



**Faculty of Engineering**  
Department of Textile Engineering

**Thesis On**  
**Identify Improving Areas of Cassiopeia Garments Ltd. on**  
**Compliance.**

**Course Title:**Thesis (M. Sc. Engg.)  
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This Report Presented in Partial Fulfillment of the Requirements for the Degree of  
Masters of Science in Textile Engineering.

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**Daffodil**  
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## **DECLARATION**

I hereby declare that, this work has been done by me and not copied from elsewhere. I also declare that neither this project nor any part of this project has been submitted elsewhere for award of any degree or diploma.

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**APPROVAL SHEET**

This research entitled '**Identify Improving Areas of Cassiopeia Garments Ltd. on Comliance**' Prepared and submitted by Md.Lutfur Rahman(ID:151-32-280) in partial fulfillment of the requirement for the degree of **MASTERS OF SCIENCE IN TEXTILE ENGINEERING** has been examined and hereby recommended for approval and acceptance.

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ideas and love during our studies.

## **ABSTRACT**

This project is on Identify improving areas of Cassiopeia garments ltd on compliance is very important for Cassiopeia garments ltd. Whatever may be the maintain compliance in the garments and will be able to build up a good business relationship with the buyer. The buyers judge the highlighting performances of the factory. This research is conducted only in **Cassiopeia Garments Ltd**. The goal of this project is to improvement the compliance of Cassiopeia garments. In this study I try to find out the field where we can possible to improve compliance in CGL. I talk to some worker & staff of cassiopea garments ltd about Labor Organization, Child labor, Forced labor, Health and safety, Working hours, Discrimination, Discipline, Free association and collective bargaining, Management systems and Overall factory compliance. It has been found that the compliance areas like Health and safety, Child labor are noticeably good. Management of related those areas must be careful to keep to stay this position. The areas of Labor Organization, Working hours, Discrimination, Discipline, Free association and Collective bargaining, Management systems has the scope to improve a lot.

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# **1. INTRODUCTION**

## **1.1. INTRODUCTION**

Compliance means fulfillment of local legal requirements and buyers code of contacts. It means conformity of certain standers. That's means minimum wages, overtime premiums, workers benefits, minimum age of workers, working condition, leave policies,maternity benefits, safety of worker from hazards, from accident due to moving parts, safety from chemical hazards, system & procedures for recruitment, dealing with misconducts, system of termination legal working hours, grievance policies, providing clean & hygienic work environment, providing hygienic toilets, providing sufficient and purified drinking water, no harsh and behaviors, doing business as per legal low and being a low abiding citizen caring to country and environment.

Compliance is either a state of being in accordance with established guidelines, specification, or legislation or the process of becoming so. Compliance in a regulatory context is a prevalent business concern, perhaps because of all ever increasing number of regulations and fairly widespread lack of understanding about what is required for company to in compliance with new legislation

Compliance is a big problem for our export sector. There is no problem in our product rather than our products are touching the world class capability. There are no objections about our product. But the single big threat is compliance. Now this day's compliance is mandatory for all garments and export sector. But we are not fully conscious about this matter. Every day some accident is occurring in our factory. As a result buyers are losing there attraction from us. Since accidents are common in our industry, owner of the factory are not conscious about the implement of compliance in there factory.

But it is the right time to take necessary step to be compliant, other wise our country will fall in financial crisis through it is the single big foreign currency earning sector for Bangladesh.

## **1.2. Objective of the study**

This report is prepared primarily for the fulfillment of the Thesis Report, which is an Essential part of the MSC in Textile Engineering at Daffodil International University, Dhaka. The report has two objectives:

### **1.2.1. Broad objective**

The broad objective of the study is to find out how compliance practices help in improvement of work environment in **Cassiopeia Garments Ltd** and how it contributes in worker's job satisfaction **Cassiopeia Garments Ltd**.

### **1.2.2. Specific objectives**

The specific or the main objectives of this report will be:

- To know what is Compliance.
- To explore what are the functions and practices of Compliance.
- To know the overall activities of compliance.
- To know the duties and responsibilities of compliance.
- To know the overall internal and external environment of compliance in garments industry.
- To identify the major opportunity and threads of compliance in garments industry.
- To identify the benefits provided to the workers.
- To focus the compliance issues of Cassiopea Garments Ltd.
- To ensure that employees understand these responsibilities.
- To know what is employee satisfaction and how compliance practices help in job satisfaction.
- Providing recommendation based on the survey.

### **1.3. Scope of the report**

The scope of this research is within the **Cassiopeia Garments Ltd**, territory of Dhaka. Though a large number of companies are practicing social compliances all over Bangladesh but I have decided that my report will be based solely on **Cassiopeia Garments Ltd**. By the help of this report we will be able to understand the pattern of compliance practices of Cassiopea Garments Ltd. In the end necessary recommendation will be provided as well.

### **1.4. Limitation of the report**

Due to confidentiality I could not collect information and responsible people do not give information.

## **2. LITERATURE REVIEW**

## 2.1. History of Compliance

One of the first in 1992, when a public scandal followed a report in the Washington Post about the production of Levi Jeans by Chinese prison labor in the Island of Saipan. Levi Strauss immediately reacted by drawing up a code on labor standards (compliance) for all of its overseas suppliers. Wal-Mart, a major US company, was one of the first retailers to establish a comprehensive code in 1993.



