**Answer to the question n. 1**

**The methods of determining minimum wage rate according to Bangladesh labor law 2015:**

Minimum wages have been defined as the minimum amount of remuneration that an employer is required to pay wage earners for the work performed during a given period, which cannot be reduced by collective agreement or an individual contract.

The term "Wages" means all economic benefits including salary, any bonus, remuneration for overtime work, holiday or leave, termination of employment or other additional remuneration payable under the terms of employment. Every employer is responsible for the payment of wages to workers employed by him.

In order to calculate the daily wage, monthly gross salary is divided by 30, as the weekly offs are taken as the pay leaves. (The salary is to be divided by 30, irrespective of the actual number of days in a month).

In economics, the price paid to labour for its contribution to the process of production is called wages.

Labour is an important factor of production. If there is no labour to work, all other factors, be it land or capital, will remain idle.

Thus, Karl Marx termed labour as the “creator of all value”.

However, labour alone cannot produce as most of the production is the result of joint efforts of different factors of production. Therefore, the share of the produce paid to labour for its production activity is called wage.

“A wage may be defined as the sum of money paid under contract by an employer to worker for services rendered.” -Benham

“Wages is the payment to labour for its assistance to production.” -A.H. Hansen

‘Wage rate is the price paid for the use of labour.” -Mc Connell

“A wage is price, it is the price paid by the employer to the worker on account of labour performed.” -J.R. Turner

**Types of Wages:**

In real practice, wages are of many types as follows:

1. Piece Wages:

Piece wages are the wages paid according to the work done by the worker. To calculate the piece wages, the number of units produced by the worker are taken into consideration.

2. Time Wages:

If the labourer is paid for his services according to time, it is called as time wages. For example, if the labour is paid Rs. 35 per day, it will be termed as time wage.

3. Cash Wages:

Cash wages refer to the wages paid to the labour in terms of money. The salary paid to a worker is an instance of cash wages.

4. Wages in Kind:

When the labourer is paid in terms of goods rather than cash, is called the wage in kind. These types of wages are popular in rural areas.

5. Contract Wages:

Under this type, the wages are fixed in the beginning for complete work. For instance, if a contractor is told that he will be paid Rs. 25,000 for the construction of building, it will be termed as contract wages.

Concepts of Wages:

The following are the two main concepts of wages:

A. Nominal Wage:

B. Real Wage:

A. Money Wages or Nominal Wages:

The total amount of money received by the labourer in the process of production is called the money wages or nominal wages.

B. Real Wages:

Real wages mean translation of money wages into real terms or in terms of commodities and services that money can buy. They refer to the advantages of worker’s occupation, i.e. the amount of the necessaries, comforts and luxuries of life which the worker can command in return for his services.

An example will make the things clear. Suppose ‘A’ receives Rs. 500 p.m. as money wages during the year. Suppose also that midway through the year the prices of commodities and services, that the worker buys, go up, on the average, by 50%.

It means that though the money wages remain the same, the real wages (consumption basket in terms of commodities and services) are reduced by 50%. Real wages also include extra supplementary benefits along with the money wages.

After much delay, Bangladesh government has introduced the Bangladesh Labour Rules 2015 on September 15, 2015 through a gazette. Government was under pressure from various sources to promulgate the Labour Rules for a long time.

Here are some key points of the Labour Rules 2015:

Employment Policy/Service Rules: If any establishment wants to have its own Employment Policy/Service Rules, it must obtain approval from the Chief Inspector of Labour. All existing Employment Policy/Service Rules must be submitted to the Chief Inspector of Labour within November 15, 2015 for approval.

Registration of Manpower supply agency: The Rules prescribed the process and forms for the registration of manpower supply agencies under the Labour Act. Some new conditions are also imposed on the manpower supply agencies.

Establishment Organogram: Every owner of an establishment must prepare an organogram for the establishment and must obtain the approval of Chief Inspector of Labour for such organogram.

Appointment Letter: Under the Labour Act, an appointment letter must be issued for hiring any labour. The Labour Rules makes it mandatory that the appointment letter must contain certain information such as salary, other financial benefits, applicable rules etc.

