



## 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 Nov 27 ,2012.

Global Participating Facilities : 7539

Bangladesh Participating Facilities : 211

**High Performance (85 – 100)**  
Meet Expectations.

**Medium Performance(71 – 84)**  
Further Improvement Needed.

**Low Performance(51 – 70)**  
Significant Action Required.

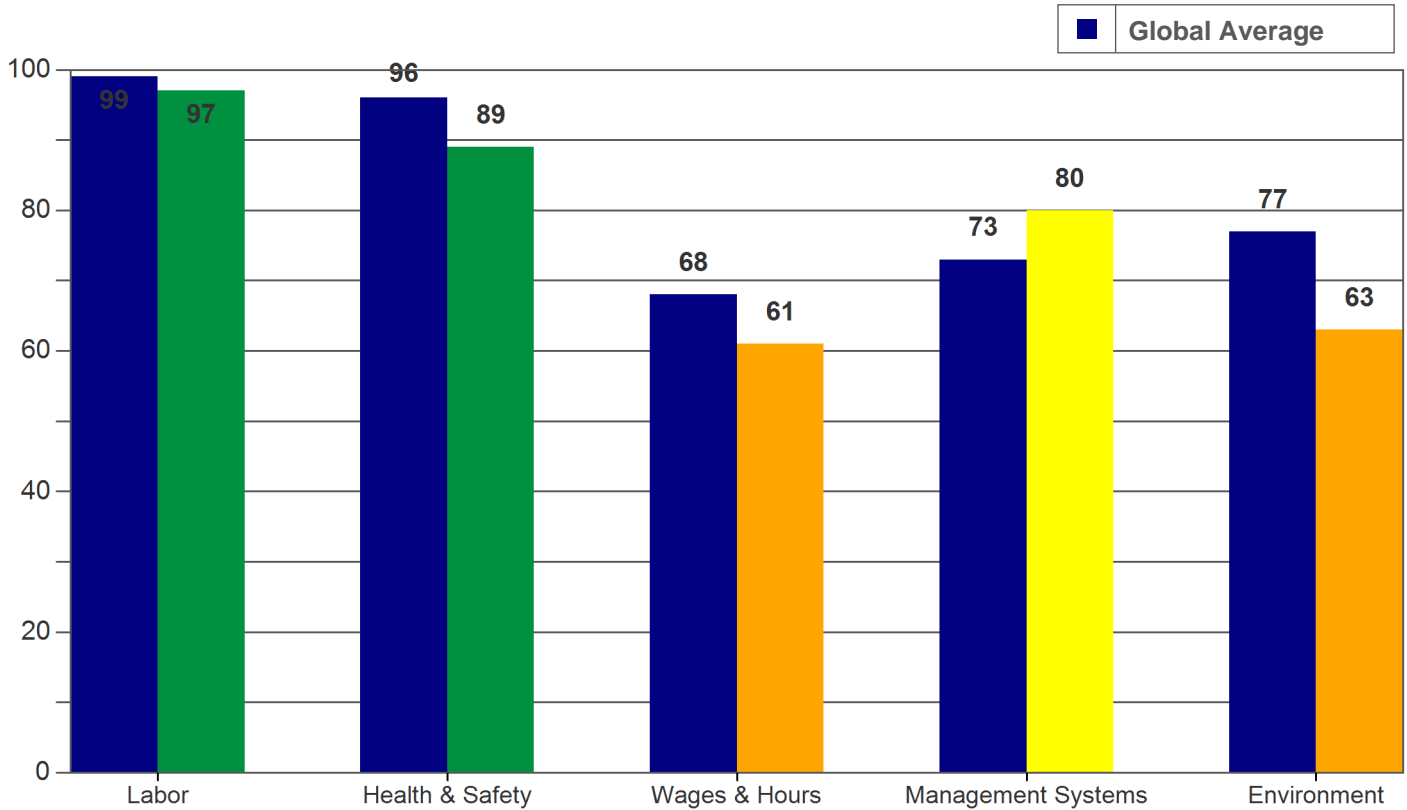
**Very Low Performance(0 – 50)**  
Urgent Action Required.



