

Bangladesh Case Study

This management report is based on audits conducted in Bangladesh using Workplace Conditions Assessment (WCA) e-tool instrument and methodology, as of Oct 31 ,2011.

Global Participating Facilities : 3300

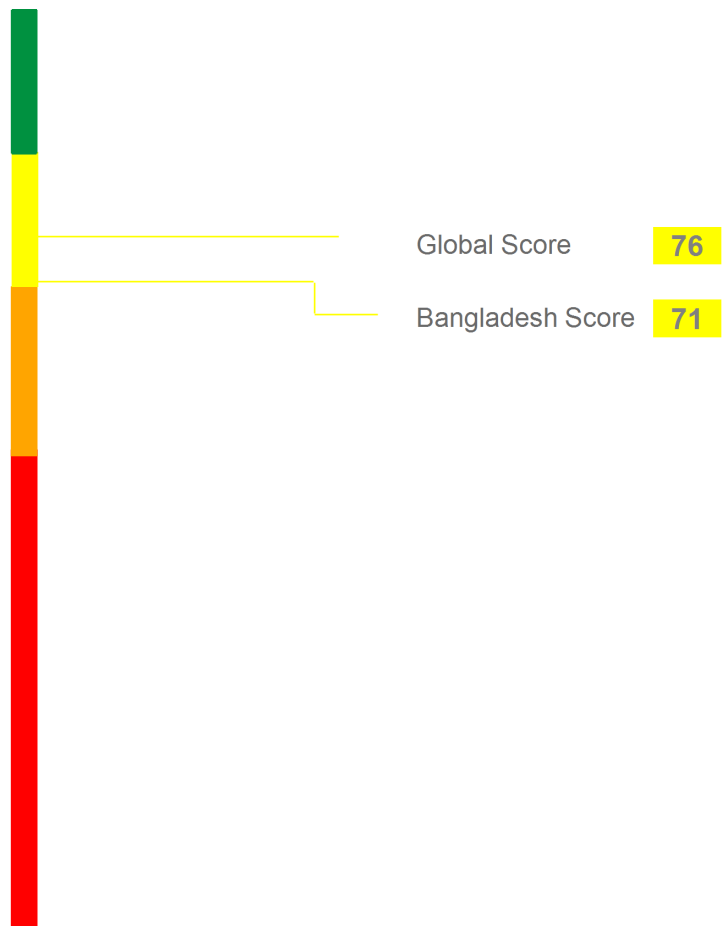
Bangladesh Participating Facilities : 154

High Performance (85 – 100)
Meet Expectations.

