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GOVERNMENT OF THE PEOPLE'S REPUBLIC OF BANGLADESH
MINISTRY AND LABOUR AND MANPOWER

Section-V

NOTIFICATION

Dhaka, the 21st March 1984

No. S.R.O. 126-L/84/S-V/IR-2/82/195.—In pursuance of the Proclamation of the 24th March, 1982, and in exercise of all powers enabling him in that behalf, and in supersession of all rules made in this behalf, the Chief Martial Law Administrator is pleased to make the following rules, namely:—

1. **Short title.**—These rules may be called the Gozatted Officers (Department of Labour, Department of Inspection for Factories and Establishments, Department of Seamen and Emigration Welfare, Labour Court, Labour Appellate Tribunal and Minimum Wages Board) Recruitment Rules, 1983.

2. **Definitions.**—In these rules, unless there is anything repugnant in the subject or context,—

- (a) "appointing authority" means the Government and includes, in relation to a specified post or class of such posts, any officer authorised by the Government to make appointment to such post or class of posts;
- (b) "Commission" means the Bangladesh Public Service Commission;
- (c) "Probationer" means a person appointed on probation to a specified post;
- (d) "recognised University" means a University established by or under any law for the time being in force and includes any other University declared by the Government, after consultation with the Commission, to be a recognised University for the purpose of these rules;

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- (e) "requisite qualification" in relation to a specified post, means the qualification laid down in a Schedule in relation to that post;
- (f) "Schedule" means a Schedule annexed to these rules;
- (g) "Specified post" means a post specified in a Schedule.

3. **Procedure for recruitment.**—(1) Subject to the provisions of the Schedule, appointment to a specified post shall be made—

- (a) By direct recruitment;
- (b) By promotion; or
- (c) By transfer on deputation.

(2) No person shall be appointed to a specified post unless he has the requisite qualification and, in the case of direct recruitment, he is also within the age limit laid down in the Schedule.

4. **Appointment by direct recruitment.**—(1) No appointment to a specified post by direct recruitment shall be made except upon the recommendation of the Commission.

(2) No person shall be eligible for appointment to a specified post by direct recruitment, if he—

- (a) is not a citizen of Bangladesh, provided that this clause shall not apply in the case of a person who is already in the service of the Republic;
- (b) is married to, or has entered into a promise of marriage with, a person who is not a citizen of Bangladesh.

(3) No appointment to a specified post by direct recruitment shall be made until—

- (a) the person selected for appointment is certified by a Medical Board set up for the purpose by the Director General of Health Services to be medically fit for such appointment and that he does not suffer from any such organic defect as is likely to interfere with the discharge of the duties of the specified post; and
- (b) the antecedents of the person so selected have been verified through appropriate agencies and found to be such as do not render him unfit for appointment in the service of the Republic.

5. **Appointment by promotion.**—(1) Appointment by promotion shall be made—

- (a) to the posts specified at serial numbers 1 and 2 in Schedule I and serial number 1 in Schedules II and III, on the recommendation of the Superior Selection Board;
- (b) to the posts specified at serial numbers 3 and 4 in Schedule I, serial number 2, 3 and 4 in Schedule II and serial number 2 in Schedule III, on the recommendation of such Departmental Promotion Committee as the Government may constitute in this behalf; and
- (c) to all other specified posts, on the recommendation of the Commission.

6. **Probation.**—(1) Persons selected for appointment to a specified post otherwise than by transfer on deputation, against a substantive vacancy shall be appointed on probation,—

- (a) in the case of direct recruitment, for a period of two years from the date of substantive appointment; and
- (b) in the case of promotion, for a period of one year from the date of such appointment:

Provided that the appointing authority may, for reasons to be recorded in writing, extend the period of probation by a period or periods so that the extended period does not exceed two years in the aggregate.

(2) Where, during the period of probation of a probationer, the appointing authority is of opinion that his conduct and work is unsatisfactory or that he is not likely to become efficient, it may, before the expiry of that period,—

- (a) in the case of direct recruitment, terminate his service; and
- (b) in the case of promotion, revert him to the post from which he was promoted.

(3) After the completion of the period of probation including the extended period, if any, the appointing authority,—

- (a) if it is satisfied that the conduct and work of the probationer during his period of probation has been satisfactory shall, subject to the provisions of sub-rule (4), confirm him; and
- (b) if it is of opinion that the conduct and work of the probationer during that period was not satisfactory, may,—
 - (i) in the case of direct recruitment, terminate his service; and
 - (ii) in the case of promotion, revert him to the post from which he was promoted.