Various Register: The Labour Rules prescribe certain forms for various register such as service book, labour register, leave register, etc.

Misconduct and punishment: The Rules prescribe the process for investigation of misconduct.

Two festival bonuses: The Rules makes it mandatory that a labour, who continuously works for a year, must receive two festival bonuses in every year. Each bonus shall not be more than a basic salary.

Provident fund elaborated: the Rules provide detailed guidelines regarding provident fund. New additions includes provisions related to selection of nominee, management of the fund, activities of the trust for managing provident fund.

Holiday: The Rules detailed the provisions related to holidays. It also clarifies the provisions related to compensatory weekly holiday.

Health and fire safely: The Rules provide a detail guideline on health and fire safety.

Wages: the Rules details the provisions related to wages. Clarification is provided for the mechanism of calculating wages for fraction of month and deduction from wages.

Prescribe from for filling case in Labour Court: The Rules introduces some prescribe form for filling cases in the Labout Court.

Approval of factory plan and any extension: The Rules put an end to the Factories Rules and provide detail guideline how approval of factory plan and any extension thereof should be obtained.

The Fair Labor Standards Act (FLSA) is the federal law that established the minimum wage, which is $7.25 per hour in 2022. The government periodically assesses the federal minimum wage level.

The current minimum wage in Bangladesh is BDT1,500.00 per month in 2023. It became valid on December 2, 2013.

The long-term aim of a minimum wage is to remove the problem of poverty pay, which exists when the earnings from paid work do not result in a living wage and fail to push people out of poverty.

A boost to economic growth is another potential advantage of increasing the minimum wage, as consumer spending typically increases along with wages. A higher minimum wage would put more discretionary dollars in the pockets of millions of workers; money that would then flow to retailers and other businesses.

In 2015, 78.2 million workers age 16 and older in the United States were paid at hourly rates, representing 58.5 percent of all wage and salary workers. Among those paid by the hour, 870,000 workers earned exactly the prevailing federal minimum wage of $7.25 per hour.

The percentage of hourly paid workers earning the prevailing federal minimum wage or less declined from 3.9 percent in 2014 to 3.3 percent in 2015. This remains well below the percentage of 13.4 recorded in 1979, when data for hourly-paid were first collected on a regular basis.

For the U.S. as a whole, per capita personal income rose from $40,277 in 2010 to $47,669 in 2015. California, Wyoming, Oklahoma, and Arkansas ranked alongside North Dakota in personal income growth during that period, with growth levels ranging from 22 percent to 24 percent.

According to The Bangladesh Labour (Amendment), Act 2015 “Gratuity” refers to wages of at least 30 (thirty) days, at the rate of the final salary received by a worker, for each year of completion of duties or for hours worked over 06 (six) months or, in the year where he served more than 10 (ten) years.

If a worker has served for more than 1 year but less than 5 years, he is entitled to full gratuity pay based on 21 days' salary for each year of work. If a worker has served more than 5 years, he is entitled to full gratuity of 30 days' salary for each year of work following the first five years.

**Answer to the question n. 2**

**The responsibilities of welfare officer according to Bangladesh labor law 2015:**

To encourage provisions of working amenities, adequate latrine facilities, drinking water, granting of loans and legal advice to he workers. He/She will provide leadership to motivate performance, adopt best practices in the industry and maintain good industrial relations.

Labour Welfare Fund is succour in the form of money or necessities for those in need. LWF is a statutory contribution managed by every state authority. It helps labourers improve their working conditions, providing social security and raises their standard of living.

Labour Welfare Fund is succour in the form of money or necessities for those in need. [LWF](https://www.simpliance.in/labour-welfare-fund" \t "https://www.simpliance.in/blog/benefits-under-labour-welfare-fund-lwf/_blank) is a statutory contribution managed by every state authority. It helps labourers improve their working conditions, providing social security and raises their standard of living. It can differ from state to state and what assistance is provided by one state might not be available for other states.

Welfare section headed by the Welfare Officer is responsible for the over-all well being of the office. It aims to improve the working conditions of staff, increase the overall working efficiency of the office, boost the morale of employees, and bring in a professionally cordial atmosphere.

