

# **Workers' Guide to Health and Safety**

by Todd Jailer  
Miriam Lara-Meloy  
and Maggie Robbins



Oakland, California, USA

Copyright © 2015 by Hesperian Health Guides. All rights reserved.

ISBN: 978-0-942364-71-2

Hesperian encourages you to copy, reproduce, or adapt any or all parts of this book, including the illustrations, provided that you do this for non-commercial purposes, credit Hesperian, and follow the other requirements of Hesperian's Open Copyright License (see [www.hesperian.org/about/open-copyright](http://www.hesperian.org/about/open-copyright)).

For certain kinds of adaptation and distribution, we ask that you first obtain permission from Hesperian. Contact [permissions@hesperian.org](mailto:permissions@hesperian.org) to use any part of this book: for commercial purposes; in quantities more than 100 print copies; in any digital format; or with an organizational budget more than US \$1 million.

We also ask that you contact Hesperian for permission before beginning any translation, to avoid duplication of efforts, and for suggestions about adapting the information in this book. Please send Hesperian a copy of any materials in which text or illustrations from this book have been used.

THIS EDITION CAN BE IMPROVED WITH YOUR HELP. If you are a worker health promoter, occupational safety and health professional, community organizer, or anyone with ideas or suggestions for ways this book could be changed to better meet the needs of your community, please write to Hesperian. Thank you for your help.

This book has been printed in Canada by Friesens, an employee-owned corporation, on 100% post-consumer, chlorine-free, recycled paper.



Hesperian Health Guides  
2860 Telegraph Avenue  
Oakland, California 94609 USA  
[www.hesperian.org](http://www.hesperian.org)

# Credits

## Editorial oversight

Todd Jailer  
Sarah Shannon

## Editorial management

Catherine Doe  
Miriam Lara-Meloy  
Kathleen Vickery

## Additional writing and research

Kathleen Bubriski  
Diane Bush  
Aryn Faur  
Michele Gonzalez Arroyo  
Yelena Ionova  
Michelle Loya-Talamantes  
Tara Mathur  
Tom O'Connor  
Suzanne Teran

## Indexing

Victoria Baker

## Cover design

Kathleen Tandy

## Design and production

Iñaki Fernandez  
Shu Ping Guan  
Kathleen Tandy

## Art Coordination

Catherine Doe  
Miriam Lara-Meloy

## Community review coordination

Catherine Doe  
Todd Jailer  
Miriam Lara-Meloy  
Maggie Robbins

## Technical review

Garrett Brown  
Tom Gassert  
Enrique Medina  
Rory O'Neill

## Project support

Catherine Doe  
Yelena Ionova

## Additional project support

Kathleen Bubriski  
Lilian Chen  
Amber Collins  
Kate Dube  
Alison Hamburg  
Sa Liu  
Lila Marshall  
Patricia Navarro  
Candace O'Bryann  
Sana Patel  
Maria Rosales  
Michaela Simmons  
Nainwant Singh

## Proofreading

Sunah Cherwin

## Cover photography

Andrew Biraj/Reuters (Rana Plaza, Bangladesh)  
Institute for Global Labour and Human Rights  
(sleeping worker, China)  
Miriam Lara-Meloy (shoe factory, Indonesia)  
Marco Longari/AFP/Getty Images  
(garment worker, Africa)  
R. B. Reed (wires)  
Andy Shapiro (thread)  
Richard Vogel/AP Photo (shoe worker, Vietnam)  
Bobby Yip/Reuters (electronics worker, China)  
Joseph Younis (shoelaces)

For their kind permission, we thank  
the Solidarity Center and  
the International Labour Organization  
for the use of their illustrations.