(4) A probationer shall not be confirmed in a specified post until he has passed such examination and undergone such training as the Government may, from time to time, direct by order.

7. **Inter-changeability.**—Notwithstanding anything contained in these rules, the incumbents of the posts of Deputy Chief Inspector of Factories and Establishment (General), Deputy Director of Labour, Principal of the Industrial Relations Institute and Deputy, Director of Seamen and Emigration Welfare are interchangeable. Similarly the incumbents of the posts of Assistant Chief Inspector of Factories and Establishment (General), Assistant Director of Labour, Lecturer of the Industrial Relations Institute, Secretary of the Minimum Wages Board, Registrar of the Labour Courts and Assistant Director of Seamen and Emigration Welfare are also interchangeable.

SCHEDULE I
DEPARTMENT OF LABOUR

Sl. No.	1	2	3	4	5
Name of the specified post.	Age limite for direct recruitment.	Method of recruitment.	Qualification.		
1	Director of Labour	<p>(a) By promotion on the basis of merit-cum-seniority from amongst the Chief Inspector of Factories and Establishments and the Additional Director of Labour, or</p> <p>(b) By transfer on deputation of a Government Officer of equivalent rank and scale of pay having 15 years' experience in administration.</p>	<p><i>For Promotees :—</i> 15 years' Class I service including 3 years' service in a post or posts from which promotion will be made.</p>
2	Additional Director of Labour.	<p>(a) By promotion from amongst the Joint Director of Labour, or</p> <p>(b) If none is found suitable for promotion by transfer of Chief Inspector of Factories and Establishments or by transfer on deputation of Government officer of equivalent rank and scale of pay.</p>	<p><i>For Promotees :—</i> 10 years' Class-I service including 3 years' service as Joint Director of Labour.</p>

3 Joint Director of Labour.

By promotion on the basis of merit-cum seniority from amongst the Deputy Directors of Labour, Deputy Chief Inspectors of Factories and Establishments (General) and Principal, Industrial Relations Institute.

(a) 7 years' Class I service including 3 years' service in a post or posts from which promotion will be made, and

(b) must be capable of undertaking responsibilities of the post, have sufficient knowledge and experience in labour management relations and laws.

4 (a) Deputy Director of Labour. Not exceeding 32 years, releasable in the case of Government servants,

(a) 75% by promotion on the basis of Seniority-cum-merit from amongst the Assistant Directors of Labour, Assistant Chief Inspectors of Factories and Establishments (General), Lecturer of Industrial Relations Institute, Secretary of Minimum Wages Board, Registrar of Labour Courts and Assistant Director of Seamen and Emigration Welfare; and

(i) For *Promotees* :—

4 years' experience in a post or posts from which promotion will be made;

(b) Capability of undertaking higher responsibilities and must have knowledge of Labour Laws and capacity to deal with labour problems.

(b) 25% by direct recruitment or by transfer on deputation of Government Officers of equivalent rank and scale of pay having 4 years' experience in administration.

(ii) For *direct recruits* :—First Class Master's degree or Second Class Master's degree with Second class Honours degree from a recognised University having 5 years' experience in administration of Labour ; and

(b) Knowledge of labour movement and activities of the trade unions.

Sl. No	Name of the specified post.	Age limit for direct recruitment.	Method of recruitment.	Qualification.
1	2	3	4	5
	(b) Principal, Industrial Relations Institute.	Not exceeding 32 years, relaxable in the case of Government servants.	(a) By promotion from amongst the Assistant Directors of Labour, Assistant Chief Inspectors of Factories and Establishments (General), Lecturers of Industrial Relations Institute and Research Officers of Industrial Relations Institute; or (b) By transfer on deputation of Government Officers of equivalent rank and scale of pay having 4 years' experience in administration.	<i>For Promotees—</i> (a) 4 years' experience in a post or posts from which promotion will be made; and (b) Capability of undertaking higher responsibilities and must have knowledge on labour laws.
5	(a) Assistant Director of Labour/Lecturer, Industrial Relations Institute.	Not exceeding 25 years' relaxable upto 35 years in the case of Government Servants.	(a) 50% by direct recruitment; and (b) 50% by promotion from amongst the following groups in order of preference :— (i) Administrative-cum-Technical Officer of the Department of Labour and Administrative Officer of the Department of Inspection for Factories and Establishments; and (ii)	(i) <i>For direct recruits—</i> First Class Master's degree or Second Class Master's with Second Class Honours degree from a recognised University. (ii) <i>For promotees—</i> 3 years' experience in a post falling under group (i) or 5 years' experience in a post falling under group (ii).

