

Managers Need to be Familiar and Deal with Occupational Safety and Health (OSH) Law in Bangladesh.

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ABSTRACT: *Ensuring the physical well-being of employees in the workplace is the primary goal of the safety and health management process. In recent years the human resource management has emphasized on occupational health and safety and human resources department has taken on greater and greater responsibility in this area. Bangladesh is facing with occupational health and safety hazards in its industries. A large number of workers lose their valuable lives and are injured because of poor occupational safety and health conditions. The objective of this study is to provide knowledge of Bangladesh labor laws-2006 amended in 2013 regarding occupational health and safety for the Bangladeshi managers. Secondary data has been collected from books, journals, records, papers, documents, reports, websites, etc. This study focuses on Major Industrial accidents of Bangladesh in Recent Years, Labor Law Regarding Safety, Health and Hygiene in Bangladesh, spatial provisions relating to health, hygiene and safety.*

KEYWORDS: *Occupational health and safety; Labor Law Regarding Safety, Health and Hygiene in Bangladesh; Industrial accidents; Workplace hazards and risks; ILO Convension-155.*

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I. INTRODUCTION

Today, safety and health management is a complex activity requiring the expertise of specialists from many disciplines; such as industrial hygiene, occupational medicine, ecology, psychology, and safety engineering, to name only a few. Moreover, concerns in safety and health management now reach beyond physical conditions in the workplace to embrace a regard for workers' mental and emotional well-being and a commitment to protecting the surrounding community from pollution and exposure to toxic substances. A sense of social responsibility grows out of the recognition that business and industrial organizations do more than seek profits. Organizational activities affect workers as people and society as whole, and these effects should be considered in the planning and management of all day-to-day operations. The establishment of safe, healthful, and environmentally sound working conditions is a priority in any socially responsible organization. Various labor laws refer to worker health and safety. Organizations have extensive legal obligations with regard to health and safety. Bangladeshi managers need to be familiar with occupational health and safety laws and compliance with those because reducing the incidence of occupational injury, illness, death and unhealthy environment; the costs to an organization of accidents, injuries and occupational diseases are both tangible and intangible. The tangible costs are the measurable financial expenses. The intangible costs include lowered employee morale, less favorable public relations and weakened ability to recruit and retain employees.

II. OBJECTIVES

The main purpose of this article is to provide basic knowledge of Bangladesh labor laws regarding occupational health and safety for the Bangladeshi managers. Other objectives are aware about tangible and intangible effects on health and safety and to reducing the incidence of occupational injury, illness, death and unhealthy environment.

III. METHODOLOGY

Type of Research

This article is a descriptive research on both qualitative and quantitative data, based on national and international laws on occupational health and safety.

Data Collection Methods

Researcher has collected secondary data from books, journals, records, papers, documents, reports, websites, etc.

IV. RATIONAL OF THE STUDY

Safe work is one of the fundamental rights of the workers. Occupational safety and health is an important component of decent work agenda. It means the condition of workplace where workers work is free from all kinds of hazards and risks. Safe work environment ensures safety and health for everyone at work preventing hazards and risks. Risk comes in many forms—repetitive tasks, long hours of work, exposure to harmful substances like gas and fumes, noise, insufficient lighting, damage to equipment, and psychological and physical oppression. Weak implementation of the regulatory provisions regarding OSH, the standards of workforce and industries are often not enforced. In spite of having enormous problems, hazards, accidents, and complaints relating to OSH condition of the country, getting a complete and comprehensive picture of OSH in Bangladesh is not an easy task since the information on this issue is locating at various sources, and even there is dearth of necessary information. Due to change of time and change in nature of OSH problems and hazards, the existing OSH profile developed in 2002 has become less capable to meet the information needed in this regard. Thus, developing a new profile, which will ultimately update the existing one, on OSH condition of the country is long overdue. It is estimated that globally around 160 million people are affected by avoidable occupational diseases and more than two million workers die from work related accidents each year. The suffering caused by such accidents and illnesses to workers and their families is incalculable. In economic terms, the ILO has estimated that 4 percent of the world's annual GDP is lost as a consequence of occupational diseases and accidents. Besides, employers face costly early retirements, loss of skilled staff, absenteeism, and high insurance premiums due to work-related accidents and diseases. As a fast growing developing country, Bangladesh is gradually flourishing in its commerce and industry; and, at the same time, the number of workers is also increasing in industries and factories. Though there is no government source of data on how many workers suffer from occupational diseases and accidents in Bangladesh each year, according to the Bangladesh Institute of Labor Studies (BILS) newspaper based survey, a total of 5909 workers died and 14413 workers were injured in different occupational accidents during last ten years (2002-2012). Also in this survey it is too observed that 708 workers died in the year of 2012 due to different workplace accident around the country; among them 554 were male workers and 154 were female. Now –a- days, occupational health and safety conditions of RMG sector in Bangladesh is facing many questions in between practices and international and national laws at home and abroad, because RMG workers of Bangladesh are facing many problems on occupational health and safety with others problems of this industry. Many local and foreign stakeholders have raised questions on health and safety systems of RMG and other industries because many workers had died and injured for insufficient health and safety conditions. That's why the study has focused on the knowing of occupational health and safety law for Bangladeshi managers.

V. MAJOR INDUSTRIAL ACCIDENTS OF BANGLADESH IN RECENT YEARS

Source:DHAKA (Reuters)

Here are some of the Bangladesh's worst industrial accidents in the last decade:

January 2005 – A fire at a garment factory outside the capital Dhaka killed 22 people and injured more than 50.

April 2005 – At least 64 people were killed and about 100 injured when a garment factory building collapsed in Dhaka.

February 2006 – Twenty one workers were killed and dozens injured when the Spectrum garment factory building collapsed in Dhaka.

February 2006 – A fire ripped through a textile factory in the port city of Chittagong, killing 65 workers and injuring dozens.

February 2010 - A fire at a garment factory in a Dhaka suburb killed 21 workers and injured about 50.

December 2010 – A fire at the Sportswear factory supplying global retailers killed at least 26 people and injured about 100 just outside Dhaka.

November 2012 - A fire at the Tazreen Fashions factory in Dhaka supplying global brands killed 112 workers and injured more than 150. The blaze, believed to have been caused by a short circuit, was the deadliest factory fire in Bangladesh's history.

