



CONTROLUNION

"Auditing for GOTS Social Compliance"

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What is social compliance?

Social compliance is a broad term that refers to how a business treats its employees with regards to health, safety, wages, and benefits. There are international and national protocols to regulate working environments. “Compliance” means that the company follows these social regulations appropriately

What are the consequences of noncompliance?

1. Backlash from customers
2. Loss of business relationships
3. Production delays
4. Customs seizure



AUDIT QUESTION	EMEA	FAR EAST	SOUTH ASIA	TOTAL
•SEE MORE CHILD LABOUR				
TOTAL COMPLIANCE	100%	100%	100%	100%
•SEE MORE YOUNG WORKERS' REQUIREMENTS				
TOTAL COMPLIANCE	28%	82%	100%	65%
•SEE MORE WORKERS' BASIC RIGHTS				
TOTAL COMPLIANCE	80%	90%	77%	84%
•SEE MORE WORKERS' RIGHTS				
TOTAL COMPLIANCE	90%	73%	87%	81%
•SEE MORE HEALTH AND SAFETY				
TOTAL COMPLIANCE	87%	82%	89%	86%
•SEE MORE ENVIRONMENT				
TOTAL COMPLIANCE	84%	75%	77%	77%
•SEE MORE HOUSING CONDITIONS				
TOTAL COMPLIANCE		95%	94%	95%
•SEE MORE HOME WORKERS				
TOTAL COMPLIANCE	90%	51%	89%	63%

Supplier compliance H&M

Far East: Cambodia, China, Indonesia, Myanmar, South Korea, Taiwan, Thailand, Vietnam
South Asia: Bangladesh, India, Pakistan, Sri Lanka
EMEA: Bulgaria, Czech Republic, Denmark, Egypt, Estonia, Ethiopia, France, Germany, Great Britain, Greece, Italy, Kenya, Latvia, Luxembourg, Netherlands, Poland, Portugal, Romania, Spain, Sweden, Tunisia, Turkey, USA



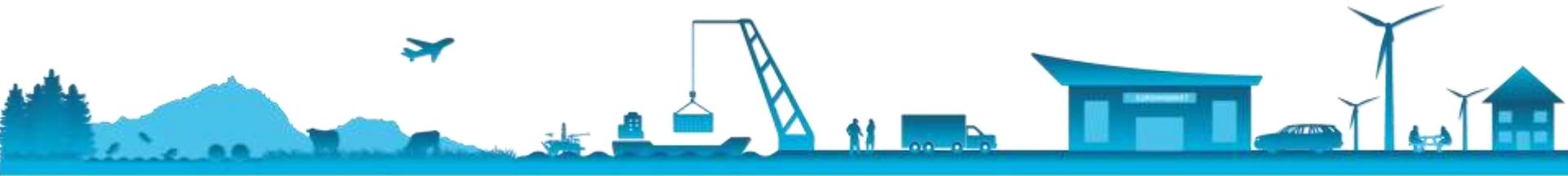
SOCIAL CRITERIA – GOTS

- 1. Employment is freely chosen**
- 2. Freedom of association and the right to collective bargaining are respected**
- 3. Child labour must not be used**
- 4. No discrimination is practiced**
- 5. Working conditions are safe and hygienic**
- 6. Fair remuneration**
- 7. Working hours are not excessive**
- 8. No precarious employment is provided**
- 9. Harsh or inhumane treatment is prohibited**
- 10. Social Compliance Management**
- 11. Ethical Business Behavior**

Area	Risk – GINNING
Storage (Heap Area , Pala House , Bale storage)	1. Safety Issues 2. Un identified Workforce 3. Presence of Child 4. Un controlled movement of Tractors 5. Absence of fire extinguishers , Missing FES , Blocked Emergency exit.6. Stacking Height
Production	1. High Fluff level 2. Noise level @ DR 3. Safety Issues Uncovered machine part. 4. Absence of fire extinguishers , Missing FES , Blocked Emergency exit
Social	1. Forced Overtime 2. No Premium rate for OT 3. No control on shift time 4. Minimum wages not providing 5. Accommodation facility provided for state migrant workers unsafe & Un hygienic condition . 6. No drinking water facility , Toilets are un hygienic & Dirty , some time not available.
Documentation	1. Due to seasonal business document proof available – Age proof , Appointment letter not available 2. Forced labour 3. Bonded labour 4. No Statutory benefit (PF , ESIC) 5. No practical health and safety training provided.



AREA	RISK – SPINNING
Production	<ol style="list-style-type: none"> 1. Flying fibers 2. Uncovered moving machine parts 3. High noise level specially in R/F and Doubling section 4. Poor working condition
Social & Health safety	<ol style="list-style-type: none"> 1. Toilets & washrooms unhygienic 2. No space for food consumption 3. First aid box missing, expired medicine , Tablets kept in first aid box 4. Un hygienic rest rooms , canteens. 5. PPES not used /not provided Un safe material handling 6. Abuse , Disciplinary action 7. Missing FES , Blocked FES , Absence of Floor plan , Emergency prepaidnes plan missing , Hydrant box key missing , hammer missing to brake glass.
Documentation	<ol style="list-style-type: none"> 1. Trade union related issues (Meeting records , Settlement proofs) 2. Contract workers related 3. Falsification is timing records ,wages records , workers contracts .