Labour Officer, Inspector of Standing Orders and Labour Inspectors (General) of the Department of Instinction for Factories and Establishments.

6	Research Officer	Not exceeding 30 years	<p>(a) Two-thirds by direct recruitment, and</p> <p>(b) One third by promotion from amongst the Research Assistants and Assistant is found suitable for promotion by direct recruitment.</p>	<p>(i) For direct recruits—First Class Master's Degree or Second Class Master's Degree with Second Class Honours degree in Social Sciences/Natural Sciences from recognised University.</p> <p>(ii) For promotees—5 years' experience as Research Assistant.</p>
7	Research Assistant	Not exceeding 25 years' relaxable upto 30 years in the case of departmental candidates.	By direct recruitment.	Bachelor's degree in any of the Social Sciences/Natural Sciences from recognised University, preferably with research background.
8	Labour Officer	Not exceeding 25 years' relaxable upto 30 years in the case of departmental candidates.	<p>(a) 50% by direct recruitment;</p> <p>(b) 25% by promotion from amongst the Labour Welfare Organiser ; and</p> <p>(c) 25% by promotion from amongst the Head Assistants, Stenographers, Upper Division Assistants, Accountants and Cashiers.</p>	<p>(i) For direct recruit—Bachelors degree from a recognised University.</p> <p>(ii) For promotees—3 years' experience in a post or posts from which promotion will be made.</p>

Sl. No.	Name of the specified post.	Age limit for Direct recruitment.	Method of recruitment.	Qualification.
1	2	3	4	5
9	Audio-Visual Artist	Not exceeding 27 years	By promotion from amongst the Artists and, if none is found suitable for promotion, by direct recruitment.	(i) For <i>promotees</i> —3 years' experience as Artist. (ii) For <i>direct recruits</i> .— (a) Second Division Bachelor's degree in Fine Arts from the Department of Commercial Art or Drawing and Painting from a recognised University; and (b) Capability of preparing charts, graphs, film stripe, slides, flash cards, posters, layout, designs, block designs, pamphlets and hand bills.
10	Librarian	Not exceeding 30 years	(i) 75% by direct recruitment. (ii) 25% by promotion from amongst the Librarians in the New National Scale of Taka 625—1315 and, if none is found suitable for promotion, by direct recruitment.	(i) For <i>promotees</i> —3 years' experience as Librarian in the New National Scale of Taka 625—1315. (ii) For <i>direct recruits</i> —Second Class Master's Degree in Library Science from a recognised University.
11	Audio-Visual Officer	Not exceeding 30 years	By direct recruitment.	Second Class Master's Degree from a recognised University with experience in handling and maintenance of Audio-visual films; or

- 12 Medical Officer
- Not exceeding 30 years, By direct recruitment, relaxabe upto 50 years in the case of candidates having experience.
- (a) Second Divisin Bachelor's Degree from a recognised University with 3 years' experience in audio-visual films; and
- (b) capability to deliver lectures and also to arrange and conduct meetings.
- M.B.B.S. or equivalent degree recognised by the Bangladesh Medical Council, preferably with experience.
- 13 Librarian
- Not exceeding 30 years
- (a) Two-third by direct recruitment; and
- (b) One-third by promotion from amongst the Library Assistant.
- (i) *For direct recruits*—Second Division or Second Class Bachelor's Degree from a recognised University with Diploma in Library Science.
- Preference will be given to the candidates having experience in the line.
- (ii) *For Promotees*— 5 years' experience as Laibrary Assistant.
- 14 Artist
- Not exceeding 25 years, By direct recruitment.
- (a) Pre-Degree course from any recognised Art College; and
- (b) Capability of preparing chart, flash cards, graph films stripe, slides, posters, layout designs, block designs, pamphlets and hand bills.