## Art

Roberto "Galo" Arroyo  
Heidi Broner  
Gil Corral  
Regina Doyle  
Sandy Frank  
Shu Ping Guan  
Jesse Hamm  
Haris Ichwan  
Lori Nadaskay  
Mabel Negrete  
Chengyu Song  
Yoly Stroeve  
Ryan Sweere  
Kathleen Tandy  
Christine Wong  
Kevin Wood  
Mary Ann Zapalac

## Field testing

### **Australia:**

Oxfam – Australia

### **Bangladesh:**

Karmojibiu Nari – KN  
Nari Uddug Kendra – NUK

### **Chile:**

Centro de Capacitación para la Mujer  
Trabajadora – CECAM

### **China:**

China Labor Support Network  
Chinese Working Women's Network  
– CWWN  
Female Migrant Workers' Training  
Project  
Guangzhou Occupational Health and  
Occupational Rehabilitation Resource  
Center  
Institute of Contemporary Observation  
– ICO

### **Costa Rica:**

Asociación Servicio Pro-Laboral  
– ASEPROLA

### **Denmark:**

Misión Dinamarca/PRODECA

### **Dominican Republic:**

Centro de Investigación para la Acción  
Femenina – CIPAF  
Federación Dominicana de  
Trabajadores de Zonas Francas  
y Afines y Project Alta Gracia  
– FEDOTRAZONAS

### **El Salvador:**

Centro de Estudios y Apoyo Laboral  
– CEAL  
Movimiento de Mujeres Mélida Anaya  
Montes – MAM

### **Ghana:**

Industrial and Commercial Workers  
Union – ICU

### **Guatemala:**

Centro de Acción Legal en Derechos  
Humanos – CALDH

Comisión de Verificación de Códigos de  
Conducta – COVERCO

STITCH

UNSI TRAGUA

### **Honduras:**

Centro de Derechos de Mujeres – CDM  
Central General de Trabajadores –  
CGT Comunicación Comunitaria  
– COMUN  
Equipo de Monitoreo Independiente de  
Honduras – EMIH  
Equipo de Reflexión, Investigación y  
Comunicación – ERIC  
International Textile, Garment and  
Leather Workers' Federation  
– ITGLWF

### **Hong Kong:**

Asia Monitor Resource Center – AMRC  
Hong Kong Workers' Health Centre  
– HKWHC

### **India:**

Initiatives for Social and Health  
Advancement – ISHA  
People's Training and Resource Center  
– PTRC  
Self-Employed Women's Association  
– SEWA

### **Indonesia:**

Local Initiatives for OSH Network  
– LION  
Social Information and Legal Guidance  
Foundation – Yayasan Sisbikum  
– SISBIKUM

### **Kenya:**

Kenya Women Workers Organization  
– KEWWO

### **Korea:**

Social Programme for Action and  
Research in Korea – SPARK

### **Malaysia:**

Women's Development Collective  
– WDC

### **Mexico:**

Alianza Fronteriza de Obreras – ALFO

Casa Amiga  
Centro de Apoyo al Trabajador – CAT  
Centro de Información para  
Trabajadores, A.C. – CITTAC  
Colectivo de Obreras Insumisas  
Comité Fronterizo de Obreras – CFO  
La Mujer Obrera  
Servicio, Desarrollo y Paz, A.C.  
– SEDEPAC  
SITEMEX

**Namibia**  
Labor Resource and Research Institute  
– LaRRI

**Nicaragua**  
Movimiento de Mujeres Trabajadoras y  
Desempleadas “Maria Elena Cuadra”  
– MEC

**Pakistan**  
Working Women Organization – WWO

**Philippines**  
Institute for Occupational Health and  
Safety Development – IOHSAD

Kilusan Ng Manggagawang  
Labor Education and Research Network  
– LEARN  
Resource Center for People’s  
Development – RCPD  
Trade Union Congress of the Philippines

**South Africa**  
Community Health Global Network  
Industrial Health Resource Group  
– IHRG  
South African Clothing and Textile  
Workers Union – SACTWU

**Sri Lanka**  
Free Trade Zone and General Services  
Employee Union – FTZ & CSEU

**United States**  
ENLACE  
Environmental Health Coalition – EHC  
Garment Worker Center  
Madre  
Mujeres Unidas y Activas

