

Bangladesh

Worker Classifications

Those employed in managerial or administrative (supervisory) capacities are not included in the definition of worker to which Bangladesh's Labour Act applies.

Fixed Term Contracts

Fixed-term contracts are permitted in Bangladesh with no limits on length or renewals. A fixed-term contract can be ended by either party prior to the end of the project with 30 days written notice for skilled workers. Employers may provide pay in lieu of notice.

Probationary Periods

Probationary periods are permitted up to 3 months for skilled workers plus an additional 3 months if needed to ascertain the quality of the work.

Holidays

Workers in Bangladesh recognize 15 paid public holidays.

Vacation

Workers are entitled to up to 20 days of earned leave, which accrues over time. Accrued but unused leave rolls over year to year and is paid out at termination.

Sick Leave

Workers are entitled to 14 days of paid sick leave with a medical certificate.

Working Hours

A standard workweek is 8 hours per day, 5 days per week. Working hours are fixed in the employment contract. Women Workers must consent to perform night work (10:00 p.m. to 6:00 a.m.). In no case may a Worker be employed by two different employers.

Overtime

Hours beyond the fixed amount in the employment contract are overtime payable at 200%. Overtime pay cannot be waived by a Worker. Workers cannot be required to work more than 48 hours per week. In no case may work exceed 60 hours in a single week or a weekly average of 56 hours over a year.

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Mandatory Bonuses

A 13th month salary is required in Bangladesh for those who have worked at least one year. It is referred to as a festival bonus and may be issued in two installments.

Termination

Excepting cases of misconduct, termination of Workers on a permanent contract requires notice 120 days' notice for skilled workers or pay in lieu of notice as well as 30 days' wages for each completed year of service (after 1 year) and any other benefits payable by law such as pension fund contributions. The notice should include the reason for the dismissal and provide the Worker with an opportunity for a hearing to discuss. Employment agreements can also be ended by mutual agreement.

Resignation

Workers on a permanent contract may resign with 60 days' written notice or issue payment in lieu of notice to the employer.