April 2013 - At least 1,136 people were killed and hundreds injured when an eight-storey building housing five garment factories supplying global brands collapsed on the outskirts of Dhaka. The Rana Plaza tragedy was the worst industrial accident in Bangladesh and the world's most deadly industrial accident since the 1984 Bhopal disaster in India.

January 2015 – A fire at a plastics factory on the outskirts Dhaka killed 13 people and injured dozens.

August 2016 - More than 100 people fell ill in Bangladesh after inhaling gas that leaked from a fertilizer factory in Chittagong.

September 2016- A fire on Sept. 10 at Tampaco Foils, a food and cigarette packaging factory in Dhaka, killed at least 39 people and injured dozens more.

VI. HAZARD INCIDENTS IN JULY 2018

Source: NDRCC Reports and National Dailies, July 2018

Source: NDRCC Reports and National Dailies, July 2018

In the month of July 2018, eight hazards have been occurred with the total frequency of 54 among which 3 types were manmade (fire, boat-capsize, building collapse) and 5 were natural (lightning, heavy rainfall, flood, flash flood, and landslide). These hazard incidents took lives of 26 persons and injured about 19 people.

One of the most devastating hazards was flood which occurred in 12 districts of northern, north-eastern and south-eastern part of the country with huge damage of assets and marooned thousands of people. Another devastating hazard was landslide which took 9 lives as highest death caused by this hazard. Also, lightning caused death of 7 people with 5 incidents in 4 districts.

Fire was also remarkable in terms of frequency of 8 incidents in 6 districts. Fire incident injured 2 persons in the foam industry in Gazipur. Another frequently occurred hazard was heavy rainfall at 6 times in Chattogram, Dhaka, Kurigram and Lalmonirhat which caused waterlogging in Chattogram and Dhaka.

Along with these, the incidents of flash flood took place in 3 districts with the disruption of daily life but no death was reported so far. Also, four incidents of building collapse in two districts caused death of 4 persons and injured 9 persons; and boat capsized occurred twice in this month with the death of 6 persons and 5 injured.

VII. ILO-C155 - OCCUPATIONAL SAFETY AND HEALTH CONVENTION, 1981 (No. 155)

Convention concerning Occupational Safety and Health and the Working Environment (Entry into force: 11 Aug 1983) Adoption: Geneva, 67th ILC session (22 Jun 1981) - Status: Up-to-date instrument (Technical Convention). Convention may be denounced: 11 Aug 2023 - 11 Aug 2024. Researcher includes here the main article-1 to article-21 of this convention, which are given below:

Preamble The General Conference of the International Labour Organisation, Having been convened at Geneva by the Governing Body of the International Labour Office, and having met in its Sixty-seventh Session on 3 June 1981, and Having decided upon the adoption of certain proposals with regard to safety and health and the working environment, which is the sixth item on the agenda of the session, and Having determined that these proposals shall take the form of an international Convention, adopts this twenty-second day of June of the year one thousand nine hundred and eighty-one the following Convention, which may be cited as the Occupational Safety and Health Convention, 1981:

PART -1. Scope and Definitions

Article 1

1. This Convention applies to all branches of economic activity.
2. A Member ratifying this Convention may, after consultation at the earliest possible stage with the representative organisations of employers and workers concerned, exclude from its application, in part or in whole, particular branches of economic activity, such as maritime shipping or fishing, in respect of which special problems of a substantial nature arise.
3. Each Member which ratifies this Convention shall list, in the first report on the application of the Convention submitted under Article 22 of the Constitution of the International Labour Organisation, any branches which may have been excluded in pursuance of paragraph 2 of this Article, giving the reasons for such exclusion and describing the measures taken to give adequate protection to workers in excluded branches, and shall indicate in subsequent reports any progress towards wider application.

Article 2

1. This Convention applies to all workers in the branches of economic activity covered.
2. A Member ratifying this Convention may, after consultation at the earliest possible stage with the representative organisations of employers and workers concerned, exclude from its application, in part or in whole, limited categories of workers in respect of which there are particular difficulties.
3. Each Member which ratifies this Convention shall list, in the first report on the application of the Convention submitted under Article 22 of the Constitution of the International Labour Organisation, any limited categories of workers which may have been excluded in pursuance of paragraph 2 of this Article, giving the reasons for such exclusion, and shall indicate in subsequent reports any progress towards wider application.

Article 3

For the purpose of this Convention--

- a) the term *branches of economic activity* covers all branches in which workers are employed, including the public service;
- b) the term *workers* covers all employed persons, including public employees;
- c) the term *workplace* covers all places where workers need to be or to go by reason of their work and which are under the direct or indirect control of the employer;
- d) the term *regulations* covers all provisions given force of law by the competent authority or authorities;
- e) the term *health*, in relation to work, indicates not merely the absence of disease or infirmity; it also includes the physical and mental elements affecting health which are directly related to safety and hygiene at work.

PART -2. Principles of National Policy

Article 4

- 1) Each Member shall, in the light of national conditions and practice, and in consultation with the most representative organisations of employers and workers, formulate, implement and periodically review a coherent national policy on occupational safety, occupational health and the working environment.
- 2) The aim of the policy shall be to prevent accidents and injury to health arising out of, linked with or occurring in the course of work, by minimizing, so far as is reasonably practicable, the causes of hazards inherent in the working environment.

Article 5

The policy referred to in Article 4 of this Convention shall take account of the following main spheres of action in so far as they affect occupational safety and health and the working environment:

- a) design, testing, choice, substitution, installation, arrangement, use and maintenance of the material elements of work (workplaces, working environment, tools, machinery and equipment, chemical, physical and biological substances and agents, work processes);
- b) relationships between the material elements of work and the persons who carry out or supervise the work, and adaptation of machinery, equipment, working time, organisation of work and work processes to the physical and mental capacities of the workers;
- c) training, including necessary further training, qualifications and motivations of persons involved, in one capacity or another, in the achievement of adequate levels of safety and health;
- d) communication and co-operation at the levels of the working group and the undertaking and at all other appropriate levels up to and including the national level;
- e) the protection of workers and their representatives from disciplinary measures as a result of actions properly taken by them in conformity with the policy referred to in Article 4 of this Convention.

Article 6

The formulation of the policy referred to in Article 4 of this Convention shall indicate the respective functions and responsibilities in respect of occupational safety and health and the working environment of public authorities, employers, workers and others, taking account both of the complementary character of such responsibilities and of national conditions and practice.