Global Score **77**

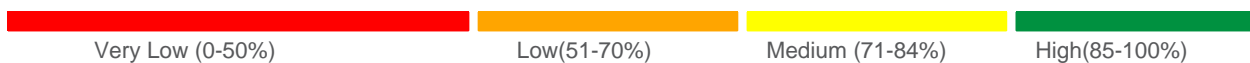
Bangladesh Score **71**

## I. Overall Section Performance

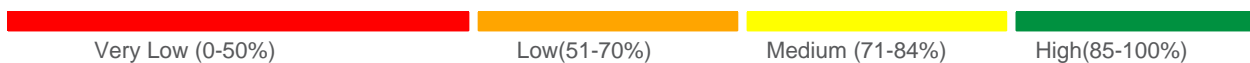
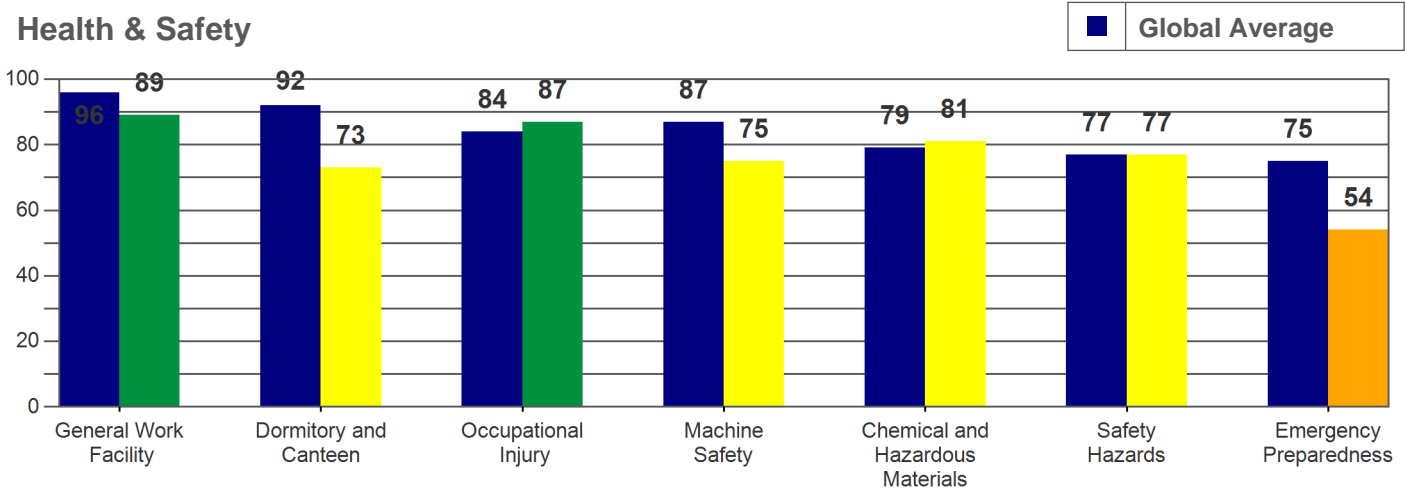
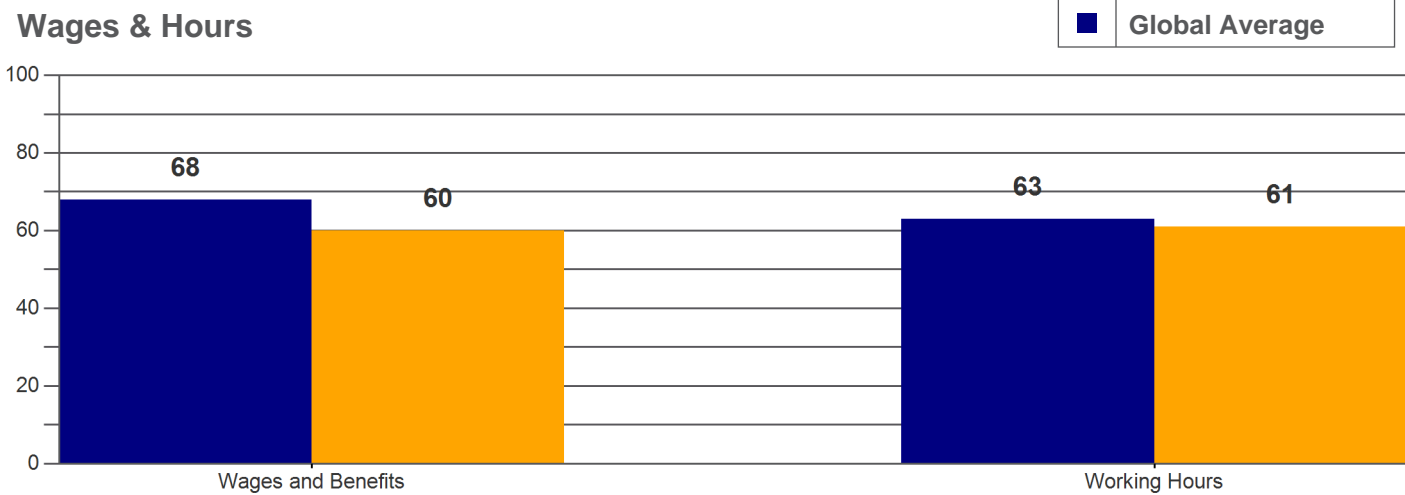
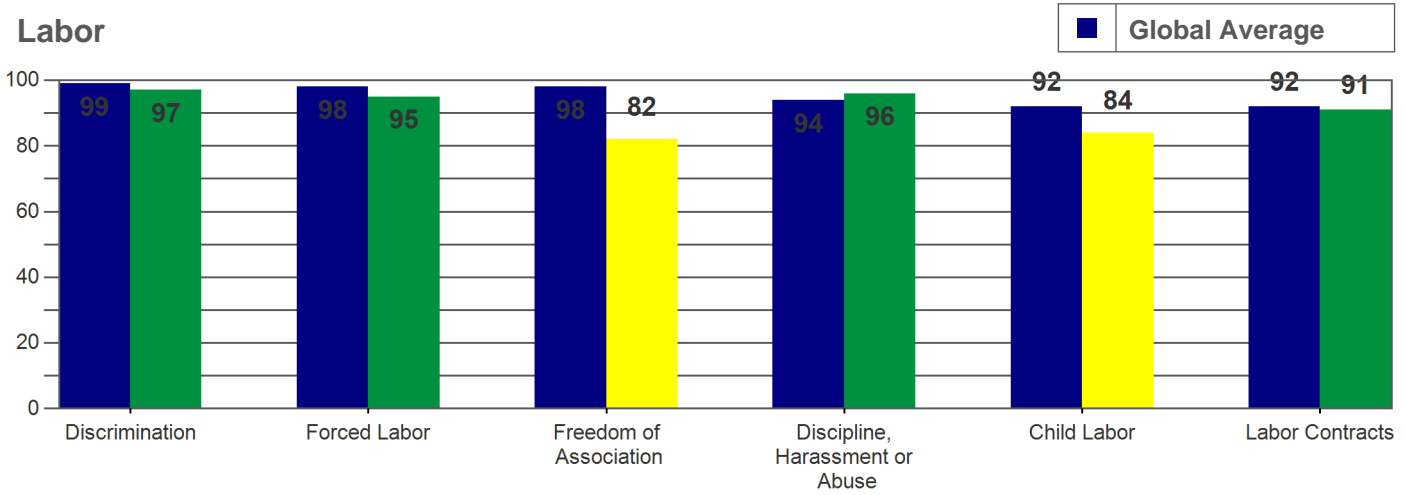