Fig 2.1: Photo of a sewing floor of Garments Manufacturing Industry

Quality of goods exported from Bangladesh has always been questioned by the foreign buyers due to lack of experience and awareness of Garment manufacturers associated in the trade. In order to export readymade garments, it is not only the quality parameters which are important towards acceptance of the product as per the intended end use, but also the working environment in which the garments are to be produced, is equally important so that sweatshop concept is totally taken care of and the code of conduct must be stretched towards achieving the objectives of social compliance issues.

The core areas of social accountability are, basically, based on the principles of international human rights, local culture and tradition. The prime objective of the system is to protect the human rights in ready made garment industries.

A survey report published about Bangladesh garments factory and employee.

YEAR	NUMBER OF GARMENT FACTORIES	EMPLOYMENT IN MILLION WORKERS
1984-89	1109	0.54
1992-93	1537	0.80
1997-98	2726	1.50
2001-02	3618	1.80
2005-06	4220	2.20
2009-10	5063	3.60
2010-11	5150	3.60
2011-12	5400	4.00
2012-13	5876	4.00
2013-14	4222	4.00
2014-15	4296	4.00
2015-16	4328	4.2
2016-2017	4350	4.3
2017-2018	4390	4.4

Table 2.1: Numbers of garment factories and employees

In this report we see that in 2013-14 reduce our garments due to compliance..

## 2.2.Performance

In accordance with code of Federal Regulation, Title 16 CFR Part 1610 regulates flammability of general clothing textiles. This standard measures the speed and intensity of flame and ease of ignition. All items of wearing apparel must meet the criteria of Class 1, Normal Flammability. Fabrics classified as Class 2, intermediate flammability, although legal, are not acceptable for

sale. Those that are Class 3, rapid and intense burning, can not be legally sold in the United States or imported into the United States from abroad. Children's sleepwear is covered under and must meet the requirements of 16 CFR Part 1615/1616 which measures fabric flammability by char length of burn. These standards protect children from serious burn injuries if they come in contact with an open flame, such as a match, lighter, or stove burner.

Garment samples were selected randomly for reputed brands of USA. Those samples were drawn from the bulk production by the experienced merchandisers of garment manufacturing units in Bangladesh and submitted for final testing. The Table 2 indicates that all the items are passed under Normal Flammability category with Class I standard. Burn code depicts the nature of burning character of the items. It is corroborated from the test results that flammability character of garments produced in Bangladesh is satisfactory according to the internationals.

## **2.3.Social Accountability**

In today's fast changing global market, it is not only the quality of garments which cherished the retailers and manufacturers but also the working environments of the organization wherein the products were produced. Those are equally important to gain and strengthen consumer confidence and to build-up more reliable relationships with vendors. In other words, specific code of conduct that protects the basic human rights of the workforce engaged in the trade is to be respected to satisfy consumers and to add social value to the product. In order to do so, the reputed and leading market players in the garment trade have imposed compulsion on the related factories to achieve those objectives as a condition of the export contract. Even the exports were either withheld or cancelled elsewhere in the event of non-compliance to such issues.

## **2.4.Major Compliance Issues**

### **2.4.1. Legal & social**

- Payment of wages/OT
- Granting Leave
- Festival bonus, Gratuity & PF
- Leave encashment
- Termination, Retrenchment, Dismissal, Discharge

- Workers Association or Collective Bargaining
- Child labor
- Working hour
- Disciplinary action
- Misbehavior / abusive words
- Sexual harassment
- Threatening
- Discrimination or disrespect
- Counseling
- Child care, canteen, dining hall facilities

#### **2.4.2. Health& Safety**

- General: committee, policy & emergency requirement
- Chemical Safety
- Work Place: Electric Wring, Fixtures and control
- Exits & Access
- Emergency Exits
- Fire Protection & Drill
- Housekeeping & general work environment
- Machines & Equipment safety
- Materials: Flammable, Liquids, Oxidizing, Chemicals.
- Toxic materials
- Employee’s physical protection: Personal protective Equipments.
- First Aid & Medical facilities

#### **2.4.3. Environmental**

- ETP
- Noise
- Solid wastage disposal
- Flame



#### **2.4.4. Security**

- C-TPAT
- 7 point check
- Physical Movement Access control

### **2.5. Key benefits of Social Compliance**

- To sustain existing buyers
- To attract new buyers
- To meet Government requirement
- Ensure benefits of the workers
- Maintaining good relationship between workers and Management
- Environmental safety
- Social accountability

### **2.6. Compliance certification bodies**

Social Accountability standards have been developed by the international organizations such as Fair Labor Association (FLA), Worldwide Responsible Apparel production (WRAP) , Council on Economic Priorities Accreditation Agency (CEPAA), The Ethical Trading Initiative (ETI) and Business for Social Responsibility (BSR).

Reputed brand buyers in large supply chain have taken the guideline from those organizations and formulated their own standard of COC and also the acceptance criteria. The basic principles of COC have been derived from the principles of international human rights norms as delineated in International Labor Organization Conventions, the United Nations Convention on the Rights of the Child and the Universal Declaration of Human Rights.

#### **2.6.1.BSCI**

- In the context of globalization and international competition, many companies source labor-intensive goods from developing and newly industrialized countries.
- However, working conditions in these countries often do not comply with basic labor standards, such as those established by the International Labor Organization (ILO).

→The proliferation of individual codes, varying audit procedures and diverging approaches, has resulted in audit duplications within the same factory.

