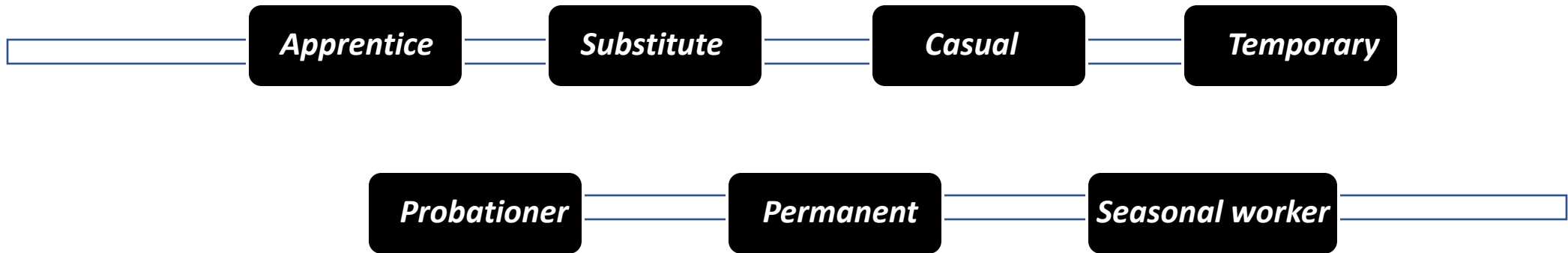




Employment in Bangladesh

Types of employment

Pursuant to section 4 of Labour Act, 2006, Workers employed in any establishment may be classified in any of the following classes:



Type of employees is not based upon type or duration of employment contract but on their nature of work.

Labor Act 2006 deals with only workers, those working not in management, administrative or supervisory role (blue color jobs).

Those working in white color jobs are governed by their employment contract and companies own internal process/policies

Regulation of employment termination

Service of an employee may conclude under the following circumstance:

- **Retrenchment:** Under the Act an employer may terminate an employee by way of retrenchment.
- **Discharge:** Discharged from service on the ground of physical or mental incapacity or continued ill-health certified by the registered physician.
- **Termination of Service by the Employer:** Dispensing with services of a worker by the employer by serving 120 days prior written notice without assigning any reason whatsoever paying certain compensations.



Regulation of employment termination



- **Termination due to continuous absence:** If any worker remains absent for ten days or more without any prior notice or permission, the employer will be required to send a notice by giving the employee the opportunity to resume service and give explanation for such absence within 10 days.

- **Dismissal** - A worker may be dismissed from his service on the ground of misconduct.

- **Termination of employment by workers** - A permanent worker may resign from his service by giving the employer 60 (sixty) days' notice in writing. A temporary worker may resign his service by giving the employer a notice in writing, of 30 (thirty) days.