

Legal Reform to Prevent Workplace Death and Injury including analysis of worker deaths, 2010 - 2012



Bangladesh Worker Safety Programme

Legal Reform to Prevent Workplace Death and Injury including analysis of worker deaths, 2010-2012

Supported by



and

Anti Trust



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**Legal Reform to Prevent Workplace Death and Injury
including analysis of worker deaths, 2010-2012**

Published by

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What is Safety and Rights?

Safety and Rights is a local NGO concerned with improving workplace and public safety in Bangladesh, and assisting those injured, or at risk of injury, to enforce their rights under the law.

Though Safety and Rights has a particular focus on labour rights, it is also concerned with wider public safety issues involving transport, drugs and other consumer products as well as other wider human rights issues.

Bangladesh Worker Safety Programme

Safety and Rights's main programme is at present the Bangladesh Worker Safety Programme (BWSP). This programme started in 2006 by the UK based Centre for Corporate Accountability and is now run by Safety and Rights.

BWSP aims to improve the health and safety conditions faced by workers in Bangladesh and to ensure that, following a workplace death and injury, dependent families and injured workers receive appropriate compensation according to the law. Its focus is particularly on those in the country's 'industrial' and 'service' sectors

It works to improve conditions by:

- undertaking research to obtain a better understanding of the occupational health and safety situation in Bangladesh, including the numbers and circumstances of deaths and injuries and the necessary changes in workplace practices
- promoting the reform of health and safety legislation in Bangladesh so that it offers appropriate protection to workers;
- assessing the activities of the Inspectorate of Factories and Establishments and other regulatory bodies with the aim of seeking improvements in how they seek compliance with, and enforcement of the law.
- providing information and guidance to employers so that they understand their health and safety obligations and the steps they need to take to fulfill them;
- offering health and safety management training to employers;
- assisting trade unions in raising health and safety concerns with employers and enforcement bodies;
- filing strategic public interest litigation in the High Court of Bangladesh with the aim of ensuring that state bodies comply with their constitutional and legal requirements to provide workers with safe and healthy conditions at work
- Working to ensure the effectiveness of National Industrial Health and Safety Council and the implementation of National Health and Safety Policy

It assists dependent families and injured workers gain compensation by

- monitoring national and regional newspapers for reports of workplace deaths
- investigating the circumstances of workplace deaths and contacting dependents to determine whether they need assistance with compensation (together with BRAC Human Rights and Legal Services Programme and Ain-o-Salish Kendra)
- obtaining information about workplace injuries through research at hospitals
- informing employers of their obligation to pay compensation in relation to specific deaths and injuries and filing cases in the Labour Court where necessary (together with BLAST)

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CHAPTER - 1

Introduction

This report provides details of workplace deaths that took place in Bangladesh in period 2010, 2011 and 2012 in the manufacturing, construction, service, agricultural and transport sectors and analyses the incidents by sector, cause, age of the deceased, and location of the incident.

Information about the deaths was obtained by monitoring 15 national papers and 11 regional papers (from the Districts of Barisal, Chittagong, Khulna, Rajshahi and Sylhet.)

Kinds of deaths monitored

This report focuses on deaths of workers at the workplace arising out of issues relating to occupational safety and health and concerned with the management of the work. Unlike our report relating to workplace deaths in 2006 to 2009, in this report we have tried to collect details of transport workers (drivers, conductors or helpers working in vehicles) who have died in the course of their work. However, it does not include deaths of workers travelling to or from work as these deaths primarily raise issues of road traffic safety rather than occupational health and safety.

The report also does not include deaths of workers as a result of police, or other kinds of, violence or in incidents outside of the workplace - as none of these relate to occupational health and safety issues.

This report focuses on industrial and service sector deaths - but it does include details of certain agricultural deaths (where the newspaper report clearly indicate a workplace safety issue). Very few agricultural sector deaths are reported in the newspapers.

Deaths at sea are excluded since whilst there are many reports of missing seamen - it is very difficult to know whether these have anything to do with the management of health and safety issues, and in addition, further press reports often fail to indicate whether or not the workers have died or survived.

Accuracy of the Information

The prime source of this information is from monitoring deaths that are reported in national, and some regional, newspapers. Relying on this data creates two problems. The first problem is that newspaper reports almost certainly do not reflect, by a high margin, the actual number of workplace deaths that have taken place.

The second problem concerns the accuracy of the newspaper reports themselves. To what extent, can we be sure that the correct facts about the deaths have been reported in the newspapers? Working with BRAC's Human Rights and Legal Services, we have investigated 474 cases of the total deaths reported in this three year period and these show, interestingly, that in the great majority of the cases, the key information contained in the papers was accurate - though it was not unusual for there to be some small errors in the spelling of the names of the deceased, the incident address and the circumstances of the death. In a few cases, we found that some deaths were not work-related or the location of the death could not be identified.

CHAPTER - 2

Details of deaths in 2010

January

Incident 1: 2 Jan 2010, Chittagong, Manufacturing Death of Rayhan (21) and Mintu Mia (27)

Rayhan and Mintu Mia were killed in an explosion whilst they were cutting an oil tank in a ship named MTA Gate at Rahim Steel and Ship Breaking Yard at Madambibir Hat, Sitakund.

Incident 2: 2 Jan 2010, Dinajpur, Manufacturing Death of Azizur Rahman (48)

Azizur Rahman died when he was trapped in a machine of Setabganj Sugar Mill at Bochaganj, Setabganj.

Incident 3: 2 Jan 2010, Tangail, Service Death of Md. Kamrul Hasan (20)

Kamrul Hasan, a transport worker, was killed in a road accident at Shahpur of Tangail-Mymensingh highway, Ghatail.

Incident 4: 10 Jan 2010, Sylhet, Construction Death of Raju Mia (25)

Raju Mia died after a fall from the 4th floor whilst he was working at Girls Hostel of Sylhet Osmani Medical College, Sylhet.

Incident 5: 10 Jan 2010, Khulna, Construction Death of Rafiqul Islam (38)

Rafiqul Islam died after a 70 feet fall from height when he was constructing a cymene in KP Brick Field at Bhadradia, Dumuria.

Incident 6: 16 Jan 2010, Service, Netrokona Death of Khushnur Mia (18)

Khushnur Mia, a truck helper was crashed to death under the wheel of a truck at Jalshuka, Brishiri Road, Shyamganj.

Incident 7: 18 Jan 2010, Dhaka, Service Death of Mahbub

Mahbub was electrocuted to death whilst he was working in a tannery as a carpenter.

Incident 8: 21 Jan 2010, Chittagong, Construction Death of Md. Sohel (19) and Sohel (18)

Md. Sohel and Sohel were electrocuted to death whilst they were fitting pipes in the newly constructed building of Khalilur Rahman College at Potia Municipality area.

Incident 9: 21 Jan 2010, Dhaka, Service Death of Mannan

Truck helper Mannan died in road accident when his truck hit a cart at Khilkhet.

Incident 10: 23 Jan 2010, Dhaka, Service Death of Unknown

An unknown employee of Dhaka University was electrocuted to death.

Incident 11: 23 Jan 2010, Gazipur, Construction Death of Saidul Islam (18)

Saidul was electrocuted to death whilst working on the 2nd floor of a house at Board Bazar, Gazipur.

Incident 12: 23 Jan 2010, Bogra, Manufacturing Death of Abdul Majid (55)

Abdul Majid died from a boiler explosion of Belal Hossain's fish feed manufacturing factory at Silo Road, Shantahar, Adamdighi. It produces different brand such as Rupali, Golden Moon, Azmiri etc. Two other workers, Sirajul (35 and Fatik (30) were injured in the incident.

Incident 13: 24 Jan 2010, Natore, Service Death of Selim (45)

Selim was crushed to death under the wheels of a sand laden truck whilst he was removing water as the truck was sinking into the mud at Lalpur Bazar.

Incident 14: 24 Jan 2010, Bogra, Construction Death of Abdul Salam

Adbul Salam died after falling from the rooftop whilst working in the Amicus Building at Jaleshwaritola, Bogra city.

Incident 15: 25 Jan 2010, Patuakhali, Service Death of Mojibar Khan (55)

Mojibar Khan died after falling from a tree whilst he was cutting branches at west Subedkhali in Mirzaganj.

Incident 16: 29 Jan 2010, Barisal, Service Death of Humayun Kabir (27)

Lineman Humayun Kabir died after falling from the ferry at Dapdapia Ferry Ghat.

**Incident 17: 30 Jan 2010, Comilla, Service
Death of Billal Hossain (40) and Russel (27)**

Billal Hossain and Russel, two transport workers died in road accidents whilst two trucks collided head on in front of Companiganj Paribahan Samittee, Muradnagar.

February

**Incident 1: 1 Feb 2010, Sirajganj, Construction
Death of Farhad Ali (45) and Abul Kalam (40)**

Farhad and Kalam were crushed to death under a roller machine as it turned upside down on the road whilst they were repairing the road at 1 No Piller, Banpara, Hatikumrul.

**Incident 2: 3 Feb 2010, Feni, Construction
Death of Ilias (25)**

Ilias was electrocuted to death when an iron rod he was carrying came in contact with 1100 KV electric line whilst working in an under-construction building of Hafiz Ullah at Dampara, Dagonbhuiya. Another worker was injured in the same incident.

**Incident 3: 3 Feb 2010, Satkhira, Construction
Death of Abdul Majid (26)**

Abdul Majid was crushed to death under when a roof of a filling station owned by Siddiqui Islam at Shyamnagar sadar Upazila collapsed on him. 9 other workers were injured in the same incident.

**Incident 4: 3 Feb 2010, Narayanganj, Construction
Deaths of Oli Ahmed (50)**

Oli Ahmed died when he fell from the 2nd floor of an under-construction four storey building owned by Rashid Mia at Dhopa Patti Area, Jamtola, Fatullah where he was working.

**Incident 5: 5 Feb 2010, Patuakhali, Service
Deaths of Alamgir Hossain (35)**

Alamgir was crushed to death under a tree as he was cutting it.

**Incident 6: 6 Feb 2010, Gazipur, Construction
Deaths of Gazi Hanifa (45) and Russel (40)**

Hanifa and Russel died when they fell from a scaffold that broke as they were working on the 3rd floor of an under-construction building at Modhumita Area, Tongi.

**Incident 7: 7 Feb 2010, Narsinghdi, Manufacturing
Deaths of Ariful Islam (23)**

Ariful Islam died from an explosion of an air compressor at a Pran Factory at Ghorashal. Another worker Asad was injured in the same incident.

**Incident 8: 11 Feb 2010, Comilla, Construction
Deaths of Ramjan Ali Ramu (55)**

Ramjan Ali died when he was taking earth laden baskets on his head and fell down.

**Incident 9: 13 Feb 2010, Dhaka, Service
Deaths of Bhasani (35) and Babu (28)**

Bhasani and Babu were suffocated to death from poisonous gas when they - employed by a contractor named Abdul Matin who was given the contract by Dhaka City Corporation - were working in a sewerage line at Chhapra Mosque, Azimpur.

**Incident 10: 13 Feb 2010, Jamalpur, Construction
Death of Sultan Mia (35)**

Sultan Mia died when he was crushed under earth that he was cutting for the Naz Bricks owned by Nazmul Haq Farid at Tarakandi, Sarishabari Upazila.

**Incident 11: 15 Feb 2010, Chittagong, Construction
Death of Selim alias Badsha Mia (40)**

Selim was crushed to death under earth that collapsed on him while working at Paragon Brick Field at Bridgeghat, Kotwali.

**Incident 12: 15 Feb 2010, Dhaka, Construction
Death of Madhu Chandra Das (25)**

Madhu Chandra was electrocuted to death when he and another five workers were using an iron rod for testing soil for constructing a building at 8/2 Shantibag.

**Incident 13: 15 Feb 2010, Gazipur, Service
Death of Khoka Mia**

Khoka Mia was crushed to death under rice sacks when he was unloading it from a truck at Kaliakoir Bazar.

**Incident 14: 16 Feb 2010, Madaripur, Construction
Death of Akbar Hossain Mollah (25)**

Akbar Hossain Mollah was electrocuted to death whilst working in an under-construction building at Rajarchar, Madaripur.

**Incident 15: 17 Feb 2010, Narayanganj, Construction
Death of Sujan Mia (23)**

Sujan Mia died after falling from the 'catching' pipe while doing piling work in a newly constructed building of Sonargaon Salt and Ship Yard at Meghna Industrial Area, Sonargaon.

**Incident 16: 17 Feb 2010, Narayanganj, Service
Death of Babul (36)**

Babul was crushed to death under cement sacks while the cement laden truck fell into a roadside ditch after losing control at Jalkuri area, Siddirganj.

**Incident 17: 20 Feb 2010, Dhaka, Construction
Death of Mohammad Al- Amin (22)**

Al-Amin died after falling from rooftop of an under-construction five storey building of Mohammadia Housing Ltd at 172/B, Road-4, Mohammadpur.

**Incident 18: 22 Feb 2010, Chittagong, Construction
Death of Md. Enam (40)**

Enam died after falling from the rooftop of an under-construction building where he was working as a supervisor at Block-H, Halishahar.

**Incident 19: 22 Feb 2010, Gazipur, Manufacturing
Death of Md. Abul Kashem (40), Sahera Begum (45), Salma Begum (30), Majeda Begum (30), Marjeha alias Mojida (35), Ms. Rahima Begum (35), Shantona Begum (28), Jorina Begum (45), Md. Shahinur (35), Md. Mostafizar (40), Ms. Sufia Begum (40), Rasheda Begum (35), Ms. Rina Begum (26), Ms. Afia (35), Farida Begum (40) Md. Badal Mia (27), Raoshanara Begum (45), Jahanara Begum (40), Prodip Kumar Dey (30), Md. Alamgir Hossain (28), and Momotaz (40).**

All the 21 workers died from the suffocation of smoke that broke out from the fire in the Garib and Garib Garment factory at Bhogra, Gazipur Sadar. 30 other workers were injured from the incident.

**Incident 20: 23 Feb 2010, Khulna, Agriculture
Death of Somir Roy (32)**

Somir was electrocuted to death while he was irrigating the paddy field of Shyam Mondol at Mukhdarha, Bathiaghata.

**Incident 21: 23 Feb 2010, Dhaka, Construction
Death of Abdus Samad (35) and Faruk Patowary (33)**

Samad and Faruk died after falling from the scaffold when a rope broke whilst they were working on 6th floor of Enam Medical College at Thana road Savar.

**Incident 22: 27 Feb 2010, Chandpur, Construction
Death of Md. Shahjahan (23)**

Shahjahan was electrocuted to death whilst he was dredging pipe at Gazi Bari area, Chandpur City.

March

**Incident 1: 1 March 2010, Narayanganj,
Manufacturing
Death of Liton (32)**

Liton died in an elevator accident at Ahammad Spinning Mill at Fatullah Model Thana.

**Incident 2: 4 March 2010, Rajbari, Manufacturing
Death of Golapy Begum (22)**

Golapy Begum was burnt to death when a fire broke out in the dairy farm through electric short circuit in Haider Ali's Dairy Farm at Bagmara, Rajbari. One other worker was seriously injured in the accident.

**Incident 3: 4 March 2010, Sirajganj, Construction
Death of Faruk (30)**

Faruk was electrocuted to death when he was working in a two storey building at Salanga Bazar.

**Incident 4: 6 March 2010, Dhaka, Manufacturing
Death of Md. Shah Alam (42), Md. Dulal (55), and
Md. Solaiman (45)**

Tannery worker Shah Alam, Dulal and Solaiman were suffocated to death when poisonous gas leaked from a drum of Apex Tannery at Hazaribag.

**Incident 5: 6 March 2010, Sherpur, Construction
Death of Azam Ali (35)**

Azam Ali was crushed to death under earth when he was cutting a Garo Hill for collecting stones at Daodhara, Nalitabari.

**Incident 6: 7 March 2010, Jamalpur, Agriculture
Death of Harun Ar Rashid and Ashraf**

Harun ur Rashid and Ashraf were electrocuted to death whilst they were working in the paddy field and came in contact with the electrified pole of Polly Bidhyut Somittee. Two other workers were injured in the incident.

**Incident 7: 13 March 2010, Chittagong, Manufacturing
Death of Saroj Das (25)**

Saroj Das was crushed to death under an iron plate whilst cutting a ship in the Bhatiary Steel and Ship Breaking Yard at Bhatiary, Sitakund.

**Incident 8: 18 March 2010, Laxmipur, Construction
Death of Ali Ajgor (32)**

Ali Ajgor died when he fell from the 1st floor of an under-construction building at Majupur, Laxmipur Sadar.

**Incident 9: 21 March 2010, Sherpur, Service
Death of Raton Mia (30)**

Raton Mia, the driver of a microbus, died in road accident while the microbus and a truck collided head on at Mirjapur area of Sherpur.

**Incident 10: 21 March 2010, Gazipur Manufacturing
Death of Bilkis Akhter (35)**

Bilkis Akhter was stamped to death whilst the workers of Matrix Sweater Factory at Chhayadana Maleker Bari, Boardbazar were rushing to escape on hearing the rumor of a fire. Another 30 workers were injured in the incident.

**Incident 11: 22 March 2010, Chuadanga, Service
Death of Yusuf (50)**

Yusuf was crushed to death when his loose clothes got caught up in a machine whilst cutting corn for Shamsul at Bhalaipur Moor, Alamdanga.

**Incident 12: 25 March 2010, Sylhet, Construction
Death of Unknown**

The unknown worker died when loose earth buried him whilst he was cutting a hill for Ahmed Housing at nearby Osmani Airport.

**Incident 13: 25 March 2010, Hobiganj, Service
Death of Mochhabbir Hossain (40)**

Mochhabbir died in road accident when his tractor and a bus collided head on at Nizampur, Hobiganj Sadar.

**Incident 14: 26 March 2010, Dhaka, Service
Death of Unknown**

The unknown worker was suffocated to death whilst cleaning the manhole of Dhaka City Corporation at Uttar Begunbari.

**Incident 15: 27 March 2010, Narayanganj, Manufacturing
Death of Monir (22)**

Monir was electrocuted to death whilst he was switching on the Air Cooler (AC) at Nizam Salt Factory at Fatullah.

**Incident 16: 28 March 2010, Madaripur, Construction
Death of Titu Sheikh (20)**

Titu Sheikh was crushed to death under a dredging machine whilst trying to remove waste from the machine in the river of Arial Kha at Chargazaria, Shibchar.

**Incident 17: 28 March 2010, Dhaka, Construction
Deaths of Md. Hanif (25)**

Hanif was electrocuted to death whilst working at 16 Urdu Road, Chakbazar.

**Incident 18: 28 March 2010, Jamalpur, Agriculture
Death of Md. Fakir Ali**

Fakir Ali was electrocuted to death whilst irrigating a paddy field at Goalerchar, Islampur.

**Incident 19: 31 March 2010, Tangail, Construction
Death of Abdul Halim (25) and Nurul Islam alias
Chan Mia (30)**

Abdul Halim and Chan Mia were crushed to death under earth whilst they were cutting earth for a brick field at Sandalpur, Dhanbari.

**Incident 20: 31 March 2010, Magura, Service
Death of Shahidul (28)**

Shahidul was electrocuted to death whilst repairing the electric line of a rice mill at Kukna of Magura Municipality.

April

**Incident 1: 10 April 2010, Khagrachhari, Construction
Death of Md. Mostofa (30)**

Mostofa was burn to death whilst he was working in a brick field.

**Incident 2: 11 April 2010, Rangpur, Construction
Death of Shamsul Islam**

Shamsul Islam was crushed to death under earth whilst he was setting up a slab in a latrine of Abu Bakar Siddik at Badu Kamla of Rangpur Sadar Upazila.

**Incident 3: 11 April 2010, Munsiganj, Manufacturing
Death of Haowa Begum**

Haowa Begum died when she was crushed under a roller machine of Metro Cement Factory at Mukterpur, Munsiganj.

**Incident 4: 12 April 2010, Dhaka, Manufacturing
Death of Anwar (25) and Badrul (26)**

Anwar and Badrul were electrocuted to death whilst they were working in the Mushna Wear Factory at Rajfulbaria, Savar. Another worker Sujan (24) was injured from the incident.

**Incident 5: 12 April 2010, Gazipur, Construction
Death of Abdul Barek**

Abdul Barek was electrocuted to death whilst setting up a tube well for Azizul Haque at Vogra, Gazipur.

**Incident 6: 13 April 2010, Hobiganj, Service
Death of Tarek Ahmed (28)**

Tarek Ahmed was electrocuted to death whilst repairing a water pump at Dubirbuck of Nabiganj upazila.

**Incident 7: 13 April 2010, Sirajganj, Service
Death of Mahbubur Rahman (22)**

Pickup Van driver Mahbubur Rahman was crashed to death in road accident at 19 Piller of Bangabandhu Jamuna Shetu.

**Incident 8: 17 April 2010, Gazipur, Service
Death of Ibrahim Khalil (28) and Julhash Uddin (30)**

Ibrahim and Julhash died in a road accident whilst a pickup and truck collided head on at Boarbazar, Kaliakoir.

**Incident 9: 17 April 2010, Gazipur, Manufacturing
Death of Sujan Mia (12)**

Sujan Mia was electrocuted to death whilst he was working in the Madina Textile and Dyeing Factory at Safipur Bazar, Kaliakoir.

**Incident 10: 20 April 2010, Magura, Manufacturing
Death of Prodip (30)**

Prodip was electrocuted to death whilst he was working for Kartik Chandra as a carpenter at Durgapur of Magura Sadar Thana.

**Incident 11: 20 April 2010, Jessore, Service
Death of Ashok Kumar Moni (35)**

Ashok Kumar died in road accident at Baolia Bazar, Bagmara.

**Incident 12: 22 April 2010, Kishorganj, Agriculture
Death of Shahidul Haq (38)**

Shahidul Haq died in thunderbolt whilst he was harvesting paddy at Paglar Khal of Nikoli Upazila.

**Incident 13: 23 April 2010, Tangail, Construction
Death of Jahura Begum (50), Hasina Begum (35),
and Salma Begum (40)**

Jahura, Hasina and Salma died when they were crushed under earth whilst cutting it at the bank of the Jamuna river, South Charpara, Nagarpur Upazila. Another worker Asma was injured in the incident.

**Incident 14: 24 April 2010, Chittagong, Service
Death of Bara Mia (35)**

Bara Mia was electrocuted to death when he was working for Gaosia Hotel at Phultala of Baklia Thana.

**Incident 15: 27 April 2010, Bogra, Construction
Death of Shaju (40)**

Shaju died after falling from the rooftop of a storehouse of Sohrab Ali at Dhunat whilst setting up CI sheet on the rooftop.

**Incident 16: 27 April 2010, Dhaka, Construction
Death of Abdul Malek (35) and Ishak (33)**

Malek and Ishak were crushed to death under a wall when they were doing excavation work in an under-construction building at House 34, Road 28, Dhanmondi R/A. Another four workers were injured in the incident.

**Incident 17: 28 April 2010, Narayanganj, Manufacturing
Death of Rehena Begum (40) and Kulsum Begum (18)**

Rehena and Kulsum were burnt to death when the fire broke out in a cotton storehouse of Joynal Mia at Dhamgar of Bandar Upazila.

**Incident 18: 28 April 2010, Chapainawabganj,
Manufacturing
Death of Monimul (16)**

Monimul was crushed to death under a wall when the wall collapsed on whilst working at Atahar Area of Sadar Upazila.

May

**Incident 1: 1 May 2010, Rajbari, Service
Death of Sushanto Sarker (25)**

Sushanto was electrocuted to death from the battery of an oil laden truck at Baliakandi Bazar.

**Incident 2: 1 May 2010, Kushtia, Construction
Death of Alamgir Hossain (23)**

Alamgir was suffocated to death whilst cleaning the water tank at Abdul Malek's house in East Mojumpur of Kushtia City. Nurul Islam (25) was injured in the incident.

**Incident 3: 3 May 2010, Laxmipur, Construction
Death of Parvez**

Parvez died after falling from the rooftop of an under-construction building at Ismail Master's house at Hazirhat Natunbazar, Kamalnagar.

**Incident 4: 6 May 2010, Narayanganj, Construction
Death of Sabuj Mia (38)**

Sabuj Mia died when the roof of an under-construction building owned by Hasina Begum at Dani Lonkhola of Bandar Upazila collapsed whilst working. Another four workers Liton (32), Feroz Mia (32), Abdul Jalil (32) and Tara Mia (26) were injured in the same incident.

**Incident 5: 6 May 2010, Comilla, Service
Death of Babul (38)**

Babul died when a bus and truck collided head on at Chowdhogram.

**Incident 6: 7 May 2010, Narayanganj, Service
Death of Kaiyum (25)**

Kaiyum, a tempo helper, died whilst a truck hit the tempo from the back at Kanchpur Bus Stand, Sonargaon.

**Incident 7: 7 May 2010, Dhaka, Construction
Death of Rabiul Islam (22)**

Rabiul Islam died after falling from the 7th floor of an under construction building of S Khalek City at Bagbari area of Darus Salam Thana whilst he was working.

**Incident 8: 8 May 2010, Gopalganj, Service
Death of Anwar Hossain (25)**

Anwar Hossain died whilst the bus fell into roadside ditch at Boultali, Tekerhat Road.

**Incident 9: 8 May 2010, Barisal, Construction
Death of Hakim Kabiraj**

Hakim Kabiraj was electrocuted to death whilst he was doing 'centering' work on an under-construction building owned by Abdul Majid Fakir at west of Damura Union Parishad, Uzirpur.

**Incident 10: 8 May 2010, Kishoreganj, Service
Death of Kamal Uddin**

Kamal Uddin was electrocuted to death whilst working in the neighbour's house at Tatachar, Bazitpur.

**Incident 11: 9 May 2010, Feni, Construction
Death of Ziaul Haque (28)**

Ziaul Haque, contracted to Nixon and Sujan Enterprise, died when earth collapsed on him whilst dredging a canal at Muhuri Project Area, Sonagazi. Nurul Karim (38), Ahsan Ullah (45), Md. Ibrahim (40), Nurul Alam (38), Anwar Hossain (36), Helal Uddin (40), Motaleb (42), and some other workers were injured in the same incident.

**Incident 12: 10 May 2010, Lalmonirhat, Manufacturing
Death of Mojibar Rahman (42)**

Mojibar Rahman died in a boiler explosion at Bachchu Khan's Rice Mill at Basundhara Area, Lalmonirhat. Asadul Islam (40) and Belal Hossain (35) were seriously injured in the same incident.

**Incident 13: 11 May 2010, Jessore, Manufacturing
Death of Amjad Ali (65)**

Amjad Ali died when he was entangled in a belt at Afil Jute Mill at Sharsha, Benapole whilst cleaning a cutting machine that was operating.

**Incident 14: 12 May 2010, Gaibandha, Service
Death of Chan Mia (40)**

Chan Mia was electrocuted to death whilst repairing the tin shed house of the businessman Rafiqul Islam at Komorpur Bazar, Palashbari.

**Incident 15: 12 May 2010, Dinajpur, Mining
Death of Ranjit (46)**

Ranjit died after the roof of Barapukuria Coal Mine collapsed whilst working. Another 20 workers were injured in the incident.

**Incident 16: 13 May 2010, Kushtia, Manufacturing
Death of Abdur Rajjak (60) and Sukur Ali (58)**

Abdur Rajjak and Sukur Ali were burnt to death in the fire that gutted the Bonani Match Factory of Bayezid Biswas Group of Industries at Allar Darga, Doulatpur. Jillur Rahman was seriously injured in the incident.

**Incident 17: 13 May 2010, Chittagong, Manufacturing
Death of Litton Das (26)**

Litton Das was electrocuted to death whilst ironing clothes in the Elegance Tailoring Shop close to Baramiah Mosque, Chakbazar.

**Incident 18: 14 May 2010, Narayanganj, Construction
Death of Monir Hossain (40)**

Monir Hossain died when the wall of an under-construction building owned by Mofijul Islam at Mir Jumla Road, Digu Babur Bazar collapsed on top of him.

**Incident 19: 15 May 2010, Dhaka, Service
Death of Roman**

Roman died after falling from the 4th floor of Sharif Manson at Motijheel whilst fixing an air cooler.

**Incident 20: 15 May 2010, Gazipur, Manufacturing
Death of Mizan (22)**

Mizan was crushed to death under cotton bale of Ishrak Spinning Mill at Master Bari, Sripur whilst working.

**Incident 21: 16 May 2010, Dhaka, Manufacturing
Death of Abdul Hannan**

Abdul Hannan was electrocuted to death when he was switching on the machine of Baowani Jute Mill at Demra.

**Incident 22: 17 May 2010, Dhaka, Service
Death of Abul Mia (50)**

Abul Mia was electrocuted to death whilst he was fixing the electric line at Jinnah's house in South Keraniganj, Shuvadya Uttar Para.

**Incident 23: 17 May 2010, Tangail, Service
Death of Shamsul Alam Haque (42)**

Shamsul Alam died after falling from a ladder balancing on an electric pole whilst repairing the electric line at nearby Kachua Danga Sub-Station.

**Incident 24: 17 May 2010, Dhaka, Construction
Death of Shahidul Islam (28)**

Shahidul Islam died after falling from the rooftop of an under-construction five storey building at Jhigatola, Dhanmondi.

**Incident 25: 18 May 2010, Chittagong, Construction
Death of Md. Masud (20)**

Masud died after falling from the rooftop of an under-construction building at Nasirabad Housing Society at Pachlaish.

**Incident 26: 18 May 2010, Dhaka, Service
Death of Kamal Hossain (14)**

Kamal Hossain was electrocuted to death when he was working in a shop at Topkhana Road.

**Incident 27: 18 May 2010, Dhaka, Service
Death of Babu (19)**

Babu, an employee of Sonargaon Super Paribahan, died in a road accident in front of Ahad Furry, Gulistan.

**Incident 28: 18 May 2010, Dhaka, Construction
Death of Shahidul Islam (28)**

Shahidul Islam died after falling from the 14th floor of an under-construction building at 59/B Kallyanpur, Darus Salam.

**Incident 29: 20 May 2010, Netrokona, Construction
Death of Amirul Islam**

Amirul Islam was suffocated to death when he was cleaning a septic tank of Kamolesh Pal at Upazila Sadar of Barhatta.

**Incident 30: 20 May 2010, Chittagong, Construction
Death of Rajib Ullah (43)**

Rajib Ullah was electrocuted to death when he was wiring electric line to a new building of Alim Shawdagar at Road 1, Block B, Chandgaon R/A.

**Incident 31: 21 May 2010, Kushtia, Construction
Death of Bajlu (38)**

Bajlu died after falling from the rooftop of an under-construction building at Veramara.

**Incident 32: 22 May 2010, Chittagong, Construction
Death of Munshi Mia (36)**

Munshi Mia died after falling from the 2nd floor of Shah Latif Market at Amirhat Bazar, Raujan when he was fitting a pipe.

**Incident 33: 23 May 2010, Patuakhali, Construction
Death of Din Islam (50)**

Din Islam was electrocuted to death when he was working at Sher-E-Bangla Road, Patuakhali Sadar.

**Incident 34: 24 May 2010, Gopalganj, Manufacturing
Death of Shyamlal Biswas (35)**

Shyamlal Biswas was electrocuted to death when he was pulling water from the river for Ma Rice Mill using an electric motor at Jalirpar, Kuksudpur.

**Incident 35: 24 May 2010, Jessore, Manufacturing
Death of Nitai Pal (65)**

Nitai Pal died in boiler explosion when he was working for Erfan Ali's Rice Mill at Palpara, Keshobpur.

**Incident 36: 24 May 2010, Narsinghdi, Service
Death of Islam Mia (50)**

Islam Mia died after falling from a palm tree when he climbed the tree to pluck palm for Sakhaot Hossain of Water Resource Office, Narsinghdi Sadar.

**Incident 37: 25 May 2010, Brahmanbaria, Service
Death of Chhabir Mia (30)**

Chhabir Mia died in a cylinder explosion at Akhaura Municipality area.

**Incident 38: 26 May 2010, Dhaka, Service
Death of Jamal (45)**

Jamal, a security guard, died after falling from the 7th floor of a building at 93 Arambag, Motijheel.

**Incident 39: 26 May 2010, Dhaka, Service
Death of Asad (25)**

Asad was electrocuted to death when he was working for Nusrat PVC Pipe at Majed Sarder Road, Old Dhaka.

**Incident 40: 29 May 2010, Mymensingh, Construction
Death of Anwar Hossain (27)**

Anwar Hossain was electrocuted to death when he was fitting mosaic in Ikram Sweater Factory of Rasel Group at Kathali, Bhaluka.

**Incident 41: 31 May 2010, Gopalganj, Service
Death of Sohag Mondal (22)**

Sohag Modal died when an electric pole pierced his throat as the pole broke into two whilst he was climbing it to repair the electric line.

**Incident 42: 30 May 2010, Gazipur, Construction
Death of Hafizur Rahman**

Hafizur Rahman was electrocuted to death when he was working at a bridge on Turag River at Mirjapur.

**Incident 43: 30 May 2010, Chandpur, Construction
Death of Md. Mostofa (40)**

Mostofa was crushed to death under a roof of an under-construction building at Ashta Bazar, Faridganj, that collapsed on him whilst working. Another 5 workers were injured in the incident.

June

**Incident 1: 1 June 2010, Gazipur, Manufacturing
Death of Jalal Uddin and Sarwar Hossain**

Jalal Uddin and Sarwar Hossain died when the air compressor exploded at Hans Fashion while they were working. Another four workers Jahan Ali, Chhafur Uddin, Anowara Khatun and Rabiul were injured in the incident.

**Incident 2: 3 June 2010, Jessore Construction
Death of Ujjal**

Ujjal died after falling from the rooftop of a three-storey under-construction building at Bhekutia Bazar.

**Incident 3: 6 June 2010, Dhaka, Service
Death of Salek (32), Gazi Rahman (28), Ripon (12),
Shawpan (12), Laus (17), and Barju (17)**

Six shop workers died in fire that broke out in the local area and gutted the Bakorkhani Shop where they were working.

**Incident 4: 7 June 2010, Sylhet, Construction
Death of Helal Miah (26) and Salamot Miah (40)**

Helal Miah and Salamot Miah suffocated to death when they entered into the septic tank of an under-construction building at Goalabazar.

**Incident 5: 9 June 2010, Chandpur, Service
Death of Rajon (18)**

Rajon, an Electrician were electrocuted to death while working.

**Incident 6: 10 June 2010, Jessore, Manufacturing
Death of Monirul Islam (35)**

Monirul Islam died after falling from the rooftop of Afil Fish Farm.

**Incident 7: 13 June 2010, Moulvibazar, Construction
Death of Two unknown workers**

Two unknown workers died when they fell from the 8th floor of the Shah Mostofa Garden City while they were working at the outside of the building. Another worker was injured in the incident. Primarily they were admitted to the Moulvibazar Sadar Hospital.

**Incident 8: 14 June 2010, Dhaka, Construction
Death of Mujahidul Islam Babu (35)**

Mujahidul Islam Babu died when he fell down after being electrocuted while he was working in an under-construction building. Another two workers were injured in the same incident.

**Incident 9: 16 June 2010, Narayanganj, Transport
Death of Selim Reza (17)**

Selim Reza, Tempo Helper, died in a road accident.

**Incident 10: 17 June 2010, Dinajpur, Manufacturing
Death of Mehedul (18)**

Mehedul was electrocuted to death while he was working in a rice mill of UP Chairperson Mushfuqur Rahman of village tetulia. A case was filed in the Nababganj Thana.

**Incident 11: 17 June 2010, Comilla, Service
Death of Nazmul Hasan Rana (20)**

Nazmul Hasan Rana, an Electrician, was electrocuted to death while he was working at Rafiqul Islam's House.

**Incident 12: 20 June 2010, Gazipur, Manufacturing
Death of Nurul Amin (40)**

Nurul Amin died in a chemical explosion when the chemical drum of Faar Ceramic Factory exploded as he was cutting it. Another five workers were injured in the same incident.

**Incident 13: 21 June 2010, Gazipur, Manufacturing
Death of Alamgir Hossain (25)**

Alamgir Hossain was electrocuted to death while he was working for National Polymer Factory at Kathaldi of Tongi municipality.

**Incident 14: 22 June 2010, Jhenaidah, Transport
Death of Mohammad Ali Sheikh (32)**

Mohammad Ali Sheikh, a truck helper, died in road accident.

**Incident 15: 22 June 2010, Chittagong, Manufacturing
Death of Abdul Hye (26)**

Abdul Hye died in a fire that broke out in Rising Steel Ltd while he was cutting steel plate inside a vessel.

**Incident 16: 23 June 2010, Madaripur, Service
Death of Saddam Hossain**

Saddam Hossain was crushed to death under the railing of a row-row ferry while it was anchoring at the Kaorakandi Ferry Ghat.

**Incident 17: 27 June 2010, Patuakhali, Construction
Death of Ali Akbar (35)**

Ali Akbar was electrocuted to death while he was switching on the water pump of Sub-Registry Office, Baufal whilst doing construction work.

**Incident 18: 28 June 2010, Gazipur, Transport
Death of Md. Saidul (25)**

Md. Saidul was burnt to death when the truck he was driving hit a roadside tree that generated fire.

**Incident 19: 30 June 2010, Sitakund, Transport
Death of Unknown**

The unknown truck helper died in road accident when a truck and a CNG-run-auto collided head on and a fire broke out.

July

**Incident 1: 4 July 2010, Naogaon, Construction
Death of Arfan Hossain (18)**

Arfan Hossain was electrocuted to death while he was constructing a boiler at Nurul Auto Rice Mill

**Incident 2: 4 July 2010, Dhaka, Construction
Death of Nazrul (25)**

Nazrul was electrocuted to death when the iron rod, he was pulling up on the roof of 2nd floor, touched an electric wire.

**Incident 3: 4 July 2010, Narayanganj, Construction
Death of Monirul Islam (23)**

Monirul Islam was electrocuted to death when he came in contact with a live electric wire while he was working in an under-construction building. Another worker Masud (28) was injured in the same incident.

**Incident 4: 4 July 2010, Dhaka, Manufacturing
Death of Md. Ashraf Uddin**

Ashraf died in an explosion of a chemical drum of ND Printing and Embroidery Factory while he was trying to open the chemical filled drum.

**Incident 5: 5 July 2010, Dhaka, Construction
Death of Alam (28)**

Alam was electrocuted to death while he was working at Mirpur Stadium..

**Incident 6: 5 July 2010, Dhaka, Construction
Death of Solaiman (22)**

Solaiman was electrocuted to death while he was working at Lalbag area..

**Incident 7: 8 July 2010, Narayanganj, Construction
Death of Masum Miah (40)**

Masum Miah died after falling from a hanging scaffold made by rope and bamboo while he was painting a seven-storey building of Alankar Plaza.

**Incident 8: 8 July 2010, Bogra, Manufacturing
Death of Ferdouse Alam**

Ferdouse Alam died in a boiler explosion when he was working in a rice mill.

**Incident 9: 9 July 2010, Munsiganj, Construction
Death of Oli**

Oli was electrocuted to death while he was coming down from the upstairs of an under-construction building of Mujibur Rahman and came to contact with electric wire of the building when he was working over there.

**Incident 10: 9 July 2010, Gazipur, Manufacturing
Death of Omar Faruk (27) and Joynal Abedin (26)**

Omar Faruk and Joynal Abedin were suffocated to death with steam that came out from a boiler of Noman Group's Spinning Mill while they were cleaning it.

**Incident 11: 9 July 2010, Narayanganj, Construction
Death of Madhu Miah (38)**

Madhu Miah was electrocuted to death while he was working.

**Incident 12: 10 July 2010, Dhaka, Service
Death of Abdus Salam**

Abdus Salam was electrocuted to death when he came into contact with an electric line while he was working.

**Incident 13: 10 July 2010, Dhaka, Construction
Death of Md. Faizul (22)**

Md. Faizul died after falling from the rooftop of an under-construction building at Uttara.

**Incident 14: 11 July 2010, Comilla Service
Death of Riaz**

Riaz was crushed to death under an ornamented gateway while he was constructing it at the house of Abdul Haq.

**Incident 15: 14 July 2010, Gazipur, Service
Death of Imran (19)**

Imran died when the tyre of a bus exploded while he was pumping.

**Incident 17: 16 July 2010, Narayanganj, Construction
Death of Sumon Mandol (25), Faruk Hossain (35)
and Liton (35)**

Sumon Mandol, Faruk Hossain and Liton were suffocated to death when they entered into an

under-construction water tank of Jahirul Islam to remove 'centering'. Another worker was affected from poisonous gas while he was trying to rescue those victims.

**Incident 18: 19 July 2010, Comilla, Construction
Death of Shafiqul Islam (27), Md. Hossen (30),
Mizanul Haque (25) and Makbul Hossain (27)**

Shafiqul Islam, Md. Hossen, Mizanul Haque and Makbul Hossain were suffocated to death when they were cleaning a septic tank at Gomoti Residential Area developed by Fair Developer.

**Incident 19: 21 July 2010, Jessore, Construction
Death of Ashraful (26)**

Ashraful died after falling from the rooftop while he was doing renovation work of a two-storey building.

**Incident 20: 27 July 2010, Narayanganj, Construction
Death of Nurul Haque (28)**

Nurul Haque was electrocuted to death while he was working.

**Incident 21: 29 July 2010, Mymensingh, Manufacturing
Death of Khairul**

Khairul was crushed to death between a covered van and a brick laden truck inside an under-construction factory of Saraj Fiber Tech Limited.

August

**Incident 1: 2 Aug. 2010, Brahmanbaria, Manufacturing
Death of Liton Miah (35)**

Liton Miah was electrocuted to death while he was repairing an electric line of Shapla Rice Mill. His wife Saleha Begum was injured in the incident while she was trying to save her husband.

**Incident 2: 3 August 2010, Bogra, Construction
Death of Azahar Ali Raja (55) and Shahidul Islam (22)**

Azahar Ali and Shahidul Islam were suffocated to death while they entered into the septic tank of an under-construction building of Abdur Rashid. Another worker Gafur was injured in the incident.

**Incident 3: 3 August 2010, Sylhet, Service
Death of Md. Shakhawat Hossain (25)**

Shakhawat Hossain was electrocuted to death while he was repairing the electric line at the house of Moushumi.

**Incident 4: 6 August 2010, Jamalpur, Manufacturing
Death of Rezaul Karim Reza (20)**

Rezaul Karim Reza was electrocuted to death while he was switching on the electric motor of Arif Textiles Mill.

**Incident 5: 6 August 2010, Nilphamari, Manufacturing
Death of Purna Chandra Roy (16)**

Purna Chandra Roy died in an accident that took place in the Ahmed Plywood Private Limited while he was working.

**Incident 6: 9 August 2010, Sherpur, Construction
Death of Hanif Miah (25)**

Hanif Miah was electrocuted to death while he was carrying iron rod to install a tube-well for the Mosque of Ghoshgaon Village.

**Incident 7: 11 August 2010, Dhaka, Manufacturing
Death of Ismail Hossain**

Ismail Hossain died when a hook hit his head while he was unloading an iron plate from the truck at Diamond Steel Pvt Ltd and Company.

**Incident 8: 11 August 2010, Narayanganj, Transport
Death of Helal (40) and Yasin (26)**

Helal and Yasin were suffocated to death while they entered into tank of a vessel named MV Madina-2.

**Incident 9: 13 August 2010, Chittagong, Manufacturing
Death of Sher-e-Badal (30)**

Sher-e-Badal died when he was injured by the glass of a door while he was entering into the manager's room of Tarek-Azim Textile Ltd.

**Incident 10: 16 August 2010, Manikganj, Manufacturing
Death of Sohel Rana (22)**

Sohel Rana died in a cylinder explosion while he was opening the pin of a gas cylinder of Basundhara Steel Mills Ltd.

**Incident 11: 17 August 2010, Narayanganj, Manufacturing
Death of Ruhi Das (42)**

Ruhi Das was electrocuted to death when a cut electric wire touched the machine of Habibur Rahaman Power Loom Factory where he was working.

**Incident 12: 17 August 2010, Narsingdi, Manufacturing
Death of Shirin Akhter (22)**

Shirin Akhter was electrocuted to death when she came into contact with a cut tube well electric wire while she was going to wash some bowls inside the factory of Sharmi Textile Mill.

**Incident 13: 18 August 2010, Sirajganj, Manufacturing
Death of Abdur Rahim (27)**

Abdur Rahim was electrocuted to death while he was setting up a fan in the loom factory of Nurul Islam.

**Incident 14: 18 August 2010, Gazipur, Construction
Death of Md. Masud (30)**

Md. Masud died after falling from the 6th floor of an under-construction building while he was painting the outside wall of the building.

**Incident 15: 18 August 2010, Meherpur, Service
Death of Alamin Hossain(25)**

Alamin Hossain was electrocuted to death while he was setting up an internet connection in the Rupali Bank of Meherpur for Citycell Internet Service Provider.

**Incident 16: 18 August 2010, Sylhet, Service
Death of Dalim (30)**

Dalim, an Electrician, was electrocuted to death while he was doing electric work.

**Incident 17: 19 August 2010, Narayanganj, Construction
Death of Arman (40)**

Arman was electrocuted to death while he was working in an under-construction building of Jahor Ali.

**Incident 18: 20 August 2010, Faridpur, Construction
Death of Md. Biplob Mollah (13)**

Biplom Mollah died after falling from the mobile trolley for brick breaking while he was working.

**Incident 19: 21 August 2010, Barisal, Service
Death of Alamgir Hossain Mollah (40)**

Alamgir Hossain Mollah was electrocuted to death while he was working in the Alam Engineering Workshop.

**Incident 20: 21 August 2010, Panchagarh, Construction
Death of Mofizuddin (27)**

Mofizuddin died after falling from the wall that also collapsed on him while he was working in Demshimari Kazi Farm. Another worker Dipu was injured in the same incident.

**Incident 21: 22 August 2010, Sylhet, Construction
Death of Sumon (25)**

Sumon died after falling from the 3rd floor of an under-construction building.

**Incident 22: 23 August 2010, Dhaka, Service
Death of Kabir Hossain (26)**

The Lineman Kabir Hossain was electrocuted to death while he was fixing the electric line of Polly Bidyut Sommittee, Savar and fell from the electric pole. He was brought to the hospital where the doctor declared him dead.

**Incident 23: 24 August 2010, Mymensingh, Service
Death of Abdul Hai (32)**

Abdul Hai died when his head was cut by an electric saw while he was working in a sawmill.

**Incident 24: 25 August 2010, Faridpur, Construction
Death of Korban (40)**

Korban died while the roof of an old building collapsed on him when he was working. Another two workers were injured in the same incident. They have been demolishing the building since last one month.

**Incident 25: 25 August 2010, Dhaka, Construction
Death of Md. Abbas (30) and Md. Sawpan (28)**

Md. Abbas and Md. Sawpan died after falling from the 18th floor of WW Building where they were painting the outside of the building.

**Incident 26: 25 August 2010, Dhaka, Construction
Death of Altaf Hossain (22)**

Altaf Hossain was suffocated to death while he was cleaning the septic tank of a building.

**Incident 27: 25 August 2010, Dhaka, Manufacturing
Death of Billal Hossain (31)**

Billal Hossain died in a boiler explosion of Hasan Steel Mill. Another eight workers - Aatur Rahman, Madan Babu, Ohidul Islam, Farhad, Raju, Ripon, Farhad and Abdur Rab - were injured in the same incident.

