

A Research Monograph
on
Safety Measures under the Bangladesh Labour Act, 2006 and
International Labour Organizations Standard: A Comparative
Study

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November, 2025

Safety Measures under the Bangladesh Labour Act, 2006 and International Labour Organizations Standard: A Comparative Study A research monograph submitted to Department of Law of Daffodil International University, Dhaka, Bangladesh, in partial fulfillment for the LL.M. (Masters) Degree.

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Dedicated to My Parents and Teachers

Declaration

I, solemnly declare, that such a research paper, which is named Safety Measures under the Bangladesh Labour Act, 2006 and International Labour Organizations Standard A Comparative Study, has not been submitted in any other application before; and that the paper has been written solely by me. The contents of it are my own, unless otherwise stated by reference or otherwise. I am well aware of the university policy on the topic of plagiarism and I am liable to the punishment of the punitive measures taken against me in case I do any form of infringement of copyright knowingly or unknowingly.

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Subject: Prayer for Submission of Dissertation

Honourable Sir,

I beg most respectfully to state that I am a regular student of LLM(Master's) in Daffodil International University. I am submitting my research monograph titled “**Safety Measures under the Bangladesh Labour Act, 2006 and International Labour Organizations Standard: A Comparative Study**” for your review and consideration. I believe this research is closely aligned with your expertise.

Lastly, if you have any insightful recommendations or if you need any additional clarity on this document then I'm always accessible.

May I therefore pray and hope that, you will find this study paper useful for your assessment.

Yours most obedient,

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Letter of Approval

The research monograph titled “**Safety Measures under the Bangladesh Labour Act, 2006 and International Labour Organizations Standard: A Comparative Study**” by Student ID- 251-38-004, submitted in partial fulfillment of the degree of LL.M. (Master’s), has been found satisfactory as to style, format, and content.

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Acknowledgment

On the one hand, at the beginning of the writing, I would like to thank Allah, Almighty, for making the task ready. I should also like to thank my great supervisor, Dr. S.M. Saiful Hoque, Associate Professor and Head, Department of Law, Daffodil International University Dhaka, who pushed me in the right direction and guided the study at all times. To all my instructors of Department of Law, Daffodil International University, Dhaka, I want to say I have been indebted to all of them to offer their valuable advice, cooperative instructions, and guidance in every stage of this thesis work. I would like to mention my classmates and seniors who were able to support me and motivate me. Moreover, I would like to thank all my respondents who managed to find their time and present their answers in a deliberate way.

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Abstract

Bangladesh Labour Act of 2006 has great importance. We are aware of how significantly the industrial sector affects a nation's overall economy. So, the rights to safety of the labour must be ensured. All prosperity in industrial sector is the product of labours. Various international conventions uphold the spirit of this line. International Labour Organization sets the standard of rights regarding safety for the labours. Bangladesh has ratified some of the conventions regarding safety standard of ILO. Bangladesh has implemented some of those standards in the Bangladesh Labour Act. But many important measures have not been implemented in the Bangladesh Labour Act. Those necessary measures must be implemented. The protection of workers' rights and safety is of utmost importance to the industrial sector and, consequently, to the country's economy as a whole. This is why the Bangladesh Labour Act of 2006 is so important. Because all wealth in the industrial sector is a direct result of laborers' hard work and dedication, it is imperative to ensure their safety and well-being. This idea is supported by a number of international accords that highlight the importance of strong labour laws and safety regulations. A number of the labour safety conventions established by the International Labour Organization (ILO) have been ratified by Bangladesh. Bangladesh's dedication to upholding international standards for worker safety is demonstrated by this ratification. Some of these requirements are incorporated into the Bangladesh Labour Act, demonstrating an attempt to harmonies domestic legislation with global standards.

List of Abbreviations

ILO	International Labour Organization
BLA	Bangladesh Labour Act
OSH	Occupational Safety and Health
DIFE	Department of Inspection for Factories and Establishment
RMG	Ready Made Garments
ILS	International Labour Standard
ILC	International Labour Convention

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Chapter One

Introduction

1.1 Introduction

Worker's safety, health and workplace is very important for developing a productive and last long workforce, especially a nation like Bangladesh, which plays a significant role in the world's ready-made garment industry. Nation's important advancement in labour law reconstruction, particularly in the labour standards of the country and those established by the international law. These variety are proven in this chapter with an emphasis on safety precaution, healthy ad clean. It also evaluate Bangladesh's legal provision in light of international standards. By doing this, the study hopes to draw attention to areas that require improvement and offer double suggestion to improve workplace safety, guarantee adherence to international standards and eventually improve work condition for the labours of Bangladesh.

1.2 Background of The Study

The Bangladesh Labour (Amendment) Act 2009, the Bangladesh Labour (Amendment) Act 2010, and the Bangladesh Labour (Amendment) Act 2013 are the three main acts that change the labour laws in Bangladesh.

The Third Amending Act has brought about significant changes for workers, giving them access to rights and facilities that were actually requested by national and international labour organizations, advocacy groups, certain donor nations, and certain garment importers following the Tazreen Fashions and Rana Plaza fire incidents in 2012 and 2013, respectively. In 2018, the Labour Act underwent a revision. Within these modifications, the range of labour rights has expanded outstandingly. It led to appreciable advancements in the guarantee of financial benefits for new mothers. It also ensures that each worker has the right to freely join a union. Bangladesh is the world's second-largest exporter of ready-made clothing.¹ Therefore, the apparel industry must abide by anti-harassment, child labour, health and safety, security,

¹ RMG Bangladesh, 'Bangladesh Regains Global Position As The Second Largest RMG Exporter' (RMG Bangla>desh, 18 February 2022) <<https://rmgbd.net/2022/02/bangladesh-regains-global-position-as-the-second-largest-rmg-exporter/>> accessed 14 September 2025.

and other policies to guarantee a suitable work environment. However, in current age of globalization, several industries in Bangladesh have a tendency to compromise their working standards in order to obtain an advantage over competitors. Current is because they are required to continue producing high-quality goods at the lowest feasible cost in order to retain their market share worldwide. Safety precautions are crucial for improving labour quality.

Bangladesh's export industry is expanding at an extremely rapid pace. The workers' contributions, in addition to the business owners' endeavors, are the reason for the sector's success. However, their working environment is precarious. A lot of people were killed in a few dangerous situations that occurred in the most recent past. Since clothing catches fire quickly, fire is one of the most common accidents that occur in these Bangladeshi companies. Statistics on Fire and Other Health and Safety Incidents in the Bangladesh Garment Sector show that 1303 workers died and 3875 workers were injured. At least 52 people have died and many more are missing as a result of a fire that started on July 8 of 2021, in a food processing business in Narayanganj, Dhaka. Among the missing are 16 children between the ages of 13 and 16.²

1.3 Statement of The Problem

“Safety Measures under the Bangladesh Labour Act and International Labour Organization (ILO) Standards: A Comparative Study” is a study that compares Bangladesh's workplace safety laws to worldwide standards in order to solve a number of important issues. The following provides a general explanation of these issues:

The list of safety measures proposed by ILO and the ones outlined in Bangladesh Labour Act are substantially different. The objective of the research paper is to identify some cases where the laws of Bangladesh may be below the international standards. This involves an examination of the adequacy of the protection of workers by the national laws and their adherence to the comprehensive safety rules by the ILO.

² 'Massive Blaze at Narayanganj Factory Claims 52 Lives' (*Dhaka Tribune*, 9 July 2021) <<https://archive.dhakatribune.com/bangladesh/nation/2021/07/09/narayanganj-factory-fire-rages-on-many-feared-dead> accessed 14 September 2025.

The interpretation and application of the national laws may also pose a big hindrance even in situations where they would otherwise be in line with the international law. The cause of the problems is in the pure fact why certain safety measures, though of a legal necessity, are not applied effectively. Such problems may be provoked by such factors as corruption, resource shortage and ineffective training of the law enforcement staff. To be fruitfully applied, there should be awareness and compliance to the safety laws by the workers. In this section of the research paper, the author will look into the awareness of the Bangladeshi workers regarding their legal rights and what they should avoid regardless. It also examines the extent of acquiescence between businesses and workers in order to establish gaps in knowledge and practice. There can be a significant influence on the effectiveness of safety safeguards with the help of economic and cultural elastics. The financial constraints that employers in Bangladesh may face and the cultural norm that may be used to determine the way the safety principles should be considered and integrated may make the employers focus on the cost-cutting rather than the safety. The aim of the research is to research these issues and their role in avoiding the adoption of effective safety measures. The question of the impact of these issues of enforcement and regulatory inadequacies on the health and safety of workers is the primary concern. It examines the reality of the consequences due to lack of adequate safety measures which would include a high rate of occupational diseases, injuries and even death. It is important to acknowledge that the realization of these effects makes it obvious how urgent it is to seal the gaps between national and international safety regulations. The ultimate aim of the study is to provide feasible policy recommendations that will ensure that there is no loophole in the gap between the standards and Bengal Labour Act in Bangladesh. These also involve submitting amendments to the legislations of the country, recommending better ways of doing things and raising international best practices which could be adapted in the application in Bangladesh. Collectively, the above issues are grave challenges to the Bangladesh quest to ensure safe working conditions. Despite the framework that exists, these laws continue to face several challenges that have ensured that workers are not fully safeguarded. The research contrasts the safety measures in Bangladesh to one attempt to find out the loopholes and provide viable settles.

The essence of the task is to increase the safety at the workplace in Bangladesh through a closer following of the international standards of the national regulations. This would mean safer,

healthier and more productive workplace which would protect workers, as well as enhance economic and social development in general.

1.4 Significance of The Study

1.4.1 Increasing Awareness and Putting Actionable Measures in Place

The study aims at raising awareness among authorities on the importance of workers safety by indicating the differences between the global norms and the labour regulations in Bangladesh. It provides a platform on which to initiate discussions and offer workable solutions to the areas where weaknesses are identified in safety laws. In such a manner, this study contributes to making the working environment of Bangladeshi workers safe.

1.4.2 Taking Care of Different Safety Concerns

The safety issues not under the law of industrial safety are many, including- workers social security, child labour safety, maternal safety and accidents. This paper discusses these issues and combine their happening, cause and potential solutions. The report offers a comment on how regulatory framework could be potent to enhance protection to the workers in Bangladesh by pointing out and examining this safety problems.

1.4.3 Maintaining Compliance and Safeguarding Reputation

The rate of industrial accidents undermines the image of Bangladesh in the global arena and puts the efficiency of the existing safety regulation in the country in a negative perspective. The present research will serve to serve the goodwill of Bangladesh and to ensure that the country follows international safety standards by determining the level to which the labour laws are close to the ILO standard. It stresses on the importance of adhering to the international labour standards to maintain a credibility and competitiveness in the market.

1.4.4 Encouraging comprehension and comparison

This research provides valuable knowledge to researchers, students, teachers and other concerned individuals who would desire to understand Bangladeshi labour laws on safety. It facilitates comparison of ILO standards with the labour laws in Bangladesh and gives a profound analysis of the safety requirements. This comparison study can help the stakeholders to assess the appropriateness of the existing safety measures and identify the areas where they

can be improved to enhance worker safety and foster a safety culture within the work environment.

1.5 Objective of the study

The specific objectives of the study are to-

- i) Learn about health, hygiene and safety measures of the labours at workplace both from Bangladesh Labour Act and ILO perspectives.
- ii) Analyze the implementation of the ILO's safety measures in Bangladesh Labour Act.
- iii) Observe and give critical appraisal on the legal provisions regarding safety measures in Bangladesh Labour Law.

1.6 Research Questions

- i) What are the provisions concerning health, hygiene and safety measures of the labours at workplace in national and international perspective?
- ii) How to implement the ILO's safety measures in Bangladesh Labour Act?
- iii) What are the observations and how to provide a critical appraisal on the legal provisions regarding safety measures in Bangladesh Labour Law?

