

WELCOME

TO

NATIONAL SEMINAR ON GOTS CERTIFICATION 2016

Date: 23rd November, 2016

Venue: Radisson Blu, Dhaka



Topics:

- **Common Auditing Issues in social context**
- **Good Practices &**
- **Worst Practices of Facilities**

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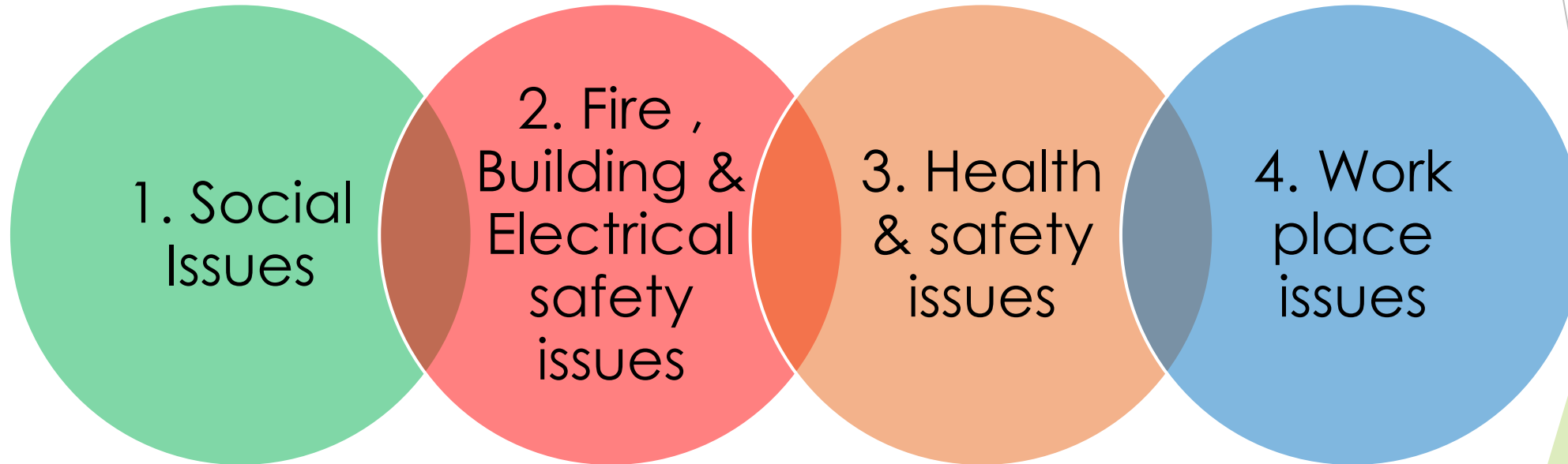
Minimum social requirements for GOTS Certification

- 3.2. *Employment is freely chosen*
- 3.3. *Freedom of association and collective bargaining*
- 3.4. *Working conditions*
- 3.5. *Child labour*
- 3.6. *Living wages*
- 3.7. *Working hours*
- 3.8. *No discrimination*
- 3.9. *Regular employment*
- 3.10. *Harsh or inhumane treatment*
- 3.11. *Social Compliance Management System*

Corrective action review of previous social audit reports like BSCI, SMETA, WRAP etc.



Most Common Auditing Issues





Social Issues

1. Payment and working hours

- Delay payment
- Minimum wages
- Not providing actual overtime rate
- Excessive overtime.
- Not providing pay slip.
- Illegal deduction
- Not providing yearly increment
- No accurate time recording system
- Falsified time recording and wage sheet
- Discrimination in regards of promotion and increment

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2. Communication Channel related issues:

- Not formed participation committee (PC).
- Participation committee formed by selection by the management.
- Not occurred Participation committee minutes by regular intervals.
- No designated personal responsible for health and safety issues.
- Participation committee is not active.

Social Issues

3. Others Issue:

- Not providing appointment letter.
- Not providing identity card.
- Not providing group insurance facility
- No OT for piece rated workers

Fire, Building & Electrical safety issues

Fire, Building & Electrical safety issues can be divided into three categories such as :

Fire, Building & Electrical safety issues

Fire safety related issues.