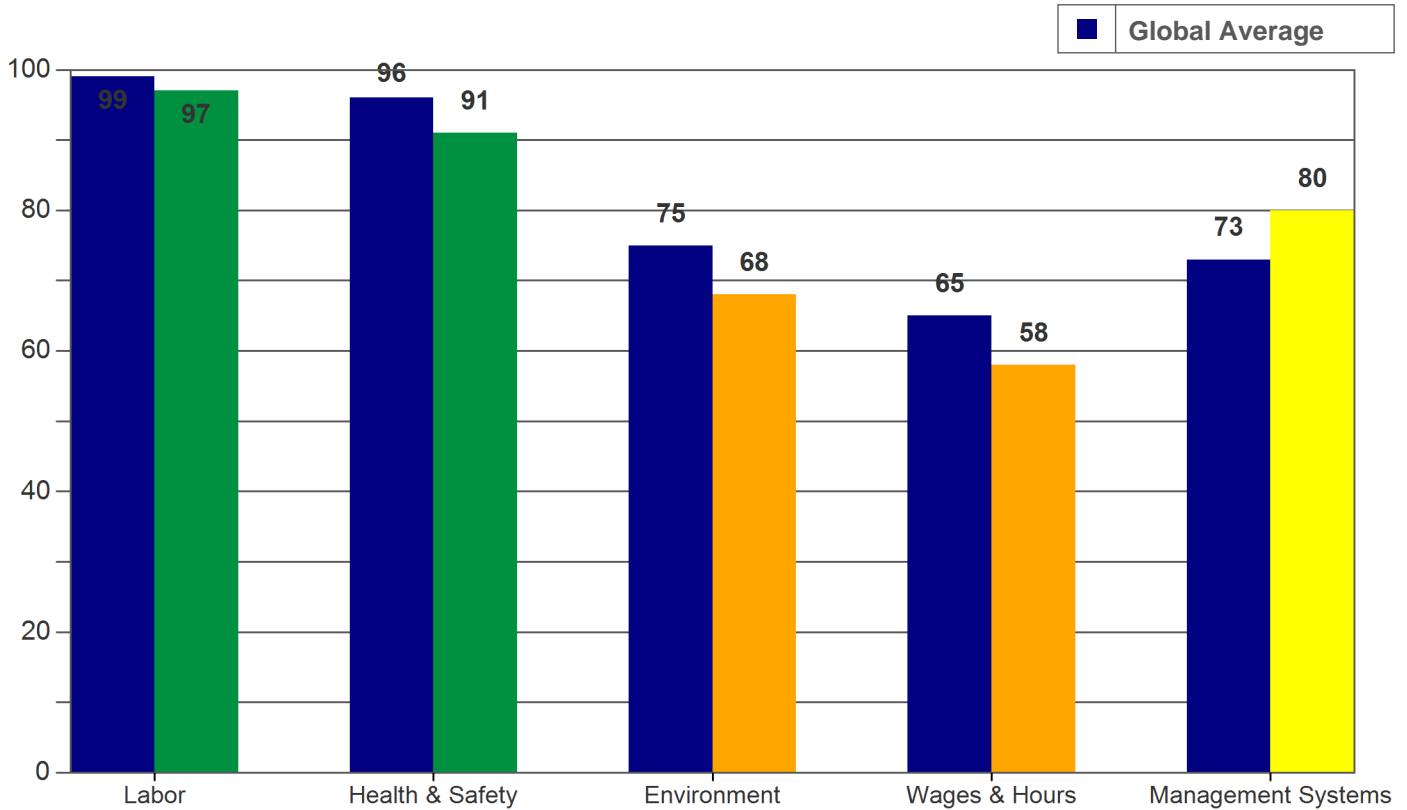
Medium Performance(71 – 84)
Further Improvement Needed.

Low Performance(51 – 70)
Significant Action Required.

Very Low Performance(0 – 50)
Urgent Action Required.