Article 7

The situation regarding occupational safety and health and the working environment shall be reviewed at appropriate intervals, either over-all or in respect of particular areas, with a view to identifying major problems, evolving effective methods for dealing with them and priorities of action, and evaluating results.

PART -3. Action at the National Level

Article 8

Each Member shall, by laws or regulations or any other method consistent with national conditions and practice and in consultation with the representative organisations of employers and workers concerned, take such steps as may be necessary to give effect to Article 4 of this Convention.

Article 9

1. The enforcement of laws and regulations concerning occupational safety and health and the working environment shall be secured by an adequate and appropriate system of inspection.
2. The enforcement system shall provide for adequate penalties for violations of the laws and regulations.

Article 10

Measures shall be taken to provide guidance to employers and workers so as to help them to comply with legal obligations.

Article 11

To give effect to the policy referred to in Article 4 of this Convention, the competent authority or authorities shall ensure that the following functions are progressively carried out:

- a) the determination, where the nature and degree of hazards so require, of conditions governing the design, construction and layout of undertakings, the commencement of their operations, major alterations affecting them and changes in their purposes, the safety of technical equipment used at work, as well as the application of procedures defined by the competent authorities;
- b) the determination of work processes and of substances and agents the exposure to which is to be prohibited, limited or made subject to authorisation or control by the competent authority or authorities; health hazards due to the simultaneous exposure to several substances or agents shall be taken into consideration;
- c) the establishment and application of procedures for the notification of occupational accidents and diseases, by employers and, when appropriate, insurance institutions and others directly concerned, and the production of annual statistics on occupational accidents and diseases;
- d) the holding of inquiries, where cases of occupational accidents, occupational diseases or any other injuries to health which arise in the course of or in connection with work appear to reflect situations which are serious;
- e) the publication, annually, of information on measures taken in pursuance of the policy referred to in Article 4 of this Convention and on occupational accidents, occupational diseases and other injuries to health which arise in the course of or in connection with work;
- f) the introduction or extension of systems, taking into account national conditions and possibilities, to examine chemical, physical and biological agents in respect of the risk to the health of workers.

Article 12

Measures shall be taken, in accordance with national law and practice, with a view to ensuring that those who design, manufacture, import, provide or transfer machinery, equipment or substances for occupational use--

- a) satisfy themselves that, so far as is reasonably practicable, the machinery, equipment or substance does not entail dangers for the safety and health of those using it correctly;
- b) make available information concerning the correct installation and use of machinery and equipment and the correct use of substances, and information on hazards of machinery and equipment and dangerous properties of chemical substances and physical and biological agents or products, as well as instructions on how known hazards are to be avoided;
- c) undertake studies and research or otherwise keep abreast of the scientific and technical knowledge necessary to comply with subparagraphs (a) and (b) of this Article.

Article 13

A worker who has removed himself from a work situation which he has reasonable justification to believe presents an imminent and serious danger to his life or health shall be protected from undue consequences in accordance with national conditions and practice.

Article 14

Measures shall be taken with a view to promoting in a manner appropriate to national conditions and practice, the inclusion of questions of occupational safety and health and the working environment at all levels of education and training, including higher technical, medical and professional education, in a manner meeting the training needs of all workers.

Article 15

1. With a view to ensuring the coherence of the policy referred to in Article 4 of this Convention and of measures for its application, each Member shall, after consultation at the earliest possible stage with the most representative organisations of employers and workers, and with other bodies as appropriate, make arrangements appropriate to national conditions and practice to ensure the necessary co-ordination between various authorities and bodies called upon to give effect to Parts II and III of this Convention.
2. Whenever circumstances so require and national conditions and practice permit, these arrangements shall include the establishment of a central body.

PART -4. Action at the Level of the Undertaking

Article 16

1. Employers shall be required to ensure that, so far as is reasonably practicable, the workplaces, machinery, equipment and processes under their control are safe and without risk to health.
2. Employers shall be required to ensure that, so far as is reasonably practicable, the chemical, physical and biological substances and agents under their control are without risk to health when the appropriate measures of protection are taken.
3. Employers shall be required to provide, where necessary, adequate protective clothing and protective equipment to prevent, so far as is reasonably practicable, risk of accidents or of adverse effects on health.

Article 17

Whenever two or more undertakings engage in activities simultaneously at one workplace, they shall collaborate in applying the requirements of this Convention.

Article 18

Employers shall be required to provide, where necessary, for measures to deal with emergencies and accidents, including adequate first-aid arrangements.

Article 19

There shall be arrangements at the level of the undertaking under which--

- a) workers, in the course of performing their work, co-operate in the fulfilment by their employer of the obligations placed upon him;
- b) representatives of workers in the undertaking co-operate with the employer in the field of occupational safety and health;
- c) representatives of workers in an undertaking are given adequate information on measures taken by the employer to secure occupational safety and health and may consult their representative organisations about such information provided they do not disclose commercial secrets;
- d) workers and their representatives in the undertaking are given appropriate training in occupational safety and health;
- e) workers or their representatives and, as the case may be, their representative organisations in an undertaking, in accordance with national law and practice, are enabled to enquire into, and are consulted by the employer on, all aspects of occupational safety and health associated with their work; for this purpose technical advisers may, by mutual agreement, be brought in from outside the undertaking;
- f) a worker reports forthwith to his immediate supervisor any situation which he has reasonable justification to believe presents an imminent and serious danger to his life or health; until the employer has taken remedial action, if necessary, the employer cannot require workers to return to a work situation where there is continuing imminent and serious danger to life or health.

Article 20

Co-operation between management and workers and/or their representatives within the undertaking shall be an essential element of organisational and other measures taken in pursuance of Articles 16 to 19 of this Convention.

Article 21

Occupational safety and health measures shall not involve any expenditure for the workers.

VIII. LABOR LAW REGARDING SAFETY, HEALTH AND HYGIENE IN BANGLADESH

Bangladesh Labor Law-2006, amended 2010&2013 which is familiar with Bangladesh Labor Act. Health, hygiene and safety in workplace have been focused from 51 to 88 sections, which are given below:

51. Cleanliness

□ Every establishment shall be kept clean and free from effluvia arising from any drain, privy or any other nuisance, and in particular-

- (a) the dirt and refuse shall be removed daily by sweeping in a suitable manner from the floors, work-rooms, staircases and passages of the establishment;
- (b) the floor of every work-room shall be washed at least once in every week and, if necessary, disinfectant shall be used in washing;

- (c) where any floor becomes wet in the course of any manufacturing process to such an extent that drainage is required thereof, effective means of drainage shall be provided and maintained;
- (d) all inside walls, partitions, ceilings, staircases, passages shall-

- (i) if they are painted or varnished, be repainted or re-varnished at least once in every 3 (three) years,
- (ii) if they are painted or varnished and have smooth imperious surface, be cleaned at least once in every 14 (fourteen) months, by such methods as may be prescribed by rules,
- (iii) in other cases, be white-washed or colour-washed at least once in every 14(fourteen)months, ; and
- (e) the dates of completing works mentioned in clause (d) shall be entered in the register prescribed by rules.