**Incident 28: 27 August 2010, Mymensingh, Manufacturing
Death of Manjurul Islam**

Manjurul Islam was electrocuted to death while he was working in the Arif Spinning Mill.

**Incident 29: 27 August 2010, Dhaka, Manufacturing
Death of Aatur Rahman**

Aatur Rahman died in a boiler explosion of Hasan Steel Mill. He was injured on 25th August and was admitted to City Hospital at Mohammadpur where he died.

**Incident 30: 29 August 2010, Chittagong, Construction
Death of Ajjor Ali (30)**

Ajjor Ali was crushed to death under a roof of an under-construction building owned by Md. Delwar Hossain and Rafiqul Islam that collapsed on him while he was working.

**Incident 31: 29 August 2010, Narayanganj, Construction
Death of Babu Miah**

Babu Miah was electrocuted to death while he was pulling iron case that touched the electric line while they were doing piling work. Another five workers including Anisur Rahman, Amij, Jubaidul and Khurshed were injured in the same incident.

**Incident 32: 29 August 2010, Chittagong, Manufacturing
Death of Jamal (28)**

Jamal died after falling from the 3rd floor of a factory of Chingjangsu while he was working.

**Incident 33: 31 August 2010, Dhaka, Manufacturing
Death of Ohidul Islam (28)**

Ohidul Islam died after being injured in a boiler explosion of Hasan Steel Mill on 25th August. He was admitted to Dhaka Medical College Hospital where he died.

**Incident 34: 31 August 2010, Narayanganj, Service
Death of Harun**

Harun was electrocuted to death while he was working in a workshop.

**Incident 35: 31 August 2010, Dhaka, Construction
Death of Tota Miah (30)**

Tota Mia died after falling from the rooftop of a six-storey building while he was working.

**Incident 36: 31 August 2010, Dhaka, Construction
Death of Tofazzal Hossain (35)**

Tofazzal Hossain was electrocuted to death when a rod that he was pulling up in an under-construction building came into contact with a live electric wire.

September

Incident 1: 4 Sept 2010, Barisal, Service Death of Joynal Abedin Sepai (45)

Joynal Abedin Sepai was crushed to death under a tree while he was cutting it for Farid Howlader.

Incident 2: 17 Sept 2010, Netrokona, Service Death of Nurul Islam (30)

Nurul Islam was crushed to death when the elevator of American International University of Bangladesh that he was repairing fell from the 19th floor after the cables broke.

Incident 3: 18 Sept 2010, Kishoreganj, Construction Death of Ali Ahmed (25)

Ali Ahmed was electrocuted to death while he was working.

Incident 4: 18 Sept 2010, Barisal, Service Death of Harun Bepary

Harun Bepary was died when he was hit by a piece of wood while he was loading it on the van.

Incident 5: 19 Sept 2010, Dhaka, Service Death of Rab Miah

Rab Miah was electrocuted to death while he was cutting branches of a tree.

Incident 6: 22 Sept 2010, Dhaka, Manufacturing Death of Saiful Islam (25)

Saiful Islam was crushed to death under an iron plate while he was loading it in a truck.

Incident 7: 23 Sept 2010, Sylhet, Construction Death of Abdul Karim

Abdul Karim died after falling from a four-storey under-construction building while he was working. Another worker was injured in the same incident.

Incident 8: 23 Sept 2010, Dhaka, Construction Death of Ripon (40) and Jabbar (30)

Ripon and Jabbar were crushed to death under a wall that collapsed on them while they were demolishing a building of Kassaf Stone Processing Zone. Another four workers were injured in the same incident.

Incident 9: 24 Sept 2010, Comilla, Construction Death of Saleh Ahmed (17)

Saleh Ahmed was electrocuted to death while he was painting the outside wall of High Way Inn. Selim was injured in the same incident.

Incident 10: 27 Sept 2010, Narayanganj, Manufacturing Death of Piara Khatun (35)

Piara Khatun was crushed to death under cotton sacks of Bhai Bhai Spinning Mill while she was working.

Incident 11: 27 Sept 2010, Thakurgaon, Service Death of Hasnu (18)

Hasnu was electrocuted to death when he climbed a jackfruit tree to collect leaves for his employer.

Incident 12: 28 Sept 2010, Sherpur, Construction Death of Md. Khurshed Ali Khushu (20)

Md. Khurshed Ali was electrocuted to death while he was demolishing the roof of a building.

Incident 13: 29 Sept 2010, Kishoreganj, Construction Death of Rana Miah (30)

Rana Miah was electrocuted to death while he was working in an under-construction house at Nilganj Moor.

Incident 14: 29 Sept 2010, Patuakhali, Construction Death of Jashim Shikdar(25)

Jashim Shikdar died after falling from the roof of an under-construction building while he was working.

Incident 15: 30 Sept 2010, Munsiganj, Manufacturing Death of Masudur Rahman

Masudur Rahman was electrocuted to death while he was working for Shah Cement Factor. He was brought to Munsiganj Sadar Hospital where the duty doctor declared him dead.

October

Incident 1: 1 October 2010, Narsingdi, Service Death of Saidul Islam (25)

Saidul Islam died after falling from the 4th floor of S Q Crystal Celsius Sweater Ltd while he was setting up an air Cooler.

Incident 2: 2 October 2010, Sylhet, Construction Death of Moni Das (35)

Moni Das was crushed to death under a wall that collapsed on him while he was demolishing it. He was first brought to Kanaighat Sadar Hospital. As his condition deteriorated he was referred to Osmani Medical College Hospital where the on-duty doctor declared him dead.

**Incident 3: 2 October 2010, Jessore, Service
Death of Mizanur Rahman (30)**

Mizanur Rahman was electrocuted to death while he was repairing the electric line of Polly Bidyut Sommittee in front of Noapara Power Grid Company.

**Incident 4: 4 October 2010, Gazipur, Construction
Death of Mohidul Islam**

Mohidul Islam was electrocuted to death while an iron rod touched the live electric wire when he was working.

**Incident 5: 5 October 2010, Sylhet, Construction
Death of Samsuddin (30)**

Samsuddin died after falling from the 3rd floor when he was in an under-construction building of Rusu Mia.

**Incident 6: 7 October 2010, Dhaka, Manufacturing
Death of Unknown 7 Workers**

7 unknown workers died in a fire that broke out at Lily Chemical Company. Another 4 workers were seriously injured in the same incident.

**Incident 7: 8 October 2010, Dhaka, Manufacturing
Death of Rimu Akhter (28) and Sheuli Akhter (25)**

Rimu Akhter and Sheuli Akhter died after being injured from a fire that broke out at Lily Chemical Company on 7 October.

**Incident 8: 9 October 2010, Dhaka, Manufacturing
Death of Aminur Begum (30)**

Aminur Begum died after being injured from a fire that broke out at Lily Chemical Company on 7 October.

**Incident 9: 10 October 2010, Chittagong, Manufacturing
Death of Abul Kalam (20), Md. Faruk (30) and
Abul Bashar (35)**

Abul Kalam, Md. Faruk and Abul Bashar were crushed to death when a heavy iron plate fell on them while they were working for S Trading Ship Breaking Yard. Another worker was injured in the same incident.

**Incident 10: 10 October 2010, Jhenaidah, Manufacturing
Death of Nur Ali (57)**

Nur Ali died after falling from a height about 100 feet when he was repairing a chimney of Mobarakganj Sugar Mill. He was brought to Kaliganj Health Complex where the duty doctor declared him dead.

**Incident 11: 10 October 2010, Sylhet, Construction
Death of Nur Mohammad (18)**

Nur Mohammad died after falling from the 7th floor of an under-construction building of Hill-View Tower when he was working. He was brought to Osmany Medical College Hospital where the on-duty doctor declared him dead.

**Incident 12: 11 October 2010, Gaibandha, Agriculture
Death of Anisur Rahman (30)**

Anisur Rahman was electrocuted to death while he was working as a day labour in a vegetable field of Provat Chandra.

**Incident 13: 11 October 2010, Kushtia, Construction
Death of Azizul Islam (55)**

Azizul Islam was electrocuted to death when an iron rod touched a live electric line when he was taking it to a five-storey under-construction building of Touhidul Islam Chandan.

**Incident 14: 12 Oct 2010, Narayanganj, Manufacturing
Death of Hafizur Rahman (23)**

Hafizur Rahman was crushed to death with a dyer machine of Yunus Paper Mill when he was fixing the problems of the machine that automatically started running.

**Incident 15: 12 October 2010, Mymensingh, Manufacturing
Death of Abdul Gani**

Abdul Gani was crushed to death when his lungi (loose cloths) wrapped with the ribbon of Himon Rice Mill while he was putting rice into the hawler.

**Incident 16: 13 October 2010, Narayanganj, Manufacturing
Death of Rashidul Islam (25)**

Rashedul Islam died in an explosion of a burner of Century Metal Ltd when he was working. Hasibul, Ilias and Sharif Mollah was injured in the same incident.

**Incident 17: 14 October 2010, Chittagong, Service
Death of Abul Bashar (45)**

Abul Bashar was electrocuted to death while he was working in an electric line of Power Development Board.

**Incident 18: 15 October 2010, Dhaka, Manufacturing
Death of Bishu Miah (28)**

Bishu Mia was burnt to death in a fire that broke out at Lily Chemical Company on 7 October.

**Incident 19: 16 October 2010, Naogaon, Construction
Death of Rasel (25), Mansur Ali (55), Emdadul
Haque (30) and Rubel (22)**

Rasel, Mansur Ali, Emdadul Haque and Rubel were crushed to death under a wall of a warehouse of Bhai Bhai Rice Mill when it collapsed on them while they were constructing it. Another 3 workers were injured in the same incident.

**Incident 20: 17 October 2010, Norail, Service
Death of Kalam Sheikh (40)**

Kalam Sheikh was crushed to death under a tree while he was cutting it.

**Incident 21: 18 October 2010, Rajshahi, Construction
Death of Abdul Alal (26)**

Abdul Alal was electrocuted to death when the iron rod came in contact with a 33KV electric line while he was working on the roof of an under-construction building of Tazemul Islam.

**Incident 22: 19 October 2010, Chittagong, Manufacturing
Death of Mainuddin (22)**

Mainuddin was electrocuted to death when he was working for Fashion Park Garments.

**Incident 23: 21 October 2010, Sylhet, Construction
Death of Ilsha Miah (50)**

Ilsha Miah died after falling from the 2nd floor of a building while he was working.

**Incident 24: 21 October 2010, Chittagong, Construction
Death of Ranjit Das (38)**

Ranjit Das was suffocated to death when he entered into the septic tank of an under-construction building. Another two workers were injured in the same incident as they were trying to rescue him.

**Incident 25: 22 October 2010, Moulvibazar, Manufacturing
Death of Rabel Miah (22)**

Rabel Miah were electrocuted to death when he was working for Jahangir's Firewood Factory.

**Incident 26: 24 October 2010, Rangpur, Construction
Death of Hamid Ali (35)**

Hamid Ali died after falling from the rooftop of a two-storey under-construction building while he was working.

**Incident 27: 25 October 2010, Dhaka, Construction
Death of Md. Dulal (20)**

Md. Dulal was crushed to death under concrete when it collapsed on him while he was plastering a wall of an under-construction building. Another worker Monirul was injured in the incident.

**Incident 28: 26 October 2010, Laxmipur, Construction
Death of Abul Kalam, Nur Alam and Ibrahim**

Abul Kalam, Nur Alam and Ibrahim were suffocated to death when they were removing the centering materials of a septic tank of Monir Hossain Market.

**Incident 29: 29 October 2010, Bogra, Service
Death of Rasel (18)**

Rasel was electrocuted to death while he was unloading some heavy parts from the truck to the shop when the parts was exposed to the live electric line. Another worker Sujan was injured in the same incident.

**Incident 30: 30 October 2010, Dhaka, Construction
Death of Romesh Kunda (19)**

Romesh Kunda died after falling from the 7th floor of an under-construction building when he was removing bamboo and wood from that floor. He was brought to the DMCH where the on-duty doctor declared him dead.

November

**Incident 1: 1 Nov 2010, Narayanganj, Construction
Death of Kanu Fakir**

Kanu Fakir died after falling from the fourth floor of an under-construction building.

**Incident 2: 1 Nov 2010, Naogaon, Construction
Death of Anguri (28)**

Anguri died after falling from the stairs of an under-construction building of Babu while she was coming down after putting concrete on the roof of second floor.

**Incident 3: 1 Nov 2010, Dhaka, Construction
Death of Ibrahim (25)**

Ibrahim was electrocuted to death while he was doing rod-binding work in an under-construction building.

**Incident 4: 3 Nov 2010, Netrokona, Construction
Death of Abbas Uddin (30)**

Abbas Uddin was electrocuted to death while he was fitting tiles to an under-construction building of Sumon.

**Incident 5: 3 Nov 2010, Chittagong, Construction
Death of Md. Riaz Uddin (25)**

Md. Riaz Uddin was electrocuted to death while he was working on an electric line on fourth floor of a building.

**Incident 6: 4 Nov 2010, Dhaka, Construction
Death of Atul Chandra Roy (40)**

Atul Chandra Roy died after falling from the third floor of an under-construction building of Domino Developer Company while he was working.

**Incident 7: 4 Nov 2010, Narayanganj, Construction
Death of Anowar Hossain (23)**

Anowar Hossain was electrocuted to death while he was working on an electric line of a building of Anowara Begum.

**Incident 8: 5 Nov 2010, Tangail, Manufacturing
Death of Shafayet Hossain (45) and Jostna (30)**

Shafayet Hossain and Jostna were suffocated to death with poisonous gas in Comfit Composite Garments. More than one hundred workers were injured in the same incident.

**Incident 9: 8 Nov 2010, Chittagong, Service
Death of Md. Faruk (45)**

Md. Faruk died after falling from a truck while he was loading goods in the truck at Chittagong Port.

**Incident 10: 9 Nov 2010, Chittagong, Construction
Death of Chan Miah (18)**

Chan Miah died after falling from the fifth floor of an under-construction building of Al-Aksa Mostofa Port City while he was working.

**Incident 11: 10 Nov 2010, Jessore, Service
Death of Asad (25)**

Asad was electrocuted to death while he was switching on the motor of Bismillah Traders.

**Incident 12: 13 Nov 2010, Chittagong, Manufacturing
Death of Jakir Hossain (50)**

Jakir Hossain died in an explosion of a burner of Bayezid Steel Factory while he was working. Another six workers were injured in the same incident. The injured were rushed to Chittagong Medical College Hospital.

**Incident 13: 22 Nov 2010, Chittagong, Manufacturing
Death of Md. Belal (35)**

Md. Belal died while he was cutting a ship. At one stage of cutting, a pin of a fan hit Belal's chest and injured him seriously.

**Incident 14: 28 Nov 2010, Laxmipur, Service
Death of Saddam Hossain (18)**

Saddam Hossain was electrocuted to death while he was repairing the electric line of a generator of Bismillah Decorator.

**Incident 15: 29 Nov 2010, Naogaon, Construction
Death of Abdur Rashid (35)**

Abdur Rashid was electrocuted to death while he was setting up a deep-tube-well in the field of Rabna Village.

December

**Incident 1: 2 Dec 2010, Magura, Construction
Death of Monirul Islam (28)**

Monirul Islam was crushed to death under an earthen wall that collapsed on him while he was repairing it.

**Incident 2: 4 Dec 2010, Noakhali, Construction
Death of Abul Hossain (28)**

Abul Hossain died after falling from the bridge.

**Incident 3: 5 Dec 2010, Rangpur, Manufacturing
Death of Dulal (42)**

Dulal was crushed to death under bricks that collapsed on him while he was piling the bricks of S A Bricks. Another two workers were injured in the same incident.

**Incident 4: 8 Dec 2010, Comilla, Construction
Death of Hakim (14).**

Hakim was electrocuted to death while he was watering the under-construction roof as directed by his employer Md. Bulu Miah.

**Incident 6: 15 Dec 2010, Dhaka, Manufacturing
Death of 31 Garment Workers**

About 31 garment workers died in fire that broke out in the Ha-Meem Group's garment factory. Another 200 workers were injured in the same incident.

**Incident 7: 20 Dec 2010, Khulna, Manufacturing
Death of Jakir Hossain (25) and Ibrahim Hossain (25)**

Jakir Hossain and Ibrahim Hossain died in a fire that engulfed at Moushumi Fabrics Factory while they were working.

**Incident 8: 21 Dec 2010, Chittagong, Service
Death of Nurul Huda (48)**

Nurul Huda died when he was hit by a forklift while he was waiting for a transport at the Saief Power Tech.

**Incident 9: 25 Dec 2010, Dhaka, Manufacturing
Death of Dulal Howlader (22)**

Dulal Howlader was crushed to death by a machine of Bismillah Steel and Wire while he was working.

**Incident 10: 25 Dec 2010, Dhaka, Manufacturing
Death of Aminul (28) and other 6 Workers**

Aminul and another 6 workers died in a fire that broke out at Goodnight Mosquito Coil Factory while they were working. Another 15 workers were injured in the same incident.

**Incident 11: 26 Dec 2010, Naogaon, Manufacturing
Death of Abdul Munnaf (28)**

Abdul Munnaf was crushed to death under earth while he was working in the brick field of Nurul Islam.

**Incident 12: 26 Dec 2010, Dhaka, Manufacturing
Death of Anowar Hossain (26), Jewel (20) and Iqbal Hossain (26)**

The three workers died after being injured in the fire that broke out at the Goodnight Mosquito Coil Factory on 25 December.

**Incident 13: 26 Dec 2010, Narayanganj, Manufacturing
Death of Shahabuddin (43)**

Shahabuddin was crushed to death with a roller machine of Nice Paper Mill while he was working.

**Incident 14: 29 Dec 2010, Rangpur, Manufacturing
Death of Rangila (35), Abdul Motin (34) and 1 Unknown**

Rangila, Abdul Motin and one unknown worker died in a boiler explosion that took place at SB Cigarette Factory while they were working. Another 30 workers were injured in the same incident.

**Incident 15: 29 Dec 2010, Dhaka, Manufacturing
Death of Abdul Hamid (20) and Enamul (21)**

Abdul Hamid and Enamul died after being injured in the fire that broke out at the Goodnight Mosquito Coil Factory on 25 December.

**Incident 16: 30 Dec 2010, Chittagong, Construction
Death of Selim Khan**

Selim Khan was crushed to death when an under-construction Catholic Church collapsed while he was working. Another 50 workers were injured in the same incident. 4 seriously injured workers were brought to CMCH while 24 workers were admitted to Bandarban Sadar Hospital.

CHAPTER - 3

Details of deaths in 2011

January

Incident 1: 1 Jan 2011, Dhaka, Service Death of Masud Rana

Masud Rana died after falling from a ladder when he was removing illegal wires from the electric pole of Dhaka Power Distribution Company.

Incident 2: 2 Jan 2011, Dhaka, Construction Death of Masud (23)

Masud was electrocuted to death while he was setting a billboard of Monowara General Hospital. He received electric shock and fell to the ground.

Incident 3: 5 Jan 2011, Dhaka, Construction Death of Babul Mallik (40)

Babul Mallik was electrocuted to death while he was painting at a newly constructed building of Venus Corporation named Venus Complex at Madha Badda when a wire of a hoist touched the electric line. Another worker Shakil (37) was injured in the same incident.

Incident 4: 8 Jan 2011, Dhaka, Construction Death of Unknown (30)

The unknown worker was electrocuted to death while he was working in an under-construction building of Joynal Abedin when the worker came into contact to a 33KV overhead electric line.

Incident 5: 11 Jan 2011, Jessore, Construction Death of Lulu Mallik (32)

Lulu Mallik was crushed to death under a roof while it collapsed on him when he was supervising construction work at Tahmina Filling Station at Nimtola, Fulsara. Another 13 workers were injured in the incident.

Incident 6: 11 Jan 2011, Narayanganj, Service Death of Abdul Jabbar (22)

Abdul Jabbar died while he was collecting sand from the river.

Incident 7: 14 Jan 2011, Sylhet, Construction Death of Ripna Akhter (22)

Ripna Akhter was buried to death under earth while she was collecting stone from a hole.

Incident 8: 14 Jan 2011, Chittagong, Construction Death of Md. Mizanur Rahman Mizan (22) and Md. Salman Shah (18)

Md. Mizanur Rahman and Md. Salman Shah were electrocuted to death while they were working at an under-construction building.

Incident 9: 16 Jan 2011, Dhaka, Construction Death of Hasnat Majhi (20)

Hasnat Majhi died after falling from the 14th floor of an under-construction building belonging to Tropical Homes.

Incident 10: 19 Jan 2011, Chittagong, Manufacturing Death of Md. Rubel (25), Md. Siraj (18), Liton (35) and Jobayer (22)

Md. Rubel, Md. Siraj, Liton and Jobayer died in an explosion when they were cutting ship by using a gas-cutter at Mac Corporation.

Incident 11: 22 Jan 2011, Gazipur, Construction Death of Debdas (35)

Debdas died after falling from the 9th floor of an under-construction building of Wajuddin Complex while he was doing 'centering' work. He was brought to Gazipur Sadar Hospital where the duty doctor declared him dead.

Incident 12: 23 Jan 2011, Chittagong, Construction Death of Md. Shahin (30) and Mujibur Rahman (25)

Md. Shahin and Mujibur Rahman were crushed to death while they were working in an under-construction building. Some other workers were injured in the same incident.

Incident 13: 25 Jan 2011, Dhaka, Construction Death of Sohrab Hossain Sikdar (40)

Sohrab Hossain Sikdar was electrocuted to death while he was pulling iron rod in 1st floor of an under-construction building of Nazrul Islam Akan when the rod came into contact with a roadside electric line.

Incident 14: 25 Jan 2011, Sirajganj, Transport Death of Anowar Hossain (45)

Anowar Hossain, a driver, was crushed to death when two trucks collided head on.

**Incident 15: 27 Jan 2011, Mymensingh, Construction
Death of Mehedi Hasan**

Mehedi Hasan was electrocuted to death while he was working in an under-construction building of Energy Dying Mill.

February

**Incident 1: 1 Feb 2011, Narayanganj, Transport
Death of Unknown**

The unknown truck helper died when the truck fell in the roadside ditch.

**Incident 2: 3 Feb 2011, Narayanganj, Manufacturing
Death of Md. Yanus Sarder (42)**

Md. Yanus Sarder was electrocuted to death when he switched on a machine when he was working in the Uttara Jute Fibers Mill.

**Incident 3: 3 Feb 2011, Kurigram, Agriculture
Death of Golbag and Pagla**

Golbag and Pagla were electrocuted to death when they were planting paddy seeds in the field when an overhead wire broke.

**Incident 4: 5 Feb 2011, Dhaka, Construction
Deaths of Rashidul Haque (23)**

Rashidul died after falling from the scaffold while he and other three workers were working at 7th floor of Urban Topaz, an under-construction building of Urban Design and Development. Another three workers Mofijul Islam (22), Jakaria (18) and Kamol (16) were injured in the same incident and admitted to DMCH.

**Incident 5: 13 Feb 2011, Lalmonirhat, Service
Deaths of Ohedul Islam (26)**

Ohedul Islam was crushed to death under sand when he was collecting a piece of wood from a hole in the riverside.

**Incident 6: 13 Feb 2011, Chittagong, Manufacturing
Deaths of Md. Shahjahan (30)**

Md. Shahjahan was crushed to death in a crusher machine of PC (Bangladesh) Poultry Firm which was crushing feed.

**Incident 7: 14 Feb 2011, Dhaka, Service
Deaths of Panna Sheikh (35)**

Panna Sheikh, Senior Lift Man of Nagar Bhaban, was crushed to death under a lift that fell on him while he was fixing the lift No 1.

**Incident 8: 18 Feb 2011, Gazipur, Construction
Deaths of Md. Shafiqul Islam and Saiful Islam (40)**

Md. Shafiqul Islam and Saiful Islam were electrocuted to death while they were helping in sinking a tube-well when an iron pipe came to contact with overhead electric wire.

**Incident 9: 19 Feb 2011, Munsiganj, Manufacturing
Deaths of Millon Miah (40)**

Millon Miah was electrocuted to death while he was working in the JMI Shirinj and Medical Device Ltd.

**Incident 10: 20 Feb 2011, Narsingdi, Manufacturing
Death of Shahadat Hossain Lal Miah (30)**

Shahadat Hossain Lal Miah was crushed to death under earth that collapsed on him while he was cutting earth in the RKS Brick Field. Another five workers Alek Chan (40), Nuru Miah (28), Ismail Miah (30), Khalil Miah (38) and Rahim Miah (45) were injured in the same incident.

**Incident 11: 19 Feb 2011, Chittagong, Service
Death of Askar Ali (40)**

Askar Ali was crushed to death by a propeller while he was removing a fishing net from the propeller of a ship named Banglar Shourov owned by BCS Shipping Corporation.

**Incident 12: 21 Feb 2011, Chittagong, Construction
Death of Unknown (35)**

The unknown worker was electrocuted to death while he was working for Hazi Amiruzzaman's under-construction building when he was pulling iron rods to the building.

**Incident 13: 21 Feb 2011, Mymensingh, Manufacturing
Death of Arnob Gomez (18)**

Arnob Gomez was crushed to death whilst working at a machine at Hamid Ceramic.

**Incident 14: 22 Feb 2011, Narayanganj, Manufacturing
Death of Mazharul Islam (25)**

Mazharul Islam was electrocuted to death while he was working at Sharif Melamine Factory where he worked as a Cutting Man.

**Incident 15: 24 Feb 2011, Hobiganj, Service
Death of Nurul Alam (26)**

Nurul Alam died after falling from the ladder while he was repairing electric line of Polly Bidyut Samity.

**Incident 16: 24 Feb 2011, Dhaka, Transport
Death of Haran Miah (38)**

Haran Miah, a tempo driver, was crashed to death while a bus and the tempo collided head-on at Uchutia at Dhaka-Aricha high way.

**Incident 17: 26 Feb 2011, Dhaka, Construction
Death of Shamim Akhter**

Shamim Akhter died after falling from stairs without any railing when he was working at Siddik Sorento Bhaban of Navan Group of Company.

March

**Incident 1: 2 March 2011, Meherpur, Construction
Death of Fazlul Haque (28)**

Fazlul was crushed to death under earth that collapsed on him while he was cutting it.

**Incident 2: 2 March 2011, Chittagong, Service
Death of Sofi (22)**

Sofi was electrocuted to death while he was doing electrical work at Chittagong University of Engineering and Technology. He was employed by Arifa Enterprise.

**Incident 3: 3 March 2011, Cox's Bazar, Construction
Death of Askor Ali (36)**

Askor Ali died when he was buried under earth while he was cutting earth in the battle-leaf field at Pargari Area.

**Incident 4: 3 March 2011, Mymensingh, Construction
Death of Nabab Ali (28)**

Nabab Ali was electrocuted to death while he was setting up deep tube-well for Alim Uddin.

**Incident 5: 4 March 2011, Dhaka, Construction
Death of Emon (22)**

Emon died after falling from the 9th floor of an under-construction building while he was working.

**Incident 6: 4 March 2011, Dhaka, Construction
Death of Oliul Karim (23)**

Oliul was hit to death by huge iron pipe that was kept in the construction site while he was doing piling work.

**Incident 7: 6 March 2011, Chittagong, Construction
Death of Hiralal Babu (30)**

Hiralal Babu was crushed to death under earth while he was cutting it at Dewan Tower.

**Incident 9: 10 March 2011, Dinajpur, Manufacturing
Death of Natun Roy Baishya (26)**

Natun Roy Baishya was electrocuted to death while he was switching on the motor of Nur Mohammad's Rice Mill.

**Incident 8: 9 March 2011, Fatikchhari, Construction
Death of Saddam Hossain (28)**

Saddam Hossain was electrocuted to death while he was working.

**Incident 10: 11 March 2011, Chittagong, Construction
Death of Abul Hossain (40)**

Abul Hossain died after falling from the 3rd floor of S Alam Tower while he was working..

**Incident 11: 11 March 2011, Dhaka, Manufacturing
Death of Mohammad Habil (25), Md. Kabil (25),**

Choyon (25), Asmaul (17), Abdul Aziz (22), Kabir Hossain (20), Nayan Miah (15) and Almas (20)
The 8 workers were burnt to death when a fire broke out in Sonargaon Dying and Printing Factory.

**Incident 12: 11 March 2011, Dhaka, Construction
Death of Korban Ali (35) and Shahin Akhter (32)**

Korban Ali and Shahin Akhter were electrocuted to death while they were doing piling work in the Masud Mini Trade Centre.

**Incident 13: 16 March 2011, Moulvibazar, Construction
Death of Harun Miah (55)**

Harun Miah was electrocuted to death while he was shutting up the collapsible gate of the building of Gopendar Kumar Das where he and other workers were working. Another worker Badsha Miah (38) was injured in the incident.

**Incident 14: 17 March 2011, Chittagong, Manufacturing
Death of Nur Nobi (30)**

Nur Nobi was crushed to death under an iron plate of ARL Ship Breaking Yard while he was working.

**Incident 15: 20 March 2011, Brahmanbaria, Manufacturing
Death of Mohammad Ali (30)**

Mohammad Ali died when he was buried under earth that collapsed on him while he was cutting it at Shapla Brick Field. Another two workers were injured in the same incident and they were sent to Dhaka for treatment.

**Incident 16: 20 March 2011, Gazipur, Construction
Death of Abul Mansur (35) and Abu Taher (45)**

Abul Mansur and Abu Taher was buried under earth when they were digging a trench for Sufia Poultry Firm. Another five workers Abdul Jalil (40), Abul Kashem (47), Jalal Uddin (36), Ahammad Ali (55) and Abdul Hamid (60) were injured in the same incident.

**Incident 17: 21 March 2011, Dhaka, Construction
Deaths of Shamsul Haque (30)**

Shamsul Haque died when he was hit by an iron pipe whilst undertaking piling work for Hanif Miah's under-construction building.

**Incident 18: 21 March 2011, Pirojpur, Transport
Death of Elahi (20)**

Elahi was hit by a trawler and died in the Upazila Health Complex.

**Incident 19: 24 March 2011, Barguna, Construction
Death of Bipul (30) and Babul (32)**

Bipul and Babul were suffocated to death while they entered into the water tank of an under-construction building of Rajjak Peshkar to construct it. They were brought to Barguna General Hospital where the on-duty doctor declared them dead.

**Incident 20: 26 March 2011, Gazipur, Manufacturing
Death of Md. Rony Miah (24)**

Rony Miah died when he got trapped in a dyer machine while he was working at Madina Washing Factory. Another two workers including Jafor Ahmed were injured in the same incident as they were trying to rescue Rony.

**Incident 21: 27 March 2011, Naogaon, Agriculture
Death of Mithu (32)**

Mithu died when working on a rice processing machine.

**Incident 22: 27 March 2011, Dhaka, Transport
Death of Munai (38) and Ershad (25)**

Munai and Ershad were crushed to death under a branch of a tree that fell on their truck during storm.

**Incident 23: 30 March 2011, Narayanganj, Manufacturing
Death of Nizu (22)**

Nizu was crushed to death in a cutter machine while he was cutting iron plate at Ira Re-Rolling Mill of Iqbal Group of Industries.

**Incident 24: 30 March 2011, Dhaka, Construction
Death of Md. Mojaffar Sheikh (45)**

Md. Mojaffar Sheikh was crushed to death under a lift while he was working at Mir Akhter Construction.

**Incident 25: 30 March 2011, Sunamganj, Construction
Death of Md. Akbar Ali (40)**

Akbar Ali was electrocuted to death while he was making a tin-shed for Kuddus Miah's building.

April

**Incident 1: 1 April 2011, Jessore, Service
Death of Maruf Hossain (18)**

Maruf Hossain was electrocuted to death while he was working in Shahidul Islam's Garage.

**Incident 2: 1 April 2011, Bogra, Construction
Death of Aziz (27)**

Aziz was crushed to death under a wall while he was working.

**Incident 3: 1 April 2011, Netrokona, Service
Death of Liton (40)**

Liton was crushed to death under a tree while he and other workers were pulling it from a river. Other two workers Idris Ali (42) and Abdur Rajjak (40) were injured in the same incident.

**Incident 4: 2 April 2011, Mymensingh, Service
Death of Rois Miah (40)**

Rois Miah was electrocuted to death while he was cutting a branch of tree and came into contact with a live 33kv electric wire.

**Incident 5: 2 April 2011, Nilphamari, Manufacturing
Death of Moksedul Islam Shomey (22)**

Moksedul Islam Shomey was electrocuted to death while he was working in a PP Polythene Factory.

**Incident 6: 2 April 2011, Dhaka, Construction
Death of Imtezar Hossain (40)**

Imtezar Hossain died after falling from an under-construction building.

**Incident 7: 4 April 2011, Chittagong, Construction
Death of Md. Salauddin (23)**

Md. Salauddin died after falling from the 6th floor of an under-construction building while he was working.

**Incident 8: 4 April 2011, Feni, Construction
Death of Mahmud**

Mahmud was crushed to death under earth while he was working in an under construction building.

**Incident 9: 5 April 2011, Narayanganj, Manufacturing
Death of Rehena Beugum (45)**

Rehena Begum was crushed to death under a wheel of a truck while she was cleaning the premises of Fresh Sugar Mill.

**Incident 10: 7 April 2011, Dhaka, Construction
Death of Md. Raihan (16)**

Md. Raihan died after falling from the 3rd floor of an under-construction 12 storey building while he was working.

**Incident 11: 11 April 2011, Chittagong, Construction
Death of Belal Hossain (35)**

Belal Hossain was crushed to death under earth while he was cutting hill.

**Incident 12: 12 April 2011, Dhaka, Transport
Death of Bahadur Miah (18)**

Bahadur Miah died after falling from a truck when his truck was hit by another truck

**Incident 13: 13 April 2011, Chittagong, Construction
Death of Abul Kalam Khan (60)**

Abul Kalam Khan died when he was buried under earth while he was doing excavation work in an under-construction building of Shyamol Chhaya Residential Area. Another worker Abdur Rashid (30) was injured in the incident.

**Incident 14: 14 April 2011, Dhaka, Service
Death of Md. Raihan (24)**

Md. Raihan was electrocuted to death while he was working in Muslim Birani House.

**Incident 15: 16 April 2011, Dhaka, Construction
Death of Abu Bakar (15)**

Abu Bakar was electrocuted to death while he was fixing a water pump.

**Incident 16: 17 April 2011, Gazipur, Manufacturing
Death of Abu Sayeed (25)**

Abu Sayeed was electrocuted to death while he and some other workers was repairing a boiler machine at Alo Sun Fashion.

**Incident 17: 17 April 2011, Chittagong, Construction
Death of Md. Anowar Hossain (30), Md. Shaokat Ali (28), Khorshed Alam (22) and Md. Sohel (27)**

Md. Anowar Hossain, Md. Shaokat Ali, Khorshed Alam and Md. Sohel were suffocated to death when they entered into a septic tank of an under-construction building of Ismail (owner) to remove bamboo-structured formwork.

**Incident 18: 19 April 2011, Gazipur, Construction
Death of Md. Faker (30)**

Md. Faker was electrocuted to death while he was working in a house of Mim Vila.

**Incident 19: 22 April 2011, Madaripur, Construction
Death of Ismail Hossain (22)**

Ismail Hossain was electrocuted to death while he was doing casting work in an under-construction building of Tota Miah Bepari

**Incident 20: 23 April 2011, Narayanganj, Service
Death of Golzar Hossain (28)**

Golzar Hossain died when he got caught in a fan while he was in Desh Energy Limited.

**Incident 21: 23 April 2011, Narayanganj, Manufacturing
Death of Raju Ahmed (28)**

Raju Ahmed was crushed to death under a rolling machine while he was working in the Jony Dying and Printing Factory.

**Incident 22: 24 April 2011, Chuadanga, Service
Death of Kamal (25)**

Kamal was electrocuted to death while he and other two workers were doing electric wiring work at Sanowar Hossain's house. Two workers, Raton and Emran were injured in the same incident.

**Incident 23: 26 April 2011, Lalmonirhat, Fishing
Death of Abdus Samad (40) and Abdul Mazid (35)**

Abdus Samad and Abdul Mazid were electrocuted to death while they were fishing in the river Dharla.

**Incident 24: 28 April 2011, Dhaka, Construction
Death of Nur Alam (24), Nuruzzaman (26) and Nur Islam (22)**

Nur Alam, Nuruzzaman and Nur Islam died after falling from the 7th floor of an under-construction building while they were removing a hoist that was used to pull brick and sand.

**Incident 25: 26 April 2011, Chittagong, Service
Death of Shah Alom (40)**

Shah Alom was crushed to death under an iron plate while he was working in Mohammad Ali's iron depot.

**Incident 26: 29 April 2011, Sirajganj, Construction
Death of Shanto**

Shanto was crushed to death under earth while he and another worker were digging well for Abdul Kuddus.

**Incident 27: 29 April 2011, Rajshahi, Agriculture
Death of Altab Hossain (40)**

Altab Hossain died from a lightening bolt while he was working in the field.

**Incident 28: 29 April 2011, Kishoreganj, Agriculture
Death of Bakkar (55) and Hoby (30)**

Bakkar and Hoby died from a lightening bolt while they were harvesting paddy in the Chandpur Beel.

**Incident 29: 30 April 2011, Dhaka, Manufacturing
Death of Chan Miah (36) and Alam (27)**

Chan Miah and Alam were crushed to death under bricks that collapsed on them while they were removing the finished-bricks from the brickfield.

May

**Incident 1: 3 May 2011, Dhaka, Construction
Death of Sulov Azim (28)**

Sulov Azim died while he was working in an under-construction building.

**Incident 2: 3 May 2011, Noakhali, Construction
Death of Milon (20)**

Milon died after falling from the 5th floor of an under-construction building.

**Incident 3: 3 May 2011, Dhaka, Manufacturing
Death of Sohel Miah (25)**

Sohel Miah was electrocuted to death while he was working using an electric machine of Johir's Shoe Factory.

**Incident 4: 4 May 2011, Kurigram, Construction
Death of Tarun Chandra Roy (20)**

Tarun Chandra Roy died after falling from the 7th floor of a twelve-storey under-construction building.

**Incident 5: 5 May 2011, Dhaka, Transport
Death of Sohel Habib**

Sohel Habib died while a covered van hit the bus of City Super Transport and crushed Sohel under its wheel.

**Incident 6: 7 May 2011, Chittagong, Construction
Death of Lutfar Rahman (45)**

Lutfar Rahman was electrocuted to death while he was doing electrical work in Anzuman Boarding.

**Incident 7: 9 May 2011, Tangail, Transport
Death of Alom (35)**

Alom died while two trucks collided head on at Pakutia Bus Stand.

**Incident 8: 11 May 2011, Dhaka, Construction
Death of Rakib Hossain (50)**

Rakib Hossain died after falling from the 5th floor of an under-construction building at Uttara.

**Incident 9: 12 May 2011, Chittagong, Service
Death of Md. Shahin (40)**

Md. Shahin died on the spot when a flying portion of a cylinder hit him after an explosion at Kolka Filling Station. Another man was injured in the same incident.

**Incident 10: 12 May 2011, Mymensingh, Agriculture
Death of Mofizul Islam (42)**

Mofizul Islam was electrocuted to death while he was connecting electric line to the fishery of Abul Kalam.

**Incident 11: 14 May 2011, Khulna, Construction
Death of Shahidul Sarder (42)**

Shahidul Sarder was electrocuted to death when he was working in an under-construction building of Narayan Datta. Another worker Ms Chhabira (35) was injured as Shahidul fell on her after being electrocuted.

**Incident 12: 14 May 2011, Dhaka, Construction
Death of Akram Hossain (28), Saiful Islam (26)
and Sirajul Islam (26)**

Akram Hossain, Shahidul Islam and Sirajul Islam were electrocuted to death when an iron rod touched the roadside electric line while they were doing piling work in an under-construction building. Another worker Al-Amin was injured in the same incident.

Incident 13: 17 May 2011, Gazipur, Construction Death of Shariful Gazi (32) and Md. Hossen Ali (25)
Shariful Gazi and Md. Hossen Ali were electrocuted to death when they came in contact to the roadside high voltage electric line while they were working on the 2nd floor of an under-construction building.

Incident 14: 17 May 2011, Rajbari, Manufacturing Death of Anowara
Anowara died in a boiler explosion while she was working in Nurul Haque Miah's rice mill. Another worker Delowara Bibi was injured in the same incident. Anowara was first brought to Rajbari Sadar Hospital and then she was brought to Dhaka Medical College Hospital.

Incident 15: 17 May 2011, Narayanganj, Manufacturing Death of Mojammel Hossain Lalon (30)
Mojammel Hossain Lalon, Mechanic in charge, was electrocuted to death while he was working in Sikdar Classic Knitting and Dying Mill.

Incident 16: 17 May 2011, Rangpur, Construction Death of Aminur Rahman
Aminur Rahman died from asphyxiation when he and another two workers were digging a septic tank for Abdul Latif. Other two workers Manik and Sohel were injured in the same incident.

Incident 17: 18 May 2011, Dhaka, Construction Death of Rafik (25)
Rafik was electrocuted to death when he was working in an under-construction building at Baridhara.

Incident 18: 26 May 2011, Gazipur, Construction Death of Mobarak Hossain (26)
Mobarak Hossain died after falling from the 3rd floor of an under-construction building while he was working.

Incident 19: 27 May 2011, Narayanganj, Construction Death of Khokon Miah (25)
Khokon Miah died after falling from the 8th floor of an under-construction building of Century Real State while he was working.

Incident 20: 26 May 2011, Chittagong, Construction Death of Md. Wajed (40)
Md. Wajed was electrocuted to death while he was working at Asif Villa.

Incident 21: 28 May 2011, Chittagong, Manufacturing Death of Kutub Uddin (22)
Kutub Uddin was crushed to death under an iron pipe while he was working in Ratonpur Steel Ship Breaking Yard.

Incident 22: 28 May 2011, Chittagong, Transport Death of Sohel (23)
Sohel, helper of a truck, was crushed to death under the wheel of the truck while he fell from the truck as it was moving.

Incident 23: 29 May 2011, Dhaka, Service Death of Md. Rasel (16)
Rasel was electrocuted to death while he was working in a workshop at Polloby area of Mirpur.

June

Incident 1: 4 June 2011, Mymensingh, Construction Death of Bablu Miah (25)
Bablu Miah was electrocuted to death while he was repairing the tin-made-roof of passenger's shed at the bus stand of Phulpur Municipality.

Incident 2: 7 June 2011, Noakhali, Service Death of Abu Hanif (35)
Abu Hanif died after falling from the ship that carried the flag of Hong Kong when he was unloading broken cement.

Incident 3: 7 June 2011, Pirojpur, Construction Death of Nanna Munsu (45)
Nanna Munsu was electrocuted to death while he was working in the KM Latif Institution Super Market.

Incident 4: 9 June 2011, Sherpur, Construction Death of Farhad Hossain (40)
Farhad Hossain died after falling from the 5th floor of an under-construction building of Sony Developers Limited while he was working.

Incident 5: 9 June 2011, Laxmipur, Construction Death of Jahir Hossain (23)
Jahir Hossain was electrocuted to death while he was doing repairing work of Charlorence Govt. Primary School.

**Incident 6: 9 June 2011, Gopalganj, Service
Death of Hafizur Rahman Sheikh (18)**

Hafizur Rahman Sheikh died in a gas cylinder explosion while he was working at Fayek Vulcanizing Workshop. Another worker Liakot (30) was injured in the same incident.

**Incident 7: 10 June 2011, Bagerhat, Construction
Death of Ariful Islam (16), Sohag Nakib (28) and 1
Unknown (45)**

Ariful Islam, Sohag Nakib and one unknown worker were suffocated to death while they were removing shuttering materials from a newly built septic tank owned by Hamid Ali alias Bachchu Vendor.

**Incident 8: 10 June 2011, Hobiganj, Construction
Death of Abdul Mukit (23)**

Abdul Mukit was electrocuted to death while he was repairing the tin shed roof of Sadik Miah.

**Incident 9: 12 June 2011, Dhaka, Construction
Death of Sadrul Alam (39)**

Sadrul Alam was electrocuted to death when he was doing welding work at Concord Real Estate and Development Ltd.

**Incident 10: 13 June 2011, Dhaka, Construction
Death of Nazmul (25) and Shafiul (26)**

Nazmul and Shafiul was crushed to death under a dredger while the bottom of the dredger broke and sank into the river.

**Incident 11: 14 June 2011, Narayanganj, Manufacturing
Death of Habib**

Habib died in boiler explosion while he was working in Century Metal Industries. Another seven workers including Saiful, Romjan and Anowar were injured in the same incident.

**Incident 12: 14 June 2011, Dhaka, Construction
Death of Liton Miah (27)**

Liton Miah was electrocuted to death while he was working in a multi-storey under-construction building.

**Incident 13: 16 June 2011, Dhaka, Manufacturing
Death of Abdur Rajjak (40)**

Abdur Rajjak died after falling from the stair while he was coming down from the 2nd floor of Padma Fashion Garment. He was brought to DMCH where he succumbed his injuries.

**Incident 14: 16 June 2011, Dhaka, Construction
Death of Md. Amin (32)**

Md. Amin was crushed to death under a wall while he was doing casting work at the basement of an under-construction building of Hafiz Uddin. Another three workers were injured in the same incident.

**Incident 15: 16 June 2011, Chuadanga, Manufacturing
Death of Kheder Ali (30)**

Kheder Ali died when he was buried under earth while he was cutting it in a brickfield.

**Incident 16: 19 June 2011, Dhaak, Service
Death of Raton Babu (23)**

Raton Babu was electrocuted to death while he was switching on a machine at Hayder Engineering Workshop.

**Incident 17: 20 June 2011, Kushtia, Construction
Death of Helal Sarder (30) and Shahajul Islam (26)**

Helal Sarder and Shahajul Islam were suffocated to death while they were removing shuttering materials from a septic tank owned by Mahabubul Islam that was built about 15 days previously.

**Incident 18: 20 June 2011, Dhaka, Construction
Death of Yusuf Ali (18)**

Yusuf Ali was electrocuted to death while he came into contact with a live electric wire when he was working at Ananda Plaza.

**Incident 19: 24 June 2011, Dhaka, Construction
Death of Md. Sabuj (24)**

Md. Sabuj was electrocuted and fell from the 2nd floor of an under-construction building. He died on the spot.

**Incident 20: 27 June 2011, Dhaka, Service
Death of Shahadat Hossain (21)**

Shahadat Hossain died after falling from the rooftop of a two-storey under-construction building at New Piyashi Hotel and Restaurant.

**Incident 21: 26 June 2011, Dhaka, Construction
Death of Amirul Islam (19)**

Electrician Amirul Islam was electrocuted to death while he was switching on the water pump of the construction site of Eden University College.

**Incident 22: 26 June 2011, Dhaka, Construction
Death of Shariful Islam (25)**

Shariful Islam died after falling from the under-construction building of Suvastu Tower while he was doing plastering work using hanging scaffold. The rope of scaffold was torn and Shariful fell on the ground.

**Incident 23: 28 June 2011, Dhaka, Service
Death of Mehedi Hasan (25)**

Mehedi Hasan was electrocuted to death while he was doing welding work at SS Engineering Workshop. Primarily he was brought to Shikdar Medical College Hospital and then to the DMCH where he succumbed his injuries.