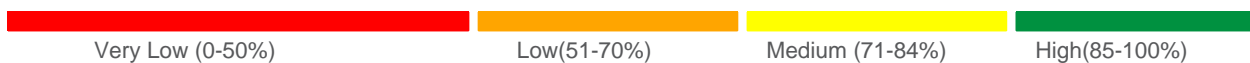


I. Overall Section Performance

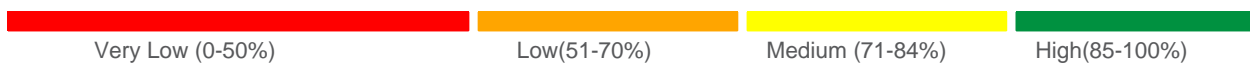
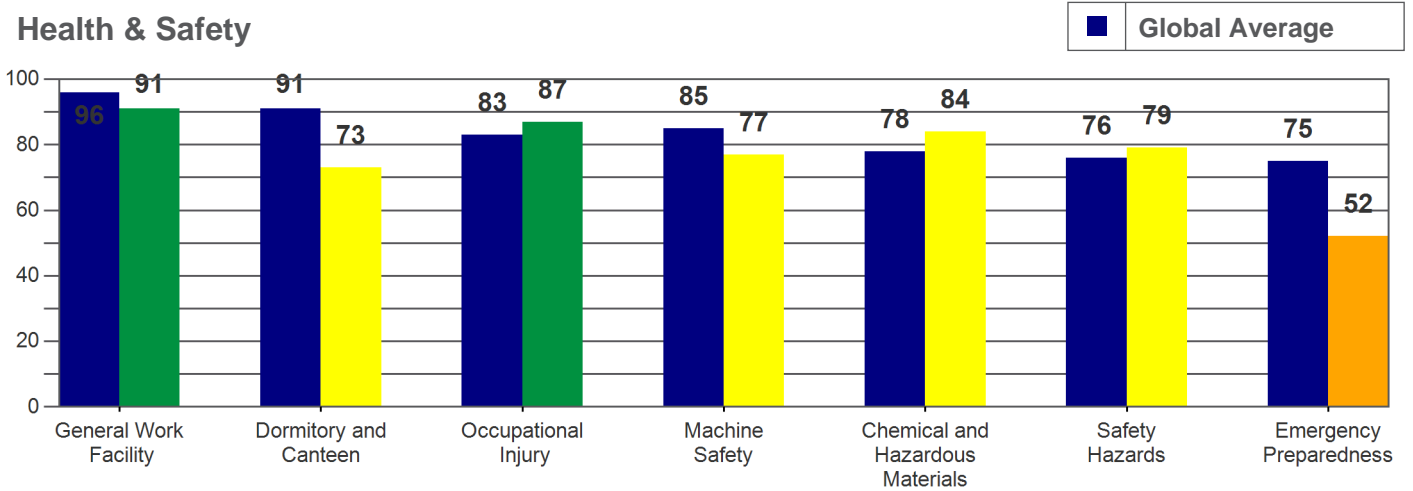
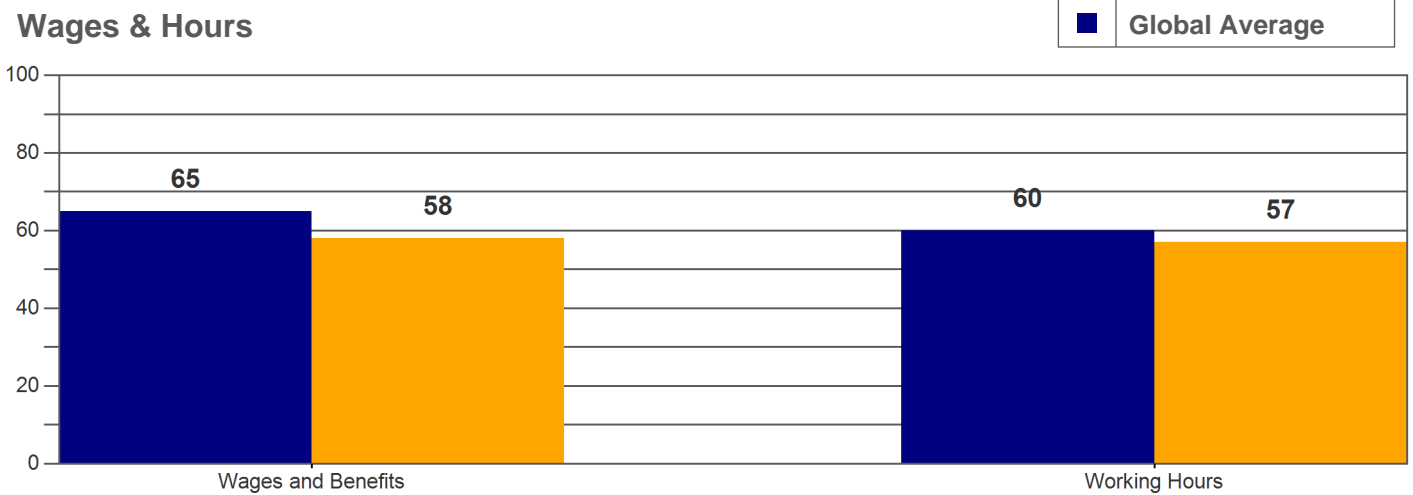
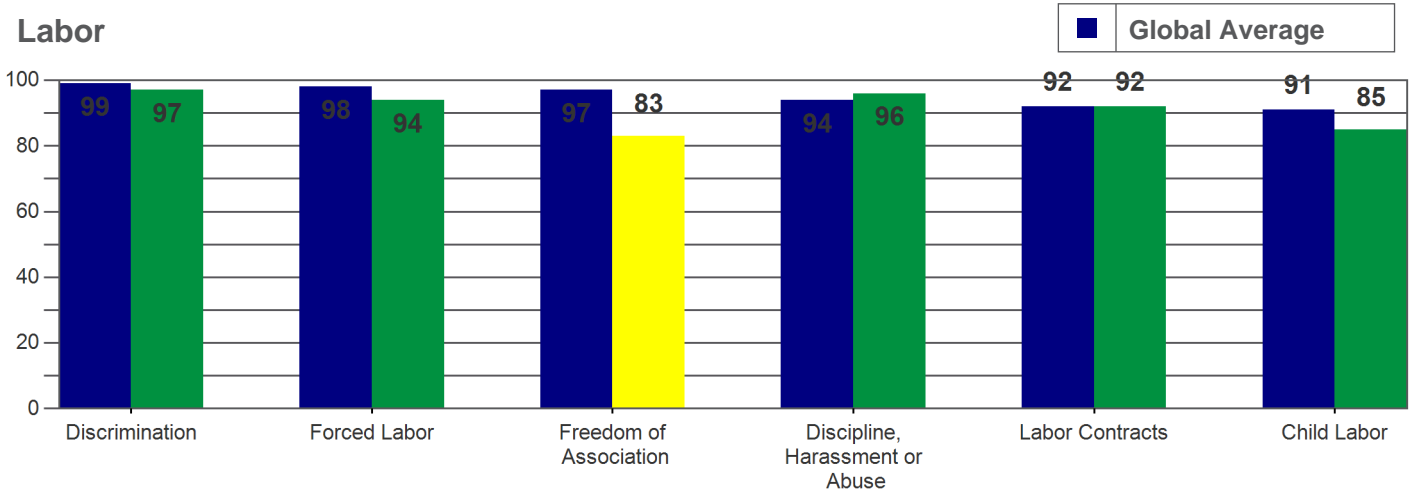