1.7 Literature Review

MD. Mahbubur Rahman in his book, “*A lecture on Labor Law*” has addressed the full coverage of Bangladesh Labour Law. Safety and the other relevant measures are shown in this book. The critical consideration of the international safety standards has however not been satisfactory in this book.³

The “*International Labor Law and Domestic Law*”, which is edited by Xavier Beaudonnet, is a highly essential manual as it is put together by the judges, attorneys and legal educators. The aim of this manual is to place this training on a systemic foundation and in this regard promote broader attitude to the international labour law in the practice and the instruction of the domestic labour law.⁴

³ Mahbubur Rahaman, Lectures on Labor Laws of Bangladesh (4th edition University Publication 2020) 100

⁴ Xavier Beaudonnet, International Labor Law and Domestic Law (1st edition International Training Centre 2010) 165

“Health Status, Occupational Hygiene and Safety Practices among Female Workers in Bangladesh”, DrAK Obidul Huq et al has researched that the introduction of free market economic policies, unbalanced economic and industrial reforms were also grave to the employment security of the laborers as well as their social security in different fields. The women are employed in this business to exploit the comparative advantages of their disadvantages including the low value of their labour, their poor bargaining power and their submissiveness. Nonetheless, the compensation of the female workers by the labor outside the family has increased the living standard, contributed to economical self-sufficiency and material accessibility, which can influence their health and nutrition.⁵ Approximately 3508 export oriented readymade garment factories had been estimated to be undergoing some form of structural development to promote the occupational safety and health. To give the situation that more awareness is developed amongst the workers, several inspectors and supervisors are posted to the factories of approximately 500 RMGs despite the factories not implementing its own mechanisms to develop awareness on OSH.⁶

As a component of the plan the ‘Bangladesh Accord on Fire and Building Safety’ and the ‘Alliance for Bangladesh Worker Safety’ were initiated to ensure the working environment was safe to both the workers and the ‘Department of Inspections’ were implemented in majority of the factories. It was to be done through establishment of Department of Inspection for Factories and Establishment (DIFE) in partnership with ILO and the Ministry of Labour and Employment of the government of Bangladesh as well as the inspection strategy and roadmap.⁷

The OSH culture is injected to the owners of the factory supervisors, managers, and workers so that they can be transformed through training and skill development in accordance with the objectives of ‘National Action Plan on Fire and Building Safety’ to improve OSH. Much as such schemes are known to be noteworthy, there are no efficient moves that are currently made

⁵ DrAK Obidul Huq and others, ‘Health Status, Occupational Hygiene & Safety Practices among Female Workers in Bangladesh’ (2014) 43 Iranian journal of public health 172.

⁶ ‘ILO, Partners Aim to Improve Conditions in Bangladeshi Garment Industry’ (23 September 2013) <https://www.ilo.org/newyork/news/WCMS_222019/lang--en/index.htm> accessed 15 September 2025.

⁷ ‘Occupational Safety and Health Country Profile: Bangladesh (Occupational Safety and Health)’ <<https://www.ilo.org/safework/countries/asia/bangladesh/lang--en/index.htm>> accessed 15 September 2025.

in the directions. An obligatory and necessary formation of safety committee event is necessary as per the follow ups of the newly employed law but even was not appealed to the owners of the factory. The above committees are still, however, deficient in the majority of the factories, which tends to project the non-applicability of the directions so constituted.⁸

In order to protect the health and welfare of both employers and workers, labour safety regulations are essential. Numerous studies have examined a range of labour safety topics throughout the years, from psychological health to physical safety in the workplace. With an emphasis on three primary areas—physical safety, regulatory frameworks, and psychological safety this review of the literature summarizes the most important discoveries from current studies on labour safety measures.⁹

Physical safety in the workplace refers to a wide range of procedures intended to stop illnesses and injuries at work. Numerous studies highlight the significance of ergonomic treatments, safe equipment use, and routine safety training.¹⁰

Research has indicated that implementing ergonomic measures, like modifying workstations and using appropriate lifting techniques, can considerably lower the frequency of musculoskeletal problems in employees (Kroemer,2017). Another essential practice is wearing personal protective equipment (PPE). According to Smith and We strum (2018), there is a noticeable drop in injuries at work when PPE regulations are strictly enforced, especially in high-risk sectors like manufacturing and construction.¹¹

Consistent safety instruction is an additional essential element of physical safety. According to Johnson et al. (2019), ongoing safety education and training initiatives improve adherence to safety procedures and lower the number of accidents. The Occupational Safety and

⁸ Sakhawat Sajjat Sejan, ‘Bangladesh’s Position on Occupational Safety and Health: An Analysis’.

⁹ Cooper, C. L., & Quick, J. C. The Handbook of Stress and Health: A Guide to Research and Practice. Wiley Blackwell (2017).

¹⁰ Edmondson, A. C. (2019). The Fearless Organization: Creating Psychological Safety in the Workplace for Learning, Innovation, and Growth. Wiley (2019).

¹¹ International Labor Organization (ILO).Convention.(2021). C155 - Occupational Safety and Health Convention, 1981 (No. 155). Retrieved from <https://www.ilo.org/global/standards/subjects-covered-by-international-labour-standards/occupational-safety-and-health/lang--en/index.htm>.

Health Administration's (OSHA) research, which shows that companies with continuous training programs report fewer workplace mishaps, supports this.¹²

Robust regulatory frameworks frequently serve as the foundation for effective safety measures. Employers are required to adhere to national and international rules, which set forth principles and standards, in order to guarantee workplace safety.¹³

Through agreements and guidelines, the International Labour Organization (ILO) establishes thorough safety standards on a global scale. A global culture of safety in the workplace has been greatly aided by ILO Convention No.155 on Occupational Safety and Health (ILO, 2021). Since they are obligated to put national occupational safety and health policies and programs into place, countries that have joined this agreement usually achieve improved safety outcomes.¹⁴

The importance of psychological safety in relation to overall workplace safety is becoming more widely acknowledged. Studies show that a welcoming and inclusive workplace can reduce stress and stave off burnout.¹⁵

1.8 Methodology

This study has opted for a doctrinal methodology. For conducting this research, the researcher has to collect both primary data and secondary data. The primary data will be collected from the study of the Bangladesh Labour Law and different instruments of the International Labour Organization (ILO). The secondary data will be collected from the study of several literature sources, including books, journals, articles, case laws. The goal of this study is to disclose the relevant issues in an analytical manner.

The position of the subjects may be recognized by the interpretative method. And many more, will be critically examined in order to achieve the goals of this approach. The collected data presented descriptive and analysis way for the better understanding of the data.

¹² Johnson, P. M., Smith, J. L., & Westrum, R. "Effectiveness of Continuous Safety Training Programs in Reducing Workplace Incidents." *Journal of Occupational Health and Safety*, 11(2), 145-160 (2019).

¹³ Kroemer, K. H. E. *Fitting the Human: Introduction to Ergonomics/Human Factors Engineering*. CRC Press (2017).

¹⁴ Smith, A., & Westrum, R. "The Role of Personal Protective Equipment in Occupational Safety." *Safety Science*, 105, 123-130 (2018).

¹⁵ Williams, J. H. "Impact of OSHA Regulations on Workplace Safety." *Journal of Safety Research*, 67, 73-81(2018).

1.9 Theoretical Framework

The theoretical framework for understanding labour rights and the right to safe work as human rights draws on several interrelated perspective.

Human rights theory are the most important part of this, rooted in the universal declaration of human rights and international law, this theory asserts that every individual has an inherent right to just and favorable working conditions. Safe and deigned labour is thus a core human entitled rather than a privilege. Another things is, decent work framework, The International Labour Organization concert that decent as productive employment rights at work, social protection, and dialogue. This framework link occupational safety directly to social justices and sustainable development. Last part of theoretical framework is capability approach, this approach views safe labour conditions as expanding workers, capabilities to live healthy autonomous and meaningful lives. Unsafe or exploitation workplaces restrict fundamental freedoms and human potential. However, these theories together established that safe work is not merely a labour standard but also a universal rights.

1.10 Limitation of the study

This research has a very broad scope because there are numerous laws pertaining to worker safety precautions. Therefore, this research cannot cover all labour laws. Because of this, the Bangladesh Labour Act of 2006 and the ILO's health and safety standards are the sole subjects included in this study. This study requires reading numerous articles from reputed researchers across numerous websites. It was unable to access many well-known websites that had extremely important articles on them. Another restriction on this investigation is budget. Certain websites demand that you purchase their premium membership. The website is inaccessible to anyone who are not members. By producing numerical data that can be converted into useful statistics, quantitative research is utilized to quantify the issue. Owing to the very short time, gathering diverse data is a challenging undertaking.

1.11 Conclusion

The importance of worker safety and well-being has been highlighted in this chapter, especially in Bangladesh's ready-made garment sector. It has drawn attention to the differences between International Labour Organozation (ILO) standards and national labour standards, highlighting the

need for better hygienic practices, safety precautions, and health regulations. Labour rules have come a long way after horrific workplace tragedies but difficulties with implementation and enforcement still exist. The goal of the study is to pinpoint these weaknesses and offer doable suggestions to raise workplace security, guarantee adherence to global norms, and eventually boost working conditions for Bangladeshi labours. By concentrating on these problems, the study hopes to promote a more secure and healthful workplace, which will aid in the general growth and efficiency of the labour force.

Chapter Two

Safety Measures in Bangladesh Labour Act

2.1 Introduction

Healthy working environment and safety in the workplace rather important to life. The health, security, and safety are the most crucial thing about all the industries that will enable well being of the workers and the bosses. It has a duty of maintaining health and safety of the worker. With the industrialization, there has been a radical transformation of the life of the Bangladesh. Nonetheless, in such situation when the industries have not been laid well and appropriate precautions are not observed, there are negative health effects that may cause severe effects. According to ILO it is estimated that every year 11.7 thousand workers are died in fatal accidents, 24.5 thousand are died by work related diseases in all sectors in Bangladesh.¹⁶ Occupational accidents and diseases may impact to the lives of the affected workers and the entire society as a whole due to the fact that they not only impact the life of the worker but also the productivity of his or her occupation and ultimately his or her welfare. The number of professional fatalities and accidents is reported to be completely preventable throughout the world and would be evaded in case of mere efforts of employers and the workers themselves in an attempt to mitigate the dangers and risks in the workplaces. Over four million work in the garment industry only. In the case, the economic opportunities will be integrated with the working conditions and labour rights in Bangladesh. The government of Bangladesh has been laying special stress on elimination of child labour, good working conditions, safety in the industrial environment. One of the reforms that the administration has carried out is the way to promote the labour rights of health and safety in the country.

2.2 Safety and Health Related Laws and Regulation in Bangladesh

The first codification of labour laws in Bangladesh was made in the year 2006 in the form of Bangladesh Labour Act of 2006. In this Code, there are provisions relating safety and health of workers. There are also some other laws and policies regarding labour in our country that conduct the health and safety measures.

¹⁶ Johnson, P. M., Smith, J. L., & Westrum, R. "Effectiveness of Continuous Safety Training Programs in Reducing Workplace Incidents." *Journal of Occupational Health and Safety*, 11(2), 145-160 (2019).

- i) Bangladesh Labour Act, 2006 (BLA).
- ii) Bangladesh National Building Code, 2006.
- iii) Bangladesh Labour Rules, 2015.
- iv) Bangladesh Child Labour Elimination Policy, 2012.
- v) National Labour Policy, 2012.
- vi) Bangladesh Industrial Policy.
- vii) National Occupational Health and Safety Policy, 2013.
- viii) Domestic Workers Protection and Welfare Policy, 2015. etc.