→This leads to unnecessary efforts, confusion about requirements, lack of transparency and accountability, and higher costs for companies and their suppliers in risk countries. The Business Social Compliance Initiative (BSCI) works to tackle these challenges by offering a broad platform for cooperation

## **Principles of BSCI**

**Committed:** Members commit to implement the BSCI Code of Conduct as part of their business relations with suppliers, showing a willingness to improve the working conditions in their supply chain.

**Consistent:** The BSCI offers a unique and uniform system for suppliers worldwide consisting of one Code of Conduct and one implementation process, ensuring consistency and comparability of audits.

**Comprehensive:** The BSCI social compliance system is applicable to both large and small companies and covers all products (industrialized and primary production) sourced from any country.

**Development oriented:** The BSCI is not a certification scheme, offers a step by step development approach that helps suppliers implement the Code of Conduct gradually. Suppliers who meet all BSCI requirements are encouraged to go further and achieve our best practice, the SA8000 social management system and certification developed by Social Accountability International (SAI).

**Credible:** BSCI only use external, experienced and independent auditing companies to perform audits.

**Focused on risk countries:** BSCI focuses on risk countries where violations of workers' rights occur frequently. The main sourcing countries, based on audits performed, are China, Bangladesh, India, Turkey and Vietnam.

**Efficient:** BSCI maintain a common database of suppliers creates efficiencies and avoids duplicating audits at factories already in the system.

**Knowledge-based:** The BSCI system integrates learning at the supplier level to develop their knowledge and skills on how to improve working conditions on the factory floor.

**Collaborative:** BSCI cultivates involvement of relevant stakeholders in Europe and supplier countries.

## **2.6.2. WRAP**

→ Many manufacturers have commented that WRAP has not only resulted in more reliable social compliance, but has contributed to greater productivity, lower turnover, improved communications between management and employees, safer working conditions and improved morale.

→ Today, WRAP is being recognized by many retailers and manufacturers as the most reliable, yet economically efficient factory compliance system to assure lawful, ethical and humane manufacturing.

### **WRAP 12 principal**

→ Compliance with Laws and Workplace Regulations Facilities will comply with laws and regulations in all locations where they conduct business.

→ Prohibition of Forced Labor Facilities will not use involuntary or forced labor.

→ Prohibition of Child Labor Facilities will not hire any employee under the age of 14 or under the minimum age established by law for employment, whichever is greater, or any employee whose employment would interfere with compulsory schooling.

→ Prohibition of Harassment or Abuse Facilities will provide a work environment free of supervisory or co-worker harassment or abuse, and free of corporal punishment in any form.

→ Compensation and Benefits Facilities will pay at least the minimum total compensation required by local law, including all mandated wages, allowances & benefits.

→ Hours of Work Hours worked each day, and days worked each week, shall not exceed the limitations of the country's law. Facilities will provide at least one day off in every seven-day period, except as required to meet urgent business needs.

→Prohibition of Discrimination Facilities will employ, pay, promote, and terminate workers on the basis of their ability to do the job, rather than on the basis of personal characteristics or beliefs.

→Health and Safety Facilities will provide a safe and healthy work environment. Where residential housing is provided for workers, facilities will provide safe and healthy housing.

→Freedom of Association and Collective Bargaining Facilities will recognize and respect the right of employees to exercise their lawful rights of free association and collective bargaining.

→Environment Facilities will comply with environmental rules, regulations and standards applicable to their operations, and will observe environmentally conscious practices in all locations where they operate.

→Customs Compliance Facilities will comply with applicable customs laws, and in particular, will establish and maintain programs to comply with customs laws regarding illegal transshipment of finished products.

→Security Facilities will maintain facility security procedures to guard against the introduction of non-manifested cargo into outbound shipments (i.e. drugs, explosives, biohazards and /or other contraband).

## **2.7. Code of Contact (COC) of Compliance**

It has nine core areas to be addressed upon. These are as follows:

→ Labor Organization

→ Child labor

→ Forced labor

→ Discrimination

→ Working hours and leave

→ Wages and Bonus

→ Health, Safety and Security

→ Workplace Condition

→ Environmental Obligations

### **2.7.1.Labor Organization**

A very controversial part of the system is given by the unions' registration, in the specific we will refer to the registration of factory level unions that represents at the moment one of the major issues observed in the union's system, by law it is legal to have up to three factory level unions, each of them representing about 30% of workers and the application must be submitted to the directorate of labor at the section that takes care of the unions' registration. If workers want to open a union at factory level, they must respect a list of criteria that are listed in the labor law (Bangladesh Labor Act, 2006), some of them are: list of the member of the executive committee, total membership list and constitution. If some of the requirements are not respected the directorate of labor notifies the workers of the required changes and give maximum fifteen days to make the necessary change and/or supply the missing information. The whole registration process takes around sixty days (I11). The controversy of the system can be identified by the regulation that obliges the workers to report the factory owners of the application to the directorate of labor. What can happen in these cases is that the factory owners can push workers to register two other unions (friendlier towards the management), if these two unions represent the 40% of the workers each, it would be impossible to open a third union; and therefore the union that would be created by a spontaneous association of workers is under threat to be not accepted by the directorate of labor. Very often workers that take the initiative to open factory-level unions and do not succeed in so are laid off by factory owner (I5, I6, I7, I15); therefore workers are very little motivate in taking the initiative and do not apply for factory-level unions (I6). Lately, also thanks to the growing pressure from international organizations more unions have been accepted, twenty-two were approved in the last six months

While following the above criteria is compulsory for satisfying COC, local culture and regulation of Govt. can not be overlooked. For instance, limit of working hours and compensation for extra work may not be the same for all geographical zones in the globe. Minimum basic wage also depends on the economic situation of a particular country in question. The introduction of rights of free association and collective bargaining is guided by the political environment, the maturity level of workforce and above all the basic training of the management of the organization. By keeping in mind the complex scenario, several case studies in Bangladesh have been made with respect to the information obtained through actual social compliance audits performed by leading auditors of internationally well known consumer products service companies.