II. Section Performance Analysis by Industry

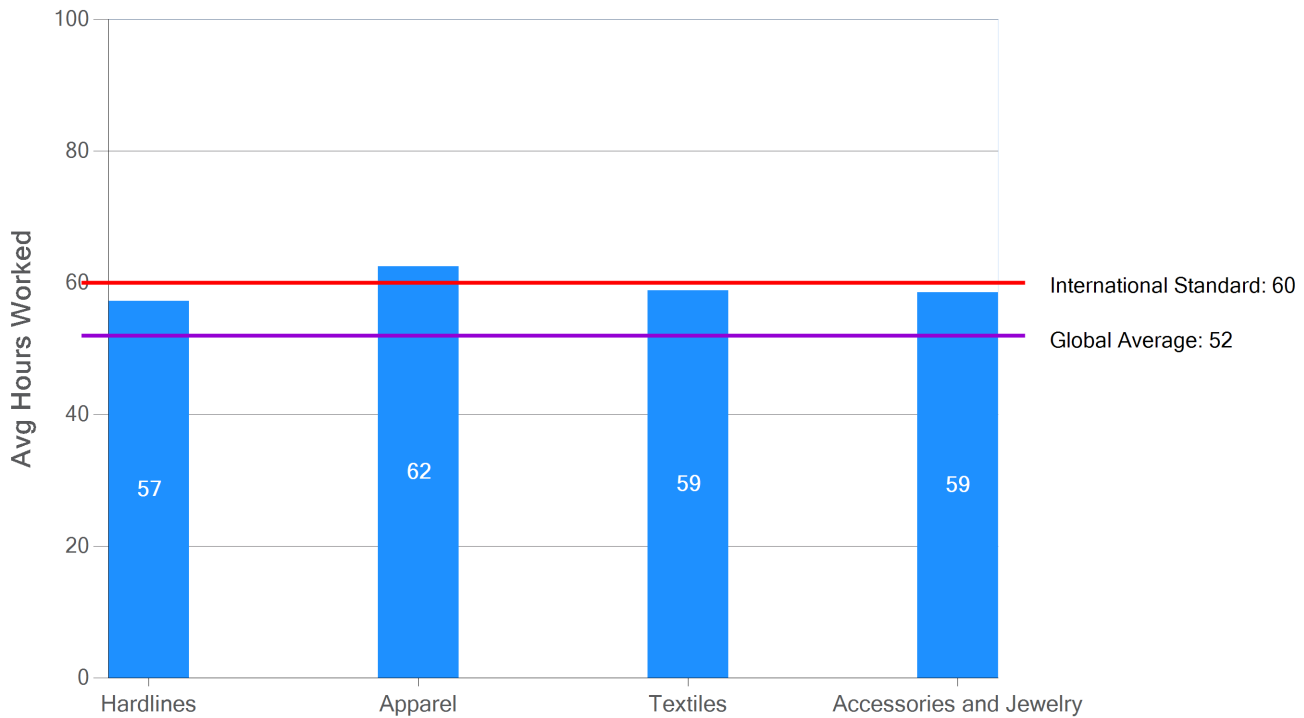
	Labor	Health & Safety	Wages & Hours	Management Systems	Bangladesh Avg Score	Environment
Accessories and Jewelry (7)	100	95	90	67	79	66
Hardlines (5)	100	100	69	77	71	73
Textiles (7)	100	95	74	88	75	71
Apparel (152)	96	91	58	80	71	68