2.3 Safety Provisions under Bangladesh Labour Act, 2006

The Bangladesh Labour Act of 2006 is the most crucial law on health and safety of the workers in Bangladesh. This Act has imposed liabilities on the employers and other individuals to the workers in most of the industrial and commercial establishments. Prior to the Bangladesh Labour Act, 2006; the law relating to the protection of the workers against any health and safety risk was also included in Factories Act, 1965 and Factories Rules 1979. The legal protection has been applied in the form of being applied to establishments in general and not restricted to a factory like the Factories Act, 1965 as was the case with the BLA, 2006 that was a consolidation of over 25 Acts and Regulations. The establishment definition is wide and may include shops, hotels, restaurants, factories, plantations, docks, transport service, construction site and any other premises where workers are involved in the activity of carrying out any industry.¹⁷ Safety is provided with the required basis of the BLA, 2006. Bangladesh Labour Act, 2006 has offered some provision and this has made sure that issues regarding the safety, security and health of the workers including the adolescent and women workers who are pregnant have been put into consideration.

2.4 Safety and Security of Child and Adolescent Worker

Child labour deprives children from their childhood, their potential and their dignity, or exceeds a minimum number of hours or is mentally, physically, socially or morally dangerous and harmful to children or interferes with their schooling is child labour. Child labour involves the child¹⁸ being enslaved, separated from their families, exposed to serious hazards and illnesses and left to fend

¹⁷ The Bangladesh Labor Act 2006, section 2(31), 2(41) and 2(61). To appreciate the full range of premises, it is necessary to look at the definitions of ‘establishment’, ‘commercial establishment’ and ‘industrial establishment’ in those sections.

¹⁸ The Bangladesh Labor Act 2006, section 2(63), Child means a person who has not completed 14th year of age.

for themselves on the streets of large cities often at a very early age. There are safeguards for child labour.

2.5 Absolute Prohibition on Child Labour

A child shall not be employed or permitted to work in any occupation or establishment.¹⁹ No agreement of a child to work in any work shall exist between the parents or guardian of the child. In case the parent or guardian of a child molests such an agreement, he will pay fines up to 1000 taka as per section-285.²⁰ The Bangladesh Labour Act, 2006 also presents a policy against child labour that also does not allow any kind of minor worker below the age of 14 years.²¹ This regulation is skewed towards securing the rights and the well-being of the children by making sure that children are not placed in an environment that would negatively affect their moral, mental and physical development. Moreover, the Act alludes to the fact teenagers between the ages 14-18 can only work in such occupations which are safe and they must comply with the stringent rules, which would ensure their health and safety.²²

2.6 Provisions of Safety of Adolescent Workers

Bangladesh Labour Act, 2006 stipulates that adolescent²³ worker can work under the condition of completion of some set out stipulations. The regulations and provisions of the adolescent workers are given here.

In order to be employed or allowed to work in any occupation or establishment, a teenager must need fitness certificate.²⁴

Any work which has been declared by the government as hazardous will not be subjected to a adolescent. No adolescent shall be allowed to clean, lubricate or adjust any moving machine.²⁵ The adolescent is not supposed to work in any hazardous machine unless he becomes well trained or supervised to do so.²⁶ There will be no adolescent who is going to be working in the underground

¹⁹ Ibid section 34

²⁰ Ibid section 35

²¹ Ibid section 34

²² Ibid section 44

²³ Ibid section 2(8), Adolescent means a person who has completed 14th year of age but has not completed 18th year of age.

²⁴ Ibid section 36

²⁵ Ibid section 39

²⁶ Ibid section 40

or underwater.²⁷ It was also confirmed in the case of *Walker vs. Bletchley Flattens Ltd.* (1972), that a machine is dangerous, and it may cause harm to a person working in a condition where a human being may be reasonably foreseen to act in a situation where may be reasonably foreseen to happen.²⁸

A disabled worker will not be required to work in a dangerous machine or in a dangerous work.²⁹

2.7 Safety Measures related to Maternal Benefits

The three separate Acts that regulate the maternity benefits of women, had been in existence even before all labour laws were amalgamated under the Bangladesh Labour Act, 2006. Those were- Maternity benefits act of 1939, Maternity benefits act of 1941 and Maternity benefits (Tea estate) act of 1950. Maternity benefits are also a provision of Bangladesh Labour Act, 2006 in Bangladesh. Any pregnant female worker will be entitled of being granted by the employer up to 8 weeks before the date of her delivery and 8 weeks after the birth of the child. She shall not be working in any establishment during that time.³⁰ The Legislature was thinking of maternity benefit as calculated on the basis of the total number of the days absent of the women worker during the actual absence which excluded the holidays.³¹ In case the employer is notified of pregnancy of a female worker he will then permit the women to absent her from work.³² The maternity benefits to be paid would be on daily, weekly or monthly average wage. The average wage will be a cumulative amount of the total amount of wages given to her during the 3 months prior to the day on which she gives the notice divided by the number of days in which she actually worked during the 3 months.³³ In a situation where a woman who has a right to receive maternity benefit dies in the course of delivery of a child and within 8 weeks after the delivery of the child, the employer will compensate the amount of maternity benefits to the person looking after the child and in case the child dies to the person nominated by the woman, the employer will also refund the amount to a legal representative of the woman.³⁴ As long as in 6 months preceding the time of her delivery and to such effect as such a notice or order is issued without justifiable cause, she shall not be defrauded of any

²⁷ Ibid section 42

²⁸ *Walker vs Bletchley Flattens Ltd.* (1972) 1 All ER 170

²⁹ Ibid section 44

³⁰ Ibid section 46

³¹ *B.Shah vs Labor Court, Coimbatore* AIR 1978 S.C. 12

³² Ibid section 47

³³ Ibid section 48

³⁴ Ibid section 49

maternity benefit than she would otherwise have received, in case a notice or order of discharge, dismissal, is given to a woman worker by the employer.³⁵

2.8 Health and Hygiene Measures of Workers

The occupational health and hygiene is entirely based on the process of sustaining, promoting and safeguarding the health condition of each and every worker in the worker with not even a slightest conception that they may be subjected to a myriad of harmful to the health procedures that might either be very acute or rather chronic. The international labour organization estimates the number of occupational disorders to be an average of 160 million annually across the globe with 2 million of the laborers being died.³⁶ The health and hygiene of the occupation should also be addressed with an effort to provide safe working environment as it helps to enhance the productivity levels of the working population through the enhancement of their physical and psychological well-being.

2.9 Cleanliness

Floors, working rooms, stairs-cases and passages will be swept daily out of dirt. Each room floor is also to be washed at least one time a week. Drainage systems shall be availed where the floors become wet and they should be in good condition as well.³⁷ The provisions of the neatness of the workplace have been articulated in Bangladesh Labour act of 2006 to make sure that there is a good healthy atmosphere to the workers. The other requirements of the Act are that the establishments should be clean and hygienic through regular cleaning of floors, stairs, passages and premises using disinfectants whenever necessary.³⁸ When it comes to the proper drainage systems it should be made to ensure that there are no stagnant pool of water and the necessary latrines and urinals should be made available and separated and it should be clean and hygienic.³⁹

2.10 Ventilation and Temperature

There will be a circulation arrangement of fresh air. It will be observed that the temperature will be maintained in this state that would create comfortable working conditions and no harm to the

³⁵ Ibid section 50

³⁶ Howlader, 'Onnorup: A Critical Analysis of Health, Hygiene & Safety Provisions of Bangladesh Labour Code 2006' (*Onnorup*, 24 June 2014) <<http://onnorup.blogspot.com/2014/06/a-critical-analysis-of-health-hygiene.html>> accessed 16 September 2025.

³⁷ The Bangladesh Labour Act, 2006, section 51

³⁸ Ibid section 51

³⁹ Ibid section 59

health of the workers.⁴⁰ The Bangladesh Labour Act, 2006 partially provides the good ventilation and temperature of the working place to promote the health and comfort of the workers. The Act provided that all workrooms should be well ventilated to allow the circulation of fresh air in the workroom therefore maintaining the level of temperature controlled. This is done by making sure that the windows, doors and other opening is appropriately placed so that they can maintain the right ventilation and the mechanical means in case the natural ventilation cannot maintain the ventilation.⁴¹

2.11 Dust and Fume

Every precaution will be adhered to ensure that dust and fume is not deposited in any of the workrooms or inhaled by the workers. No working room should have any internal combustion engine that is operated without due consideration such that the fumes will not be amassed.⁴² The issue of dust and fume exposures in the workplace is related to Bangladesh Labour Act, 2006 because it focuses on the health and safety of the workers. Section 53(a) of the Act presupposes that the employers should safeguard themselves to ensure that their workers do not inhale dusts, fumes and any other airborne pollutants that might not be favorable to their health. This includes installation of exhaust systems, ventilation systems or any other engineering inputs to eliminate or minimize the level of dust and pollution that is in the office.

2.12 Disposal of Wastes and Effluents and Artificial Humidification

The by-product wastes and effluents of the manufacturing processes will be disposed efficiently.⁴³ The water that will be used in artificial humidification will be acquired in the facility of the drinking water network, or any other water source. In case the water is borrowed, it will be purified first practically and then used.⁴⁴ Bangladesh Labour Act, 2006 does this by disposing of wastes and effluents and artificial humidifying at the workplace to safeguard the health and safety of the workers. The employers should also be careful in the disposal of the industrial wastes and effluents in a safe way to avoid polluting the environment and posing any health risk to the workers as stipulated by the Section 54 of the Act. This is by enhancing appropriate waste management

⁴⁰ Ibid section 52

⁴¹ Ibid section 52

⁴² Ibid section 53

⁴³ Ibid section 54

⁴⁴ Ibid section 55

systems like recycling, treatment or disposal of garbage according to the respective environmental laws.⁴⁵ Section 55 of the Act regulates the artificial humidification within the places of work and the Act provides that by mechanical means, the employers are supposed to maintain the level of humidity within the work place at the proper level that is comfortable and healthy to the workers.⁴⁶

2.13 Overcrowding

The rooms will not be congested to the point that it will negatively affect the health of the workers. All workers will receive at least 9.5 cubic meters of space.⁴⁷ The Bangladesh Labour Act, 2006 addresses one of the problems related to overcrowding in workplaces whereby it attempts to offer safe and healthy working conditions to the workers. Act or section 56 provides that all workrooms should be maintained at a size that does not cause congestion and the space allocated to one worker should not be less than 9.5 cubic meters. This regulation will help to reduce the potential risk of accidents and other health related problems due to over-crowded and congested working conditions by providing the workers with a decent working area to work and perform their tasks without any inconvenience.⁴⁸

2.14 Lighting

The adequate and appropriate lights will be installed in all areas of a place. Both the all glass windows and skylights will also be kept clean.⁴⁹ Bangladesh Labour act, 2006 provides the guidelines on good lighting in the workplace that will guarantee the health and safety of the workers. In section 57 of the Act, they should not forget to install proper lighting in work rooms, hallways, stairwells and other areas that would ensure that workers are in light, both natural and artificial. This is a regulation that aims at providing a safer and more comfortable work place, it eliminates accidents and also reduces the level of fatigue on the eye.⁵⁰

⁴⁵ Ibid section 54

⁴⁶ Ibid section 55

⁴⁷ Ibid section 56

⁴⁸ Ibid section 56

⁴⁹ Ibid section 57

⁵⁰ Ibid section 57

2.15 Potable Waters

The workers shall be given the appropriate provision of clean drinking water. All the water supply points shall be marked with ‘Potable Water’ in Bangali. If there are 250 workers or more than 250 workers employed, there will be a provision of cooling of the drinkable water in summer. The oral re-hydration therapy will be used in case the body of the workers has been affected by dehydration.⁵¹ The Bangladesh Labour Act, 2006 stipulates that the employers ought to make the workers have access to drinkable water in their respective work places to ensure that their health and well being are safeguarded. In the Act, Section 58, it is indicated that all the employers are expected to offer the appropriate access to clean and safe drinking water to their workers. This water must be checked and defended against pollution often so that they are able to supply water that could be used to meet the demand of health.⁵²

2.16 Toilets and Washrooms

Sufficient sanitary toilets and wash rooms will be available in the right locations. It will consist of male and female washrooms and toilets. Toilet and bathroom will be well illuminated and ventilated. Water will never be in short supply.⁵³ To ensure that their health and dignity are not breached, the Bangladesh Labour Act 2006 further explains that lavatory, bathroom facilities should also be made available and properly equipped in work places. Under the Act, in Section 59, the employers are obligated to ensure that they have adequate and conveniently located latrine and urinal facilities to the male and female workers as well as maintain the facilities as separate and clean.⁵⁴