## II. Section Performance Analysis by Industry

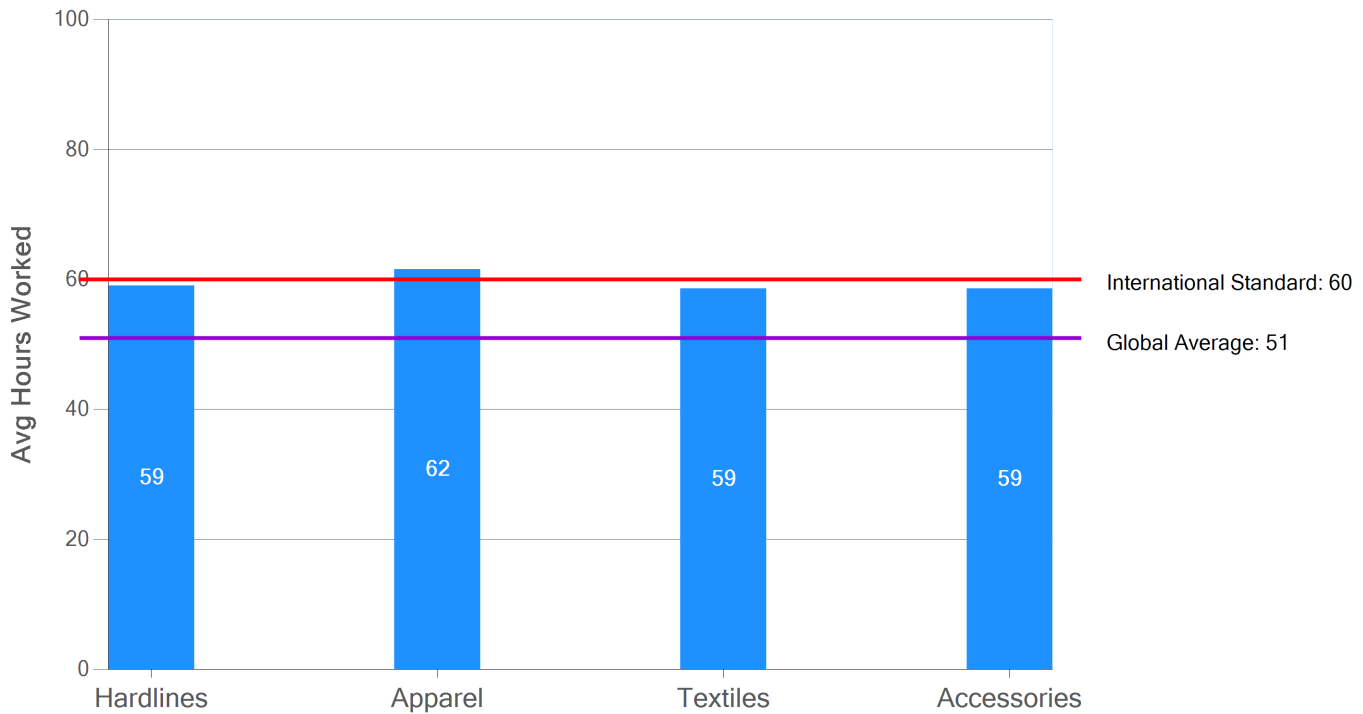
	Labor	Health & Safety	Wages & Hours	Management Systems	Bangladesh Avg Score	Environment
Footwear (2)	100	100	55	70	69	69
Accessories (7)	100	95	90	67	79	66
Hardlines (8)	100	97	76	79	77	79
Textiles (9)	100	100	79	89	78	70
Apparel (213)	97	89	59	80	70	62



### III. Performance By Sub-Section



## IV. Working Hours Analysis



## V. Average Wages Paid Analysis

	Average Wages Monthly (Taka)
Country legal min. wage	2744
Country avg. wage paid	3727
Avg. wage paid in Apparel Industry	3720
Avg. wage paid in Textiles Industry	3777
Avg. wage paid in Hardlines Industry	4228

## 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	48%
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	29%
Managers and supervisors are not trained on appropriate disciplinary measures and training records are not maintained.	20%
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	19%
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	12%

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	68%
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.	44%
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	40%
Regular hourly work paid to all employees does not meet minimum wage/ agreed wage. OR The auditor was unable to verify if regular hourly work paid to all employees meets at least the minimum wage/ agreed wage.	40%
Holiday work is not accurately compensated OR The auditor was unable to verify if holiday work is accurately compensated	37%

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	54%
The installation and design of all evacuation exit doors are not in compliance with local law	38%
There is insufficient seating for employees in the canteen/dining hall area	36%
The facility emergency evacuation exit doors are not clearly marked	35%
There are no evacuation plans posted throughout the production floor and/or warehouse	35%

Top 5 most frequent Non-Compliances in Management Systems	Non Compliance Frequency Rate %
The facility does not post the client's code of conduct in local language in a place accessible to all employees, when required	41%