III. Performance By Sub-Section



IV. Working Hours Analysis



V. Average Wages Paid Analysis

	Average Wages Monthly (Taka)
Country legal min. wage	2550
Country avg. wage paid	3544
Avg. wage paid in Apparel Industry	3554
Avg. wage paid in Accessories and Jewelry Industry	3203
Avg. wage paid in Textiles Industry	3533

VI. Top 5 most frequent non compliances by section

Top 5 most frequent Non-Compliances in Labor	Non Compliance Frequency Rate %
Work representatives within the facility are not freely elected without management interference	36%
The facility does not have a procedure to invest in a remediation system to assist any children found to be working for the facility to return to school, or participate in vocational program, or any other solution that can cater to the children's best interests	27%
The facility does not review any documentation for legal proof of age OR The facility reviews documentation, but has incomplete copies on file for legal proof of age OR The facility reviews documentation, but does not keep any copies on file for legal proof of age	16%
Managers and supervisors are not trained on appropriate disciplinary measures and training records are not maintained.	14%
The facility does not respect the right of employees to choose to form, belong to or not belong to a union or any other type of employees' organization	13%

Top 5 most frequent Non-Compliances in Wages & Hours	Non Compliance Frequency Rate %
Piece rate calculations are not accurate OR The auditor was unable to verify if piece rate calculations are accurate	71%
Total overtime hours exceeds allowable limits under applicable law or agreement. OR Auditor was unable to verify if the total overtime hours exceeds allowance limits under applicable law or agreement.	49%
Employees are not provided with at least one (1) day off following six consecutive days worked OR The auditor was unable to verify that employees are provided with at least one (1) day off following six consecutive days worked	45%
Regular hourly work paid to all employees does not meet minimum wage OR The auditor was unable to verify if regular hourly work paid to all employees meets at least the minimum wage	42%
Holiday work is not accurately compensated OR The auditor was unable to verify if holiday work is accurately compensated	40%

Top 5 most frequent Non-Compliances in Health & Safety	Non Compliance Frequency Rate %
The fire fighting equipment is not adequate for the nature of the facility's operations	51%
The installation and design of all evacuation exit doors are not in compliance with local law	41%
The facility emergency evacuation exit doors are not clearly marked	39%
Access to aisles, stairs and passageways are not kept clear at all times	36%
There is insufficient seating for employees in the canteen/dining hall area	36%

Top 5 most frequent Non-Compliances in Management Systems	Non Compliance Frequency Rate %
The facility does not conduct periodic assessments (including internal audit) of its management system in order to identify improvement opportunities	40%

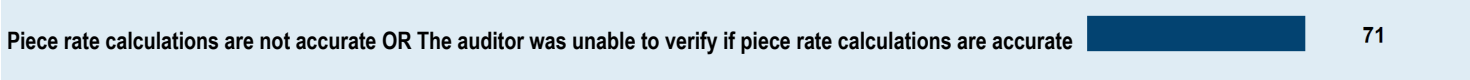


The facility's social compliance policy and requirements are not communicated to all suppliers and/or subcontractors in local language	31%
The facility does not post the client's code of conduct in local language in a place accessible to all employees, when required	30%
The facility does not establish, maintain or document appropriate procedures to evaluate and select suppliers and/or subcontractors based on their performance and commitment towards social compliance	24%
There are no written records (correspondence, report, meeting minutes, etc) of a regular management review of the social compliance system	18%