2.17 Dustbin and Spittoon

It will have adequate dustbins and spittoons that will be put at the correct location and maintained. No one will hurl dirt and spit inside the premises of the facility, other than the dustbins and spittoons.⁵⁵ Bangladesh Labour Act, 2006 ensures cleanliness and hygienic environment by offering trash cans and spittoons by the employer. Section 60 of the Act will also oblige the employers to provide adequate dustbins and spittoons that will be conveniently positioned in the

⁵¹ Ibid section 58

⁵² Ibid section 58

⁵³ Ibid section 59

⁵⁴ Ibid section 59

⁵⁵ Ibid section 60

workplace.⁵⁶

2.18 Provisions Relating to Safety and Security

The section 61 up to the 78A of the Bangladesh Labour Act 2006 entails the Provisions regarding the safety and security of the labours. The Bangladesh Labour act, 2006 offers an all-inclusive set of rules concerning the wellbeing and safety of the workers in the aim of offering safe working conditions. The Section 61 to 78 of the Act includes the Employers in making sure that the load safety arrangement is at the right spot to keep off the mishaps and injuries at the work place. These involve provision of protective attires, proper upkeep of the equipment, safety and emergency measures.⁵⁷

2.19 Safety of Building and Machinery

Where the inspector has the opinion that a building or any road machinery or plant or internal electrical system will cause a risk, and have a tendency to cause a death or injury to a human life, the inspector may issue an order to the employer stating that he should do whatever is necessary to be done.⁵⁸ Bangladesh Labour Act, 2006 has some solutions to the problems concerning safety of structure and equipment used in working places to ensure that the workers are not involved in accidents and injuries. The Act contains some requirements that all business persons should make sure that their structure and buildings are safe and sound and its requirement covers the inspection and fixation of the structure which might be hazardous to normal routine.⁵⁹

2.20 Precaution as to Fire

All the establishments will have sufficient escape provision. At last, there will be a different staircase that will lead to all the floors. Fire fighting equipment will be supplied in each floor with the required number.⁶⁰ To ensure the safety of the workers, Bangladesh Labour Act, 2006 provides that the employers should take preventive and remedial measures in case of fire-risks. In 64 of the Act, the employers are impregnated with the duties of possession of appropriate fire-fighting equipments, such as hose, fire alarms, fire extinguishing apparatus, etc and ensuring that such equipments are in proper conditions and readily available whenever necessary.⁶¹

⁵⁶ Ibid section 60

⁵⁷ Ibid section 61 to 78A

⁵⁸ Ibid section 61

⁵⁹ Ibid section 62

⁶⁰ Ibid section 62

⁶¹ Ibid section 64

2.21 Fencing as Machinery

The safeguard will offer the protection of all components of prime mover, water wheel, water turbine, electric generator motor, transmission machinery safely fenced with the significant production of the safeguard.⁶² The provision contained in the Bangladesh Labour Act, 2006 regarding fencing machines is a very important check that is undertaken to prevent the workers against the potentially hazardous moving parts. All the machinery with potentially dangerous parts should be enclosed in a safe way to minimize the risk of accidents and injuries in accordance with the regulations of the Section 67 of the Act.⁶³

2.22 Work on or Near Machinery Motion

It will be inspected by a highly trained male worker in case there is need to check on any section or equipment that is in motion. The tight-fitting clothes shall be on worn by the worker.⁶⁴ Attempting to win over workers, Bangladesh Labour act, 2006, declares that there are some safety measures that must be taken during the working process, or around the moving machinery. The Act in Section 68 gives a statement that the workers should not work on or inside the moving machinery unless it is essential to work there and under that condition only when the proper precautions have been taken to prevent accidents.⁶⁵

2.23 Cranes and Other Lifting Machinery

Both the cranes and the other lifting equipments must be built in good condition, and must be inspected at least once by a competent individual within 12 months. The loading will not be performed to exceed the working load by loading no cranes and lifting equipment.⁶⁶ To ensure that the number of crane accidents that can be fallen the workers is curtailed, the crane laws and the other lifting equipments are presented, as instructed by the Bangladesh Labour Act, 2006. The use of the cranes and other lifting machineries by their employers is obligatory as required by Section 69 of the Act, which means that the employers must be able to adhere to

⁶² Ibid section 63

⁶³ Ibid section 67

⁶⁴ Ibid section 64

⁶⁵ Ibid section 68

⁶⁶ Ibid section 68

certain safety procedures that would imply that their machines are properly installed, that they are well-maintained and inspected.⁶⁷

2.24 Hoist and Lifts

Any hoist and lifts anywhere at workplace are well built and maintained and will also be well inspected by a qualified individual at least once every 6 months. Hoists and lifts will not be overloaded. Each hoist and lift weights will be written in readable Bengali up to maximum capacity.⁶⁸ The building is equipped with hoists and lift limitations to ensure that the workers are not in jeopardy as stipulated by the Bangladesh labour act of 2006. Section 70 of the Act has a substantial burden of responsibility of safety of such employers who operate hoists and lifts in this regard the employer has a difficult responsibility of adhering to the strict safety protocols that entail correct installation, maintenance and inspection of the hoists and lifts.⁶⁹

2.25 Pressure Plant

Where any section of the plant, or other equipment used in the manufacturing process is carried out at a pressure other than the atmospheric pressure, realistic precautions will be observed to ensure that the safe working pressure is not exceeded.⁷⁰ The Bangladesh Labour Act, 2006 has already established laws that concern pressure plants to maintain the interests of the workers by ensuring that the level of safety of the workers is not being compromised. Under the Act, section 71 sets the employers who operate the pressure plants with several rules to follow when dealing with safe practices that entail proper installation, maintenance and regular inspection of the systems to avoid accidents and injury to people.⁷¹

2.26 Floors, Stairs and Passage

A Floors, stair, passage will be well constructed having adequate and as required, strong railing to facilitate its safety. The stair passages and passages should remain open to ensure continuity of movement of the workers is easily made. Stairways and passageways will be unblocked and spacious.⁷² In an attempt to give the workers safety, the floor, stair and passage requirements

⁶⁷ Ibid section 69

⁶⁸ Ibid section 69

⁶⁹ Ibid section 70

⁷⁰ Ibid section 71

⁷¹ Ibid section 71

⁷² Ibid section 72

will be determined as per the Bangladesh Labour Act of 2006. Under the Act, Section 72, the employers have an obligation of ensuring that such places are secure and not vulnerable to any type of hazards which may result in trips, falls or slides.⁷³

2.27 Pits, Sumps, Tunnel, Mouths

A vessel, sump, tank, pit or tunnel, which is likely to give way to danger, because of its depth, position, construction or contents, shall be covered or fenced.⁷⁴ The regulations concerning the pits, sumps and tunnels and mouths are given under the Bangladesh Labour Act, 2006 with consideration to provide safety to the workers. Section 73 of the Act requires the employers to install safeguards that would restrict accident and injuries in certain destined spots.⁷⁵

2.28 Excessive Weights

No worker shall be permitted to carry any such load up or move it about, to carry or to move any load so heavy that it is likely to hurt him or her.⁷⁶ The Bangladesh Labour act, 2006 offers the provisions on excessive weights because it is inclined towards the protection of health and safety of the workers. Sub section 74 of the Act mandates employers to ensure there is no need to make workers raise, transfer or carry a load to a weight increase beyond the loads they consider safe. Employers should make sure to acquire the suitable lifting aids, which can be either a hoist, or a forklift, and implement the precautions that would strive to reduce musculoskeletal trauma and overworking.⁷⁷

2.29 Protection to Eyes

The government can also make it mandatory and issue the appropriate goggles or eye screens to the people who have been worked in such a situation to protect their eyes.⁷⁸ The Act provides the protection of labour to the workers in Bangladesh so that their eyes are not damaged to ensure that occupational safety and health are safeguarded. In Section 75, the employers should furnish the workers with the proper protective eyewear to them in case they are subjected to any of the hazards mentioned above including the flying particles, chemical spillage or the

⁷³ Ibid section 72

⁷⁴ Ibid section 73

⁷⁵ Ibid section 73

⁷⁶ Ibid section 74

⁷⁷ Ibid section 74

⁷⁸ Ibid section 75

intense light that may cause a physical damage to the eye. The role of the employers is to determine the kinds of safety hazards that are probable to be experienced at the workplace, and ensure that workers keep the appropriate eye protection, carry them and wear them respectively.⁷⁹

2.30 Welfare Measure for the Workers

The Bangladesh Labour Act, 2006 was identified as some of the welfare measures. The latter activities are a guarantee of the social security of the labours. The welfare acts include Bangladesh Labor Act, 2006 whose act provisions are aimed at enhancing the well being of the workers. Under Section 108 of the Act, companies are also required to offer some welfare facilities to the workers depending on the number of workers in the company as well as the nature of the place of work like canteens, toilets, first aid facilities among others.⁸⁰

2.31 First Aid Appliances

The cupboard or first aid box will be in any given establishment that will be easily available during the working hours. The first-aid boxes or cupboards will be maintained in a responsible party who will undergo training on the first-aid treatment. In cases where the number of workers is 300 and above, the dispensary and sick room will be provided. In cases where there are 5000 or more workers, sick room will be given with a dispensary. Welfare officer will be hired in case of 500 or more 500 workers.⁸¹

2.32 Maintenance of Safety Record Books

Essentially, there will be a mandatory safety record book that shall be displayed in all the facilities which hire more than 25 workers.⁸² The law includes maintenance of safety record books as per the Bangladesh Labour act, 2006 because the act is concerned with the element of accountability and transparency when it comes to the safety mechanism in-house. The Act examines the employers to maintain the safety record books that must involve the information

⁷⁹ Ibid section 75

⁸⁰ Ibid section 108

⁸¹ Ibid section 89

⁸² Ibid section 90

of various occupational safety and health issues like the accident reporting, inspection records and the action taken to reduce the risks and hazards.⁸³

2.33 Constitution of Safety Committee

In every factory where 50 more workers are employed, there shall be a safety committee.⁸⁴ The Bangladesh Labour Act, 2006 mandates that safety committees be established in order to guarantee workers' active involvement in advancing occupational safety and health in the workplace. Employers must create safety committees with members from management and labour, per Section 21 of the Act.⁸⁵

2.34 Washing Facilities

There will be washing and sufficient number of bathrooms facilities. The workers will be provided with male and female facilities.⁸⁶ To ensure hygiene and wellbeing of the workers, the legislations on the washing plants are stipulated in the Bangladesh Labour act, 2006. Section 61 of the Act imposes the responsibility on the employer to ensure that he or she supports sufficient cleaning facilities to the workers to involve clean and convenient areas with an adequate amount of water, soap and drying facilities.⁸⁷

2.35 Canteen

All institutions with a minimum number of 100 workers that they can hire as a standard practice will have sufficient canteens.⁸⁸ Bangladesh Labour Act of 2006 addresses the canteen laws whereby the aim of the law is to not only safeguard the health but also the welfare of the workers. According to the Act (section 107), the employers are supposed to offer the canteen facilities to the workers provided that the working environment has a number of workers as agreed upon by legislation. The canteens will have clean and healthy environments, adequate seating areas to accommodate the workers, and cleanliness during lunch.⁸⁹

⁸³ Ibid section 126

⁸⁴ Ibid section 90A

⁸⁵ Ibid section 21

⁸⁶ Ibid section 91

⁸⁷ Ibid section 61

⁸⁸ Ibid section 92

⁸⁹ Ibid section 107

2.36 Rest Room

In an organization having over 25 individuals as regular workers, there should be sufficient and significant number of rest rooms that should be maintained. Appropriate lunch room will also be established and maintained where drinking water will be made to ensure that the workers can take their lunch that they could have carried.⁹⁰ The rules of the rest rooms are contained in the provisions of the Bangladesh Labour Act, 2006, which ensures the comfort and wellbeing of the workers. Under the section 106 of the Act, the employers are placed under a responsibility of providing toilets to the workers in the event that the workplace has a certain number of workers respectively to the number that is required by the Act. There should be no dirt in the rest areas and should be very well ventilated as well as should contain comfortable chairs on which the workers can sit and take a break.⁹¹

