

Compliance with Labour Law in the Fish Farming Industry in Bangladesh: an Empirical Analysis

Syed Robayet Ferdous

Assistant Professor & Head, Centre for Legal Research (CLR), Department of Law & Justice, Southeast University, Dhaka, Bangladesh. Now Graduate Studies Research Fellow, Department of Law, University of Ottawa, Ontario, Canada.

Nanda Dulal Bhattacharjee

Dr., Consultant, B. N. Dulal & Associate, Dhaka, Bangladesh.

Abstract

Importance: Bangladesh fish farming sector contributes significantly to the national economy. But this industry is in global attention due to some key reasons. The welfare of labour in the fish farming sector has neglected because employers do not follow the existing labour law. They are abused in many aspects. As a result, its affected workers' mind, decrease work efficiency and reduce export market which has led to the loss of revenue in Bangladesh.

Research Question: Thus, research question has set: a) Does application of labour law influence the fish farming workers' mind? b) To what extent have the Bangladesh labour law been executed in the fish farming industry in Bangladesh?

Methodology: The 132 data collected through a structured questionnaire from fish farming workers in different fish cultivating farms in three specific areas in Bangladesh. A convenient sampling technique has followed for collecting data. Focus Group Discussion (FGD) conducted to capture the necessary qualitative information about workers perception which has not covered by the structured questionnaire. The survey conducted between June 2017 to July 2017.

Findings & Suggestion: The survey shows that the labour law scarcely follows in the fish farming industry in Bangladesh. Workers of the fish farming industries opined that they are not satisfied due to non-compliance with labour law in the fish farming sector in Bangladesh. However, they opine that they will be satisfied if the labour law is applied in the fish farming industry in Bangladesh. Therefore, study suggests to employers and different stakeholders to follow the existing labour law. The study also suggests to the government to develop monitoring cell, to compel employers and stakeholders to follow the labour law in Bangladesh.

Keywords: Fish farming industry, Labour, Labour Law, Compliance, Labour Satisfaction, Bangladesh.

JEL Classification: K31, Z22, Q22, K42, J81, J83, N35.

© The Authors, 2018. This article is published with open access at Sumy State University.

Introduction

Labour sector can play a significant role in the development of national economy. So a standard labour law, as well as application of that law is indispensable. Although, labour law day by day has fallen in the deep philosophical and strategy crisis due to global industrialization. On the other hand, the different theoretical approach has also created in this sector an intellectual confusion (Joanne Conaghan *et al.*, 2004). Notwithstanding the fact, however, labour law is highly effective for satisfying worker mind, promoting social goals and making a significant human life. In the context of developing countries, labour law offers workers with employment security and income protection (Dev Raj Adhikari Dhruba Kumar Gautam, 2010).

As far as Bangladesh fish farming sector is concerned, it is one of the successful agricultural subsectors with greater contribution to the national economy (Hamid *et al.*, 1998). This sector is expanding day by day because of less complicated technology, cheap machinery and labour coupled with a large number of unemployed population. Nonetheless, this industry is not beyond criticism regarding employment and human resource management. Lack of social compliance, short of labour code of conduct, noncompliance of labour law and dissatisfaction of the worker are a common phenomenon in the fish farming sector in Bangladesh. They work down to dusk but do not get performance-based feedback, and wage rate of the worker is not proportionate to living cost. However, this industry may play a vital role in alleviating poverty and reducing unemployment in the country.

This sector contributes significant level to the GDP and from 2005-06 to 2013-2014 raised 5.8% which is top grew among the other agricultural subsectors in Bangladesh (Asaduzzaman, 2015). Thus, labour law is vital for Bangladesh as well as the application of labour law in the fish farming sector is the *sine qua non* to regulate labour. Notwithstanding the fact, the labour laws have not implemented in this industry due to reluctance by employers, buyers and government. As a result, the welfare of workers in the fish farming sector has abused. It has affected the fish export market which has led to the loss of revenue in Bangladesh. So, the objectives of the study have been set by the following questions:

- a) Does application of labour law influence the fish farming workers' mind?
- b) To what extent have the Bangladesh Labour Code been executed in the fish farming industry in Bangladesh?

These research questions have investigated the impact of labour law on working conditions of the fish farming sector in Bangladesh. The study also assessed, evaluated, and analyzed the factors which influence workers' mind as well as find out that to what extent have the Bangladesh Labour Code been executed in the fish farming industry in Bangladesh?

Literature and Case Law Review

As a roadmap, the literature and case law review has been discussed about some factors that which influence the fish farming workers' mind and the impact of application of labour law in the context of developed countries, developing countries, and finally in the context of the fish farming sector in Bangladesh. As secondary sources of literature: journal articles, books, books chapters, blogs, movies, and as primary sources of literature: statutes, leading cases, and theories have considered.