Skills and qualities

good communication and interpersonal skills.

patience, empathy and tact.

an investigative mind.

thorough knowledge of issues in education, such as bullying, special needs, disaffection and exclusion.

A person who gives people help and advice. a prison welfare officer.

Types of welfare: Supplemental Security Income (SSI) Supplemental Nutrition Assistance Program (SNAP) Special Supplemental Nutrition Program for Women, Infants, and Children (WIC) Temporary Assistance for Needy Families (TANF), including Pass through Child Support.

The objectives of family and child welfare services are to preserve and strengthen the family as a unit, to develop caring interpersonal relationships, to enable individuals and family members to prevent personal and family problems and to deal with them when they arise, and to provide suitable services to meet needs.

A welfare state is a state that is committed to providing basic economic security for its citizens by protecting them from market risks associated with old age, unemployment, accidents, and sickness.

Employee welfare measures are also known as fringe benefits and services. 'Labour Welfare' is a very broad term, covering social security and such other activities as medical aid, crèches, canteens, recreation, housing, adult education, arrangements for the transport of labour to and from the workplace.

To provide workers guidance/assistance in availing Medical services, Housing, Education, Canteen facilities, and their legal assistance. Ensure all over welfare activities as per Bangladesh Labor Law 2015.

The following responsibilities are assigned upon the Welfare Officer:

a) Encouraging the formation of different unions, joint manufacturing committees, co-operative society and welfare committee of the workers and supervising their activities;

b) Observing different facilities including, canteen, waiting room, childcare center, adequate number of toilets and latrines, drinking water etc.

c) Helping the workers for having leaves granted with salary facilities and informing the workers about all kinds of leaves and other relevant regulations;

d) Observing all kinds of labor facilities including, house financing, foods, recreational and social facilities in all co-operative societies, arrangement of health and hygiene maintenance, educational facilities of children of the workers;

e) Trying to improve the works and standard of living of the workers and recommending for their welfare and benevolence;

f) Providing advice to the respective authority for arranging training for the new workers, developing the standard of education of the workers and encouraging them to be enrolled in technical institutes and helping them to receive approval for doing the same;

g) Providing necessary help and advice to the workers and the Management Authority in order to implement the regulations of the institute.

h) Maintaining contact with the medical officers and the authority of the factory/institute to provide better treatment facilities to the workers;

i) Taking steps for the development of worker-owner relationship.

j) Having discussion between the representative of the workers and the Owner Party about the conditions of service/labor contract.

k) Taking steps rapidly for reconciliation if there happens to be disagreement between the Owner and the workers.

l) Hearing the statements of the workers and helping the Owner and the workers in order to remove the difference of opinions between the two parties;

m) Notifying to the authority for speedy disposal of the objections that the workers have individually or collectively.

n) Making connections and arranging dialogue between the parties for maintaining co-operative relationship between the Owner and the workers.

The Welfare Officer should have following conditions:

a) At least honors degree and relevant training and expertise in the field of labor and industrial setting.

b) Expertise in respect of labor law, industrial relationship and disposal of complaints.

The Manager or the Owner of the business institute must inform the Inspector General or the Inspector authorized by him/her in written form about the recruitment of Welfare Officer or about his/her termination from the post within 15 days. In case of termination from the post, the vacancy must be filled up as soon as possible.

The authority shall provide all kinds of help and support to the Welfare Officer to execute the responsibilities detailed in Sub-section.

**Answer to the question n. 3**

**Application of granting insurance and renewal of the registration and license of the contracting firm according to Bangladesh labor law 2015:**

An insurer who has been granted a certificate of registration under section 3 shall have the registration renewed annually for each year.

An application for the renewal of a registration for any year shall be made by the insurer to the Chief Controller of Insurance before the 31st day of December of the preceding year, and shall be accompanied as provided in sub-section by evidence of payment of a fee of [three Taka and fifty poisha] per thousand of gross direct premium written in Bangladesh during the year preceding the year ending on the said date.

The prescribed fee for the renewal of a registration for any year shall be paid into the Bangladesh Bank or, where there is no office of that Bank, into the [Sonali Bank] acting as the agent of that Bank, or into any Government treasury, and the receipt shall be sent along with the application for renewal of the registration.