Sl. No.	Name of the specified post.	Age limit for direct recruitment.	Method of recruitment.	Qualification.
1	2	3	4	5
15	Administrative-cum-Technical Officer	—	By promotion from amongst the Head Assistant and Stenographer-cum-Confidential Assistant.	5 years' experience in a post or posts from which promotion will be made.
16	Project Director, Industrial Workers Education Project.	Not exceeding 30 years, relaxable by 3 years for departmental candidate and for other Government servant.	By direct recruitment or by transfer of officers of equivalent scale of pay of the Department of Labour or the Department of Inspection for Factories and Establishments.	<p><i>For direct recruits—</i></p> <p>(a) First Class Master's Degree or Second Class Master's Degree with Second Class Honours Degree from a recognised University having at least 4 years' experience in administration of Labour in Government, Autonomous or private Organisations; and</p> <p>(a) Knowledge of labour movement and activities of the trade union.</p>

SCHEDULE-II

DEPARTMENT OF INSPECTION FOR FACTORIES AND ESTABLISHMENTS

Sl. No.	Name of the specified post.	Age limit for direct recruitment.	Method of recruitment.	Qualification.
1	2	3	4	5
1	Chief Inspector of Factories and Establishments.	..	(a) By transfer of the Additional Director of Labour ; or (b) By promotion from amongst the Joint Directors of Labour and Deputy Chief Inspectors of Factories and Establishments (Engg., General and Medical), provided the latter is senior to Additional Director of Labour and Joint Directors of Labour in the post of Deputy Director of Labour or Deputy Chief Inspector of Factories and Establishments.	<i>For promotees.</i> —(a) 3 years' experience in the post from which promotion will be made ; and (b) Must have thorough knowledge and experience in labour laws.
2	Deputy Chief Inspector of Factories and Establishments (General).	Not exceeding 35 years	(a) 75% by promotion amongst the Assistant Directors of Labour, Assistant Chief Inspectors of Factories and Establishments (General), Inspectors of Factories (Medical and Engineering) and Lecturers of Industrial Relations Institute ; and	(i) <i>For promotees.</i> —(a) 4 years' experience in a post or posts from which promotion will be made ; and (b) Capability of undertaking higher responsibilities and having knowledge of Labour Laws and capacity to deal with labour problems.

Sl. No.	Name of the specified post.	Age limit for Direct recruitment.	Method of recruitment.	Qualification.
1	2	3	4	5
			(b) 25% by direct recruitment or by transfer on deputation of Government Officers of equivalent rank and scale of pay.	(ii) For direct recruits—(a) Second Class Master's Degree with Second Class Honours Degree from a recognised University having 3 years' experience in administration of labour; and (b) Knowledge of labour movement and activities of the Trade Unions.
3	Deputy Chief Inspector of Factories and Establishments (Medical).	--	By promotion from amongst the Inspectors of Factories and Establishments (Medical) of the Department of Inspection for Factories and Establishments and the Medical Officers of the Department of Labour.	(a) 7 years' experience in a post or posts from which promotion will be made; and (b) Capability of undertaking higher responsibilities having knowledge and experience in labour management relations and administration of various labour laws.
4	Deputy Chief Inspector of Factories and Establishments (Engineering).	--	By promotion from amongst the Inspectors of Factories and Establishments (Engineering).	(a) 7 years' experience as Inspector of Factories and Establishments (Engineering); and

(b) Capability of undertaking higher responsibilities having knowledge and experience in labour management relations and administration of various labour laws.

5 Assistant Chief Inspector of Factories and Establishments (General).
Not exceeding 25 years, relaxable upto 35 years in the case of Govt. servants.

(a) 25% by promotion from amongst the following groups in order of preference :—

(i) Administrative-cum-Technical Officer of the Department of Labour and Administrative Officer of the Department of Inspection for Factories and Establishments; and

(ii) Labour Officers, Inspectors of Standing Orders and Labour Inspectors (General) of the Department of Inspection for Factories and Establishments; and

(b) 75% by direct recruitment.

6 Inspector of Factories and Establishments (Medical).
Not exceeding 25 years, relaxable upto 35 years in the case of Government servants.

(a) 50% by promotion from amongst the Assistant Inspectors of Factories and Establishments (Medical); and

(b) 50% by direct recruitment.

(i) For promotees.—3 years' experience in a post falling under group (i) or 5 years' experience in posts falling under group (ii).

(ii) For direct recruits.—First Class Master's Degree or Second Class Master's Degree with Second Class Honours Degree from a recognised University.

(i) For promotees.—5 years' experience as Assistant Inspector of Factories and Establishments (Medical).

(ii) For direct recruits.—M.B.B.S. degree from a recognised University.