A comparative analysis has been done between law and market actors and suggests that successful application of legal rules essentially depends to some degree on the existence of the understandings of market actors, beyond the legal system itself (Aoki, 2001). The World Bank study shows a positive relationship between flexible labour regulations and boosting job creation (World Bank, 2008). Freeman (2005) suggested that the labour law is highly effective in promoting social goals such as the reduction of wage inequality. According to Katherine V. W. Stone (2009) a standard labour law is essential for a country and application of that law not only ensure the labour rights but also create a social dignity.

A study evaluates the application of labour law in five countries known as UK, USA, Germany, France and India, and has found a negative economic impact of legal rules. Even though, India as a developing country rejects this evaluation, because India believes that in the context of developing country labour law has positives economic impact (Deakin *et al.*, 2007). In the perception of developing countries, a study has found that China's labour law offers workers employment security and income protection (Wang *et al.*, 2009). Moreover, according to Dev Raj Adhikari Dhruva Kumar Gautam (2010) labour law improve a quality life of worker and can play a substantial role in the context of developing country. Therefore, the present study suggests following hypothesis:

H1: labour law positively works for influencing the worker mind in the context of developing country.

As far as fisherman right is concern, Randall Roger (1950) quested the answer of the following question that: "Are fishermen under existing laws entitled to the various protections commonly associated with the status of employees?"

Found no conclusion due to confusion and unstabilizing factors in the situation. It also appeared that predomination of official opinion keeps the worker far out of legal recognition as an employee.

In the context of Bangladesh, different studies have found that the labour law has not implemented and workers have deprived in many aspects therefore, workers are not happy with their professions (Ahamed, 2013). The court, on the other hand, lenient to provide judgement for settling dispute between employer and employee as well as reluctant for awarding compensation from the employer.¹ In line with the reluctance, the fishermen bargaining rights are obstructed by *Zwicker Decision*.² A Nova Scotia Supreme Court ruling mentioned that fisher is joint adventurers rather than an employee. In the context of Sweden, Maria Björklund, (2010) offers an understanding of how corporate social responsibility, focusing on labour rights. This study shows that labour

¹ Gibson vs Workers' Comp. Appeal Bd. (In re Armco Stainless & Alloy Prods.); 861 A.2d 938 (Pa. 2004)

² Application of Lunenburg Sea Products Re Zwicker. (1947-48), 21 M. P. R. 305 (N. S. Supreme Court en banco).

rights is a legitimate rights of worker and worker can go to the any length of legal procedure to ensure their rights.

Fish farming labour is working down to dusk for their survival, and the challenge of fisherman life is an example of 'The Perfect Storm' movie, and it still offers up some perfect lessons from the writer that how difficult life fisher face.³ Moreover, a true story based movie the 'Salmon Fishing in the Yemen' may make sense to the privilege society that how they enjoy fisherman sweat.⁴ Thus, the present study posits following hypothesis:

H2: labour law and worker rights are positively correlated. (So worker rights will ensure if labour law is apply)

The study shows that the working environment, health and safety, training and awareness programme of workers are significant variables for any establishment in the world (Faisal Faisal Greg Tower Rusmin Rusmin, 2012) and a good working environment and management influence worker mind, increase satisfaction as well as improve employees working efficiency (Cohen et al., 1997; King and Ehrhard, 1997; Havlovic, 1991). Different study shows that a standard working life improves workers dignity enhance their mental satisfaction and improving work efficiency by assigning a meaningful jobs. The same study also shows that the worker's job security, a standard provision, suitable job benefits, safety, social integration, freedom of self-expression, compensation package, working environment such as flexibility, working hour and holiday significantly influence workers' mind that help to increase individual work efficiency (Nachmias, 1988).

As far as fish farming labour is a concern, Pollnac & Poggie (1988) prepared and verified a list of 22 items that which influence the fish farming worker's mind as their way of life. Even though these variables were not related to labour law issues but stimulating for further research that if labour law is applied in this sector to what extent fish farming workers mind will be influenced. Bavinck (2012) survey on the fish farming area in Chennai, India has found 27 factors that which influence and gratified the workers' mind. Interestingly, among the 27 items, only wage is the *pecuniary factor* that which influence the workers' mind and reaming all factors are related to *non-pecuniary* issue such as safety of the worker, compensation, psychological pressure, hygiene, working hours, holiday, food security, fish catching, timing with family, management, conflict resolution etc. In the context of *Camau* province in the Vietnam, Sinh (2012) consider five categories for influencing fish farming workers' mind such as administration, self-actualization, basic or essential needs, social needs and nature. But shuttering truth, they are not happy with their existing basic or essential needs not happy with the existing policy approved by the management as well as the state of the environment.

