100%
6	Quadriplegia (paralysis of four limbs)	100%
7	Paraplegia (lower limb paralysis)	100%
8	Hemiplegia (half paralysis)	100%
9	Complete loss of one arm or leg	100%
10	Total deafness	100%
Second part	Permanent partial disability	
	Upper limb amputation	
11	Up to the first third of the upper arm	70%
12	Up to the middle third of the upper arm	65%

13	From the last third of the upper arm to below the elbow	60%
14	From below the elbow to the wrist	50%
15	From the wrist to the middle of the palm	50%
16	Loss of four fingers of one hand	50%
17	Losing three fingers on one hand	30%
18	Loss of two fingers of one hand	20%

	Amputation of the fingers of the right or left hand	
	Thumb	
19	Full thumb	30%
20	Partial loss of the thumb (up to the IP joint)	15%
21	Half of the distal phalanx of the thumb	10%
22	At least one-fourth of the distal phalanx of the thumb	5%
23	Forefinger (tip of finger) without bone damage	5%
	index finger	
24	complete	14%
25	Two small bones (phalanges)	11%
26	A small bone (phalange)	9%
27	Forefinger (tip of finger) without bone damage	5%
	the median	
28	complete	12%
29	Two small bones (phalanges)	9%
30	A small bone (phalange)	7%
31	Forefinger without bone damage (tip of finger)	5%

	Anamika/Kanishtha	
32	complete	7%
33	Two small bones (phalanges)	6%
34	A small bone (phalange)	5%
35	Forefinger (tip of finger) without bone damage	5%

Lower limb amputation		
	Description of injury	Loss Percentage (%)
36	From the bottom of the waist (hip joint) to the first third of the thigh (thigh)	80%
37	From the bottom of the waist (hip joint) to the middle third of the thigh (thigh)	70%
38	From the bottom of the waist (hip joint) to the last third of the thigh (thigh)	60%
39	From the last third of the thigh (thigh) below the waist to the first third of the leg below the knee	50%
40	Below the knee joint to the middle third of the leg	40%
41	From the middle third of the foot to the ankle	30%
42	Up to the middle of the foot	25%
43	Complete loss of both feet up to the ankles	90%
44	Complete loss of the metatarsophalangeal joint (forefoot) of both feet along with the metatarsophalangeal joint	80%
45	Loss of all fingers along the joints of the fingers, including the bones of both feet.	40%

46	Loss of all toes on both feet (down to the small joints)	30%
47	Loss of all toes, including the metatarsophalangeal joint, in one foot	20%
48	The two small bones (phalanges) of the thumb	10%
49	A small bone (phalange) of the thumb	3%
	Other toe	
50	Including the bones of the feet and up to the joints of the fingers	5%
51	Loss of small bones (phalanges) in the fingers	2%
	Two toes on one foot without the big toe	
52	Including the bones of the feet and up to the joints of the fingers	5%
53	Loss of small bones (phalanges) in the fingers	2%
	Three toes on one foot without the big toe	
54	Including the bones of the feet and up to the joints of the fingers	6%
55	Loss of the small bones (phalanges) of the fingers	3%
	Four toes on one foot except for the big toe	
56	Including the bones of the feet and up to the joints of the fingers	9%
57	Loss of small bones (phalanges) in the fingers	5%
	Sense of smell	
58	Complete loss of sense of smell	20%
	Eyesight	
59	Complete loss of one eye (eyeball) (due to injury)	45%
60	Complete loss of sight in one eye	40%
61	Partial loss of vision	15%
62	ataract or aphakia in one eye	10%

63	Aphakia in both eyes	20%
64	Temporal visual field loss in both eyes (hemianopsia)	25%
65	Nasal visual field of both eyes (hemianopsia)	20%
66	Diplopia (double vision) in all visual fields	20%
67	Scotoma, according to location and size	10%-16%