2.37 Rooms for Children

A facility with 40 and up to 40 woman workers will acquire the corresponding rooms and make them available to the women so that they can use it for their kids up to age of 6 years. The women will have an experienced and trained woman who will be the in charge of the room and take care of the children. The room will be easily accessible to the mothers of the children.⁹² To facilitate the well being of workers with children, Bangladesh Labour Act, 2006 developed the specifications of the child-friendly rooms. Under Section 48 of the Act, the employer of a workplace must ensure the rooms for the children of the female workers who are working in such workplace if the workplace have a certain number of female workers in that workplace as per the law.⁹³

2.38 Residential Accommodation for Handicapped Workers

In an establishment where there is arrangement for residential accommodation, the In the process of allotment of residential accommodation, handicapped workers will be given the first preference in an area where they will have residential accommodation.⁹⁴ In the Bangladesh Labour Act, 2006 the residential accommodation of the workers who are disabled was given

⁹⁰ Ibid section 93

⁹¹ Ibid section 106

⁹² Ibid section 94

⁹³ Ibid section 48

⁹⁴ Ibid section 94A

on an aim of offering accessibility and wellbeing of the impaired workers. Section 45 of the Act gives the employers the liability to accommodate handicapped workers, in the situation where the employers are bound to accommodate suitable residential facilities in the event, in which there are several workers in the workplace, as the legislation demands.⁹⁵

2.39 Facilities for Workers of Tea Plantation

The employer shall provide leisure facilities to the workers as well as their children, education facilities to the children.⁹⁶ Any employer of tea plantation will have a housing facility to all workers coupled with his family living in the tea plantation.⁹⁷ The workers will be supplied by the employer of every tea plantation with their daily needs.⁹⁸ The tea plantation workers facilities also have some provisions that specify the well being of the workers as per the Bangladesh Labour Act, 2006. Here, according to the section 184 of the Act, the tea plantations employers currently bear the obligation of providing workers and their families dwelling in the plantation lands with a standard of accommodation that is basic in nature, medical services and basic amenities such as clean water and sanitation facilities.⁹⁹

2.40 Introduction of Compulsory Group Insurance

The employer will provide group insurance in accordance with the current insurance regulations in a work place where the employer has at least 100 permanent workers. Payment of amount recovered shall be provided to the dependents by recovery of the employer.¹⁰⁰

2.41 Conclusion

The fundamental rights of the workers are safe and secure working environment. The right that is being safeguarded by the domestic laws is the worker right and this is as far as the international human rights instruments are concerned. As the industries are the biggest industries in Bangladesh and more people can be absorbed in the industries, then punitive actions against people who are not aware and conscious of worker safety. Otherwise the foreign purchasing countries will lose the Bangladesh state, which is soon to be challenged in the case

⁹⁵ Ibid section 45

⁹⁶ Ibid section 95

⁹⁷ Ibid section 96

⁹⁸ Ibid section 97

⁹⁹ Ibid section 184

¹⁰⁰ Ibid section 99

of this outrage of human rights. Meanwhile, the general and international standards must also be introduced, which must be mandatory. Instead, there will be another creation of death traps to workers. Instead of the enormous losses on accidents, the owners and the government should be concerned more on the rules and regulations on the safety of the industries that will save them more costs. This means that the inspection, reporting, and compliance with the current national and international standards and laws must be undertaken in the right way in an attempt to reduce the incidences of further incidents caused by absence of the occupational safety provisions.

Chapter Three

Safety Measures in International Labour Organization Standard

3.1 Introduction

The United Nations has a branch known as the International Labour Organization (ILO) that deals with employment and social issues. The International Labour Standards (ILS) are made and administered by its Geneva headquarters. The ILS have been put in place in issues touching on labour administration; employment policy; working time; wages, social security, migrant workers and special categories of workers.¹⁰¹ However, more than half of them are linked with both safety and health and security of the workers. International Labour Recommendations are non binding rules which are also prepared during an International Labour Conference that is held every June each year and International Labour conventions are legally binding rules and they are prepared in a tripartite manner. Along with International Labour Standards, there are the health, safety and security related issues, that are also addressed in Codes of Practices that are usually on an ad hoc basis and formulated by a tripartite team of experts to address specific industries such as mining, agriculture or hazards such as machinery, alcohol and drugs and the risk at work associated with such. Both, the ILS and the Codes of Practice are founded on the involvement of the employers, workers and governments who contribute the governance of the ILO and the key players in the assistance of the achievement of the safety performance at the workplace.

3.2 International Standard on Occupational Safety and Health

The ILO Constitution provides the principle of securing the workers against sickness, disease and injury events, which are the consequences of employments. However, it is very different with the situation of millions of workers. The recent statistics by the ILO has put the work-related deaths of the organizations at 2.78 million a year with 2.4million of the 2.78million being because of occupational illnesses.¹⁰²

¹⁰¹ 'labor Standards' <<https://www.ilo.org/global/standards/lang--en/index.htm>> accessed 20 September 2025.

¹⁰² Ibid

3.3 The Occupational Safety and Health Convention 1981(No. 155)

The convention provides the inclusion of a uniform national approach to occupational safety and health, and measure to be undertaken by governments and businesses to promote occupational safety and health and improve the working conditions. This policy formulation will be in a manner that takes into consideration national conditions and practice. The Protocol states that norms and guidelines on the documentation and reporting of occupational mishaps and diseases must exist, and reviewed on a regular basis, and yearly data on the topics in question is to be issued.

The policy will aim at preventing accidents and injury to health that transpires outside or in relation or through the working environment and to minimize, so far as is reasonably practicable, the causes of the hazards inherent in working environment.

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.¹⁰³

3.4 The Occupational Health Services Convention 1985(No. 161)

This convention assigns the establishment of occupational health services at the enterprise level that is endowed with the fundamentally preventive responsibilities and has the responsibilities of recommending the employer and the workers and their representatives in the enterprise on how to ensure a healthy and safe working environment. This Convention offers certain guidelines, which are contained in the Occupational Health Service Convention of 1985, in article 5.

- i)** Identification and assessment of the risks from health hazards in the workplace;
- ii)** Surveillance of the factors in the working environment and working practices which may affect workers' health, including sanitary installations, canteens and housing where these facilities are provided by the employer;
- iii)** Advice on planning and organization of work, including the design of workplaces, on the choice, maintenance and condition of machinery and other equipment and on substances used in work;

¹⁰³ The Occupational Safety and Health Convention 1981(no 155), Article 4

- iv) Participation in the development of programmers for the improvement of working practices as well as testing and evaluation of health aspects of new equipment;
- v) Advice on occupational health, safety and hygiene and on ergonomics and individual and collective protective equipment;
- vi) Surveillance of workers' health in relation to work;
- vii) Organizing of first aid and emergency treatment;
- viii) Participation in analysis of occupational accidents and occupational diseases.

3.5 Promotional Framework for Occupational Safety and Health Convention 2006 (No. 187)

As an instrument that defines a promotional structure, this Convention is geared towards providing uniform and systematic treatment of the occupational safety and health issues and raise awareness about the current Conventions on occupational safety and health. The Convention aims at establishing and implementing uniform national plans on occupational health and safety through consultation among the government, the workers and the employers association and to create a national preventive health and safety culture.

3.6 International Labour Standard on Child Labour

Child labour violates the fundamental human rights, which has been known to retard the growth of the children that may have long-term, physical, or psychological consequences. According to recent studies by the ILO, elimination of child labour in the transition and developing economies may have economic returns much higher than the cost which is mostly used in investing in better education and social services.¹⁰⁴ The basic ILO standards on child labour are the two legal pillars of the international action against child labour.

3.6.1 The Minimum Age Convention of 1973(No. 138)

The age at which one can be admitted to the employment or work is set at 15 (13 to light work) and in the event of hazardous work is 18 (16 subject to certain stiff conditions) in this convention.¹⁰⁵ It leaves the possibility of the premature establishment of the general minimum-

¹⁰⁴ United Nations, 'World Day Against Child Labor - Background' (*United Nations*)

<<https://www.un.org/en/observances/world-day-against-child-labor/background>> accessed 20 September 2025.

¹⁰⁵ The Minimum Age Convention 1973(No 138), Article 2

age, 14 (12 light work) in those countries where the economy or the schools are not so advanced as they should be.¹⁰⁶

3.6.2 The Worst Forms of Child Labour Convention 1999(No. 182)

As per this convention, a child is somebody who is less than 18 years of age.¹⁰⁷ It eliminates the most degrading forms of child labour including any form of slavery or slavery-like development including the sale and trafficking of children, debt bondage and serfdom, forced or compulsory labour, including the forced or compulsory enrolment of children to service in armed conflict, child prostitution and child pornography, and the utilization of children in unlawful acts, particularly, the production and the trafficking of drugs.¹⁰⁸ The convention requires ratifying states to provide the necessary and suitable immediate assistance to eliminate children in the most dreadful form of child labour and to repair and assimilate the kids in the society.¹⁰⁹ It further requests states to ensure that children are provided with free basic education and in the case where appropriate and possible, vocational training is provided to those children taken away by the most delinquent forms of child labour.¹¹⁰

3.7 International Labour Standard on Social Security

Social security is a human right in response to the safeguarding requirements of humans against specific threats of life and social needs. The effectiveness of social security systems is such that, health and financial stability results into poverty and inequality prevention and reduction besides ensuring social inclusion and human dignity. They do this when they provide benefits, in terms of money or commodities, which are expected to guarantee an access to medical care and health care and financial safety throughout the lifetime of a human being, in case of sickness, unemployment, occupational injury, a pregnancy, family care, incapacitation, and death of the family bread-winner and at retirement and old age.¹¹¹ More so, by ensuring every individual enjoys the decent living standard, it strengthens the social fabric and consequently, helps in establishing the inclusive

¹⁰⁶ Ibid article 6

¹⁰⁷ The Worst Forms of Child Labor Convention 1999(No.182), Article 3

¹⁰⁸ Ibid article 3

¹⁰⁹ Ibid article 7

¹¹⁰ Ibid

¹¹¹ 'ILO Social Security and Other Labor Standards' (*Social Protection and Human Rights*)

<<https://socialprotection-humanrights.org/legal-depository/legal-instruments/ilo-social-security-and-other-labour-standards/>> accessed 26 September 2025.

societies, social peace and equitable globalization. The Conventions and Recommendations that make the ILO norms framework on social security are characteristic; they create the minimum standards of protection to guide the formulation of the benefit plans and national social security systems, based on best practices across the whole world.

3.8 Social Security (Minimum Standards) Convention of 1952 (No. 102)

This Convention lays down minimum norms in the level of the amount of social security benefits and conditions of granting them. It talks about the nine significant categories of social security that include medical care, sickness, employment injury, family, maternity etc.