In the Dominican Republic circumstances, Ruiz (2012) exposes on small-scale fishers and has found that fishers are happy with their profession. But they are concern about their job due to low income, flexibility and administrative performance. Therefore, the present study also suggests following hypothesis:

H3: pecuniary and non-pecuniary factors, management, safety, compensation, working hours and the holiday of worker positively influence the worker mind.

In finding and discussion part of this study *H1*, *H2*, and *H3* have been discussed to find out the answer of the following two objectives such as: Does application of labour law influence the fish farming workers' mind? To what extent have the Bangladesh Labour Code been executed in the fish farming industry in Bangladesh?

Research Design:

The area of the study is the fish farming sector, and the population of the study is the fish farming worker in Bangladesh. There is no complete list of fish farming workers. Thus, convenient sampling technique has followed for collecting data. For the empirical part of the study, 132 data collected through a structured questionnaire from fish farming workers in different fish cultivating farms in three specific areas such as *Khulna*, *Satkhira*, and *Bagerhat* in the South Western part of Bangladesh. Focus Group Discussion (FGD) conducted to capture the necessary qualitative information about workers perception which has not covered by the structured questionnaire.

³ The Perfect Storm. (2000). A biographic disaster film. Directed by Wolfgang Petersen. Available on YouTube: <https://www.youtube.com/watch?v=f6u3s575VIg>

⁴ 'Salmon Fishing in the Yemen' (2011). A British romantic comedy-drama film. Directed by Lasse Hallstrom, produced by Paul Webster, edited by Lisa Gunning. Available on You tube: https://www.youtube.com/watch?v=gY9ebG_aApU

There are twenty four questions divided into four parts in the structured questionnaire such as *pecuniary facilities* of the fish farming labour included wage, bonus, increment etc.; *non-pecuniary facilities* included appointment procedures, job security, retrenchment etc.; *working hours and leave facilities* included daily working hours, festival leaves, weekly holiday etc., and *safety and compensation facilities* of the fish farming labour comprises in the structured questionnaire to find out the answer of the research objectives, and three more general questions have been asked to the respondents to find out the impact of application of labour law in the fish farming industries in Bangladesh. This questionnaire included various statements. Perceptions of workers measured by the response of interviewees to the particular comment at a 5-Point Likert Scale. Point 5 indicates strongly agree; on the contrary point 1 means strongly disagree with the statement.

According to Bangladesh Frozen Foods Exports Association (BFFEA), about 1,60,13000 fish farming worker are directly and five times more livelihood indirectly depend on this sector (BFFEA, 2014). The survey conducted between June 2017 to July 2017 and the data collected according to the proportion of the population mentioned in the following table.

Table 1. Sample Distribution of the Study.

Area	Population	Area Weight	Area Sample Size
A	B	$C = (B/\Sigma B) \times 100$	$D = (C) n$
Khulna	3.362.730	30	40
Satkhira	5.044.095	45	59
Bagerhat	2.802.275	25	33
Total	11.209.100 ⁵	100%	132

Findings and Discussion

Bangladesh has a standard labour law following by International Labour Organisation (ILO). This law as known as Bangladesh Shrama Ain, 2006 (from now on Bangladesh Labour Code, 2006)⁶ which is lastly amended in 2013 for ensuring workers’ rights. Notwithstanding the fact, most of the employers, Government and other stakeholders pay little attention to the compliance of labour law. As a result, the welfare of fish farming labour has not ensured therefore, worker are not satisfied with their profession.

The purpose of the empirical survey is to find out about the perception of fish farming labour as to the satisfaction at their working place as well as the compliance of Bangladesh Labour Code, 2006 in the fish farming industries in Bangladesh. Therefore, fish farming workers have been asked following three general questions.

General Question_1: Your fishery industry provides all facility as per labour law. Question_2: You are satisfied by existing compliance provided by your fishery industry.

General Question_3: You will be satisfied if all facility provides as per labour law by your fishery industry.

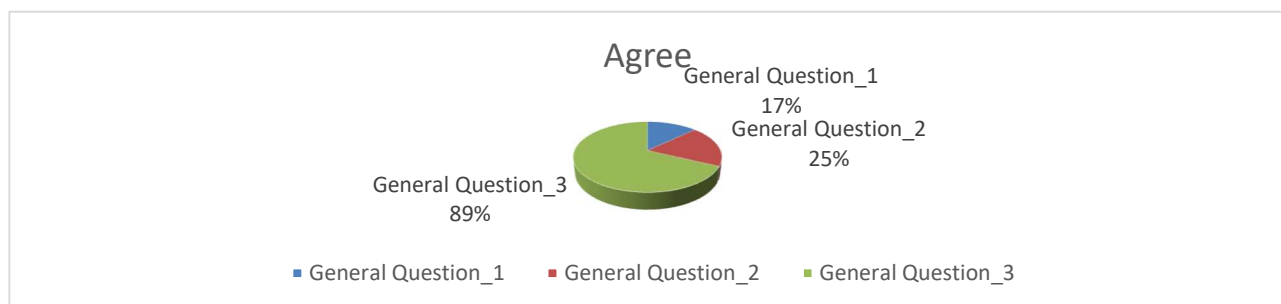


Figure 1 shows the high level of labour satisfaction only when the fish farming industry provides all facilities as per the Bangladesh Labour Code, 2006.

