



HOW TO GET WORKERS TO WEAR PERSONAL PROTECTIVE EQUIPMENT

Labour safety is a very important matter in manufacturing but often ignored. Wearing personal protective equipment (PPE) can help workers to avoid injury during production, but workers often resist wearing it. This Guide focuses on how to ensure labour safety in production by encouraging workers to wear PPE.

PROSPECTIVE USERS:

It is management's responsibility to set up a policy and regulations on wearing PPE in the factory and to encourage workers to wear PPE.

This practice can be applied to all kinds of factories.

PROBLEMS ADDRESSED

- Workplace accidents.
- High costs of compensation, sick or accident leave.
- Workers taking a lot of sick leave.

PROCESS

To improve labour safety in the factory requires a comprehensive approach involving all members of the factory. Getting workers to wear PPE during production is very important to protect them from workplace accidents. It involves a series of activities such as equipping workers with necessary PPE, providing personal storage for them to store their PPE, developing and distributing a policy and regulations on wearing PPE in the factory and finally, encouraging workers to wear PPE.

Steps in implementation

1. Develop and distribute guidelines and regulations on wearing PPE to all workers.
2. Guide workers to make sure they understand how to use their PPE properly. Allow them to practice wearing their PPE and make any comments or corrections.
3. Post messages reminding workers to wear PPE around the factory and to continually remind workers to be aware of safety issues.
4. Use pictures and diagrams to illustrate to workers the correct and unsafe ways of using PPE in their work
5. Place a safety reminder board with large symbols and letters at the entrance gate and inside the factory where it is easy for workers to see it.
6. Brainstorm creative ideas to encourage workers to ensure safety in production and wear PPE.
7. Have open discussions with workers on why they may not want to wear the PPE. Find out why, e.g. PPE is not user-friendly, PPE is too heavy etc. Try to overcome these reasons by ordering customized protective equipment or find ways to improve the PPE so that it fits well and is convenient to use.
8. To do this you need to conduct a needs assessment to identify common trends and features of workers (e.g. height, size of body, habits of using PPE) which would influence the type of PPE required. Such information, in combination with information from discussions with workers, can be used as input for ordering better PPE from providers.
9. PPE that is user-friendly or fashionable tends to be preferred by workers, encouraging them to wear it. PPE that is comfortable to wear (e.g. softer and lighter) is also preferred. For example, in electronic welding, masks that allow workers to have their hands free are preferred to masks that workers have to hold.
10. Use strong and creative slogans to encourage workers to wear PPE. Slogans can remind workers about the importance of their personal health and safety, how it affects their families etc.
11. Ensure every worker has sufficient and appropriate PPE, according to their work requirements. To do so, a PPE needs assessment of all the workers in the factory is essential.
12. Regularly replace the PPE at no cost to the workers. Do not save money by purchasing low quality PPE. Low quality, dirty, old, torn or broken PPE normally make workers more reluctant to wear them. In addition, such equipment can pose a danger to workers rather than protect them.
13. Provide workers with personal storage to keep their PPE such as hats, gloves or shoes.
14. Supervisors should ensure that all workers are wearing all their standard PPE before starting every shift: hard hat, shoes, masks and protective clothing.
15. Offer training courses for workers on the importance of wearing PPE and how to use PPE in the workplace. Discussions about previous cases of workplace accidents caused by not wearing PPE is a good way to encourage them to wear it.
16. Offer timely encouragement and/or rewards for individuals or groups who conform with the regulations on wearing PPE.





RESOURCES REQUIRED

- Efforts of personnel in charge of labour safety.
- Regulations on labour safety, including wearing PPE.
- Guides on using PPE.
- Quality PPE provided to workers with regular maintenance, checking and replacing.
- Encouragement policy for workers who follow regulations on wearing PPE.
- Supervision of line manager.

CHALLENGES AND PITFALLS

- Changing habits of workers who are not used to wearing PPE requires time and effort.

POSITIVE IMPACT

- Worker and factory safety.
- Cost saving from reducing risk of accidents and injury.

INDICATORS FOR MONITORING

- Regulation and guidelines on wearing PPE formulated and informed to all workers.
- Signboard around the factory reminding staff about regulation and guidelines on wearing PPE.
- Sufficient and appropriate PPE provided to all workers.
- Sufficient personal storage available for workers to store their PPE.
- All workers know how to use their PPE in relevant working situations.
- All workers use relevant PPE in different working situations.

Further Information Available:

FIP References:

Module 6 - Health and Safety

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