**Incident 24: 30 June 2011, Dhaka, Construction
Death of Sulaiman**

Sulaiman died after falling from the 5th floor of Ibrahim Mansion while he was installing railing.

**Incident 25: 30 June 2011, Dhaka, Construction
Death of Motahar Hossain (32)**

Motahar Hossain died while he was working.

July

**Incident 1: 2 July 2011, Pirojpur, Service
Death of Shamsul Haque (65)**

Shamsul Haque was crushed by a saw while he was working in the sawmill.

**Incident 2: 4 July 2011, Munsiganj, Construction
Death of Tanus and Alom**

Tanus and Alom died after falling from the scaffold of an under-construction building at the Engineering Staff College while they were working there. Another two workers Rubel and Alomgir were injured in the same incident.

**Incident 3: 7 July 2011, Dhaka, Construction
Death of Ashraf Ali (50)**

Ashraf Ali died after falling from the building owned by Tazul Islam.

**Incident 4: 9 July 2011, Gazipur, Manufacturing
Death of Ashraf Islam Tuhin**

Electrical Engineer Ashraf Islam Tuhin was electrocuted to death while he was working at Ontex Garment Factory.

**Incident 5: 10 July 2011, Madaripur, Construction
Death of Faruk (35)**

Faruk was electrocuted to death while he was exposed to a snapped electric wire when he was working in an under-construction building.

**Incident 6: 11 July 2011, Moulvibazar, Construction
Death of Rana Ahmed**

Rana Ahmed died after falling from an under-construction building owned by Sayeed Ali while he was working.

**Incident 7: 11 July 2011, Bagerhat, Service
Death of Babul (38)**

Babul was electrocuted to death when he climbing up an electric pole he was repairing..

**Incident 8: 16 July 2011, Dinajpur, Manufacturing
Death of Sumon (28), Saddam Hossain (23) and
Motaleb Hossain (38)**

Sumon, Saddam Hossain and Motaleb Hossain died in a boiler explosion at Gafur Auto Rice Mill. Another three workers Liakot Ali (40), Sagar (15) and Polash (12) were injured in the same incident.

**Incident 9: 16 July 2011, Chapainawabganj, Service
Death of Abdur Rahim (35)**

Abdur Rahim died when he became entangled in a motor pipe machine that he was cleaning. The strength of the water dragged his hand upto his shoulder into the motor pipe. He was brought to Bholahat Upazila Health Complex where the duty doctor declared him dead.

**Incident 10: 17 July 2011, Jhalokathi, Service
Death of Lal Chan Gazi (18)**

Lal Chan Gazi died while the dredger, where Lal Chan Gazi and another two workers were sleeping, sunk in the river of Sugandha. Lal Chan Gazi was collecting sand from the river and was living on the dredger.

**Incident 11: 19 July 2011, Satkhira, Agriculture
Death of Nazmul Hossain (23)**

Nazmul Hossain was electrocuted to death while he was working in Satota Hatchery owned by Salamutullah.

**Incident 12: 19 July 2011, Bagerhat, Service
Death of Raju Miah (22)**

Raju Miah died after falling from a height of about 100 feet from under-construction Seven Circle Edible Oil Depot.

**Incident 13: 20 July 2011, Dhaka, Manufacturing
Death of Imran (22)**

Imran was electrocuted to death while he was working.

**Incident 14: 20 July 2011, Dhaka, Construction
Death of Abdur Rashid (20)**

Abdur Rashid died when he was hit by an iron bar while he was doing piling work in an under-construction building.

**Incident 15: 22 July 2011, Dhaka, Construction
Death of Jahidul Islam (25), Delowar Hossain (28), Abdur Rahman (18) and Rubel (23)**

Jahidul Islam, Delowar Hossain, Abdur Rahman and Rubel were crushed to death when the lift of an under-construction building of Irish Nurjahan broke and fell to the ground carrying heavy loaded tiles.

**Incident 16: 22 July 2011, Chittagong, Transport
Death of Mofiz**

Mofiz died in a road accident when the auto rickshaw and a covered van collided head on.

**Incident 17: 22 July 2011, Dhaka, Construction
Death of Md. Anis**

Md. Anis was electrocuted to death when he switched on the water pump of an under-construction building..

**Incident 18: 24 July 2011, Dhaka, Service
Death of Shawran Hossain Sumon (19)**

Shawran Hossain Sumon was electrocuted to death while he was removing an iron rod from the office that touched the live electric wire.

**Incident 19: 24 July 2011, Gopalganj, Construction
Death of Nasima Begum (40)**

Nasima Begum was electrocuted to death while she was doing beautification work at Madhumoti Lake.

**Incident 20: 24 July 2011, Dhaka, Manufacturing
Death of Nurul Islam and Al-Amin**

Nurul Islam and Al-Amin were electrocuted to death when they were working in Jedita Dying Factory. The dying machine had stopped working and when they tried to fix it, they were electrocuted.

**Incident 21: 25 July 2011, Chittagong, Construction
Death of Nazim Uddin (25) and Saddam Hossain (22)**

Nazim Uddin and Saddam Hossain were electrocuted to death while they were working in an under-construction building owned by Gura Miah.

**Incident 22: 25 July 2011, Madaripur, Agriculture
Death of Abdur Rajjak Howlader (50)**

Abdur Rajjak Howlader was electrocuted to death when he was rowing a boat that touched a torn electric wire of Polly Bidhyut Samity.

**Incident 23: 25 July 2011, Dhaka, Service
Death of Din Islam (25)**

Din Islam died in a fire that broke out in the market and immediately engulfed the whole ground floor area.

**Incident 24: 26 July 2011, Dhaka, Manufacturing
Death of Monirul Islam (26)**

Monirul Islam was electrocuted to death while he was cleaning a motor at Biku Press and came in contact with a hanging live electric wire.

**Incident 25: 26 July 2011, Dhaka, Service
Death of Md. Zainal (35)**

Md. Zainal was electrocuted to death in the generator room of a six-storey building.

**Incident 26: 26 July 2011, Dhaka, Construction
Death of Miraz Hossain (18)**

Miraz Hossain died after falling from the roof of a four-storey under-construction building while he was binding a rod onto the pillar.

**Incident 27: 26 July 2011, Chittagong, Service
Death of Masud (25)**

Masud was entangled to death with the belt of KN Logistic Ltd while he was doing loading-unloading work.

**Incident 28: 27 July 2011, Panchagarh, Service
Death of Joynal Hossain (28)**

Joynal Hossain was electrocuted to death while he was repairing dish line and came in contact with 33kv electric wire.

**Incident 29: 29 July 2011, Narayanganj, Transport
Death of Hannan and Uttam**

Hannan-Truck Driver and Uttam-Bus Helper died in road-crash while the truck and the bus collided head on.

**Incident 30: 29 July 2011, Dhaka, Construction
Death of Echhak**

Echhak died after falling from the five-storey under-construction building of Arman Developer Company while he was working.

**Incident 31: 29 July 2011, Gazipur, Service
Death of Ohab Miah and Ab Malek Sarder**

Ohab Miah and Abdul Malek Sarder were crushed to death under bhutta sacks while they were working in Feeds Limited.

**Incident 32: 30 July 2011, Barguna, Construction
Death of Idris Mridha (40)**

Idris Mridha died after falling from the 2nd floor of an under-construction building of Barguna Govt College. He was rushed to Barguna General Hospital where the on-duty doctor declared him dead.

**Incident 33: 30 July 2011, Dhaka, Construction
Death of Mohammad Ibrahim (16)**

Mohammad Ibrahim was electrocuted to death while moving iron rods which came into contact with a live electric wire. Another three workers Sagor (16), Anowar (26) and Sumon (22) were injured in the same incident.

August

**Incident 1: 2 August 2011, Jessore, Transport
Death of Majnu (28)**

Majnu, a tempo driver, died in a road crash while the tempo turned upside down on the road.

**Incident 2: 2 August 2011, Barisal, Service
Death of Nitai**

Nitai was crushed to death under a tree while he was cutting it.

**Incident 3: 2 August 2011, Chittagong, Service
Death of Monir Hossain (25)**

Monir Hossain died after falling from the Bangladesh Shipping Corporation ship named "Banglar Gourav" whilst welding

**Incident 4: 2 August 2011, Mymensingh, Manufacturing
Death of Lal Miah**

Lal Miah was electrocuted to death while he was working in Shefard Mill.

**Incident 5: 3 August 2011, Narayanganj, Construction
Death of Md. Morshed Miah (22)**

Md. Morshed Miah was crushed to death under an iron pipe while he was doing piling work at Bashundhara Multi Paper Limited.

**Incident 6: 4 August 2011, Tangail, Transport
Death of Mintu Khan (32)**

Mintu Khan, Auto Rickshaw Driver, died in a road crash when a truck hit his auto rickshaw.

**Incident 7: 6 August 2011, Mirpur, Service
Death of Nazim Uddin (16)**

Nazim Uddin was electrocuted to death when he came in contact with a live electric wire while he was drying clothes.

**Incident 8: 6 August 2011, Moulvibazar, Manufacturing
Death of Tahid**

Tahid was electrocuted to death while he was removing an illegal electric line at Javed Chowdhury's Poultry Firm.

**Incident 9: 7 August 2011, Narayanganj, Transport
Death of Borhan Miah (16)**

Borhan Miah was crushed to death in a road accident when the Nasiman (tempo) fell into a roadside ditch.

**Incident 10: 7 August 2011, Sunamganj, Transport
Death of Sabel Miah (25)**

Sabel Mia died in a road accident.

**Incident 11: 8 August 2011, Dhaka, Construction
Death of Md. Samim Hossain**

Md. Samim Hossain was electrocuted to death when an iron rod touched an electric line when on the roof of an under-construction building of Moslem Uddin. Another three workers were injured in the same incident while they were trying to save Samim. They were rushed to Salimullah Medical College Hospital.

**Incident 12: 8 August 2011, Gazipur, Construction
Death of Sabbir (25)**

Sabbir was crushed to death under the roof of an under-construction building of Khan Accessories and Packaging Factory which collapsed on him when he was working. Another 8 workers named Shamim, Jakir, Omar Faruk, Badal, Nurul Islam, Raju, Jalal and Hafizul were injured in the same incident.

**Incident 13: 9 August 2011, Hobiganj, Transport
Death of Abdur Rahim (25)**

Abdur Rahim was crushed to death in a road accident when a bus and a pickup collided head on.

**Incident 14: 10 August 2011, Narayanganj, Transport
Death of Jakir (38)**

Jakir, Truck Helper, was electrocuted to death when they were carrying sand and the part of the truck came in contact with an electric wire.

**Incident 15: 12 August 2011, Munsiganj, Construction
Death of Jibon Miah (28)**

Jibon Miah was electrocuted to death when he came into contact with a 33kv electric line as he was repairing the tin-made shed of Hamid Miah.

**Incident 16: 13 August 2011, Gazipur, Construction
Death of Uzzal Miah (18)**

Uzzal Miah was electrocuted to death while he was setting tiles of Abu Sayeed's home.

**Incident 17: 14 August 2011, Dhaka, Construction
Death of Khorshed Miah**

Khorshed Miah died after falling from the roof of an under-construction building.

**Incident 18: 14 August 2011, Dinajpur, Construction
Death of Monowara Begum (40)**

Monowara Begum died after falling from the 6th floor of an under-construction building of Majeda Plaza while she was working.

**Incident 19: 16 August 2011, Dhaka, Construction
Death of Manik Miah (18) and Aziz Miah (19)**

Manik Miah and Aziz Miah were electrocuted to death while the iron rod touched the electric line when they were involved in testing soil for constructing a building.

**Incident 20: 16 August 2011, Dhaka, Construction
Death of Shahabuddin Howlader (28)**

Shahabuddin Howlader was hit by falling brick while he was working in an under-construction building of Assort Housing and Engineering Limited.

**Incident 21: 17 August 2011, Rajshahi, Transport
Death of Nur Hossain**

Nur was crashed to death in a road accident when two trucks collided head on.

**Incident 22: 18 August 2011, Dhaka, Service
Death of Amir Hossain (30)**

Amir Hossain was electrocuted to death while he was frying popcorn..

**Incident 23: 20 August 2011, Noakhali, Manufacturing
Death of Mostofa (32)**

Mostofa was electrocuted to death when he came into contact with a snapped electric wire while he was working in a rice mill. Another worker Shohan was injured in the same incident.

**Incident 24: 21 August 2011, Brahmanbaria, Construction
Death of Ridoy Miah**

Ridoy Miah was electrocuted to death while he was working in the house of Syed Akkas Miah.

**Incident 25: 21 August 2011, Chittagong, Manufacturing
Death of Md. Selim (28)**

Md. Selim died after falling from a ship named Charlis Venture at Peninsula Ship Yard when he was working. Another worker Nur Mohammad was injured in the same incident.

**Incident 26: 23 August 2011, Rajshahi, Construction
Death of Arif Hossain (22)**

Arif Hossain was electrocuted to death when an iron rod was exposed to an electric line when he was working on the roof of Naodapara Bus Terminal. Another worker Monirul was injured in the incident.

**Incident 27: 23 August 2011, Dhaka, Construction
Death of Motalib (55)**

Motalib died after falling from an under-construction building while he was working.

**Incident 28: 24 August 2011, Dhaka, Construction
Death of Asadul Mollah (30)**

Asadul Mollah was crushed to death under a roof that collapsed on him while he was working. Another 16 workers were injured including 4 seriously injured workers named Jalil (50), Utpal (40), Ahsan Ullah (30) and Masud (40).

**Incident 29: 25 August 2011, Patuakhali, Agriculture
Death of Md. Riaz Hossain (25)**

Md. Riaz Hossain died from a lightning bolt while he was cultivating land of Mannan Howlader using a tractor.

**Incident 30: 26 August 2011, Chittagong, Construction
Death of Nayan Miah (25)**

Nayan Miah died after being electrocuted and falling from the 3rd floor of an under-construction building of Keari Limited. Another two workers named Jewel Miah (30) and Mintu Miah were injured in the incident and got admission to Chittagong Medical College Hospital.

**Incident 31: 26 August 2011, Bogra, Construction
Death of Ruhul Amin (18)**

Ruhul Amin died after falling from an under-construction building while he was working.

**Incident 32: 27 August 2011, Manikganj, Manufacturing
Death of Shahidul Islam (25)**

Shahidul Islam died in a boiler explosion when he was in Akiz Particle. Another 20 workers were injured in the same incident.

**Incident 33: 27 August 2011, Comilla, Construction
Death of Momin (25)**

Momin was crushed to death under a brick breaking machine while he was bringing it from one place to another.

**Incident 34: 28 August 2011, Gazipur, Construction
Death of Dulal Uddin Ahmed**

Dulal Uddin Ahmed was electrocuted to death when the iron rod touched the electric line when he was pulling it to an under-construction building of Suhid Plastic Factory. Another two workers were injured in the incident.

**Incident 35: 28 August 2011, Gaibandha, Construction
Death of Saju Miah (32)**

Saju Miah was electrocuted to death when he was working.

**Incident 36: 28 August 2011, Dhaka, Construction
Death of Nazmul Haque (58)**

Nazmul Haque died after falling from an under-construction building where he was working.

**Incident 37: 29 August 2011, Chandpur, Construction
Death of Shawpan Patowary (25)**

Shawpan Patowary was electrocuted to death while he was exposed to a live electric wire when he was working in the roof of Al-Mostofa Mosque.

**Incident 38: 30 August 2011, Dhaka, Construction
Death of Jahirul Islam Shawpan (20)**

Jahirul Islam Shawpan died after falling from the 5th floor of an under-construction building.

September

**Incident 1: 3 Sept 2011, Bhola, Service
Death of Tariqul Islam (30)**

Tariqul Islam was electrocuted to death when the tin-made-fence of Hotel Royal was electrified as a loose electrical wire touched the fence when he was working.

**Incident 2: 5 Sept 2011, Munsiganj, Service
Death of Jamaluddin (45) and Din Islam (25)**

Jamaluddin and Din Islam were electrocuted to death when they were going to Patavog Village with a tree-laden boat that hit a bamboo-made electric pole which fell onto them. Another worker Ramijuddin was injured in the same incident.

**Incident 3: 5 Sept 2011, Manikganj, Transport
Death of Sagar Chandra Majhi (16)**

Sagar Chandra Majhi was crushed to death in a road accident when a brick-laden truck and a bus collided head on.

**Incident 4: 7 Sept 2011, Gazipur, Manufacturing
Death of Francies Marandi (35)**

Francies Marandi was electrocuted to death while he was working in Aswad Composite Factory.

**Incident 5: 8 Sept 2011, Chittagong, Transport
Death of Babu (25)**

Babu was crushed to death in a road accident when the city service bus turned upside down on the road.

**Incident 6: 11 Sept 2011, Dhaka, Construction
Death of Sarowar Hossain Saru (21)**

Sarowar Hossain Saru died after falling from the 2nd floor of an under-construction building while he was working.

**Incident 7: 12 Sept 2011, Dhaka, Service
Death of Jhantu Miah (28)**

Jhantu Miah was suffocated to death when he was cleaning a sewerage line of Mim Community Centre.

**Incident 8: 13 Sept 2011, Chittagong, Manufacturing
Death of Rojina (19)**

Rojina died after falling from the 4th floor of Legacy Fashion where she was working.

**Incident 9: 13 Sept 2011, Chittagong, Service
Death of Sheikh Ahmed (60)**

Sheikh Ahmed was electrocuted to death when he was working in a shop.

**Incident 10: 14 Sept 2011, Narayanganj, Service
Death of Polash (25)**

Polash was electrocuted to death when he was connecting an electric line illegally to the Badsha Dock Yard.

**Incident 11: 16 Sept 2011, Dhaka, Construction
Death of Abdur Rajjak**

Abdur Rajjak was electrocuted to death when he was working in an under-construction building.

**Incident 12: 16 Sept 2011, Chittagong, Construction
Death of Jahangir Badsha**

Jahangir Badsha, employed by the contractor Abu Hanif.

was crushed to death when an iron rod fell on his head whilst demolishing an old building.

**Incident 13: 17 Sept 2011, Dhaka, Service
Death of Aolad Hossain (30)**

Aolad Hossain died after falling from the 2nd floor of the warehouse of Bulbul Hazi where he was working.

**Incident 14: 18 Sept 2011, Lalmonirhat, Service
Death of Sultan Hossain (40)**

Sultan Hossain was electrocuted to death while he was working in Dhaka Workshop.

**Incident 15: 18 Sept 2011, Narayanganj, Construction
Death of Hasan Ahmed (18)**

Hasan Ahmed was electrocuted to death while he was setting tiles at Shah Alom's under-construction house.

**Incident 16: 18 Sept 2011, Dhaka, Construction
Death of Sujan (16)**

Sujan died after falling from the five-storey under-construction building where he was working.

**Incident 17: 18 Sept 2011, Barisal, Service
Death of Dulal Mollah (42)**

Dulal Mollah was electrocuted to death while he was leaving his workplace to take lunch and was electrocuted on his way.

**Incident 18: 19 Sept 2011, Chittagong, Manufacturing
Death of Md. Eskender (26)**

Md. Eskender was crushed to death under an iron plate at Fortune Ship Breaking.

**Incident 19: 21 Sept 2011, Dhaka, Service
Death of Sharif Miah (42)**

Sharif Miah, employed by Majumder Decorator, was electrocuted to death while he was making a marriage gate.

**Incident 20: 21 Sept 2011, Dhaka, Manufacturing
Death of Ali Akbar (35) and Md. Monir (30)**

Ali Akbar and Md. Monir were electrocuted to death while they were unloading an iron pipe from a truck to a plastic factory. Another 5 workers including Harun were injured in the same incident.

**Incident 21: 23 Sept 2011, Chittagong, Manufacturing
Death of Md. Farid (17)**

Md. Farid was crushed to death under an iron plate of S&R ship breaking Yard while he was working. Another two workers named Alom and Saiful were injured in the same incident.

**Incident 22: 23 Sept 2011, Chittagong, Manufacturing
Death of Mofidul Islam (22)**

Mofidul Islam was crushed to death under an iron plate at KYCR Steel Mill where he was working.

**Incident 23: 23 Sept 2011, Dhaka, Construction
Death of Rakib Hasan (25)**

Rakib Hasan died after falling from the 12th floor of an under-construction building of Suncity Builders Limited at Motijheel Bank Colony where he was working.

**Incident 24: 24 Sept 2011, Panchagarh, Manufacturing
Death of Ranjit**

Ranjit was electrocuted to death while he was working for Shahin Husking Mill.

**Incident 25: 25 Sept 2011, Pirojpur, Service
Death of Kabir Akon (40)**

Kabir Akon was electrocuted to death while he was plucking coconut for Kanchan Ali Howlader. He was brought to Mothbaria Health Complex where the doctor declared him dead.

**Incident 26: 26 Sept 2011, Dhaka, Construction
Death of Khairul Islam (30)**

Khairul Islam was electrocuted to death when he was doing casting work in an under-construction building.

**Incident 27: 26 Sept 2011, Dhaka, Service
Death of Jakir Hossain Mollah and Jakir Patowary**

Jakir Hossain Mollah and Jakir Patowary were electrocuted to death when they were erecting a tower of Banglalink mobile company.

**Incident 28: 28 Sept 2011, Dhaka, Construction
Death of Shahidul Islam**

Shahidul Islam, Sanitary Mason, died after falling from the 2nd floor of an under-construction building in Dhaka Central Jail while he was setting up a water pipe.

**Incident 29: 28 Sept 2011, Dhaka, Construction
Death of Foysal Ahmed**

Foysal Ahmed died after falling from the 3rd floor of an under-construction building while he was working.

**Incident 30: 28 Sept 2011, Dhaka, Manufacturing
Death of Amena Begum (45)**

Amena Begum was crushed to death under the roof of Rahamania Aluminum Factory while she was working. Another 3 workers including Nurun Nahar were injured in the same incident.

**Incident 31: 29 Sept 2011, Dhaka, Manufacturing
Death of Abu Sayeed (22)**

Abu Sayeed suffocated to death after being exposed to poisonous gas while he was working in Chamok Dying and Textile Mill. Another 5 workers named Firoj (15), Hazrat Ali (21), Mohidul (18), Billal Hossain (17) and Jainul Hossain (19) were affected in the same incident.

**Incident 32: 30 Sept 2011, Manikganj, Manufacturing
Death of Emdadul Haque (32)**

Emdadul Haque died when he became entangled with the belt of a machine in Chand Miah Rice Mill.

October

**Incident 1: 1 October 2011, Mymensingh, Construction
Death of Arif (25)**

Arif was electrocuted to death while he was doing welding work in an under-construction building of Noman Group.

**Incident 2: 1 October 2011, Dhaka, Construction
Death of Md. Rony (26)**

Md. Rony was electrocuted to death while he was a pulling steel pipe to an under-construction building.

**Incident 3: 1 October 2011, Sylhet, Construction
Death of Hadis Nur**

Hadis Nur died when earth collapsed on him when he was cutting Tila employed by Abdul Muchhabbir and Ehsan.

**Incident 4: 2 October 2011, Pabna, Service
Death of Mojibar Rahman (43)**

Mojibar Rahman was electrocuted to death when he was working for Polly Bidyut Samitee.

**Incident 5: 3 October 2011, Dhaka, Service
Death of Babul Hossain (40)**

Babul Hossain, a Hawker, died when a piece of bamboo fell on him from a multi-storey under-construction building of Navana Mukhles, part of Navana Real Estate.

**Incident 6: 5 October 2011, Dhaka, Service
Death of Jafor Mollah (25)**

Jafor Mollah died after falling while he was setting up a billboard of Rangs. He was brought to Rushmono Hospital where he succumbed his injuries.

**Incident 7: 8 October 2011, Dhaka, Construction
Death of Raju (38)**

Raju died after falling from the 3rd floor of Canton Chinese Restaurant while he was doing painting work..

**Incident 8: 8 October 2011, Gazipur, Service
Death of Sumon Khandaker**

Sumon Khandaker was electrocuted to death while he was doing electric work at Saiful Miah's house.

**Incident 9: 9 October 2011, Narayanganj, Transport
Death of Unknown worker**

The unknown car driver was crushed to death in a road accident when the car and a bus collided head on.

**Incident 10: 9 October 2011, Netrokona, Service
Death of Monjil Miah (50)**

Monjil Miah was crushed to death under a tree at Aima Launch Ghat. Another worker Sahed Kha was injured in the incident.

**Incident 11: 10 October 2011, Narayanganj, Agriculture
Death of Tomsel Ahmed (28)**

Tomsel Ahmed died when lightning struck while he was in a paddy field.

**Incident 12: 13 October 2011, Dhaka, Construction
Death of Md. Rabiul (25)**

Md. Rabiul was electrocuted to death while he was doing painting work in an under-construction building.

**Incident 13: 14 October 2011, Dhaka, Construction
Death of Arif Hossain (22)**

Arif Hossain died after falling from the 4th floor of an under-construction building of Hyperion Development Ltd while he was working at the outside of the building.

**Incident 14: 14 Oct 2011, Chittagong, Manufacturing
Death of Delwar and Nur Mohammad**

Delwar and Nur Mohammadsuffocated to death after being exposed to poisonous gas while they were cutting a ship at RK Ship Breaking Yard belonging to MA Kashem Raja. Another two workers were injured in the incident and were admitted to a private medical hospital.

**Incident 15: 14 October 2011, Mymensingh, Construction
Death of Babul Islam**

Babul Islam died after falling from the 6th floor while he was working in an under-construction building. He died on the way to Bhaluka Hospital.

**Incident 16: 15 October 2011, Dhaka, Manufacturing
Death of Md. Sohag (19)**

Md. Sohag was electrocuted to death while he was working in a brass factory named Comilla Jewellery Workshop.

**Incident 17: 17 October 2011, Chittagong, Manufacturing
Death of Nesar Uddin (25), Yunus (25), Gias Uddin (25) and Mir Kashem (22)**

Nesar Uddin, Yunus, Gias Uddin and Mir Kashem died in an explosion at Jiri Subedar Ship Breaking Yard. Another two workers Najir Ahmed (35) and Golap Hossain (27) were injured in the same incident. They were brought to Chittagong Medical College Hospital for treatment.

**Incident 18: 19 October 2011, Dhaka, Manufacturing
Death of Al-Amin (20)**

Al-Amin was crushed to death under a wall of an embroidery factory that collapsed on him while he was working.

**Incident 19: 19 October 2011, Dhaka, Service
Death of Mosharraf Miah (26)**

Mosharraf Miah was electrocuted to death while he was repairing an electric meter.

**Incident 20: 20 October 2011, Tangail, Transport
Death of Abu Bakar Siddik (50)**

Abu Bakar Siddik was crushed to death in a road accident when the bus fell into the roadside ditch.

**Incident 21: 20 October 2011, Narayanganj, Construction
Death of Monir Hossain (30) and Jashim Uddin (42)**

Monir Hossain and Jashim Uddin were electrocuted to death when an iron pipe made contact with an 11kv electric line when they were setting up a deep tube-well for Sukumar Das. Another four workers named Delwar Hossain Sikder (29), Ripon Miah (32), Alauddin (42) and Abul Kalam were injured in the same incident.

**Incident 22: 21 October 2011, Gazipur, Construction
Death of Ibrahim (28) and Khairul (45)**

Ibrahim and Khairul died after falling from the 5th floor of Noman Weaving Factory while they were doing painting work on the outside of the building.

**Incident 23: 22 October 2011, Bagerhat, Manufacturing
Death of Bhutto (45)**

Bhutto died in a gas cylinder explosion while he was repairing it. Another 3 workers including Babul Sheikh (25) were injured in the same incident.

**Incident 24: 23 October 2011, Rangamati, Construction
Death of Ismail (24)**

Ismail was crushed to death under earth while he was cutting it. Another worker Shahanullah (32) was injured in the incident.

**Incident 25: 23 October 2011, Narayanganj, Construction
Death of Abu Bakar**

Abu Bakar died after falling from the five-storey building of Shahabuddin Super Market while he was working.

**Incident 26: 26 October 2011, Dhaka, Construction
Death of Abdul Majid**

Abdul Majid was electrocuted to death while he was working in an under-construction building.

**Incident 27: 27 October 2011, Dhaka, Service
Death of Parvez (15)**

Parvez was electrocuted to death while he was working in a workshop of Mahabub.

**Incident 28: 28 October 2011, Naogaon, Construction
Death of Jahedul Islam (28)**

Jahedul Islam was crushed to death under a roof of an under-construction petrol pump that collapsed on him. Another 3 workers were injured in the same incident.

**Incident 29: 31 October 2011, Narayanganj, Manufacturing
Death of Shahabuddin**

Shahabuddin drowned when a crane of Ananda Ship Yard and Ship Ways Ltd collapsed and fell into the river.

**Incident 30: 31 October 2011, Chittagong, Construction
Death of Md. Shahid (22)**

Md. Shahid died after falling from the roof of a three-storey building of Md. Yusuf and Mannan while he was working there. He was brought to Upazila Health Complex where the doctor declared him dead.

November

**Incident 1: 1 Nov 2011, Gaibandah, Transport
Death of Momin Miah (40)**

Momin Miah, auto rickshaw driver, was crushed to death in a road accident

**Incident 2: 1 Nov 2011, Sirajganj, Service
Death of Mamun (35)**

Mamun died after falling from the 2nd floor of Dhaka Urban Co-operative Bank while he was setting up a poly signboard.

**Incident 3: 5 Nov 2011, Jahlokathi, Service
Death of Shafiq Hossain (28)**

Shafique Hossain was electrocuted to death while he was removing a shop from one place to another and came into contact with a hanging electric line. Two other workers were injured in the same incident.

**Incident 4: 14 Nov 2011, Hobiganj, Transport
Death of Juned Ali (35)**

Juned Ali was crushed to death in a road accident while the truck turned upside down on the road.

**Incident 5: 14 Nov 2011, Chittagong, Service
Death of Sajjad Hossain Babu (18)**

Sajjad Hossain Babu, an Electrician, was electrocuted to death while he was doing wiring work.

**Incident 6: 14 Nov 2011, Netrokona, Service
Death of Nazrul Islam (50)**

Nazrul Islam was electrocuted to death while he was catching fish for Ashraf and Taposh.

**Incident 7: 15 Nov 2011, Dhaka, Construction
Death of Selim (35)**

Selim was crushed to death under a roof of BGB 13 Battalion which collapsed on him while he was demolishing it. Another 3 workers were injured in the same incident.

**Incident 8: 17 Nov 2011, Chittagong, Service
Death of Md. Delowar (30)**

Md. Delowar was crushed to death under a container while it fell on him when he was doing unloading work at Golden Container Terminal.

**Incident 9: 17 Nov 2011, Dhaka, Service
Death of Md. Robin (20)**

Md. Robin, employed by SK Enterprise, was electrocuted to death while he was working as an electrician at Kadam Foara.

**Incident 10: 17 Nov 2011, Dhaka, Service
Death of Saiful Islam (17)**

Saiful Islam was electrocuted to death while he was putting up lights for a marriage ceremony. Another worker Azmol was injured in the same incident.

**Incident 11: 19 Nov 2011, Dhaka, Service
Death of Ajahar (22)**

Ajahar was electrocuted to death while he was cleaning the roof of a building and came into contact with an electric wire.

**Incident 12: 19 Nov 2011, Jessore, Manufacturing
Death of Sumon (24)**

Sumon was burnt to death in a fire at 105-mw rental power plant of Quantum Power System Ltd when a fuel tank ignited.

**Incident 13: 21 Nov 2011, Dhaka, Construction
Death of Shahid Bepary (40)**

Shahid Bepary died after falling from 5th floor of an under-construction building of Mohona Development Ltd while he was working.

**Incident 14: 21 Nov 2011, Joypurhat, Construction
Death of Abdul Matin**

Abdul Matin was electrocuted to death while he was working in an under-construction building.

**Incident 15: 21 Nov 2011, Lalmonirhat, Service
Death of Abul Kalam (35)**

Abul Kalam was electrocuted to death while he was trying to connect a cable from Lalmonirhat Railway Power House with the main switchboard.

**Incident 16: 22 Nov 2011, Chittagong, Manufacturing
Death of Monir Hossain**

Monir Hossain died after falling from the a ship of Jahanabad Steel Ship Yard while he was working.

**Incident 17: 22 Nov 2011, Chittagong, Manufacturing
Death of Millon Das (35)**

Millon Das died when glass fell on his head whilst he was cleaning a room of the Regency.

**Incident 18: 23 Nov 2011, Narayanganj, Service
Death of Chan Miah**

Chan Miah died while the trawler and a ship collided head on at the river Shitaloxma.

**Incident 19: 23 Nov 2011, Dhaka, Construction
Death of Motiar Rahman (18)**

Motiar Rahman was electrocuted to death while he was switching on a water pump at an under-construction building of Renata Medicine Company Limited.

**Incident 20: 23 Nov 2011, Dhaka, Construction
Death of Md. Obaidul Haque (32)**

Md. Obaidul Haque died after falling from an under-construction building of Ahsania Mission Cancer Hospital.

**Incident 21: 24 Nov 2011, Chittagong, Transport
Death of Ator Ali (50)**

Ator Ali was crashed to death in a road accident.

**Incident 22: 22 Nov 2011, Dhaka, Construction
Death of Sumon (25)**

Sumon was electrocuted to death while he came in contact with a broken electric wire when he was working on the 2nd floor of an under-construction building.

**Incident 23: 25 Nov 2011, Dhaka, Construction
Death of Saiful Islam (20)**

Saiful Islam was electrocuted to death while he was working at an under-construction building.

**Incident 24: 25 Nov 2011, Dhaka, Manufacturing
Death of Md. Shahidullah (40)**

Md. Shahidullah, a security guard in front of a re-rolling mill, died when a truck drove into hi.

**Incident 25: 26 Nov 2011, Dhaka, Transport
Death of Wasim**

Wasim, a helper of ETC Transport Ltd, died after falling from the bus.

**Incident 26: 28 Nov 2011, Kishoreganj, Manufacturing
Death of Jamir Uddin (45)**

Jamir Uddin was crushed to death under earth while he was cutting it at SM Khan Bricks.

**Incident 27: 29 Nov 2011, Dhaka, Construction
Death of Lutfar Rahman (35)**

Lutfar Rahman died after falling from the 4th floor of an under-construction building of Assurance Development Limited.

December

**Incident 1: 2 Dec 2011, Dhaka, Construction
Death of Anowar Hossain (45)**

Anowar Hossain, Foreman, died while the lift of a tower crane of Dhaka Wasa collapsed. Four other workers Jahid Hasan (32), Md. Shaon (20), Jamal Miah (30) and Alauddin (28) were injured in the incident.

**Incident 2: 2 Dec 2011, Dhaka, Service
Death of Kamrul Islam (40)**

Kamrul Islam died when he fell to the ground after being electrocuted when he was setting up a banner in the billboard at Mogbazar Moor.

**Incident 3: 2 Dec 2011, Narayanganj, Service
Death of Md. Mostofa Miah (45)**

Md. Mostofa Miah was electrocuted to death while he was pruning the coconut tree of Moinuddin Miah and he came in contact to live electric wire attached with the tree.

**Incident 4: 2 Dec 2011, Chittagong, Manufacturing
Death of Md. Murtuja (25) and Abdul Malek Badsha (22)**

Md. Murtuja and Abdul Malek Badsha were crushed to death under earth that collapsed on them while they were cutting hill for collecting earth for TBM Brick Kiln. Two other workers Mokter Ahmed Badol (31) and Shafi Alom (32) were injured in the incident.

**Incident 5: 3 Dec 2011, Dhaka, Service
Death of Sabuj (25)**

Sabuj drowned in the river Buriganges when an oil tanker named AN Navy hit the trawler named Bulkhead Al-Musab where Sabuj was sleeping.

**Incident 6: 3 Dec 2011, Chittagong, Manufacturing
Death of Bahar Uddin and Nur Hashem**

Bahar Uddin and Nur Hashem died in a gas cylinder explosion when sparks from the cylinder of Western Marine Shipyard Limited started a fire.

**Incident 7: 4 Dec 2011, Dhaka, Manufacturing
Death of Panu Miah (35)**

Panu Miah was crushed to death under a sack weighing about 5 mand (200kg) while he was unloading a sack from a truck.

**Incident 8: 4 Dec 2011, Dhaka, Manufacturing
Death of Taslima Akhter (18) and Jesmin Akhter (22)**

Taslima Akhter and Jesmin Akhter died in a stamped when a rumour of a fire in a garment factory named Euro-Tex Garment started. More than one hundred other workers were injured in the incident.

**Incident 9: 5 Dec 2011, Narayanganj, Construction
Death of Sabuj (27)**

Sabuj, working for Nazrul Brothers, was crushed to death under an iron head of a pile driver when a rope broke while he was doing piling work in the under-construction building of Fresh Cement Factory.

**Incident 10: 8 Dec 2011, Sylhet, Manufacturing
Death of Selim Miah (35)**

Selim Miah was crushed to death under earth while he was collecting stone from a quarry.

**Incident 11: 8 Dec 2011, Dhaka, Construction
Death of Habibur Rahman (45)**

Habibur Rahman died after falling from the 5th floor of the under-construction building of Tejgaon Health Complex.

**Incident 12: 8 Dec 2011, Gaibandha, Construction
Death of Manu Miah (35)**

Manu Miah was crushed to death while the under-construction culvert collapsed on him. Four other workers were injured in the incident.

**Incident 13: 9 Dec 2011, Chittagong, Service
Death of Prodip Das (45)**

Prodip Das died after falling from a tree while he was cutting branch of that tree.

**Incident 14: 10 Dec 2011, Bogra, Service
Death of Obinash Chandra (40)**

Obinash Chandra was crushed to death under earth.

**Incident 15: 11 Dec 2011, Bogra, Construction
Death of Abu Hanif (55) and Anil Chandra**

Abu Hanif and Anil Chandra were electrocuted to death while the iron rod was exposed to electric line when they were working in an under-construction building.

**Incident 16: 11 Dec 2011, Gazipur, Service
Death of Sawpan (25)**

Sawpan was burnt to death in a fire at Murad Shan Ghar. Another worker Md. Arif was injured in the incident.

**Incident 17: 12 Dec 2011, Gazipur, Construction
Death of Kader Sheikh (40)**

Kader Sheikh was crushed to death under a wall while the adjacent wall collapsed on him when he was constructing a drain of Chandpur Municipality. Three other workers were injured in the incident.

**Incident 18: 12 Dec 2011, Cox's Bazar, Service
Death of Abdul Mannan (26)**

Abdul Mannan, employed by Yunus Bhutto, was crushed to death under earth while he was cutting a hill to collect earth for sale.

**Incident 19: 14 Dec 2011, Dhaka, Construction
Death of Mir Hossain (30)**

Mir Hossain suffocated to death when he entered into the septic tank of an under-construction building. He entered into the septic tank to rescue another worker Monir Hossain who had first entered into it.

**Incident 20: 16 Dec 2011, Dhaka, Construction
Death of Abdul Mannan (26)**

Abdul Mannan was crushed to death under a wall while he was demolishing it. Another worker Amjad Ali (30) was injured in the incident.

**Incident 21: 19 Dec 2011, Comilla, Manufacturing
Death of Aminul Islam (25)**

Aminul Islam died in boiler explosion at SS Auto Rice Mill of Abu Eusuf Baschu. Ten other workers were injured in the incident.

**Incident 22: 20 Dec 2011, Dhaka, Construction
Death of Faruk Hossain (20)**

Faruk Hossain died after falling from the roof of an under-construction building.

**Incident 23: 21 Dec 2011, Narayanganj, Transport
Death of Akter Hossain (26)**

Akter Hossain was crushed to death under a wheel of Tank Lorry.

**Incident 24: 22 Dec 2011, Thakurgaon, Construction
Death of Rabiul Islam (27)**

Rabiul Islam was electrocuted to death while he came in contact with live electric wire when he was carrying iron rod to the roof of Pirganj Hafezia Madrasa.

**Incident 25: 25 Dec 2011, Dhaka, Manufacturing
Death of Shahar Ali**

Shahar Ali died while lift of Continental Garment Ltd fell from the 3rd floor after being torn of the wire. Two other workers Murubby and Shamsul Haque were injured in the incident.

**Incident 26: 26 Dec 2011, Dhaka, Construction
Death of Milton (30)**

Milton died after falling from the 5th floor of an under-construction building while he was working.

**Incident 27: 29 Dec 2011, Kurigram, Construction
Death of Chhamina (30)**

Chhamina was crushed to death under earth that collapsed on her while she was digging well. Four other workers Kalpona (22), Aleya (20), Nazma (30) and Hasina (30) were injured in the incident.

**Incident 28: 29 Dec 2011, Gazipur, Manufacturing
Death of Lokman Hossain Sheikh (20)**

Lokman Hossain Sheikh was crushed to death under Vakur while he was cutting earth at Touhid's Brick Field.

**Incident 29: 29 Dec 2011, Dhaka, Construction
Death of Sohrab Hossain (50)**

Sohrab Hossain was crushed to death under an iron pipe while he was setting up pipe in the sewerage line of Dhaka Wasa.

**Incident 30: 29 Dec 2011, Sylhet, Construction
Death of Md. Jashim Uddin (22)**

Md. Jashim Uddin died after falling from the roof of an under-construction building.

**Incident 31: 29 Dec 2011, Sylhet, Manufacturing
Death of Md. Supari Miah (55)**

Md. Supari Miah was crushed to death in the well of Bichhakandi Stone Quarry. He was employed by Ashraf and Taz Uddin.

**Incident 32: 29 Dec 2011, Sylhet, Manufacturing
Death of Helal Uddin (35)**

Helal Uddin was crushed to death by a shutter of a truck while he was working at Jaflong Stone Quarry.

**Incident 33: 31 Dec 2011, Comilla, Transport
Death of Abdul Kader (45)**

Abdul Kader, the Driver, was crushed to death in road accident while the truck turned upside down when it was carrying earth for SB Bricks Field.

**Incident 34: 31 Dec 2011, Moulvibazar, Manufacturing
Death of Shariful Islam (13)**

Shariful Islam was crushed to death under a mixer machine at Shawdagor Brick Field while he was mixing clay.

CHAPTER - 4

Details of deaths in 2012

January

Incident 1: 2 Jan 2012, Munshiganj, Construction Death of Obaidul Mollah (28)

Obaidul Mollah was electrocuted to death whilst doing concrete work in an under-construction building in Chunnu Dhali at Mouchha, Louhajang, Munshiganj.

Incident 2: 3 Jan 2012, Dhaka, Manufacturing Death of Mizanur Rahman (30)

Mizanur Rahman died when he was hit by a piece of iron used to produce plastic pipes at Hafez & Brothers at Matuail, Jatrabari, Dhaka.

Incident 3: 3 Jan 2012, Natore, Service/Transport Death of Zahurul Islam (28)

Zahurul Islam was killed in a road accident when his truck fell into a roadside ditch at Kadamchila, Lalpur.

Incident 4: 4 Jan 2012, Bandarbands, Service Death of Moktar Ahmed (35)

Moktar Ahmed died when the tree fell on him whilst he was cutting it for Jahangir Chowdhury at Roninpara, Roangchhari. Another worker, Abul Kalam was injured in the same incident.

Incident 5: 5 Jan 2012, Rajbari, Manufacturing Death of Khalek Mollik (35)

Khalek Mollik was electrocuted to death while he stepped into a pond to provide fish-feed at Rajendrapur, Ramkantopur, Rajbari.

Incident 6: 5 Jan 2012, Narayanganj, Service Death of Johnny

Johnny was electrocuted to death while he was setting up lighting for a bridal party at Hazipur Bara Mashjid Area, Bandar thana.

Incident 7: 6 Jan 2012, Narayanganj, Service/Transport Death of Jakir

Jakir was killed in a road accident when the pickup truck fell into the roadside ditch at Gopaldi Bazar.

Incident 8: 8 Jan 2012, Naogaon, Construction Death of Idu Rahman (42)

Idu Rahman died when a pile of stone fell on him at the construction site of an under-construction building at Chak Enayet Moholla of Naogaon city.

Incident 9: 8 Jan 2012, Dhaka, Construction Death of Chiranjeeb (25)

Chiranjeeb died after falling from the 13th floor of an under-construction 14-storey building of Marshal Engineering Company Ltd at DOHS, Mirpur, Section 12, Palloby.

Incident 10: 11 Jan 2012, Hobiganj, Service/Transport Death of Sajal Paul (18)

Sajal Paul was killed in road accident when a bus and a trolley collided head on at Syed Uddin Degree College, Madoppur.

Incident 11: 11 Jan 2012, Dhaka, Construction Death of Abul Kalam (20)

Abul Kalam died after falling from the roof while he was constructing a tin-shed house on top of an old building at Doctor's Golly, Mogbazar.

Incident 12: 12 Jan 2012, Jhalokathi, Service/Transport Death of Ripon Hossain (25)

Ripon Hossain, a Trolley Helper, was killed in a road accident when a trolley fell into roadside ditch at Kanudashkathi.

Incident 13: 12 Jan 2012, Mymensingh, Agriculture Death of Abdul Hakim (35)

Abdul Hakim was electrocuted to death when he was switching on a motor for irrigating the Sakua Majher Char, in Tarundia, at Iswarganj.

Incident 14: 16 Jan 2012, Sherpur, Construction Death of Lokman Hossain (40)

Lokman Hossain was electrocuted to death while he was setting up a tube well at Karnojhora Bazar, Sribordi. Another six workers, Manik (35), Shahjahan (25), Kamal (30), Ijjat Ali (18), Rafikul Islam (18), and Awal (25) were injured in the same incident.

**Incident 15: 18 Jan 2012, Narayanganj, Transport
Death of Ansar Ali (45) and Yakub (23)**

Ansar Ali and Yakub were crushed to death under the wheels of the truck while they were repairing it parking on the roadside and a bus hit the truck from back at Arhahazar.

**Incident 16: 18 Jan 2012, Sirajganj, Agriculture
Death of Shahadat (35) and Abdul Majid (48)**

Shahadat and Abdul Majid were electrocuted to death when Shahadat switching on the motor of a pump for irrigation and Abdul Majid alias Hoidullah tried to rescue him at Tarash Thana Para.

**Incident 17: 18 Jan 2012, Dhaka, Construction
Death of Rezaul Karim (55)**

Rezaul Karim was crushed to death under a sun-shed while he was removing shuttering materials of the under-construction sun-shed of a shop at Modina Jame Mosque, 2nd Colony, Mirpur Mazar Road. Another two workers Sayeed and Masud were injured in the incident.

**Incident 18: 18 Jan 2012, Dhaka, Manufacturing
Death of Shuvotara (30)**

Shuvotara was burnt to death while she working in a shoe factory of Anowar Nobil Majumdar at Mohammadpur.

**Incident 19: 22 Jan 2012, Sylhet, Manufacturing
Death of Md. Azmot Ali (45)**

Azmot Ali was crushed to death under stones when he was working in the stone quarry of Kala Mia at Bichhanikandi Stone Quarry, Goainghat.

**Incident 20: 23 Jan 2012, Kishoreganj, Manufacturing
Death of Kazol Mia (35)**

Kazol Mia was electrocuted to death when he was switching on the auto rice mill of Md Muchha Mia at Sharar Char Chhagoler Mahol, Bajitpur.

**Incident 21: 23 Jan 2012, Chittagong, Service/Transport
Death of Unknown**

The unknown Auto Rickshaw driver was killed in a road accident when a bus hit this vehicle from the behind at Daulatpur, Patiya.