Medical care is provided to the male worker and his wife and children which are morbid conditions and pregnancy.¹¹²

Sickness is a benefit that is paid out as sickness which leads to loss of income and also the inability to work.¹¹³

Women workers and wives of men workers are entitled to maternity benefit and confinement on top of which, they lose earnings.¹¹⁴

3.8.1 Employment Injury Benefits Convention of 1964 (No. 121)

The contingency convention No. 121 addresses: a morbid state, an inability to work, a disability or a loss of capacity caused by an “industrial accident” or an “occupational disease” prescribed and a loss of maintenance due to the death of a breadwinner caused after an occupational injury.¹¹⁵ It lies within the ratification of the States to set the very notion of the industrial accident and the conditions, under which the actual notion can be transferred onto the commuting accidents. Convention No. 121 implies the cases when the national legislation must consider the accidents as the industrial accidents and in what situations the occupational character of the disease should be presupposed. Lists of employment related diseases in the country have to contain at least those diseases set in Schedule I of the Convention. The Convention No.121 is a proposed protection to all workers that also covers the apprentices in

¹¹² The Social Security(Minimum Standards) Convention 1952(no 102), Article 7

¹¹³ Ibid article 13

¹¹⁴ Ibid article 46

¹¹⁵ The Employment Injury Benefits Convention, 1964 (No. 121).

the state and privates as well as cooperatives. The Convention also provides three types of benefit namely, medical care, cash benefits in case of incapability to work and loss of earning capacity (invalidity) and cash benefits in case of death of the breadwinner.¹¹⁶

3.8.2 Medical Care and Sickness Benefits Convention 1969 (No. 130)

The Convention no. 130 addresses the contingency of medical care benefits and cash sickness benefit due to the tendency to create the comprehensive health insurance systems. All the workers, even the apprentices, should be covered by both contingencies or at least 75 percent of the total economically active population or by all the residents whose means do not exceed some prescribed limit.¹¹⁷ Workers should also cover in terms of medical care to wives and children. That same treatment is accorded to medical care through Convention No. 130 that is required to be given to dental care and medical rehabilitation in Convention No. 102, including that of providing, maintaining and replenishing prosthetic devices and orthopedic devices. It also provides a right of benefit in case of contingency and does not allow the amount of sickness benefits to be restricted.¹¹⁸

3.9 International Labour Standard on Maternity Protection

Most of the working individuals have a dream of having a family. Nevertheless, it is especially the weakest time of working women and their families in terms of pregnancy and maternity. The pregnant and lactating mothers must be provided special care that will not jeopardize their and their offspring well being and they should be given sufficient time to give birth and recuperate and feed their offspring. But at the same time, vice versa, they also require protection in order not to lose their job solely due to pregnancy or maternity leave. This insurance is not just offering the equal access of women to the workforce, but also offers the continuation of the income that is often vital, the income that is needed to sustain the livelihood of the entire family. It is a necessary condition to realisation of authentic equality of opportunity and treatment between men and women at work and empower workers to bring up

¹¹⁶ Ibid article 14

¹¹⁷ ‘International Labor Standards on Social Security’ <<https://www.ilo.org/global/standards/subjects-covered-by-international-labour-standards/social-security/lang--en/index.htm>> accessed 27 September 2025.

¹¹⁸ The Medical Care and Sickness Benefit Convention 1969 (no. 130), Article 6

families in economically secure conditions by protecting the health of pregnant and breast-feeding women and protecting them against work-related discrimination.

3.9.1 Maternity Protection Convention of 2000 (No. 183)

In Convention no. 183, all working women even in a traditional form of a dependent work should receive coverage during pregnancy, child birth and after child birth. Particularly, the covered persons should be entitled to at least 14 weeks (four weeks of mandatory leave following the birth) of maternity leaves at no less than two-thirds of their previous earnings.¹¹⁹ The health benefits which are being provided to the insured persons should include prenatal, delivery and post birth services.¹²⁰ Convention no. 183 also sets the right to work and take breaks to breastfeed and insurance on health protection, employment protection and non-discrimination.

An employer is also prohibited by this Convention to terminate the employment of a woman when she is pregnant or absent on leave according to Articles 4 or 5 or a leave after giving birth to the child according to national laws or regulations except on other reasons that are not connected with the pregnancy and the birth of the child and its effects or breast feeding.¹²¹

3.10 International Labour Standard on HIV/AIDS

One of the most significant workplace issues of the present time has now become HIV/AIDS pandemic. In addition to such devastating impact of the epidemic on such women and men and their families, the epidemic has many impacts on the world of work. To give an example, the challenge of prejudice towards HIV/AIDs patients is the biggest threat to the fundamental human rights in the work place, which reduces the capacity of an individual to attain decent employment opportunities. ILO has developed a Code of Practice on HIV/AIDS in 2001 which has been adopted with consultations among the governments, employers and workers.

In June 2010, the representatives of the International Labour Conference endorsed an international labour standard on HIV and AIDs as the first international human rights tool to be specifically dedicated to the topic of the world of work.

¹¹⁹ The Maternity Protection Convention 2000(No. 183), article 4

¹²⁰ Ibid article 6

¹²¹ Ibid article 8

3.10.1 HIV and AIDS Recommendation 2010 (No. 200)

It is the first internationally legitimate instrument of law in increasing the place of the world of work in universal access to HIV preventive, healing, and care and support and it contains provisions of what may be life-saving preventive measures and anti-discrimination policies on the domestic and work arena.¹²² It also brings out the importance of work and income earning activities by the workers and people with HIV mainly on persistence of treatment.

3.11 Conclusion

This is not a new objective of the ILO since its inception in 1919 on the campaign of decent, safe, and healthy working conditions and environments. In the law, the ILO Codes of Practice are presented as highly technical specifications, and practical proposals. They discuss the existing international standards of the ILO and expound on the role of the government, the organization of the workers and workers and the specific preventive and control measures leading to the implementation of the said standards. They are not legal tools and they are not supposed to replace the provisions of the national laws, regulations or accepted standards. These codes can be used during the formulation of national regulations, guidelines and collective agreement on OSH both in the public and the private sector. The purpose of the codes of Practice is to provide guidelines on safety and health at the workplace in certain economic sectors. ILO guidelines are designed to provide technical guidance with respect to certain areas of OSH. These principles are oriented on the application by the national authorities, workers and worker organizations, professional societies, scientific and educational establishments.

¹²² The HIV and AIDS Recommendation, 2010(No. 200) Article 4

Chapter Four

Comparison of the Safety Measures of Bangladesh Labour Act with ILO Standard and Its Analytical Overview

4.1 Introduction

Bangladesh has been an important and active member State of the ILO since 22 June 1972. To date, Bangladesh has ratified 33 ILO Convention including seven fundamental Conventions as enshrined in the ILO Declaration.¹²³ Bangladesh has ratified the following International Labour Conventions (ILCs):

- ILC 29 (Forced Labour),
- ILC 87 (Freedom of Association and Protection of the Right to Organize),
- ILC 98 (Right to Organize and Collective Bargaining),
- ILC 100 (Equal Remuneration),
- ILC 105 (Abolition of Forced Labour),
- ILC 111 (Discrimination in Employment and Occupation),
- ILC 182 (Elimination of the Worst Forms of Child Labour).

The only core convention ILC 138 (Minimum Age Convention) is not ratified in Bangladesh. The BLA is rather broad and liberal. The act is a consolidation and revision of the 25 various acts.¹²⁴ This is the breadth of the law of legislation that can be perceived directly in terms of coverage, service and employment, youth employment, maternity benefit, health and hygiene, safety, welfare, working hours and leave, wage and payment, worker compensation in case of his injury, trade union and labour relations, disputes, labour court, worker share in company profits, regulating employment and safety of dock workers, provident funds, apprenticeship, penalty and procedure, administration, inspection etc. It is also reported to be the progressive step on the sense that the BLA removes part of the vagueness in the past and disparate labour acts, as well as aligns the labour law regime to the ILO core conventions.

¹²³ “Working Conditions in Bangladesh (ILO in Bangladesh)” <<https://www.ilo.org/dhaka/Areasofwork/working-conditions/lang--en/index.htm>> accessed 02 October 2025.

¹²⁴ “A Critical Review on Labor Law of Bangladesh | Khaled Mosarof - Academia.Edu” <https://www.academia.edu/40160084/A_Critical_Review_on_Labor_Law_of_Bangladesh> accessed 02 October 2025.

4.2 Comparison of Child Labour Standard between BLA and ILO

Bangladesh Labour Act 2006 has set the age limit of a child. According to this Act, a person under 14 years is a child. On the other hand, the Worst Forms of Child Labour Convention of 1999 defines as a “child” a person under 18 years.

The Minimum Age Convention of 1973 sets age limitation regarding class of work. The age of admission in an employment or work at 15 years (13 for light work) and the minimum age for hazardous work at 18 (16 under certain strict conditions).¹²⁵ In BLA, there is no such specific age limitation. According to BLA, an adolescent between 14 to 18 years can work in an employment with certain restrictions.¹²⁶

4.2.1 Challenges on Child Labour Standard between BLA and ILO

- i) The disparate meanings lead to misunderstandings and inconsistent application. These disparities could be used by employers as justification for hiring younger workers improperly.
- ii) Because the BLA does not have clear criteria for hazardous work, teenagers may be working in risky environments without the proper safety measures in place. This is especially troubling in sectors like construction and manufacturing where hazardous situations are common.
- iii) Strong monitoring systems are necessary for the effective implementation of child labour regulations in accordance with ILO standards, although Bangladesh may not have them. The exploitation of underage laborers may persist as a result of this gap.
- iv) It is necessary to address underlying socio-economic concerns in order to align with ILO standards. This calls for all-encompassing approaches that go beyond simple legislative adjustments, such as expanding educational opportunities, bolstering social safety nets, and providing financial assistance to families.
- v) It's difficult to shift deeply ingrained cultural perceptions on child labour. Sustained and extensive efforts are needed to change cultural norms and increase awareness.

¹²⁵ The Minimum Age Convention 1973(No. 38), Article 6

¹²⁶ The Bangladesh Labour Act 2006, section 36

- vi) It can be challenging to strike a balance between domestic reality and aspirations from abroad. Bangladesh must show that it is committed to upholding international norms while making sure that regional economies and sectors are not adversely impacted.

4.3 Comparison of Maternity Benefit standard between BLA and ILO

According to The Maternity Protection Convention 2000, a woman is entitled to maternity benefits for a minimum period of 14 weeks (including six weeks of compulsory leave after childbirth) at not less than two-thirds of their previous earnings.¹²⁷ On the other hand, according to BLA, a woman is entitled to maternity benefits for a minimum period of 16 weeks.¹²⁸

According to BLA, maternity benefit is not given to a woman who has two or more surviving children. But in ILO Conventions, there is no specification regarding the number of children.

BLA has implemented the provisions relating to health protection, employment protection and non-discrimination that are complied with ILO. The Maternity Protection Convention 2000 provides medical benefits to the new born child.¹²⁹ This Convention also lays down the right to work breaks for breastfeeding. According to BLA, where there is more than 40 women workers in an establishment, a room for woman worker will be used for taking care of their children under 6 years.¹³⁰

4.3.1 Challenges on Maternity Benefit standard between BLA and ILO

- i) Even though the BLA offers a lengthier maternity leave, it might be challenging to make sure employers follow the 16-week mandate. Smaller enterprises may find it particularly difficult to bear the financial weight of prolonged vacation periods.
- ii) Women who have larger children may face discrimination as a result of the BLA constraint. This restriction could push mothers who have more than two children to work past the appropriate time off for maternity leave, which would be bad for both their health and the health of their unborn children.

¹²⁷ The Maternity Protection Convention 2000(No. 183), Article 4

¹²⁸ The Bangladesh Labour Act 2006, Section 46

¹²⁹ The Maternity Protection Convention 2000(No. 183), Article 6

¹³⁰ The Bangladesh Labour Act 2006, Section 94

- iii) Infants may not receive proper healthcare due to the BLA's lack of specific provisions for the newborn's medical benefits, particularly in low-income families where access to healthcare may be restricted. Working mothers may find it challenging to meet their nursing needs if the BLA does not specifically provide for breastfeeding breaks. This could have an impact on the health of both the mother and the child.
- iv) Even though childcare facilities are required by the BLA for bigger companies, it might be difficult to ensure compliance and the caliber of these facilities. This clause does not apply to smaller businesses with fewer female workers, which leaves many working mothers without sufficient childcare assistance.
- v) Even though these topics are covered by the ILO and BLA conventions, practical application and enforcement may differ. Due to the insufficient implementation of these protections, women may still experience discrimination and health concerns.

4.4 Comparison of Health and hygiene and safety standard between BLA and ILO

The only convention that Bangladesh has ratified is category or sector specific convention on occupational safety and health. It is the Convention on the Underground Work (Women), 1935. This Convention protects the women against the dangerous forms of work in underground.

