

Creating a sustainable culture of workplace safety in Bangladesh



Bangladesh's garment sector employs ~ **4.4 million** people and accounts for **84%** of the country's exports.*

Factory safety is an essential human right, legal requirement, and economic priority. It protects lives and factory assets, instills customer confidence in sourcing from Bangladesh, and drives industry growth.

Our Approach

Nirapon (safe place in Bangla) is an industry-led nonprofit organization that collaborates with global brands, retailers, manufacturers, other safety organizations, and NGOs to create and sustain a culture of workplace safety in Bangladesh factories.

We use education and capability-building — not enforcement — to support behavior change in factories so safety becomes part of daily operations.

Our **Safety Management Program** delivers three interdependent services that form the foundation of a safe workplace culture.

Safety Management Systems help factories manage safety holistically. Our safety support team guides factories through a comprehensive reporting process and provides tailored guidance to drive continuous improvement.

Educational Programming helps factory workers understand and uphold their roles in a safe workplace. We train factory management to train their employees and develop safety policies and procedures.

The Worker Helpline gives workers a way to anonymously report safety issues, and managers a chance to resolve them. We monitor helpline data to identify emerging risks and inform educational content.

Nirapon supports 70 global apparel brands, retailers, and manufacturers and their 344 partner factories.



Together, we're striving to create a positive impact for workers, factories, and the manufacturing industry as a whole.

We aim:

- ❖ To create safe work environments where workers understand their roles in upholding safe workplaces and are empowered to raise their voices to identify and address safety issues.
- ❖ To build factory capacity, so they can take responsibility for workers and facilities through sustainable, effective safety management systems.
- ❖ To collaborate on impactful solutions that cultivate an industry-wide culture of safety, help Bangladesh earn a reputation as a safe place to do business, and enable the economy thrive.

Our Future

Workplace safety management is a developing practice in Bangladesh. By helping factory owners, managers, and workers to own factory safety, we will realize our vision – an industry where worker and workplaces safety are integral to business success.

Learn more at Nirapon.org or contact us: info@nirapon.org.

Photo credit: Mahmud Hossain Opu