Building Safety issues.

Electrical Safety issues.

Fire, Building & Electrical safety issues

1. Fire related issues

- Not providing fire fighting equipment like fire extinguisher, smoke detector, PA system, hose pipe, exit sign etc.
- Fire fighting equipments are not installed at suitable place or fire equipments are blocked by materials.
- Not providing evacuation map.
- Not providing effective fire related training to the fire fighters or workers.
- Not conduct external fire drill at the facility by the regular intervals.
- Not regularly inspect the effectiveness of fire fighting equipment.
- No secondary exit.
- Inward door.
- No aisles mark.

Fire, Building & Electrical safety issues

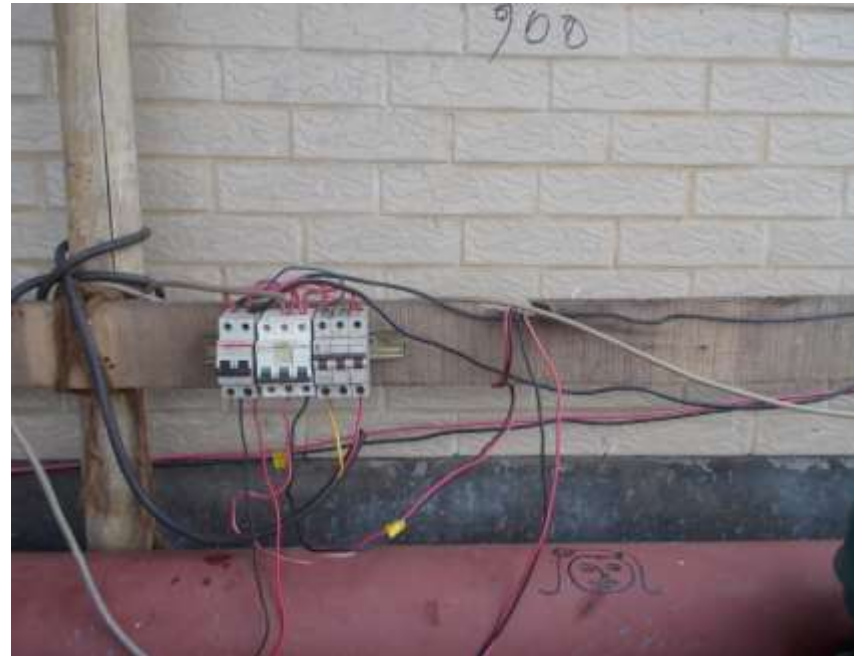
2. Building Safety issues

- Commercial building are using for industrial purpose.
- No legal approval from concern authority for building structural as well as layout plan.
- Load bearing capacity.