**Incident 22: 23 Jan 2012, Gazipur, Service/Transport
Death of Liton Hossain (25)**

Liton Hossain, truck helper, was crushed to death under the wheel of the truck at Kaliakoir.

**Incident 23: 24 Jan 2012, Satkhira, Service/Transport
Death of Ainul (17)**

Ainul, a Bus Helper, died after falling from a running-bus while he was trying to ride on the roof of the bus at Kolaroa.

**Incident 24: 25 Jan 2012, Jessore, Service/Transport
Death of Osman (35)**

Osman was killed in a road accident when a truck hit the microbus from behind at Nimtola Bazar, Chowgachha.

**Incident 25: 29 Jan 2012, Comilla, Service/Transport
Death of Abul Kalam Abu (30)**

Abul Kalam Abu was killed in a road accident while a bus and a truck collided head on at Meghna Bazar, Debidwar.

**Incident 26: 30 Jan 2012, Mymensingh, Service/Transport
Death of Faruk (18)**

Faruk was killed in a road accident when the tempo and a truck collided head on at Isobpur, Upazila: Purbadhala.

**Incident 27: 31 Jan 2012, Chittagong, Manufacturing
Death of Ajgor (20)**

Ajgor was crushed to death under earth while he was working at SBF Brickfield at Baishyar Dala Area, Mogachhori, Upazila: Rangunia. Another two workers Abdur Rahim (30) and Sawkat (20) were injured in the incident.

February

**Incident 1: 1 Feb 2012, Khulna, Agriculture
Death of Momin Sarder (25) and Khokon Mollah (40)**

Momin Sarder and Khokon Mollah were electrocuted to death while Momin Sarder was switching on the pump of Altaf Biswas for irrigation and Khokon Mollah went to rescue him at Gonaly, Upazila: Dumuria.

**Incident 2: 1 Feb 2012, Lalmonirhat, Manufacturing
Death of Monirul Islam (20) and Jalal Mia**

Monirul Islam, a worker of Tahmina Garment and Jalal Mia, the helper of the bus carrying workers employed at Tahmina Garment, were killed in a road accident when the bus fell into roadside ditch. Another 20 workers of Tahmina Garment were injured in the same incident.

**Incident 3: 2 Feb 2012, Hobiganj, Service/Transport
Death of Abul Kalam**

Abul Kalam, a microbus driver, was killed in a road accident when a bus hit the microbus at Sataihal in Nobiganj Upazila.

**Incident 4: 2 Feb 2012, Mymensingh, Service/Transport
Deaths of Ziaul Haque (30)**

Ziaul Haque, a tempo driver, was killed in a road accident while the tempo and a bus collided head on at Kotwali Thana.

**Incident 5: 4 Feb 2012, Narayanganj, Construction
Deaths of Saddam Hossain (25)**

Saddam Hossain died after falling from the top of the under-construction mosque at Fatullah in Narayanganj sadar while he was working.

**Incident 6: 4 Feb 2012, Pabna, Service
Deaths of Sumon (29)**

Sumon, an employee of Global Exchange Inter Developer, died after falling from the third floor of Hotel Shilton while he was setting up internet cables.

**Incident 7: 5 Feb 2012, Dhaka, Manufacturing
Deaths of Borna Akhter (20)**

Borna Akhter was electrocuted to death while she was working as a dying man on the 3rd floor of ABC Knit Dyeing factory at Shyampur in Kadomtoly thana. She was brought to DMCH where the duty doctor declared her dead.

**Incident 8: 5 Feb 2012, Bogra, Service
Deaths of Jahangir Alam (33)**

Jahangir Alam was electrocuted to death while he was repairing a dish antenna and came into contact with a live electric wire with another three workers. Another three workers Ruhul Amin (25), Nayan (18) and Raton (22) were injured in the incident.

**Incident 9: 7 Feb 2012, Dhaka, Construction
Deaths of Anowar Hossain**

Anowar Hossain died after being hit by falling material while he was working in an under-construction building of Project Builders Ltd at Kuril, Biswa Road.

**Incident 10: 8 Feb 2012, Chittagong, Manufacturing
Death of Asma Akhter (18)**

Asma Akhter died when a fire broke out in the cotton factory named Mia Khan Traders at the nearby Shangitra Cinema Hall, Hamjarbag. Another three workers Jahanara Begum (35), Rokeya Begum (50) and Mohammad Joj were injured in the incident.

**Incident 11: 9 Feb 2012, Khulna, Manufacturing
Death of Nasima Begum (35)**

Nasima Begum died when the boiler of a rice mill of Abu Jafor exploded when she was working at Nikolapur in Rupsha upazila.

**Incident 12: 11 Feb 2012, Bogra, Manufacturing
Death of Amjad Ali (65)**

Amjad Ali was crushed to death under earth when it collapsed on him when he was cutting it at Shamsul Haque's brickfield at Jorekhali in Dhunat Upazila.

**Incident 13: 13 Feb 2012, Chittagong, Service
Death of Mahbub (40)**

Mahbub was crushed to death when the rope of a crane was cut when he was unloading goods from a vessel at Bangla Bazar Jetty at Bank of Karnafuly River, Bangla Bazar Area. Another three workers Jamal (40), Sumon (30), and Razzak (40) were injured in the incident.

**Incident 14: 15 Feb 2012, Gazipur, Construction
Death of Motiur Rahman**

Motiur Rahman was crushed to death under earth when he was digging earth to make a well for a toilet of Rahaman Kha at Nagarhaola, Joynabazar in Sripur Upazila.

**Incident 15: 15 Feb 2012, Dhaka, Service/transport
Death of Javed Ali (45)**

Javed Ali was killed in a road accident while he was unloading goods from the truck and another truck hit him at Shena Kollyan Ghat, Postagola.

**Incident 16: 16 Feb 2012, Bhola, Service
Death of Torique (35)**

Torique was crushed to death under a piece of wood while he was loading it to a truck at Majambazar, Deula in Borhanuddin Upazila. The name of the employer was Tofazzal Bepary.

**Incident 17: 17 Feb 2012, Chittagong, Construction
Death of Mohammad Sohel (30)**

Mohammad Sohel died after falling from the scaffold while he was working to construct the wall of an under-construction building of Concord Group at Road No 2, Khulshi Residential Area, Khulshi.

**Incident 18: 19 Feb 2012, Dhaka, Service/transport
Death of Sayedur Rahman (35)**

Sayedur Rahman was killed in a road accident when a bus and the truck collided head on at Abdullahpur Petrol Pump, Uttara.

**Incident 19: 23 Feb 2012, Narayanganj, Service
Death of Sohel Rana (26)**

Sohel Rana, a worker, died at the Haripur Bidyut Kendra, though the cause is unknown.

**Incident 20: 27 Feb 2012, Narayanganj, Manufacturing
Death of Torikul Islam**

Torikul Islam died while the gas pipe of Meghna Ship Builders exploded and burnt Torikul at Mighna Industrial Area, Sonargaon. Another five workers including Mehedi Hasan and Nantu were injured in the same incident.

**Incident 21: 29 Feb 2012, Gazipur, Manufacturing
Death of Liton Mia (23)**

Liton Mia was electrocuted to death while he was working for Angora Fashion Limited at Signboard Area of Gazipur Sadar Upazila.

March

**Incident 1: 3 March 2012, Munsiganj, Manufacturing
Death of Rubel Mia (20)**

Rubel Mia died when a tyre of the cement laden truck belonging to Premier Cement Factory burst when he was pumping it inside the factory.

**Incident 2: 6 March 2012, Dhaka, Construction
Death of Hafizur Rahman (20)**

Hafizur Rahman died after falling from the 3rd floor of an under-construction building at Central Road, Kalabagan, where he was working.

**Incident 3: 6 March 2012, Dhaka, Construction
Death of Wasim (22)**

Wasim died after falling from the 4th floor of an under-construction seven-storey building at Taltola, Khilgaon, when he was working.

**Incident 4: 7 March 2012, Chittagong, Construction
Death of Jahurul Islam**

Jahurul Islam was electrocuted to death while he was working in an under-construction building of SA Group Goaliny Condense Milk at Bhatiari in Sitakund Thana. Another worker Kafil Uddin was injured in the same incident.

**Incident 5: 10 March 2012, Dhaka, Construction
Death of Goalm Rasul (23) and Md. Mohshin**

Golam Rasul and Md. Mohshin died after falling from a multi-storey building, Basic Radiance, developed by Basic Builders Limited at Basundhara R/A, Badda, while they were painting the outside wall of the building by using hanging scaffold made by rope that broke.

**Incident 6: 13 March 2012, Chittagong, Construction
Death of Din Mohammad (25)**

Din Mohammad died after falling from the roof of a building at Bara Garage, Badurtala.

**Incident 7: 14 March 2012, Narsinghdi, Construction
Death of Sohag (22)**

Sohag was crushed to death under a winch machine while it collapsed on him when he was working at Meghna River between Narsinghdi and Karimpur.

**Incident 8: 14 March 2012, Mymensingh, Construction
Death of Nurul Islam (35)**

Nurul Islam was electrocuted to death while he came into contact with live electric wire when he was plastering the outside of wall of an under-construction building belonging to Sohrab Hossain at House L161/1, Ward 7, Bhaluka Municipality.

**Incident 9: 14 March 2012, Rajshahi, Construction
Death of Abul Akter Babu**

Abul Akter Babu died after falling from the roof of a three-storey building at Tika Para Area at Boalia Thana while he was pulling an iron-rod.

**Incident 10: 14 March 2012, Chandpur, Construction
Death of Abdus Sattar Mollah**

Abdus Sattar Mollah died after falling from the roof of a three-storey building owned by Md Hossain at Goalbaor in Motlab North Upazila.

**Incident 11: 14 March 2012, Comilla, Construction
Death of Jalal Uddin (30)**

Jalal Uddin was crushed to death under earth while he was cutting it at Baludhum Point, Kakri River, Chowdhogram. Another 3 workers were injured in the same incident.

**Incident 12: 14 March 2012, Dhaka, Service
Death of Mohammad Pappu (20)**

Mohammad Pappu was electrocuted to death while he was repairing an air conditioner at Brac Bank in Section 10 of Mirpur employed by Unico Refrigeration, Mohakhali. Another worker Mohammad Rayhan was injured in the same incident.

**Incident 13: 15 March 2012, Dhaka, Service
Death of Al-Amin (12)**

Al-Amin was suffocated to death while he entered into the manhole at Joykali Mandir Area when he was collecting garbage.

**Incident 14: 15 March 2012, Dhaka, Construction
Death of Begum (45)**

Begum was crushed to death under wall of an under-construction building of Glory Real Estate at Plot-37, Road 5, Shekhertake, Adabor when it collapsed on her.

**Incident 15: 16 March 2012, Khagrachhori, Service
Death of Mofizul Islam (24), Abdur Rashid (32)
and Shahabuddin (28)**

Mofizul, Rashid and Shahabuddin died when a wood laden truck of Joth Permit turned upsidedown on the road at Hridoy Memberpara, Alutila of Matiranga Upazila. Another three workers were injured in the same incident.

**Incident 16: 18 March 2012, Dhaka, Construction
Deaths of Jahirul Islam**

Jahirul Islam died after falling from the 3rd floor of an under-construction building at House 12, Road 3, Block-D, Banosri, Rampura.

**Incident 17: 19 March 2012, Dhaka, Construction
Death of Mofizur Rahman (30)**

Mofizur Rahman died after falling from the scaffold while he was working on the sixth floor of an eight-storey under-construction building at nearby Falcon Tower, Shahinbag, Tejgaon.

**Incident 18: 19 March 2012, Satkhira, Service
Death of Mahbubur Rahman (10)**

Mahbubur Rahman was electrocuted to death while he was removing bamboo from a decorated gate of Rajloxmi Decorator at Baitul Falah Jame Mosque, Kushulia in Kaliganj Upazila.

**Incident 19: 20 March 2012, Dhaka, Service
Death of Momela Begum (40)s**

Momela Begum died while she fell on the stair at JR Tower, 46 Mohakhali as her legs got caught in her Sari when she was rushing out during earthquake.

**Incident 20: 20 March 2012, Satkhira, Service/Transport
Death of Kabir Hossain (25)**

Kabir Hossain was killed in a road accident while the bus hit a tree loosing control at Sekedra Area, Debhata.

**Incident 21: 21 March 2012, Dhaka, Construction
Death of Sada Mia (25)**

Sada Mia was electrocuted to death while he was doing pilling work of an under-construction building at a Journalist Colony, in Kalshi, Pallobi, Mirpur. He was brought to a local hospital where the duty doctor declared him dead.

**Incident 22: 27 March 2012, Dhaka Construction
Death of Hasan Mia (30)**

Hasan Mia died after falling from the 1st floor of an old building at Khilbarirtake, Uttar Badda, while he was demolishing the building.

**Incident 23: 27 March 2012, Narayanganj, Manufacturing
Death of Shafikul Islam**

Shafikul Islam was electrocuted to death while he was working in Nafia Knit Dyeing Factory at Muslim Nagar in Fatullah Tahan. He was brought to Narayanganj 200 Bed Hospital where the doctor declared him dead.

**Incident 24: 27 March 2012, Chittagong, Manufacturing
Death of Laxmi Rani (40), Bashonti Rani (45) and
one Unknown**

Laxmi Rani, Bashonti Rani and another unknown worker were crushed to death under earthen-brick at Kamal Brick Kiln when it collapsed on them when they were painting mud on earthen-brick stacked in the brickfield. Another worker was injured in the incident who was admitted in the Chittagong Medical College Hospital.

**Incident 25: 27 March 2012, Dhaka, Service/Transport
Death of Mohammad Jafor (18)**

Mohammad Jafor died after falling from the truck at Sony Cinema Hall, Mirpur.

**Incident 26: 28 March 2012, Comilla, Service/Transport
Death of Abdul (20)**

Abdul was killed in a road accident when two trucks collided head on at Chowdhogram.

**Incident 27: 28 March 2012, Satkhira, Fishing
Death of Ayub Ali Gazi (45)**

Ayub Ali Gazi was killed by tiger while he was catching crabs at Rasuner Canal in Sundarbans.

**Incident 28: 28 March 2012, Mymensingh, Service/Transport
Death of Jamal Mia (25)**

Jamal Mia was killed in road accident while the bus fell into roadside ditch at Atharobari in Ishwarganj.

**Incident 29: 29 March 2012, Chittagong, Manufacturing
Death of Forkan (22)**

Forkan died after falling from the ship that was being broken up at Madambibirhat in Sitakund.

**Incident 30: 29 March 2012, Chittagong, Manufacturing
Death of Jahangir Alam (55)**

Jahangir Alam was crushed to death under earth while he was supervising earth-cutting work of Jalal Shah Brick Field at Ward No 9, Raojan Municipality. Another two workers Moktar (35) and Mofiz were injured in the same incident.

**Incident 31: 29 March 2012, Dhaka, Construction
Death of Md. Likhon (25)**

Md. Likhon died after falling from the 1st floor of an under-construction building at Bashantake Baganbari Area in Kafrul Thana

**Incident 32: 29 March 2012, Chittagong, Service
Death of Md. Chayan (19) and Md. Lokman (22)**

Md. Chayan and Md. Lokman were electrocuted to death when they were replacing new electric wires for Polly Bidyut Somittee at Hathazari Upakendra, North Side of Nazirhat in Fatikchhari Upazila.

**Incident 33: 30 March 2012, Bogra, Construction
Death of Shamsur Rahman (30)**

Shamsur Rahman was electrocuted to death while he was doing plastering work on the 2nd floor of a building at Dattabari Area in Bogra City.

April

**Incident 1: 3 April 2012, Dinajpur, Service
Death of Bishaw (18)**

Bishaw was electrocuted to death while he was fixing a water line at Amin Super Market. Mr Amin, owner of the market, was injured in the incident while he was trying to rescue Bishaw.

**Incident 2: 3 April 2012, Narayanganj, Construction
Death of Jewel Ahmed (20)**

Jewel Ahmed was electrocuted to death while he was doing railing work at a house.

**Incident 3: 4 April 2012, Madaripur, Transport
Death of Rezaul Haque (30)**

Rezaul Haque was crashed to death under a truck.

**Incident 4: 5 April 2012, Hobiganj, Construction
Death of Lal Miah (40)**

Lal Miah was electrocuted to death when he came in contact with the main electric line of Polly Bidhyut while he was working at 2nd floor of SR Boarding of Soheli Rahman.

**Incident 5: 8 April 2012, Cox's Bazar, Water Transport
Death of Pintu Das (35)**

Pintu Das died when a cylinder of MV Meghna Tori-1 exploded.

**Incident 6: 8 April 2012, Tangail, Transport
Death of Manik Miah**

Manik Miah, a bus helper, died while a bus and a truck collided head on.

**Incident 7: 9 April 2012, Dhaka, Construction
Death of Nur Nobi (25)**

Nur Nobi died when an iron pipe hit him when he was working in an under-construction building.

**Incident 8: 9 April 2012, Dhaka, Construction
Death of Siraj Miah (50) and Didarul Miah (34)**

Siraj Miah and Didarul Miah were electrocuted to death while they were repairing a tin-made-shed of Barite Leather Co. They were rushed to DMCH where they succumbed to their injuries.

**Incident 9: 9 April 2012, Dhaka, Construction
Death of Romanur Rahman**

Romanur Rahman died after falling from the 4th floor of Rupayan Tower while he was working.

**Incident 10: 9 April 2012, Comilla, Agriculture
Death of Mojibur Rahman**

Mojibur Rahman, a farmer, died after being struck by lightening while he was working in a field.

**Incident 11: 9 April 2012, Chittagong, Construction
Death of Mohammad Ali (45)**

Mohammad Ali was crushed to death when an iron pipe fell on his head when was working in a construction site of Eng Shamsul Alam.

**Incident 12: 10 April 2012, Dhaka, Agriculture
Death of Mono Miah**

Mono Miah died from a lightning bolt while he was working in the field.

**Incident 13: 10 April 2012, Dhaka, Agriculture
Death of Abul Kashem**

Abul Kashem died from a lightning bolt while he was working.

**Incident 14: 10 April 2012, Dhaka, Construction
Death of Ali Noor Howlader (40)**

Ali Noor Howlader died after falling from the 6th floor of a building when he was doing painting work.

**Incident 15: 13 April 2012, Dhaka, Construction
Death of Hafizur Rahman (28)**

Hafizur Rahman was electrocuted to death while he was doing excavation work at Jaman Company.

**Incident 16: 13 April 2012, Dhaka, Construction
Death of Mojibur Rahman (34)**

Mojibur Rahma, a caretaker of an under-construction building, was electrocuted to death while he came in to contact with an electric wire that was torn during storm.

**Incident 17: 14 April 2012, Jhenaidah, Service
Death of Mizanur Rahman (35)**

Mizanur Rahman was electrocuted to death while he was repairing a shallow machine.

**Incident 18: 14 April 2012, Dhaka, Construction
Death of Md. Jamal (35)**

Md. Jamal died when, on being electrocuted, he fell from the 2nd floor of a four-storey building when he was painting the outside wall of the building.

**Incident 19: 16 April 2012, Kishoreganj, Transport
Death of Abdus Shahid (35)**

Abdus Shahid, truck driver, died when a truck and bus collided head on.

**Incident 20: 16 April 2012, Bhola, Transport
Death of Shabuj (22)**

Shabuj, a covered van driver, died when the van hit the bridge losing control.

**Incident 21: 19 April 2012, Satkhira, Fishing
Death of Abdul Kuddus Gazi (35)**

Abdul Kuddus Gazi died when a tiger attacked him when he was catching crabs.

**Incident 22: 22 April 2012, Chittagong, Construction
Death of Saiful Islam (18)**

Saiful Islam died after falling from the 3rd floor of an under-construction four-storey building while he was fitting grill around a balcony on the floor.

**Incident 23: 23 April 2012, Dhaka, Transport
Death of Abdur Rashid (40)**

Abdur Rashid died in a road accident when the car he was driving hit a road-side tree.

**Incident 24: 23 April 2012, Chittagong, Manufacturing
Death of Mozaffar Ali (50)**

Mozaffar Ali died after falling from the ladder while he was cleaning cobwebs on the ceiling of Maize Industries Pvt Ltd..

**Incident 25: 23 April 2012, Dhaka, Service
Death of Din Islam (24)**

Din Islam died after he was electrocuted and fell on the ground when he was painting a billboard..

**Incident 26: 24 April 2012, Magura, Transport
Death of Sabbir (25)**

Sabbir, a truck helper, died in a road accident.

**Incident 27: 24 April 2012, Dhaka, Transport
Death of Md. Parvez (18)**

Md. Parvez, a bus helper, died while a truck crashed him behind when he was hanging on the door of the bus.

**Incident 28: 25 April 2012, Satkhira, Fishing
Death of Kashem Gazi (50)**

Kashem Gazi died when he was attacked by a tiger while he was catching fish at River Mahmuda in Sundarbans.

**Incident 29: 26 April 2012, Hobiganj, Transport
Death of Abdul Mannan (35)**

Abdul Mannan was crushed to death when two trucks collided head on.

**Incident 30: 29 April 2012, Naogaon, Service
Death of Saju Hossain Kaltu (19)**

Saju Hossain Kaltu was electrocuted to death when he was setting cable for a satellite dish-line.

**Incident 31: 29 April 2012, Bagerhat, Service
Death of Abul Kalam**

Abul Kalam, a shopkeeper, was crushed to death under a wall of an under-construction building when it collapsed on him during storm.

**Incident 32: 29 April 2012, Satkhira, Agriculture
Death of Nazmul Hossain (25)**

Nazmul Hossain died when he was struck by lightning when he was working at Patner Beel (big farmland).

**Incident 33: 29 April 2012, Satkhira, Agriculture
Death of Abdul Jabbar (38)**

Abdul Jabbar died when he was struck by lightning when he was working in a field.

May

**Incident 1: 1 May 2012, Dhaka, Service
Death of Arif (28) and Helal (25)**

Arif and Helal died in a gas cylinder explosion when they were working at Abdul Mannan Workshop. Another four persons named Jahangir (29), Shahin (24), Rifat (11) and Ratul (2) were injured in the same incident.

**Incident 2: 3 May 2012, Dhaka, Transport
Death of Jahangir Alam**

Jahangir Alam, a truck driver, died after being run over by another truck.

**Incident 3: 3 May 2012, Noakhali, Construction
Death of Saddam Hossain (29), Jashim Uddin (30)
and Md. Nizam (28)**

Saddam Hossain, Jashim Uddin and Md. Nizam died after inhaling toxic gas in a septic tank owned by Abu Taher when they entered the tank to clean it.

**Incident 4: 3 May 2012, Mymensingh, Manufacturing
Death of Shafiqul Alam**

Shafiqul Alam, machine operator, died after falling from the rooftop of Nourish Poultry Feed when he climbed up the roof at noon.

**Incident 5: 3 May 2012, Dhaka, Service
Death of Hafizur Rahman**

Hafizur Rahman was electrocuted to death when he climbed the electric pole at Poribag, Shahabag.

**Incident 6: 5 May 2012, Chittagong, Manufacturing
Death of Babul and Fajjul**

Babul and Fajjul were crushed to death under scrapped iron while they were cutting it at Miss Mark Shipyard at Bara Kumira of Sitakund owned by Shahin Shah.

**Incident 7: 6 May 2012, Gazipur, Service
Death of Montaz Ali (42)**

Montaz Ali was electrocuted to death while he was repairing a tube-well of Harun Sheikh.

**Incident 8: 7 May 2012, Chittagong, Construction
Death of Amirul Haque (22)**

Amirul Haque was crushed to death under an iron pipe when it fell on him when he was working in an under-construction building.

**Incident 9: 7 May 2012, Barisal, Construction
Death of Nur Alam Mridha (19)**

Nur Alam Mridha died after falling from the rooftop of two-storey under-construction building owned by Farhad Munsif.

**Incident 10: 9 May 2012, Gaibandha, Construction
Death of Abdul Jalil (55)**

Abdul Jalil was electrocuted to death while he was providing corrugated tin for the house of Saiful Islam who was also injured in the same incident.

**Incident 11: 10 May 2012, Sayedpur, Service
Death of Shafique (56)**

Shafique was electrocuted to death while he was doing electrical work at Atkepora Pakistani Camp.

**Incident 12: 12 May 2012, Mymensingh, Agriculture
Death of Abdur Rajjak and Abdul Kader**

Abdur Rajjak and Abdul Kader were electrocuted to death while they were working at battle-leaf field of Abdus Salam.

**Incident 13: 14 May 2012, Satkhira, Fishing
Death of Harej Ali Gazi (54)**

Harej Ali Gazi was attacked to death by a tiger while he was fishing in the Bhimrukhal Canal at Sunderbans.

**Incident 14: 16 May 2012, Satkhira, Service
Death of Shahar Ali Mollah (57)**

Shahar Ali Mollah was attacked to death by a tiger while he was collecting honey at the Koikhali Forest Station of Sundarbans.

**Incident 15: 17 May 2012, Brahmanbaria, Service
Death of Badal (30)**

Badal died in a gas cylinder explosion when he was repairing a refrigerator at Chan Mia's house. Nazrul, the assistant of Badal, was injured in the same incident.

**Incident 16: 17 May 2012, Dhaka, Construction
Death of Akram Hossain (24)**

Akram Hossain died after falling from the 5th floor of a fourteen-storey building of Eastern Housing.

**Incident 17: 19 May 2012, Dhaka, Construction
Death of Md. Sabuj (30)**

Md. Sabuj was crushed to death under a wall while he was demolishing an old building of Tuhin Sajeb.

**Incident 18: 19 May 2012, Dhaka, Service
Death of Sagar**

Sagar, an Electrician, was electrocuted to death while he was working at Akhter Tower.

**Incident 19: 22 May 2012, Chittagong, Construction
Death of Md. Shahjahan (55) and Md. Mosleh Uddin (50)**

Md. Shahjahan and Md. Mosleh Uddin were crushed to death under newly constructed sun-shed while it collapsed on them when they were removing centering materials. Another worker, Md. Rakib (18) was injured in the same incident.

**Incident 20: 23 May 2012, Dhaka, Construction
Death of Shahinur Rahman Sikdar (30)**

Shahinur Rahman Sikdar died after falling from the rooftop of an under-construction building of Issa Miah while he was sitting up sanitary pipes.

**Incident 21: 23 May 2012, Dhaka, Construction
Death of Abdul Hye Bhuiyan (55)**

Abdul Hye Bhuiyan died after falling from the rooftop of an under-construction building while he was supervising the work of setting rods.

**Incident 22: 24 May 2012, Bogra, Manufacturing
Death of Golam Mohiuddin Sheikh (50)**

Golam Mohiuddin Sheikh died in a roller machine explosion while he was working at Talora Aluminum Works as a Spinner.

**Incident 23: 25 May 2012, Dhaka, Construction
Death of Abdur Rahim (27)**

Abdur Rahim was electrocuted to death while he was doing welding work in the house at Tejturi Bazar. He was brought to DMCH where the doctor declared him dead.

**Incident 24: 25 May 2012, Dhaka, Manufacturing
Death of Shefali Begum (27)**

Shefali Begum was electrocuted to death while she was at Parvez Plastic Factory.

**Incident 25: 27 May 2012, Dhaka, Service
Death of Shafiqul Islam**

Shafiqul Islam died when he fell into the manhole of Dhaka City Corporation while he was cleaning the manhole.

**Incident 26: 27 May 2012, Netrokona, Service
Death of Jahirul Haque (35)**

Jahirul Haque was electrocuted to death while he was installing cable.

**Incident 27: 27 May 2012, Narsingdi, Construction
Death of Din Islam (26)**

Din Islam was suffocated to death while he entered into a septic tank of an under-construction building of Pakija Group.

**Incident 28: 27 May 2012, Tangail, Transport
Death of Lal Chand (25)**

Lal Chand was crushed to death when a brick laden truck hit the three wheeler.

**Incident 29: 29 May 2012, Dhaka, Construction
Death of Md. Lutfar Rahman (30)**

Md. Lutfar Rahman died after falling from the makeshift ladder while he was plastering outside wall on the 1st floor of a seven-storey building.

**Incident 30: 29 May 2012, Dhaka, Construction
Death of Md. Rana (30)**

Md. Rana died after falling from the ladder while he was plastering the outer wall of a five-storey building. He was brought to DMCH where the doctor declared him dead.

**Incident 31: 30 May 2012, Natore, Manufacturing
Death of Nazir Hossain (30)**

Nazir Hossain was crushed to death under a grinding machine when it collapsed on him when he was working as a Grinding Machine Operator of Pran Company.

**Incident 32: 31 May 2012, Chittagong, Construction
Death of Mohammad Rafique (28)**

Mohammad Rafique died after falling from the 3rd floor of an under-construction building while he was working over there.

**Incident 33: 31 May 2012, Sirajganj, Agriculture
Death of Ahmed Ali (48) and Abdul Jalil (55)**

Ahmed Ali and Abdul Jalil died in a lightning strike when they were drying straw in a crop field at Banyadakhinpara.

**Incident 34: 31 May 2012, Chittagong, Transport
Death of Unknown**

Unknown truck driver died in a road accident when a bus hit the truck from behind.

June

**Incident 1: 3 June 2012, Dhaka, Construction
Death of Abdul Hannan (30)**

Abdul Hannan was electrocuted to death while he was doing welding work at an under-construction building.

**Incident 2: 3 June 2012, Dhaka, Construction
Death of Nizam Uddin (22)**

Nizam Uddin was electrocuted to death while he was doing piling work at an under-construction building.

**Incident 3: 3 June 2012, Dhaka, Construction
Death of Jewel (30)**

Jewel died after falling from the roof of an old building while he was working there.

**Incident 4: 3 June 2012, Jessore, Service
Death of Tofazzal Hossain (25), Ayub Hossain (21)
and Raju Ahmed (22)**

Tofazzal Hossain, Ayub Hossain and Raju Ahmed were electrocuted to death while they were repairing a generator and were exposed to a live electric wire.

**Incident 5: 4 June 2012, Satkhira, Fishing
Death of Israfil Hossain (42)**

Israfil Hossain died following an attack by a tiger while he was fishing at Mamundo River of Sundarbans.

**Incident 6: 4 June 2009, Tangail, Agriculture
Death of Mofiz Sikder (24)**

Mofiz Sikder died when he was hit by a lightning stroke whilst harvesting paddy in the field. Another two workers were injured in the same incident.

**Incident 7: 8 June 2009, Jessore, Construction
Death of Meyad Ali (40)**

Meyad Ali was electrocuted to death while he was working in an under-construction building of Dablu Market. A case was filed before the Benapole Port Thana.

**Incident 8: 8 June 2012, Chittagong, Construction
Death of Azad Miah (29)**

Azad Miah was electrocuted to death while he was working on the 4th floor of Sam Well Crackers factory.

**Incident 9: 9 June 2012, Dhaka, Construction
Death of Ripon (25)**

Ripon died when he was hit by a bull-dozer while he was cutting earth at Hatirjheel Project. His colleague Md Solaiman brought him to Dhaka Medical College Hospital where the on-duty doctor declared him dead.

**Incident 10: 9 June 2009, Dhaka, Construction
Death of Unknown**

The unknown worker died when he was hit by a piling pillar while he was doing piling work.

**Incident 11: 10 June 2012, Chittagong, Construction
Death of Baschhu (27)**

Baschhu was electrocuted to death while he was working in an under-construction building of Regency Group at Chittagong EPZ. Another worker was injured in the same incident.

**Incident 12: 10 June 2012, Feni, Construction
Death of Nurul Haque (22)**

Nurul Haque died after falling from the 5th floor of an under-construction building while he was working.

**Incident 13: 10 June 2012, Mymensingh, Manufacturing
Death of Mokedul Islam**

Mokedul Islam died in an accident while he was working as a Dying Helper at Arif Spinning Mill.

**Incident 14: 12 June 2012, Bogra, Construction
Death of Panna Miah (25)**

Panna Miah was electrocuted to death while he was doing binding work in an under-construction at Reza Metal.

**Incident 15: 16 June 2012, Chittagong, Service
Death of Sadek Hossain (25)**

Sadek Hossain was electrocuted to death while he was cutting branches of a tree at Abdus Salam.

**Incident 16: 17 June 2012, Satkhira, Service
Death of Rejaul Islam (34)**

Kalam was electrocuted to death when he came into contact with a broken electric wire whilst working at the rice mill owned by Mr. Kazim Uddin Kabiraj at Tirail Bazar, Baraigram Upazila.

**Incident 17: 17 June 2012, Jamalpur, Service
Death of Raju (24)**

Raju, an Electrician, was electrocuted to death while he was connecting an electric line to the water pump.

**Incident 18: 18 June 2012, Thakurgaon, Fishing
Death of Abdul Karim (40) and Minul Haque (28)**

Abdul Karim and Minul Haque died in a lightning strike while they were fishing.

**Incident 19: 19 June 2012, Narayanganj, Construction
Death of Jahirul Islam (45)**

Jahirul Islam died after falling from a five-storey under-construction building of Monir Hossain.

**Incident 20: 19 June 2012, Bagerhat, Transport
Death of Masum**

Masum, Bus Driver, died while the bus of Baleshwar Paribahan turned upside down on the road.

**Incident 21: 20 June 2012, Dinajpur, Service
Death of Abdul Majid (22)**

Abdul Majid died in a stove explosion while he was working at Islam Mistanno Bhandar. Another worker Abdul Nur was injured in the same incident.

**Incident 22: 21 June 2012, Mymensingh, Transport
Death of Badshah (25)**

Badshah died in a road accident.

**Incident 23: 21 June 2012, Rangpur, Transport
Death of Ismail Hossain (40)**

Ismail Hossain, a Truck Driver, died in road accident when a Bogra bound truck hit his halted truck.

**Incident 24: 22 June 2012, Mirpur, Construction
Death of Mithun Sarker (18)**

Mithun Sarker died after falling from third floor under-construction ten-storey building of BPT Developer Company, as the lift space was unfenced.

**Incident 25: 23 June 2012, Hobiganj, Construction
Death of Arju Miah (20) and Rubel Miah (20)**

Arju Miah and Rubel Miah suffocated to death when they entered into an old septic tank of Bhingraj Miah to repair it. Another worker Abdus Salam was injured in the same incident.

**Incident 26: 25 June 2012, Sunamganj, Service
Death of Hossen Miah (28)**

Hossen Miah was crushed to death under a wall of Raniganj Govt Food Storage when it collapsed on him when they were trying to open the gate of the storage. Another worker Yakub Ali was injured in the same incident.

**Incident 27: 27 June 2012, Narsingdi, Manufacturing
Death of Al-Amin (25)**

Al-Amin died in a boiler explosion at Makbul Bhuiyan Calender and Finishing Mill while he was working.

**Incident 28: 27 June 2012, Narayanganj, Manufacturing
Death of Rayhan (42)**

Rayhan died when his clothes got trapped in a machine.

**Incident 29: 28 June 2012, Dhaka, Construction
Death of Kabir Hossain**

Kabir Hossain was electrocuted to death while he was working on 12th floor of an under-construction fifteen-storey building.

**Incident 30: 30 June 2012, Dhaka, Construction
Death of Md. Millat Hossain (18)**

Md. Millat Hossain was electrocuted to death while he was working in an under-construction building.

July

**Incident 1: 1 July 2012, Tangail, Construction
Death of Sajjad Hossain (15), Rubel Miah (19),
Shafiqul Islam Shafique (18) and Aynal Haque (26)**

Sajjad Hossain, Rubel Miah, Shafiqul Islam Shafique and Aynal Haque were suffocated to death when they entered into the septic tank of Hamid Miah to remove centering materials.

**Incident 2: 1 July 2012, Pirojpur, Service
Death of Prodip Mandol (30)**

Prodip Mandol was electrocuted to death when he was supplying electricity through a generator.

**Incident 3: 3 July 2012, Gazipur, Service
Death of Abdur Rouf Akand (40) and Sultan
Hossain Akand (35)**

Abdur Rouf Akand and Sultan Hossain Akand were electrocuted to death when they were repairing an abandoned tube-well of Global Agency's Fisheries. A rod came into contact with a live electric wire.

**Incident 4: 4 July 2012, Narayanganj, Manufacturing
Death of Raton Miah (32) and Jahangir Hossain (30)**

Raton Miah and Jahangir Hossain died in a gas cylinder explosion at Rahim Steel Mill when they were melting old iron. Another five workers were injured in the same incident.

**Incident 5: 5 July 2012, Dhaka, Construction
Death of Sohel Rana (19)**

Sohel Rana was electrocuted to death when he was pulling bamboo onto a construction site.

**Incident 6: 10 July 2012, Jhenaidah, Manufacturing
Death of Hossen Ali**

Hossen Ali died after falling from the tin-made roof of Mobarakganj Sugar Mill while he was repairing it when his legs slipped.

**Incident 7: 11 July 2012, Dhaka, Manufacturing
Death of Akash (18)**

Akash was electrocuted to death while he was working in the Raima Plastic Factory.

**Incident 8: 11 July 2012, Pabna, Service
Death of Billal Hossain (25)**

Billal Hossain was electrocuted to death while he was cutting bamboo for Darog Ali.

**Incident 9: 11 July 2012, Comilla, Transport
Death of Akter Hossain (25)**

Akter Hossain, an auto rickshaw Driver, was crushed to death when a truck hit the CNG run auto rickshaw.

**Incident 10: 11 July 2012, Dinajpur, Transport
Death of Md. Lutfar Rahman (55)**

Md. Lutfar Rahman, bus Driver, was crushed to death when a truck and bus collided head on.

**Incident 11: 11 July 2012, Sirajganj, Transport
Death of Parimal Kumar (35)**

Parimal Kumar, a bus Driver, was crushed to death when the bus hit a nosiman (locally made vehicle).

**Incident 12: 13 July 2012, Dhaka, Manufacturing
Death of Abdul Kuddus (35)**

Abdul Kuddus was electrocuted to death while he was working at Shaplapuffed rice) factory.

**Incident 13: 13 July 2012, Dhaka, Construction
Death of Shamser Ali (25) and Mashiur Rahman (20)**

Shamser Ali and Mashiur Rahman died after falling from the 12th floor when scaffolding fell. Another worker Anowarul (16) was seriously injured in the same incident.

**Incident 14: 13 July 2012, Dhaka, Manufacturing
Death of Joynal Abedin (35)**

Joyna Abedin died while a brick fell on his head when he was entering into Four Brothers Garment Factory for work.

**Incident 15: 14 July 2012, Dhaka, Construction
Death of Tofazzal Hossain (30)**

Tofazzal Hossain was electrocuted to death while he was doing piling work at Properties Limited.

**Incident 16: 15 July 2012, Chittagong, Agriculture
Death of Anu Miah (25)**

Anu Miah died in a lightning stroke while he was working in a field.

**Incident 17: 15 July 2012, Tangail, Manufacturing
Death of Farhad Mandol**

Farhad Mandol was crushed to death when the fork-lift of Nahid Cotton Mill fell on him.

**Incident 18: 16 July 2012, Dhaka, Service
Death of Yunus**

Yunus was electrocuted to death when he was loading brick on a cart.

**Incident 19: 16 July 2012, Dhaka, Construction
Death of Mogol Hossain**

Mogol Hossain was electrocuted to death when he was working in an under-construction building.

**Incident 20: 17 July 2012, Nilphamari, Agriculture
Death of Khalil (32)**

Khalil was electrocuted to death while he was working in the paddy field.

**Incident 21: 17 July 2012, Sunamganj, Transport
Death of Abdul Aziz (35)**

Car Driver, Abdul Aziz was crushed to death in a road accident when the car fell into roadside ditch.

**Incident 22: 17 July 2012, Gazipur, Transport
Death of Md. Saidul Islam (28) and Md. Aynul (26)**

Md. Saidul Islam and Md. Aynul were crushed to death when a bus overturned on the road.

**Incident 23: 21 July 2012, Jessore, Construction
Death of Abdul Kuddus (35)**

Abdul Kuddus was electrocuted to death while he was doing construction work on the 1st floor of Dr Shahidul Islam's chamber.

**Incident 24: 21 July 2012, Gazipur, Manufacturing
Death of Ershad Ali (30)**

Ershad Ali was electrocuted to death while he was repairing a machine at Jaber and Juber Fabrics.

**Incident 25: 22 July 2012, Madaripur, Construction
Death of Sajib**

Sajib was electrocuted to death while he was working in an under-construction building. Another worker Ohid was injured in the same incident.

**Incident 26: 22 July 2012, Gopalganj, Agriculture
Death of Nur Mollah (30)**

Nur Mollah was electrocuted to death when he was pulling jute from a water body.

**Incident 27: 23 July 2012, Manikganj, Transport
Death of Sohel Rana (28)**

Sohel Rana was crushed to death when a bus and the truck collided head on.

**Incident 28: 24 July 2012, Chittagong, Construction
Death of Saidul Islam (23)**

Saidul Islam was electrocuted to death while he was doing aluminum work at Minhaz Uddin's house.

**Incident 29: 24 July 2012, Bhola, Service
Death of Baschhu Khan (28)**

Baschhu Khan was electrocuted to death while he was cooking rice at an office of Brac Bank.

**Incident 30: 25 July 2012, Dhaka, Construction
Death of Ali Hossain (35)**

Ali Hossain died after falling from an under-construction building while he was working..

**Incident 31: 26 July 2012, Dhaka, Construction
Death of Shajahan Miah (40)**

Shajahan Miah died after falling from the roof of an under-construction ten-storey building.

**Incident 32: 29 July 2012, Dhaka, Construction
Death of Khorshed Alom (30)**

Khorshed Alom died after falling from the 2nd floor of an under-construction building.

**Incident 33: 31 July 2012, Dhaka, Construction
Death of Salauddin (25)**

Salauddin died after falling from an under-construction building while he was doing centering work.

August

**Incident 1: 2 August 2012, Dhaka, Construction
Death of Moktar Hossain (28)**

Moktar Hossain died after falling from the 5th floor of an under-construction building while he was plastering the outside wall using a scaffold.

**Incident 2: 3 August 2012, Narayanganj, Manufacturing
Death of Tulu Sikdar (26)**

Tulu Sikdar died after falling from the Premier Cement Factory Ltd when he was hit by the belt of a machine. Another worker Momen was injured in the same incident.

**Incident 3: 4 August 2012, Chittagong, Construction
Death of Abul Kalam (55) and Abdur Rahman (50)**

Abul Kalam and Abdur Rahman suffocated to death while they were working in an under-construction water tank of Hazi Abdul Mannan.

**Incident 4: 6 August 2012, Tangail, Manufacturing
Death of Rekha Begum**

Rekha Begum was burnt to death in a fire when she was drying tobacco using a gas burner at Mostofa Gul Factory.

**Incident 5: 6 August 2012, Chittagong, Manufacturing
Death of Md. Rubel (25)**

Md. Rubel, Washing Machine Operator, was electrocuted to death when he was trying to switch the machine on. Another two workers Atik (25) and Ansar (18) were injured in the incident.

**Incident 6: 7 August 2012, Laxmipur, Construction
Death of Shiblu**

Shiblu died after falling from the 4th floor of an under-construction building owned by Parul Akhter. Another two workers Johir Hossain and Masud Alam were injured in the same incident.

**Incident 7: 7 August 2012, Dhaka, Construction
Death of Abdur Rahim**

Abdur Rahim was electrocuted to death while he was working in an under-construction building.

**Incident 8: 7 August 2012, Chittagong, Manufacturing
Death of Nur Uddin (26)**

Nur Uddin died after falling from the ship as his legs slipped while he was working at Mismak Ship Breaking Yard of Sitakund.

**Incident 9: 11 August 2012, Dhaka, Construction
Death of Akram Hossain**

Akram Hossain died after falling from the 4th floor of an under-construction building.

**Incident 10: 11 August 2012, Dhaka, Construction
Death of Md. Selim (28)**

Md. Selim died after falling from an under-construction building when he was working.

**Incident 11: 11 August 2012, Gopalganj, Service
Death of Mukit Mallik (22)**

Mukit Mallik, an Electrician, was electrocuted to death when he was undertaking electric work for Nasir Uddin.

**Incident 12: 11 August 2012, Dhaka, Construction
Death of Shah Lal**

Shah Lal died after falling from the 9th floor of an under-construction building while he was working.

**Incident 13: 15 August 2012, Chandpur, Construction
Death of Emran Ali**

Emran Ali was electrocuted to death while he was doing construction work.

**Incident 14: 15 August 2012, Chandpur, Service
Death of Unknown**

An unknown worker of Polly Bidyut Somiti of Jhenigathi was electrocuted to death while he was working with a transformer.

**Incident 15: 15 August 2012, Chittagong, Construction
Death of Md. Selim Miah (50)**

Md. Selim Miah was electrocuted to death while he was working in an under-construction building.

**Incident 16: 16 August 2012, Chittagong, Service
Death of Rasel Rana (27)**

Rasel Rana died when a covered van hit him from behind while he was working at Port Link Logistic Centre.

**Incident 17: 16 August 2012, Kushtia, Service
Death of Sohag (18), Mintu (55) and Ripon (45)**

Sohag, Mintu and Ripon were suffocated to death while they entered into an oil-tank of Meghna Petroleum when they were unloading farness oil from a tank-lorry.

**Incident 18: 18 August 2012, Munsiganj, Construction
Death of Khalil Miah and Al-Amin**

Khalil Miah and Al-Amin were suffocated to death when they were cleaning the septic tank of Shamsuddin Miah, Chairman of Baluakandi Union.

**Incident 19: 23 August 2012, Sunamganj, Construction
Death of Rajendra Das (55)**

Rajendra Das died after falling from the roof of Shalla Upazila Auditorium when he was repairing it.

**Incident 20: 24 August 2012, Rajshahi, Service
Death of Md. Mithun (26)**

Md. Mithun alias Mithu was electrocuted to death while he was working with an electric motor.

**Incident 21: 25 August 2012, Thakurgaon, Service
Death of Motaleb (30)**

Motaleb was crushed to death under sacks of fertilizer while he was taking out sacks from Thakurgaon Buffer Godown/warehouse.

**Incident 22: 26 August 2012, Khulna, Service
Death of Sudip Mandol (25)**

Sudip Mandol was electrocuted to death while he was working on the electric line concerning Anuradha Mandol.

**Incident 23: 28 August 2012, Jhenaidah, Agriculture
Death of Faruk Hossain (30)**

Faruk Hossain was electrocuted to death while he was working at the Sadhuhati Agro Farm.

**Incident 24: 28 August 2012, Chittagong, Service
Death of Md. Khokon (25)**

Md. Khokon was crushed to death under a vault at a jewelers shop when he was removing it from one place to another.

September

**Incident 1: 2 Sept 2012, Dhaka, Construction
Death of Md. Fakrul (27) and Md. Momin (22)**

Md. Fakrul and Md. Momin died after falling from the rooftop of an under-construction building while they were watering the newly constructed columns of the building. He slipped from the edge.

**Incident 2: 4 Sept 2012, Dhaka, Service
Death of Monirul Islam (20)**

Monirul was suffocated to death while he was cleaning the under-ground water reservoir.

**Incident 3: 4 Sept 2012, Dhaka, Service
Death of Faruk (40)**

Lift Operator Faruk died in lift accident while he was working in a Renata Building at Rupnagar, Mirpur. Another two persons were injured in the same incident.

**Incident 4: 4 Sept 2012, Chittagong, Construction
Death of Unknown**

Unknown construction worker died when a brick from a five-storey under-construction building fell on him when he was working at Karnofuli EPZ..