### **Special thanks to the following individuals and organizations:**

Garrett Brown is the godfather of this project. It would never have been completed without his patient advice, tireless support, and relentless networking through the Maquiladora Health and Safety Solidarity Network. Tom Gassert gave generously of his time and expertise, as did Jeong-ok Kong and members of KILSH and SHARPS, and Ted Smith and Mandy Hawes of ICRT; we couldn’t have produced the electronics section without them. Rory O’Neill of *Hazards Magazine* was a constant fount of information, resources, and networking connections. Apo Leong, Sanjiv Pandita, Omana George, Sally Choi, and others at the Asia Monitor Resource Center have accompanied this book since its start and we are thankful for all their support throughout the years. Jagdish Patel, Noel Colina, Melody Kemp, and Darisman Man were among the many in the Asian Network for the Rights of Occupational and Environmental Victims (ANROEV) who, alongside Julia Quiñones at the Comité Fronterizo de Obreras in Mexico, shared their experience and knowledge with us, reminding us often why we were developing this book. Lynda Yanz, Ana Enriquez, and Kevin Thomas of the Canadian Maquila Solidarity Network provided essential connections and resources. Providing help in a myriad of ways from popular education techniques to hazard mitigation, we appreciate Suzanne Teran, Betty Szudy, Laura Stock, Diane Bush, Valeria Velazquez, Robin Dewey, and others at UC Berkeley’s Labor and Occupational Health Program, Katie Quan of UC Berkeley’s Labor Center, and Linda Delp, Deogracia Cornelio, Sarah Jacobs and others at UCLA’s Labor and Occupational Safety and Health program. Finally, our coworkers at Hesperian, past and present, provided personal and collective support to this project through its many iterations, and to them we give our heartfelt thanks.

## A million thanks for their assistance to:

Suvechha Adhikari	Ka Wai Chan	Bartolo Fuentes
Sarah Adler-Milstein	Amber Channer	Homero Fuentes
Lupita Aguila	Mirai Chatterjee	Sugio Furuya
Nasimul Ahsan	Esther Chavez Cano	Simmi Gandhi
Babul Akhter	Helen Chen	Gilberto García
Shirin Akhter	Debby Cheng Yi Yi	Irene Garza
Kalpona Akter	Maria Chin Abdullah	Leslie Gates
Donald Aleman	Suetwah Choi	Olimpia Gatica
Nelly Amaya	Edwin Christiawan	Pilar Gonzalez
Karen Andrews	Soon-ok Chun	Gino Govender
Evangelina Argueta	Suki Chung	Jay Govender
Nina Ascoly	Kirsten Clodius	Ariane Grau Crespo
Syed Asif	Stephen Coats	Elizabeth Grossman
Nasir Ateeq	Niza Concepcion	Rubenia Guadalupe
Jeff Ballinger	Floralma Contreras	Marina Gutierrez
Jordan Barab	Dick Crosbie	Catalina Guzmán
Jorge Barajas	Andrew Cutz	Catherine Muthoni
Sherry Baron	Melona Daclan	David Harrington
Irene Barrientos	Glorene Das	Robert Harrison
Enrique Barrios	Enrique Davalos	Katja Hemmerich
Dinorah Barton-Antonio	Caoimhe de Barra	Nick Henwood
Nikki Bas	Cindy de Erazo	Jeff Hermanson
Lucrecia Bautista	Leonardo de Leon	Eugenia Hernández
Mary Bellman	Carmen Manuela Del Cid	Ricardo Hernández
María de la Paz Benavides	Nelly Del Cid	Rodrigo Hernández
Hernández	Abdulhalim Demir	Ygnacio Hernández
Blanca Blanco	Kelly Dent	Josefina Hernández Ponce
Megan Bobier	Blanca Velázquez Díaz	Hannah Higginson
Suchada Boonchoo	Leonor Dionne	David Hornung
Tim Brady	Tess Dioquino	M. Delowar Hossain
David Bronkema	Alejandra Domenzain	Jim Howe
Jim Brophy	Peter Dooley	Emily Ilag
Earl Brown	Phil Drew	Janice Jacobson
Marianne Brown	Jonathan Eaton	Lily Jahan
Lorena Patricia	Daniel Edralin	Harsh Jaitli
Cabanillas	David Egilman	Rubina Jamil
Sonia Cano Narvaez	Howard Ehrman	Herbert Jauch
Silvana Cappuccio	Jill Esbenshade	Nityanand Jayaraman
Martha Lorena Cárdenas	Rosa Marina Escobar	Lucia Jayaseelan
Teresa Casertano	Steve Faulker	Ana Jimenes
Ariel Castro	Catherine Feingold	Richard Hirsh Jordi
Carla Castro	Bridget Fellini	Edwin Jurig
Jean-Marc Caudron	Maria Antonia Flores	Rusti Jutajulu
Magdalena Cerda	Luzviminda Fortuna	Aanchal Kapur
Martha Cervantes	Virginia Franco	Elizabeth Katz
Serapina Cha Mi-Kyung	Hannah Fritsch	Amarjeet Kaur
Jackie Chan	Eric Frumin	Margaret Keith