If an insurer fails to apply for renewal of registration before the date specified in sub-section the Chief Controller of Insurance may, so long as an application to the Court under sub-section (5D) of section 3 has not been made, accept an application for renewal of the registration on receipt from the insurer of the fee payable with the application and such penalty, not exceeding the prescribed fee payable by him as the Chief Controller of Insurance may require: Provided that an appeal shall lie to the Government from an order passed by the Chief Controller of Insurance imposing a penalty on the insurer.

The Chief Controller of Insurance shall, on fulfilment by the insurer of the requirements of this section, renew the registration and grant him a certificate of renewal of registration.

**\*\*\*Note:** Here has been skipped an application writing because of my low experienced.

**Answer to the question n. 4**

**Definition according to Bangladesh labour law 2015:**

1. **Act:**

The government has amended Labour Rules 2015, empowering trade unions in factories and making more provisions to prevent sexual harassment in workplaces. The government issued a gazette the of amended labour rules on September 1, bringing changes in 99 rules and repealing two others.

Bangladesh's employment law is regulated by the 2015 Labor Rules (“Rules”). The Act and Rules apply to employees (laborers) working in commercial and industrial enterprises. The laws and regulations prescribe working hours, weekly vacations, annual leave, medical leave.

The basic subject matter of labour law can be considered under nine broad heads: employment; individual employment relationships; wages and remuneration; conditions of work; health, safety, and welfare; social security; trade unions and industrial relations; the administration of labour law; and special provisions.

Labour laws (also known as labor laws or employment laws) are those that mediate the relationship between workers, employing entities, trade unions, and the government. Collective labour law relates to the tripartite relationship between employee, employer, and union.

It is important to understand this because not knowing the law is never going to be an excuse when you happen to violate one. Labor laws state the rights and benefits of employees, moreover, it also sets certain conditions such as the required weekly rest, contributions, and the likes.

The main objective of labour law is to maintain the relationship between employers and employees by defining their rights and duties and regulating their conducts. And it is from this paper whereby such relationship is shown within the Act.

Bangladesh passed its Labour Act. The act was amended. The act identifies details of labour recruitment process, labour-employer relationships, minimum wages, wage payment, incidental costs, occupational hazards, collective bargaining, dispute resolution and workplace environment.

Bangladesh's employment law is regulated by the Labor Act (“Act”) and the 2015 Labor Rules (“Rules”). The Act and Rules apply to employees (laborers) working in commercial and industrial enterprises. The laws and regulations prescribe working hours, weekly vacations, annual leave, medical leave.

1. Competent Person:

Competence on a task or job means that you have some ways of thinking or behaving that matter for performance on that task. For example, if you're a seller, then your ability to establish trust with customers affects the sales you make. Being able to establish credibility is a part of your competence in that job.

Competency is the capability to apply or use the set of related knowledge, skills, and abilities required to successfully perform 'critical work functions' or tasks in a defined work setting.

Competence can be described as the combination of training, skills, experience and knowledge that a person has and their ability to apply them to perform a task safely. Other factors, such as attitude and physical ability, can also affect someone's competence.

Competent person must have these characteristics: Knowledge, behaviors, attitudes and even skills that lead to the ability to do something successfully or efficiently. The ability to make business decisions would be a competency. Skill: Learned and applied abilities that use one's knowledge effectively in execution or performance.

A competent person is someone who has sufficient training and experience or knowledge and other qualities that allow them to assist properly. The level of competence required will depend on the complexity of the situation and the particular help needed.

There's no general training to become a competent person, but rather competency is demonstrated with experience and skill.

It is the responsibility of the competent person to make those inspections necessary to identify situations that could result in hazardous conditions (e.g., possible caveins, indications of failure of protective systems, hazardous atmospheres, or other hazardous conditions), and then to insure that corrective measures.

When employees are competent in meeting their work objectives, know what the performance expectations are, receive recognition for their abilities, and have insight into the overall strategy of the team, department, and organization, they are usually more motivated and experience higher job satisfaction.

Competences are a combination of skills, knowledge and habits that demonstrate a behaviour. Strengths are about our natural way of doing. Think behaviours such as thinking and feeling. Competences are external while strengths are internal.