### **2.7.2. Child Labor**

Workers who are under age 18 work in a separate workplace we mansions as child labor. The informal economy in Bangladesh is vast and important. It provides many opportunities and benefits to millions of Bangladeshis and to the country. However, it also lacks sufficient protection for those who work in the sector. Official sources estimate that almost 90 percent of the 3.2 million child laborers in unacceptable (hazardous) forms of work are engaged in the informal economy—representing almost 3.1 percent of the overall child population in this age range. The informal economy includes all enterprises and workers not recognized, regulated, or protected by comprehensive legal and regulatory frameworks. On the basis of its location, the informal economy can be divided into two types: rural and urban. The rural informal economy consists mostly of rural non-farm activities, while all the major non-agricultural activities—namely manufacturing, trading, services, construction, and transport—are covered by the urban informal economy. For the most vulnerable population among the urban labor force—the poor, migrants, women, and children—the urban informal economy is often the only source of employment. Most cases of child labor in urban areas are known to occur in the urban informal economy, where laws and regulations on the minimum age for employment can be more readily.

#### **2.7.2.1.A large number of child workers are engaged in hazardous activities.**

**The main features of informal economy are as follows:**

- It provides significant employment for the poor.
- It provides cheap goods and services.
- It contributes a substantial share to Bangladesh's GDP.
- The actors involved are not covered by laws designed to regulate economic activity and provide legal protection (i.e., both workers and businesses are vulnerable).
- It comprises mostly subsistence-level activities, motivated by the need for survival.
- It features low level of income, productivity, skills, technology, and capital.
- It caters largely to local/domestic demand.
- It co-exists (linkages) with larger even export-oriented formal sectors (e.g., RMG, leather, ship recycling)



Fig2.2 Child Labor in garments manufacturing .

## 2.2. Table : Sectors Employing Child Labor in the Urban Informal Economy of Dhaka

Sectors	Activities
Engineering	Repair, servicing, cleaning, spraying, polishing, vulcanizing
Electrical	All types of electrical work, refrigeration and AC repair and recharge
Metalwork	Tin work, aluminum recycling, casting, painting, hurricane lamp fabrication, steel furniture manufacture
Plastic	Plastic recycling, molding, shaping, production of sandals, balloon production, etc.
Textile	Tailoring, embroidery, dyeing, weaving, mattress fabrication
Food	Cooking and food preparation, biscuit and bread baking, flour and spice milling, salt manufacture
Leather	Cleaning, cutting, shaping, sewing, shoe manufacture
Chemicals	Battery breaking, soap manufacture, packing and weighing
Scavenging	Collecting waste plastic, paper, glasses, jars, toys, rubber items, steel items, food items, tin items, animal bones, etc.
Glass	Recycling, cleaning, smashing, melting, molding, bangle production.

### **2.7.2.2. Child Labor in Informal Garment Production in Bangladesh**

The formal sector garment factories regularly subcontract garment production to small-scale factories, vendors, middlemen, or unregistered household production units, particularly when receiving large orders (through retailers and other international or local buyers). In general, subcontracting arrangements between formal and informal garment sectors are conducted on a non-contractual basis. Further, workers in these informal production units, rather than manufacturing complete garments, manufacture single components of finished garments, and/or perform functions such as labeling/tagging, affixing stickers, embroidery, button stitching, etc. After the informal units complete their orders, they return the orders to Ready-Made Garment (RMG) factories.

Exploratory research conducted on behalf ICF International observed the existence of child workers in the informal garment production activities. These child workers could either be hired directly by the employers or come to work with their parents/guardians. In most cases, children



perform the same tasks as adults. In some cases, children worked as helpers in the production process. The tasks they performed include carrying items from one table to another, embroidery, cutting and trimming threads, sewing buttons, packing garments, cleaning, etc.

The exploratory research also observed that the work environment could be unhygienic and suffocating, and that children were working in some cases for more than 12 hours a day. It was further evident that the child workers were overburdened with work and hardly had any time for recreation. The child workers also said that they had to work until midnight during shipment times, which is more or less normal practice in the production system.

Within this cluster, five factories were found to be non-compliant for Documentation and Protection of Young Workers and four were noted to be non-compliant for Hazardous Work. Of the five factories, four had non-compliance findings for both compliance points.