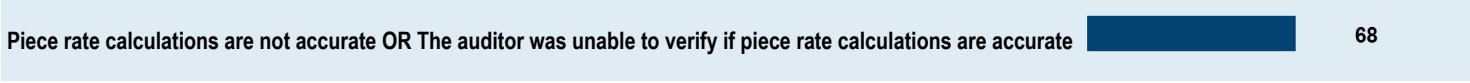


The facility does not conduct periodic assessments (including internal audit) of its management system in order to identify improvement opportunities	<b>36%</b>
There are no written records (correspondence, report, meeting minutes, etc) of a regular management review of the social compliance system	<b>25%</b>
The facility's social compliance policy and requirements are not communicated to all suppliers and/or subcontractors in local language	<b>23%</b>
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	<b>19%</b>

<b>Top 5 most frequent Non-Compliances in Environment</b>	<b>Non Compliance Frequency Rate %</b>
The air emissions do not meet the discharge limits for regulated constituents	<b>55%</b>
The facility is not aware of the significant environmental impacts of their site and its processes	<b>48%</b>
The facility does not have any environmental management system in place	<b>39%</b>
The responsible person is not able to describe the applicable legal requirements for air emissions monitoring and treatment	<b>34%</b>
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	<b>27%</b>

## VII. Key Performance Issues

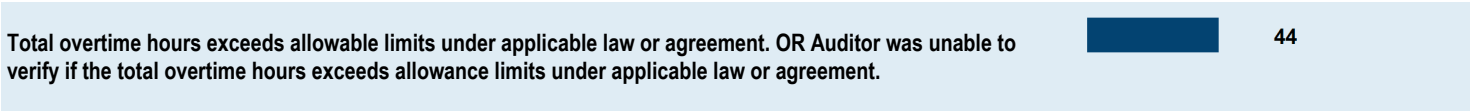
### Bangladesh Frequency of Non Compliance



#### By Industry



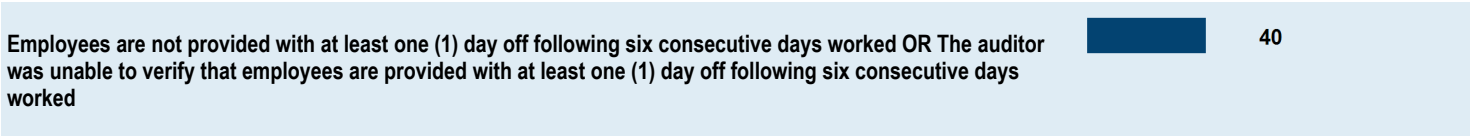
### Bangladesh Frequency of Non Compliance



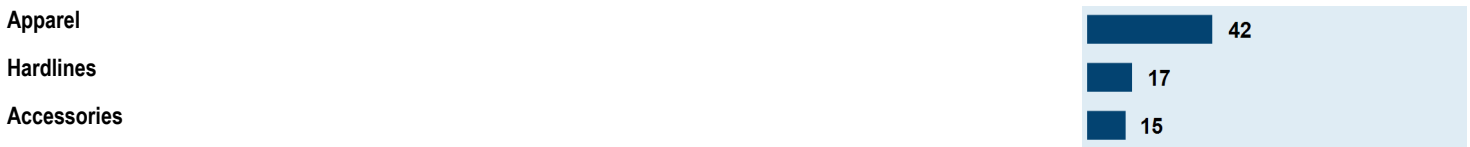
#### By Industry



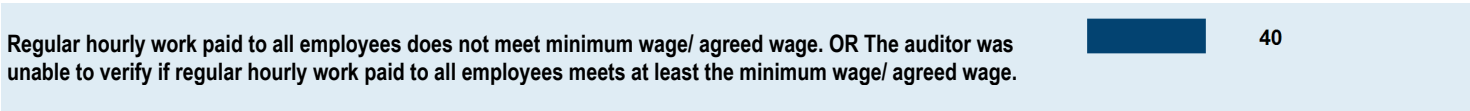
### Bangladesh Frequency of Non Compliance



