

IMPROVING ENVIRONMENTAL AND SOCIAL CONDITIONS IN THE SAVAR TANNERY ESTATE, BANGLADESH

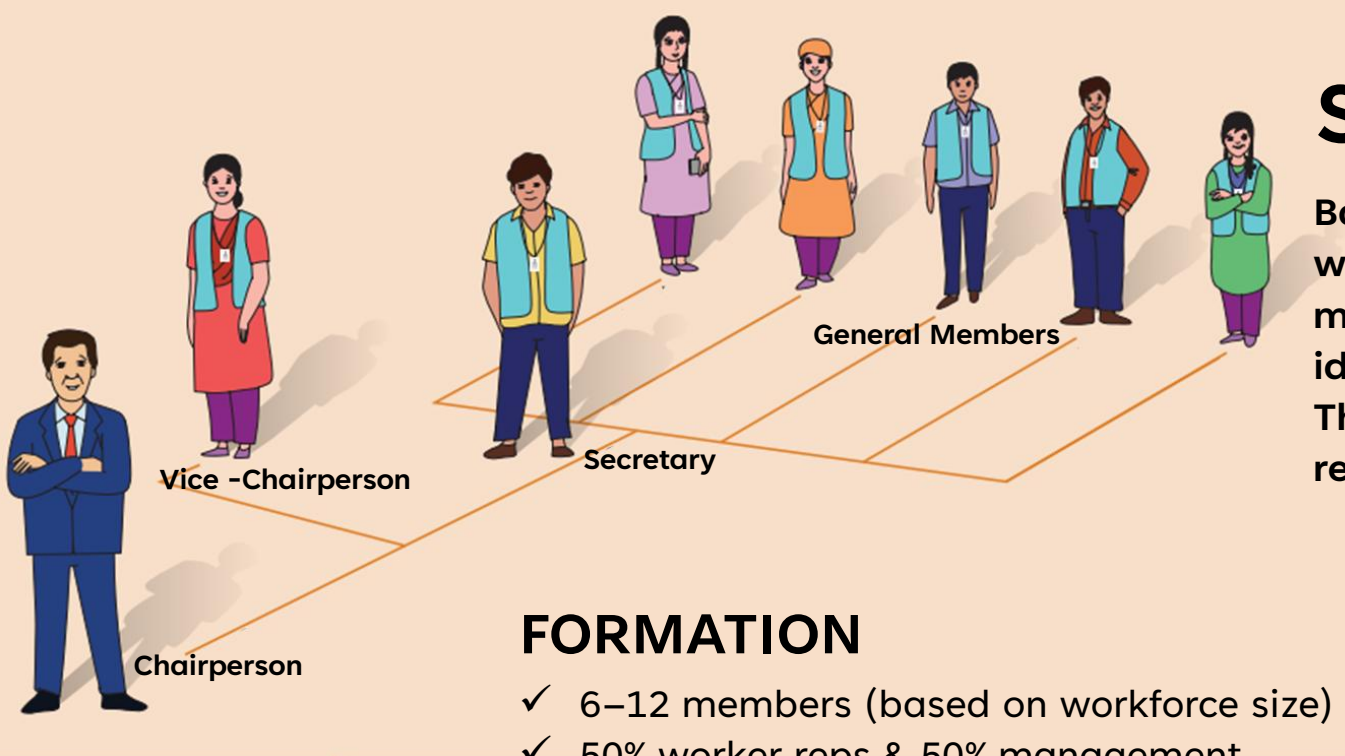
40 Tanneries | 2500 Workforces | 2 Business Associations | 1 Workers Union

Programme Focus:

- ✓ Occupational Health and Safety (OHS) and decent work in tanneries
- ✓ Human Rights, Environment and Due Diligence (HREDD) and Environmental and Social Management Systems (ESMS) for resource efficiency and Leather Working Group (LWG) eligibility
- ✓ Market access for tannery owners

Consortium Partners:





Safety Committee

Bangladesh Labour Law requires factories with 50 or more workers to form a Safety Committee (SC). The committee's main role is to keep the workplace safe. It does this by identifying hazards and addressing worker concerns. The SC also recommends safety programmes and carries out regular inspections and investigations.

FORMATION

- ✓ 6–12 members (based on workforce size)
- ✓ 50% worker reps & 50% management
- ✓ Worker reps: nominated by Trade Union or, if no TU, by Participation Committee
- ✓ Management reps: nominated from manager, HR, welfare, supervisor, nurse
- ✓ Committee tenure: 2 years
- ✓ SC must be formed within 9 months of first production

MEETING

- ✓ Meetings: monthly or at least quarterly (extra if needed)
- ✓ Held during working hours (no pay loss)
- ✓ Duration: usually 1–2 hours
- ✓ Agenda set jointly by Chairperson & Member Secretary
- ✓ Minutes recorded & signed by both Chairperson & Secretary

TRAINING

- ✓ Mandatory training for all SC members
- ✓ Provided by employer (in-house/safety officers)
- ✓ Also, by DIFE, NGOs, ILO, donor programmes
- ✓ Training cost borne by employer

Anti-Harassment Committee

- ✓ Promote safe and respectful workplace
- ✓ Prevent and address sexual harassment in the workplace
- ✓ Provide a safe, confidential mechanism for complaints
- ✓ Recommend disciplinary/ administrative actions against offenders

In Bangladesh, the Bangladesh Labor Rules (Amended 2022) addresses workplace harassment, The High Court Verdict of 2009 issues guidelines to prevent physical, mental, and sexual harassment of women and girls in workplaces and Bangladesh Labor Act 2006 states that no person should behave unmannerly or indecently to women at workplaces. It's compulsory for every workplace to abide by these laws.



- Sexual Harassment
- Verbal abuse
- Mental harassment
- Cyber Harassment
- Gender Discrimination

MEMBERSHIP

- ✓ At least 5 members (generally 5–7)
- ✓ Minimum half must be women, including the Chairperson
- ✓ Must include representatives from management and workers
- ✓ Women members preferably nominated by TU/Participation Committee), Management nominates their representatives (HR, welfare officer, supervisor, etc.)
- ✓ Better to have one/two external stakeholders in the committee

MEETING

- ✓ Recommended to hold at least bi-monthly meeting (if no case)

FILING A COMPLAINT

- ✓ File within 30 days (self, relative, lawyer, or in writing)
- ✓ Can report directly to a female committee member

COMMITTEE DUTIES

- ✓ Minor cases: hear both sides, resolve, report
- ✓ Serious cases: investigate, issue notices, collect evidence
- ✓ Ensure confidentiality, no humiliation
- ✓ Employer must cooperate
- ✓ Withdrawals of case must be recorded
- ✓ Report with recommendations in 30 days (extendable to 60)

ACTIONS IF PROVEN

- ✓ False complaints → committee recommends measures
- ✓ During inquiry → accused may be temporarily suspended
- ✓ If guilty → disciplinary action within 30 days
- ✓ If criminal offense → case sent to court