	Hearing	
68	Complete and sudden loss of hearing in one ear	30%
69	Hearing loss in both ears (according to degree)	40%-60%
70	Tinnitus (ringing in the ears)	10%
	Peripheral nerve injury (permanent)	
	Upper arm	
71	Brachial plexus injury	70%
72	Radial nerve injury	50%
73	Medial nerve injury	40%
74	Ulnar Nerve Injury	30%
	downstream	
75	Sciatic Nerve Injury	70%
76	Common Peroneal Nerve Injury	30%
	Cervical, thoracic and lumbar spine function (personal considerations)	
77	Mild functional impairment (minor disruption to daily activities)	0%-5%
78	Moderate functioning (requires treatment, some disruption to daily activities)	6%-25%

79	Severe functional impairment (requires treatment, loss of personal skills)	26%-50%
80	Very severe functional impairment (requires assistance from others)	51%-75%
	Brain or cerebral organic injury (personal consideration)	
81	Mild impairment in functioning (minor impairment in social or personal skills)	0%-5%
82	Moderate functional decline (requires treatment, loss of personal skills)	6%-25%
83	Severe functional impairment (decreased social and interpersonal skills, need for supervision by others)	26%-50%
84	Very severe functional impairment (dependency, need for supervision in daily life)	51%-75%
	Abdominal or thoracic organs (lungs, heart, digestive system, kidneys, endocrine system, blood system, reproductive system) (personal consideration)	
	Description of injury	Loss Percentage (%)
85	Slight performance loss	0%-5%
86	moderate functional decline	6%-25%
87	Serious performance laugh	26%-50%
88	Very severe functional impairment	51%-75%

	<p>Burns, injuries or skin disease scars (personal considerations)</p> <p>Scars refer to qualitative changes in the skin, which can be non-vicious or vicious. 1% of the body surface = 'palm of the hand'. Only vicious scars are compensable. Scar damage is greater on exposed areas (head, hands and feet).</p> <p>Non-vicious scars: linear, level with the surrounding skin, almost the same color, does not cause any shrinkage or deformation.</p> <p>Vicious scars: uneven, depressed, dark in color, keloid or hypertrophic, causing contraction.</p>	
89	Minor (less than 5% of body)	0%-5%
90	Medium (6% to 10%)	6%-10%
91	Severe (more than 10%)	11%-25%
	Mental illness (personal considerations)	
92	Minor (minor disruption to daily activities)	0%-5%
93	Moderate (needs treatment, social skills)	6%-25%
94	Severe (decreased social and personal skills, requires supervision)	26%-50%
95	Very severe (dependency, requires supervision in daily life)	51%-75%

Note:

1. Permanent and complete loss of function of any organ or part mentioned in this Schedule shall be deemed to be damage to that organ or part.
2. In case of multiple injuries, the percentage may be increased at the discretion of the competent authority, but the maximum shall not exceed 100% [Section 151(2)].
3. In the case of injuries not mentioned in this Schedule, the competent authority shall determine the percentage in accordance with the Schedule [Section 151(c)(2)].
4. Disability assessment shall be made on the date of stabilization of the injury or in the 12th month (whichever occurs first).

(Made in accordance with the relevant sections of the BLA)

91. Substitution of the Second Schedule of Act No. 42 of 2006. The following Second Schedule shall be substituted for the Second Schedule of the said Act, namely:-

Second Schedule

[Note to Sections 82 and 83]

List of notifiable diseases

Serial no	Title
1	Lead or lead compound poisoning
2	Phosphorus poisoning
3	Mercury poisoning
4	Manganese poisoning
5	Arsenic poisoning
6	Nitrous fume poisoning
7	Carbon-bisulfite poisoning
8	Poisoning by benzene or similar substances
9	Beryllium poisoning
10	Carbon monoxide poisoning
11	Phosgene poisoning
12	Toxic nephritis
13	Chromium lesions
14	Halogen-based poisoning
15	Isocyanate poisoning
16	Poisoning caused by pharmaceutical agents
17	Anemia caused by poisoning
18	Jaundice caused by toxic substances
19	Pesticide-induced diseases/poisoning
20	Other chemical/heavy metal poisoning
21	Noise-induced deafness
22	Vibration-induced occupational diseases