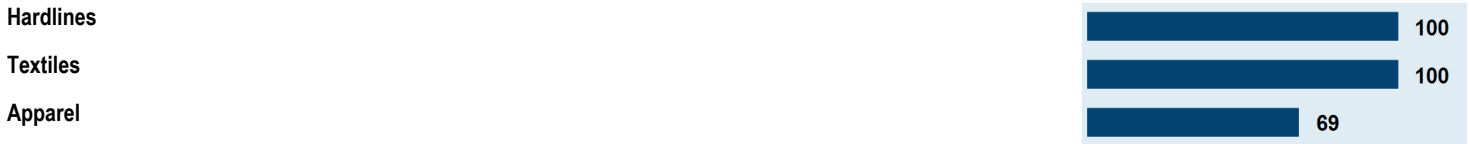
Top 5 most frequent Non-Compliances in Environment	Non Compliance Frequency Rate %
The facility does not aware of the significant environmental impacts of their site and its processes	43%
The facility does not have any environmental management system in place	31%
The responsible person is not able to describe the applicable legal requirements for air emissions monitoring and treatment	24%
The facility does not have a nominated individual(or depending on the size of the enterprise, a team) responsible for coordinating the site's efforts to improve environmental performance	16%
The responsible person is not able to describe the legal requirements for the disposal and/or recycling of solid waste and how's it's implemented at the site	16%

VII. Key Performance Issues

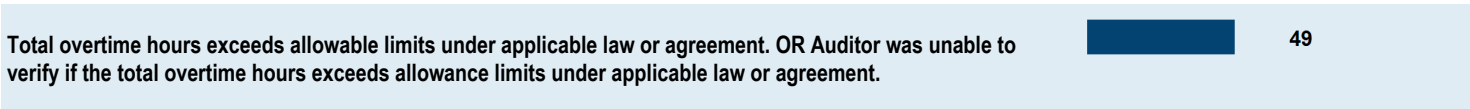
Bangladesh Frequency of Non Compliance



By Industry



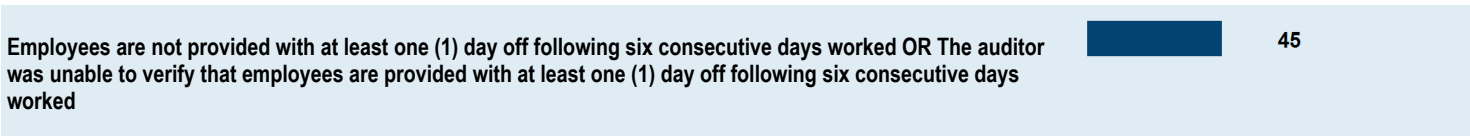
Bangladesh Frequency of Non Compliance



By Industry



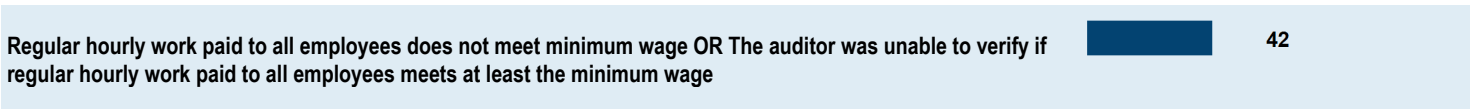
Bangladesh Frequency of Non Compliance



By Industry



Bangladesh Frequency of Non Compliance



By Industry



Bangladesh Frequency of Non Compliance

The overtime wage is not calculated and paid at the premium rate as legally required OR The auditor was unable to verify if overtime wage is calculated and paid at the premium rate as legally required 37

By Industry



Bangladesh Frequency of Non Compliance

The provided time records are inaccurate and discrepancies are noted. 29

By Industry



Bangladesh Frequency of Non Compliance

The provided payroll records are inaccurate and discrepancies are noted. 29

By Industry



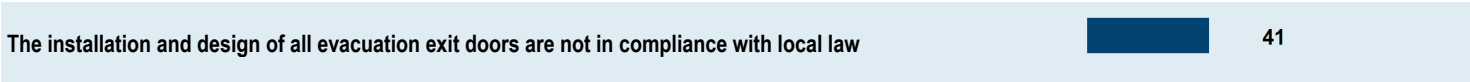
Bangladesh Frequency of Non Compliance

The fire fighting equipment is not adequate for the nature of the facility's operations 51