**Incident 5: 5 Sept 2012, Khulna, Construction
Death of Saiful (38), Shahidul (40), and Sarwar (38)**

Saiful, Shahidul and Sarwar were suffocated to death while they were working in a septic tank of an under-construction building. Another worker was injured in the same incident.

**Incident 6: 5 Sept 2012, Lalmonirhat, Construction
Death of Amirul Haque (48)**

Stone worker Amirul Haque died from silicosis.

**Incident 7: 5 Sept 2012, Khulna, Service
Death of Billal Hossain Sikdar (30), Abdul Gaffar (35), and Md. Liton (25)**

Billal Hossain Sikdar, Abdul Gaffar and Md. Liton were electrocuted to death while they were setting up a deep-tube-well for Abdul Malek and a green bamboo stick touched the overhead electric line. Abdur Rajjak (22), Rasel Hossain (22), Jamal Hossain (25) and Md. Shahid (25) were injured in the same incident.

**Incident 8: 8 Sept 2012, Narayanganj, Manufacturing
Death of Nasir Miah**

Power loom worker Nasir Miah was electrocuted to death while he was working at Abdul Mannan's Textile Mill. He was brought to Araihasar Upazila Health Complex where the on-duty doctor declared him dead.

**Incident 9: 8 Sept 2012, Dhaka, Transport
Death of Moslem Uddin (40)**

Moslem Uddin, an auto rickshaw driver, was crushed to death in a road accident.

**Incident 10: 8 Sept 2012, Chittagong, Service
Death of Iquebal Hossain (30)**

Iquebal Hossain, an Electrician, was electrocuted to death while he was repairing the electric line of an under-construction building.

**Incident 11: 8 Sept 2012, Comilla, Transport
Death of Unknown (25)**

Unknown helper of a covered van was crushed to death while the covered van hit a tree.

**Incident 12: 8 Sept 2012, Kishoreganj, Construction
Death of Dulal Miah (22)**

Dulal Miah was electrocuted to death while he was switching on the water pump at the under-construction building of Railway Primary School.

**Incident 13: 11 Sept 2012, Comilla, Construction
Death of Kazi Hannan (28)**

Kazi Hannan was electrocuted to death while he was doing construction work for Shahidur Rahman Majumder.

**Incident 14: 13 Sept 2012, Rangpur, Construction
Death of Anrul Islam (24)**

Anarul Islam was electrocuted to death while he was doing construction work at Hazipur Uttarpara Jame Mashjid when he came to contact with overhead wire of Polly Bidhyut Somittee.

**Incident 15: 13 Sept 2012, Sirajganj, Manufacturing
Death of Hasan Ahmed (30)**

Hasan Ahmed was electrocuted to death while he was repairing a power loom machine.

**Incident 16: 15 Sept 2012, Tangail, Construction
Death of Pashan Ali (35)**

Pashan Ali was electrocuted to death while he was switching off the motor of a water pump during construction work of an under-construction building.

**Incident 17: 15 Sept 2012, Chittagong, Manufacturing
Death of Ershadul Haque (30)**

Ershadul Haque died after falling from the ship while he was cutting it at Sayeed Steel and Ship Breaking Yard.

**Incident 18: 15 Sept 2012, Chittagong, Manufacturing
Death of Manju (32)**

Manju died after falling from the ship while he was cutting it at KSB Steel and Ship Breaking Yard.

**Incident 19: 16 Sept 2012, Chittagong, Construction
Death of Moktar Hossain (32)**

Moktar Hossain was electrocuted to death while he was working at the roof of under-construction building of Moulvi Eusuf when he came to contact with overhead electric wire.

**Incident 20: 16 Sept 2012, Dhaka, Manufacturing
Death of Runa Akhter (35)**

Runa Akhter was crushed to death under an iron plate while she was working at Mukter Engineering Workshop.

**Incident 21: 16 Sept 2012, Dhaka, Construction
Death of Md. Sohel (32)**

Md. Sohel died after falling from the rooftop of an under-construction building while he was doing welding work.

**Incident 22: 16 Sept 2012, Dhaka, Manufacturing
Death of Md. Alamgir (25)**

Md. Alamgir died after falling from a five-storey building owned by RB Steel Mill.

**Incident 23: 16 Sept 2012, Khulna, Service
Death of Hasan Sheikh (25)**

Hasan Sheikh was electrocuted to death while he was doing electric wiring and connecting a satellite dish line to the house of Polash Bachhar. He died on the way to hospital.

**Incident 24: 16 Sept 2012, Khulna, Fishing
Death of Nazrul Islam (35)**

Nazrul Islam died when he was attacked by a tiger while he was fishing in the Joymonir canal of Sunderbans.

**Incident 25: 17 Sept 2012, Dhaka, Construction
Death of Azizul Islam (28)**

Azizul Islam was crushed to death under an iron pipe while he was doing piling work in a construction site at Road 17, Sector 12, Uttara.

**Incident 26: 19 Sept 2012, Narayanganj, Construction
Death of Badal Miah (35)**

Badal Miah was crushed to death under a crane while he was working in an under-construction building when the wire of crane broke. Babul (32) was injured in the same incident.

**Incident 27: 25 Sept 2012, Sunamganj, Fishing
Death of Roti Mashya Das (21)**

Fisherman, Roti Mashya Das died when he was struck by lightning while he was catching fish. Ramananda Mashya Das was injured in the same incident.

**Incident 28: 26 Sept 2012, Brahmanbaria, Manufacturing
Death of Mamun Miah (26)**

Mamun Miah was electrocuted to death while he was repairing a machine at Taiyaba Food Product.

**Incident 29: 27 Sept 2012, Feni, Construction
Death of Abu Taher (55)**

Abu Taher was crushed to death when piling materials collapsed on him when he was removing centering materials at the under-construction Hoshne Ara Mansion of Obaidul Haque.

**Incident 30: 29 Sept 2012, Chittagong, Construction
Death of Md. Babor (20) and Md. Shahid (18)**

Md. Babor and Md. Shahid were electrocuted to death while they were pulling bamboo, which was wet, to an under-construction building of MDC Developer Company when the bamboo touched the live electric wire.

October

Incident 1: 1 October 2012, Sunamganj, Construction Death of Md. Runu Mia (20)

Runu Miah was suffocated to death while he was removing shuttering materials of an under-construction septic tank of Al-Amin Jamiya Madrasa. Three unknown workers were injured in the incident.

Incident 2: 2 October 2012, Dhaka, Construction Death of Md. Siddik

Md. Siddik was electrocuted to death while he was doing piling work.

Incident 3: 2 October 2012, Sunamganj, Agriculture Death of Ali Asgar (22) and Yahiya (16)

Ali Asgor and Yahiya died in a lighting stroke while they were catching fish.

Incident 4: 2 October 2012, Pabna, Agriculture Death of Nazrul Islam (30) and Ranju Hossain (32)

Nazrul Islam and Ranju Hossain died in a lighting strike while they were working on cropland.

Incident 5: 3 October 2012, Dinajpur, Manufacturing Death of Monowara Begum (39)

Monowara Begum died in a boiler explosion when she was working at Johnny Rice Mill. Her four year old son Abu Bakkar Siddik also died in the incident.

Incident 6: 5 October 2012, Chittagong, Manufacturing Death of Solaiman (38)

Solaiman was crushed to death by an iron plate while he was working at Taher and Brothers Ship Breaking Yard when rope attached to it broke.

Incident 7: 6 October 2012, Jhenaidah, Service Death of Faruk Hossain (25)

Faruk Hossain was electrocuted to death while he was repairing an electric line.

Incident 8: 6 October 2012, Chittagong, Service Death of Md. Yusuf (13)

Md. Yusuf was electrocuted to death while he was collecting waste.

Incident 9: 7 October 2012, Jessore, Service Death of Abdur Rashid

Abdur Rashid was crushed to death under a tree while he was cutting it

Incident 10: 8 October 2012, Chittagong, Construction Death of Shafiqur Rahman (40)

Shafiqur Rahman died after falling from the rooftop of an under-construction building named Salma Manjil while he was working over there.

Incident 11: 8 October 2012, Munsiganj, Transport Death of Md. Ali and Hridoy

Md. Ali, the Driver and Hridoy, the Helper were crushed to death in a road accident.

Incident 12: 8 October 2012, Chittagong, Transport Death of Any Sayeed

Aby Sayed, an auto-rickshaw driver, was crushed to death in a road accident.

Incident 13: 11 October 2012, Dhaka, Construction Death of Abdul Karim (30)

Abdul Karim died after falling from the 5th floor of an under-construction building of Mansur Mollah while he was working.

Incident 14: 14 Oct 2012, Dhaka, Construction Death of Mizanur Rahman (30)

Mizanur Rahman was electrocuted to death while he was working in an under-construction four-storey building.

Incident 15: 15 October 2012, Chittagong, Service Death of Md. Rubel (35) and Md. Moktar (30)

Md. Rubel and Md. Moktar died in a boiler explosion while they were repairing a boat of AFV Fishing Mark. Seven other workers were injured in the incident.

Incident 16: 16 October 2012, Tongi, Construction Death of Sabuj Miah

Sabuj Miah died after being electrocuted and fell on the ground while he was working at an under-construction building of Sohel Rana.

Incident 17: 17 October 2012, Khulna, Service Death of Ekramul Sheikh (30)

Ekramul Sheikh was electrocuted to death while he was working at Shahid Hadis Park.

Incident 18: 18 October 2012, Chittagong, Construction Death of Md. Sajib (19)

Md. Sajib died after falling from the 2nd floor of an under-construction building of LandTech Development.

**Incident 19: 18 October 2012, Dhaka, Construction
Death of Antanur (19)**

Antanur died after falling from the 5th floor of a nine-storey under-construction building while he was pulling rod on that floor.

**Incident 20: 19 October 2012, Dhaka, Service
Death of Awal Hossain and Liton**

Awal Hossain and Liton were electrocuted to death while they were switching on a machine of SH Engineering Workshop.

**Incident 21: 20 October 2012, Naogaon, Service
Death of Jaidul Islam (40)**

Jaidul Islam was electrocuted to death while he was working at the Dakbangla Moor.

**Incident 22: 21 October 2012, Chandpur, Service
Death of Md. Faruk Miji (48)**

Md. Faruk Miji died after falling from a tree while he was cutting its branch.

**Incident 23: 21 October 2012, Narayanganj, Service
Death of Nazim Uddin (60) and Opu (30)**

Nazim Uddin and Opu were electrocuted to death while they were repairing a water pump.

**Incident 24: 24 October 2012, Sylhet, Construction
Death of Mohammad Ali (20), Hamidur Rahman (18) and Nur Ahmed (30)**

Mohammad Ali, Hamidur Rahman and Nur Ahmed were crushed to death under the roof of Uzan Barapoitto Govt Primary School while they were demolishing it.

**Incident 25: 25 October 2012, Chittagong, Manufacturing
Death of Md. Sohel (28)**

Md. Sohel was electrocuted to death while he was working at Sajia Flour Mill.

November

**Incident 1: 1 Nov 2012, Dhaka, Service
Death of Nargis Akhter (15)**

Nargis Akhter died after falling from the 3rd floor where she was working as a domestic help of Badal Miah while she was whipping the floor.

**Incident 2: 1 Nov 2012, Dhaka, Construction
Death of Harun (30)**

Harun Died after falling from an under construction building while he was working.

**Incident 3: 4 Nov 2012, Comilla, Transport
Death of 3 unknown transport workers**

Three unknown transport workers were crashed to death in a road accident.

**Incident 4: 4 Nov 2012, Faridpur, Transport
Death of Robiul Islam (20)**

Robiul Islam was crushed to death in a road accident.

**Incident 5: 11 Nov 2012, Mymensingh, Construction
Death of Abdur Rajjak (30) and Ahad Ali (35)**

Abdur Rajjak and Ahad Ali were suffocated to death when they were removing centering materials of a septic tank of an under construction building developed by Iftekharul Islam Masud, Headmaster, Haluaghat Girls High School.

**Incident 6: 14 Nov 2012, Dhaka, Manufacturing
Death of Motin Mollah**

Motin Mollah was crushed to death by a lift used to carrying goods of Luna Plastic Industries Limited.

**Incident 7: 15 Nov 2012, Mymensingh, Manufacturing
Death of Helal Uddin**

Helal Uddin was crushed to death under earth while he was working in a brickfield.

**Incident 8: 15 Nov 2012, Mymensingh, Manufacturing
Death of Saidur Rahman**

Saidur Rahman was crushed to death under earth when he was working at a brickfield of Abdul Malek. Another worker was injured in the incident.

**Incident 9: 15 Nov 2012, Patuakhali, Construction
Death of Shahidul Islam (32)**

Shahidul Islam died after falling from the bridge while he was working in the construction of Sheikh Rasel Bridge at Shibbaria River, Kolapara.

**Incident 10: 17 Nov 2012, Dhaka, Construction
Death of Manu Miah (30)**

Manu Miah died after falling from the 4th floor of an under-construction building while he was working.

**Incident 11: 18 Nov 2012, Gazipur, Construction
Death of Solaiman**

Solaiman died after falling from the 6th floor of an under-construction building of Masco Group while he was working.

**Incident 12: 20 Nov 2012, Dhaka, Construction
Death of Azahar Ali**

Azahar Ali died after falling from the 2nd floor of an under-construction building at Shaj Builders Limited.

**Incident 13: 20 Nov 2012, Moulvibazar, Construction
Death of Mukunda Shabdakar**

Mukunda Shabdakar was electrocuted to death while he was working for Shib Das Bhattacharia.

**Incident 14: 21 Nov 2012, Gazipur, Manufacturing
Death of Moshiur Rahman**

Moshiur Rahman was crushed to death while he was working in Colour Mark Washing Plant.

**Incident 15: 22 Nov 2012, Gazipur, Service
Death of Ziaul Haque (28)**

Ziaul Haque was electrocuted to death while he was repairing the electric line of Polly Bidyut Samitee-1, Gazipur.

**Incident 16: 22 Nov 2012, Munsiganj, Manufacturing
Death of Momin Islam (38)**

Momin Islam died in a boiler explosion while he was working for Surma Rice Mill of Nur Hazi. Another three workers named Ruhul Amin (45), Ayub Ali (47) and Khalil (44) were injured in the same incident.

**Incident 17: 22 Nov 2012, Chittagong, Manufacturing
Death of Moinul Hossain (30)**

Moinul Hossain died after falling from the roof of a makeshift house of Malek Re-Rolling Mill while he was working over there.

**Incident 18: 23 Nov 2012, Chittagong, Service
Death of Iquebal Hossain (25)**

Iquebal Hossain died after falling from a ship (foreign ship) while he was unloading goods from that ship to MV Ma Moni, Domestic Ship.

**Incident 19: 27 Nov 2012, Dhaka, Manufacturing
Death of 112 (Please see the annex-1 for the name of 98 workers out of 112)**

112 unknown garment workers died in a fire that broke out in Tazrin Fashion. Many hundreds of workers were injured in the incident.

**Incident 20: 27 Nov 2012, Comilla, Construction
Death of Saddam Hossain (22)**

Saddam Hossain was crushed to death under earth while he was cutting Lalmai Hill to make a four-lane highway road and collected that earth for dumping

**Incident 21: 27 Nov 2012, Sirajganj, Construction
Death of Rasel**

Rasel was crushed to death under the roof of an under-construction Shamoli CNG Filling Station while it collapsed on him when he and other 10 workers were working over there.

December

**Incident 1: 4 Dec 2012, Hobiganj, Construction
Death of Manjurul Miah (35)**

Manjurul Miah was crushed to death when he was doing piling work in an under-construction Muktijoddha Complex, Hobiganj.

**Incident 2: 4 Dec 2012, Dhaka, Service
Death of Oli Ahmed**

Oli Ahmed died in a cylinder explosion while he was working at Shuktara Enterprise. Another worker was injured in the same incident.

**Incident 3: 5 Dec 2012, Jamalpur, Service
Death of Anowar Hossain**

Anowar Hossain was crushed to death under a tree while he was cutting it.

**Incident 4: 5 Dec 2012, Mymensingh, Service
Death of Main Uddin**

Main Uddin was crushed to death under a tree while he was cutting it.

**Incident 5: 6 Dec 2012, Dhaka, Construction
Death of Patowary**

Patowary was electrocuted to death while he was pulling rods to an under-construction building, The rods came in contact with overhead live electric wires.

**Incident 6: 7 Dec 2012, Chittagong, Transport
Death of Md. Masud (20) and Md. Rahat (15)**

Md. Masud and Md. Rahat were crashed to death in a road accident while the tempo turned upside down on the road.

**Incident 7: 7 Dec 2012, Lakshmipur, Manufacturing
Death of Bhulu (18) and Abul Bashar (35)**

Bhulu and Abul Bashar were burnt to death when they worked at a brick kiln named Mrs Master Bricks Manufacturing.

**Incident 8: 8 Dec 2012, Dhaka, Service
Death of Mojammel Haque (50)**

Mojammel Haque died after falling from the arch that was built for an Oaaj Mahfil (religious programme). He was employed by Hazi Rashid Decorator.

**Incident 9: 10 Dec 2012, Dhaka, Construction
Death of Hafizur Rahman Mofizul (19)**

Hafizur Rahman Mofizul died after falling from the scaffold that was broken while he was doing plastering work at an under-construction five-storey building. Another two workers, Mojibur Rahman (22) and Rafiqul Islam (20) were injured in the same incident

**Incident 10: 11 Dec 2012, Gaibandha, Manufacturing
Death of Bajit Uddin (40)**

Bajit Uddin was crushed to death under earth while he was cutting it at Prapti Brick Field belonging to Aktaruzzaman Chowdhury. Another worker Suja Miah was injured in the incident.

**Incident 11: 13 Dec 2012, Comilla, Construction
Death of Abdul Alim (45)**

Abdul Alim was crushed to death under a wall that collapsed on him while he was constructing the boundary-wall and the main gate of the house of Ohab Master.

**Incident 12: 16 Dec 2012, Dhaka, Construction
Death of Kamal Hossain (32)**

Kamal Hossain was crushed to death under a wall while he was demolishing it.

**Incident 13: 20 Dec 2012, Pabna, Manufacturing
Death of Md. Sajedul Islam (30) and Md. Saidul Mondol**

Md. Sajedul Islam and Md. Saidul Mondol died in a boiler explosion at a rice mill owned by Abdus Sattar.

**Incident 14: 21 Dec 2012, Dhaka, Construction
Death of Sagar Miah (20)**

Sagar Miah was electrocuted to death while he was working in an under construction building.

**Incident 15: 26 Dec 2012, Dhaka, Construction
Death of Shahadat(20)**

Shahadat was electrocuted to death while he was doing casting work in an under-construction building when he was exposed to an electric wire.

**Incident 16: 30 Dec 2012, Dhaka, Construction
Death of Md. Selim (18)**

Md. Selim died after falling from the 6th floor of LGEB Bhaban at Agargaon whilst he was working standing on the tin-made scaffold from where he slipped off.

CHAPTER - 5

Analysis of deaths

Introduction

We have analysed these deaths by looking at the following issues:

- the number of deaths and numbers of separate incidents resulting in the deaths;
- the district where the death took place;
- the sector in which the death took place;
- in relation to the manufacturing and services sector, the 'sub-sector' in which the death took place;
- the ages of the workers who died;
- the cause of deaths.

We have also tried to make comparisons between the years of 2010, 2011 and 2012 .

Analysis

Number of Incidents and Deaths: Table 1 sets out the numbers of deaths and the numbers of incidents. The number of deaths has increased gradually from 383 in 2010 to 388 in 2011 and 490 in 2012. In 2012 the number of deaths is very high than previous two years because of one incident that took place in garment industries and took 112 lives of garment workers.

Table 1: Nos of incidents and deaths, 2010, 2011 and 2012

	2010	2011	2012
Nos of incidents	270	332	328
Nos of deaths	383	388	490

Deaths by Gender: Table 2 shows that the vast majority of workers who died were male - 317 out of 383 in 2010, 378 out of 388 in 2011 and 364 out of 490 in 2012. Putting to one side the deaths whose gender was not known, about 95% workers died were male.

Table 2: Nos of Deaths by gender, 2010, 2011, 2012

Gender	2010	%	2011	%	2012	%
Male worker	317	83%	378	97%	364	74%
Female worker	34	9%	10	3%	14	3%
Unknown	32	8%			112	23%

Deaths by Age: Table 3 shows that the age distribution of workers who died was similar in 2010, 2011 and 2012. It is notable that about 12% of the total workers who died were 20 years or younger, and the most of the worker who died were under 40 year of age. Except the unknown more than 95% workers died under 50 year of age. It can be commented that very few workers are involved in those sectors whose age is above 50.

Table 3: Nos of Deaths and percentage by age, 2010, 2011, 2012

Age at death	2010		2011		2012	
	Nos	% in category	Nos	% in category	Nos	% in category
0-10	-	-	-	-	1	0.2%
11-20	40	10%	51	13%	52	11%
21-30	141	37%	162	42%	140	29%
31-40	79	21%	76	20%	72	15%
41-50	30	8%	33	8%	26	5%
51-60	9	2%	9	2%	15	3%
61+	3	1%	2	1%	1	0.2%
Unknown	81	21%	55	14%	183	37%
	383		388		490	

Deaths by Month: Table 4 shows that the number of deaths was the lowest in the first quarter of every year. In 2010, it was 90, in 2011, it was 74 and in 2012, it was 91. In 2012, the number of deaths has increased from one quarter to next. The table also shows that in every year the number of deaths was high in July and August.

Table 4: Deaths by months, 2010, 2011, 2012

Month	2010		2011		2012	
	Nos	%	Nos	%	Nos	%
January	20	5	19	5	29	6
February	46	12	19	5	23	5
March	24	6	36	9	39	8
April	24	6	36	9	34	7
May	44	11	26	7	41	8
June	27	7	29	7	34	7
July	28	7	44	11	40	8
August	38	10	39	10	28	6
September	16	4	39	10	36	7
October	43	11	36	9	32	7
November	15	4	27	7	135	28
December	58	15	38	10	19	4
Total	383		388		490	

Deaths by District: Table 5 shows that in 2012 there was a total of 328 incidents that resulted in 490 deaths. In 2011 there was a total of 332 incidents resulting in 388 deaths. The number of deaths was particularly high in 2012 because in this year one fire in Tazreen Garment took 112 lives of garment workers. In 2010 we had identified 270 incidents resulting in 383 deaths.

The table also shows that about half of the 2012 deaths (217) took place in Dhaka district - with sizeable numbers reported in Chittagong (54), Narayanganj (17), Gazipur (15) and Comilla (12). This scenario is very similar to the previous years of 2010 and 2011. It can be noted that these places are also host to a high concentration of SME and large industries.

Table 5: Deaths by District, 2010, 2011 and 2012

District	2010		2011		2012	
	Nos of incidents	Nos of deaths	Nos of incidents	Nos of deaths	Nos of incidents	Nos of deaths
Dhaka	55	113	120	141	101	217
Chittagong	27	31	45	60	46	54
Narayanganj	25	29	26	27	15	17
Gazipur	18	42	19	24	12	15
Barisal	6	6	2	2	1	1
Khulna	3	4	1	1	8	13
Sylhet	11	12	7	7	3	5
Comilla	8	12	4	4	10	12
Bagerhat	-	-	4	6	2	2
Bandarban	-	-	-	-	1	1
Barguna	-	-	2	3	-	-
Bhola	-	-	1	1	3	3
Bogra	6	7	4	5	5	5
Brahmanbaria	2	2	2	2	2	2
Chandpur	3	3	2	2	3	3
Chapainawabganj	1	1	1	1	-	-
Chittagong Hill Tracts	1	1	2	2	1	3
Chuadanga	1	1	2	2	-	-
Cox's Bazar	-	-	2	2	1	1
Dinajpur	3	3	3	5	4	4
Faridpur	2	2	-	-	1	1
Feni	2	2	1	1	2	2
Gaibandha	2	2	3	3	2	2
Gopalganj	4	4	2	2	2	2
Hobiganj	2	2	4	4	6	7
Jamalpur	3	4	-	-	2	2
Jessore	8	8	4	4	5	7
Jhalokathi	-	-	2	2	1	1
Jhenaidah	2	2	-	-	5	5

Joypurhat	-	-	1	1	-	-
Kishoreganj	4	4	2	3	3	3
Kurigram	-	-	1	1	-	-
Kushtia	4	5	1	2	1	3
Lalmonirhat	1	1	4	5	1	1
Lakshmipur	4	6	1	1	2	3
Madaripur	3	3	2	2	2	2
Magura	3	3	-	-	1	1
Manikganj	1	1	4	5	1	1
Meherpur	1	1	1	1	-	-
Moulvibazar	2	3	4	4	1	1
Munsiganj	3	3	5	7	5	7
Mymensingh	7	7	9	9	13	15
Naogaon	6	9	2	2	3	3
Narsingdi	4	4	1	1	3	3
Natore	1	1	-	-	2	2
Netrokona	3	3	3	3	1	1
Nilphamari	-	-	1	1	1	1
Noakhali	-	-	1	1	1	3
Narail	1	1	-	-	-	-
Pabna	-	-	1	1	3	6
Panchagarh	1	1	2	2	-	-
Patuakhali	4	4	1	1	1	1
Pirojpur	-	-	3	4	1	1
Rajbari	2	2	1	1	1	1
Rajshahi	1	1	3	3	2	2
Rangpur	4	6	1	1	2	2
Satkhira	1	1	1	1	12	12
Sherpur	4	4	-	-	1	1
Sirajganj	4	5	3	3	5	7
Sunamganj	-	-	3	3	5	6
Syedpur	1	1	-	-	1	1
Tangail	5	9	4	5	7	10
Thakurgaon	1	1	1	1	2	3
Unknown	-	-	-	-	-	-
Total	270	383	332	388	328	490

Deaths in Key Districts: Table 6 shows that in 2012, a particular high percentage of deaths were identified in Dhaka district 44% compared to previous years - though this is down to the one garment fire in Dhaka. A significant number of reported deaths (11%) took place in Gazipur in 2010 compared to 2011 (6%) and 2012 (3%).

Table 6: Percentage of deaths in key districts, 2010, 2011, 2012

District	2010	2011	2012
Dhaka	30%	36%	44%
Chittagong	8%	15%	11%
Narayanganj	8%	7%	3%
Gazipur	11%	6%	3%
Comilla	3%	1%	2%
Sylhet	3%	2%	1%
Mymensingh	2%	2%	3%
Jessore	2%	1%	1%

Deaths by Sector: Table 7 shows that together the number of deaths is highest in the construction sector for last three years (141+183+149=473) comparing to other sectors including Manufacturing (153+85+173=411). In 2012, due to one accident that took place in garment sector, the number of deaths rose in manufacturing sector to 173. As a result, the percentage also declined significantly in construction sector from 47% in 2011 and 37% in 2010 to 30% in 2012.

Though the total number of employees is higher in the manufacturing compared to the construction sector, the number of deaths is higher in construction sector, suggesting that there are significant risks in this sector.

Table 7: Deaths by sector, 2010, 2011 and 2012

Sector	2010		2011		2012	
	Nos	% of total	Nos	% of total	Nos	% of total
Constructions	141	37%	183	47%	149	30%
Manufacturing	153	40%	85	22%	173	35%
Service	63	16%	74	19%	82	17%
Agriculture	6	2%	15	4%	32	7%
Mine	1	.2%	-	-	-	.0%
Transport	19	5%	31	8%	54	11%
Total	383		388		490	

Deaths by Manufacturing Sector: Table 8 shows that ship-breaking (7 deaths), rice mills (6 deaths), garment sector (124 deaths due to one accident that took 112 lives), brick field (11) and steel/re-rolling mills (4 deaths) were the most common locations for deaths in the manufacturing sector. This is very similar to the situation in 2011 and 2010. In 2011 - where there were 18 deaths in ship breaking, 13 deaths in garment sector, 10 deaths in brick field, 8 Rice Mills, 5 deaths in the steel/re-rolling mills and 10 deaths in dying and printing. For dying and printing one accident at Sonargaon Dying and Printing Factory took 8 lives of workers. In 2010, there were 69 deaths in the garment sector due principally to two big incidents; and 8 deaths in the rice mill, ship breaking and steel/re-rolling mill sectors. The table also shows that 11 workers - 10 in one incident - died in chemical factories.

Table 8: Deaths in the Manufacturing sector - by kind of workplace, 2010, 2011, 2012

Kind of Workplace	Nos of death (2010)	Nos of death (2011)	Nos of Death (2012)
Rice mill	8	8	6
Garment/textile	69	13	124
Ship breaking/building	8	18	7
Steel/Re-rolling mill	8	5	4
Aluminum/Brass factory	-	2	1
Beverage factory	1	-	1
Bidi factory	3	-	-
Brick field	1	10	11
Carpenter	1	-	-
Cement factory	2	-	2
Ceramic factory	1	1	-
Chemical Factory	11	-	-
Cotton mill	2	-	2
Dairy farm	1	-	-
Dockyard	-	1	-
Dying and Printing	-	10	-
Electronics company	-	-	-
Fabric factory	2	-	-
Fire wood factory	1	-	-
Fish/Fisheries/Poultry feed factory	2	-	2
Flood product	-	-	1
Husking mill	-	1	-
Ice factory	-	1	-
Jute mill	2	-	-
Handloom/ Power loom factory	2	-	1
Match factory	2	-	-
Medical agents	-	1	-
Melamine factory	-	1	-
Mosquito Coil factory	10	-	-
Paper mill	2	-	-
Plywood/Hardboard factory	1	1	-
Plastic/Polymer/pipe factory	-	3	4
Power distribution co	-	1	-
Printing/press factory	-	1	-
Salt factory	1	-	-
Shoe factory	-	1	1
Spinning mill	4	-	1
Stone field	-	3	1
Sugar mill	2	1	1
Tannery factory	3	1	-
Tobacco factory	-	-	1
Others	2	1	2
Total	153	85	173

Deaths by Service Sector: Table 9 shows that in the service sector, day labourer and electricians suffered the highest number of deaths

Table 9: Main kinds of Deaths in the Service Sector - by kind of activity, 2008

Kind of Activity	Number of deaths (2010)	Number of deaths (2011)	Number of deaths (2012)
Electrician	8	7	11
Electricity Supplier/Line man	4	3	6
Day Labour	12	18	14
Govt Employee	4	1	2
Shop Employee	9	5	3
Motor/Engineering Workshop	4	8	8

Deaths by Sector and Cause: Table 10 shows that, similar to 2010 and 2011, in 2012 the most common cause of deaths was 'electrocution' (111 deaths representing 34% of the total) and 'falls from heights' (75 deaths, representing 19% of the total). Electrocutions were the highest causes of deaths in all other four sectors except transport. It is significant that in 2010 and 2012 the fire caused deaths of 209 workers. The table shows that boiler explosions are responsible for 2% of deaths in the manufacturing sector (9 deaths in 2012, 7 in 2011 and 8 in 2010) and that in the agriculture sector, electrocution and lightning strikes are the main reasons for the deaths of worker (32 deaths). The main reasons of deaths for construction sector include electrocution, fall from height, suffocation, earth collapse and building/wall collapse.

**Table 10: Deaths by 'sector' and 'cause'
Year- 2010**

	Electro-cution	Fall from height	Crushed by object	Boiler explosion	Earth collapse	Suffocation with poisonous gas	Building/Wall/Roof collapse	Fire	Entangled with machine	Chemical/ Gas explosion	Misc/ Road accident	Hit by falling object	Total
Construction	45	41	8	-	12	16	17	-	1	1	-	-	141
Manufacturing	19	3	14	8	-	5	1	86	3	10	3	1	153
Agriculture	5	-	-	-	-	-	-	-	-	-	1	-	6
Service	29	7	10	-	-	5	-	6	2	1	1	2	63
Transport	-	-	-	-	-	-	-	-	-	-	19	-	19
Mine	-	-	-	-	-	-	1	-	-	-	-	-	1
Total	98	51	32	8	12	26	19	92	6	12	24	3	383
% of total													

Year- 2011

	Electro-cution	Fall from height	Crushed by object	Boiler explosion	Earth collapse	Suffocation with poisonous gas	Building/Wall/Roof collapse	Fire	Entangled with machine	Chemical/ Gas explosion	Misc/Road accident	Total
Construction	69	57	13	0	14	13	12	0	0	0	5 (elevator)	183
Manufacturing	18	6	13	7	7	3	2	13	6	9	1 (elevator)	85
Agriculture	8	0	1	0	0	0	0	0	1	0	5	15
Service	38	11	13	0	1	1	0	2	3	2	3	74
Transport	0	0	0	0	0	0	0	0	0	0	31	31
Mine	0	0	0	0	0	0	0	0	0	0	0	0
Total	133	74	40	7	22	17	14	15	10	11	39	388
% of total	34%	19%	10%	2%	6%	5%	4%	4%	3%	3%	10%	100%

Year- 2012

	Electro-cution	Fall from height	Crushed by object	Boiler explosion	Earth collapse	Suffocation with poisonous gas	Building/Wall/Roof collapse	Fire	Entangled with machine	Chemical/ Gas explosion	Misc/ Road accident	Total
Construction	44	57	12	-	3	20	11	-	-	-	2	149
Manufacturing	14	10	12	7	6	-	-	117	1	3	3	173
Agriculture	9	-	-	-	-	-	-	-	-	-	23	32
Service	44	8	11	2	-	5	2	-	-	5	5	82
Transport	-	-	2	-	-	-	-	-	-	1	51	54
Total	111	75	37	9	9	25	13	117	1	9	84	490
% of total	34%	19%	10%	2%	6%	5%	4%	4%	3%	3%	10%	100%

Summary of Findings

- The number of deaths monitored was 383 in 2010, 388 in 2011 and 490 in 2012. The higher number of deaths in 2012 is primarily due to the one accident that took 112 lives of garment worker ;
- Except unknown in each of three years about 95% of the deaths involved male workers.
- In each of the three years, the highest percentage of deaths involved workers between 21 and 30 years of age
- In each of the three years the highest number of deaths are in Dhaka district - with Chittagong, Narayanganj and Gazipur having significant numbers
- Except in 2012, in each year, the highest number of deaths was in the construction sector.
- The highest number of manufacturing deaths took place in garments along with ship-breaking, brickfield and rice mills.
- In each of the three years, fire, electrocution and falls from height were the most common causes of deaths

CHAPTER - 6

Recommended Legal Changes to the Bangladesh Labour Act 2006

This chapter summarises key aspects of the law on workplace safety and health as set out in the Bangladesh Labour Act 2006 and our recommendations for amendments.

The BLA 2006 is the most significant legislation dealing with occupational health and safety in Bangladesh. It replaced both the Factories Act 1965 (FA 1965) and the Dock Labourers Act 1932 (DLA 1932) which had previously contained significant health and safety obligations.

Scope of application

Compared to the previous legislation which was limited to factories and docks, the BLA 2006 has a much wider scope - applying to all 'establishments'. It defines establishment as a:

“shop, commercial establishment, industrial establishment or premises in which workers are employed for industrial work.”

Taking into account the meanings given to 'commercial' and industrial establishment⁹ and the exemptions set out in section 1(4) of the 2006 Act, the health, safety and welfare duties¹⁰ apply to the following categories of premises.

- Factories:¹¹ The duties applies to all 'factories', as long as they employ five or more workers. The term 'factories' include the following:
 - premises involved in “making, altering, repairing, ornamenting, painting, washing, finishing or packing or otherwise treating any articles or substances with a view to it use, sale, transport, delivery, display or disposal.”¹² This covers most 'factories' as generally understood by the term. 'Ordnance' factories – involved in the manufacture of weapons are however exempted.¹³
 - premises used for “pumping oil, gas, water, sewage, or other fluids or slurries.”¹⁴ This could include a petrol pump or a gas field.
 - premises involved in generating, transforming, or transmitting power or gas.”¹⁵ This could cover, for example, electrical power stations.
 - premises involved in constructing, reconstructing repairing, refitting, finishing or breaking up of ships or vessels.”¹⁶ This includes 'ship-breaking' yards.
 - premises involved in “printing by letter press, lithography, photogravure, computer, photocompose, offset or other similar work or book binding which is carried on by way of trade or for purposes of gain or incidental to another business so carried on.”¹⁷ However, “security printing presses” are exempted.¹⁸

9. Sections 2(41), 2(61)

10. In relation to other aspects of the Act, there are additional exemptions which are not set out here.

11. Factories are included as they come within the definition in section 2(61) of 'industrial establishment'. The meaning of 'factories' is defined in section 2(vii) and the meaning of 'manufacturing process - a pre-requisite for a factory - is defined in section 2 (ii). The definition is similar to that contained in the Factories Act 1965

12. Section 2(2)(a)

13. See section 1(4)(c)

14. Section 2(2)(b)

15. Section 2(2)(c)

16. Section 2(2)(d)

17. Section 2(2)(e)

18. See section 1(4)(b)

The definition of 'factories' is limited to the premises and precincts of a factory – and therefore appears to exclude activities of the business that take place outside of its premises.

- Agricultural farms that employ more than 10 workers;¹⁹
- Rubber, coffee and tea estates;²⁰
- Construction sites;²¹
- Road, river and railway transport services²² - though 'ocean going vessels' are specifically excluded;²³
- Airlines;²⁴
- Dock, wharfs or jetties;²⁵
- Mine, quarry, gas-field or oil-field;²⁶
- Newspaper establishments;²⁷
- Offices: a number of kinds of offices come within the meaning of 'commercial establishments' (as long as they are not 'offices of or under the Government.'²⁸) These are:
 - a clerical department of a factory or any industrial or commercial undertaking;
 - an office which employs workers for the purpose of undertaking work to fulfil any commercial or industrial establishment;
 - a unit of a joint stock company;
 - an insurance company, a banking company or a bank;
 - a broker's office;
 - stock exchange;
 - a club, a hotel or a restaurant or an eating house;
 - a cinema or theatre
- Shops: The Act applies to a number of different kinds of 'shops'.²⁹ These are:
 - wholesale or retail shops selling for profit commodities or articles;
 - storerooms, go-downs, warehouses or offices used wholly or in part for selling to customers;
 - for profit premises: These are premises 'where services are rendered to customers' for profit. This could be a private hospital, a dentist or a gym. It is not clear whether the services have to be rendered at the premises itself; if not, then this could possibly include plumbers, electricians etc.
- any premises where workers are employed for industrial work (i.e business, trade, manufacture, calling, service, employment or occupation) though not including 'offices of or under the government'³⁰

19. The definition in section 2(61) of 'industrial establishment' includes 'plantations' and a 'plantation' is defined in Section 2(40) to include "agricultural farms other than experimental or research farms, employing ten or more persons." Section 1(4) (n) however states that the Act does not apply to "agricultural farms where less than ten workers are normally employed"

20. The definition in section 2(61)(f) of 'industrial establishment' includes 'plantations' and a 'plantation' is defined in Section 2(40) to include estates growing "rubber, coffee or tea"

21. The definition of industrial establishment includes: "contractor's or sub-contractor's establishment for the purpose of construction, reconstruction, repair, alteration or demolition of any building, road, tunnel, drain, canal or bridge or ship-breaking or rebuilding or loading or unloading of cargo into vessel of carrying thereof". Section 2(61)(i)

22. Part of the definition of an 'industrial establishment'. Section 2(61)(a) and (b)

23. See section 1(4)(m)

24. Part of the definition of an 'industrial establishment'. Section 2(61) (c)

25. Part of the definition of an 'industrial establishment'. Section 2(61) (d)

26. Part of the definition of an 'industrial establishment'. Section 2(61) (e)

27. Part of the definition of an 'industrial establishment'. Section 2(61) (h)

28. This exemption is set out in section 1(4)(a)

29. See section 2(21)

30. An establishment is defined in section 2(31) to include "any premises where workers are employed for industrial work". Industry is defined in section 2(60) to mean "any business, trade, manufacture, calling, service, employment or occupation". The exemption for Government offices is set out in 1(4)(a)

This is in effect a very wide ‘catchall’ category – and could possibly include factories employing less than five workers which are otherwise excluded (see below) and indeed any premises employing peripatetic workers (i.e. plumbers, electricians). Previous case law has defined the concept of industry very widely.³¹

The following kinds of premises are specifically exempted from application to the Act:

Offices of or under the government: it is not clear whether this exemption includes autonomous bodies or public corporations.

- voluntary hospitals or care homes: establishments for the treatment of care of the risk, infirm, aged, destitute, mentally disabled, orphan, abandoned child, widow or deserted woman which not run for profit or gains;³²
- exhibition shops: shops or stalls in any public exhibition or show which deal in retail trade and which is subsidiary to the purpose of such exhibition or show;³³
- charitable or religious shops: shops or stalls in any public fair or bazaar for religious or charitable purpose;³⁴
- educational institutions: education training and research institutions;³⁵
- not for profit hostels: hostels and messes not maintained for profit or gain;³⁶
- residential establishments in relation to their domestic servants;³⁷
- family businesses: establishments run by the owner with the aid of members of his family and without employing any hired labour;³⁸

Comment and Recommendations

1. Application to all establishments

The system in the 2006 Act of listing exactly which kinds of establishments the law applies, and then listing the exemptions is complicated. A much preferred approach would be for the Act to apply to all establishments, other than a specified list of exemptions. The scope of the legislation would be much clearer.

We propose that “establishments” should be defined as

“any trade or business or other activity providing employment or contracts for services, and includes domestic premises in relation to any domestic staff working there.”

2. Limited exemptions

The list of exemptions should be as limited as possible. A particular category of establishment should only be exempted if there is a clear rationale. We think the following exemptions currently in the Act should be removed:

(a) “offices of or under the Government”

Section 1(4)(a) specifically exempts ‘offices of or under the Government’. This is an extremely wide exemption which is highly problematic since many government bodies are involved in hazardous activities. There is also uncertainty about the meaning of “offices of or under the government” – whether or not it applies to government corporations and autonomous bodies. For example, in our view, Rural Electrification Committees should not, be exempt from the Act as their employees are involved in hazardous work and each year a number suffer fatal injuries.

31. A 1997 Indian Supreme Court cases held that prima facie there will be industrial work if there is systematic activity, which is organised by co-operation between employer and employee for the production and/or distribution of goods and services calculated to satisfy human wants and wishes (though not spiritual or religious). Absence of profit motive or gainful objective is irrelevant, and it includes the public sector. See Bangalore Water Supply and Sewerage Board v R Rajappa and Others, 1978 AIR 548

32. See section 1(4)(d)

33. See section 1(4)(e)

34. See section 1(4)(f)

35. See section 1(4)(g)

36. See section 1(4)(h)

37. See section 1(4)(o)

38. See section 1(4)(p)

The preferred approach would be for this exemption to be completely removed. At the very least, however, the term should be narrowly defined so as not to include “government corporations, and autonomous bodies.” It is also important that if there is any exemption for some kinds of government bodies, the exemption does not apply to “government activities outside the office” (see below).

(b) "Small factories employing less than five workers"

Section 2(7) of the Act defines factories as premises where “five or more workers work.” These words should be removed.

Research commissioned by the World Health Organisation (WHO) suggests that 33% of injuries take place in workplaces which employ less than five workers.* Often it is the smallest factories that are the most dangerous – and it is therefore important that the law applies to them.

(c) "agricultural farms employing less than ten workers"

Section 1(4)(n) specifically exempts, “any agricultural farm where less than ten workers work.’

The ILO estimates that 85% of all workplace deaths in Bangladesh take place in the agricultural sector. Although it is not known what proportion of these deaths take place in small farms, it is likely that many do since the majority of farms in Bangladesh are small. It is therefore important that even small farmers give consideration to the health and safety of those that they employ. This exemption should therefore be removed.

(d) "educational and research organisations"

Section Section 1(4)(g) exempts these kinds of establishments. However, It is unclear why these kinds of organisations should not comply with workplace safety and health obligations

(e) "domestic workers"

Section 1(4)(o) exempts domestic workers from the ambit of the law. Yet, the health and safety conditions of domestic workers needs protection as much as other kinds of workers, and the newspapers contain numerous cases of accounts of abuse.

3. Outside establishment premises

At present the Act does not apply to work activities undertaken by factories outside their ‘premises and precincts.’ The Act does not make clear whether or not this restriction also applies in relation to other kinds of establishment.

Since workers are often sent to undertake hazardous work outside the perimeter, it makes no sense for the law to apply only to activities inside an establishment’s premises.

There needs to be a new clause stating that:

“The Act applies to the activities undertaken by establishments both inside and outside of their premises”

* A study on workplace injuries in two tertiary level public hospitals in Dhaka city”, to be shortly published by the World Health Organisation (WHO)

Duty holder

The safety, health and welfare duties contained in Chapters 5 – 8 of the BLA 2006 set out a series of obligations, but the Act is not explicit about who is the 'duty holder' – that is to say, who has the responsibility to ensure that the establishment has proper drinking water or properly guarded machines or ensures that workers do not carry excessive weights.

It is assumed that the duty holder is in fact the 'employer' in control of the establishment. This is because:

- The Act does not mention any other relevant entity who could be the duty-holder;
- the factory inspectors are given the power in the Act to require 'employers' (and no one else) to take specified action;
- section 338 of the BLA 2006, which deals with the circumstances when an owner is responsible for common parts of premises, suggests that normally it is the 'employer' that is responsible, and;
- the Act has a definition of the term 'employer'.

In the Factories Act 1965, which was replaced by the BLA 2006, the duties were placed explicitly on the 'occupier'.

Comment and Recommendations

In relation to a 'factory', where the occupier of the factory employs all the workers, the factory 'occupier' and the factory 'employer' will be the same person/entity – and there will be no confusion as to who is required to comply with the duties.

However, in many situations, there will be uncertainty who should be considered the 'employer' – and therefore who has the obligations:

- in a factory where some of the workers are technically employed by one or more labour contractors (and not by the factory owner) should the labour contractors be considered to be 'employers' for the purposes of complying with the safety, health and welfare obligations, even though they are not in control of the factory or any part of it?
- on a construction site controlled by a developer, where the workers are all employed by different sub/labour contractors – are all these contractors deemed to be 'employers' (along with the developer) under the Act, and if so how do they comply with the safety, health and welfare duties as employers when they are not in control of the site?
- in a factory, where the factory employer A has asked another employer B to undertake unloading work in his factory, and employer B asks one of its own employees to undertake this work, which of the two employers – the factory employer A or the sub-contractor B - is responsible for this worker's safety, for example in relation to ensuring that he does not carry 'excessive weights'?

In our view, this confusion can be easily resolved by the Act reverting back to the concept of 'occupier'. This makes sense as it is the occupier who is in control of the establishment. We therefore recommend that there is a provision that states that in relation to chapter, 5, 6, 7 and 8 the duties are imposed upon the 'occupier' of the establishment, and that there is another provision that defines 'occupier' in a similar way to that contained in the previous FA 1965, and also makes clear that in relation to a construction site, the occupier is the developer or overall contractor of the site.

The proposed new sections are as follows:

"Except unless stated otherwise, the duties set out in chapters 5, 6, 7 and 8 are imposed upon the occupier of the establishment

The Occupier of the establishment is the person, company, business, who has ultimate control over the affairs and activities being undertaken in the establishment. In relation to a construction site, an 'occupier' will be the developer or overall contractor who has control of the site."

Health, Safety and Welfare Duties

The health, safety and welfare duties required of 'establishments' are set out in chapters 5, 6, 7 and 8 of BLA 2006. The titles given to the relevant sections are set out below.