Serial no	Title
23	Physical disorders caused by X-rays or radium or any other radioactive substance
24	Temperature (cold-hot) related diseases
25	Anthrax
26	Leptospirosis
27	TB
28	Viral hepatitis
29	Silicosis
30	Bycyonsis
31	Asbestosis
32	Siderosis
33	Pneumoconiosis in coal miners
34	Other pneumoconiosis and occupational asthma
35	Occupational or contact dermatitis caused by direct contact with chemicals and dyes
36	Oily acne or dermatitis caused by mineral oil and any mineral oil-based compound
37	Various occupational cancers
38	Computer Vision Syndrome (New addition)
39	Musculoskeletal Disorders (MSDS) (New addition)
40	Occupational disorders due to stress and depression (new addition)
41	Occupational allergies and respiratory problems (new addition)
42	Heavy metal poisoning in the e-waste management sector (new addition)
43	Asbestos alternatives and microplastic-induced lung disease (new addition)
44	Mental stress due to noise and light pollution (new addition)
45	Neurological diseases caused by pesticide-fertilizer exposure in agriculture (new addition)
46	New risks of infection (such as COVID-19 and similar viral diseases) (new addition)
47	Skin Cancer (New addition)

92. Substitution of the Third Schedule of Act No. 42 of 2006. The following Third Schedule shall be substituted for the Third Schedule of the said Act, namely:-

Third Schedule
[Note to Section 150 (3).]
List of occupational diseases

Part A

1. Occupational diseases caused by exposure to factors arising from workplace activities

1.1. Diseases caused by chemical substances

1.1.1. Diseases caused by beryllium or its compounds

1.1.2. Diseases caused by cadmium or its compounds

1.1.3. Diseases caused by phosphorus or its compounds

1.1.4. Diseases caused by chromium or its compounds

1.1.5. Diseases caused by manganese or its compounds

1.1.6. Diseases caused by arsenic or its compounds

1.1.7. Diseases caused by mercury or its compounds

1.1.8. Diseases caused by lead or its compounds

1.1.9. Diseases caused by fluorine or its compounds

1.1.10. Diseases caused by carbon disulfide

1.1.11. Caused by halogen derivatives of aliphatic or aromatic hydrocarbons
disease

1.1.12. Diseases caused by benzene or its homologous compounds

1.1.13. Diseases caused by nitro and amino derivatives of benzene or its homologous compounds

1.1.14. Diseases caused by nitroglycerin or other nitric acid esters

1.1.15. Diseases caused by alcohol, glycol or ketones

1.1.16. Asphyxiating gases such as carbon monoxide, hydrogen sulfide, hydrogen
Cyanide or its derivatives

1.1.17. Diseases caused by acrylonitrile

1.1.18. Diseases caused by nitrogen oxides

1.1.19. Diseases caused by vanadium or its compounds

1.1.20. Diseases caused by antimony or its compounds

1.1.21. Diseases caused by hexane

1.1.22. Diseases caused by mineral acids

1.1.23. Diseases caused by pharmaceutical ingredients

- 1.1.24. Diseases caused by nickel or its compounds
- 1.1.25. Diseases caused by thallium or its compounds
- 1.1.26. Diseases caused by osmium or its compounds
- 1.1.27. Diseases caused by selenium or its compounds
- 1.1.28. Diseases caused by copper or its compounds
- 1.1.29. Diseases caused by platinum or its compounds
- 1.1.30. Diseases caused by tin or its compounds
- 1.1.31. Diseases caused by zinc or its compounds
- 1.1.32. Diseases caused by phosgene
- 1.1.33. Diseases caused by corneal irritants such as benzoquinone
- 1.1.34. Diseases caused by ammonia
- 1.1.35. Diseases caused by isocyanates
- 1.1.36. Diseases caused by pesticides
- 1.1.37. Diseases caused by sulfur oxides
- 1.1.38. Diseases caused by organic solvents
- 1.1.39. Diseases caused by latex or latex-containing products
- 1.1.40. Diseases caused by chlorine
- 1.1.41. Other chemical substances (not listed above) originating from the workplace and causes diseases related to scientifically proven or nationally determined methods

1.2. Diseases caused by physical agents:-

- 1.2.1. Noise-induced hearing loss
- 1.2.2. Diseases caused by vibration (muscle, tendon, bone, joint, nerve or blood vessel disorders)
- 1.2.3. Diseases caused by exposure to air at high or low pressure
- 1.2.4. Diseases caused by ionizing radiation
- 1.2.5. Diseases caused by lasers including optical radiation (UV, visible light, infrared)
- 1.2.6. Diseases caused by exposure to extreme temperatures
- 1.2.7. Other physical elements not listed above, but scientifically proven