According to figure 1, about 89 percent of respondents showing their satisfaction that they will be highly motivated if labour law applies in the fish farming sector in Bangladesh. So, therefore, according to *HI*, it can

⁵ Where 1,60,13000 workforce are working in the fish farming sector in Bangladesh according to Bangladesh Frozen Foods Exports Association (BFFEA). Among them about seventy percent of fish farming workers are working in Khulna, Satkhira, and Bagerhat, where 30 percent of the fish farming workers are working in Khulna, 45 percent of the fish farming workers are working in Satkhira and remaining 25 percent of the fish farming workers are working in Bagerhat among the 70 percent fish farming worker in these areas.

⁶ Bangladesh Labour Code, 2006, No. XL.

be said that the application of labour law positively associated for influencing the worker mind in the context of developing country like Bangladesh.

Only 17 percent of respondent opined that labour law is implemented in the fish farming sector in Bangladesh, whereas, 25 percent of the respondent satisfied with existing compliance, provided by their fish farming industry.

The FGD reveals that when respondents have asked for general question_2 that "You are satisfied by existing compliance provided by your industry" some of them reply that they are working for a long time in the same profession, they love their profession, and they do not bother about the compliance of labour law in the fish farming sector. Where other opine that they have no other job experience, therefore, they have no alternative option for another profession. As a result, they are working in the same profession even though they are not satisfied with the existing scarce compliance of labour law in the fish farming industry.

Regarding *pecuniary items* of fish farming labour such as wage, bonus, increment, provident fund and gratuity, payment for overtime work, and their level of satisfaction shows the following figure 2.

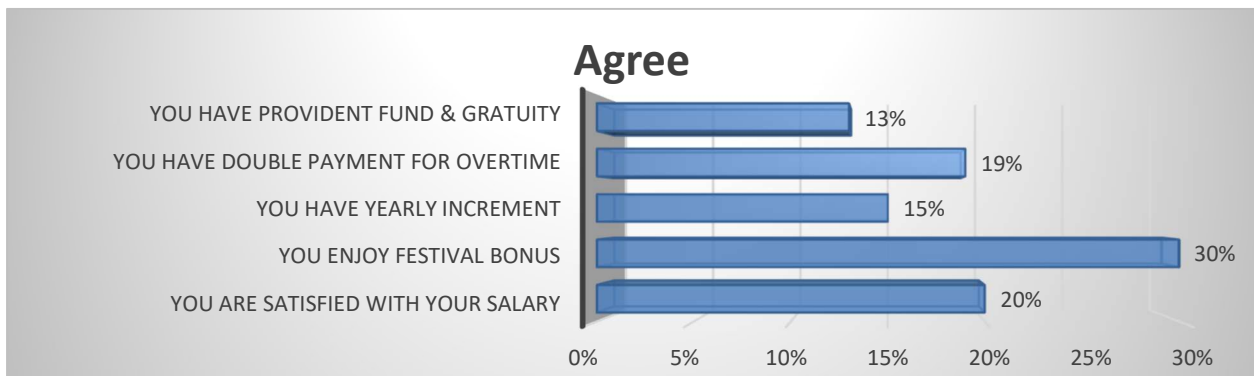


Figure 2 shows the scarce level of compliance of labour law about pecuniary issues such as wage, bonus, yearly increment, payment for overtime, and provident fund and gratuity of fish farming labour in Bangladesh.

Among the various items as mention in the above figure 2, only 13 percent of respondents agree that they have provident fund and gratuity facility, where 30 percent of the respondents agree that they have the festival bonus. Only 15 percent respondents opine that they have yearly increment. Where 20 percent respondents agree that they are satisfied with their existing salary.

Regarding salary, the FGD reveals that the fish farming labour does not get minimum labour cost according to the Bangladesh Labour Code, 2006. Moreover, workers do not get performance-based feedback, and wage rate is not proportionate to living cost. Though, according to section 141 of the Labour Code,⁷ the wage board will consider some factors before fixing a minimum wage for labour such as the price of products, the standard of living, cost of living, inflation, socio-economic conditions of the country and other relevant factors. Moreover, according to section 142 of the Labour Code,⁸ the wage board may periodically be reviewed about the minimum wage rate fixed by the board. But in reality, the wage for the fisherman has not determined as per the provisions of labour law.