Fire, Building & Electrical safety issues

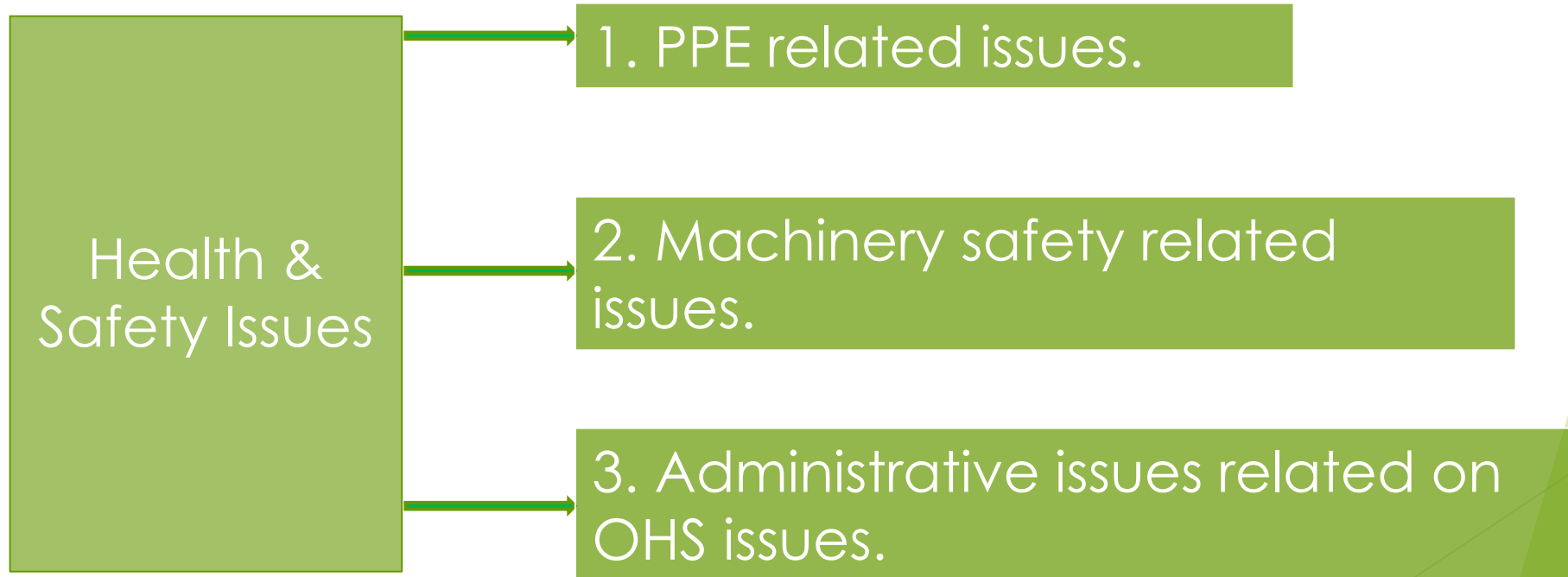
3. Electrical Safety issues:

- Loose wiring.
- Use of flammable materials.
- Not inspect periodically.



Health & Safety Issues

Health & Safety Issues can be divided into three categories such as :



Health & Safety Issues

1. PPE related issues:

- Workers are not using dust mask where needed.
- Workers are not using respiratory mask.
- Workers are not using ear plug.
- Workers are not using eye glass.



Health & Safety Issues

1. PPE related issues:

- Workers of washing section are not using hand gloves and gumboot
- Cutting operators are not using metal hand gloves.
- Not providing rubber mat for pressing section's workers.



Health & Safety Issues

2. Machinery safety related issues:

- Needle guard missing or displaced.
- Eye guard missing or displaced.
- Pulley cover, belt cover and rotary hook cover missing.
- Paddle mat missing.



Health & Safety Issues

3. Administrative issues related on OHS:

- No effective training and awareness program on OHS.
- Lack of workers awareness.
- First aider incompetent.
- Insufficient first aid materials.
- No medical facility.
- No dining & canteen facility.

Work Place issues

- Not store hazardous chemical in a separate method. For example, if you store soda and acid together, it will increase the possibility of explosion.
- No entry restriction for unauthorized people at sensitive area like Chemical storage, Boiler and Generator room etc.
- No risk assessment for excessive height at store room.

Work Place issues

- Workers blocked.
- Aisles blocked.
- MSDS, label & secondary containment missing with chemical.



Good Practices

Good practices are those facilities which a factory is provided, but not legally bound for providing those facilities. Different factories have different policies for their best practices.

Some of the Good Practices are:

- Yearly cultural & sports competition program.
- Yearly picnic.
- Attendance bonus.
- Free medical treatment.
- Free education facility for worker's children.
- Providing benefits in case of sudden death of employees.



Photos of Production Area



Photos of Production Area



Photos of Yearly cultural program



Photos of Yearly sports competition program



Photos of Yearly Picnic



Worst Practices

Some of worst practices are:

- Not providing earn leave benefits.
- Not providing service benefits.
- Polluting environment intentionally.
- Falsified documentation representation.

QUESTION ?

THANK YOU