52. Ventilation and temperature

- (1) Arrangements for adequate ventilation shall be made for securing and maintaining circulation of fresh air in every work-room of every establishment.
- (2) Suitable measures shall be taken to keep the temperature in every such room in such a condition that may secure to workers therein reasonable conditions of comfort, and prevent injury to health of the workers.
- (3) For the purpose of sub-section (2), the wall and roof of a room shall be so designed that such temperature does not rise, and remains low as far as possible.
- (4) Where the nature of the work in an establishment is such that it likely to produce excessive high temperature, the suitable measures, as far as possible shall be taken to separate the source of producing such excessive temperature or the hot part of it by insulating such source or part or by any other means from the workroom of the workers.
- (5) If it appears to the Government that excessively high temperature in any establishment may be reduced by white-washing, spraying or insulating or screening outside walls, roofs or windows, or by raising the level of the roof, or by other special methods, it may direct to adopt any of the suitable measures mentioned above in such establishment.

53. Dust and fume

- (1) If in any establishment, by reason of any manufacturing process carried on, there is given off any dust or fume or other impurity of such a nature and to such an extent as is likely to be injurious to the health of, or offensive to, the workers employed therein, the effective measures shall be taken to prevent its accumulation in any work-room and its inhalation by workers, and if any exhaust appliance is necessary for this purpose, it shall be applied as near as possible to the point of origin of the dust, fume or other impurity, and such point shall be enclosed as far as possible.
- (2) In any establishment no internal combustion engine shall be operated unless the exhaust is conducted into open air, and no internal combustion engine shall be operated in any work-room unless effective measures are taken to prevent such accumulation of fumes therein as are likely to be injurious to the health of the workers employed in the work-room.

54. Disposal of wastes and effluents

- Effective arrangements shall be taken in every establishment for disposal of wastes and effluents due to manufacturing process carried on therein.

55. Artificial humidification

- (1) If the humidity of air is artificially increased in any establishment, the water used for the purpose shall be taken from a public water supply system or other source of drinking water, or shall be effectively purified before it is so used.
- (2) If it appears to the Inspector that the water used for such purpose is not effectively purified as required under sub-section (1), he may serve on the employer an order in writing to adopt measures specified therein in that order the time specified therein.

56. Overcrowding

- (1) No work-room in any establishment shall be overcrowded to an extent injurious to the health of the workers employed therein.
- (2) Without prejudice to the generality of the above provisions at least 9.5 cubic metres of space shall be provided for every worker employed in a work-room.

Explanation

- For the purpose of this sub-section, if the height of any room is more than 4.25 metres above the floor level it shall not be taken into account.

(3) If the Chief Inspector by order in writing requests any employer, a notice shall be posted in each work-room of the establishment specifying the maximum

number of workers who may, in compliance with the provisions of this section, be employed in that room.

(4) The Chief Inspector may, by order in writing, exempt any work-room from the provision of this section if he is satisfied that compliance therewith in respect of such room is not necessary for the purpose of health of the workers employed therein.

57. Lighting

□(1) Sufficient and suitable lighting, natural or artificial, or both, shall be provided in every part of an establishment where workers are working or passing.

(2) In every establishment, all glass windows and skylights used for the lighting of the work-room shall be kept clean on both surfaces, and free from obstruction as far as possible.

(3) In every establishment, effective measures shall be taken for the prevention of

(a) glare either directly from any surface of light or by reflection from any polished surface, or

(b) the formation of shadows to such an extent as to cause eye strain or risk of accident to any worker.

58. Potable water

□(1) In every establishment, arrangements shall be made at a suitable point to supply sufficient purified potable water for all workers employed therein.

(2) All water supply points shall be legibly marked with “Potable water” in Bangla.

(3) Where two hundred fifty or more workers are ordinarily employed in an establishment, provision shall be made for cooling the potable water during the summer.

(4) Where dehydration occurs in the body of workers due to work near machineries creating excessive heat, oral re-hydration therapy shall be provided to those workers.

59. 1[Toilets and washrooms]

□In every establishment, □

(a) sufficient number of 2[sanitary toilets and washrooms] of the type prescribed by rules shall be provided at the suitable places so that the workers employed therein at the time of work may use easily;

(b) such 3[toilets and washrooms] shall be provided separately for male and female workers;

(c) 4[toilets and washrooms] shall be adequately lighted and ventilated and water shall be provided at all times; and

(d) such 5[toilets and washrooms] shall be maintained in a clean and sanitary condition at all times with suitable detergents and disinfectants 6[at employer’s cost.]

1The words “toilets and washrooms” were substituted for the words “Latrines and urinals” by section 21(a) of the Bangladesh Labour (Amendment) Act, 2013.

2The words “sanitary toilets and washrooms” were substituted for the word “latrines and urinals” by section 21(b) of the Bangladesh Labour (Amendment) Act, 2013.

3The words “toilets and washrooms” were substituted for the word “latrines and urinals” by section 21(c) of the Bangladesh Labour (Amendment) Act, 2013.

4The words “toilets and washrooms” were substituted for the word “latrines and urinals” by section 21(d) of the Bangladesh Labour (Amendment) Act, 2013.

5The words “toilets and washrooms” were substituted for the word “latrines and urinals” by section 21(e) of the Bangladesh Labour (Amendment) Act, 2013.

6The words “at employer’s cost” were added by section 21(e) of the Bangladesh Labour (Amendment) Act, 2013.

60. Dustbin and spittoon

□(1) Sufficient number of dustbins and spittoons shall be provided in every establishment at convenient places and these shall be maintained in a clean and hygienic condition.

(2) No person shall throw any dirt or spit within the premises of an establishment except in such dustbins and spittoons.

(3) A notice containing this provision and the fact that contravention thereof is a punishable offence shall be posted at different suitable places of every establishment so that it may easily come to the notice of all.