By Industry



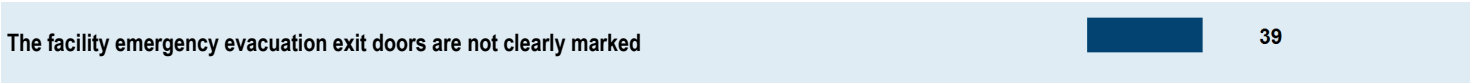
Bangladesh Frequency of Non Compliance



By Industry



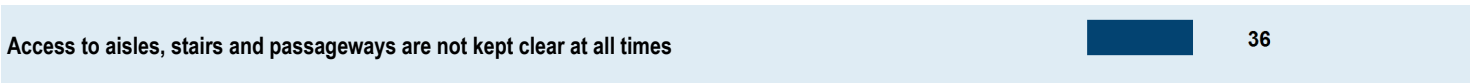
Bangladesh Frequency of Non Compliance



By Industry



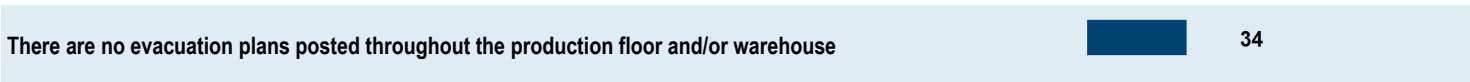
Bangladesh Frequency of Non Compliance



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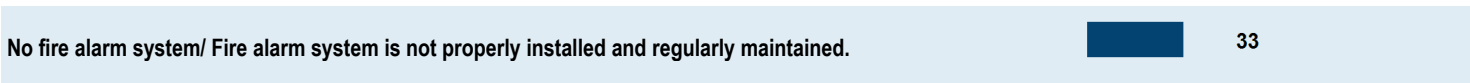
Bangladesh Frequency of Non Compliance



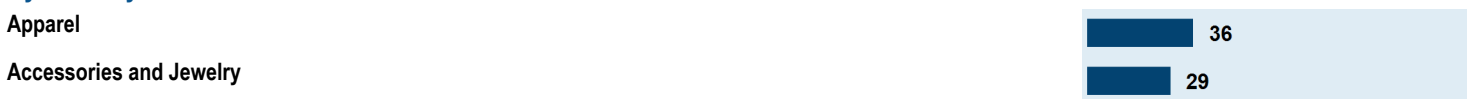
By Industry



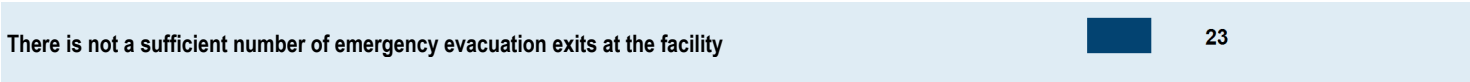
Bangladesh Frequency of Non Compliance



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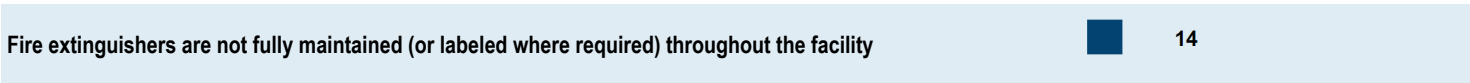
Bangladesh Frequency of Non Compliance



By Industry



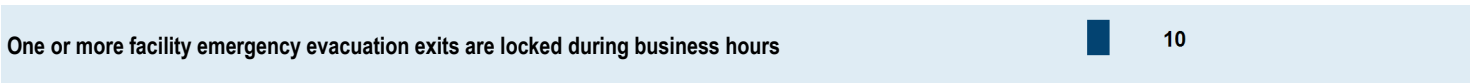
Bangladesh Frequency of Non Compliance



By Industry



Bangladesh Frequency of Non Compliance



By Industry

