



Department of Inspection for Factories and Establishments
Ministry of Labour and Employment



PERSONAL PROTECTIVE EQUIPMENT



Personal Protective Equipment (PPE) is special gear worn by workers to protect themselves from hazards (such as a mask to protect from cotton dust, a glove when operating a cutting machine, earplugs when working in embroidery, glasses when grinding, helmet on a construction site etc).

- **The employer has the responsibility to provide PPE where they are needed. When the Safety Committee members conduct the risk assessment, and discuss control measures, the members decide which PPE is needed for each section/department.**

- PPE is the least efficient method of protection, so it is important to first implement other types of control methods like engineering control measures (e.g. eye guards on machines, air extraction in the spot cleaning room) and administrative control measures (e.g. limitation of access to certain areas).
- It happens nevertheless very often that if engineering or administrative controls cannot sufficiently protect the health of workers then PPE is needed.
- **It is very important to select the appropriate PPE (type/size)**, if not, it might be ineffective and may give the user a false sense of protection. For example, not every mask is adequate depending on the type of hazard (dust or vapor). The Material Safety Data Sheet of the chemicals used in the production process and the machine operating instructions provide important information about the type of PPE needed.
- The employer has the responsibility to provide PPE for free (BLA 78a, BLR 67). The employer needs to replace the PPE when they are defective or old.
- The legislation requires that the distribution of PPEs and the provision of training are recorded in a form (BLA 78a, 80; BLR 67, Form 23). Training on PPEs must be provided before the worker starts her/his job. The Safety committee supports supervisors to conduct the training.
- The employer needs to set **up a system to ensure that workers wear the PPE** (e.g. consultation before purchase, obligation signs, posters, training for workers, information campaigns, songs, contests, rewarding good practices, reminding supervisors of their responsibility to enforce OSH, system of daily-weekly checks).
- **Workers must wear the PPE provided.**
- **Workers have the responsibility to check it** (adequate, fit correctly, not damaged/expired) and to announce any defective or missing PPE.
- Workers need to **maintain and** store PPEs correctly.



Department of Inspection for Factories and Establishment (DIFE)

BFDC Commercial Complex
 23-24 Karwan Bazar (2nd & 3rd Floor), Dhaka 1215
 Phone : +88 02 550 13627
 Web: www.dife.gov.bd
 Email: chiefdife@gmail.com

This publication has been published under 'Readymade Garment Workplace Environment Safety Development Project' by International Labour Organization (ILO) and financed by Canada, Netherlands & United Kingdom