SAFETY

61. Safety of building and machinery

□(1) When it appears to an Inspector that any building, or any part thereof, or any road, machinery or plant 1[or internal electrical system of a building] an establishment is in a condition which is dangerous to human life or safety, he may, by an order in writing, direct the employer to take such measures as, in his opinion, are required to be taken, within such time as may be specified in the said order.

(2) When it appears to an Inspector that the use of any building, or any part thereof or any road, machinery or plant 2[or internal electrical system of a building] an establishment is in imminent danger to human life or safety, he may, by an order in writing, address to the employer, prohibit its use until it is properly repaired or altered.

62. Precaution as to fire.

□(1) Every establishment shall be provided with such means of exit including at least one alternative staircase connecting with every floor at the time of fire and 3[requisite number of] fire fighting equipments [in every floor] as may be prescribed by rules.

(2) If it appears to an Inspector that no means of exit has been provided according to the rules mentioned in sub-section (1) 4[or no requisite number of fire fighting equipments have been placed according to the licence given by the Fire Service Department], he may, by serving an order in writing upon the employer, inform him of the measures which in his opinion are required to be taken within the time specified in that order.

(3) In every establishment the door affording exit from any room shall not be locked or fastened so that the person working in the room may easily and immediately open it from inside and all such doors, unless they are of the sliding type, shall be constructed to open outwards, or where the door is between two rooms, in the direction of the nearest exit from the building and no such door shall be locked or obstructed while work is being carried on in the room.

1 The words “or internal electrical system of a building” were inserted by section 22 of the Bangladesh Labour (Amendment) Act, 2013.

2 The words “or internal electrical system of a building” were inserted by section 22 of the Bangladesh Labour (Amendment) Act, 2013.

3 The words “requisite number of” and the words “in every floor” were inserted by section 23(a) of the Bangladesh Labour (Amendment) Act, 2013.

4 Inserted by section 23(b) of the Bangladesh Labour (Amendment) Act, 2013.

1[(3a) In every establishment, while work is going on, no exit of a room shall be kept locked or fastened and no exit shall be hindered or no barrier shall be put on the way.

(3b) All doors shall be made in such a way that they may be opened at once from inside of a working room to outwards.

(3c) If there is any door between 2 (two) rooms, it shall be made in such a way that it may be opened near to the nearest exist of the building and no such door shall be kept locked or hindered while work is going on.]

(4) In every establishment, except the exit for ordinary use, every window, door or other exit affording means of escape in case of fire shall be distinctively marked in Bangla letters by red colour or marked by other clearly understood sign.

(5) In every establishment, the clearly audible whistle shall be provided to alarm every worker employed therein in case of fire or danger.

(6) A free passage-way giving access to each way of exit in case of fire shall be provided for the use of the workers in every room of the establishment.

(7) In every establishment where 10 (ten) or more workers are ordinarily employed in any place above the ground floor, or explosive or highly inflammable materials are used, or stored, effective measures shall be taken to ensure that all workers may be familiar with the means of escape in case of fire and are adequately trained in the routine work to be followed in such cases.

(8) In factories and establishments wherein 50 (fifty) or more workers/ employees are employed, at least once in every 2[6 (six) months] a mock firefighting shall be arranged and a book of records in this regards shall be maintained in the prescribed manner by the employer.

63. Fencing of machinery

□(1) In every establishment the following machinery, while in motion or in use, shall be securely fenced by the safeguards of substantial construction, namely:

(a) every moving part of a prime mover, and every fly wheel connected therewith;

(b) both face of every water wheel and water turbine;

(c) every part of a stock-bar which projects beyond the head stock of a lathe; and
(d) unless the following machinery are in such position or of such construction as to be safe to every person employed in the establishment as they would be if they were securely fenced

(i) every part of an electric generator, a motor or rotary converter,

(ii) every part of transmission machinery,

1 Sub-sections (3a), (3b) and 3(c) were inserted by section 23(c) of the Bangladesh Labour (Amendment) Act, 2013.

2 The words “six months” were substituted for the words “year” by section 23(d) of the Bangladesh Labour (Amendment) Act, 2010.

(iii) every dangerous part of any machinery: Provided that for the purpose of determining whether any part of machinery is safe as aforesaid, any occasion of examination or operation made or carried out in accordance with the provisions of section 64 shall not be taken into account.

(2) Without prejudice to any other provision of this Act relating to the fencing of machinery, every revolving shaft, spindle wheel or every set screw, bolt and key on any pinion and all spur, worm and other toothed or friction gearing in motion with which any worker generally comes into contact such appliances shall be securely fenced to prevent such contact.

64. Work on or near machinery in motion

□(1) Where, in any establishment, it becomes necessary to examine any part of machinery while in motion under section

63, or as a result of such examination to carry out any mounting or shipping of belts, lubrication or other adjusting operation while the machinery is in motion, such examination or operation shall be carried out by a specially trained male worker, and the tight-fitting cloths shall be worn by that worker, and his name shall be recorded in the register prescribed in this behalf, and while such worker is engaged in such works, he shall not handle a belt at a moving pulley, unless the belt is less than 15 (fifteen) centimetres in a width and its joint is tightened with flush and lace.

(2) The Government may, by notification in the official Gazette, prohibit cleaning, lubricating, adjusting of any specified moving part of any machinery in any specified establishment.

65. Striking gear and devices for cutting off power supply

□(1) In every Establishment

(a) the suitable striking gear and other efficient mechanical appliance which shall be used to move driving belts to and from fast and loose pulleys of the transmission machinery shall be maintained, and such gear or appliances shall be so constructed, placed and maintained as to prevent the belt from cropping back on the first pulleys;

(b) when any driving belt is not in use, it shall not be allowed to rest upon any shaft in motion.

(2) Suitable devices for cutting off power in emergencies from running machinery shall be provided in every work-room of every establishment.

66. Automatic machines

□ Where any moving part of an automatic machine and any material carried thereon in an establishment is in a space over which any person is liable to pass either for the purpose of duty or for any other reason, it shall not be allowed to move outward or in ward between 45 (forty-five) centimeters from any fixed structure which is not a part of such machine: Provided that the Chief Inspector may permit, on such conditions for ensuring safety as he thinks fit, the continued use of a machine installed before the commencement of this Act which does not comply with the requirements of this section.