The FGD also reveals that they get the festival bonus, overtime payment, and yearly increment as a lump sum determined by the employer. They do not follow the labour law rather the festival bonus, overtime payment, and yearly increment fixed by the employer as he deems fit and appropriate, and the amount of festival bonus, overtime payment, and the yearly increment is lower than that mentioned in the labour law. However, according to section 108 of the Labour Code,⁹ worker shall be entitled twice to his ordinary rate of basic wage for overtime working hours mentioned in the Labour Code.

Though, labour law and worker rights are positively correlated according to *H2*, and according to *H1* labour law is positively associated for influencing the worker mind in the context of developing country, however worker are deprive in many aspect from their labour rights due to non-compliance of labour law in the fish farming sector in Bangladesh. The pecuniary factors such as workers' wage, bonus, increment, legitimate payment for overtime, provident fund and gratuity positively influence the worker mind according to *H3*.

⁷ Section 141 of the Bangladesh Labour Code, 2006, No. XL

⁸ Section 142 of the Bangladesh Labour Code, 2006, No. XL

⁹ Section 108 of the Bangladesh Labour Code, 2006, No. XL

While the labour are deprive from their above rights due to non-compliance of labour law in the fish farming sector in Bangladesh.

In relations to *non-pecuniary items* of fish farming labour such as their job security, appointment procedure, flexibility, working environment, and their level of knowledge about labour rights shows the following figure 3.

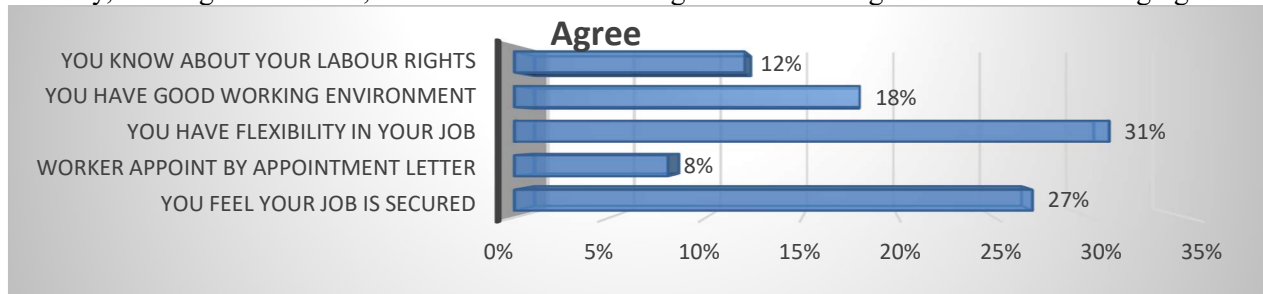


Figure 3 shows the scarce level of compliance with labour law about non-pecuniary issues such as job security, appointment procedure, flexibility, working environment and awareness programme of fish farming labour in Bangladesh.

According to figure 3, only 8 percent of respondents agree that the fish farming labour has appointed by appointment letter. However, according to section 5 of the Labour Code,

“No employer shall employ any worker without giving such worker an appointment letter, and every such employed worker shall be provided with an identity card with his photograph.”¹⁰

As they have not appointed by appointment letter, therefore, fish farming labour is terminate at any time without prior notice. As a result, only 27 percent respondents opine that their job is secured. Most of the fish farming labour do not know about their labour rights. Only 12 percent of the respondents agree that they know their labour rights. In an FGD, respondents opine that even they have some idea of labour law from hearsay but most of the cases these labour law provisions have not implemented in their establishment. As a result, they have no clear knowledge of labour law. In relations to the working environment, only 18 percent of respondent agree that they have a good working environment. Where 31 percent of the respondents opined that they have flexibility on their working hour schedule, rest time and so on.

According to *H2*, labour law and worker rights are positively correlated, and according to *H1* labour law is positively associated for influencing the worker mind in the context of developing country. Notwithstanding the fact, however worker are deprive in many aspect from their labour rights due to non-compliance of labour law in the fish farming sector in Bangladesh. The non-pecuniary factors such as workers’ job security, appointment procedure, flexibility, working environment and awareness programme of fish farming labour are positively influence the worker mind according to *H3*. While the labour are deprive from their above rights due to non-compliance of labour law in the fish farming sector in Bangladesh.

In relations to *safety and compensation items* of fish farming labour such as their compensation for the accident, compensation for instant retrenchment, sufficient level of compensation, payment of compensation without unnecessary delay, the health and skin safety of labour and prior initiative to protect workers’ health and skins show in the following figure 4.