#### 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 35

**By Industry**

Apparel 36  
 Hardlines 17  
 Accessories 15

**Bangladesh Frequency of Non Compliance**

The provided payroll records are inaccurate and discrepancies are noted. 27

**By Industry**

Apparel 28  
 Textiles 20  
 Hardlines 17

**Bangladesh Frequency of Non Compliance**

The provided time records are inaccurate and discrepancies are noted. 26

**By Industry**

Footwear 50  
 Apparel 28  
 Hardlines 17

**Bangladesh Frequency of Non Compliance**

The fire fighting equipment is not adequate for the nature of the facility's operations 54

**By Industry**

Apparel 54  
 Hardlines 34  
 Accessories 29

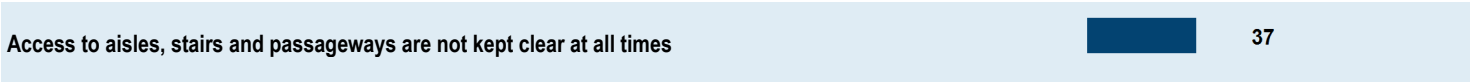
**Bangladesh Frequency of Non Compliance**

The installation and design of all evacuation exit doors are not in compliance with local law 38

**By Industry**

Accessories 58  
 Apparel 39  
 Hardlines 17

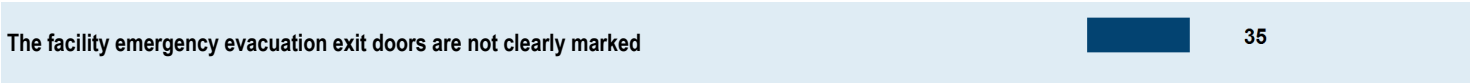
**Bangladesh Frequency of Non Compliance**



**By Industry**



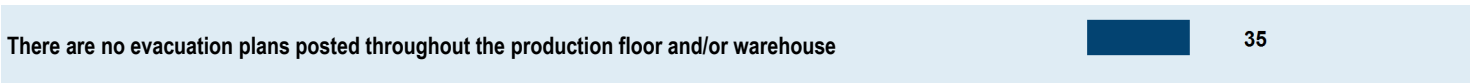
**Bangladesh Frequency of Non Compliance**



**By Industry**



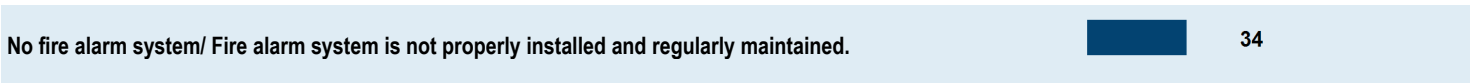
**Bangladesh Frequency of Non Compliance**



**By Industry**



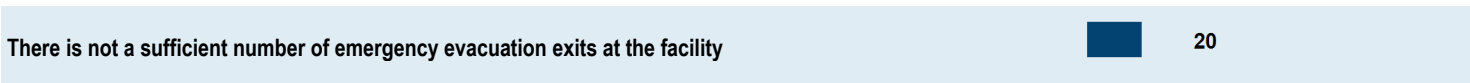
**Bangladesh Frequency of Non Compliance**



**By Industry**



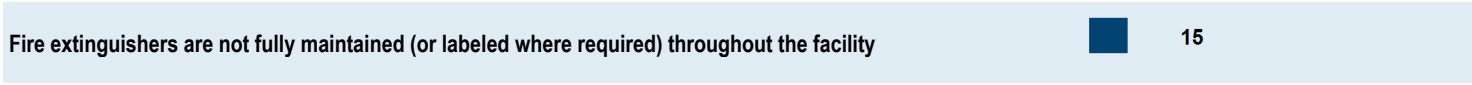
**Bangladesh Frequency of Non Compliance**



**By Industry**



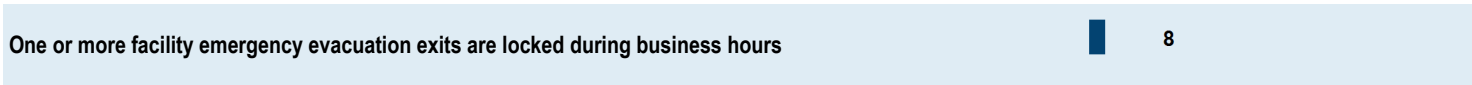
**Bangladesh Frequency of Non Compliance**



**By Industry**



**Bangladesh Frequency of Non Compliance**



**By Industry**

