

Monitoring result for ECO WORKWEAR on site

Ecworkwear

Monitoring

Monitored Party : **ECO WORKWEAR**
amfori ID : **586-000192-000**
Site : **Ecworkwear**
Site amfori ID : **586-000192-002**
Address : **P-913, Munir Shah road, Link Jhumra Road,**
: **Faisalabad**
: **Punjab**
: **Pakistan**
Monitoring Activity : **amfori Social Audit - Manufacturing**
Monitoring Type : **Full Monitoring**
Submission Date : **05/01/2022**
Expiration Date : **05/01/2024**

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Overall rating



Section rating

PA1: Social Management System	C
PA 2: Workers Involvement and Protection	B
PA 3: The Rights of Freedom of Association and Collective Bargaining	A
PA 4: No Discrimination	A
PA 5: Fair Remuneration	B
PA 6: Decent Working Hours	A
PA 7: Occupational Health and Safety	A
PA 8: No Child Labour	A
PA 9: Special Protection for Young Workers	A

PA 10: No Precarious Employment	A
PA 11: No Bonded Labour	A
PA 12: Protection of the Environment	A
PA 13: Ethical Business Behaviour	A

General description

Eco Work Wear is Situated at P-913, Munir Shah Road, Link Jhumra Road, Faisalabad - Pakistan. Facility consisted of one buildings. Factory is located in a residential areas and has been operating at this location since January 2012. Facility is registered in Labour Department having Registration Number DLW/F/FSD/2373 dated 08.08.2015. The Faisalabad Chamber of Commerce & Industry membership registration # 2106626-5392, NTN number: 4011482-1.

Factory Total Area: 11923 Sq. Feet and Cover Area 10416 Sq. Feet.

Audit Process---- This was 02 Man Days audit scheduled on 1st & 2nd Dec. 2021 and Audit Team Include: Ferhan Mehmood(Lead Auditor APSCA Membership # RA 21702733) from SGS Pakistan Private Limited conducted opening meeting -Plan Tour, Worker and Management Interview, Document Review and Closing Meeting. The Audit was conducted in good professional working environment and auditee was very supportive and cooperative throughout the audit activities,

Opening Meeting--- The opening meeting of this BSCI Audit was started at Eco Work Wear with the words of Thanks from SGS, after that brief introduction of audit team was given to the participants. The audit methodology, confidentiality policy of SGS, classification of BSCI Ratings and methodology of reporting the audit results were thoroughly briefed by the Lead Auditor. Before proceeding to the audit, the audit scope and criteria were reaffirmed and audit itinerary/ plan, which had been forwarded to the organisation, was agreed. The Auditors described the whole audit process, criteria, scope, and explained the Amfori BSCI code of conduct, Amfori BSCI holistic approach and local laws in detail to the extent these are related to the audit. Management of the facility assured the auditors of facilitation throughout the audit process. The auditors explained and presented SGS's Integrity Declaration Forms to the facility management and Mr. Zubair Ahmad (Manager Compliance & HR) agreed and signed the same.

The Opening Meeting was attended by the management of the company Mr. Zubair Ahmad (Manager Compliance & HR), Mr. Kashif Hussain (GM), Mr. Khubaib Ahmad (Director), Mr. Muhammad Asif (EHS Officer).

Facility Overview.

The factory is comprised of a 01-buildings including Production and associated services departments.

Building is having below departments; Admin Office, Cutting, Stitching, Quality Inspection, Press, Packing, Dispatch.

Product Scope: Workwear Garments & gloves.

Production Capacity is 15,000 pieces of garments per month.

Major Export Country: Denmark, Germany, Austria

Products being produced at facility are workwear garments. Main Production Flow is Fabric Receiving, Cutting, Stitching, Packing, Dispatch.

Health and Safety Tour:

All areas of the facility processes such as Cutting, Stitching, packing & dispatch were visited during the audit. The auditor conducted the physical tour at the entire premises of the facility detailed as per following information. At the time of facility visit attitude of the facility management was good. #COVID19 protocols are well implemented as per regulatory guidelines set by the provincial and federal governments of the country. The company has maintained a temperature-check mechanism at the entrance of the facility and any suspected #COVID19 patients are screened out and sent home without reprisal. The company has also installed disinfection shower for the workers and visitors coming inside the facility. All workers and visitor are required to wear face- masks at all times of presence inside the facility. The company has also displayed informative posters on #COVID19 all around the premises for awareness of those inside the facility. There is no chemical storage, neither facility is providing any dormitories hence these are not applicable. Number of workers at the facility are less than the legal limit to be provided with canteen.

Interview and Payroll Review:

On the day of audit, there were 80 employees present, total strength was 96 which include around management staff. Employees were working on salary and piece rate. Factory has installed the Electronic system (Face scanner & thumb Impression) to record the attendance of workers.

The factory is working in 1 General shift of Management is from 09:00 to 18:00 and for Cutting, Stitching, Packing and Grey department from 08:00 to 17:00 with 01 Hours Break. 03 Shifts are working in Security Guards. Shift A: 06:00 to 14:00, Shift B: 14:00 to 22:00 and Shift C: 22:00 to 06:00. Factory was working 6 days a week; rest day was given on alternate rotation basis to security.

Employees were paid monthly wage at the end of each month in Cash and Bank by 7-10 of every pay period. Factory is providing minimum wage as Rs.

20,000 to the workers, which is as per the local law. The factory has provided attendance/payroll from September 2020 - October 2021, in which auditor

checked a sample of 15 workers. As per provided wages records review of sample employees; maximum salary earned by the worker was 44,500 PKR,

average salary was 21,138 PKR and minimum was 20,000 PKR. Worker interviews were conducted individually and in group.