67. Casing of new machinery

□ After the commencement of this Act, in every power driven machinery installed in an establishment

□(a) every set screw, belt or key, or any revolving shaft, spindle wheel or pinion shall be so sunk, encased or otherwise effectively guarded so as to prevent danger;

(b) all spur, worm and other toothed gearing, which does not require frequent adjustment while in motion, shall be completely encased, unless it is so situated as to be safe if it were completely encased.

68. Cranes and other lifting machinery

□ In an establishment, the following provisions shall apply to all cranes and other lifting machinery, except hoist and lift namely:

(a) the fixed or movable working gear, ropes, chains and anchoring or fixing appliances and every part thereof shall be-

- (i) of good construction with sound material and adequate strength,
- (ii) properly maintained,
- (iii) thoroughly examined by a competent person at least once in every 12 (twelve) months and a register shall be maintained containing particulars prescribed by rules, of every such examination;
- (b) no such machinery shall be loaded beyond the working load marked thereon;
- (c) while any person is working on the wheel-tract of a traveling crane in any place, where he is likely to be struck by the crane, effective measures shall be taken to ensure that the crane does not approach within 6 (six) metres of that place.

69. Hoists and lifts

- (1) Every hoist and lift in every establishment shall Be
 - (a) of good construction with sound material and adequate strength;
 - (b) properly maintained;
 - (c) thoroughly examined by a competent person at least once in every 6 (six) months, and a register shall be maintained containing such particulars, of every examination as may be prescribed by the rules.
- (2) Every hoist way and lift way shall be sufficiently protected by an enclosure fitted with gates and the hoist or lift and every such enclosure shall be so constructed as to prevent any person or thing from being trapped between any part of the hoist or lift and any fixed structure or moving part.
- (3) In every establishment, the capacity of safe working load shall be clearly written down on every hoist or lift and no load beyond such load shall be carried thereon.
- (4) In every establishment, the cage of every hoist or lift used for carrying persons shall be fitted with a gate on both sides for riding and landing. The highest capacity of every hoist and lift shall be written legibly in Bangla.
- (5) Every gate referred to in sub-sections (2) and (4) shall be fitted with interlocking or other efficient device to secure that the gate shall not be opened until the cage is landed, and that the cage shall not be moved until the gate is closed.
- (6) The following additional requirements shall be applied to hoists and lifts installed or reconstructed in an establishment after the commencement of this Act, namely:
 - (a) where the cage is dependent on rope or chain, there shall be at least 2
 - (two) ropes or chains separately connected with the cage and shall maintain its balance, and every rope and chain shall be such that it may carry the cage together with its maximum load;
 - (b) efficient devices shall be provided to support the cage together with its maximum load in the event of breakage of the ropes and chains;
 - (c) proper automatic devices shall be provided to control the excessive speed of the cage.
- (7) The Chief Inspector may, upon such conditions for ensuring safety as he may think fit, permit to continue the use of a hoist or lift which was installed in an establishment before the commencement of this Act without complying with the provisions of sub-sections (1), (2), (3), (4) and (5).

70. Revolving machinery

- (1) In every room in an establishment in which the process of grinding is carried on, there shall be permanently affixed to or placed near, each machine in use a notice indicating the following matters, namely:
 - (a) maximum safe working peripheral speed of every grind stone or abrasive wheel;
 - (b) the speed of the shaft or spindle upon which the wheel is mounted;
 - (c) the diameter of the pulley upon such shaft or spindle necessary to secure such safe working peripheral speed.
- (2) The speeds indicated in the notice shall not be exceeded.
- (3) Effective measures shall be taken in respect of every revolving vessel, cage, basket, fly-wheel, pulley disk or similar appliances driven by power so that their prescribed speed may not be exceeded.

71. Pressure plant

- Where in any establishment any part of the plant or machinery used in manufacturing process is operated at a pressure above the atmospheric pressure, effective measures shall be taken to ensure that the safe working pressure of such part is not exceeded.

72. Floors, stairs and passages

- In every establishment,

(a) all floors, stairs, passages shall be of sound construction and properly maintained and where necessary strong railing shall be provided to ensure their safety, 1[and the passages and stairs shall be kept opened for easy movement during continuance of work.]

(b) there shall, in so far as reasonably practicable, be provided with safe means of access to every place where any person is, at any time, required to work;

(c) 2[****] passages and stairways shall be clean, wide and clear of all obstructions3[;] and

4[(d) an employer may, for overall safety of the factory and workers, bring the passages of movements, stairs, gates, godowns and common utility area of the place of work under close circuit camera.]

73. Pits, sumps, tunnel mouths, etc

Where in an establishment any fixed vessel, sump, tank, pit or tunnel in such that, by reason of its depth, situation, construction or contents, it may be a source of danger, it shall be either securely covered or fenced.

74. Excessive weights

No worker shall be allowed in any establishment to lift, carry or move any load so heavy as to be likely to cause his injury.

75. Protection of eyes

The Government may, in respect of any establishment where manufacturing process is carried on, by rules, require that suitable goggles or eye screens shall be provided for the protection of eyes of the persons employed therein, if any of the following risks involves in such process, namely:

(a) risk of injury to the eyes from particles or fragments thrown off in the course of the process;

(b) risk to the eyes by reason of exposure to excessive light or heat.

1The words “and the passages and stairs shall be kept opened for easy movement during continuance of work” were inserted by section 24(a) of the Bangladesh Labour (Amendment) Act, 2013.

2The words and comma “all floors,” were omitted by section 24(a) of the Bangladesh Labour (Amendment) Act, 2010.

3The semi-colon “:” was substituted for full stop “.” by section 24(b) of the Bangladesh Labour (Amendment) Act, 2010.

4Clause (d) was added by section 24(c) of the Bangladesh Labour (Amendment) Act, 2010.

76. Power to ascertain defective parts to test their stability

If it appears to an Inspector that any building, or any part thereof, or any passage, machinery or plant, of an establishment is in a condition which is dangerous to human life or safety, he may, by order in writing, to be served on the employer of the establishment, require him to do the following works within the time specified therein, namely:

(a) to supply necessary drawings and other information or particulars to determine whether such building, passage, machinery or plant may be used with safety;

(b) to carry out necessary tests to determine the strength or quality of any specific part and to inform the Inspector of the result thereof.

77. Precautionary measures against dangerous fumes

(1) No person shall enter or be permitted to enter any room, vessel, hole, pipe, flue or other confined space of any establishment, where the dangerous fumes are likely to exist to such extent as to involve risks to any person, unless it is provided with a manhole of such size, as may be prescribed by rules or other effective means of exit.