Naira Khan  
 Heiner Koehnen  
 Athit Kong  
 Mariano Kramer  
 Eva Kreisler  
 Andre Kriel  
 Yuling Ku  
 Jennifer Kuhlman  
 Evelina Kurki  
 Laura Kurre  
 Joe La Dou  
 Luisa Lange  
 Bill Lankford  
 Bjarne Larsen  
 Ka Mei Lau  
 Kimi Lee  
 Alberto Legall  
 Amparo Lennarduzzi  
 Michael Lesli  
 Parry Leung  
 Chuck Levenstein  
 Pedro Reyes Linares  
 Karen Lo Hui Yu Ling  
 Zhang Ling  
 Belinda Liu  
 Kaiming Liu  
 Joann Lo  
 Rene Loewenson  
 Sandra Lopez  
 Maria Teresa Loyola  
 Pheara Ly  
 Sam Maher  
 Pia Markkanen  
 José Amado Mancía Leiva  
 Margaret Mandago  
 Nasir Mansoor  
 Anton Marcus  
 Gladis Marroquín  
 Genevieve Martinez  
 Ramon Martinez  
 Rolando Fúnez Mateo  
 Lisa McGowan  
 Ilona Medrikat  
 Racheal Meiers  
 Fred Millar  
 John Miller  
 Nanette Miranda  
 Frank Mirer  
 Sujata Mody



Norma Molina	Pedro Ortega Méndez
Karla Montalvo	Mina Palacios
Dunia Montoya Medina	Hilda Palmer
Lisa Moore	Madhavi Panda
Gemma J. Moraga	Lourdes Pantaleon
Dominique Muller	Pola Pantoja
Karen Mulloy	John Pape
Marcela Muñoz	Luis Paredes
Robin Munro	Maritza Paredes
Beth Myers	Alison Paul
Abby Nájera	José Nelson Paz Velásquez
Dulceamor Navarette	Robert Perillo
Sheikh Nazma	Sonia Pernillo
Jesper Neilson	Gary Phillips
Neil Newman	Magaly Pineda
Nguyen Ngoc Nga	Au Mei Po
Pun Ngai	Laura Podolsky
Qu Ning	Jackie Pollock
Ganesh Nochur	Dimu Pratama
Huberto Juárez Nuñez	Malee Pruekpongsawalee
Patricia Nyman Apollis	Patty Quinlan
Dennis O'Brien	Carolina Quinteros
Liz O'Connor	Richard Rabin
Tom O'Connor	Peter Rabinowitz
Martha Ojeda	Saeed Rahimi
Juliana Omale	M. Mofizur Rahman
Abed Onn	Reyna Ramirez Sanchez
Surama Orantes	Sandra Ramos
Dara O'Rourke	Rey Rasing
Lida Orta	María Luisa Regalado
Elisa Ortega	Marina Ríos
Miriam Ortega	Beti Robles-Ortega