Competence can be described as the combination of training, skills, experience and knowledge that a person has and their ability to apply them to perform a task safely. Other factors, such as attitude and physical ability, can also affect someone's competence.

By way of training and/or experience, a competent person is knowledgeable of applicable standards, is capable of identifying workplace hazards relating to the specific operation, and has the authority to correct them.

1. **Process:**

The process approach was first introduced in ISO 9001:2000. And while the concept of a process-based quality management system has not changed, the requirements in the latest version of the standard, [ISO 9001:2015](https://www.ideagen.com/resources/whitepapers/prepare-and-align-system-readiness-for-iso-90012015), have become more specific and less ambiguous.

2015 states that: ‘Consistent and predictable results are achieved more effectively and efficiently when activities are understood and managed as interrelated processes that function as a coherent system.’

The process approach is a management strategy which incorporates the plan-do-check-act cycle and risk-based thinking. It means that processes are managed and controlled. It also means that we not only understand what the core processes are, but we also consider how they fit together.

Organisations are typically structured into departments which are managed by a department head. The head is responsible for what comes out of the department. Most departmental heads never interact with the external customer, only internal ones. As such, they are divorced from how the customer really feels.

If key performance indicators are set by departments this compounds the problems. Heads try to maximise the performance of their departments to the possible detriment of other departments further down the line.

The ISO process approach introduces horizontal management, controlling processes which flow across departmental boundaries. Someone is accountable from start to finish. They see the whole picture from process initiation to process completion. They understand what the stakeholders in the process want and have delegated authority to act to realise this. An employee’s first loyalty is to their assigned projects, products or services - rather than their own departments.

The process approach is a method of thinking applying to understand and plan the sequence and interactions of processes in the system. Saying that again, it's a method to plan the processes and the interactions of these processes as part of the management system.

A process is a series of steps and decisions involved in the way work is completed. We may not realize it, but processes are everywhere and in every aspect of our leisure and work. A few examples of processes might include: Preparing breakfast. Placing an order.

1. Premises:

Premises means the premises of an employer in which work is undertaken, including any vehicle whilst being used for work purposes, but excluding a worker’s ordinary place of residence.Note: this includes a community facility such as a community centre or community hall, or a public library, or a place of worship, or a home or residential property when a business is operated from that home or residential property.

It means the premises of an employer in which work is undertaken, including any vehicle whilst being used for work purposes, and including a seasonal and work premises does not include an employee’s ordinary place of residence.

A worker who has received a positive test result for SARS-CoV-2 must, as soon as practicable, notify the employer of any [work premises](https://www.lawinsider.com/dictionary/work-premises) which the worker has attended in the Relevant Period.

Work Premises is used in its broadest sense to include all work locations, buildings, structures, installations, rigs and other facilities, both onshore and offshore, including the point of embarkation and debarkation for all boats, planes and helicopters owned or controlled by Operator or one of its affiliated companies or otherwise being utilized by or for Operator or one of its affiliated companies for Operator business or for transportation of persons to and from these facilities.

To ensure compliance with this policy, Operator may conduct unannounced periodic inspections of all individuals and their personal effects at the point of embarkation, while on the work premises, on the drilling unit, and at the point of debarkation, pursuant to the Search and Seizure Procedure attached hereto and incorporated herein by reference as Exhibit "G". Violation of the above policy or refusal to submit to an inspection by any individual will be cause for immediate removal of the individual from the Work Premises and/or Contractor's drilling unit, as applicable.

The premises are a physical manifestation of the organization's vision and values, as well as the expertise it strives to achieve.

A premise is what forms the basis of a theory or a plot. When you called 911 on the guy in your back yard, it was on the premise that he was a thief and not the meter-reader. In logic, the premise is the basic statement upon whose truth an argument is based.

1. Pulley Block:

The pulleys are assembled to form [blocks](https://en.wikipedia.org/wiki/Block_(sailing)" \o "Block (sailing)) and then blocks are paired so that one is fixed and one moves with the load. The rope is threaded through the pulleys to provide [mechanical advantage](https://en.wikipedia.org/wiki/Mechanical_advantage" \o "Mechanical advantage) that amplifies the force applied to the rope.