Three factories placed young workers in the production section together with adult workers. Out of these three factories, two had employed young workers because of the lack of adult workers available for employment. This was largely attributable to the area in which the factories were located - an established industrial location in which intense competition exists among manufacturing enterprises seeking employees

The garment sector was once a significant employer of child workers in Bangladesh; but since the introduction of the Harkin Bill in the U.S. Senate in 1992, child labor has almost entirely vanished from the formal garment sector. However, child labor is widespread in the less regulated informal garment sector; recent observation research has established that children are engaged in a range of tasks, often for long hours and under unhygienic and unpleasant conditions. The study was funded by the Office of Child Labor Forced Labor and Human Trafficking (OCFT), part of the U.S. Department of Labor (USDOL's) Bureau of International Labor Affairs (ILAB), which is responsible for investigating and reporting on child labor around the world. OCFT plays an active role in research and policy initiatives relating to international child labor and forced labor and human trafficking. This study aims to inform current and future child labor/forced child labor technical assistance efforts of the USDOL/OCFT. This study also intends to raise awareness about the issues related to child labor/forced child labor in the informal garment sector in Bangladesh.

The three factories also did not maintain young workers' personnel files, which should include the work agreement and a copy of the worker's ID card; nor did these factories conduct an age

verification prior to employing the young workers. In five factories, there was insufficient or no age verification in place to ensure children were not recruited. It is worth mentioning however that there was no case of child labour found in these five factories.

### **2.7.2.3. The Laws and Policies in Bangladesh Regarding Child Labor**

As one of the countries with high prevalence of child labor, ever since its independence Bangladesh has remained politically committed to, and incrementally engaged with, rigorous policies and programs/projects to reduce child labor and lead to its eventual elimination. Bangladesh has already passed the milestones of ratifying the United Nations Convention on the Rights of the Child and Convention 182 on prohibiting worst forms of child labor, and is moving towards ratification of ILO-IPEC Convention 138 against the backdrop of the adoption of National Child Labor Elimination Policy of 2010. This policy provides a framework for eradicating the worst forms of child labor. The Policy serves as a guiding instrument for the formulation of future laws and policies regarding child labor. The Policy also calls for the formation of a National Child Labor Welfare Council to monitor the child labor situation at the national level.

Although not specifically concerned with child labor issues, the Birth and Death Registration Act of 2004 addressed one of the fundamental human rights specified in the Convention on the Rights of the Child—that all children have the right to a name, identity, and nationality. Birth registration is a first and significant step in upholding these rights. Birth registration is the State’s first official recruitment for armed forces, and criminal responsibility. The Government of Bangladesh committed itself to achieving universal birth registration by 2010, with registration numbers having significantly increased since initial targets were set in 2008.

Final completion was delayed until December 2011.<sup>48</sup> Bangladesh enacted the Labor Act in 2006, which includes a chapter on child labor. This new law prohibits employment of children under 14 years old, as well as hazardous forms of child labor for persons under age 18. However, children who are ages 12 and older may be engaged in “light work” that does not pose a risk to their mental and physical development and does not interfere with their education. The law does not provide a strong enforcement mechanism for its child labor provisions. Additionally, the vast majority of children (93 percent) work in the informal sector, which makes it challenging to enforce the relevant legislation.<sup>49</sup> The recent adoption of National Child Labor Policy 2010 and

the third National Plan of Action (NPA) for Children (2005–2010) also stands as testimonies of Bangladesh's commitment to the issues of child labor and child rights. The recently finalized National Child Labor Elimination Policy of 2010 aims to eliminate children from every sort of hazardous and worst forms of child labor category task, and to bring meaningful change to the lives of many Bangladeshi children.

#### **2.7.2.4. The specific objectives of the Policy are as follows:**

- Withdraw working children from certain forms of occupation.
- Involve parents of working children in income-generating activities.
- Offer stipends and grants to children and families in order to bring working children back to school.
- Extend special attention to children who are affected by natural disasters.
- Provide special emphasis to indigenous and physically challenged children to bring them back to a congenial environment.
- Ensure coordination among the concerned stakeholders who work for the welfare of working children.
- Enact pragmatic laws and strengthen institutional capacity for their enforcement.
- Raise awareness among parents, the people, and civil society about the harmful consequences of child labor.
- Plan and implement different short-, medium-, and long-term strategies and programs to eliminate various forms of child labor from Bangladesh by 2015.

Based on the National Child Labor Elimination Policy 2010, a National Plan of Action has been finalized to implement the Policy with support from ILO-IPEC, UNICEF, Save the Children, and other child labor-related stakeholders. It is expected that the Ministry of Labor and Employment .

#### **2.7.2.5. Programs in Bangladesh Regarding Child Labor**

ILO-IPEC was launched in 1992 to progressively eliminate child labor through strengthening national capacities to address child labor problems. The TBP is one of the means established by ILO-IPEC to help countries fulfill their obligations under ILO Convention 182 to take immediate and effective time-bound measures to prohibit and eliminate the worst forms of child labor as a matter of urgency

The Urban Informal Economy (UIE) project<sup>53</sup> is one of the projects supported by ILO-IPEC as part of the TBP in the Dhaka and other metropolitan areas of Bangladesh. The project succeeded an ILO-IPEC pilot project that began in 2001. The pilot project focused on building a knowledge base on the sectors and actors in the urban informal economy and on testing strategies and models for validity and cost-effectiveness.

UNICEF is advocating for a national child protection system to support all vulnerable children, including working children and the victims of trafficking, violence, abuse and exploitation.<sup>54</sup> The system will link all organizations and institutions (public and private) that support children at risk. Outreach activities will identify different groups of vulnerable children and help them access services for health, shelter, education, social, and legal assistance. To support the network, UNICEF is facilitating the development of a national child protection information management system and the design of national social services training.

