



# OCCUPATIONAL HEALTH HAZARDS

## IN READY-MADE GARMENT FACTORIES

- COMMON HEALTH HAZARDS
- YOUR RIGHT TO A SAFE AND HEALTHY WORKPLACE



RMG  
SUSTAINABILITY  
COUNCIL

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## ● What is the RMG Sustainability Council (RSC)?

RMG Sustainability Council (RSC) is the International brands, garment manufacturers and trade unions joint initiative to sustain workplace safety in RMG factories in Bangladesh.

The RSC formed on 1 June 2020 with a view to carry over the work of Accord on Fire and Building Safety in Bangladesh. The RSC will continue the work of factory inspections, remediation monitoring, safety training and an independent safety and health complaints mechanism for the workers of the RMG industry.

The company's vision is to deliver world-class sustainable workplace safety programmes, enabling sustainable business and developing the supply chain with its unique safety training programme, will continue to make the RMG industry a safe and better place to work.

### What you will learn in this booklet:

- How to identify and reduce certain common health hazards
  - How to use your right to a safe workplace to reduce workplace
- health hazards



## SEXUAL HARASSMENT

Sexual harassment is any unwanted sexual advances or requests for sexual favors.

Sexual harassment can be **verbal or physical**.



### Examples of sexual harassment:

- unwanted touching
- comments of a sexual nature or requests for sexual favors
- unnecessary request to remove your scarf or other piece of clothing

! Any type of sexual harassment or workplace violence is illegal and should not be tolerated.

## WORKPLACE VIOLENCE

Workplace violence is any violence or threat of violence at the workplace.

Workplace violence may occur **inside or outside** the factory.



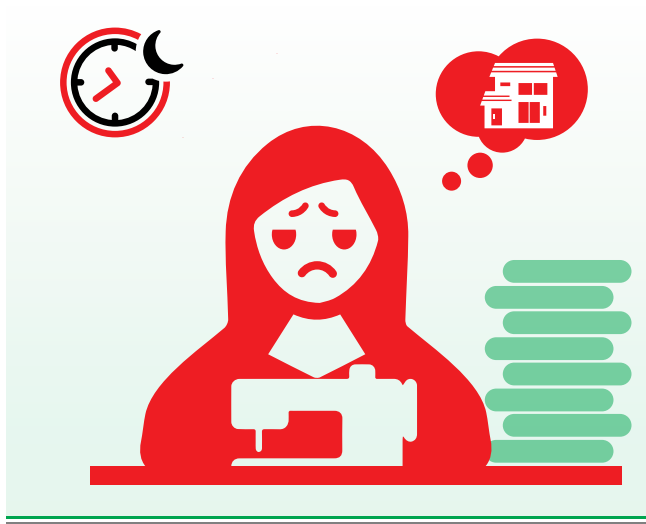
### Examples of workplace violence:

- pushing
- slapping
- pulling of clothing
- fighting
- or the threat of any of these

! Report such behaviours or incidents immediately to management.

## EXCESSIVE WORK HOURS AND INADEQUATE BREAK TIME

Working long hours is dangerous to your health, and can cause mental, physical, and social problems.



Forced overtime and inadequate break time can create stress and fatigue, which increase the chance of workplace injury.

## FAILING TO RECEIVE OR USE MATERNITY LEAVE & MATERNITY PAY

Maternity leave with pay is a valuable benefit to new mothers, giving them time to recover from the birth and time to bond with their new child.



Using your maternity leave means healthier babies and healthier mothers, lower infant mortality, and less post-natal depression for new mothers.

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## **🇮🇳 Your Freedom of Association Rights under the RSC**

In all matters of workplace safety and health, the Accord Signatories and the RSC recognises and respects Freedom of Association, as defined by international labour standards.

This means that workers have the right to be involved in making their workplace safe and healthy, can establish and join unions of their own choosing, and can do so without retaliation or discrimination.



**The RSC protects workers' right to a safe workplace.**

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### **Freedom of Association in relation to workplace health and safety means:**

1. Workers can work with the Safety Committee to improve safety and health conditions at work.
2. Workers can raise issues about safety and health problems at work, with the Safety Committee and management without being punished.
3. Workers can raise health and safety issues collectively as a group or through a trade union.
4. If management fails to solve the health and safety problems, workers can seek help from the RSC and other agencies, to:
  - help fix workplace hazards
  - make sure laws are respected and enforced at work.



**Workers have the right to seek support from the Safety Committee and make sure their factory is a safe workplace.**

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When you see a workplace hazard, or when you are subject to harassment or violence, you should report it to the Safety Committee.

### **Using the Safety Committee**

- Tell someone on the Safety Committee about the problem.
- Help the Safety Committee investigate the problem, by explaining the hazard or what you experienced.
- Work with the Safety Committee and management to find a solution to the problem.



**Your Safety Committee's basic job is to reduce workplace hazards, including the hazards described in this booklet.**

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## Seeking Help to Resolve Safety Problems

If the workplace safety or health hazard cannot be resolved by the Safety Committee or factory management, you may contact the RSC office for help.



For Safety Complaints call:

**+880 176 996 9000**

You can file a complaint as an individual or as part of a group. You can choose to remain anonymous.

You can also contact other agencies for help in resolving workplace safety and health problems, including governmental agencies.



**After investigation of a workplace violence complaint, the RSC will share a statement with all workers in the factory through a public announcement and notice boards.**



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## ● RSC and Occupational Health & Safety

The RSC will investigate all safety & health complaints that it receives, working with the Safety Committee and management to find a solution to the problem.

On issues not related to safety and health at work, the RSC is not directly involved, but shall forward the worker concerns to the Brands so that they can address these problems with the Factory Management.



**Safety Committee members at your factory are being trained to recognise, solve and prevent health and safety hazards at work.**

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## ◉ What can Factory Management do to reduce health hazards?

Management has the basic obligation to provide workers with a safe and healthy work environment. There are several things they can do to meet this obligation:

- Train supervisors and managers on Safety & Health issues.
- Work closely with the Safety Committee to recognise and reduce hazards.
- Have consistent rules about health & safety, and enforce them.
- Listen to workers' complaints about safety & health and investigate complaints fairly.



**It is the management's responsibility to provide a safe & healthy workplace.**

For Safety Complaints call:

**+880 176 996 9000**



For general enquiries call:

**+88 0176 6695900**

**+88 02 41081863-6**

## **RMG SUSTAINABILITY COUNCIL**

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