(2) No portable electric light of a voltage of exceeding 24 (twenty-four) volts shall be permitted to use inside any confined space referred to in sub-section (1) and where fumes are likely to be flamed, no light other than the light made of flame misstating metal shall be allowed to use in such place.

(3) No person shall enter or be permitted to enter any such confined space of any establishment until all practicable means are taken to remove fumes from there or prevent access thereto, and unless any of the following measures are taken

(a) a certificate is given by a competent person after carrying out test that the space is free from dangerous fumes and fit for entering thereto; or

(b) the concerned worker is wearing a suitable breathing apparatus and a rope is securely attached to a belt the free end of which is held by a person standing outside such space.

(4) In every establishment, the suitable breathing apparatus, reviving apparatus, belts and ropes shall be kept ready for instant use beside any such space and such apparatus shall be periodically examined by a competent person, and shall be certified by him that it is fit for use, and a sufficient number of persons employed in every

establishment shall be trained and practiced in the use of all such apparatus and the method of restoring respiration.

(5) In any establishment no person shall be permitted to enter into any boiler, furnace, flue chamber, tank, pipe or other confined space for the purpose of working or making any examination therein until it is sufficiently cooled by ventilation or otherwise made it fit for human entry.

78. Explosive or inflammable gas, dust, etc

□(1) Where, in any establishment gas, fume, dust or vapour produced due to any manufacturing process is of such character or to such extent which is likely to be exploded or ignited, all practicable measures shall be taken to prevent any such explosion by any of the following ways, namely:

- (a) by effectively enclosing plant or machinery while it is in use;
- (b) by removing or preventing accumulation of such dust, gas, fume or vapour;
- (c) by effectively enclosing all possible sources of ignition.

(2) Where in any establishment the plant or machinery used in a process is not so constructed as to withstand the probable pressure which is produced in the case of such explosion, all practicable measures shall be taken to restrict the spread and effects of the explosion by the provision of chokes, baffles, vents or any other effective apparatus in the plant or machinery.

(3) Where any part of the plant or machinery in an establishment contains any explosive or inflammable gas or vapour under pressure greater than atmospheric pressure, that part shall not be opened except in accordance with the following provisions, namely:

(a) before fastening of any joint of any pipe connected with the part of the fastening of the cover of any opening into the part is loosened, any flow of the gas or vapour into the part or any such pipe shall be effectively stopped by a stop-valve or other means;

(b) all practicable measures shall be taken before removing any such fastening or to reduce pressure of the gas or vapour to atmospheric pressure;

(c) where any such fastening is loosened or removed, effective measures shall be taken to prevent any explosive or inflammable gas or vapour from entering the part or pipe until the fastening is secured and securely replaced: Provided that the provisions of this sub-section shall not apply where any plant or machinery is installed in the open field.

(4) Where in any establishment any plant, tank or vessel contains or contained at any time any explosive or inflammable substance, no welding or cutting shall be carried out by using heat, unless adequate measures are first taken to remove such substance or fumes or to render them un-flammable or un-explosive and such substance shall not be allowed to enter such plant, tank or vessel after any such works until the metal is cooled down sufficiently to prevent any risk of igniting the substance.

1[78A. Requirements to use personal safety equipments

□(1) No authority shall engage any worker in work without providing him with personal safety equipments and ensuring uses thereof and a record book shall be maintained in this behalf by the employer in the prescribed manner.

(2) If any personal safety equipment is supplied but not used, the worker concerned shall be liable.

(3) Every worker shall be made aware of the hazards of work through training in order to ensure the protection and safety of his professional health in the place of work.]

IX. SPECIAL PROVISIONS RELATING TO HEALTH, HYGIENE AND SAFETY

79. Dangerous operation

□Where the Government is satisfied that any operation carried on in an establishment exposes any person employed in it to a serious risk of bodily injury, poisoning or disease, it may, by rules, make the following provisions for such establishment, namely:

- (a) to declare which operations are hazardous;
- (b) to prohibit the employment of women, adolescents or children in such operation;
- (c) to provide for regular medical examination of persons employed in such operation and to prohibit the employment of persons not certified to be fit for such employment;
- (d) to provide for protection of all persons employed in the operation or in the vicinity of such places and to use any specified materials or processes in connection with the operation; and
- (e) to give notice of any corrosive chemicals and of precautions to be taken in their use.

80. Notice to be given of any accident

□(1) When any accident occurs in an establishment causing loss of life or bodily injury, or an accidental explosion, ignition, outbreak of fire or irruption of water or fumes occurs, the employer shall give notice of the occurrence to the Inspector within following 2 (two) working

days2[:] 1Section 78A was inserted by section 25 of the Bangladesh Labour (Amendment) Act, 2013(Act No. XXX of 2013). 2The colon “:” was substituted for full stop “.” by section 26 of the Bangladesh Labour (Amendment) Act, 2013(Act No. XXX of 2013).

1[Provided that the factory authority shall, immediately after the occurrence of such incident, inform the matter to the Government, Fire Service, Directorate of Inspection of Factories and Establishments, Police Station, and if required, the nearby hospital or government-private medical service establishment, through telephone, mobile phone, SMS or fax, in order to take immediate necessary action to minimize potential damages or bring the situation under control.]

(2) Where an accident mentioned in sub-section (1) causes bodily injury resulting in the compulsory absence from work of the person injured for a period exceeding 48 (forty-eight) hours, it shall be entered in a register prescribed by rules.

(3) The employer shall send to the Chief Inspector a copy of the entries in the register referred to in sub-section (2) within 15 (fifteen) days following the 30th day of June and the 31st day of December in each year.

81. Notice of certain dangerous occurrences

□Where in an establishment, any dangerous occurrence of a nature prescribed by rules occurs, whether causing any bodily injury or not, the employer shall inform the Inspector by notice within the following three working days.

82. Notice of certain diseases

□(1) Where in an establishment any worker contacts any disease specified in the Second Schedule, the employer or the concerned worker or any person specified by him in this behalf shall inform the Inspector by a notice in such form and within such time as may be prescribed by rules.

(2) If any registered medical practitioner, while giving treatment to an existing or previous worker of an establishment, finds that he is suffering or suspects to be suffering from any disease specified in the Second Schedule, the said medical practitioner shall forthwith inform by a report in writing, the Inspector of the following matters, namely:

(a) the name and mailing address of the patient;

(b) the name of the disease from which the patient is suffering or is suspected to be suffering;

(c) the name and address of the establishment in which the patient is or was last employed.