Health and Hygiene		Safety		Safety (cont)	
51	Cleanline ss	62	Precautions in case of fire	73	Pits, sumps, floor openings
52	Ventilation/temp	63	Fencing of Machinery	74	Excessive weights
53	Dust and Fume	64	Work near moving Machines	77	Dangerous fumes
54	Disposal of wastes	65	Striking gear and devices for cutting off power	78	Explosive or inflammable dust, gas etc
55	Humidification	66	Self -acting machines	Welfare	
56	Overcrowding	67	Casing of new machinery	89	First aid appliances
57	Lighting	68	Cranes/lifting machinery	90	Safety Record Book
58	Drinking Water	69	Hoists and lifts	91	Washing facilities
59	Latrines and Urinals	70	Revolving machinery	92	Canteens
60	Dustbean and Spittoon	71	Pressure plant	93	Shelters
		72	Floors, stairs and access	94	Rooms for children

In addition, section 205 of the BLA 2006 requires establishments employing more than 50 workers to set up a 'participation committee' - including worker and management representatives – one of whose functions is to 'improve and maintain safety, occupational health and working conditions'.

Comment and Recommendations

Although there are many important obligations imposed by the Act, there are some notable omissions.

1. General duty on occupier

There is no general duty placed upon occupiers to ensure the safety of workers working for them inside or outside their establishment. This is a common provision, found in safety and health legislation around the world, including in India, and which is also part of the ILO convention requirements.³⁹ It ensures that apart from the specific duties mentioned, employers/occupiers have a general duty to take reasonable steps to ensure the safety of its workers. (This general duty is given additional meaning by a sub-set of general duties which are discussed in point 2 below)

39. See Article 16 OSH Convention, Article 13 Construction Convention, Article 6(1) Agricultural Convention, Article 4(1)(a) Dock Workers Convention, Article 7, Mine Workers Convention

There are two main categories of workers to be covered by this duty: (a) those who are directly employed by the occupier; and (b) those who work for the occupier but are technically employed by a 'contractor'. In relation to category (b) there are two distinct categories: (i) those who are technically employed by a contractor but in effect work as though they were a temporary or permanent worker of the occupier; (ii) secondly, there are workers employed by a contractor undertaking work for an occupier, where their work is in fact under the control of the contractor.

We recommend that the occupier has responsibility for those in category (a) and (b)(i) and only for those in category (b)(ii) when they are working inside the establishment of the occupier:

Every occupier shall ensure, so far as is reasonably practicable, the health, safety and welfare of (a) its employees whilst at work in relation to work activities undertaken both inside and outside of the establishment; (b) workers employed by a contractor, or by any other party, whilst undertaking work for the occupier inside the establishment (c) workers employed by the contractor or any other party whilst undertaking work for the occupier outside the establishment where the occupier is in control of the work that is being undertaken.

2. Duty to provide information, training, safe systems of work etc

As part of the wide 'general duty' set out above, it is common in other jurisdictions to impose a further set of general duties which explain a little further what is required of the occupier. These are to: provide safe plant and systems of work; ensure the absence of risk relating to the use, handling, storage and transport of articles and substances; provide information, instruction, training, supervision and safe methods of work; to maintain all places of work including safe means of access and exit.

As with the overall general duty, these duties are also required by ILO Conventions⁴⁰ and are considered crucial to ensuring a safe workplace. The current BLA 2006 does not contain these duties.

We recommend that the following kind of section is included in the Act.

Without prejudice to the general duty to ensure the safety, health and welfare of employees and other workers, the matters to which such duty extends, shall include-

- (a) the provision and maintenance of plant and systems of work in the establishment that are safe and without risks to health;*
- (b) arrangements in the establishment for ensuring safety and absence of risks to health in connection with the use, handling, storage and transport of articles and substances;*
- (c) the provision of such information, instruction, training and supervision as are necessary to ensure the health and safety of all those working in the establishment;*
- (d) the maintenance of all places of work in the establishment in a condition that is safe and without risks to health and the provision and maintenance of such means of access to, and egress from, such places as are safe and without such risks;*

40. See Article 19(c) and (d) OSH convention, Article 33 Construction Convention, Article 9a Mine Safety Convention, Article 10(1) Chemical Convention, Article 7(b) Agricultural Convention, Article 20(a) to (c) of Major Accident Convention, Article 7(a) Working Environment Convention

3. Provision of information, training and supervision

The provision of information, training and supervision to workers is a cornerstone of most health and safety legislation around the world – and required by ILO conventions.⁴¹ The proposed new duty above sets out the requirement to provide these, but there needs to be clarity on what kind of information to provide, what kind of training to give and what kind of supervision should be in place.

We therefore recommend the following section

- (a) *“Occupiers have a duty to take adequate and suitable steps to: provide information to their employees and others working in their establishment about:*
- (i) *the nature of any potential safety and health risks from chemicals, physical and biological hazards to which they may be exposed at the workplace, including, without prejudice to the generality, risks from noise, vibration, radiation, asbestos, machinery, plant and equipment;*
 - (ii) *relevant safety and health information supplied by manufacturers, importers and suppliers including Chemical Safety Data Sheets;*
 - (iii) *results of any medical examination or tests taken to assess their state of health;*
 - (iv) *records of any monitoring undertaken by the employer to assess levels of chemical exposure, noise or other hazards in the workplace.*
- (b) *provide instruction and training on how to perform their job safely including the measures available for the prevention and control of, and protection against those hazards, including, without prejudice to the generality, safe methods of work, safe use of hazardous chemicals, handling and transport of materials, labels and chemical data sheets, and the operation of lifting machines, workplace vehicles, earth-moving and materials-handling equipment.*
- (c) *Supervise the workers to ensure that safe methods of work are adhered to.*

4. Risk assessment

It is now internationally accepted that workplace safety and health is best managed through the undertaking of ‘risk assessments’ – as set out in many ILO conventions⁴² Risk assessments involve the occupier first identifying what safety and health hazards workers face, then assessing the level of risk (the extent of possible harm and the likelihood of the harm taking place), and then determining what measures, if any, need to be taken to control the risk.

Linked to the issue of risk assessment is the nature of the measures that need to be taken to reduce the risk. It is now accepted that there should be a hierarchy of controls.

- elimination of hazard
- engineering controls
- safe method of work
- protective clothing

41. Same conventions as footnote above.

42. See Article 28(1) Construction Convention, Article 7(a) Agricultural Convention, Article 13 Chemicals Convention, Article 7(a) Agricultural Convention, Article 13 Chemical Convention

So if a risk assessment identifies that workers face exposure to a chemical that is dangerous, the first thing for the duty holder to consider is whether it is possible to use a different, safer chemical. If that is not possible, consideration should then be given to what engineering measures could be in place to stop the worker being exposed to that chemical. Where that is not possible or the measures are insufficient, safe methods of work should be adopted. Where there still remains an unacceptable risk, the workers should then be given personal protective equipment. The use of personal protective equipment should be used as a last resort when other control measures are not adequate.

We therefore recommend the following amendment:

- (1) Every occupier, in relation to those workers whose safety and health the occupier is responsible, shall make a suitable and sufficient assessment of the risks to their safety and health to which they are exposed whilst they are at work, for the purpose of identifying the measures he needs to make to comply with the requirements and prohibitions imposed upon him by this Act, rules and any other statutory provisions relevant to workplace safety.*
- (2) in determining what safety and health measures need to be taken, the employer should take the following measures in the following order of priority*
 - (a) eliminate the risk;*
 - (b) control the risk at source through adequate engineering control measures;*
 - (c) minimize the risk by means that include the design of safe systems or work and practice and the adoption of adequate occupational hygiene measures;*
 - (d) and in so far as the risk remains, provide for the use of personal protective equipment, having regard to what is reasonable, practicable and feasible.*

5. Personal Protective Equipment (PPE)

The BLA 2006 does not set out any general requirements about the provision of personal protective equipment. The only mention of PPE is in section 75 which allows the government to make rules about eye protection. In the old Factories Rules 1979 there is one mention about PPE; rule 49 required occupiers to provide workers with 'effective screen or suitable goggles' when working in the vicinity of a number of specified activities.

Occupiers need to have a general duty to provide PPE – a requirement also set out in ILO conventions.⁴³ We recommend the following amendment.

- (a) To protect against exposure to hazardous chemicals or other risks of accident or injury to health, the employer should provide and maintain all suitable personal protective equipment and protective clothing, having regard to the type of work and risks, free of charge to the worker.*
- (b) Workers should only be required to wear this equipment when either (i) it has not be possible to substitute the hazardous substance or dangerous equipment by harmless or less hazardous substances or equipment, or (ii) technical measures applied to the plant, machinery, equipment or process have not reduced the risk to an acceptable level.*

43. Article 16(3) OSH convention, Article 30(1) Construction Convention, Article 10 Working Environment Convention, Article 13(1)(f) Chemical convention

(c) all personal protective equipment should meet the standards set out by the Government in rules and the employer should be responsible for its cleaning, maintenance and storage.

6. Noise

Repeated exposure to excessive noise levels results in permanent hearing loss. It is therefore a significant hazard. Since the BLA 2006 does not impose any duties about the control of noise, we recommend the following amendment.

“The occupier should take suitable precautions to protect workers against the harmful effects of excessive noise at the workplace and at the minimum ensure that the maximum noise exposure level, set out in the rules, is not exceeded”

7. Avoidance of Fire

Section 62(1) of the BLA, and the Rules 51 and 52 of the Factories Rules do set out a number of obligations relating to fire safety – but the obligations are very specific, and do not impose a duty to avoid fires actually taking place. We therefore recommend a duty along the following lines.

“The occupier shall take all appropriate measures to (a) avoid the risk of fire; (b) combat quickly and efficiently any outbreak of fire; (c) bring about a quick and safe evacuation of persons.”

8. Medical Surveillance

Occupiers of a certain size should be required to provide occupational health surveillance to ensure that workers are not suffering ill health effects from their work. There is currently no requirement for health surveillance – like hearing tests, checking whether there is any skin disease, levels of lead in the blood etc.⁴⁴

“The employer shall ensure the provision of regular surveillance of workers exposed to occupational health hazards when these are required by the rule.

An amendment to section 319 of the BLA 2006 should give the Chief Inspector the power to:

“set out under what circumstances occupiers should undertake medical surveillance of workers and how this should be done”

Enforcement

The BLA 2006 gives inspector certain powers to take steps to obtain improvements from employers when they believe certain circumstances exist. These are set out in table on the following page.

In addition, enforcement can take place through prosecution. There are five offences in the BLA 2006 specifically relating to health, safety and welfare – the selling of unguarded machinery,⁴⁵ failure to give notice of an accident,⁴⁶ a breach causing death,⁴⁷ a breach causing grievous bodily harm⁴⁸ and a breach causing any harm.⁴⁹

44. See, Article 11(1) Working Environment Convention

45. Section 288, BLA 2006. Sentence of up to three months imprisonment or/and fine up to tk 1000

46. Section 290, BLA 2006. Imprisonment up to six months and/or up to tk 3000 fine.

47. Section 309 (a), BLA 2006. Imprisonment up to four years and/or fine of up to tk 1 lakh fine.

48. Section 309 (b), BLA 2006. Imprisonment up to two years and/or fine of up to tk 10,000 fine.

49. Section 309 (c), BLA 2006. Imprisonment up to six months and/or fine of up to tk 5,000 fine.

Summary of formal enforcement powers of inspectors

Sec	Circumstances when power available	Nature of Power
61(1)	The condition of any part of a building or its machinery is 'dangerous to human life or safety'.	May serve an order on an employer in writing to make specified changes within a specified period of time.
61(2)	Use of any part of a building or machinery "involves imminent danger to human life or safety" .	May serve an order on an employer not to use it until it has been properly repaired or altered.
62(1)	No separate fire escape.	May serve an order on the establishment specifying the measures that should be taken within a specified time period.
76	Appears that machine, plant or part of a building may be dangerous to human life or safety.	May order the employer to provide him or her drawings or carry out tests.
85(1)	a situation exists within an establishment that is dangerous to life and safety of people or is so faulty that it may cause physical injury to the human being – where not dealt with in Act.	Will write to the employer and direct the employer to rectify it in a particular way and in a particular period.
85(2)	If demolishing building is likely to result in the fall of another pillar or is dangerous to it.	May Prohibit employer from demolishing.
85(3)	If thinks that life and safety of a worker is 'under imminent danger'.	May inform the owner in writing and prohibit the employment of any workers in that establishment until the danger has been removed.

In addition, there is a 'catch-all' offence that allows prosecutions against "whoever contravenes or fails to comply with any provisions of the Act, or any rules of scheme made under it" – which is punishable with a fine of upto Tk 5,000.⁵⁰ This offence would, for example, apply to any breach of the obligations involving health, safety and welfare, not already covered by the offences above. A repeat conviction for the same offence can result in double the fine or sentence of imprisonment.⁵¹

When there has been a breach of a duty imposed upon an employer, any one of the individuals defined as an employer can be prosecuted. In addition, when a company is prosecuted, "every director, partner, shareholder or manager or secretary or any other officer or representative directly involved in [its] administration" shall be deemed guilty unless he can prove the offence has been committed without his knowledge or consent or he has tried his best to prevent such commission.⁵²

All criminal prosecutions must take place in the Labour Courts.⁵³ Proceedings for any criminal offence can be instituted not only by Factory Inspectors but also by an "aggrieved person or trade union"⁵⁴ within six months of an offence.⁵⁵ The term 'aggrieved person' is not defined, but it would almost certainly include (a) a worker injured as a result of, unsafe conditions in breach of the Act or otherwise personally disadvantaged by a breach of the Act or (b) a member of a family bereaved by a death caused by a breach of the Act. An "aggrieved trade union" would, arguably, include a union whose members(s) are exposed to risks as a result of a breach of the law.

50. Section 307, BLA 2006, as amended by the amendment act, 66/2009. There is also a specific offence relating to breaches by workers; it is an offence for any worker, unless otherwise stated in the Act, to breach any provisions of the Act, or any rules of scheme made under it which is punishable by a fine of upto 500 taka (section 305).

51. Section 308, BLA 2006.

52. Section 312, BLA 2006.

53. Section 313(1), BLA 2006.

54. Section 313(2)(a), BLA 2006. An example of how the old law used to restrict prosecution to inspectors is section 107 of the old Factories Act 1965.

55. Section 314

Comment and Recommendations

1. New Powers and functions to Chief Inspector

Section 319 sets out the powers and functions of the Chief Inspector. We recommend that a number of new powers are provided:

a. Power to prohibit or restrict certain chemicals work processes etc

“to prohibit or restrict the use of certain hazardous chemicals or the use of particular work processes or the replacement of certain chemicals and work-processes with safety materials and work processes, or to require advance notification and authorisation before such chemicals or workplace are used, where this can be justified on safety and health grounds.”

b. Exposure limits

“following international guidance, establish exposure limits for the maximum permissible levels of hazardous chemicals, noise, vibration and other relevant hazards”

c. Action following a reportable death

We recommend that when the Inspectorate receives information of a death reportable under section 80 of the Act, it is required to undertake an investigation to (a) assess whether money has been deposited in the Labour court as required by chapter 1 for compensation to the family; (b) determine whether a criminal offence has been committed and (c) to take appropriate action if compensation has not been deposited or if an offence has been committed.

The following sub-section (6) shall be inserted after sub-section 5 of section 319:

(6) The chief Inspector, or any subordinate officer empowered by him on his behalf must:

- (a) investigate, as soon as possible but no later than one month from the date of receiving a report, a death reported to him by any person as long as the death is reportable under section 80 of the Act*
- (b) as part of that investigation, determine whether any offence has been committed under section 309 of the Act, and whether money has been deposited in the Labour court as required by Chapter 12 of the Act*
- (c) provide to the labour court in form X information to assist the court in determining whether compensation has been deposited in the court as required by chapter 12 of the Act.*
- (d) if, following investigation, there is evidence of an offence under section 309 of the Act, file a criminal case against the employer within one year of the incident taking place*

2. Inspectors powers to require improvements

Sections 61 and 85(a) of the BLA only allow inspectors to order improvements when they consider something is ‘dangerous’ to human safety. This is quite a high threshold. Moreover, the way the two sections in the BLA 2006 are drafted, it is not clear whether an inspector can require improvements in relation to any practice or operation that they see as ‘dangerous’ or whether it is limited to dangerous aspects of the building or plant. It is therefore suggested the word ‘dangerous’ should be replaced with the word, ‘unsafe’ and that both of the BLA 2006 sections are amended to make clear that a notice can be issued by an inspector if he considers “any work is being done either contrary to the provisions of the Act or rules, or is unsafe”.

3. Period of time before prosecution in death and injury cases

Section 314 requires that all criminal cases be initiated within 6 months of the offence. Deaths and injuries are the most serious of the offences in the BLA and they allow for the most serious sentences (section 309). However, it is very difficult, in a six month period for the deaths and injuries to be both investigated and for the papers to be filed for prosecution. Therefore, it is proposed for these offences only, the case should be filed within one year.

The following subsection (4) shall be inserted after sub-section (3) of section 309

(4) The labour court can take cognisance of any offence in this section if it is filed within one year of its commission.

4. Prosecution of offences

Apart from specified government officers, section 313 only allows aggrieved workers and aggrieved trade unions to initiate criminal cases. Very few criminal cases involving breaches of health, safety and welfare duties have been brought before the labour court. In fact we know of none. This is because there are too few inspectors and these inspectors simply do not have time to take out criminal cases. Even if the number of inspectors was increased, criminal prosecutions would be difficult for them. As a result health, safety and welfare provisions are not being enforced. Although trade unions can initiate cases, in most workplaces there are no unions, and in others workers are scared of initiating cases for fear of losing their jobs.

We therefore recommend that the kinds of organizations that can initiate criminal cases involving health, safety and welfare offences should be widened – to include registered NGOs as long as for each case they initiate, they have the consent of the Factory Inspectorate. Consent can be refused, if in the view, of the Chief or Assistant Chief Factory Inspectorate that there is insufficient evidence to prosecute, or if the Inspectorate will itself initiate proceedings within 30 days.

An amendment along the following lines is therefore recommended:

The following subsection (f) shall be inserted after sub-section (e) of section 313(1) –

(f) an organisation registered with the NGO bureau or an organisation registered with the social welfare ministry, which has the written consent of the Chief Factory Inspector or assistant Chief Factory Inspector to take the particular complaint;

(i) the Chief Factory Inspector or the Assistant Chief Factory Inspector should give their consent if in their view there is credible evidence to support the allegation made in the complaint and the Inspectorate itself does not intend to make a similar complaint within 30 days.

(ii) the Chief Factory Inspector or Assistant Chief Inspector must respond in writing to any application made under this section within 30 days. Where the application is rejected reasons for the rejection must be given.

5. Action following report of an Offence

Section 315 allows certain specified government officials to receive reports of an offence but does not set out what they should do in response.

We recommend that there should be an amendment that will require the Chief Inspector of Factories to undertake an inquiry into any report that they receive of an offence within thirty days of receiving the report and to consider whether to take legal action before the labour court. The following section 315(A) shall be inserted after section 315

315A: Response to Report of an Offence: Where, under section 315, a report of a commission of an offence has been made to the Chief Inspector of Factories, he must undertake an inquiry within 30 days of the report to determine the accuracy of the report and consider whether a complaint before the labour court should be made.

Compensation

Chapter 12 of the BLA 2006 sets out the circumstances when an employer is liable to pay compensation to an injured worker or, following a death, to the dependents. An 'employer' is liable to pay compensation if "personal injury is caused to a worker by an accident arising out of and in the course of his employment".⁵⁶ It is not necessary for there to be a written contract of employment – an oral agreement is sufficient.⁵⁷

In the case of death, whatever the circumstances of the death, the employer must deposit 1 lakh taka in the labour court and it is the responsibility of the labour court to distribute the money to the dependents. In the case of an injury, the employer does not need to pay compensation to the worker if the injury was directly caused by the worker being "under the influence of drink or drugs", was the result of "the willful disobedience of the worker to an order expressly given" to secure his safety or was as a result of the "willful removal or disregard by the worker of any safety guard or other device which he knew to have been provided for the purpose of securing" his safety.⁵⁸

Where a worker suffers 'permanent total disability' – which means that he or she cannot continue with the work that he or she was doing at the time of the incident – the employer must pay 1.25 lakh taka (unless the worker is less than 18 years of age,⁵⁹ in which case the employer only needs to provide 10,000 taka). In relation to certain specified injuries, the employer must pay a specified percentage of 1.25 lakh or pay a certain number of months salary. The worker can only approach the labour court for compensation following injuries if he or she has not been able to agree the level of compensation with the employer.⁶⁰

A factory owner or developer (though in relation to construction, not a private house/business owner) may also have an obligation to pay compensation to an injured construction or factory worker even if it is not the direct employer. This situation will occur when the developer/factory owner has contracted with a labour-contractor to do some work and a worker, employed by the labour-contractor dies or is injured. Since the work being done by at the time of the injury or death was part of the normal business of the developer/factory owner and it took place in premises which it manages or controls – then the developer/factory owner has an equal obligation along with the direct employer to pay compensation.⁶¹ However the factory owner or the developer can get this money back from the sub-contractor.⁶²

56. section 150(1), BLA 2006

57. section 150(8)(b), BLA 2006

58. For a fuller discussion of compensation issues see, "Compensation following workplace death and injury in Bangladesh," Centre for Corporate Accountability and the OSHE

59. Section 2(36), BLA 2006

60. Section 168, BLA 2006

61. Section 161(1) and Section 161 (4), BLA 2006

62. Section 161 (2). The experience of Safety and Rights in its work together providing assistance to dependent families and injured workers, is that in relation to a death, employers fail to deposit money in the labour court and instead provide to the family a sum of money less than 1 lakh taka; and in relation to injuries fail to pay appropriate levels of compensation.

Comment and Recommendations

There are a number of important changes to this chapter that need to be made

1. Duty to be placed on occupier

Our preferred approach would be for the obligation to pay compensation to be imposed upon the occupier of the establishment – rather than the employer. This would make sense, as it is the occupier who we have recommended has the safety and health obligations – not necessarily the immediate employer. It seems therefore wrong to require the employer to pay compensation, when he has no responsibility for this.

This would mean that the word 'occupier' be changed for the word, 'employer' throughout chapter 12. It would also mean that section 61 could be entirely removed.

2. Amendment to Section 161

If our preferred approach set out above is not accepted, it would then be necessary to replace section 161.

a. Requiring property owners to pay compensation where no developer

The current wording of section 161 (1) is very unjust to construction workers who work on sites where there is no developer. In the construction sector all the workers work for contractors. Where a construction worker works on a site where there is a developer, section 161 requires the developer (along with the contractor who is the employer) to pay compensation if he were to die or be injured. However, where there is no developer – and the property owner has contracted the work out to contractors directly - the dependent family or injured worker cannot get compensation from the property owner. (This is despite the fact that the Bangladesh National Building Code imposes obligations on the property owner, and not the contractor, to ensure that the construction work is done safely). The reason why property owners do not need to provide compensation is because the section requires that construction work be an "ordinarily part of the trade or business" of the property owner, and that the construction work be for the purpose of 'his trade or business'. These two lines need to be cut out to ensure that property owners who contract out work are required to pay compensation.

In addition, the use of the word, 'employer' – to refer to the developer or main contractor etc - in this section is confusing. The word 'Principal' used in the original Workmans Compensation Act 1923 is far preferable.

b. Giving the 'Principal' the key responsibility to pay compensation

Section 161(2), as currently written, means that "principals" (i.e the occupier or developer) and the contractors (the employer of the worker) are under an equal obligation to deposit the money at the labour court if there has been a death, or to the injured worker if there has been an injury to pay compensation. It also allows the principal to recover any money he has given from the contractor. This is however extremely unfair to contractors who are usually in no financial position to pay compensation – and moreover usually can not be blamed for the death or injury.

We therefore propose a new section which makes it clear that the Principal must pay the compensation – and that he can only recover the money from the contractor if the failures that led to the death or injury were significantly the result of the contractor, it would be for the labour court to decide whether this was the case or not.

We therefore recommend that text of the current section 161 is substituted with

161. Compensation in case of contract:

- (1) When any person hereinafter in this section referred to as 'the principal' contracts with any other person (hereinafter in this section referred to as the contractor) for the execution of any work the principal shall be liable to pay to any workmen employed in the execution of the work any compensation which he would have been liable to pay if that workman had been immediately employed by him; and where compensation is claimed from the principal for temporary disablement the amount of compensation shall be calculated with reference to the wages of the workman under the contractor of whom he may be immediately employed*
- (2) Where sub-section (1) applies, all compensation shall be paid by the Principal.*
- (3) If the Principal considers that the failures that resulted in the relevant death or injury were significantly and substantially the result of conduct on the part of the contractor, he may, where death has occurred, subsequent to the Principal depositing money to the Labour Court, or, where injury has occurred, subsequent to the Principal giving to the worker an agreed amount of money, apply to the Labour Court to decide whether the contractor should pay any part of the money to the Principal."*
- (4) This section shall not apply in any case where the accident occurred elsewhere other than on, in or about the premises on which the principal has undertaken or usually undertake, as the case may be, to execute the work or which are otherwise under his control or management.*

c. Payment of immediate medical, transport or burial costs

It is common for employers to provide a small amount of money to dependent families immediately after the death to assist in hospital costs to try and save the life of the deceased or for travel costs in sending the body to the hospital or to the village for burial.

It is our recommendation that whatever money has been paid by the occupier should not be taken out of the 1 lakh taka that is required be given to the labour court as compensation to the dependents.

After sub-section (3) of section 155, the following sub-section (3A) shall be inserted,

(3A) any advances made by an employer to a dependent for the payment of medical, transport or funeral costs will not be deducted by the Labour court.

3. Which jobs allow for compensation following injury or death

Under section 150(8)(b) only those workers "appointed to a post under the Forth schedule" can obtain compensation. This is not comprehensive and contains a number of exemptions including for example those employed in: unloading or transport of materials; the setting up of tubewells, and any other kinds of water pump; and in earth cutting or the breaking up of bricks or stone. In addition some of the sub-sections are not clear. Moreover, it is not consistent with those establishments which are under an obligation to abide by health and safety duties in the BLA 2006.

Our preferred approach is to remove this schedule entirely, so that an employed worker is entitled to compensation whatever the job or position that he or she holds.

If that is not accepted that we would propose that:

(i) in section 150(8)(b) the word 'post' is replaced with the word "work". This is because the current use of the word 'post' is confusing – since it raises the question when does a person have a 'post'. It is much more straightforward and would avoid legal confusion to use the word, 'work'

(ii) the following amendments to Schedule 4 are made:

"In subsection (2) of schedule 4, the words 'in any premises, where in, or within the precincts whereof' shall be replaced by 'inside or outside the premises'"

"In subsection (8) of schedule 4, the words 'in the Chittagong and Mongla ports' shall be replaced by 'any water or land ports'

"In subsection (10) of schedule 4, the words "or cable used for any other purpose" shall be added after the words, "any electric line of cable"

"In subsection (19) of schedule 4, the word " or maintenance" shall be added after the words, "the operation"

"In subsection (20) of schedule 4, the word ", silk" shall be added after the word, "coffee"

"In subsection (25) of schedule 4, the word "or land " shall be added after the words, "inland waters"

After sub-section (31) of schedule 4, the following sections (32), (33) and 34 shall be inserted:

(32) employed in the loading, unloading or transport of materials

(33) employed in setting up tubewells, and any other kinds of water pump.

(34) employed in earth cutting or the breaking up of bricks or stone

৬ষ্ঠ অধ্যায়

বাংলাদেশ শ্রম আইন, ২০০৬ : সুপারিশকৃত সংশোধনীসমূহ

এ অধ্যায়ে বাংলাদেশ শ্রম আইন, ২০০৬ (বিএলএ, ২০০৬) এ বর্ণিত কর্মক্ষেত্র নিরাপত্তা ও স্বাস্থ্য সম্পর্কিত আইন সমূহের প্রধান বৈশিষ্ট্যসমূহ এবং এক্ষেত্রে যে যে সংশোধন আনা দরকার সে বিষয়ে সংক্ষিপ্ত ব্যাখ্যা তুলে ধরা হয়েছে।

বাংলাদেশে পেশাগত স্বাস্থ্য ও নিরাপত্তা নিশ্চিত করার ক্ষেত্রে বিএলএ, ২০০৬ খুবই গুরুত্বপূর্ণ আইন। এ আইনে ১৯৬৫ সালের কারখানা আইন (এফএ, ১৯৬৫) এবং ১৯৩৪ সালের ডক শ্রমিক আইন (ডিএলএ, ১৯৩৪) এর বিধানাবলী প্রতিস্থাপিত হয়েছে।

প্রয়োগ পরিধি:

পূর্বের আইন যা শুধু কারখানা এবং ডক সংশ্লিষ্ট তার চেয়ে বিএলএ, ২০০৬ অনেক বেশি ব্যাপক যা প্রায় সকল ‘প্রতিষ্ঠান’র ক্ষেত্রে প্রযোজ্য।

বাংলাদেশ শ্রম আইনে ‘প্রতিষ্ঠান’ এর সংজ্ঞায় বলা হয়েছে-

“প্রতিষ্ঠান অর্থ কোন দোকান, বাণিজ্য প্রতিষ্ঠান, শিল্প প্রতিষ্ঠান অথবা বাড়ী-ঘর বা আঙ্গিনা যেখানে কোন শিল্প পরিচালনার জন্য শ্রমিক নিয়োগ করা হয়।”

‘বাণিজ্য’ ও ‘শিল্প প্রতিষ্ঠান’^১ সম্পর্কিত ব্যাখ্যা এবং বিএলএ, ২০০৬ এর ধারা ১(৪) এর অব্যাহতিমূলক প্রতিষ্ঠানসমূহ বিবেচনা করলে স্বাস্থ্য, নিরাপত্তা ও কল্যাণমূলক দায়িত্বসমূহ^২ নিম্নলিখিত প্রতিষ্ঠানের ওপর বর্তায়।

- কারখানাসমূহ^৩: যেসব “কারখানায়” পাঁচ জন বা ততোধিক শ্রমিক নিযুক্ত আছেন সেরূপ সকল কারখানার ওপর এ দায়িত্বসমূহ বর্তায়। এছাড়া “কারখানা” বলতে নিম্নোক্ত যেকোন প্রক্রিয়াকেও বোঝায়:
 - আঙ্গিনা যেখানে “কোন বস্তু বা পদার্থের ব্যবহার, বিক্রয়, পরিবহন, বিতরণ, প্রদর্শন বা হস্তান্তরের উদ্দেশ্যে উহা প্রস্তুত, পরিবর্তন, মেরামত, অলংকরণ, রংকরণ, ধৌতকরণ, সম্পূর্ণ বা নিখুঁতকরণ, গাঁট বা মোড়কবন্দীকরণ, অথবা অন্য কোনভাবে নির্মাণ প্রক্রিয়ায় আরোপকরণ।”^৪ সাধারণভাবে “কারখানা” বলতে যা বোঝায় এই সংজ্ঞা দ্বারা তার প্রায় সবগুলোকেই অন্তর্ভুক্ত করা হয়েছে। কিন্তু ‘সমরাস্ত্র’ কারখানা যেখানে অস্ত্র প্রস্তুত করা হয় সে ক্ষেত্রে এটা প্রযোজ্য নয়।^৫
 - “তৈল, গ্যাস, পানি, নর্দমার ময়লা অথবা অন্য কোন তরল আবর্জনা পাম্প করার প্রক্রিয়ায়”^৬ ব্যবহৃত আঙ্গিনা। কোন গ্যাস ফিল্ড বা পেট্রোল পাম্পকেও এক্ষেত্রে বিবেচনা করা যেতে পারে।
 - “শক্তি বা গ্যাস উৎপাদন, হ্রাস-বৃদ্ধিকরণ বা শ্রেণণ প্রক্রিয়ায়”^৭ ব্যবহৃত আঙ্গিনা। উদাহরণস্বরূপ: ইলেকট্রিক্যাল পাওয়ার স্টেশনও এর অন্তর্ভুক্ত হতে পারে।
 - “জাহাজ বা নৌযান নির্মাণ, পুনঃ নির্মাণ, মেরামত, সম্পূর্ণ বা নিখুঁতকরণ বা ভাঙ্গনের প্রক্রিয়ায়”^৮ ব্যবহৃত আঙ্গিনা। ‘জাহাজ ভাঙ্গা’ শিল্প এর অন্তর্ভুক্ত হতে পারে।
 - “লেটারপ্রেস, লিথোগ্রাফি, ফটোগ্রাভোর, কম্পিউটার, ফটো কম্পোজ, অফসেট অথবা অনুরূপ কোন প্রক্রিয়া দ্বারা ছাপার কাজ অথবা বই-বাঁধাই এর প্রক্রিয়া যাহা ব্যবসা হিসেবে অথবা মুনাফার জন্য অথবা অন্য কোন ব্যবসার আনুষঙ্গিক বিষয় হিসেবে পরিচালিত হয়” এরূপ কোন আঙ্গিনা।^৯ কিন্তু ‘সিকিউরিটি প্রিন্টিং প্রেস’ এর অন্তর্ভুক্ত নয়।^{১০}

১ ধারা ২(৪১), ২(৬১)

২ আইনের অন্যান্য দিক থেকে আরও কিছু অব্যাহতি রয়েছে যা এখানে উল্লেখ করা হয়নি।

৩ ধারা ২(৬১) এ ‘শিল্প প্রতিষ্ঠান’ এর সংজ্ঞায় কারখানাসমূহ অন্তর্ভুক্ত রয়েছে। ধারা ২(৭) এ কারখানার সংজ্ঞা দেয়া হয়েছে এবং ধারা ২(২) এ ‘উৎপাদন প্রক্রিয়া’ যা একটি কারখানার জন্য পূর্ণতর তার সংজ্ঞা দেয়া হয়েছে। এ সংজ্ঞাসমূহ কারখানা আইন, ১৯৬৫ এর মতই।

৪ ধারা ২(২)(ক)

৫ ধারা ১(৪)(গ)

৬ ধারা ২(২)(খ)

৭ ধারা ২(২)(গ)

৮ ধারা ২(২)(ঘ)

৯ ধারা ২(২)(ঙ)

১০ ধারা ১(৪)(গ)

১১ ধারা ২(৬১) এ শিল্প প্রতিষ্ঠান এর সংজ্ঞায় পড়ে ধারা ২(৪০) এর বাগান অথবা বাগানসমূহ যেখানে বলা হয়েছে “বাগান অর্থ কোন এলাকা যেখানে রাবার, কফি, চা ইত্যাদি উৎপাদন এবং সংরক্ষণ করা হয় এবং পরীক্ষা বা গবেষণা ব্যতীত, দর্শন বা এর অধিক শ্রমিক নিয়োগকারী প্রত্যেক কৃষি খামারও এর অন্তর্ভুক্ত হবে।” ধারা ১(৪)(ঢ) এ বলা হয়েছে “এমন কোন কৃষি খামার যেখানে সাধারণতঃ দশ জনের কম শ্রমিক কাজ করেন” এমন ক্ষেত্রে এ আইন প্রযোজ্য হবে না।

কারখানার উপরোক্ত সংজ্ঞাসমূহ একটি কারখানার আঙ্গিনা এবং প্রাঙ্গনকে অন্তর্ভুক্ত করে কিন্তু আঙ্গিনা বা প্রাঙ্গনের বাইরে ব্যবসা পরিচালনার অন্যান্য কাজ অন্তর্ভুক্ত করে না।

- কৃষি খামার যেখানে দশ এর অধিক শ্রমিক নিযুক্ত থাকে।^{১১}
- রাবার, কফি ও চা বাগান।^{১২}
- নির্মাণ এলাকা।^{১৩}
- সড়ক, নৌ ও রেল পরিবহন সার্ভিস।^{১৪} যদিও সমুদ্রগামী জাহাজ অন্তর্ভুক্ত করা হয়নি।^{১৫}
- বিমান পরিবহন।^{১৬}
- ডক, জাহাজ ঘাট বা জেটি।^{১৭}
- খনি, পাথর খাদ, গ্যাস ক্ষেত্র বা তৈল ক্ষেত্র।^{১৮}
- সংবাদপত্র প্রতিষ্ঠান।^{১৯}
- অফিসসমূহ: অফিসসমূহ যা “বাণিজ্যিক প্রতিষ্ঠানের” আওতায় পড়ে (যতক্ষণ না তারা সরকার বা সরকারের অধীনস্থ কোন অফিস এর আওতাভুক্ত হয়)^{২০}। এগুলো হচ্ছে—
 - কারখানা অথবা শিল্প বা বাণিজ্য প্রতিষ্ঠানের দাপ্তরিক বিভাগ;
 - বাণিজ্য ও শিল্প প্রতিষ্ঠানের গৃহীত কাজ করার লক্ষ্যে যে অফিস শ্রমিক নিয়োগ করে;
 - জয়েন্ট স্টক কোম্পানীর ইউনিট;
 - ইস্যুরেপ কোম্পানী, ব্যাংকিং কোম্পানী বা ব্যাংক;
 - ব্রোকার অফিস;
 - স্টক এক্সচেঞ্জ;
 - ক্লাব, হোটেল অথবা রেস্টুরেন্ট বা খাবার ঘর;
 - সিনেমা বা থিয়েটার;
- দোকান: এ আইন বিভিন্ন ধরনের দোকান এর জন্য প্রযোজ্য।^{২১} এগুলো হচ্ছে—
 - কোন মালামাল খুচরা বা পাইকারীভাবে বিক্রির জন্য ব্যবহৃত দোকান;
 - ক্রেতার নিকট বিক্রির উদ্দেশ্যে সম্পূর্ণ বা আংশিকভাবে ব্যবহৃত অফিসসমূহ অথবা ভান্ডার কক্ষ, গুদামঘর, ওয়ারহাউজ;
 - লাভজনক আঙ্গিনা: লাভের উদ্দেশ্যে যেখানে কোন গ্রাহককে কোন সেবা দেয়া হয়। এটা বেসরকারি হাসপাতাল, দস্ত চিকিৎসা কেন্দ্র অথবা জিমনেসিয়াম হতে পারে। এটা স্পষ্ট নয় যে সেবাসমূহ প্রাঙ্গনেই দিতে হবে। যদি নির্দিষ্ট প্রাঙ্গনের চৌহদ্দির মধ্যে দিতে না হয় তবে প্লাস্কার, ইলেকট্রিশিয়ান ইত্যাদি এর অন্তর্ভুক্ত হতে পারে।
- যেকোন আঙ্গিনা যেখানে শিল্প পরিচালনার জন্য শ্রমিক নিয়োগ করা হয় (শিল্প অর্থ ব্যবসা, বাণিজ্য, উৎপাদন, বৃত্তি, পেশা, চাকুরী বা নিয়োগ)। যদিও ‘সরকার বা সরকারের অধীনস্থ কোন অফিস’ এর আওতাভুক্ত নয়^{২২}; কার্যত এটা খুব ব্যাপক ধরনের প্রতিষ্ঠানসমূহ বা কাজকে অন্তর্ভুক্ত করে এবং সম্ভবতঃ যেসব কারখানায় পাঁচ জনের কম শ্রমিক কাজ করে তাদেরকেও অন্তর্ভুক্ত করে যা এ আইনের অন্য ধারায় (উপরে উল্লেখ করা হয়েছে) বাদ দেয়া হয়েছে। এবং প্রকৃতপক্ষে এই ধারা বিক্ষিপ্তভাবে যেকোন আঙ্গিনায় নিয়োজিত শ্রমিকের (যেমন- প্লাস্কার, ইলেকট্রিশিয়ান) ক্ষেত্রেও প্রযোজ্য হতে পারে। কেননা, পূর্ববর্তী মামলার নজির শিল্পের ধারণাকে ব্যাপকভাবে সংজ্ঞায়িত করেছে।^{২৩}

১১ ধারা ২(৬১)(চ) এ শিল্প প্রতিষ্ঠান এর সংজ্ঞায় ‘বাগান অথবা বাগানসমূহ’ কে অন্তর্ভুক্ত করে যা ধারা ২(৪০) এ বলা হয়েছে যেখানে “রাবার, কফি অথবা চা” ইত্যাদি উৎপাদন করা হয়।

১৩ শিল্প প্রতিষ্ঠানের সংজ্ঞায় বলা হয়েছে: “কোন বাড়া-ঘর, রাস্তা, ঘর, নর্দমা, মালা, বা সেতু, জাহাজ নির্মাণ, জাহাজ ভাঙ্গা, পুনঃনির্মাণ, মেরামত, পরিবর্তন বা ভাঙ্গিয়া ফেলার অথবা জাহাজে মাল উঠানো-নামানো বা নিয়ে যাওয়া সংক্রান্ত

কাজ বা ব্যবস্থা করার জন্য স্থাপিত কোন টিকাদার বা উপ-টিকাদারের প্রতিষ্ঠান।” ধারা ২(৬১)(খ)

১৪ ‘শিল্প প্রতিষ্ঠান’ এর সংজ্ঞার অংশ। ধারা ২(৬১)(ক) এবং (খ)

১৫ ধারা ১ (৪) (ড)

১৬ ‘শিল্প প্রতিষ্ঠান’ এর সংজ্ঞার অংশ। ধারা ২(৬১)(গ)

১৭ ‘শিল্প প্রতিষ্ঠান’ এর সংজ্ঞার অংশ। ধারা ২(৬১)(ঘ)

১৮ ‘শিল্প প্রতিষ্ঠান’ এর সংজ্ঞার অংশ। ধারা ২(৬১)(ঙ)

১৯ ‘শিল্প প্রতিষ্ঠান’ এর সংজ্ঞার অংশ। ধারা ২(৬১)(জ)

২০ অব্যাহতি সম্পর্কে ধারা ১(৪)(ক) এ বলা হয়েছে।

২১ ধারা ২(২১)

২২ ধারা ২(৩১)এ ‘প্রতিষ্ঠান’ কে সংজ্ঞায়িত করা হয়েছে, “কোন বাড়া-ঘর বা আঙ্গিনা যেখানে কোনো শিল্প পরিচালনার জন্য শ্রমিক নিয়োগ করা হয়।”

২৩ ১৯৯৭ সালের ভারতের সুপ্রিম কোর্টের একটি মামলায় শিল্প পরিচালনার কাজ বলতে বলা হয়েছে যেখানে মানব চাহিদা এবং ইচ্ছার সম্বন্ধিগত জন্য পণ্য এবং সেবার উৎপাদন ও বিতরণের জন্য মালিক এবং কর্মচারীর মধ্যে সহযোগিতার মাধ্যমে নিয়মতান্ত্রিক কার্যক্রম চলে। মুনাফা অথবা লাভের উদ্দেশ্য ছাড়া বিষয়টি অপ্রাসঙ্গিক এবং এটা সরকারি খাতকে অন্তর্ভুক্ত করে। দেয়ন বাঙ্গালোর ওয়াটার সপ্লাই এ্যান্ড সুরাভেজ বোর্ড বনাম আর রাজাগো এ্যান্ড আদর্শ, ১৯৭৪ এআইআর ৫৪৮

নিম্নোক্ত ধরনের প্রতিষ্ঠান বা আঙ্গিনার ওপর এই আইন প্রযোজ্য হবে না:

- সরকার বা সরকারের অধীনস্থ কোন অফিস: কিন্তু এটা স্পষ্ট নয় যে স্বায়ত্তশাসিত সংস্থা অথবা সরকারি কর্পোরেশন এই অব্যাহতির আওতাভুক্ত কিনা।
- স্বেচ্ছা-সেবামূলক হাসপাতাল বা কেয়ার হোমস: অসুস্থ, অক্ষম, বৃদ্ধ, দুঃস্থ, প্রতিবন্ধী, এতিম, পরিত্যক্তা মহিলা, বা শিশু অথবা বিধবাদের চিকিৎসা, যত্ন বা সেবার জন্য পরিচালিত কিন্তু মুনাফা বা লাভের লক্ষ্যে পরিচালিত নহে, এরূপ কোন প্রতিষ্ঠান।^{২৪}
- প্রদর্শনী দোকান: প্রকাশ্য প্রদর্শনীতে এর প্রয়োজনে স্থাপিত এমন দোকানপাট বা স্টল যেখানে শুধু খুচরা বেচাকেনা চলে এবং যা ভর্তুকী দেয়ার উদ্দেশ্যে পরিচালিত হয়।^{২৫}
- দাতব্য বা ধর্মীয় দোকান: প্রকাশ্য মেলায় বা বাজারে ধর্মীয় বা দাতব্য উদ্দেশ্যে স্থাপিত দোকানপাট বা স্টল।^{২৬}
- শিক্ষা প্রতিষ্ঠান: শিক্ষা প্রশিক্ষণ বা গবেষণা প্রতিষ্ঠান।^{২৭}
- অলাভজনক ছাত্রাবাস: মুনাফা বা লাভের জন্য পরিচালিত নয় এমন ছাত্রাবাস বা মেস।^{২৮}
- আবাসিক প্রতিষ্ঠান: গৃহ পরিচারক।^{২৯}
- পারিবারিক ব্যবসা: এমন কোন প্রতিষ্ঠান যা এর মালিক কর্তৃক পরিবারের সদস্যগণের সাহায্যে পরিচালিত হয় এবং যাতে মজুরীর বিনিময়ে কোন শ্রমিক নিযুক্ত থাকেন না।^{৩০}

মন্তব্য ও সুপারিশ

১. সকল প্রতিষ্ঠানের ক্ষেত্রে প্রযোজ্য

কোন ধরনের প্রতিষ্ঠানের ওপর এ আইন প্রযোজ্য তার সঠিক তালিকা প্রস্তুতের পদ্ধতি এবং কোন ধরনের প্রতিষ্ঠানের ওপর এই আইন প্রযোজ্য হবে না তার তালিকা নির্ধারণের বিষয়টি জটিল। বরং অধিকতর শ্রেয় ও সহজ পদ্ধতি হচ্ছে- অব্যাহতিসমূহের নির্দিষ্ট তালিকা ছাড়া সকল প্রতিষ্ঠানের ক্ষেত্রে বিএলএ, ২০০৬ প্রযোজ্য হবে। এরূপ হলে আইন প্রয়োগের পরিধিটা অধিক স্পষ্ট হবে।

“প্রতিষ্ঠান” সম্পর্কে প্রস্তাবিত সংজ্ঞা হচ্ছে:

“কোন ব্যবসা বা বাণিজ্য অথবা সেবাদানের উদ্দেশ্যে নিয়োগ বা চুক্তির মাধ্যমে পরিচালিত কোন কার্যক্রম এবং কোন গৃহকর্মী কাজ করে এরূপ গৃহও এর অন্তর্ভুক্ত হবে।”

২. অব্যাহতিসমূহ

(ক) “সরকার বা সরকারের অধীনস্থ কোন অফিস”

ধারা ১(৪) এ নির্দিষ্টভাবে ‘সরকার বা সরকারের অধীনস্থ কোন অফিস’ কে অব্যাহতি দেয়া হয়েছে। যেহেতু অনেক সরকারি প্রতিষ্ঠান ঝুঁকিপূর্ণ কাজের সাথে জড়িত সেহেতু এটা অনেক ব্যাপক অব্যাহতি এবং খুবই জটিল। ‘সরকার বা সরকারের অধীনস্থ কোন অফিস’ সম্পর্কে ব্যাখ্যাও সুনির্দিষ্ট নয়- কারণ এটা স্বায়ত্তশাসিত প্রতিষ্ঠান বা সরকারি কর্পোরেশনের ক্ষেত্রে প্রযোজ্য কিনা তা স্পষ্ট নয়। উদাহরণস্বরূপ: আমাদের দৃষ্টিতে ‘পল্লি বিদ্যুৎ সমিতি’ সমূহকে এ আইনের প্রয়োগ থেকে অব্যাহতি দেয়া উচিত হবে না যেহেতু তাদের কর্মচারীগণ ঝুঁকিপূর্ণ কাজের সাথে জড়িত এবং প্রতি বছর বেশ কিছু সংখ্যক কর্মচারী মারাত্মক জখমপ্রাপ্ত বা নিহত হন।