Sl No.	Name of the specified post.	Age limit for Direct recruitment.	Method of recruitment.	Qualification.
1	2	3	4	5
7	Inspector of Factories and Establishments (Engineering).	Not exceeding 30 years.	(a) 50% by direct recruitment; and (b) 50% by promotion from amongst the Dock Labour Safety Officers and Assistant Inspectors of Factories and Establishments (Engg.) in the selection grade.	(i) <i>For direct recruits.</i> —Bachelor's degree in Mechanical Engineering from a recognised University or Diploma in Mechanical Engineering with 5 years' experience. (ii) <i>For promotees.</i> —3 years' experience in a post from which promotion will be made.
8	(a) Labour Inspector (General); (b) Inspector of Standing Orders.	Not exceeding 25 years' relaxable upto 30 years in the case of Departmental candidates.	(a) 50% by direct recruitment; (b) 35% by promotion from amongst the Inspector of Shops and Establishments; and (c) 15% by promotion from amongst the Head Assistants, Upper Division Assistants, Stenographer, Accountant and Statistical Assistants of the Department of Inspection for Factories and Establishments.	(a) <i>For direct recruits.</i> —(a) Bachelor's degree from a recognised University; (b) knowledge of Labour movements and activities of trade unions; and (c) Ability to mix freely with labourers and to inspire confidence in them. (ii) <i>For promotees.</i> —3 years' experience in a post or posts from which promotion will be made.

9 Administrative Officer

By promotion from amongst the Head Assistants and Stenographer-cum-Confidential Assistants.

5 years' experience in posts from which promotion will be made.

10 Dock Labour Safety Officer.

(a) 50% by direct recruitment ;
and

(b) 50% by promotion from amongst the Assistant Inspectors of Factories and Establishments (Engineering).

(i) *For direct recruits.*—Bachelor's Degree with Physics or Chemistry as one of the subjects from a recognised University or Diploma-in-Engineering having three years' experience in Mechanical, Metallurgical, Electrical, Electronic Engineering.

(ii) *For promotees.*—3 years' experience as Assistant Inspector of Factories and Establishments (Engineering).

SCHEDULE-III
DEPARTMENT OF SEAMEN AND EMIGRATION WELFARE

Sl. No.	1	2	3	4	5
Sl. No.	Name of the specified post.	Age limit for Direct recruitment.	Method of recruitment.	Qualification.	Qualification.
1	Director of Seamen and Emigration Welfare.	—	—	—	—
1	Director of Seamen and Emigration Welfare.	—	—	—	—
2	Deputy Director of Seamen and Emigration Welfare.	—	—	—	—

(a) By promotion from amongst the Deputy Director of Seamen and Emigration Welfare; or

(b) if none is found suitable for promotion, by transfer on deputation of Government officer of equivalent rank and scale of pay.

(a) By promotion from amongst the Assistant Directors of Seamen and Emigration Welfare, Assistant Directors of Labour and Assistant Chief Inspectors of Factories and Establishments (General); or

(b) Must have experience in Labour management relations and laws.

(b) If none is found suitable for promotion, by transfer on deputation of Government officer of equivalent rank and scale of pay.

For promotees.—(a) 4 years' service in a post from which promotion will be made; and

3 Assistant Director of Seamen and Emigration Welfare.

Not exceeding 27 years, relaxable upto 35 years in the case of departmental candidates.

(i) *For promotees.*—7 years' service in a post or posts from which promotion will be made.

(a) 50% by promotion from amongst the Assistants Upper Division Clerks and Superintendent of Seamen's Hostel; and

(b) 50% by direct recruitment or by transfer on deputation of Government officer of equivalent rank and scale of pay.

(ii) *For direct recruits.*—First Class Master's degree or Second Class Master's degree with second class Honours degree from a recognised University.

SCHEDULE IV

LABOUR COURT/LABOUR APPELLATE TRIBUNAL/MINIMUM WAGES BOARD

Sl. No.	Name of the specified post.	Age limit for direct recruitment.	Method of recruitment.	Qualification.
1	2	3	4	5
1	Chairman		By transfer on deputation of District Judges and Additional District Judges.	
2	(a) Secretary (b) Registrar	Not exceeding 25 years	By direct recruitment or by transfer on deputation of Assistant Director of Labour, Assistant Chief Inspector of Factories and Establishments (General) and Lecturers of Industrial Relations Institute.	<i>For direct recruits.</i> —First Class Master's Degree or Second Class Master's degree with Second Class Honours Degree from a recognised University.

By order of the President.

K. M. RABBANI

Secretary.