The Bangladesh lacks the knowledge of the key international occupational health and safety policy guidelines, i.e. the Promotional Framework for Occupational Safety and Health Convention, 2006 (No.187) and Occupational Safety and Health Convention, 1981 (No.155).¹³¹

Though, there is no promotional framework on occupational safety and health policy that has been ratified by Bangladesh, BLA has made certain that the right to safety, health and hygiene of labors is not disregarded. BLA contains a provision that constitutes a safety committee in the factories of 50 or more workers, constitute Health Center in work places of 5000 workers

¹³¹ *ILO Standards on Occupational Safety and Health: Promoting a Safe and Healthy Working Environment* (International labor Organization 2009)

and above and safety welfare officers in work places of more than 500. This is a body that checks on the welfare of the workers.¹³²

Bangladesh has not ratified the AIDS and HIV recommendation 2010. It is the first international accepted legal tool that aims at strengthening the role of the world of work in global access to prevention, treatment, care, and support of HIV besides containing certain provisions on the potentially life-saving prevention programs and anti-discrimination provisions, both at the national and workplace levels. In Bangladesh, however, policy on intervention HIV in workplace in Bangladesh has been made. This program has facilitated the Bangladesh to safeguard the right of the workers by protecting them against HIV.

4.4.1 Challenges on Health and hygiene and safety standard between BLA and ILO

- i)** The implementation of comprehensive frameworks for occupational safety and health is incomplete due to the low ratification of important international labor standards. This may lead to gaps in the law, in enforcement, and in worker protection, especially in risky and diversified industries.
- ii)** It can be challenging to ensure adherence to these rules, particularly in smaller businesses or unorganized sectors. Many employers might not have the funds or the will to set up these committees and health centers, which would leave workers without proper safety supervision or medical assistance.
- iii)** Non-adherence to safety and health regulations may result from lax enforcement procedures and infrequent inspections. This puts workers at risk, particularly in sectors like mining, manufacturing, and construction where hazardous circumstances are common.
- iv)** The lack of a legally binding framework for workplace interventions related to HIV and AIDS may lead to uneven implementation of preventive and treatment initiatives. Workers may experience prejudice and be denied access to essential resources, which could have an impact on their well-being and output.

¹³² ‘Occupational Safety and Health Country Profile: Bangladesh (Occupational Safety and Health)’ <<https://www.ilo.org/safework/countries/asia/bangladesh/lang--en/index.htm>> accessed 12 October 2025.

- v) Workers might not be completely aware of potential risks and safety procedures in the absence of ongoing training and awareness campaigns. This raises the possibility of occupational mishaps and health problems.
- vi) Certain risks that are peculiar to certain industries might not be sufficiently addressed due to the absence of sector-specific rules. This may result in workers in high-risk industries like textiles, construction, and agriculture not receiving enough protective gear.

4.5 Comparison of Social Security between BLA and ILO

According to the instruments on social security made by ILO, every worker is entitled to medical benefit for himself and for his family. He is also entitled to sickness benefit and other security for himself as well as for his family members. ILO standard on security also ensure the rights to income security throughout the life cycle, particularly in the event of illness, unemployment, employment injury, maternity, family responsibilities, invalidity, loss of the family breadwinner, as well as during retirement and old age. BLA also ensures those social security to the worker through the provisions of this Act.

4.5.1 Challenges on Social Security between BLA and ILO

- i. It can be difficult to guarantee full coverage for all facets of social security in accordance with ILO criteria. Workers may be exposed to hazards due to gaps in their coverage, especially those associated with old age, family responsibilities, and unemployment.
- ii. Employers and the social security system may face increased cost burdens when providing medical benefits to family members. Families of workers could not have sufficient access to essential healthcare services if proper measures are not made.
- iii. It takes substantial financial resources and administrative ability to set up a strong system that ensures workers have a stable income at all times, particularly in times of unemployment and retirement. Insufficient income security can cause workers' families to experience financial instability.
- iv. It can be challenging to guarantee that maternity and illness benefits are applied fairly and adequately. Different approaches to applying these benefits may result in disparities and inadequate assistance for impacted workers.

- v. A well-organized system is necessary to manage and compensate employment injuries in an efficient manner. Delays and insufficient compensation and treatment for wounded workers may arise from the absence of comprehensive systems for implementation.
- vi. Ensuring that workers have adequate retirement benefits to live secure old lives is a significant financial burden. Careful planning and resource allocation are necessary to guarantee that retirement benefits are both sufficient and long-lasting.
- vii. The task of ensuring uniform implementation and enforcement of social security regulations is complicated by limited resources, administrative obstacles, and disparities in compliance among different sectors. Social security policies may become less effective if they are not enforced properly.

4.6 Analytical Overview

- i)** In contrast to the ILO's more expansive definition, which extends childhood to 18 years old, the BLA's definition permits children to work at the age of 14. As a result of this disparity, young workers may not receive all of the safeguards intended for minors under ILO standards if they are between the ages of 14 and 18.
- ii)** The BLA permits adolescents aged 14 to 18 to engage in work, including potentially hazardous work, under certain conditions. This is less stringent than the ILO conventions, which clearly delineate age thresholds for different types of work. The absence of specific age limitations for hazardous work in the BLA poses significant risks, as it can lead to adolescents being exposed to dangerous working conditions without adequate safeguards.
- iii)** In contrast to the ILO's comprehensive requirements, the BLA's provisions for young people working under restrictions are ambiguous. Due to this ambiguity, there may be inconsistent application and enforcement, which leaves teenagers open to abuse and dangerous situations. To guarantee that teenagers are not engaged in jobs that jeopardize their development, safety, or health, precise and comprehensive laws are required.
- iv)** In order to ensure that child labor regulations are implemented effectively, it is imperative that strong institutional frameworks, frequent inspections, and penalties for violations be in place. The BLA's enforcement may be hindered by a lack of

- resources, insufficient training for inspectors, and a lack of awareness among employers and workers.
- v)** The socio-economic context in Bangladesh necessitates a multifaceted approach to eliminating child labor. While legislative measures are important, addressing underlying causes such as poverty and lack of education is equally crucial. This includes investing in education, providing financial support to families, and ensuring that children are not forced to work due to economic necessity.
 - vi)** An advantage for workers in Bangladesh is that the BLA provides a longer maternity leave than the ILO standard. The successful execution of this clause and employer compliance are necessary for it to be effective.
 - vii)** The BLA's child-count restriction may be viewed as discriminatory and at odds with the ILO's more inclusive stance. This restriction would compel mothers of bigger families to work past the appropriate time off for maternity leave, which would be bad for both their health and the health of their infants.
 - viii)** In order to guarantee that women do not experience unfavorable treatment as a result of their pregnancy or maternity, it is essential that both the BLA and the ILO provide for nondiscrimination and health protection. To make sure that these protections are really respected in practice, though, rigorous enforcement and awareness-raising are required.
 - ix)** Babies may not receive proper medical treatment since the BLA does not specifically include provisions for newborn medical benefits. This is particularly likely to happen in low-income families where access to healthcare may be restricted. By adding such clauses, the BLA would be more in line with ILO guidelines and improve neonatal health outcomes.
 - x)** Working mothers may find it challenging to meet their nursing needs if the BLA does not specifically provide for breastfeeding breaks. This could have an impact on the health of both the mother and the child. Including such a right would give nursing moms much needed assistance.
 - xi)** Although the BLA's mandate for daycare centers in larger firms is a step in the right direction, it ignores smaller businesses where a large number of women may be employed. Introducing such regulations in smaller businesses or offering substitute

- support systems would make it easier for more working women to successfully handle their childcare obligations.
- xii)** Bangladesh lacks the internationally recognized frameworks that could improve its national OSH policies as a result of its low acceptance of comprehensive OSH conventions. Adopting these important conventions will provide OSH a stronger, more organized approach and raise the bar for health and safety requirements in all industries.
 - xiii)** Although the BLA has significant worker safety rules, its reach may be constrained in contrast to the all-encompassing regulations supported by the ILO. While it is imperative to guarantee the establishment and operation of safety committees and health centers in all pertinent workplaces, complete OSH coverage also requires extending comparable protections to smaller businesses and all sectors.
 - xiv)** Although the BLA's mandate for health centers and safety committees is a positive move, the fact that it only applies to bigger enterprises raises the possibility that many smaller ones lack sufficient safety precautions. Improved worker protection would result from expanding these regulations to smaller businesses or from offering substitute methods of guaranteeing workplace security.
 - xv)** Bangladesh has implemented national intervention programs to combat HIV in the workplace, although there can be gaps in complete protection and anti-discrimination measures because the ILO proposal has not been formally ratified. The workplace response to HIV might be strengthened and uniform application across all sectors could be ensured by formalizing these rights through ratification and alignment with ILO standards.
 - xvi)** The success of OSH standards depends on their effective enforcement. The BLA's enforcement measures might be compromised by a lack of funding, uneven implementation, and ignorance on the part of employers and workers. Improved adherence to OSH standards can be achieved by fortifying these procedures, guaranteeing frequent inspections, and enforcing severe penalties for non-compliance.
 - xvii)** The ILO's focus on health benefits for workers and their families highlights the importance of a comprehensive strategy for health security. Although the BLA

- offers medical benefits, it is essential to make sure that these benefits are comprehensive and extend to family members in order to comply with ILO guidelines. To guarantee that workers and their families receive quality medical care, this calls for precise rules and efficient implementation techniques.
- xviii)** The ILO standards promote a comprehensive strategy for financial stability, guaranteeing assistance during different stages of life. To match the ILO's extensive coverage, the BLA's sickness benefit and income security measures must be thorough and successfully implemented. This covers comprehensive policies and procedures to assist workers in the case of an injury, layoff or other unforeseen circumstance.
 - xix)** The BLA's requirement that caps maternity payments according to the number of children who survive may be viewed as onerous and at odds with the ILO's inclusive stance. Better maternal and child health would result from ensuring that all women, whatever of the number of children they have, receive maternity benefits, which would bring the BLA more closely in line with ILO guidelines.
 - xx)** The Bureau of Labour Affairs (BLA) must guarantee the thorough and efficient execution of its policies regarding employment injury and invalidity benefits. This entails providing workers who are wounded or incapacitated with sufficient support by establishing clear criteria for their medical care, rehabilitation, and compensation.
 - xxi)** Ensuring sufficient retirement and old age security is essential for workers' welfare following their years of active employment. Strong retirement arrangements are necessary in the BLA to provide retiring workers adequate financial support. This comprises provident funds, pension plans, and other programs that offer steady income in retirement.
 - xxii)** It is crucial to assist workers who have family responsibilities in order to preserve work-life balance and advance societal stability. To guarantee that workers can fulfill their family responsibilities without facing financial difficulty, the BLA should contain explicit measures for family support, such as daycare facilities, parental leave, and financial aid for dependents.

4.7 Conclusion

A safe and secure workplace is one of every worker's essential right. The rights of workers are protected by both state and international human rights legislation. Since industries make up the majority of Bangladesh's economic sectors and offer greater employment opportunities, deterrent sanctions should be applied to those who disregard worker safety and fail to take responsibility for it. If not, Bangladesh will likely face questions about these severe human rights violations in the near future and risk losing its foreign customers. It should also become mandatory to implement general and international standards correctly. Otherwise, the worker death traps will keep being constructed. Owners and the government should be more concerned with rules and regulations relating to industrial safety because doing so will cut down on both their costs and the catastrophic losses brought on by accidents.

Chapter Five

Recommendation and Conclusion

5.1 Introduction

Bangladesh is a signatory to seven cores of ILO Convention. As a ratifying state to such a series of conventions, the standard given in the conventions are also reflected in the Domestic Law. Bangladesh has not however ratified all the general conventions on safety measure. As a result, M. I.L. authority cannot propagate those general principles to be implemented in Bangladesh. Bangladesh is also at the developing stage considering the economic situation that the world is. The occupational health and safety service in Bangladesh is thus projected to be at the developing situation. The occupational safety and health is also an imperative need that was targeted by the amendments. These issues were later examined in a supervisory mechanism of ILO on whether the amended laws met the nternational labour norms that Bangladesh signed. The first review the International Labour Organization has conducted revealed that the amendments have responded to its specific issues but has not gone further by making some crucial steps that the Organization has demanded the country to take it to match the ratified International Labour Standards.