Yadira Minero Rodas  
Lumi Rodríguez  
Rita Isabel Romero  
Sirajul Rony  
Mila Rosenthal  
Shakh Rumana  
Monica Ruwanpathirana  
Lilibeth Sabado  
Omar Salazar  
Albert Sales  
Arnel Salvador  
Raquel Sancho  
Ratan Sarkin  
Mary Sayupa  
Peter Scholz  
Yoem Seda  
Ashling Seely  
Mónica Segobia Moscoso  
Dharmesh Shah  
Mashuda Khatun Shefali  
Janet Shenk  
Ruth Sherer  
Young Shin  
Carolina Sierra  
Arist Merdeka Sirait

Darius D. Sivin  
Juliana So  
Sim Socheata  
Luis Solano  
Chun Soon-ok  
Juliana Soon-ok  
Stan Sprague  
Ashwini Sukthankar  
Emiliana Tapia  
Dorothy Tegeler  
Michael Terry  
Wanee Thitprasert  
Trina Tocco  
Zernan Toledo  
Anna Torriente  
Sreynearth Touch  
Marion Traub-Werner  
Wilhelmina Trout  
Rachel True  
Cecilia Tuico  
Marco Tulio Juárez  
Juan Miguel Tumi  
Laura Turiano  
Jane Turner  
Carmen Valadez Perez

Jim Vannoy  
Clara Velasquez  
Roberto Vivar  
A. Viyakulamary  
Etienne Vlok  
Norbert Wagner  
Chan Ka Wai  
Cathy Walker  
Phan Wanabriboon  
Hsing-Chi Wang  
Deborah Weinstock  
Wyger Wentholt  
Heather White  
Sarah Widmer  
Dorothy Wigmore  
Michael Wilson  
May Wong  
Monina Wong  
Michael Wright  
Emelia Yanti  
Cheryl Yip  
Jim Young  
Chan Yu  
Wilber Zavala

## FUNDERS

We gratefully acknowledge the generous support of:

Amnesty International - Ireland  
Berger-Marks Foundation  
California Wellness Foundation  
Church of Sweden Youth  
Dominican Sisters of Springfield,  
Illinois  
Egilman Family  
Ford Foundation  
General Service Foundation  
Grousbeck Family Foundation/  
Lakeshore Foundation  
He-Shan World Fund  
Jadetree Foundation Trust  
Kazan, McClain, Satterley  
& Greenwood, PLC  
Lawson Valentine Foundation  
Left Tilt Fund

Levi Strauss Foundation  
Maquila Health and Safety  
Support Network  
Moriah Fund  
Panta Rhea Foundation  
Partnership Foundation  
Public Welfare Foundation  
Rockefeller Foundation  
Sidney Stern Memorial Trust  
Sisters of Charity of the  
Incarnate Word  
Solidarité Mondiale  
Solifonds  
United Methodist Church -  
Women's Division  
West Foundation  
Women Working Worldwide

We also thank the many individuals who contributed financially to make this book possible.



# Contents

## **PART 1: Organizing for Safe and Fair Workplaces**

Chapter 1: Working for a living and living well.....	2
Chapter 2: Learning and teaching about health at work .....	16
Chapter 3: Organizing to improve worker health .....	34

## **PART 2: Industries**

Chapter 4: Electronics factories .....	64
Chapter 5: Garment factories .....	92
Chapter 6: Shoe factories .....	107

## **PART 3: Work Dangers and Solutions**

Chapter 7: Ergonomics .....	122
Chapter 8: Chemical dangers .....	150
Chapter 9: Machine injuries .....	191
Chapter 10: Electricity .....	205
Chapter 11: Fire .....	210
Chapter 12: Dust .....	218
Chapter 13: Noise .....	222
Chapter 14: Light .....	229
Chapter 15: Heat and cold.....	232
Chapter 16: Falling workers, falling objects, and vehicle injuries.....	238