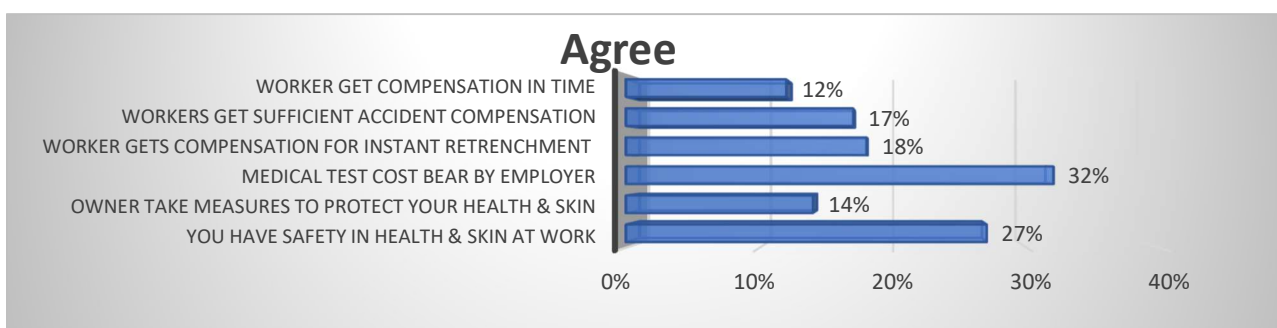


Figure 4 shows the scarce level of compliance with labour law about safety and compensation issues such as health & skin safety, medical cost for disease, compensation for injury of fish farming labour in Bangladesh.

¹⁰ Section 5 of the Bangladesh Labour Code, 2006, No. XL

The workers have a negative perception of the items of their safety and compensation provision practice in the fish farming industry in Bangladesh. About compensation, only 12 percent respondents opine that they get their compensation in time. They think that the compensation for injury by accident or disease is insufficient. Only 17 percent of respondent think that they get their sufficient compensation for injury of accident or disease. According to section 151 of the Labour Code,¹¹ has described the level of compensation for death, permanent disablement, partial disablement and more than one injury for the same accident. In FGD, respondent opine that this compensation of the injury is not sufficient as well as employer do not follow the labour law for providing compensation. According to section 160 of the Labour Code,¹² a worker will get compensation for any injury or any disease, within three days from the date of employer knowledge. In case of any diseases, worker to be examined by a registered medical practitioner. However, in reality, employer do not follow the existing labour law provisions, claims by FGD discussion. According to section 20 of the Labour Code,¹³ a worker may be retrenched from their job on the ground of redundancy. In that case, the worker will get one month's notice in advance mentioning the reason for retrenchment or, instead of such notice worker will get wages for the period of notice. The worker also entitled to get thirty days wages as a compensation for his every year of job or gratuity whichever is higher. However, in FGD reveals that the worker gets nothing as per the labour law rather it is a discretion of the employer if employer deems fit and appropriate he gives lump sum amount of compensation to the retrenched worker.

According to *H1* labour law is positively associated for influencing the worker mind in the context of developing country. *Safety and compensation items* of fish farming labour such as their compensation for the accident, compensation for instant retrenchment, sufficient level of compensation, payment of compensation without unnecessary delay, the health and skin safety of labour and prior initiative to protect workers' health and skins is an important part of Bangladesh Labour Code, 2006 and positively influence the worker mind according to *H3*. However the labour are deprive from their above rights due to non-compliance of labour law in the fish farming sector in Bangladesh.

In relations to *working hour and holiday items* of fish farming labour such as their festival holiday, weekly holiday, additional holiday for working in a festival day, 24 consecutive hours holiday after nightshift, and regular working hours and overtime working hours of fish farming labour shows in the following figure 5.

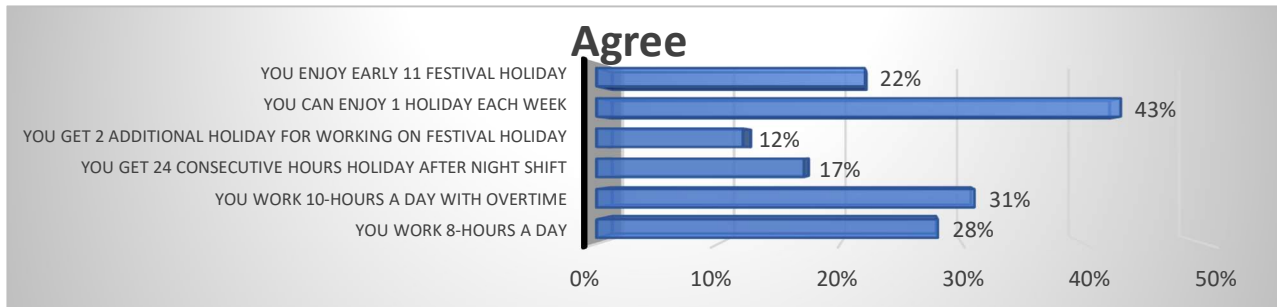


Figure 5 shows the scarce level of compliance of labour law about the holiday and working hour such as festival holiday, weekly holiday, additional holiday for working in the festival holiday, 24 consecutive hour holiday after a night shift, regular and overtime working hour of fish farming labour in Bangladesh.