A block is a set of [pulleys](https://en.wikipedia.org/wiki/Pulley" \o "Pulley) or [sheaves](https://en.wikipedia.org/wiki/Sheave" \o "Sheave) mounted on a single frame. An assembly of blocks with a rope threaded through the pulleys is called tackle. The process of threading ropes or cables through blocks is called "reeving".

A block and tackle is characterized by the use of a single continuous rope to transmit a tension force around one or more pulleys to lift or move a load. Its [mechanical advantage](https://en.wikipedia.org/wiki/Mechanical_advantage" \o "Mechanical advantage) is the number of parts of the rope that act on the load. The mechanical advantage of a tackle dictates how much easier it is to haul or lift the load.

If [frictional](https://en.wikipedia.org/wiki/Friction" \o "Friction) losses are neglected, the mechanical advantage of a block and tackle is equal to the number of parts in the line that either attach to or run through the moving blocks—in other words, the number of supporting rope sections.

An ideal block and tackle with a moving block supported by n rope sections has the mechanical advantage.

Pulley is a simple wooden or metallic machine that uses a wheel and rope to lift heavy loads. Nowadays, plastic pulleys are also available in the market to carry small loads. This can be rotated freely about an axis passing through its center. It can change the direction of a [force](https://byjus.com/physics/force-push-and-pull/" \t "https://byjus.com/physics/pulley/_blank) which makes it much easier for people to lift anything. With this, you can pull down on one end to lift the 10 kgs and one-meter high object.

Types of Pulley:

When the block of the pulley is fixed on a high platform, it is known as fixed. An extensible string passes over the groove where its one end is attached to the body to be lifted while the other end is free.

Movable Pulley:

When the block of the pulley is not fixed but carries the load, it is known as Movable. An inextensible string is tied around the groove where its one end is fixed to fixed support while the other end is kept free to apply the effort. As the effort is applied, the block together with the load moves upward.

Pulley Formula:

Following are the formulas that are used when pulleys are used for lifting. There are formulas that are important and they are:

Mechanical advantage formula: It is defined as the ratio of load to the effort.

Using a single formula inside the triangle, mechanical advantage, load, and effort can be generated.

Mechanical advantage = (Load/Effort)

Load = Mechanical advantage\*Effort

Effort = (Load/Mechanical advantage)

Velocity ratio: It is defined as the ratio of the distance moved by the effort to the distance moved by the load.

Using a single formula inside the triangle, distance moved by the load, velocity ratio, and distance moved by the load can be generated.

Distance moved by load = (distance moved by effort/Velocity ratio)

Velocity ratio = (distance moved by effort/Distance moved by load)

Distance moved by effort = Distance moved by the load\*Velocity ratio.

A block and tackle or only tackle is a system of two or more pulleys with a rope or cable threaded between them, usually used to lift heavy loads.

Pulley-block Add to list Share. Definitions of pulley-block. a simple machine consisting of a wheel with a groove in which a rope can run to change the direction or point of application of a force applied to the rope. synonyms: block, pulley, pulley block.

Pulley block pins are of several different types. Choices include toggle, clevis, coiled, dowel, grooved, hinge, knurled, rolled, shear, spring, straight, taper or tension pins. The frames of lifting blocks are typically made of metal materials.

Pulleys are used singly or in combination to transmit energy and motion. Pulleys with grooved rims are called sheaves. In belt drive, pulleys are affixed to shafts at their axes, and power is transmitted between the shafts by means of endless belts running over the pulleys.

Pulley blocks are assemblies that consist of a hook or shackle, swivel, bearing, sheaves, sprockets, pins and frame. They are suspended by a hoisting rope or load chain and are designed for a variety of lifting applications.

In the case of a pulley supported by a frame or shell that does not transfer power to a shaft, but is used to guide the cable or exert a force, the supporting shell is called a block, and the pulley may be called a sheave or pulley wheel. Pulleys on a ship. In this context, pulleys are normally known as blocks.

According to labour law 2015 'Pulley block' means such pulley, block, gin or such gear that aren't specially made crane or block fitted permanently for using with crane.