Total 15 workers from

different sections were privately interviewed. According to the interviews, workers were satisfied with the working conditions in the factory. During Document Review it was evident that some of required documents are not applicable in organization like Agency Labour Contract, Government Waiver and Collective Bargaining Agreement.

A detailed site visit was conducted for the complete facility in order to verify Health & Safety and Environment part of the audit protocol. Workers were interviewed on one to one and focus group basis conducted by the auditors to ensure that BSCI requirements related to Forced Labour, Child Labour, Health and Safety, Freedom of Association, Disciplinary practices, Remuneration, Discrimination, Management Systems, Working Hours and Environment are being fulfilled. Attendance Record, Salary Sheets, Payment Slips, Contract Letters, Age Verification, Overtime, HSE Training, Inspections, Employee Committee Meeting Minutes, Management Review Meeting Minutes and internal monitoring records of workers were verified.

The closing meeting was carried out by the Lead Auditor explaining all the elements of CAP and further processing. The CAP was agreed and copy of it along with Audit Summary Report was also given to the client.

Site Details

Site : Ecoworkwear
Site amfori ID : 586-000192-002

GICS Classification

Sector	: Consumer Discretionary	Industry	: Textiles, Apparel & Luxury Goods
Industry Group	: Consumer Durables & Apparel	Sub Industry	: Apparel, Accessories & Luxury Goods

GS1 Classifications

N.A.

Product Process Classifications

N.A.

Metrics

Key Metrics

Total workforce	80 Workers
Legal minimum wage in local currency	20000 Monthly
Lowest wage paid for regular work at the site	20000 Monthly
Calculated living wage in local currency	22466 Monthly
Total sample	15 Workers

Other Metrics

Male workers	35 Workers
Female workers	45 Workers
Permanent workers - Male	47 Workers
Permanent workers - Female	49 Workers
Temporary workers - Male	0 Workers
Temporary workers - Female	0 Workers
Seasonal workers - Male	0 Workers
Seasonal workers - Female	0 Workers
Management - Male	1 Workers
Management - Female	0 Workers
Apprentices - Male	0 Workers
Apprentices - Female	0 Workers
Workers on probation - Male	0 Workers
Workers on probation - Female	0 Workers
Workers with night shift - Male	1 Workers
Workers with night shift - Female	0 Workers
Workers with disabilities - Male	0 Workers
Workers with disabilities - Female	0 Workers
Domestic migrant workers - Male	0 Workers
Domestic migrant workers - Female	0 Workers
Foreign migrant workers - Male	0 Workers
Foreign migrant workers - Female	0 Workers
Workers hired directly - Male	47 Workers
Workers hired directly - Female	49 Workers
Workers hired indirectly - Male	0 Workers
Workers hired indirectly - Female	0 Workers
Unionised workers - Male	0 Workers
Unionised workers - Female	0 Workers
Workers under CBA - Male	0 Workers
Workers under CBA - Female	0 Workers
Pregnant workers	0 Workers
Workers on parental leave - Male	0 Workers
Workers on parental leave - Female	0 Workers
Sample - Male	10 Workers
Sample - Female	5 Workers

Findings

PA1: Social Management System

During Review of Document and Management Interview, it is noted that facility is having its materials from BRZ Printers, Master Textile Mills Limited, Ali & Sameer, International, Sitara labels, mart Packers, Fine Thread, Zafar Plastic etc. It was evident that Factory is Carrying out the Supplier Evaluation however, Supplier Selection based on Social Performance was not found documented . In Addition, Documented Evidence could not be verified to ensure that Business partners are aware by COVID -19.

Facility has calculated its capacity to produce garments pieces per month, however no subsequent contingency planning incase of extra working time requirements for additional productions orders found done.

PA 2: Workers Involvement and Protection

During Interview with Pro duction workers it was identified that Most of workers were not aware about the Protocol of Complaints / Suggestion that how his /her complaints are resolved. During Meeting Record review it was also noted that No any Agenda Point to ensure the effective implementation Safety Precaution related to COVID 19 discussed.

During review of documents, workers and management interview it is noted that facility has developed grievance mechanism however it scope is limited to the workers of the facility only. No mechanism found established for communities grievance or feedback.

PA 5: Fair Remuneration

During review of documents and workers interview it is noted that facility is providing transportation to almost half of its strength however in a few cases e.g. sweepers, watchman etc. calculated living wage is not being met.

During review of records related to payments of EOBI & social security it is evident that facility is not paying social contributions of few employees who joined the facility in last 2 months.

PA 7: Occupational Health and Safety

During document review it is noted that although facility has completed the risk assessment however risk assessment for few areas e.g. generator, compressor, mechanical workshop, waste yard etc. found missing.

During Document Review and Worker Interview, it was identified that evidence of Active Cooperation and involvement of workers of respective area while documentation of risks associated with their work was not ensured as no documented evidence of such interaction could be verified. Moreover, Discussion / Cooperation pertaining to COVID 19 was also not found in place.

During site tour it was observed that secondary containment was missing for machine oil can in mechanical workshop. Moreover, MSDS, safety signs and precautions as well as PPE's were also missing.

During site tour it was observed that machine safety parts like eye shield and needle guards were missing on 10 out of 45 stitching machines.

During site tour it was noted that the trained first aiders list was missing on a few first aid boxes. Moreover, first aid items list was also missing in/near the first aid boxes. Further instructions to provide first aid were not found affixed with the first aid boxes.

PA 12: Protection of the Environment

During site tour it is noted that although facility has designated waste area, and signed agreement with the third party however waste was placed mixed at the location of the waste store.