Among many of its activities in Bangladesh, Save the Children has been working with the Government of Bangladesh and NGOs in five districts to set up special schools that are open during break times and at night.<sup>55</sup> Here, working children can drop in and catch up on missed classes. Save the Children says that 2,500 children between the ages of 5 and 12 are benefiting from this initiative and that approximately 2,600 children are able to obtain free basic medical advice and treatment through a referral system to NGO-run clinics and government health centers. As a result of the organization's lobbying, children's employers in 5,252 small factories and workshops have signed a code of conduct. This means that nearly 10,000 working children are now getting 1 hour off each day for their education, 1 day off from work per week, first aid service, regular wages, and a safer working environment. Also, in Kurigram, 149 children have been taking part in a savings scheme, so they can save a portion of their earnings.

In 2011, CARE Bangladesh launched the Providing Working Children with Functional Education and Marketable Skills project.<sup>56</sup> Set to run until April 2014, the project will, according to the job description, seek to implement life skill education as the key guiding values for working children.

The ManusherJonno Foundation runs a Child Protection and Development (CP&D) program. <sup>57</sup> Through its partners, it targets children in who are in hazardous work and in vulnerable and disadvantaged situations. The program builds capacity to address child rights violations; improves and facilitate processes so that vulnerable children may access basic services such as

education, health and recreation, thereby realizing their capabilities; and addresses key sensitive issues, such as sexual abuse and other forms of violence against children. The foundation notes that the program provides protection and development for 131,622 children directly and altogether addresses the needs of 658,110 people.

The Resource Integration Center (RIC) initiated the second phase of its Basic Education for Hard-To-Reach Urban Working Children program in 2004, in collaboration with the Government of Bangladesh, UNICEF, and SIDA (Sweden).<sup>58</sup> The long-term objective was to enhance the life options of urban working children and adolescents by helping them access their rights to education, protection, development and participation. Specifically the program sought to provide high-quality non-formal, basic education rooted in life skills to 200,000 urban working children and adolescents 10–14 years old, and to provide 20,000 urban working children and adolescents with livelihood skills training, as well as access to support systems in order to ensure optimal use of life skills.

Acknowledgement of the child's existence; it is also the means to secure other child rights such as access to health care and education. In addition, birth registration protects children from exploitation because it enables the use of legal age limits for employment, marriage.

The responsibility to respect human rights as stated in the UN Guiding Principles is a global standard of expected conduct for all business enterprises, wherever they operate. This means that companies always have to respect internationally recognised human rights and should do the utmost to prevent abuses from occurring. If a company is associated with a human rights abuse, it should take action to address the negative human rights impact

### **2.7.3. Forced Labor**

Women workers described harsh work conditions, and poor food and amenities combined with lack of freedom as the main reasons that they found it difficult. No such cases were found wherein there was use of forced labour in the factories. Direct evidence which indicates personnel shall require to lodge deposits or identity papers upon commencing employment with the company was also not available. .

#### **2.7.3.1. Role of governments in combating force labor.**

The first responsible institution for the protection and promotion of human rights is the government of each country. Governments should translate the content of international treaties and conventions that they have ratified into national legislation. In addition, governments should ensure that labor laws are implemented and enforced. However, there is still a long way to go for countries at the production end of the supply chain, as well as at the buying end of the textiles and garment industry. Cases of force labor in the textile and garment supply chain Cases of force labor in the textile and garment supply chain force labor SOMO Fact Sheet 5 In addition, governments on the buying end of the supply chain have developed focused initiatives to curb the import of products made with child labor. For example, the Bureau of International Labor Affairs (ILAB) of the US Department of Labor has created a toolkit for responsible business to reduce child labor and forced labor. Backed up by the Trade and Development Act of 2000 and the Trafficking Victims Protection Reauthorization Act of 2005, ILAB is assessing the efforts of the 144 countries benefiting from US trade preferences in eliminating the worst forms of force labor.

### **2.7.3.2.Role of companies in combating force labor**

Force labor is a violation of fundamental human rights. Garment brands and retailers might be linked to these abusive practices through their supply chain.

According to the United Nations Guiding Principles on Business and Human Rights companies have a responsibility to respect human rights (i.e. also labor rights) across all its business operations, including at the level of suppliers and subcontractors. According to these internationally accepted principles, companies should act with due diligence to avoid infringing on the rights of others and to address any adverse impacts. Due diligence is a business process through which enterprises actively identify, prevent, mitigate and account for how they address and manage their potential and actual adverse human rights impacts.

### **2.7.4.Discrimination**

Factory management is reluctant to recruit employees from the area where the factory is situated. This is not only to avoid local protests against working condition, but also due to fear of post scenario of a disciplinary case. Thus, there is discrimination in hiring workforce.

To comply with social accountability standard, recruitment shall not be biased towards avoiding local candidate at the time of recruitment.

### **2.7.5. Working Hours&Leave**

Weekend and over time worked hours were not recorded in the time cards and payroll sheets and also not compensated properly. Female workers were working from 8 a.m. to 12 a.m. as overtime. Overtime worked hours had exceeded the legal limits of stipulated hours per month with a large margin. Factory did not comply with the local law of Bangladesh in the payment of overtime wages for all the workers in the factory.