1.3. Bacteria and infections/parasitic diseases:-

- 1.3.1. Brucellosis
- 1.3.2. Hepatitis virus
- 1.3.3. HI

1.3.4. Tetanus

1.3.5. Tuberculosis

1.3.6. Toxic or inflammatory syndromes caused by bacteria or fungi

1.3.7. Anthrax

1.3.8. Leptospirosis

1.3.9. Diseases caused by other biological agents where there is scientific evidence

Part B

2. Occupational diseases according to organs:-

2.1. Respiratory diseases

2.1.1. Pneumoconiosis caused by fibrogenic mineral dust (silicosis, anthraco-silicosis, asbestosis)

2.1.2. Silicotuberculosis

2.1.3. Pneumoconiosis caused by non-fibrogenic mineral dust

2.1.4. Siderosis

2.1.5. Bronchopulmonary disease caused by hard-metal dust

2.1.6. Bronchopulmonary disease caused by cotton (byssinosis), flax, hemp, sisal or sugarcane dust (bagassosis)

2.1.7. Occupational asthma caused by recognized sensitizing agents

2.1.8. Extrinsic allergic alveolitis caused by inhalation of organic dust or microbially contaminated aerosols

2.1.9. Chronic respiratory diseases caused by inhalation of coal dust, quarry dust, wood dust, crop and agricultural dust, livestock dust, textile and paper dust

2.1.10. Lung disease caused by aluminum

2.1.11. Upper respiratory tract disease caused by recognized sensitizing agents

2.1.12. Other respiratory diseases where a direct relationship has been established scientifically or in a relevant manner

2.2. Skin diseases:-

2.2.1. Allergic contact dermatitis and contact urticaria caused by recognized allergens originating from the workplace

2.2.2. Irritant contact dermatitis caused by recognized sensitizing agents originating from the workplace

2.2.3. Vitiligo caused by recognized factors originating from the workplace

2.3.4. Other skin diseases that are caused by exposure to physical, chemical or biological agents and are scientifically proven

2.3. Musculoskeletal diseases:-

2.3.1. Radial styloid tenosynovitis due to excessive or forceful wrist movements and extreme postures

2.3.2. Chronic tenosynovitis of the hand and wrist

2.3.3. Olecranon bursitis due to prolonged pressure on the elbow

2.3.4. Prepatellar bursitis due to prolonged kneeling

2.3.5. Epicondylitis due to excessive force or repetitive work

2.3.6. Meniscus damage due to kneeling or sitting at work

2.3.7. Carpal tunnel syndrome due to repetitive, vigorous work, vibration work, or extreme wrist postures

2.3.8. Other musculoskeletal diseases where a scientific link with occupational hazards has been established

2.4. Mental and behavioral disorders:-

2.4.1. Post-traumatic stress disorder

2.4.2. Other mental or behavioral disorders

3. Occupational cancer

3.1. Cancer caused by the following factors, namely:-

3.1.1. Asbestos

3.1.2. Benzidine and its salts

3.1.3. Bis-chloromethyl ether (BCME)

3.1.4. Chromium VI compounds

3.1.5. Coal tar, coal tar pitch or sweat

3.1.6. Beta-naphthylamine

3.1.7. Vinyl chloride

3.1.8. Benzene

3.1.9. Toxic nitro and amino derivatives of benzene or its homologues

3.1.10. Ionizing radiation

3.1.11. Tar, pitch, bitumen, mineral oil, anthracene or their compounds/products or residues

3.1.12. Coke oven emissions

3.1.13. Nickel compounds

3.1.14. Wood dust

3.1.15. Arsenic and its compounds

3.1.16. Beryllium and its compounds

3.1.17. Cadmium and its compounds

3.1.18. Irionite

3.1.19. Ethylene oxide

3.1.20. Hepatitis B and C viruses

3.1.21. Cancers caused by other agents where a causal link has been proven

4. Other diseases

4.1. Miners' nystagmus

4.2. Other specified diseases not listed but scientifically proven to be caused by occupational exposure

Date:

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November 17, 2025

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