Chapter 17: Ventilation .....	244
Chapter 18: Personal protective equipment (PPE) .....	259

## **PART 4: Social Dangers and Solutions**

Chapter 19: Working too much, too fast, for too little .....	278
Chapter 20: Doing factory work at home .....	295
Chapter 21: Discrimination .....	304
Chapter 22: Violence .....	319
Chapter 23: Workers who migrate .....	336
Chapter 24: Children who work .....	349
Chapter 25: Access to health care .....	359
Chapter 26: Reproductive and sexual health .....	375
Chapter 27: Stress and mental health .....	390
Chapter 28: Eating well for health .....	405
Chapter 29: Access to safe water and toilets .....	413
Chapter 30: HIV (Human Immunodeficiency Virus) .....	418
Chapter 31: TB (tuberculosis) .....	428
Chapter 32: A decent place to live .....	432
Chapter 33: Pollution from factories .....	437
 APPENDIX A: Laws and the struggle for decent, healthy, and fair work .....	 448
APPENDIX B: Common chemicals and materials .....	461
Resources .....	530

## Where to find

Workers' rights	
International laws on workers' rights . . . . .	11
The right to workplace inspection . . . . .	30
The right to organize and form a union . . . . .	51
Banning lead and toxic chemicals . . . . .	74
The right to know about chemicals . . . . .	183
The right to healthy air at work . . . . .	255
The right to personal protective equipment . . . . .	276
The right to fair working hours . . . . .	281
Ban on forced labor . . . . .	283
Standard of living . . . . .	289
The rights of homeworkers . . . . .	302
The right to equality . . . . .	309
The right to live free of violence and sexual harassment . . . . .	329
The rights of migrant workers . . . . .	344
The UN and ILO on children and work . . . . .	355
The right to be compensated for injuries caused by work . . . . .	363
The right to health care . . . . .	365
The right to work that does not affect reproductive health . . . . .	380
The rights of people with HIV in the workplace . . . . .	426
Two UN Covenants to inspire labor organizing . . . . .	451

First aid for hydrofluoric acid burns . . . . .	66
First aid when you breathe in a chemical . . . . .	174
First aid when a chemical touches your skin or eyes . . . . .	175
First aid when chemicals get in the mouth . . . . .	176
First aid for machine injuries . . . . .	203
First aid for electric shock . . . . .	209
First aid for burns . . . . .	217
First aid for heat illness . . . . .	235
First aid for too much cold . . . . .	237
First aid after rape . . . . .	327



**First Aid**

## Activities

But why? .....	20	Who has the power?.....	310
Analyze the causes of worker health problems.....	21	What do you do in a day?.....	313
Talk in small groups.....	37	We have power, too!.....	317
Do a survey.....	39	Facing fear together.....	321
Draw a map of the body .....	42	Role playing builds confidence .....	325
Draw a map of your factory.....	43	Learn self-defense .....	332
Draw a map of your community .....	44	Gather information about recruiters.....	338
Ergonomic dangers in your factory .....	125	An emergency plan for your factory.....	361
Using a survey to improve ergonomics .....	126	Make time to relax.....	404
Follow the air! .....	253	HIV is not transmitted at work.....	424
Examine your pay.....	286	HIV is a disability, not an inability.....	425
		Community pollution survey .....	443

## How to

Clean up a mercury spill .....	71	Insert earplugs so they work.....	272
Make a seat cushion .....	130	Calculate your real pay.....	296
Make a spring-loaded cart .....	137	Get better care .....	366
Clean up a small chemical spill.....	173		
Get and read an SDS.....	180		
Make a fire extinguisher at home .....	216		
Check your local ventilation.....	252		
Make a cloth mask for dust .....	267		
Check your respirator fits and works .....	269		



## About this book

People who work in factories making clothing, shoes, and electronics are some of the hardest working people in the world. Almost everyone on the planet depends on their labor and uses what they make. Yet many of these workers confront unhealthy, unsafe, and unfair conditions every hour of their working day.