The respondents have a negative perception of the items of their holiday and working hour's provision practice in the fish farming industry in Bangladesh. Only 12 percent respondents agree that they get two additional compensatory holidays with pay and a substitute holiday if they work on any festival holiday. According to section 118 (3) of the Labour Code,¹⁴ a worker shall get two days compensatory holidays with wages and a substitute holiday if he works in any of the festival holidays. According to section 118 (1) of the Labour Code,¹⁵ every worker will be entitled to get 11 days of festival holiday with wages. However, according to figure 5, only 22 percent of respondents agree that they can enjoy 11 days of festival holiday with wages. According to section 103 (a) of the Labour Code,¹⁶ every worker shell entitled to get one and half day holiday in a week if he or she works in a commercial establishment or an industry, and one day holiday in a week if he or she works in factory and establishment. However, according to figure 5, about 43 percent of the respondent agree

¹¹ Section 151 of the Bangladesh Labour Code, 2006, No. XL

¹² Section 160 of the Bangladesh Labour Code, 2006, No. XL

¹³ Section 20 of the Bangladesh Labour Code, 2006, No. XL

¹⁴ Section 118 (3) of the Bangladesh Labour Code, 2006, No. XL

¹⁵ Section 118 (1) of the Bangladesh Labour Code, 2006, No. XL

¹⁶ Section 103 (a) of the Bangladesh Labour Code, 2006, No. XL

that they have a weekly holiday. Section 106 of the Labour Code¹⁷ state that a worker will entitle 24 consecutive hour's holiday after a night shift. However, according to figure 5, only 17 percent respondents agree that they get 24 consecutive hour's holiday after a night shift. Section 100 of the Labour Act,¹⁸ relates the regular and overtime working hour of the worker. As a daily working hour, a worker is liable to work 8 hours and upto 10 hours with overtime. However, according to figure 5, only 28 percent of the respondent agree that they have 8 hours regular working hour and 31 percent of the respondent agree that they work upto 10 hours with overtime.

According to *H2*, labour law and worker rights are positively correlated, and according to *H1* labour law is positively associated for influencing the worker mind in the context of developing country. Nonetheless worker are deny in many circumstances from their labour rights due to non-compliance of labour law in the fish farming sector in Bangladesh. The *working hour and holiday items* of fish farming labour such as their festival holiday, weekly holiday, additional holiday for working in a festival day, 24 consecutive hours holiday after nightshift, and regular working hours and overtime working hours are positively influence the worker mind according to *H3*. While the labour are deprive from their above rights due to non-compliance of labour law in the fish farming sector in Bangladesh.

Conclusion with Recommendation

Having said all of the four heading such as *pecuniary items* (salary, bonus, early increment, payment for overtime, and provident fund and gratuity), *non-pecuniary items* (job security, appointment procedure, flexibility, working environment and awareness programme), *safety and compensation items* (compensation for accident, compensation for instant retrenchment, sufficient level of compensation, payment of compensation without unnecessary delay, the health and skin safety of labour and prior initiative to protect workers' health and skins), and *working hour and holiday items* (festival holiday, weekly holiday, additional holiday for working in a festival day, 24 consecutive hours holiday after nightshift, and daily working hours such as regular working hours and overtime working hours) are scarcely apply labour law at the fish farming sector in Bangladesh.

FGD reveals that the worker in the fish farming sector is mostly illiterate, they do not know their labour rights. Some of those know a few labour rights, they also opine they have attached to this profession, and they have no alternative option to switch their job. They request to develop awareness programme regarding their labour legitimate rights. Therefore, this study suggests that the Labour Code should include an appropriate punishment provisions for not arranging awareness programme in this labour industry. Participants of the FGD, claims that government do not concentrate in this sector, even though this sector contributes a lot to the national economy. Along with the FGD, the study suggests developing different monitoring cell to follow the compliance level of labour law in the fish farming sector in Bangladesh. To make domestic Labour Code effective, the study also suggests ensuring decent work, occupational safety, operational working hours and leave policy and comprehensive compensation services within the general framework of rights of labour.

Limitations

The present study covers only fish farming sector in Bangladesh, not included other employment sectors and with no comparative analysis from other countries. The empirical part of the study limit within the fish farming sector situated in the south-western part of Bangladesh and interviewed only the fish farming workers. To make the scholarship comprehensive, the other stakeholders such as employers, relevant regulatory bodies may be included in the further study.

References

1. Ahamed, F. (2013). Background of History of Bangladesh and Ready-made Garment Industry: Key challenges in the RMG Industry. *Middle East Journal of Business*, 8(1).
2. Aoki, M. (2001). *Towards a Comparative Institutional Analysis*. (Cambridge, MA, MIT Press).
3. Asaduzzaman, M. (2015, March 10) Agriculture: Future challenges, Special supplement, the Daily Star: p. 42. Retrieved on 20th January, 2018.
4. Bavinck, M. (2012). Job Satisfaction in the Shrimp Trawl Fisheries of Chennai, India. *Social Indicators Research*, 109(58), DOI: 10.1007/s11205-012-0055-3.