5.2 Findings

5.2.1 Urgent Need for Bangladesh to Ratify the Minimum Age Convention 1973 to Combat Child Labour

According to the statistics of Bangladesh Bureau of Statistics (2021), in the active labour industry, there were about 3.45 million child labourers in the country in 2021 which has taken another level in 2022.¹³³ Others are equally working within the risky conditions. The result of this is that Bangladesh has never ratified Minimum Age Convention 1973, one of the core labor standards of ILO, and so the governmental system does not provoke the international control over this matter. Thus, Minimum Age Convention of 1973 should be immediately ratified by Bangladesh.

¹³³ 'Child Labor | UNICEF Bangladesh' <<https://www.unicef.org/bangladesh/en/topics/child-labour>> accessed 24 October 2025.

5.2.2 Necessity for Bangladesh to Ratify International OSH Conventions to Enhance Workplace Safety Standards

The policy on Occupational safety in the workplaces has not been ratified in Bangladesh. Hence, Government needs to ratify the international conventions related to OSH to ensure the assistance of the third party to test and to assist in improving the current situation in the factories of Bangladesh. With adherence to the practices on OSH, the government will be compelled to make the laws effective and succinct to ensure that the highest degree of Occupational safety and Health is achieved.

5.2.3 Ensuring Comprehensive Medical and Social Security for Injured Workers in Bangladesh

If anyone is injured in the workplace they are provided with the fees for immediate treatment, no allocations are made for their permanent treatment. The ILO standard on social security ensures this security. So in Bangladesh that must be ensured that the security must be provided to the workers and their family.

5.2.4 Need for Legal Provisions to Ensure Child Care for Women Workers in Bangladesh

In Bangladesh there is no provision which provides child care to the woman workers. Child care is very necessary for a new born child. Because of financial instability a woman worker cannot provide proper medical care or other care. So, this right to care must be ensured in our legal provisions.

5.2.5 Necessity for Legal Protection Against HIV and AIDS in the Workplace in Bangladesh

There is no specific Acts protecting the workers from AIDS and HIV in Bangladesh. In Bangladesh, only some programs are conducted by Government and NGO. There is no provision regarding this which are enforceable by law. So, Bangladesh Should ratify the HIV and AIDS recommendation 2010. Then The Government should enact this in our Country.

5.3 Recommendations

5.3.1 Ratification of Key ILO Conventions

Ratification of key International Labor Organization (ILO) conventions is a country's formal endorsement and commitment to abide by internationally recognized labor standards and principles. By ratifying these conventions, nations agree to uphold fundamental rights and principles in the workplace, such as the right to fair wages, safe working conditions, freedom from discrimination, and the right to organize and bargain collectively. This commitment demonstrates a nation's dedication to promoting social justice, improving working conditions, and protecting the rights and dignity of workers within its jurisdiction. Ratification also fosters international cooperation and solidarity in addressing global labor challenges, contributing to the advancement of sustainable development and inclusive growth worldwide.

5.3.2 Strengthening Implementation and Enforcement

Strengthening implementation and enforcement involves enhancing the mechanisms and resources dedicated to ensuring compliance with laws, regulations, and standards in various domains, such as labor, environmental protection, or human rights. This process entails bolstering inspection systems, legal frameworks, and enforcement agencies to effectively monitor and address violations. Additionally, it may involve capacity building initiatives for government officials, training programs for workers and employers, and fostering collaboration between public institutions, civil society organizations, and the private sector. By improving implementation and enforcement mechanisms, societies aim to promote accountability, deter wrongdoing, and safeguard the rights and well-being of individuals and communities. This comprehensive approach contributes to fostering a culture of compliance, strengthening governance structures, and advancing social justice and sustainable development agendas.

5.3.3 Enhancing Worker Awareness and Training

Enhancing worker awareness and training involves providing workers with the knowledge, skills, and information necessary to understand and exercise their rights effectively in the workplace. This includes educating workers about their legal rights, safety protocols, and avenues for recourse in case of violations. Training programs may cover topics such as

occupational health and safety, labor laws, collective bargaining and conflict resolution technique increasing worker awareness and capacity, employers can foster a culture of compliance and cooperation, improve working conditions, and reduce the risk of exploitation and abuse. Additionally, enhancing worker training contributes to promoting a more informed and empowered workforce, which can lead to higher productivity, better job satisfaction, and overall improvement in workplace dynamics. Ultimately, investing in worker awareness and training supports the goal of creating equitable, safe, and dignified work environments for all.

5.3.4 Improving Workplace Facilities and Safety Committees

Improving workplace facilities and safety committees involves initiatives aimed at enhancing the physical infrastructure and safety protocols within a workplace, alongside the establishment of committees tasked with overseeing safety measures. This includes upgrading buildings, equipment, and amenities to meet health and safety standards, implementing regular inspections and maintenance schedules, and providing adequate training on emergency procedures and hazard prevention. Additionally, forming safety committees comprising representatives from management and workers fosters collaboration in identifying risks, developing protocols, and implementing measures to ensure a safe and healthy work environment. By prioritizing improvements in workplace facilities and establishing safety committees, organizations demonstrate their commitment to protecting the well-being of workers, reducing accidents and injuries, and fostering a culture of safety and responsibility. These efforts contribute to enhancing productivity, morale, and overall organizational effectiveness.

5.3.5 Child Labour and Maternity Benefits

Child labor refers to the employment of children in any form of work that deprives them of their childhood, education, and potential for proper physical and mental development. Efforts to combat child labor focus on enacting and enforcing laws that prohibit the employment of children below a certain age, ensuring access to quality education, and providing support for families to alleviate economic pressures that may drive children into work. Maternity benefits encompass various forms of support provided to pregnant women and new mothers in the workplace including paid maternity leave, access to healthcare services, breastfeeding support and protection against discrimination. These benefits aim to promote maternal and child health,

facilitate the work-life balance for women, and uphold their rights in the workforce. Implementing robust maternity benefit policies contributes to gender equality, workforce participation, and social well-being by recognizing and supporting the invaluable role of mothers in society.

5.3.6 Long-term Medical and Social Security Benefits

Long-term medical and social security benefits refer to support systems established to provide financial assistance and healthcare coverage to individuals facing prolonged illness, disability, or retirement. These benefits typically include access to medical treatment, rehabilitation services, and financial aid to help cover the costs of living expenses and care. Long-term medical benefits aim to ensure that individuals receive necessary healthcare services to manage chronic conditions or disabilities effectively, promoting their well-being and quality of life. Social security benefits, on the other hand, offer financial support to individuals who are unable to work due to age, disability, or other qualifying factors, providing them with a stable income throughout their retirement years or in times of need. By offering these long-term benefits, societies aim to mitigate poverty, promote social inclusion, and provide a safety net for vulnerable individuals and families.

5.3.7 Legislation for HIV and AIDS

Legislation for HIV and AIDS encompasses laws and policies enacted to protect the rights of individuals living with HIV/AIDS, prevent discrimination, and facilitate access to healthcare and support services. This legislation often includes provisions to ensure confidentiality of HIV status, prohibit discrimination in employment, education, and healthcare settings, and promote comprehensive HIV prevention and treatment programs. Additionally, legislation may address issues such as access to affordable medications, promotion of HIV testing and counseling services, and implementation of measures to prevent mother-to-child transmission. By enacting comprehensive legislation, governments seek to reduce stigma and discrimination associated with HIV/AIDS, promote public health initiatives, and empower individuals to seek diagnosis, treatment, and support without fear of reprisal. Such legal frameworks play a crucial role in advancing human rights, combating discrimination, and mitigating the impact of the HIV/AIDS epidemic on individuals and communities.

5.3.8 Third-party Audits and International Collaboration

Third-party audits involve independent assessments conducted by external organizations to evaluate the compliance of businesses, organizations, or projects with established standards, regulations, or requirements. These audits provide an objective and impartial evaluation of performance, often focusing on areas such as quality management, environmental practices, labor conditions, and social responsibility. Third-party audits contribute to accountability, transparency, and trust by verifying adherence to standards and identifying areas for improvement. International collaboration refers to partnerships and cooperative efforts between countries, organizations, or stakeholders from different nations to address common challenges, achieve shared goals, and promote mutual interests. Such collaboration often involves information sharing, resource pooling, joint research initiatives, and coordinated action to tackle issues of global concern, such as climate change, public health, or economic development. By working together across borders, nations can leverage collective expertise and resources to find innovative solutions, strengthen institutions, and foster sustainable development and prosperity on a global scale.

5.3.9 Economic and Cultural Sensitivity

Economic and cultural sensitivity involves being mindful and respectful of the economic conditions, values, traditions, and norms of different societies or communities. It entails recognizing and understanding the diverse socio-economic backgrounds, cultural practices, and perspectives that shape individuals' behaviors and interactions within a particular context. Practicing economic and cultural sensitivity requires considering the potential impact of one's actions, decisions, or policies on various stakeholders, particularly those from marginalized or underrepresented groups. By acknowledging and accommodating differences in economic circumstances and cultural beliefs, organizations, governments, and individuals can foster inclusivity, build trust, and facilitate effective communication and collaboration across diverse populations. This approach promotes social cohesion, reduces the risk of misunderstandings or conflicts, and enables more equitable and sustainable solutions to societal challenges.

5.3.10 Continuous Review and Improvement

Continuous review and improvement involve the ongoing assessment and enhancement of processes, systems, products, or services to ensure their effectiveness, efficiency, and relevance over time. This approach emphasizes the importance of regularly evaluating performance metrics, gathering feedback, and identifying areas for optimization or innovation. By fostering a culture of continuous improvement, organizations can adapt to changing circumstances, address emerging challenges, and capitalize on opportunities for growth and development. This process often involves soliciting input from stakeholders, implementing best practices, and leveraging technology to streamline operations and enhance outcomes. By embracing continuous review and improvement, entities can stay competitive, enhance customer satisfaction, and achieve sustainable success in a dynamic and evolving environment.

5.4 Conclusion

Workplace safety is considered as a key indicator of how well a country's labour market is developing. If the established safety criteria are met by the application of current laws and effective regulations, then it can be compactly ensured. Bangladesh Labour Act of 2006 ensures the safety policy for the workers. ILO has set standard on different sector regarding safety policy. Bangladesh has ratified some of them. As a result, that standard has been implemented in the domestic law of Bangladesh. The policies may be set by following the directions and objectives of several OSH conventions passed by International Labour Organization. Providing OSH for the workers shouldn't be seen as a burden, but as a device to accelerate the growth. And that's why Paul Pullman once said "Safe working conditions, fair wages, protection from forced labour, and freedom from harassment and discrimination, these must become standard of global operating conditions."¹³⁴ Bangladesh Labour Act of 2006 follows most of the standard of the safety measures of ILO. This Act protects the safety rights of the labour perfectly. Though the BLA ensures the safety rights, there are some gaps. All these gaps are needed to be minimized by government, NGO and private sectors by incorporating proper initiatives. Giving precise recommendations to the decision-makers will

¹³⁴ S.M. Rahman. Bangladesh's Position on Occupational Safety and Health: An Analysis' <https://www.researchgate.net/publication/349965811_Bangladesh's_Position_on_Occupational_Safety_and_Health_An_Analysis> accessed 10 November 2025.

help them improve our legal system and lessen these OSH issues. The national policy should also include OSH management and the formulation of a national occupational safety and health strategy. By this study, the researcher analyze the Bangladeshi labour laws, rules and the international conventions concerning the safety measures and find out the problems of Bangladesh Labour Law through a comparative study and also provide some suggestions for removing such problems and compliance the international obligations by applications of labour laws as per the standard of International Labour Organizations (ILO).

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