Factory shall record all worked hours in payroll sheets and time cards and shall compensate those correctly. This is to satisfy The Payment of Wage Rules, 1937 of Bangladesh. Factory shall allow female workers to work between 7 a.m. to 8 p.m. Factory shall not allow anyone to work more than 10 hours per day and 60 hours per week. The duration of 60 hours per week shall be represented as 48 hours general duty plus 12 hours overtime as per the local law of Bangladesh. Factory shall follow legal requirement for overtime compensation, which is double of the basic pay.

Current level of maintenance of compliance with hygiene and safety standards is not adequate and the reported tragedies like the incidence of fire in the garment industry support the fact to a certain degree. Such accidents seriously tarnish the image of Bangladesh and could cause buyers to turn to countries where tragedies of this type are less likely or are hidden from the international press.

In spite of the promulgation of laws by the Government, the majority of garment workers remain deprived of their legal rights. Laws are there in the papers but its implementation is not always felt while looking at it from the micro level right on the ground. Some of the issues which still remain neglected are :i) Minimum basic salary, ii) Working hours, iii) Overtime calculation, iv) Off day in a week and v) Yearly increment.

It is worthwhile to mention that the workers engaged in the factories inside Export Processing Zones in Bangladesh enjoy better working environment than the workers outside the Export Processing Zones. This has attracted many foreign investors in the zone wherein Bangladesh Export Processing Zone Authority (BEPZA) has recently adopted a policy to safeguard the legitimate rights of workers by the formation of Workers Welfare Committee (WWC) at each enterprise. In fact, in the context of prohibition of trade union as per BEPZA Act, it is regarded as a constructive effort to fulfill the requirement of freedom of association and collective bargaining.

### 2.7.6. Wages & Bonus

Minimum wage is an important macroeconomic tool for the wellbeing and smooth development of any economy. Although minimum wage is not defined in the Bangladesh labor law, it suggested to the Minimum Wage Board: “In making its recommendation the

Wage Board shall take into consideration cost of living, standard of living, cost of production, productivity, price of products, business capability, economic and social conditions of the country and of the locality concerned and other relevant factors” (Labor Act 2006, cited in

CPD report, 2013). Salaries are complying with the law of the country in terms of basic wages and hour laws. Factory provides government approved salary structure for garment

workers. Generally worker get festival bonuses two times in a year. One is Eid-UI-Fitor another is Eid-UI –Azha. CGL have a police about wages and bonus. Overtime are given by this equation .

Basic Salary

Over time = -----\*2

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Overtime wages of the workers were deducted as a means of punishment if they could not achieve the daily production target. In one of the factories in Chittagong, Bangladesh working for a reputed brand of USA, physical torture was reported for simple mistakes including no payment of wage.

Employees, if fail to attend weekend work, were deliberately made absent for 2 to 3 days from his working period. The factories shall not engage in or support the use of corporal punishment, mental or physical coercion, and verbal abuse. Wages shall not be deducted as a form of punishment.





Pic 2.3 Garments worker give fire on bus.

Garment workers staged demonstrations in Uttara, Savar and Gazipur on 07-01-2019 demanding cancellation of the 'discriminatory' wage board announced by the government for them, disrupting traffic on Dhaka-Mymensingh highway and Airport.

### **2.7.7. Health, Safety & Security**

Workers did not use gloves and/or masks while handling chemicals and dyes in chemical storage area of Dyeing Department. Number of toilets in the production floor are not sufficient to cover all the employees. No soap and towels were there inside all the toilets in a factory. Fire extinguishers were found blocked in some areas of the factory and were not easily accessible. Aisles were not marked at different sections of the factory. No evacuation plan was observed throughout the factory. Drinking water closets were found very near (2-3 feet) to the toilets. Primary/secondary aisles were found blocked by fabric roll, cartons, garments etc. in different sections of the factory. Electrical control panel was also found blocked. No protective hand

gloves were in use by the fabric cutting knife operators which might cause serious accident at any time. In order to comply with The Factories Act, 1965, Chapter 3 and 4 of Bangladesh, management shall provide adequate gloves and/or masks to the appropriate workers. They must be motivated through training to use such protective equipment for safety. Soaps and towels are to be provided at all the toilets in the factory. All fire extinguishers shall be cleared from obstruction at all time. Area in front of fire extinguishers shall be marked on the ground with yellow lines to indicate that the area must be kept clear at all times. Factory shall put marking on the floor with yellow lines to indicate the evacuation paths. Factory shall prepare and post evacuation plan at different areas of the factory to facilitate smooth evacuation in the case of emergency. As per The Factories Act, 1965 of Bangladesh, factory shall place drinking water closets at a minimum of 20 feet distance from the toilets. Factory, in accordance with The Factories Act in Bangladesh, shall make sure that all the passages and control panels remain unblocked at all times. Factory management shall supply metal hand gloves to the operators and motivate them to use such protective equipments for safety.

### **2.7.8. Workplace Condition**

International buyers are demanding more effective measures for evaluating suppliers' workplace conditions. Factories are also becoming more proactive in finding ways to benchmark themselves and track progress against competitors and national standards. We have seen a significant shift towards greater transparency and the implementation of sophisticated, yet practical, tools for assessing continuous improvement.

The Workplace Conditions Assessment (WCA) program provides a powerful, cost-effective solution for companies and facilities seeking to improve workplace conditions efficiently and in accordance with widely accepted industry standards and best practices.

Anchored in Intertek's extensive social compliance expertise, WCA has emerged as a powerful tool for evaluating, benchmarking and continuously improving supplier workplace conditions. The program is supported by a web-based platform that automates and streamlines the audit process, increasing efficiencies for all supply chain partners.