এ অব্যাহতির ক্ষেত্রে অধিকতর শ্রেয় সিদ্ধান্ত হবে- এটাকে সম্পূর্ণভাবে বাদ দেয়া। যদি একান্তই তা সম্ভব না হয় তাহলে কমপক্ষে অব্যাহতির পরিধি এমনভাবে কমিয়ে আনা উচিত যাতে ‘স্বায়ত্তশাসিত প্রতিষ্ঠান এবং সরকারি কর্পোরেশন’ অব্যাহতির তালিকায় অন্তর্ভুক্ত না হয়। এটাও গুরুত্বপূর্ণ যে, এ ধরনের অব্যাহতি কিছু সরকারি প্রতিষ্ঠানের ক্ষেত্রে থাকলেও “অফিসের বাইরে সরকারের কার্যক্রম” এর ক্ষেত্রে এটা প্রযোজ্য হওয়া উচিত নয় (নিচের অংশ দেখুন)।

(খ) “কারখানা যেখানে পাঁচ জনের কম শ্রমিক কাজ করে”

এ আইনের ধারা ২(৭) তে কারখানাকে সংজ্ঞায়িত করা হয়েছে, “আঙ্গিনা যেখানে পাঁচজন বা ততোধিক শ্রমিক কাজ করেন।” এ শব্দসমূহ বাদ দেয়া উচিত।

২৪ ধারা ১(৪)(ঘ)

২৫ ধারা ১(৪)(ঙ)

২৬ ধারা ১(৪)(চ)

২৭ ধারা ১(৪)(ছ)

২৮ ধারা ১(৪)(জ)

২৯ ধারা ১(৪)(গ)

৩০ ধারা ১(৪)(ড)

বিশ্ব স্বাস্থ্য সংস্থার সহযোগিতায় পরিচালিত এক গবেষণায় বলা হয়েছে যে পাঁচ জনের কম শ্রমিক নিযুক্ত কর্মক্ষেত্রে শতকরা ৩৩ ভাগ আহত হওয়ার ঘটনা ঘটেছে। প্রায়ই দেখা যায় যে যতই ছোট কারখানা ততই বেশি বিপদজনক এবং এজন্য এসব কারখানার জন্যও এ আইন প্রয়োগ করা গুরুত্বপূর্ণ।

(গ) “কৃষি খামার যেখানে দশ জনের কম শ্রমিক কাজ করেন”

ধারা ১ (৪) (ঢ) নির্দিষ্টভাবে অব্যাহতি দিয়েছে কৃষি খামারগুলিকে যেখানে দশ জনের কম শ্রমিক কাজ করেন।

আইএলও’র হিসেব মতে, বাংলাদেশে সকল কর্মক্ষেত্রে নিহতের শতকরা ৮৫ ভাগ ঘটে থাকে কৃষি খাতে। ক্ষুদ্র খামারে কী পরিমাণ নিহত হয় তার কোন পরিসংখ্যান জানা যায়নি। যদিও বাংলাদেশে অধিকাংশ খামার ক্ষুদ্র আকৃতির এবং ক্ষুদ্র খামারে অনেক নিহত হওয়ার ঘটনা ঘটে। এটা এ কারণে গুরুত্বপূর্ণ যে, এমন কি, ক্ষুদ্র কৃষকও যাতে তাদের নিয়োগকৃত কর্মচারীর স্বাস্থ্য ও নিরাপত্তার প্রতি নজর দেন। এজন্য এ অব্যাহতি বাদ দেয়া উচিত।

(ঘ) “শিক্ষা ও গবেষণা প্রতিষ্ঠান”

ধারা ১ (৪) (ছ) অনুযায়ী এ ধরনের প্রতিষ্ঠানের ওপরও এ আইন প্রযোজ্য হবে না। যাহোক, এটা অস্পষ্ট যে, কেন এ ধরনের প্রতিষ্ঠান কর্মক্ষেত্রে নিরাপত্তা ও স্বাস্থ্য বিধি-বিধান দ্বারা পরিচালিত হবে না।

(ঙ) “গৃহ পরিচারক”

ধারা ১ (৪) (গ) অনুযায়ী গৃহ পরিচারকদের এ আইনের আওতা থেকে অব্যাহতি দেয়া হয়েছে। যদিও অন্য ধরনের শ্রমিকদের মতই গৃহ পরিচারকদের স্বাস্থ্য ও নিরাপত্তা সুরক্ষার প্রয়োজন এবং সংবাদপত্রে গৃহ পরিচারকদের প্রবঞ্চনার অনেক ঘটনা পাওয়া যায়।

৩. প্রতিষ্ঠানের আঙ্গিনার বাহিরে

যেসব কাজ কারখানা তার ‘আঙ্গিনা ও প্রাঙ্গন’ এর বাইরে সম্পাদন করে সেসব কাজের ক্ষেত্রে বর্তমান আইন প্রযোজ্য নয়। অন্যান্য ধরনের প্রতিষ্ঠানের ক্ষেত্রেও এ ধরনের বাধা-নিষেধ প্রয়োগযোগ্য কিনা এ আইনে তা স্পষ্ট নয়।

যেহেতু, প্রতিষ্ঠানের বাইরে প্রায়শই শ্রমিকরা অনেক ঝুঁকিপূর্ণ কাজে নিয়োজিত থাকেন সেহেতু এটা প্রকৃতপক্ষে যুক্তিযুক্ত নয় যে, এ আইন শুধু প্রতিষ্ঠানের আঙ্গিনার ভিতরেই প্রযোজ্য হবে।

এজন্য নিম্নোক্ত নতুন ধারা অন্তর্ভুক্ত করা প্রয়োজন:

“প্রতিষ্ঠানসমূহ কর্তৃক আঙ্গিনার ভিতরে ও বাইরে গৃহীত কার্যক্রমসমূহের ক্ষেত্রেও এ আইন প্রযোজ্য হবে।”

ডিউটি হোল্ডার (দায়িত্বপ্রাপ্ত ব্যক্তি/ প্রতিষ্ঠান):

বাংলাদেশ শ্রম আইন, ২০০৬ এর ৫ম থেকে ৮ম অধ্যায়ে স্বাস্থ্য, নিরাপত্তা ও কল্যাণের দায়িত্ব সংক্রান্ত চরম বাধ্যবাধকতা নির্ধারণ করে দেয়া হয়েছে। কিন্তু আইনে সুনির্দিষ্টভাবে বলা নেই ‘ডিউটি হোল্ডার’ (দায়িত্বপ্রাপ্ত ব্যক্তি/ প্রতিষ্ঠান) কে অর্থাৎ কে নিশ্চিত করবে যে, প্রতিষ্ঠানটিতে যথাযথ পানির ব্যবস্থা আছে অথবা যন্ত্রপাতিগুলো যথাযথভাবে আবৃত আছে অথবা শ্রমিকরা মাত্রাতিরিক্ত ওজন বহন করছে না।

এটা ধরে নেয়া হয় যে, বস্তুত ‘নিয়োগকর্তা’- যার নিয়ন্ত্রণে প্রতিষ্ঠানটি রয়েছে, সে-ই ‘ডিউটি হোল্ডার (দায়িত্বপ্রাপ্ত ব্যক্তি)’:

- এই আইনে আর কোন প্রাসঙ্গিক সত্তার কথা উল্লেখ নেই কে ডিউটি হোল্ডার (দায়িত্বপ্রাপ্ত ব্যক্তি) হবে;
- এই আইনে কারখানা পরিদর্শককে (এবং অন্য কাউকে নয়) সুনির্দিষ্ট কর্ম সম্পাদনের জন্য মালিককে নির্দেশ দেয়ার ক্ষমতা দেয়া হয়েছে,
- কতিপয় বিশেষ অবস্থায় আঙ্গিনার মালিকের দায়িত্ব সংক্রান্ত বিএলএ-২০০৬ এর ধারা ৩৩৮ এ বলা হয়েছে যে, সাধারণত মালিকই এক্ষেত্রে দায়ী, এবং
- মালিকের সংজ্ঞা এ আইনে রয়েছে।

কারখানা আইন, ১৯৬৫ এ- যা বাংলাদেশ শ্রম আইন, ২০০৬ দ্বারা প্রতিস্থাপিত হয়েছে- সুনির্দিষ্টভাবে ‘অকুপায়ার’ এর ওপর দায়িত্ব অর্পণ করা হয়েছিল।

মন্তব্য এবং সুপারিশ

‘কারখানা’র ক্ষেত্রে যেখানে অক্যুপায়ার সব শ্রমিককে নিয়োগ দেন, সেখানে কারখানার ‘অক্যুপায়ার’ বা কারখানার ‘মালিক’ একই ব্যক্তি বা সত্তা হবেন- অন্যথায় এক্ষেত্রে বিভ্রান্তি দেখা দিবে যে, কে দায়িত্ব পালনে বাধ্য।

যাহোক, কাকে ‘মালিক’ হিসেবে গণ্য করা হবে এবং এজন্য কার বাধ্যবাধকতা রয়েছে অনেক ক্ষেত্রেই সে সংক্রান্ত কিছু বিভ্রান্তি থাকবে:

- কোন কারখানায় যেখানে কিছু শ্রমিক বাস্তবে এক বা একাধিক ঠিকাদার কর্তৃক নিয়োগপ্রাপ্ত হন, ওইসব ঠিকাদারদেরকে কি স্বাস্থ্য, নিরাপত্তা ও কল্যাণ সংক্রান্ত বাধ্য বাধকতার জন্য ‘মালিক’ হিসেবে গণ্য করা যাবে? যদিও তারা কারখানাটি বা এর কোন অংশ তাদের নিয়ন্ত্রণে নেই।
- ডেভেলপারের নিয়ন্ত্রণাধীন কোন নির্মাণ সাইটে শ্রমিকরা যখন সবাই বিভিন্ন লেবার কন্ট্রোল/সাব-কন্ট্রোল কর্তৃক নিয়োগপ্রাপ্ত হন, এই আইনের অধীনে ওই সকল ঠিকাদারদের (ডেভেলপারসহ) ‘মালিক’ মনে করা হবে কি? এবং যদি তাই মনে করা হয় তাহলে তারা কীভাবে মালিক হিসেবে OSH দায়িত্ব পালন করবেন? যেহেতু সাইটটিতে তাদের নিয়ন্ত্রণ নেই।
- কোন কারখানায় যেখানে কারখানা মালিক A অন্য কোন মালিক/নিয়োগকর্তা B কে তার কারখানায় পণ্য খালাসের কাজ দেয়, এবং মালিক/নিয়োগকর্তা B তার কোন এক শ্রমিককে কাজটি করতে দেয়, এ দু’জন মালিকের মধ্যে কারখানা মালিক A নাকি সাব-কন্ট্রোল B ওই শ্রমিকের নিরাপত্তার জন্য দায়ী হবেন? উদাহরণস্বরূপ: কোন মালিক (A নাকি সাবকন্ট্রোল B) নিশ্চিত করবে যে, সে (শ্রমিক) মাত্রাতিরিক্ত ওজন বহন করছে না।
- আমাদের মতে ‘অক্যুপায়ার’র ধারণাটি প্রত্যাবর্তনের মাধ্যমে এ ধরনের বিভ্রান্তি দূর করা সম্ভব। যেহেতু প্রতিষ্ঠানের নিয়ন্ত্রণ অক্যুপায়ারের কাছেই থাকে সেহেতু এটা যুক্তিযুক্তও বটে। সে কারণেই আমরা অধ্যায় ৫, ৬, ৭ এবং ৮ এর সাথে সংশ্লিষ্ট একটি বিধান সুপারিশ করছি যে, কোন প্রতিষ্ঠানের ‘অক্যুপায়ার’ এর উপর ওই দায়িত্বসমূহ বর্তাবে এবং আর একটি বিধান সুপারিশ করছি যা ‘অক্যুপায়ার’কে পূর্ববর্তী কারখানা আইন, ১৯৬৫ এর মত একইভাবে সংজ্ঞায়িত করবে এবং কোন নির্মাণ সাইটের ক্ষেত্রে ডেভেলপার বা সাইটের সার্বিক ঠিকাদারই হবে অক্যুপায়ার।

প্রস্তাবিত নতুন ধারাগুলো নিম্নরূপ-

ভিন্নরূপ কোন কিছু না থাকলে, কোন প্রতিষ্ঠানের অক্যুপায়ারের ওপর ৫, ৬ এবং ৭ অধ্যায়ে অন্তর্ভুক্ত দায়িত্বসমূহ আরোপিত হবে।

কোন প্রতিষ্ঠানের অক্যুপায়ার হচ্ছে কোন ব্যক্তি, কোম্পানী, ব্যবসা, যার ওই প্রতিষ্ঠানে কোন বিষয়ে বা কর্মকাণ্ডে চূড়ান্ত নিয়ন্ত্রণ রয়েছে। নির্মাণ সাইটের ক্ষেত্রে একজন অক্যুপায়ার হবেন ডেভেলপার বা সার্বিক ঠিকাদার যার ওই সাইটে নিয়ন্ত্রণ রয়েছে।”

স্বাস্থ্য, নিরাপত্তা ও কল্যাণমূলক দায়িত্বসমূহ

বিএলএ, ২০০৬ এর ৫, ৬, ৭ এবং ৮ অধ্যায়ে প্রতিষ্ঠানের জন্য আবশ্যিকীয় স্বাস্থ্য, নিরাপত্তা ও কল্যাণমূলক দায়িত্বসমূহ বর্ণিত হয়েছে। অপর পৃষ্ঠায় ছক-এ প্রাসঙ্গিক ধারার টাইটেলসমূহ দেয়া হলো:

এছাড়া বিএলএ, ২০০৬ এর ২০৫ ধারায় বলা হয়েছে অন্যান্য পঞ্চাশ জন শ্রমিক সাধারণত: কর্মরত আছেন এরূপ প্রত্যেক প্রতিষ্ঠান মালিক বিধি দ্বারা নির্ধারিত পন্থায় মালিক ও শ্রমিকগণের প্রতিনিধির সমন্বয়ে একটি ‘অংশগ্রহণকারী কমিটি’ গঠন করবেন। এর একটি কাজ হবে ‘নিরাপত্তা, পেশাগত স্বাস্থ্য রক্ষা এবং কাজের অবস্থার উন্নতি বিধান ও সংরক্ষণের ব্যবস্থা করা।’

বিএলএ-২০০৬ -এর স্বাস্থ্য, নিরাপত্তা ও কল্যাণমূলক বাধ্যবাধকতা ও প্রাসঙ্গিক ধারাসমূহ

স্বাস্থ্য ও স্বাস্থ্যবিধি		নিরাপত্তা		নিরাপত্তা (চলমান)	
৫১	পরিষ্কার পরিচ্ছন্নতা	৬২	অগ্নিকান্ড সম্পর্কে সতর্কতা অবলম্বন	৭৩	পিট, সাম্প, সুড়ঙ্গ মুখ ইত্যাদি
৫২	বায়ু চলাচল ও তাপমাত্রা	৬৩	যন্ত্রপাতি ঘিরিয়া রাখা	৭৪	অতিরিক্ত ওজন
৫৩	ধূলা-বালি ও ধোঁয়া	৬৪	চলমান যন্ত্রপাতির উপরে বা নিকটে কাজ	৭৭	বিপজ্জনক ধোঁয়ার বিরুদ্ধে সতর্কতামূলক ব্যবস্থা
৫৪	বর্জ্য পদার্থ অপসারণ	৬৫	স্ট্রাইকিং গিয়ার এবং শক্তি সরবরাহ বিচ্ছিন্ন করার পস্থা	৭৮	বিষ্ফোরক বা দাহ্য গ্যাস, ধূলা ইত্যাদি
৫৫	কৃত্রিম আর্দ্রকরণ	৬৬	স্বয়ংক্রিয় যন্ত্রপাতি	কল্যাণমূলক ব্যবস্থা	
৫৬	অতিরিক্ত ভিড়	৬৭	নতুন যন্ত্রপাতি আবৃত করা	৮৯	প্রাথমিক চিকিৎসা সরঞ্জাম
৫৭	আলোর ব্যবস্থা	৬৮	ক্রেন এবং অন্যান্য উত্তোলন যন্ত্রপাতি	৯০	সেইফটি রেকর্ড বুক সংরক্ষণ
৫৮	পান করার পানি	৬৯	হয়েস্ট এবং লিফ্ট	৯১	ধৌতকরণ সুবিধা
৫৯	পায়খানা ও পেশাব খানা	৭০	ঘূর্ণায়মান যন্ত্রপাতি	৯২	ক্যান্টিন
৬০	আবর্জনা বাস্তু ও পিকদানি	৭১	থ্রেসার প্ল্যান্ট	৯৩	বিশ্রাম কক্ষ, ইত্যাদি
		৭২	মেঝে, সিঁড়ি এবং যাতায়াত পথ	৯৪	শিশু কক্ষ

মন্তব্য ও সুপারিশ:

যদিও এ আইনে কিছু গুরুত্বপূর্ণ বাধ্যবাধকতা আরোপ করা হয়েছে তথাপিও কিছু গুরুত্বপূর্ণ বিষয় বাদ পড়ে গেছে।

১. অকুপায়ারের সাধারণ দায়িত্বসমূহ

প্রতিষ্ঠানের ভিতরে এবং বাইরে কর্মরত শ্রমিকদের নিরাপত্তা নিশ্চিত করার জন্য মালিক বা অকুপায়ার এর ওপর কোন সাধারণ দায়িত্ব আরোপ করা হয়নি। ভারতসহ বিশ্বের যেকোন স্বাস্থ্য ও নিরাপত্তা আইনে এই সাধারণ বিধি পাওয়া যায় যা আইএলও কনভেনশনেরও অংশ।^{৩১} উল্লেখিত নির্দিষ্ট দায়িত্ব ছাড়াও মালিক/অকুপায়ার এর সাধারণ দায়িত্ব হচ্ছে তাদের শ্রমিকদের নিরাপত্তা নিশ্চিত করতে যুক্তিসঙ্গত প্রয়োজনীয় পদক্ষেপ গ্রহণ করা। (নিচে উল্লেখিত সাধারণ দায়িত্বসমূহের উপ-ধারায় এই সাধারণ দায়িত্বের অর্থ প্রদান করা হয়েছে)।

এই সাধারণ দায়িত্বের মধ্যে প্রধান দু' ধরনের শ্রমিক পড়ে: (ক) যারা অকুপায়ার কর্তৃক সরাসরি নিয়োগকৃত; এবং (খ) যারা অকুপায়ার এর জন্য কাজ করেন কিন্তু বাস্তবে কোন ঠিকাদার কর্তৃক নিয়োগপ্রাপ্ত হন। খ নং ধরনের ক্ষেত্রে পৃথক দু'টি ধরন রয়েছে: (i) যারা বাস্তবে কোন ঠিকাদার কর্তৃক নিয়োগ প্রাপ্ত হন কিন্তু কাজের ধরনে তারা অকুপায়ার এর স্থায়ী বা স্থায়ী শ্রমিক; (ii) দ্বিতীয়ত, যেসব শ্রমিক মালিক/অকুপায়ার এর কাজ করার জন্য কোন ঠিকাদার কর্তৃক নিয়োগপ্রাপ্ত হন এবং যাদের কাজ ঠিকাদার এর অধীনে নিয়ন্ত্রিত হয়।

আমরা সুপারিশ করছি যে (ক) এবং (খ)(র) জাতীয় শ্রমিকের জন্য অকুপায়ারের দায়িত্ব থাকবে এবং খ(রর) জাতীয় শ্রমিক যখন শুধু প্রতিষ্ঠানের ভিতরে কাজ করবে তখন তাদের জন্যও অকুপায়ারের দায়িত্ব থাকবে।

“প্রত্যেক অকুপায়ার (ক) প্রতিষ্ঠানের আঙ্গিনার ভিতরে এবং বাইরে পরিচালিত কাজের জন্য নিযুক্ত কর্মচারী; (খ) ঠিকাদার বা অন্য কোন পক্ষ কর্তৃক নিযুক্ত শ্রমিক যারা প্রতিষ্ঠানের ভিতরে অকুপায়ারের হয়ে কাজ করে; (গ) ঠিকাদার বা অন্য কোন পক্ষ কর্তৃক নিযুক্ত শ্রমিক যারা প্রতিষ্ঠানের বাইরে অকুপায়ারের হয়ে কাজ করে, যেখানে ওই কাজের ওপর অকুপায়ারের নিয়ন্ত্রণ রয়েছে- এসব শ্রমিকের স্বাস্থ্য, নিরাপত্তা ও কল্যাণ নিশ্চিত করতে যতদূর সম্ভব যুক্তিসঙ্গতভাবে যথাযথ ব্যবস্থা গ্রহণ করবে।”

৩১ ওশ কনভেনশন এর অনুচ্ছেদ ১৬, কনস্ট্রাকশন কনভেনশন এর অনু-১৩, এগ্রিকালচারাল কনভেনশন এর অনু-৬(১), ডক ওয়ার্কস কনভেনশন এর অনু-৪(১)(ক), মাইন ওয়ার্কস কনভেনশন এর অনু- ৭ ;

২. তথ্য, প্রশিক্ষণ, কাজের নিরাপদ পদ্ধতি ইত্যাদি প্রদান করার দায়িত্ব

পূর্বে উল্লেখিত অকুপায়ারের ব্যাপক 'সাধারণ দায়িত্বসমূহ' এবং অন্য আইনে বর্ণিত 'সাধারণ দায়িত্বসমূহ'ও গতানুগতিক যেখানে মালিক/অকুপায়ারের প্রয়োজনীয় দায়িত্ব কী সে সম্পর্কে খুব কম ব্যাখ্যা পাওয়া যায়। এগুলো হলো: কাজের পদ্ধতি এবং নিরাপদ প্লান্ট প্রদান; বস্ত্র বা পদার্থ পরিবহন, সংরক্ষণ, হস্তান্তর এবং ব্যবহার সংশ্লিষ্ট ঝুঁকির অনুপস্থিতি নিশ্চিত করা; তথ্য, নির্দেশনা, প্রশিক্ষণ, তত্ত্বাবধান, এবং কাজের নিরাপদ পদ্ধতি প্রদান; নিরাপদ প্রবেশ পথ এবং বহির্গমনের পথসহ সকল স্থান রক্ষণাবেক্ষণ।

এই সার্বিক দায়িত্বের কথা আইএলও কনভেনশনে^{৩২} রয়েছে এবং এগুলো নিরাপদ কর্মক্ষেত্রের জন্য খুবই গুরুত্বপূর্ণ। বর্তমান বিএলএ- ২০০৬ তে এ দায়িত্বসমূহ উল্লেখ নেই।

বিএলএ-তে আমরা নিম্নোক্ত ধারা যোগ করার সুপারিশ করছি:

বিদ্যমান সাধারণ দায়িত্বসমূহ অক্ষুন্ন রেখে কর্মচারী বা অন্য শ্রমিকের স্বাস্থ্য, নিরাপত্তা ও কল্যাণ নিশ্চিত করতে

(ক) নিরাপদ এবং স্বাস্থ্যের জন্য ঝুঁকিহীন পরিবেশে প্রতিষ্ঠানে প্লান্ট এবং কাজের পদ্ধতির ব্যবস্থা এবং রক্ষণাবেক্ষণ করতে হবে;

(খ) প্রতিষ্ঠানে বস্ত্র বা পদার্থ পরিবহন, সংরক্ষণ, হস্তান্তর এবং ব্যবহার সংশ্লিষ্ট ব্যবস্থাপনাসমূহে নিরাপত্তা ও স্বাস্থ্য ঝুঁকির অনুপস্থিতি নিশ্চিত করতে হবে;

(গ) প্রতিষ্ঠানে তথ্য, নির্দেশনা, প্রশিক্ষণ এবং তত্ত্বাবধানের ব্যবস্থা থাকতে হবে যেহেতু এগুলো কর্মরত সকলের স্বাস্থ্য ও নিরাপত্তা নিশ্চিত করার জন্য প্রয়োজনীয়;

(ঘ) প্রতিষ্ঠানের সকল স্থান এমনভাবে রক্ষণাবেক্ষণ করতে হবে যাতে শর্ত থাকে যে এটা নিরাপদ এবং স্বাস্থ্যের জন্য ঝুঁকিমুক্ত এবং প্রবেশ পথ এবং বহির্গমনের পথ, এসব স্থান এমনভাবে রক্ষণাবেক্ষণ করতে হবে যে এটা নিরাপদ এবং স্বাস্থ্যের জন্য ঝুঁকিমুক্ত হয়;

৩. তথ্য, প্রশিক্ষণ, তত্ত্বাবধানের ব্যবস্থা

বিশ্বের বেশির ভাগ স্বাস্থ্য ও নিরাপত্তা আইনের মূল ভিত্তি হচ্ছে শ্রমিকের জন্য তথ্য, প্রশিক্ষণ ও তত্ত্বাবধানের ব্যবস্থা - আইএলও কনভেনশনসমূহেও এর প্রয়োজনীয়তার কথা বলা হয়েছে।^{৩৩} এগুলো কেন প্রদান করা প্রয়োজন তা পূর্বে উল্লেখ করা হয়েছে। কিন্তু কী ধরনের তথ্য, প্রশিক্ষণ ও তত্ত্বাবধানের ব্যবস্থা প্রয়োজন তা স্পষ্ট করা উচিত।

এজন্য আমরা নিম্নোক্ত ধারা যোগ করার সুপারিশ করছি:

(ক) “অকুপায়ারকে পর্যাপ্ত ও উপযুক্ত পদক্ষেপ গ্রহণ করতে হবে যাতে প্রতিষ্ঠানে কর্মরত কর্মচারী ও অন্যান্যরা নিম্নলিখিত তথ্য পান।

(র) বিদ্যমান অবস্থা অক্ষুন্ন রেখে শব্দ দূষণের ঝুঁকি, কম্পন, বিকিরণ, এসবেসটস, যন্ত্রপাতি, প্লান্ট এবং সরঞ্জামাদিসহ কর্মক্ষেত্রের সংস্পর্শে আসতে পারে এমন রাসায়নিক, শারীরিক এবং জৈবিক পদার্থের মাধ্যমে সৃষ্ট সম্ভাব্য কোন নিরাপত্তা ও স্বাস্থ্য ঝুঁকির প্রকৃতি সম্পর্কে;

(রর) রাসায়নিক নিরাপত্তা উপাত্ত শিট (ঈযবসরপধষ ঝাধভবু উধঃধ ঝাযববঃ) সহ উৎপাদনকারী, আমদানিকারক, এবং সরবরাহকারী কর্তৃক সরবরাহকৃত প্রাসঙ্গিক নিরাপত্তা ও স্বাস্থ্য তথ্য সম্পর্কে;

(ররর) শ্রমিকদের স্বাস্থ্যের অবস্থা নিরূপণে গৃহীত স্বাস্থ্য পরীক্ষা-নিরীক্ষার ফলাফল সম্পর্কে;

(রা) কর্মক্ষেত্রে রাসায়নিক সংস্পর্শতা, শব্দ, অথবা অন্যান্য ঝুঁকির মাত্রা নিরূপণে মালিক কর্তৃক গৃহীত কোন মনিটরিং এর রেকর্ড সম্পর্কে;

(খ) বিদ্যমান অবস্থা অক্ষুন্ন রেখে কাজের নিরাপদ পদ্ধতি, ঝুঁকিপূর্ণ রাসায়নিক পদার্থের নিরাপদ ব্যবহার, পদার্থের হস্তান্তর ও পরিবহন, লেবেল ও রাসায়নিক ডাটা শিট, লিফটিং মেশিন পরিচালনা, কর্মক্ষেত্রে মাটি সরবরাহে ব্যবহৃত সামগ্রী এবং ঝুঁকিসমূহ

৩২ ৩শ কনভেনশনের অনু- ১৯(গ) ও (ঘ), কনস্ট্রাকশন কনভেনশন এর অনু-৩৩, মাইন সেইফটি কনভেনশনের অনু-৯(ক), কেমিক্যাল কনভেনশনের অনু- ১০(১), এগ্রিকালচারাল কনভেনশন এর অনু-৭(খ), মেজর এন্ড্রিভেট কনভেনশনের অনু- ২০(ক) থেকে (গ), ওয়ার্কিং এনভায়রনমেন্ট কনভেনশনের অনু- ৭(ক);

৩৩ উপরোল্লিখিত একই কনভেনশনসমূহ

প্রতিরোধ, নিয়ন্ত্রণ ও তত্ত্বাবধানের জন্য গৃহীত পদক্ষেপসহ কীভাবে নিরাপদে কাজ করা যায় সেসব সম্পর্কে নির্দেশনা ও প্রশিক্ষণ প্রদান;

(গ) শ্রমিকগণ নিরাপদ পদ্ধতিতে কাজ করছেন কিনা তা নিশ্চিত করতে তাদের তদারকীকরণ।

৪. ঝুঁকি নিরূপণ:

আর্জাজাতিকভাবে এটা স্বীকৃত যে ‘ঝুঁকি নিরূপণ’ (Risk Assessment) পদ্ধতির মাধ্যমে সবচেয়ে ভালভাবে কর্মক্ষেত্রে নিরাপত্তা ও স্বাস্থ্য নিশ্চিত করা যায় - অনেক আইএলও কনভেনশনে এ বিষয়ে উল্লেখ আছে।^{৩৪} ‘ঝুঁকি নিরূপণ’ পদ্ধতির মাধ্যমে মালিক প্রথমে শ্রমিকদের নিরাপত্তা ও স্বাস্থ্য ঝুঁকিসমূহ চিহ্নিত করবে, এরপর ঝুঁকির মাত্রা (সম্ভাব্য ক্ষতির মাত্রা এবং বর্তমানে কী ক্ষতি হচ্ছে) এবং এরপর সেসব ঝুঁকি নিয়ন্ত্রণে কী কী ব্যবস্থা আছে এবং কী কী ব্যবস্থা নেয়া যায় তা নিরূপণ করা।

স্বাস্থ্য সুরক্ষা ও নিরাপত্তা ব্যবস্থা গ্রহণ করতে মালিককে নিম্নলিখিত পদক্ষেপ পর্যায়ক্রমে অনুসরণ করতে হবে।

- ঝুঁকি নিরসণ;

- প্রকৌশলগত নিয়ন্ত্রণ (engineering control)

- কাজের নিরাপদ পদ্ধতি;

- ব্যক্তিগত সুরক্ষা সরঞ্জামাদি।

যদি ঝুঁকি নিরূপণে পাওয়া যায় যে, শ্রমিকগণ বিপজ্জনক রাসায়নিক ঝুঁকির সম্মুখীন হচ্ছেন তাহলে সম্ভাব্য অধিকতর নিরাপদ রাসায়নিক পদার্থ ব্যবহারের বিষয়টি বিবেচনা করতে হবে। এটা সম্ভব না হলে প্রকৌশলগত নিয়ন্ত্রণের (engineering control) পদক্ষেপ গ্রহণ করতে হবে যাতে ওই রাসায়নিক পদার্থের সংস্পর্শতা বন্ধ হয়। যদি এই পদ্ধতি সম্ভব না হয় বা অপরিপূর্ণ হয় তাহলে কাজের নিরাপদ পদ্ধতির ব্যবস্থা করতে হবে। যদি তারপরও কোন ঝুঁকি থাকে তাহলে শ্রমিকদের ব্যক্তিগত নিরাপত্তা সরঞ্জামাদি প্রদান করতে হবে। শেষ আশ্রয় হিসেবে ব্যক্তিগত নিরাপত্তা সরঞ্জামাদি তখনই ব্যবহার করতে হবে যখন অন্যান্য নিয়ন্ত্রণ অপরিপূর্ণ থাকে।

এজন্য নিম্নোক্ত সংশোধনী সুপারিশ করা হচ্ছে:

১. এ আইনের দ্বারা কর্মক্ষেত্রে নিরাপত্তা সংশ্লিষ্ট বিধিবিধান এবং অন্যান্য বিধিবিধান পালনে পদক্ষেপ চিহ্নিতকরণের উদ্দেশ্যে শ্রমিকের স্বাস্থ্য ও নিরাপত্তা সুরক্ষার দায়িত্ব যার উপর থাকে এমন প্রত্যেক অকুপায়ার কর্মক্ষেত্রে শ্রমিকের স্বাস্থ্য ও নিরাপত্তা ঝুঁকি উপযুক্ত ও পর্যাপ্তভাবে নিরূপণ করবে।

২. কী কী স্বাস্থ্য সুরক্ষা ও নিরাপত্তা ব্যবস্থা গ্রহণ করা প্রয়োজন তা চিহ্নিত করতে মালিককে নিম্নলিখিত বিষয়সমূহ পর্যায়ক্রমে অনুসরণ করতে হবে।

ক) ঝুঁকি নিরসণ;

খ) যথাযথ প্রকৌশলগত নিয়ন্ত্রণ ব্যবস্থা (বহুমরহববৎরহম পড়হঃঃঃঃঃ) গ্রহণের মাধ্যমে উৎসস্থলেই ঝুঁকি নিয়ন্ত্রণ;

গ) কাজের নিরাপদ পদ্ধতির পরিকল্পনা ও চর্চা এবং পর্যাপ্ত পেশাগত স্বাস্থ্যবিধি গ্রহণের মাধ্যমে ঝুঁকি হ্রাসকরণ;

ঘ) এরপরেও ঝুঁকি থাকলে তা থেকে সুরক্ষার জন্য যথাযথ, যুক্তিসংগত ও উপযুক্ত ব্যক্তিগত সুরক্ষা সরঞ্জামাদি প্রদান করা।

৫. ব্যক্তিগত সুরক্ষা সরঞ্জামাদি (PPE)

ব্যক্তিগত সুরক্ষা সরঞ্জামাদি সম্পর্কে বিএলএ, ২০০৬ এ কোন সাধারণ বিধানের উল্লেখ করা হয়নি। চোখের সুরক্ষার জন্য শুধু একটি ধারা ৭৫ রাখা হয়েছে যেখানে সরকারকে চোখের সুরক্ষার জন্য বিধি তৈরীর সুযোগ দেয়া হয়েছে। পুরাতন কারখানা বিধি ১৯৭৯ এ পিপিই সম্পর্কে একটি ধারা রয়েছে। বিধি ৪৯ এ চোখের নিরাপত্তা বিধানের জন্য উপযুক্ত চশমা বা চোখাবরণের ব্যবস্থা করার কথা বলা হয়েছে অকুপায়ারকে।

৩৪ কনস্ট্রাকশন কনভেনশন এর অনু-২৮(১), এগ্রিকালচারাল কনভেনশন এর অনু-৭(ক), কেমিক্যালস কনভেনশনের অনু - ১৩;

পিপিই প্রদানে অকুপায়ারের একটা সাধারণ দায়িত্ব থাকা প্রয়োজন - আইএলও কনভেনশনেও এ সম্পর্কে বলা হয়েছে।^{৩৫} এ ক্ষেত্রে নিম্নোক্ত সংশোধনী সুপারিশ করা হচ্ছে:

ক) ঝুঁকিপূর্ণ রাসায়নিক পদার্থ অথবা অন্যান্য দুর্ঘটনার অথবা আহত হওয়ার ঝুঁকি থেকে সুরক্ষার জন্য কাজের ধরন ও ঝুঁকি অনুযায়ী বিনামূল্যে শ্রমিকদের ব্যক্তিগত সুরক্ষা সরঞ্জামাদি ও সুরক্ষা পোশাক প্রদান এবং এসব রক্ষণাবেক্ষণ মালিককে করতে হবে।

খ) শ্রমিকদের শুধু তখনই এসব সরঞ্জামাদি ব্যবহার করা প্রয়োজন হবে যখন (র) ঝুঁকিপূর্ণ উপাদান বা বিপদজনক যন্ত্রপাতির পরিবর্তে ঝুঁকিহীন উপাদান বা বিপদহীন যন্ত্রপাতির মাধ্যমে বিকল্প ব্যবস্থা গ্রহণ করা সম্ভব নয়, অথবা (রর) কোন প্লাস্ট যন্ত্রপাতি, সরঞ্জামাদি বা প্রক্রিয়ায় যথাযথ প্রকৌশলগত ব্যবস্থা গ্রহণ করা সত্ত্বেও একটি গ্রহণযোগ্য মাত্রায় ঝুঁকি কমিয়ে আনা সম্ভব হয়নি।

(গ) সকল ব্যক্তিগত সুরক্ষা সরঞ্জামাদি সরকারি বিধি মোতাবেক আদর্শমানের হতে হবে এবং এসব পরিষ্কার, রক্ষণাবেক্ষণ ও সংরক্ষণের ব্যবস্থা মালিককে গ্রহণ করতে হবে।

৬. শব্দ দূষণ/ উচ্চ শব্দ

দীর্ঘসময় ধরে উচ্চমাত্রার শব্দের মধ্যে কাজ করলে স্থায়ীভাবে শ্রবণ শক্তি হারায়। সে কারণেই উচ্চমাত্রার শব্দ অত্যন্ত ঝুঁকিপূর্ণ। যেহেতু বর্তমান শ্রম আইনে উচ্চমাত্রার শব্দ নিয়ন্ত্রণের ব্যাপারে তেমন কিছু উল্লেখ নেই তাই শ্রম আইন ২০০৬ এ নিম্নোক্ত পরিবর্তনের সুপারিশ করা হলো:

“কর্মক্ষেত্রে অতিরিক্ত শব্দের ক্ষতিকর প্রভাব থেকে শ্রমিকদের রক্ষা করার জন্য অকুপায়ার/মালিককে যথাযথ পূর্বসতর্কতা অবলম্বন করতে হবে এবং শব্দের সর্বোচ্চ মাত্রা কোন অবস্থাতেই বিধিতে উল্লেখিত মাত্রাকে অতিক্রম করবে না।”

৭. অগ্নিকাণ্ড প্রতিরোধ

বাংলাদেশ শ্রম আইনের ধারা ৬২(১) এবং কারখানা বিধির ধারা ৫১ ও ৫২ এ অগ্নিকাণ্ডের নিরাপত্তা সম্পর্কে বেশকিছু বাধ্যবাধকতার উল্লেখ রয়েছে - কিন্তু উল্লেখিত বাধ্যবাধকতা খুবই সুনির্দিষ্ট এবং এক্ষেত্রে অগ্নিকাণ্ড থেকে রক্ষা পাওয়ার জন্য মালিকের প্রতি কোনরূপ দায়িত্ব অর্পণ করা হয়নি। তাই উল্লেখিত কর্তব্যের সাথে নিম্নোক্ত বাক্যসমূহ অন্তর্ভুক্ত করার জন্য সুপারিশ করা হলো:

“অকুপায়ার/মালিককে প্রয়োজনীয় সকল ব্যবস্থা গ্রহণ করতে হবে যাতে (ক) অগ্নিকাণ্ডের ঝুঁকি পরিহার করা যায়, (খ) তড়িৎ এবং দক্ষতার সাথে অগ্নি নির্বাপন করা যায়, এবং (গ) দ্রুত ও নিরাপদ নির্গমনের ব্যবস্থা করা।”

৮. স্বাস্থ্য নজরদারির ব্যবস্থা

শ্রমিকরা যাতে তাদের কাজের কারণে অসুস্থ হয়ে না পড়ে তা নিশ্চিত করতে একটি নির্দিষ্ট আকারের প্রতিষ্ঠানের অকুপায়ার/মালিককে যথাযথ পেশাগত স্বাস্থ্য নজরদারির ব্যবস্থা গ্রহণ করা প্রয়োজন। বর্তমান শ্রম আইনে কোন স্বাস্থ্য নজরদারির ব্যবস্থা যেমন- শ্রবণ শক্তি পরীক্ষা, চর্ম রোগ পরীক্ষা, রক্তে সীসার পরিমাণ পরীক্ষা, ইত্যাদি এর কোন উল্লেখ নেই।^{৩৬} তাই নিম্নোক্ত সুপারিশ করা হলো :

“পেশাগত স্বাস্থ্য ঝুঁকি রয়েছে এরূপ শ্রমিকদেরকে বিধিতে উল্লেখিত পস্থায় নিয়মিত স্বাস্থ্য পরীক্ষার ব্যবস্থা মালিককে নিশ্চিত করতে হবে।”

বাংলাদেশ শ্রম আইন, ২০০৬ এর ধারা ৩১৯ সংশোধনের মাধ্যমে প্রধান পরিদর্শককে নিম্নোক্ত ক্ষমতা প্রদান করা যেতে পারে:

“কোন অবস্থার প্রেক্ষিতে এবং কীভাবে অকুপায়ার শ্রমিকদের জন্য স্বাস্থ্য নজরদারির ব্যবস্থা গ্রহণ করবে প্রধান পরিদর্শক তা নির্দিষ্ট করে দিবে।”

৩৫ ওশ কনভেনশন এর অনুচ্ছেদ ১৬ (৩), কনস্ট্রাকশন কনভেনশন এর অনু-৩০(১), ওয়ার্কিং এনভায়রনমেন্ট কনভেনশনের অনু- ১০, কেমিক্যাল কনভেনশনের অনু- ১৩(১)(চ) ;

৩৬ ওয়ার্কিং এনভায়রনমেন্ট কনভেনশনের অনু- ১১(১) ;

আইন প্রয়োগ

যে ক্ষেত্রে পরিদর্শকের নিকট উপযুক্ত মনে হয় সেক্ষেত্রে কর্ম-পরিবেশের অবস্থার উন্নয়নে প্রয়োজনীয় পদক্ষেপ গ্রহণ করার লক্ষ্যে নির্দিষ্ট কিছু ক্ষমতা বিএলএ, ২০০৬ এ কারখানা পরিদর্শককে দেয়া হয়েছে। নিচের ছকে এ সমস্ত ক্ষমতা উল্লেখ করা হলো:

আইন প্রয়োগ সংক্রান্ত পরিদর্শকের ক্ষমতার সারসংক্ষেপ

ধারা	যেসব ক্ষেত্রে ক্ষমতা প্রয়োগ করা যায়	ক্ষমতার প্রকৃতি
৬১ (১)	কোন ভবন বা তার যন্ত্রপাতি ‘মানুষের জীবন ও নিরাপত্তার জন্য বিপজ্জনক’	মালিকের উপর লিখিত আদেশ জারি করে নির্দিষ্ট সময়ের মধ্যে যথাযথ পরিবর্তন আনার নির্দেশ দিতে পারেন।
৬১ (২)	ভবনের কোন অংশ বা যন্ত্রপাতি “মানুষের জীবন অথবা নিরাপত্তার জন্য আশু বিপজ্জনক”	যথাযথভাবে মেরামত বা পরিবর্তন না করা পর্যন্ত তার ব্যবহার স্থগিত রাখার নির্দেশ দিতে পারেন।
৬২ (১)	অগ্নিকাণ্ডের সময় বিকল্প বহির্গমনের ব্যবস্থা না থাকা	নির্দিষ্ট সময়ের মধ্যে কী কী ব্যবস্থা গ্রহণ করা প্রয়োজন তা উল্লেখ করে সংশ্লিষ্ট প্রতিষ্ঠানের উপর লিখিত আদেশ জারি করতে পারেন।
৭৬	যদি প্রতীয়মান হয় যে, কোন ভবনের অংশবিশেষ অথবা যন্ত্রপাতি অথবা প্ল্যান্ট মানুষের জীবন অথবা নিরাপত্তার জন্য বিপজ্জনক হতে পারে	সংশ্লিষ্ট মালিকের উপর প্রয়োজনীয় নকশা সরবরাহের অথবা প্রয়োজনীয় পরীক্ষা পরিচালনার জন্য নির্দেশ দিতে পারেন।
৮৫ (১)	এই আইনে কোন বিষয় সম্বন্ধে সুস্পষ্ট কোন বিধান নেই এমন কোন ক্ষেত্রে, যদি কোন প্রতিষ্ঠানে এমন কোন অবস্থা বিরাজ করে যা মানুষের জীবন এবং নিরাপত্তার জন্য বিপজ্জনক অথবা এতটাই ক্রটিপূর্ণ যে তা মানুষের শারীরিক ক্ষতি করতে পারে	মালিককে লিখিত ভাবে অবহিত করতে পারেন এবং নির্দিষ্ট সময়ের মধ্যে নির্দিষ্ট উপায়ে তা সংশোধনের নির্দেশ দিতে পারেন।
৮৫ (২)	কোন ভবন ভেঙ্গে ফেলার ক্ষেত্রে যদি তা অপর কোন স্তম্ভ ভেঙ্গে পড়ার কারণ হয় অথবা তার জন্য বিপজ্জনক হয়	মালিককে এমন ভবন ভেঙ্গে ফেলতে নিষেধ করতে পারেন।
৮৫(৩)	যদি মনে হয় যে, শ্রমিকের জীবন এবং নিরাপত্তা ‘আশু বিপদের সম্মুখীন’	মালিককে লিখিতভাবে অবহিত করতে পারেন এবং বিপদ অপসারিত না হওয়া পর্যন্ত এমন প্রতিষ্ঠানে কোন শ্রমিকের নিয়োগ নিষিদ্ধ করতে পারেন।

এছাড়াও মামলা দায়েরের মাধ্যমে আইন বলবৎ করা যেতে পারে। বিএলএ, ২০০৬- এ বিশেষভাবে স্বাস্থ্য, নিরাপত্তা ও কল্যাণ সংক্রান্ত পাঁচটি অপরাধ রয়েছে- অনাবৃত যন্ত্রপাতি বিক্রয়,^{৩৭} দুর্ঘটনার নোটিশ প্রদানে ব্যর্থতা,^{৩৮} আইন লঙ্ঘনের ফলে সংঘটিত মৃত্যু,^{৩৯} আইন লঙ্ঘনের ফলে সংঘটিত মারাত্মক শারীরিক জখম,^{৪০} এবং আইন লঙ্ঘনের ফলে সংঘটিত যেকোন ক্ষতি।^{৪১}

৩৭ ধারা ২৮৮, বাংলাদেশ শ্রম আইন, ২০০৬। সর্বোচ্চ তিন মাসের কারাদণ্ড অথবা/এবং সর্বোচ্চ ১০০০ টাকা জরিমানা।

৩৮ ধারা ২৯০, বাংলাদেশ শ্রম আইন, ২০০৬। সর্বোচ্চ ছয় মাসের কারাদণ্ড অথবা/এবং সর্বোচ্চ ৩০০০ টাকা জরিমানা।

৩৯ ধারা ৩০৯ (ক), বাংলাদেশ শ্রম আইন, ২০০৬। সর্বোচ্চ চার বছরের কারাদণ্ড অথবা/এবং সর্বোচ্চ ১০০,০০০ টাকা জরিমানা।

৪০ ধারা ৩০৯ (খ), বাংলাদেশ শ্রম আইন, ২০০৬। সর্বোচ্চ দুই বছরের কারাদণ্ড অথবা/এবং সর্বোচ্চ ১০,০০০ টাকা জরিমানা।