AREA	RISK – <u>KNITTING & WEAVING</u>
Production	<ol style="list-style-type: none"> 1. Flying fibers 2. Uncovered moving machine parts 3. High noise level specially in R/F and Doubling section 4. Poor working condition 5. Un safe material handling
Social & Health safety.	<ol style="list-style-type: none"> 1. Flying fibers 2. Toilets & washrooms unhygienic 3. Abuse , Disciplinary action 4. Missing FES , Blocked FES , Absence of Floor plan , Emergency prepaidnes plan missing , Hydrant box key missing , hammer missing to brake glass. 5. Overt time rate 6. Excessive working Hrs 7. Safety Training records
Documentation	<ol style="list-style-type: none"> 1. Waste handling & Disposal procedure 2. Contract workers related 3. Falsification is timing records ,wages records , workers contracts .



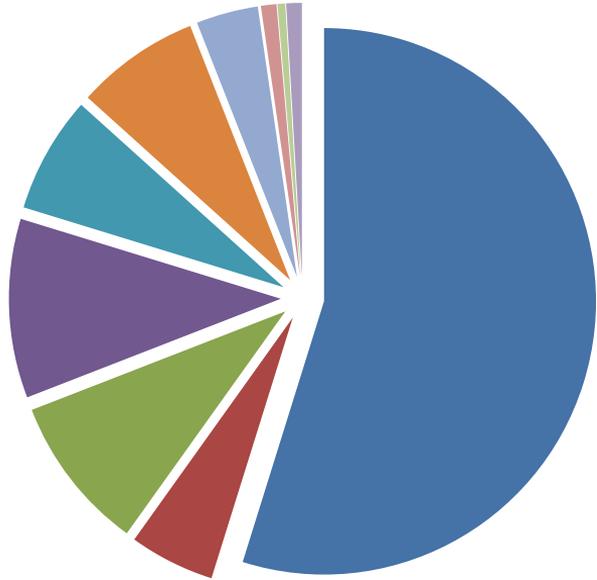
AREA	RISK – <u>WET PROCESSING</u>
Production	<ol style="list-style-type: none"> 1. PPES are not used and provided 2. Hot temperature machines in working area 3. Continue work , chemical exposure , Adore
Social & Health safety.	<ol style="list-style-type: none"> 1. Un safe storing of Chemicals. 2. Missing eye wash station , missing chemical spillage kits 3. Missing FES , Blocked FES , Absence of Floor plan , Emergency prepaidnes plan missing , Hydrant box key missing , hammer missing to brake glass. 4. Overt time rate /Hrs. 5. Excessive working Hrs . 6. Safety Training records.
Documentation	<ol style="list-style-type: none"> 1. Waste handling & Disposal procedure 2. Contract workers related 3. Falsification is timing records ,wages records , workers contracts .



AREA	RISK – MANUFACTURING
Social & Health safety.	<ol style="list-style-type: none">1. Minimum Wages2. Working hrs & Overtime Hrs /Rate3. Blocking of path ways4. Missing floor plan5. Un safe stacking6. Abuse and sexual harassment7. Engagement of young workers8. Migrant workers9. Piece rate working culture



NCS



- Social , Health & Safety
- Residual & technical testing
- Logo & Labelling
- Packaging material Testing
- Environmental Related
- Wax/Knitting-Weaving oil
- Inputs Approval



Guidance for conducting workers interview

The Introduction

- Clearly explain the purpose of the interview
- Provide assurances of confidentiality.
- Manage expectations of workers and clarify role of the social auditor .
- Workers may hope that the audit will resolve their individual grievances *
- Workers may expect improvement in general factory conditions .

What workers want to know –

- How will you use what i tell you ?
- How will you protect my identity or the information i provided ?
- Will the factory close down if i provide sensitive information ?
- How long will this take ?
- Am I being paid for this time ?

Gathering information –

- Know what you want to ask?
- Start from a discussion on general questions or topics and lead gradually to a workers specific query .
- Ask open question
- Gather sufficient information, especially if a violation is uncovered.



Continued

- Listen carefully and accept workers view.
- Give workers enough time to respond.
- Be specially careful when gathering sensitive information.
- Know when you have probed enough & when to stop the discussion.
- Note workers credibility .
- Manage workers remaining concerns.
- Thanks the worker for his/her time , comments and cooperation .
- Give the workers your contact information to report any reprisal .

Closing Interview –

- Manage workers remaining concerns
- Thanks the workers for his/her time , comments , and co operation.
- Give the worker your contact information to report any reprisals.



Key Review Requirement

- 1. Understand the factories payroll and time keeping system**
- 2. Gather Documents and select a sample to review and analyse**
- 3. Check and analyze documents**
- 4. Validate and get Supporting evidence**





Fiber level at Ginning



Child labour in packing department



Uncover moving parts



Fire Fighting Equipments



Food Consumption in production premises.





No hand rails



Unsafe working style



Unsafe working style



Accommodation Facility



First aid box



Toilets and washroom condition





Good Practices



Thank You!