2[(2a) The employer determined by the Chief Inspector shall arrange for treatment of the worker suffered, or incurred losses, from such professional disease.]

(3) The Government may, by notification in the official Gazette, add to, or omit from, the Second Schedule any disease.

1The proviso was added by section by section 27 of the Bangladesh Labour (Amendment) Act, 2013(Act No. XXX of 2013).

2Sub-section (2a) was inserted by section 27 of the Bangladesh Labour (Amendment) Act, 2013(Act No. XXX of 2013).

83. Power to direct for enquiry into cases of accident or disease

□(1)When any accidental explosion, ignition, outbreak of fire or irruption of water or any other accident occurs in an establishment, or when any disease specified in the Second Schedule breaks out or is suspected to be broken out, and if the Government thinks that a formal enquiry into the causes of, and the circumstances appearing in, the accident or disease is necessary, it may appoint a competent person to hold such enquiry, and may appoint any person who has special knowledge in law or concerned matter as an assessor during enquiry.

(2) The person holding enquiry shall have all the powers of a Civil Court under the Code of Civil Procedure for the purpose of enforcing the attendance of witnesses and compelling the production of documents and other things, and if any person is required by him to furnish any information for the purpose of enquiry, he shall be deemed to be legally bound to do so within the meaning of section 176 of the Penal Code.

(3) The person holding enquiry may exercise any of the powers of an Inspector under this Act, as he may think necessary to exercise, for the purposes of the enquiry.

(4) The person holding the enquiry shall submit a report to the Government and shall record in that report the causes of the accident and the circumstances relating thereto, and shall state any observation that he or the assessor, may have.

(5) The Government shall publish the report at such time and in such manner as may be prescribed by it.

84. Power to take samples

□(1) An Inspector may, at any time during the normal working hours of an establishment, by giving information to the employer, take in the manner hereinafter describing, a sample of any substance used or brought for use in the establishment, if it appears to him that such substance is being used in contravention of the provisions of this Act or the rules, or is likely to cause bodily injury or harm to the workers of the establishment.

(2) Where any Inspector takes such sample, he shall, in the presence of the employer, unless he willfully absents himself, divide the sample into 3 (three) portions and effectively seal and properly mark every portion of it, and shall also permit the employer to add his own seal and mark thereon.

(3) The employer shall, if the Inspector so requires, provide the appliances for dividing and sealing and marking the sample.

(4) The Inspector shall give one portion of the sample to the employer forthwith, send the second portion to a Government analyst for analysis and to give report thereon, and keep the third portion to himself for production to the Court, if any criminal proceedings is instituted in respect of the substance of the sample.

(5) Any report, on any sample of a substance made by any government analyst under this section, may be used as evidence in any proceedings instituted in respect of such substance.

85. Powers of Inspector in case of certain dangers

□(1) If, in respect of any matter for which no express provision is made in this Act, it appears to an Inspector that any establishment or any part thereof or any matter or practice therein or connected therewith or controlled thereby is dangerous to human life or safety, or is so defective as likely to cause bodily injury to the people, he may, by a notice in writing, inform the employer relating thereto and order to remove those things which are dangerous or injurious or defective, within such time and in such manner as may be specified in the notice.

(2) Without prejudice to the provisions of sub-section (1), the Inspector may, by order in writing, direct the employer of any establishment not to extract or reduce any pillar of his establishment or of any part thereof, if in his opinion, such operation is likely to cause the crushing of any other pillar or the premature collapse of any part of the establishment or endanger the establishment.

(3) If the Inspector is of opinion that there is imminent danger to the life or safety of any person employed in any establishment, he may, by an order in writing to the employer concerned stating the grounds of his opinion, prohibit the employment of any person in the establishment or any part thereof, until he is satisfied that the danger is removed, but this order shall not apply to the person who is employed to remove such danger.

(4) Any employer aggrieved by an order under sub-section (3) may prefer an appeal against such order to the Chief Inspector within 10 (ten) days of the receipt of the order, who may confirm, modify or cancel the order.

(5) The Inspector shall, in respect of each order made under sub-sections (1) and (3), report forthwith to the Government, and shall inform the employer concerned of the report so furnished.

(6) The Chief Inspector shall report forthwith to the Government any order, except the order of cancellation made by him under sub-section (4), and shall also inform the employer concerned of the report so furnished.

(7) Any employer who has any objection against any order made under subsection (1), (3) or (4) shall within 20 (twenty) days of receipt of such order, inform the Government in writing, stating the objection and reasons therefore, and the Government shall send it to a committee for decision.

(8) The employer shall comply with the order against which objection has been made until the decision of the committee is received: Provided that on an application of the employer, the committee may suspend the order passed under sub-section (1) pending the decision of the committee.

86. Providing information about dangerous building and machinery

□(1) Where any worker of an establishment finds that any building or machinery thereof, which is ordinarily used by the workers, is in such a dangerous condition that it is likely to cause bodily injury to any worker at any time, he shall immediately inform the employer of it in writing.

(2) If, on the receipt of such information, the employer fails to take appropriate measures on this matter within 3 (three) days and any worker is injured due to use of such building or machinery, he shall be liable to pay compensation to the worker so injured at the rate of double of the compensation payable for such injury under Chapter VII.

87. Restriction of employment of women in certain work

□The provisions of sections 39, 40 and 42 shall apply to a woman worker as they apply to an adolescent worker.

88. Power to make rules to supplement the Chapter

□The Government may, by rules,

(a) give direction to make further provisions and to take further measures for securing the safety of the workers employed in any establishment;

(b) prohibit the running of any manufacturing process using power in any building until a certificate of strength of such building by a person having such qualification and in such form, as may be prescribed by rules, is reached to the Chief Inspector.

X. CONCLUSION

Safety and accident prevention concern managers for several reasons, one of which is the staggering number of workplace accidents in Bangladesh, in the recent years. Injuries are not just a problem in dangerous industries, workers are suffering various diseases for the lack of knowledge of related laws and costs benefits. The Bangladesh government has developed policy, rules & regulations on safety, health and environment at the workplace, with the aim to build a culture of safe and productive workplace. This article has provided the accidents scenario of Bangladesh, ILO Convention, labor laws. Managers still are callous to know laws and benefits on occupational health and safety in Bangladesh, that's why hazards have come in the industries and others sectors.

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