৪১ ধারা ৩০৯ (গ), বাংলাদেশ শ্রম আইন, ২০০৬। সর্বোচ্চ ছয় মাসের কারাদণ্ড অথবা/এবং সর্বোচ্চ ৫০০০ টাকা জরিমানা।

উপরন্ত, এই আইনে একটি ‘সাধারণভাবে প্রযোজ্য’ (Catch-all) অপরাধ রয়েছে যার আওতায় কোন ব্যক্তি এ আইনের কোন বিধান অথবা এ আইনের অধীনে প্রণীত কোন বিধি মান্য করতে ব্যর্থ হলে সর্বোচ্চ ৫,০০০ (পাঁচ হাজার) টাকা^{৪২} পর্যন্ত অর্থদণ্ডে দণ্ডনীয় হবেন। এই অপরাধটি, উদাহরণস্বরূপ, স্বাস্থ্য, নিরাপত্তা এবং কল্যাণ সংক্রান্ত যেকোন বাধ্যবাধকতা লঙ্ঘনের জন্য প্রযোজ্য হবে যা উপরোল্লিখিত অপরাধগুলোর অন্তর্ভুক্ত নয়। দ্বিতীয়বার একই ধরনের অপরাধ সংঘটনের ক্ষেত্রে জরিমানা অথবা শাস্তির পরিমাণ দ্বিগুণ হবে।^{৪৩}

একজন মালিকের উপর আরোপিত কোন ধরনের কর্তব্য লঙ্ঘনের ক্ষেত্রে মালিক হিসেবে সংজ্ঞায়িত যেকোন ব্যক্তির বিরুদ্ধে মামলা করা যেতে পারে। তাছাড়া, যেক্ষেত্রে কোন কোম্পানীর বিরুদ্ধে মামলা দায়ের করা হয় সেক্ষেত্রে “প্রত্যেক পরিচালক, অংশীদার, শেয়ারহোল্ডার, ব্যবস্থাপক অথবা সচিব, অথবা সরাসরি কোম্পানীর প্রশাসনিক কাজের সাথে জড়িত অন্য যেকোন কর্মকর্তা বা প্রতিনিধি অপরাধী হিসেবে গণ্য হবেন, যদি না তিনি প্রমাণ করতে পারেন যে, অপরাধটি তার জ্ঞাতসারে বা সম্মতিক্রমে হয়নি বা তিনি উক্ত অপরাধ রোধের জন্য সাধ্যমত চেষ্টা করেছিলেন।”^{৪৪}

সকল প্রকার ফৌজদারী অপরাধের জন্য অবশ্যই শ্রম আদালতে মামলা দায়ের করতে হবে।^{৪৫} ফৌজদারী অপরাধের জন্য শুধু কারখানা পরিদর্শকের মাধ্যমেই অভিযোগ উত্থাপন করা যায় না, বরং “কোন সংক্ষুদ্র ব্যক্তি বা ট্রেড ইউনিয়নও”^{৪৬} অভিযোগ উত্থাপন করতে পারে - কোন অপরাধ সংঘটিত হবার ৬ মাসের মধ্যে।^{৪৭} যদিও ‘সংক্ষুদ্র ব্যক্তি’ সম্পর্কে আইনে স্পষ্টভাবে সংজ্ঞায়িত করা হয়নি তথাপিও এটা মোটামুটিভাবে নিশ্চিত করে বলা যায় যে, সংক্ষুদ্র ব্যক্তি হচ্ছে (ক) আইন না মানায় অনিরাপদ অবস্থার ফলে আহত বা ব্যক্তিগতভাবে ক্ষতিগ্রস্ত কোন শ্রমিক; (খ) আইন না মানার ফলে নিহত কোন শ্রমিক পরিবারের কোন সদস্য। অন্যদিকে, যুক্তিসংগতভাবে ‘সংক্ষুদ্র ট্রেড ইউনিয়ন’ বলতে এমন কোন ট্রেড ইউনিয়নকে বোঝায় - মালিক কর্তৃক আইনের বিধান যথাযথভাবে না মানার ফলে- যার কোন সদস্যের ক্ষতিগ্রস্ত হওয়ার ঝুঁকি রয়েছে।

মন্তব্য ও সুপারিশ

১. প্রধান পরিদর্শকের ক্ষমতা ও দায়িত্ব

বিএলএ, ২০০৬ এর ধারা ৩১৯ এ প্রধান পরিদর্শকের ক্ষমতা ও দায়িত্ব সম্পর্কে উল্লেখ আছে। প্রধান পরিদর্শকের ক্ষমতা ও দায়িত্বের সাথে নিম্নোক্ত নতুন ক্ষমতাসমূহ অন্তর্ভুক্ত করার জন্য সুপারিশ করা হলো:

ক. কতিপয় রাসায়নিক পদার্থ, কর্ম পদ্ধতি ইত্যাদি নিষিদ্ধ করার ক্ষমতা

“স্বাস্থ্য ও নিরাপত্তার জন্য ন্যায্য হতে পারে এরূপ কতিপয় বিপজ্জনক রাসায়নিক পদার্থের ব্যবহার অথবা বিশেষ কোন কর্ম পদ্ধতির ব্যবহার নিষিদ্ধ বা সীমিত করা অথবা কতিপয় রাসায়নিক পদার্থ ও কর্ম-পদ্ধতির পরিবর্তে নিরাপত্তা সামগ্রী এবং অন্য কোন কর্ম পদ্ধতির প্রতিস্থাপন করার নির্দেশ প্রদান অথবা এরূপ রাসায়নিক পদার্থ বা কর্মপদ্ধতি প্রয়োগের অগ্রীম প্রজ্ঞাপন এবং পূর্বানুমতি রয়েছে কিনা তা যাচাই করবেন।”

খ. অনুমোদনযোগ্য সর্বোচ্চ মাত্রা

“আন্তর্জাতিক নীতি অনুসরণ করে ঝুঁকিপূর্ণ রাসায়নিক পদার্থ, শব্দ, কম্পন, এবং অন্যান্য প্রাসঙ্গিক ঝুঁকির সর্বোচ্চ অনুমোদনযোগ্য মাত্রা প্রতিষ্ঠিত করা।”

গ. নোটিশযোগ্য মৃত্যুর ক্ষেত্রে করণীয়

শ্রম আইনের ধারা ৮০ অনুযায়ী নোটিশযোগ্য কোন মৃত্যু সম্পর্কে তথ্য পেলে (ক) আইনের দ্বাদশ অধ্যায় অনুযায়ী নিহতের পরিবারকে ক্ষতিপূরণ প্রদানের জন্য প্রয়োজনীয় অর্থ শ্রম আদালতে জমা দেয়া হয়েছে কিনা, (খ) কোন ফৌজদারী অপরাধ সংঘটিত হয়েছে কিনা এবং (গ) ক্ষতিপূরণ প্রদান করা না হলে বা কোন ফৌজদারী অপরাধ সংঘটিত হলে প্রয়োজনীয় পদক্ষেপ গ্রহণ করার জন্য প্রয়োজনীয় অনুসন্ধান করার সুপারিশ করা হলো।

৪২ বিএলএ, ২০০৬ এর ধারা ৩০৭ এর সংশোধনী।

৪৩ বিএলএ, ২০০৬ এর ধারা ৩০৮

৪৪ ধারা ৩১২, বাংলাদেশ শ্রম আইন, ২০০৬।

৪৫ ধারা ৩১৩ (১), বিএলএ, ২০০৬

৪৬ ধারা ৩১৩ (২)(ক), বাংলাদেশ শ্রম আইন, ২০০৬। কীভাবে পূর্বতন আইন পরিদর্শকের মামলা করা হতে বিরত তার প্রকৃষ্ট উদাহরণ হলো ১৯৬৫ সালের কারখানা আইনের ১০৭ ধারা।

৪৭ ধারা ৩১৪, বিএলএ, ২০০৬

ধারা ৩১৯ এর উপ ধারা (৫) এর পর নিম্নরূপ নতুন উপ ধারা (৬) সন্নিবেশিত হবে। যথা-

(৬) প্রধান পরিদর্শক অথবা তাহার নিকট হইতে এতদুদ্দেশ্যে ক্ষমতাপ্রাপ্ত তাহার অধস্তন কোন কর্মকর্তা অবশ্যই-

(ক) যত দ্রুত সম্ভব তবে নোটিশ পাওয়ার তারিখ হতে এক মাসের বেশি অতিবাহিত হবে না, আইনের ৮০ ধারার অধীনে নোটিশযোগ্য কোন মৃত্যু সম্পর্কে কোন ব্যক্তি কর্তৃক তাঁর নিকট নোটিশকৃত মৃত্যুর তদন্ত করবেন;

(খ) উক্ত তদন্তকাজের অংশ হিসেবে নির্ধারণ করবেন আইনের ৩০৯ ধারার অধীনে কোন অপরাধ সংঘটিত হয়েছে কিনা এবং দ্বাদশ অধ্যায়ের অধীন প্রয়োজনীয় অর্থ শ্রম আদালতে জমা দেয়া হয়েছে কিনা;

(গ) বিধি দ্বারা নির্ধারিত ফরমে নির্দেশিত তথ্য শ্রম আদালতে প্রেরণের মাধ্যমে অত্র আইনের দ্বাদশ অধ্যায়ের অধীন প্রয়োজনীয় ক্ষতিপূরণের অর্থ শ্রম আদালতে জমা প্রদান করা হয়েছে কিনা তা নির্ধারণে আদালতকে সহায়তা করবেন;

(ঘ) যদি, উক্ত তদন্ত সম্পন্ন হলে, ৩০৯ ধারার অধীন কোন অপরাধের সাক্ষ্য মেলে, তবে উক্ত ঘটনা সংঘটিত হওয়ার ১ বছরের মধ্যে মালিকের বিরুদ্ধে ফৌজদারী মামলা দায়ের করবেন।

২. প্রয়োজনীয় উন্নয়নের ক্ষেত্রে পরিদর্শকের ক্ষমতা

বিএলএ, ২০০৬ এর ধারা ৬১ এবং ৮৫(ক) এ পরিদর্শকদের এমন ক্ষমতা প্রদান করা হয়েছে যে যখন কোন পরিদর্শকের নিকট এটা প্রতীয়মান হয় যে কোন প্রতিষ্ঠানের কোন কিছু মানুষের নিরপত্তার জন্য ‘বিপজ্জনক’ তখন তিনি তার উন্নয়নের লক্ষ্যে লিখিত আদেশ জারী করতে পারবেন। এটি একটি বিশাল খোলা দরজার মত। তাছাড়া, উক্ত ধারা দু’টি যেভাবে লিখিত তাতে এটা স্পষ্ট নয় যে পরিদর্শকের কাছে প্রতিষ্ঠানের যেকোন কার্যক্রম বিপজ্জনক মনে হলে নোটিশ করতে পারবেন নাকি শুধু ভবনের বা প্লান্টের কোন কিছু বিপজ্জনক মনে হলে তার উন্নয়নে নোটিশ করতে পারবেন।

সেজন্য ‘বিপজ্জনক’ শব্দটির পরিবর্তে ‘অনিরাপদ’ শব্দটি প্রতিস্থাপন করা এবং উক্ত ধারা দুটি এমনভাবে সংশোধন করা যাতে এটা স্পষ্ট হয় যে, যখন কোন পরিদর্শকের নিকট এটা প্রতীয়মান হয় যে “ আইন বা বিধিতে উল্লেখিত পস্থা অনুসরণ না করে কোন কাজ করা হচ্ছে অথবা অনিরাপদভাবে কোন কাজ করা হচ্ছে” তাহলে পরিদর্শক তার উন্নয়নে নোটিশ জারী করতে পারবেন।

৩. প্রাণহানী ও শারীরিক জখম হওয়ার ক্ষেত্রে মামলা দায়ের করার পূর্ববর্তী সময়

এ আইনের ধারা ৩১৪ এ উল্লেখ করা হয়েছে যেকোন অপরাধ সংঘটিত হওয়ার ৬ মাসের মধ্যে উহার অভিযোগ আদালতে উত্থাপন করতে হবে। শ্রম আইন অনুযায়ী প্রাণহানী বা শারীরিক জখম সবচেয়ে মারাত্মক অপরাধ এবং এর জন্য দন্ডের মাত্রাও সবচেয়ে বেশি (ধারা ৩০৯)। কিন্তু, ৬ মাসের মধ্যে প্রাণহানী বা শারীরিক জখমের যথাযথ তদন্ত সম্পন্ন করা এবং অভিযোগ দায়েরের লক্ষ্যে প্রয়োজনীয় সকল কাগজপত্রাদি সংগ্রহ করা প্রায় অসম্ভব। সে কারণে শুধু এ ধরনের অপরাধ সম্পর্কে অভিযোগ দায়েরের সময় ১ বছর করাই শ্রেয়। এ লক্ষ্যে নিম্নোক্ত সংশোধনের সুপারিশ করা হলো:

ধারা ৩০৯ এর উপ ধারা (৩) এর পর নিম্নরূপ নতুন উপ ধারা (৪) সন্নিবেশিত হবে। যথা-

(৪) এই ধারার অধীনে শাস্তিযোগ্য কোন অপরাধ সংঘটনের পরবর্তি এক বৎসরের মধ্যে শ্রম আদালতে উত্থাপিত হলে শ্রম আদালত উক্ত অপরাধ বিচারার্থে গ্রহণ করবে।

৪. শ্রম আদালতে অপরাধের অভিযোগ দায়ের

শ্রম আইনের ধারা ৩১৩ অনুসারে সরকারের নির্দিষ্ট কর্মকর্তার পাশাপাশি শুধু কোন সংক্ষুদ্র ব্যক্তি বা সংক্ষুদ্র ট্রেড ইউনিয়ন কোন ফৌজদারী অভিযোগ দায়ের করতে পারবেন। স্বাস্থ্য, নিরাপত্তা ও কল্যাণমূলক বিধি-বিধান লংঘন সম্পর্কিত ফৌজদারী অভিযোগ শ্রম আদালতে খুব কমই দায়ের করা হয়েছে। এমনকি, একটিও হয়েছে বলে আমাদের জানা নেই। এমনটি হওয়ার কারণ হচ্ছে- পরিদর্শকের সংখ্যা খুবই অপ্রতুল এবং যে কজনও আছেন তাদের তেমন সময়ও নেই ফৌজদারী অভিযোগ দায়েরের। তবে যদি পরিদর্শকের সংখ্যা বাড়ানো হলেও তাদের পক্ষে ফৌজদারী অভিযোগ দায়ের করা সম্ভব হবে বলে মনে হয় না। ফলে স্বাস্থ্য, নিরাপত্তা ও কল্যাণমূলক বিধি-বিধান সঠিকভাবে প্রয়োগ করা যাবে না। ট্রেড ইউনিয়নকে যদিও মামলা দায়েরের ক্ষমতা প্রদান করা হয়েছে কিন্তু অনেক প্রতিষ্ঠানই রয়েছে যেখানে কোন ট্রেড ইউনিয়ন নেই এবং অন্যদিকে শ্রমিকরা চাকুরী হারানোর ভয়ে মামলা দায়ের করতে চান না।

এক্ষেত্রে সুপারিশ হচ্ছে- স্বাস্থ্য, নিরাপত্তা ও কল্যাণমূলক বিধি-বিধান লংঘনে ফৌজদারী অপরাধ সম্পর্কে অভিযোগ দায়ের করার ক্ষেত্রে অন্যান্য প্রতিষ্ঠানকে যেমন- এনজিও ব্যুরো বা সমাজ কল্যাণ মন্ত্রণালয় কর্তৃক নিবন্ধনকৃত প্রতিষ্ঠানসমূহ যারা প্রতিটি মামলা দায়ের করার জন্য কারখানা পরিদর্শকের কাছ থেকে লিখিত অনুমতি পেয়েছে- ক্ষমতা প্রদান করা যেতে পারে। প্রধান পরিদর্শক বা সহকারী প্রধান পরিদর্শক এর নিকট যদি এটা প্রতীয়মান হয় যে, মামলা দায়ের করার জন্য পর্যাপ্ত প্রমাণাদি নেই অথবা কোন পরিদর্শক নিজেই ৩০ দিনের মধ্যে শ্রম আদালতে অভিযোগ উত্থাপন করবেন, তাহলে তাঁরা লিখিত অনুমতি নাও দিতে পারেন।

এ অবস্থার উন্নয়নে নিম্নোক্ত সুপারিশ করা হলো:

ধারা ৩১৩ (২) এর উপ ধারা (৬) এর পর নিম্নরূপ নতুন উপ ধারা (৮) সন্নিবেশিত হবে। যথা-

(৮) এনজিও ব্যুরো বা সমাজ কল্যাণ মন্ত্রণালয় কর্তৃক নিবন্ধনপ্রাপ্ত এবং যাহারা প্রধান পরিদর্শক বা সহকারী প্রধান পরিদর্শক এর কাছ থেকে নির্দিষ্ট অভিযোগ উত্থাপন সম্পর্কে লিখিত অনুমতি পেয়েছে এরূপ কোন প্রতিষ্ঠান:

(১) প্রধান পরিদর্শক বা সহকারী প্রধান পরিদর্শক শুধু সে সকল ক্ষেত্রে অনুমতি প্রদান করবেন যে সকল ক্ষেত্রে অভিযোগের স্বপক্ষে যথার্থ প্রমাণাদি রয়েছে এবং পরিদর্শন পরিদপ্তর কর্তৃক পরবর্তি ৩০ দিনের মধ্যে ঐ একই অভিযোগ উত্থাপন করা হবে না।

(২) এই ধারার অধীনে অনুমতির জন্য কোন আবেদন প্রাপ্তির ৩০ দিনের মধ্যে প্রধান পরিদর্শক বা সহকারী প্রধান পরিদর্শক লিখিত আকারে উক্ত আবেদনের জবাব দিবেন। অনুমতির জন্য কোন আবেদন যদি নাকচ করে দেয়া হয় তাহলে কেন নাকচ করা হয়েছে উহা লিখিত আকারে জানাবেন।

৫. অপরাধের নোটিশ পাওয়ার পর করণীয়

এ আইনের ৩১৫ ধারায় এ আইন বা কোন বিধি, প্রবিধান বা স্কীমের লংঘন সম্পর্কে কতিপয় সরকারি কর্মকর্তাদের নিকট অবগতির জন্য বা যথাযথ কার্যক্রম গ্রহণের জন্য রিপোর্ট করার বিধান রয়েছে, কিন্তু রিপোর্টের জবাবে তারা কী কী করতে পারবেন সে সম্পর্কে কোন স্পষ্ট ব্যাখ্যা নেই।

এ ক্ষেত্রে আমাদের সুপারিশ হচ্ছে আইনের এমন সংশোধন হওয়া উচিত যাতে প্রধান কারখানা পরিদর্শক অপরাধের বা আইন লংঘনের রিপোর্ট পাওয়ার ৩০ দিনের মধ্যে তদন্ত সম্পন্ন করবেন এবং এটা শ্রম আদালতে উত্থাপন করা হবে কিনা সে ব্যাপারে বিবেচনা করবেন।

উক্ত আইনের ধারা ৩১৫ এর পর নিম্নরূপ নতুন ধারা ৩১৫(ক) সন্নিবেশিত হবে, যথা-

৩১৫(ক)। অপরাধের রিপোর্টের জবাব।- যেক্ষেত্রে ধারা ৩১৫ এর অধীন কোন অপরাধের রিপোর্ট প্রদান করা হয়েছে সেক্ষেত্রে শ্রম পরিচালক অথবা প্রধান পরিদর্শক অথবা ভবিষ্য তহবিল নিয়ন্ত্রক অথবা তাদের কোন অধস্তন কর্মকর্তা রিপোর্ট প্রাপ্তির ৩০ দিনের মধ্যে রিপোর্টের যথার্থতা যাচাই করার লক্ষ্যে তদন্ত করবেন এবং শ্রম আদালতে কোন অভিযোগ দায়ের করা হবে কিনা সে বিষয়ে বিবেচনা করবেন।

ক্ষতিপূরণ

বিএলএ, ২০০৬ এর দ্বাদশ অধ্যায়ে উল্লেখ করা করা হয়েছে যে কখন কোন মালিক আহত শ্রমিককে অথবা যখন কোন শ্রমিক নিহত হন, তখন তার পোষ্যদেরকে ক্ষতিপূরণ প্রদান করবেন। একজন ‘মালিক’ তখনই ক্ষতিপূরণ প্রদান করতে বাধ্য যখন “কোন শ্রমিক কাজ করতে গিয়ে দুর্ঘটনার ফলে শারীরিক জখম প্রাপ্ত হন।”^{৪৮} এ ক্ষেত্রে কোন প্রকার লিখিত নিয়োগপত্র বা চুক্তির প্রয়োজন নেই, শুধু মৌখিক প্রতিশ্রুতি বা চুক্তিই যথেষ্ট।^{৪৯}

মৃত্যুর ক্ষেত্রে, কীভাবে মৃত্যু হয়েছে এটা কোন বিবেচ্য বিষয় নয়। কোন মৃত্যুর ঘটনা ঘটলে মালিককে শ্রম আদালতে ১ লক্ষ টাকা ক্ষতিপূরণ হিসেবে জমা দিতে হবে এবং শ্রম আদালতই উক্ত ক্ষতিপূরণের অর্থ শ্রমিকের পোষ্যদের মধ্যে বিতরণ করবে। কিন্তু, শারীরিক জখম প্রাপ্ত হওয়ার বেলায় মালিক সবক্ষেত্রে ক্ষতিপূরণ প্রদানে বাধ্য নন। যেমন: “দুর্ঘটনার সময় শ্রমিকের মদ্যপান বা মাদক দ্রব্য সেবনের ফলে উহার প্রভাবাধীন থাকা” অথবা, “শ্রমিকদের নিরাপত্তা নিশ্চিত করার জন্য প্রণীত বিধি বা সুস্পষ্ট আদেশ শ্রমিক কর্তৃক ইচ্ছাকৃতভাবে অমান্য করা” অথবা “শ্রমিকগণের নিরাপত্তা নিশ্চিত করার জন্য ব্যবস্থা করা হইয়াছে ইহা জানা সত্ত্বেও শ্রমিক

৪৮ ধারা ১৫০ (১) বিএলএ, ২০০৬

৪৯ ধারা ১৫০ (৮) বিএলএ, ২০০৬

৫০ সিসিএ এবং গ্লি কর্তৃক প্রকাশিত “কর্মক্ষেত্রে নিহত ও আহতদের ক্ষতিপূরণ প্রাপ্তি”

কর্তৃক ইচ্ছাকৃতভাবে কোন আঘাত নিরোধক নিরাপত্তা সরঞ্জাম বা অন্য কোন কৌশল অপসারণ করা বা উপেক্ষা করা।”^{৫০}

যখন কোন শ্রমিক ‘সম্পূর্ণ অক্ষমতা’র শিকার হন অর্থাৎ দুর্ঘটনার সময় তিনি যে কাজ করছিলেন সে কাজ আর করতে সক্ষম না হন, এরূপ ক্ষেত্রে মালিক ১ লক্ষ ২৫ হাজার টাকা ক্ষতিপূরণ হিসেবে শ্রমিককে প্রদান করবেন (শ্রমিকের বয়স ১৮ বছরের কম^{৫১} হলে ১০ হাজার টাকা)। অন্যান্য শারীরিক জখম প্রাপ্ত হওয়ার ক্ষেত্রে ১ লক্ষ ২৫ হাজার টাকার অংশ বিশেষ বা মাসিক বেতন পরিশোধের মাধ্যমে ক্ষতিপূরণ প্রদান করার বিধান রয়েছে। শারীরিক জখম প্রাপ্ত হওয়ার ক্ষেত্রে একজন শ্রমিক শুধু তখনই শ্রম আদালতের শরণাপন্ন হতে পারবেন যখন শ্রম আদালতের বাইরে মীমাংসা সম্ভব না হয়।^{৫২}

কোন ডেভেলপার বা মেইন কন্ট্রাক্টর কোন শ্রমিকের প্রত্যক্ষ বা সরাসরি নিয়োগকর্তা না হওয়া সত্ত্বেও ক্ষতিপূরণ প্রদান করার দায়িত্ব রয়েছে (কিন্তু ব্যক্তিগত ব্যবসা বা বাড়ির মালিক এর অন্তর্ভুক্ত নয়)। এ ধরনের অবস্থার সৃষ্টি হয় তখন, যখন কোন ডেভেলপার/মেইন কন্ট্রাক্টর কোন নির্মাণ কাজ কোন লেবার কন্ট্রাক্টরকে কন্ট্রাক্ট দেয় এবং উক্ত লেবার কন্ট্রাক্টর কর্তৃক নিয়োগকৃত কোন শ্রমিক নিহত বা আহত হয়। এবং যেহেতু নিহত বা আহত হওয়ার সময় শ্রমিক যে কাজ করছিলো তা উক্ত ডেভেলপার/মেইন কন্ট্রাক্টর এর সাধারণতঃ ব্যবসা বা বাণিজ্যের অংশ এবং যে আঙ্গিনায় কাজ করছিলো তা উক্ত ডেভেলপার/মেইন কন্ট্রাক্টর এর নিয়ন্ত্রণাধীন ছিলো তাই ক্ষতিপূরণ প্রদানে প্রত্যক্ষ বা সরাসরি নিয়োগকর্তার যে দায়িত্ব রয়েছে উক্ত ডেভেলপার/মেইন কন্ট্রাক্টরেরও সেই একই দায়িত্ব রয়েছে।^{৫৩} তবে ডেভেলপার/মেইন কন্ট্রাক্টর চাইলে সাব-কন্ট্রাক্টরের কাছ থেকে ক্ষতিপূরণ হিসেবে প্রদানকৃত অর্থ আদায় করে নিতে পারবেন।^{৫৪}

মন্তব্য ও সুপারিশ

এ অধ্যায়ের অধীন কতকগুলো গুরুত্বপূর্ণ সংশোধন আনা দরকার:

১. অকুপায়ারের ওপর দায়িত্ব প্রদান

এ ক্ষেত্রে সুপারিশ হচ্ছে- ক্ষতিপূরণ প্রদানের দায়বদ্ধতা মালিকের পরিবর্তে প্রতিষ্ঠানের অকুপায়ারের হওয়া উচিত। যেহেতু পূর্ব বর্ণিত সুপারিশ অনুযায়ী স্বাস্থ্য ও নিরাপত্তা নিশ্চিত করার দায়িত্ব প্রত্যক্ষ বা সরাসরি নিয়োগকর্তার নয় বরং অকুপায়ারের সেহেতু ক্ষতিপূরণ প্রদানের দায়িত্বও অকুপায়ারের হওয়া উচিত। যদি ক্ষতিপূরণ প্রদানের দায়িত্ব প্রত্যক্ষ বা সরাসরি নিয়োগকর্তার উপর বর্তানো হয় তাহলে এটা ভুল হবে বলে আমাদের ধারণা কারণ এ ক্ষেত্রে তার কোন দায়িত্ব নেই।

সুতরাং, সুপারিশ হচ্ছে ক্ষতিপূরণ সম্পর্কিত অধ্যায়সমূহে ‘মালিক’ শব্দের পরিবর্তে ‘অকুপায়ার’ শব্দটি প্রতিস্থাপিত করা উচিত।

এছাড়া এ আইনের ধারা ১৬১ এর সম্পূর্ণ বিলুপ্তির সুপারিশ করা হচ্ছে।

২. ধারা ১৬১ এর সংশোধন

যদি ধারা ১৬১ সম্পর্কিত উপরোল্লিখিত পরিবর্তন সম্ভব না হয় তাহলে সেক্ষেত্রে অত্র ধারা প্রতিস্থাপিত হওয়া দরকার।

ক. কোন ডেভেলপার না থাকলে সম্পত্তির মালিক ক্ষতিপূরণ প্রদান করবেন

বিদ্যমান আইনের ধারা ১৬১(১)-এ ব্যবহৃত শব্দাবলী নির্মাণ শ্রমিকদের প্রতি অত্যন্ত অন্যায্য কারণ নির্মাণ শ্রমিকেরা এমন বহু নির্মাণ সাইটে কাজ করেন যেখানে কোন ডেভেলপার বা নির্মাণ প্রতিষ্ঠান নেই। নির্মাণ ক্ষেত্রের প্রায় সব শ্রমিকরাই কোন না কোন ঠিকাদার বা কন্ট্রাক্টরের অধীনে কাজ করেন। সুতরাং, যদি কোন শ্রমিক এমন একটি নির্মাণ সাইটে কাজ করেন, যেখানে একটি নির্দিষ্ট ডেভেলপার বা নির্মাণ প্রতিষ্ঠান রয়েছে, সেক্ষেত্রে ধারা ১৬১ অনুযায়ী উক্ত শ্রমিক আহত বা নিহত হলে নির্মাণ প্রতিষ্ঠান বা ডেভেলপারকে (ঠিকাদারের পাশাপাশি) ক্ষতিপূরণ প্রদান করতে হয়। কিন্তু, যেসব সাইটে কোন ডেভেলপার বা নির্মাণ প্রতিষ্ঠান নেই এবং সম্পত্তির মালিক ঠিকাদারদের কাছে সরাসরি চুক্তিভিত্তিক কাজটির দায়িত্ব প্রদান করেছেন- সেসব ক্ষেত্রে নিহত শ্রমিকের পোষ্যগণ বা আহত শ্রমিক সম্পত্তির মালিকের কাছ হতে ক্ষতিপূরণ পান না (যদিও বাংলাদেশ ইমারত নির্মাণ বিধিমালা সম্পত্তির মালিকের উপর নির্মাণ কাজ নিরাপদে পালনের দায়িত্ব অর্পণ করেছে এবং ঠিকাদারের উপর এই দায়িত্ব অর্পণ করেনি (খন্ড ৭), তবুও নিহত শ্রমিকের পোষ্য পরিবার বা আহত শ্রমিক সম্পত্তির মালিকের কাছ হতে ক্ষতিপূরণ পান না)। সম্পত্তির মালিকদের কেন ক্ষতিপূরণ প্রদান করতে হবে না তার কারণ হলো যে বিদ্যমান আইনের ধারায় বলা হয়েছে যে, শুধু তিনিই

৫১ ধারা ২(৩৬) বিএলএ, ২০০৬

৫২ ধারা ১৬৮, বিএলএ, ২০০৬

৫৩ ধারা ১৬১(১) ও ১৬১(৪) বিএলএ, ২০০৬

৫৪ ধারা ১৬১(২) বিএলএ, ২০০৬। নির্ভরশীল পরিবার ও আহত শ্রমিকদের সহায়তা প্রদান করতে গিয়ে সেইফট এন্ড রাইটস এর অভিজ্ঞতায় দেখা যায় যে- নিহতের বেলায় অধিকাংশ ক্ষেত্রে নিয়োগকর্তা শ্রম আদালতে ক্ষতিপূরণের অর্থ জমা না দিয়ে ১ লক্ষ টাকার কম নিহতের পরিবারকে প্রদান করে এবং আহতের বেলায় উপযুক্ত ক্ষতিপূরণ প্রদান করতে ব্যর্থ হয়।

ক্ষতিপূরণ প্রদান করবেন যে ক্ষেত্রে কোন মালিক তার ব্যবসা বা বাণিজ্য চলাকালে অথবা উহার প্রয়োজনে “সাধারণতঃ ব্যবসা-বাণিজ্যের অংশ” বা নির্মাণ কাজটি তার “ব্যবসা-বাণিজ্যের” উদ্দেশ্যে পরিচালনা করেন। সুতরাং, কোন সম্পত্তির মালিক নির্মাণ কাজ করলেও এটা তার সাধারণ ব্যবসা-বাণিজ্যের অংশ নয় বা ব্যবসা-বাণিজ্যের উদ্দেশ্যে পরিচালিত নয়। তাই উক্ত শব্দ গুচ্ছ বাদ দেওয়া প্রয়োজন যাতে সম্পত্তির মালিকেরা যারা চুক্তি ভিত্তিতে কাজ দেন, তারাও ক্ষতিপূরণ প্রদানে বাধ্য হন। এছাড়াও, ডেভেলপার বা মেইন কন্ট্রাক্টরকে বোঝাতে এ ধারায় যে ‘মালিক’ শব্দটি ব্যবহার করা হয়েছে তাও বিভ্রান্তির সৃষ্টি করে। বরং, ওয়ার্কমেন’স কম্পেনসেশন অ্যাক্ট, ১৯২৩ এ যে ‘প্রিন্সিপাল’ শব্দটি ব্যবহার করা হয়েছিল তা অধিক শ্রেয়।

খ. ক্ষতিপূরণ প্রদানে ‘প্রিন্সিপাল’ এর প্রতি মূল দায়িত্ব প্রদান

এ আইনের ধারা ১৬১(২) নির্দেশ করে যে নিহত শ্রমিকের ক্ষেত্রে শ্রম আদালতে ক্ষতিপূরণের অর্থ জমা প্রদানের সময় বা আহত শ্রমিককে সরাসরি ক্ষতিপূরণ প্রদানের সময় প্রিন্সিপাল (অক্যুপায়ার অথবা ডেভেলপার) এবং ঠিকাদার সমদায়িত্বের অংশীদার হবেন। এই উপ-ধারা আরো নির্দেশ করে যে প্রিন্সিপাল যদি চান তাহলে ঠিকাদারের কাছ থেকে যে কোন পরিমাণ অর্থ আদায় করতে পারবেন যা তিনি শ্রম আদালতে বা জখমপ্রাপ্ত শ্রমিককে দিয়েছেন। এই উপ-ধারাটি ঠিকাদারদের প্রতি অত্যন্ত অন্যায্যমূলক কারণ তাদের প্রায় কারওই ক্ষতিপূরণ প্রদানের মতো আর্থিক সক্ষমতা থাকে না- এবং সর্বোপরি শ্রমিকের মৃত্যু বা আহত হওয়ার জন্য তাদের সাধারণতঃ দায়ী ও করা যায় না।

এক্ষেত্রে সুপারিশ হচ্ছে- এমন একটি নতুন ধারা প্রণয়ন করা যেখানে স্পষ্টভাবে উল্লেখ থাকবে যে ‘প্রিন্সিপাল’ অব্যবহিত ক্ষতিপূরণ প্রদান করবে- এবং প্রিন্সিপাল শুধু সেসব ক্ষেত্রে ঠিকাদারের কাছ থেকে অর্থ আদায় করতে পারবেন যেসব ক্ষেত্রে ঠিকাদারের কোন অবহেলার জন্য আহত বা নিহত হওয়ার ঘটনা ঘটে এবং এক্ষেত্রে শ্রম আদালতই সিদ্ধান্ত গ্রহণ করবে যে ঠিকাদারের কোন অবহেলা ছিল কিনা।

এক্ষেত্রে সুপারিশ হচ্ছে- এ আইনের ধারা ১৬১ এর পরিবর্তে নিম্নরূপ ধারা ১৬১ প্রতিস্থাপিত হওয়া উচিত, যথা-

১৬১। চুক্তির ক্ষেত্রে ক্ষতিপূরণ।- (১) যেক্ষেত্রে কোন ব্যক্তি, অতঃপর এই ধারায় প্রিন্সিপাল/মূল মালিক বলিয়া উল্লেখিত, কোন কাজ সম্পাদন করার জন্য অন্য কোন ব্যক্তির, অতঃপর এই ধারায় “ঠিকাদার” বলে উল্লেখিত, সহিত চুক্তি করেন, সে ক্ষেত্রে উক্ত প্রিন্সিপাল/মূল মালিক, কোন শ্রমিক সরাসরি তার দ্বারা নিযুক্ত হলে তাকে যে ক্ষতিপূরণ প্রদান করিতে বাধ্য থাকতেন, উক্ত কার্য সম্পাদনের জন্য ঠিকাদার কর্তৃক নিযুক্ত শ্রমিককেও তিনি অনুরূপ ক্ষতিপূরণ প্রদান করতে বাধ্য থাকবেন, এবং যে ক্ষেত্রে প্রিন্সিপাল/মূল মালিকের নিকট হতে কোন ক্ষতিপূরণ দাবী করা হয় সে ক্ষেত্রে ক্ষতিপূরণের পরিমাণ নির্ণয়ের জন্য ঠিকাদার কর্তৃক সরাসরিভাবে নিযুক্ত থাকাকালীন প্রাপ্ত মজুরী আমলে আনা হবে।

(২) যে ক্ষেত্রে উপ-ধারা (১) প্রযোজ্য, সে ক্ষেত্রে প্রিন্সিপাল/মূল মালিক সমস্ত ক্ষতিপূরণ প্রদান করবেন।

(৩) যে ক্ষেত্রে প্রিন্সিপাল/মূল মালিক মনে করেন যে সংশ্লিষ্ট কোন শ্রমিকের নিহত কিংবা আহত হওয়ার ঘটনাটি বিশেষভাবে এবং বাস্তবিক অর্থে ঠিকাদারের পক্ষ থেকে কোন আচরণবিধি লঙ্ঘনের ফলে সংঘটিত হয়ে থাকে, তবে তিনি, শ্রম আদালতে ক্ষতিপূরণের অর্থ জমা দেওয়ার পর (যে ক্ষেত্রে কোন শ্রমিক নিহত হয়), কিংবা সংশ্লিষ্ট শ্রমিককে নির্ধারিত পরিমাণ অর্থ প্রদানের পর (যে ক্ষেত্রে কোন শ্রমিক আহত হয়), উক্ত অর্থের কোন অংশ ঠিকাদার কর্তৃক প্রিন্সিপাল/মূল মালিককে প্রদান করা উচিত কী না তা নির্ধারণের জন্য শ্রম আদালত বরাবর আবেদন করতে পারেন।

(৪) মালিকের কাজ হচ্ছে বা সচরাচর হয় অথবা মালিকের নিয়ন্ত্রণে বা ব্যবস্থাপনায় আছে এরূপ কোন স্থান ব্যতীত অন্য কোথাও কোন দুর্ঘটনা ঘটলে সে ক্ষেত্রে এই ধারা প্রযোজ্য হবে না।

গ. তাৎক্ষণিক চিকিৎসা ও মৃত্যু পরবর্তী খরচাদী বহন

এটা প্রায়ই দেখা যায় যে কোন দুর্ঘটনার পর মালিক সাধারণত সামান্য কিছু টাকা দেয় আহত শ্রমিকদের চিকিৎসার জন্য বা হাসপাতালের খরচ চালানোর জন্য এবং যে ক্ষেত্রে দুর্ঘটনাস্থলে শ্রমিকের মৃত্যু ঘটে সেক্ষেত্রে উক্ত টাকা দেয় শ্রমিকের লাশ হাসপাতালে বা গ্রামের বাড়িতে নিয়ে যাওয়ার জন্য বা মৃত্যু পরবর্তী আনুষ্ঠানিকতা সম্পন্ন করার জন্য।

এ ক্ষেত্রে সুপারিশ হচ্ছে- অক্যুপায়ার যে টাকা চিকিৎসা বা অন্যান্য খরচ বাবদ প্রদান করেছেন সে টাকা ক্ষতিপূরণ বাবদ শ্রম আদালতে প্রদেয় ১ লক্ষ টাকা থেকে বাদ দেয়া উচিত নয়।

ধারা ১৫৫ এর উপ ধারা (৩) এর পর নিম্নরূপ নতুন উপ ধারা (৩ক) সন্নিবেশিত হবে। যথা-

(৩ক) কোন মৃত শ্রমিকের ক্ষেত্রে তার পোষ্যকে মৃতের দাফন-কাফন বা চিকিৎসা খরচ বাবদ মালিক কর্তৃক অগ্রীম প্রদানকৃত কোন অর্থ শ্রম আদালত পোষ্যকে প্রদেয় ক্ষতিপূরণ হতে কর্তন করবে না।

৩. যেসব কাজ করতে গিয়ে শারীরিক জখম বা প্রাণহানী ঘটলে ক্ষতিপূরণ পাওয়া যাবে

বিদ্যমান আইনের ধারা ১৫০(৮)(খ) অনুযায়ী শুধু সেসব শ্রমিকই ক্ষতিপূরণ পাবে যারা দুর্ঘটনার সময় “চতুর্থ তফসিল” এ বর্ণিত কোন কাজ করছিলেন। এ তফসিলটি ব্যাপক নয় এবং এমনকি “প্রতিষ্ঠান বা প্রতিষ্ঠানপুঞ্জ বা শিল্প বা শিল্প প্রতিষ্ঠান” এর সংজ্ঞায় যেসব কাজ অন্তর্ভুক্ত করা হয়েছে উক্ত তফসিলে তার সবগুলো অন্তর্ভুক্ত করা হয়নি। উদাহরণস্বরূপ: মালামাল উঠানো-নামানো বা বহন, খালাস বা বোঝাইকরণ; গভীর বা অগভীর নলকূপ বা যেকোন ধরনের পানির পাম্প বসানো; এবং মাটি কাটা বা ইট বা পাথর ভাঙ্গা ইত্যাদি ধরনের কাজ করতে গিয়ে মৃত্যু বা শারীরিক জখম হলে চতুর্থ তফসিল অনুযায়ী ক্ষতিপূরণ পাওয়ার যোগ্য নয়। এছাড়া এ তফসিলের কিছু কিছু উপধারাও স্পষ্ট নয়। অধিকন্তু, শ্রম আইনে যেসব প্রতিষ্ঠানের প্রতি স্বাস্থ্য ও নিরাপত্তা বিধানাবলী পালনে বাধ্যবাধকতা রয়েছে তার সাথেও এগুলো সামঞ্জস্যপূর্ণ নয়।

এক্ষেত্রে সঠিক পরামর্শ হচ্ছে এ তফসিলটি সম্পূর্ণ বাতিল করা যাতে প্রত্যেক শ্রমিক সে যে কাজই করুক না কেন যেন ক্ষতিপূরণ পান।

যদি একান্তই তা সম্ভব না হয় তাহলে নিম্নরূপ পরিবর্তন আনা অত্যন্ত জরুরী:

(i) ধারা ১৫০(৮) এর উপ ধারা (খ) এর ‘পদে’ শব্দটি ‘কাজে’ শব্দ দ্বারা প্রতিস্থাপিত হবে। এ আইনে “পদ” শব্দটি এমনভাবে ব্যবহার করা হয়েছে যা বিভ্রান্তির সৃষ্টি করে, কারণ এটা প্রশ্ন জাগে যে কখন একজন ব্যক্তি কোন “পদে” আসীন হয়। সে কারণে ‘পদে’ শব্দের পরিবর্তে ‘কাজে’ শব্দটি ব্যবহার করা অধিক শ্রেয় এবং এর ফলে আইনী বিভ্রান্তি দূর হবে।

(ii) চতুর্থ তফসিলে নিম্নোক্ত সংশোধন সন্নিবেশিত করার সুপারিশ করা হলো:

চতুর্থ তফসিল এর উপ ধারা ২ এর ‘কোন বাড়ী-ঘর বা আঙ্গিনার’ পরিবর্তে ‘আঙ্গিনার ভিতরে বা বাইরে’ এবং ‘উৎপাদিত জিনিস সংক্রান্ত’ শব্দগুচ্ছের পরিবর্তে ‘জিনিস উৎপাদন সংক্রান্ত’ শব্দগুচ্ছ প্রতিস্থাপিত হবে।

চতুর্থ তফসিল এর উপ ধারা ৮ এর ‘চট্টগ্রাম অথবা মংলা বন্দরে’ শব্দগুচ্ছের পরিবর্তে ‘যেকোন স্থল ও নৌ বন্দরে’ শব্দগুচ্ছ প্রতিস্থাপিত হবে।

চতুর্থ তফসিল এর উপ ধারা ১০ এর ‘ক্যাবল’ শব্দের পর ‘বা, অন্য যেকোন উদ্দেশ্যে ব্যবহৃত ক্যাবল’ শব্দসমূহ সন্নিবেশিত হবে।

চতুর্থ তফসিল এর উপ ধারা ১৯ এর ‘চালনার’ শব্দটির পর ‘অথবা ব্যবস্থাপনার’ শব্দ দ্বয় সন্নিবেশিত হবে।

চতুর্থ তফসিল এর উপ ধারা ২০ এর ‘রাবার’ শব্দটির পর ‘রেশম’ শব্দটি সন্নিবেশিত হবে।

চতুর্থ তফসিল এর উপ ধারা ২৫ এর ‘জলপথে’ শব্দটির পরিবর্তে ‘জল ও স্থল পথে’ শব্দগুচ্ছ প্রতিস্থাপিত হবে।

চতুর্থ তফসিল এর উপ ধারা ৩১ এর পর নিম্নরূপ নতুন উপ ধারা (৩২), (৩৩) এবং (৩৪) সন্নিবেশিত হবে। যথা-

(৩২) কোন দ্রব্য উঠানো, নামানো বা পরিবহনের কাজে নিয়োজিত আছেন।

(৩৩) কোন টিউবওয়েল বা কোন পানির পাম্প বসানোর কাজে নিয়োজিত আছেন।

(৩৪) মাটি কাটা বা ইট ভাঙ্গা বা পাথর ভাঙ্গার কাজে নিয়োজিত আছেন।

Annex-1

LIST OF THE IDENTIFIED WORKERS WHO DIED AT TAZREEN FASHION LTD. NISHCINTOPUR, SAVAR.

SL No	Workers Name	SL No	Workers Name	SL No	Workers Name
01	Mariam Begum	43	Fatema	85	Abu Shaheen saddam
02	Julekha Begum	44	Ryhana	86	Sha Alam
03	Mushrefha	45	Najma	87	Fyzul Islam
04	Mousumi	46	Nargis Begum	88	Masud
05	Nurjahan	47	Soma Akter	89	Humayun Kabir
06	Munni Akhter	48	Rehena Begum	90	Malek
07	Mariam	49	Nazma Begum	91	Ajumuddin Zulhas
08	Jaheda	50	Nurunnesa Begum	92	Rana
09	Manjuara Begum	51	Maksuda	93	Rafiqul Islam
10	Kakoli	52	Popiya	94	Malek
11	Rupsa	53	Shahnaj Khatun	95	Sirajul Islam
12	Fharida	54	Amena Khatun	96	Shaheen Miah
13	Rasheda	55	Popi	97	Habibur Rahman
14	Beauty	56	Roksana	98	Atiqur Rahman
15	Mitu Begum	57	Shahida Begum		
16	Mala	58	Lucky Begum		
17	Mousumi-2	59	Ameli Begum		
18	Dulali	60	Jesmin Akter Sharmin		
19	Jarina	61	Rashida Khatun		
20	Bulbuli	62	Tara Banu		
21	Sumaya	63	Bobita		
22	Sheoli Khatun	64	Nilufa Begum		
23	Rehena	65	Jannati Begum		
24	Jannatul Ferdous	66	Hamida Begum		
25	Anowara	67	Mukta Khatun		
26	Rahima	68	Taslina Rafiqa		
27	Manira Begum	69	Rupali Khatun		
28	Mahmuda kabir	70	Mity Akter		
29	Rashida	71	Santona Begum		
30	Aduri	72	Fatema Begum		
31	Shireen Akhter	73	Jaheda Begum		
32	Halima Akhter	74	Marina Akter		
33	Gulapi Rani	75	Yeanur Begum		
34	Sathee	76	Rehena		
35	Mahmuda	77	Rehena		
36	Rehena	78	Afrin Begum		
37	Munnee	79	Abdul Kader		
38	Marjina Khatun	80	Maruf		
39	Masuma Begum	81	Tofael		
40	Mazeda Begum	82	Jasim uddin Dulal		
41	Rupali	83	Palash		
42	Nasreen Bewa	84	Shahidul Islam sumon		



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