¹⁷ Section 106 of the Bangladesh Labour Code, 2006, No. XL

¹⁸ Section 100 of the Bangladesh Labour Code, 2006, No. XL

5. Bavinck, M., & Monnereau, I. (2007). Assessing the social costs of capture fisheries: An exploratory study. *Social Science Information*, 46(1), 148-149.
6. BFFEA (2014). Activities of Bangladesh Frozen Foods Exports Association, Newsletter of Bangladesh Frozen Foods Exports Association (BFFEA) July-April, p. 94. Retrieved on 15th January, 2018.
7. Cohen, S.G., Chang, L. and Ledford, G.E. (1997). A hierarchical construct of self-management leadership and its relationship to quality of work life and perceived work group effectiveness, *Personnel Psychology*, 50(2), 275-308.
8. Deakin, S., P. Lele and M. Siems (2007). *The Evolution of Labour Law: Calibrating and Comparing Regulatory Regimes*. Centre for Business Research, University of Cambridge Working Paper No. 352. Coding from abstract. Available on: <http://citeseerx.ist.psu.edu/viewdoc/download?doi=10.1.1.167.5395&rep=rep1&type=pdf>. Retrieved on 4th January, 2018.
9. Dev Raj Adhikari Dhruba Kumar Gautam, (2010). Labor legislations for improving quality of work life in Nepal, *International Journal of Law and Management*, 52(1), 40-53. Permanent link to this document: <http://dx.doi.org/10.1108/17542431011018534>.
10. Faisal Faisal Greg Tower Rusmin Rusmin, (2012). Communicating key labor issues in a global context, *Journal of Human Resource Costing & Accounting*, 16(4), 320-340 Permanent link to this document: <http://dx.doi.org/10.1108/14013381211317275>.
11. Freeman, R. B. (2005). *Labour Market Institutions without Blinders: The Debate over Flexibility and Labour Market Performance*. NBER Working Paper no. 11286, 12-17. DOI: 10.3386/w11286.
12. Hamid, M. A. & Alauddin, M. (1998). Coming out of their homesteads? Employment for rural women in shrimp aquaculture in coastal Bangladesh. *International Journal of Social Economics*, 25(2/3/4), 314-337.
13. Havlovic, S.J. (1991). Quality of work life and human outcomes, *Industrial Relations*, 30(3), 469-79.
14. Joanne Conaghan, Richard Michael Fischl, Karl Klare (2004). *Labour Law in an Era of Globalization: Transformative Practices and Possibilities*. Oxford University Press, 2004.
15. Katherine V. W. Stone (2009). A Labor Law for the Digital Era. *Employ Response Rights J*, 21, 145-161. DOI 10.1007/s10672-009-9103-9.
16. Maria Björklund, (2010). Linking strategic logistics change to labor rights", *Social Responsibility Journal*, 6(4), 580 - 592 Permanent link to this document: <http://dx.doi.org/10.1108/17471111011083455>
17. Nachmias, D. (1988). The quality of work life in the federal bureaucracy: conceptualization and measurement', *American Review of Public Administration*, 18(2), 167-73.
18. Pollnac, R. B., & Poggie, J. J. (1988). The structure of job satisfaction among New England fishermen and its application to fisheries management policy. *American Anthropologist*, 90(4), 890.
19. Randall, Roger L. (1950). Labour Agreements in the West Coast Fishing Industry: Restraint of Trade or Basis of Industrial Stability? *Industrial and Labour Relations Review*; Ithaca, N.Y, 3(4), 538.
20. Ruiz, V. (2012). Job Satisfaction among Fishers in the Dominican Republic. *Social Indicators Research*, 109(1), 90. DOI: 10.1007/s11205-012-0057-1.
21. Sinh, L.X. (2012). Job Satisfaction in the Shrimp Trawl Fisheries of Vietnam. *Social Indicators Research*, 109(1), 44, DOI: 10.1007/s11205-012-0054-4.
22. Wang, H., Appelbaum, R. P., Degiuli, F., & Lichtenstein, N. (2009). China's New Labour Contract Law: Is China moving towards increased power for workers? *Third World Quarterly*, 30(3), 485. DOI: 10.1080/01436590902742271.
23. William Edeson (2006). Some Future Directions for Fishing Entities in Certain Regional Fisheries Management Bodies. *Ocean Development & International Law*, Vol. 37(2), DOI: 10.1080/00908320600632124, 254.
24. World Bank (2008). *Doing Business 2008: Comparing Regulation in 178 Economies* (Washington, DC, International Bank for Reconstruction and Development). DOI: 10.1596/978-0-8213-7231-9.