Factory work can be designed to be healthy and safe for workers, to pay enough for workers to live with dignity and health, and to not harm people or the environment. Together with workers, organizers, occupational safety and health professionals, and employers, we have worked to describe problems, identify solutions, and find examples of organizing collaboratively and collectively to create better workplaces. This book is the result of that 10-year process.

This *Workers' Guide to Health and Safety* is easy to understand, rather than written in technical language. Anyone, no matter their educational level, expertise, or knowledge about occupational health and safety, can use this book. That is important because we believe that anyone can learn about health and safety at work, and anyone can help others learn and get organized.

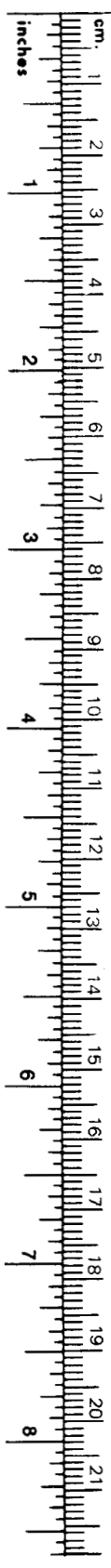
This is not a textbook. It does not attempt to cover the entire body of information that is occupational health nor can it substitute for the assistance and expertise of professionals and others knowledgeable in the field. The goal of this book is to help workers gain knowledge to participate actively in creating healthier and safer workplaces. It is also a tool to encourage professionals and employers to include workers' experiences and knowledge in the creation of solutions. Without workers, change is not sustainable.

We wrote this book with the beliefs that:

- Lasting change happens when people identify the issues they think are important and acquire the tools they need to resolve them.
- Words, concepts, and illustrations that are easily understood help create knowledge and action.
- Women are a majority of the workers in export factories and their experience is the majority experience.
- Experts who pay attention to workers' needs and insights can be important allies in creating safer workplaces.
- Health and safety problems arise out of the conditions and structures of work, and solutions are found by improving them. Don't blame the workers!

We encourage you to adapt whatever you find useful in this book to best meet your needs and strengthen your efforts.





### Basic occupational safety:

- Chairs, tables, tools, and workstations fit workers.
- Workers take regular breaks.
- Chemicals that harm people are not used. Workers' direct contact with chemicals is limited.
- Machines have guards to prevent injuries.
- The factory prevents fires and is prepared to fight fires.
- Noise is below 90 decibels.
- General ventilation keeps the air clean and the temperature comfortable. Local ventilation removes dust and dirty air at the source.
- Personal protective equipment (PPE) fits well, is the right kind for the danger, and is free to workers.
- Toilets are clean, and the factory provides enough clean drinking water and water for emergencies.

### Organize for:

- Wages that let us live fully and well.
- Protection from harm at work – from machines, materials, or people. Justice and compensation when harm has been done.
- Work and life without violence or discrimination.
- Jobs that help create better communities, not worse ones.
- An end to pollution from factories.

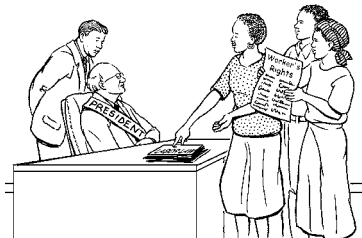
Power within ourselves



Power with others



Power to take action



### Advice for health promoters:

- Start with what workers know
- Work on the big problems
- Teach what is most needed
- Use words people understand
- Teach people how to learn
- Get help if needed



### Advice to OSH professionals:

- Talk with and listen to workers
- Pay attention to social issues
- Share knowledge
- What is best for workers and the community should be prioritized over profits, production, and politics