WCA addresses the following and more:

- Labor (Child/Forced Labor, Discrimination, Discipline, Harassment/Abuse, Freedom of Association, Labor Contracts)
- Wages and Hours (Wages and Benefits; Working Hours)
- Health and Safety (General Work Facility, Emergency Preparedness, Occupational Injury, Machine Safety, Safety Hazards, Chemical and Hazardous Material, Dormitory and Canteen)
- Management Systems (Documentation and Records, Worker Feedback and Participation, Audits and Corrective Action Process)
- Environment (Legal Compliance, Environmental Management Systems, Waste and Air Emissions)

WCA benefits your business by enabling:

- Improved work conditions for a more content, healthier and productive workforce
- Better decision-making support based on real-time data and knowledge management
- Good corporate governance and ‘preferred supplier’ status for implementing a program that is in full accordance with industry best practices
- Improved confidence in partnerships with suppliers through greater transparency and trust
- Reduction in excessive auditing and duplication (“audit fatigue”)
- Suppliers to showcase progress with a ‘Record of Achievement’ Award

### **2.7.8.1.Health**

1. Drinking Water, (At least 4.5 Liters water provided per day per employee).
2. Water Testing Certificate,
3. Drinking Water, Cup availability,
4. Drinking Water centre (one place to every 150 employees up to 500),
5. Water Cooler / Heater available at every canteen, dining hall, rest room etc. 6. Drinking Water Signage in English and Bangla.
7. Drinking Water vessel cleaned at least once in a day,

8. Water Reservoir or Tank Cleaned at least once in a week,
9. Watercentre cleaning condition,
10. Water Vessel Cleaning log sheet.

### **2.7.8.2. Toilets**

Toilet Seat to Every 20 Women/men, All toilet seat with proper privacy and lock  
Facility Urinal Accommodation Min. 61 cm for every 50 employees up to first 500, Urinal  
Accommodation Min. 61 cm for every 100 employees for above 500, Effective water Sewage  
system, Soap/ Towel, Bathroom Lock, Water tap, Dust Bins, Buckets with mug at toilets, Daily  
Cleaning Log sheet provided, Adequate Water Tabs, No smoking Sign in Toilet, Awareness  
Quotes in Toilets, Ladies Gents Toilet Name Sign in Bangla and English Language with Picture.

### **2.7.8.3. Spittoons**

Adequate Spittoons, Spittoons filled by Sand or Suitable disinfectant, Spittoons covered by  
bleaching powder layer, Spittoons scrapped or cleaned at least once in every day

### **2.7.8.4. Others**

Disposal of Wastes and effluents, Room Temperature, Lighting facility, Trees on  
factory campus

### **2.7.8.5. Safety Guards**

1. Metal Glows on good Condition,
2. Rubber Mat to ironers,
3. Rubber Glows to ironers,
4. Motor Guard,
5. Needle Guard
6. Eye Guard
7. Paddle Mat
8. Scissors and trimmers are tied

9. Mask

10. Needle disposal once in six month

11. Broken Needle Register.

### **2.7.8.6. Dining Hall**

Dining Hall with sufficient Space, Dining Hall with Sufficient Chair/Table, Water Facility.

### **2.7.8.7. Medical Center**

Ambulance Room, Doctor Visit, Nurse, Medicines, Medicines Issuing Record

Sufficient Space, Daily Register

### **2.7.8.9. Daycare Center**

Cradle, Toys, Postures, Wash Room Facility, Toilet, Milk, Eatables Available,

Drinking Water, Ventilation, Chairs for mothers, Shady playground for older children.

### **2.7.8.10. First Aid:**

First Aid Boxes with All medicines, First Aid Boxes Location List, First Aid Box Daily Checklist, First Aid Training employees (20 %), First Aid Trainer Name & Photo List, First Box once for 150 employees, First Aid Stations

### **2.7.8.11. Fire**

Sufficient Fire Extinguisher, Fire Extinguisher all in good Condition, Fire Extinguisher Location List, Fire Extinguisher Service Checklist, Fire Signage in Bangla & English, Usage Guide in dual language, Fire Extinguisher Color Background Marking, Refilling Service Done, Fire Certified persons photo, Evacuation Drill (External) Every Six Month, Evacuation Drill (External) File, Evacuation Drill (Internal) Every Three Month, Evacuation Drill (Internal) File, Sufficient Fire Safety trained employees, Fire safety trained employees name & Photo List, Fire Buckets to

Diesel Storage Area with Water and Sand, Fire Buckets to Boiler Room with Water and Sand, Fire Buckets to Motor Room with Water and Sand, Fire Buckets to Appropriate place.

#### **2.7.8.12. Emergency Exit**

Emergency Exit on Open, Emergency Exit Signage, Emergency Exit Board Light with UPS Connection,

#### **2.7.8.13. Emergency Light**

Emergency Light to All room / Area Adequate, Emergency Light to All staircase, Emergency Light to All Exit & Emergency Exit, Emergency Light Location List, Emergency Light kept on 6 feet height, Sufficient Spare Emergency Light in stock, Emergency Electricity Switch off System (floor wise), Signage Emergency Electricity Switch Off, No Hindrance Emergency Switch off Access Area.

#### **2.7.8.14. Chemical Users Awareness**

##### **Committees**

- Health & Safety Committee
- Canteen Committee
- Transport Committee
- Harassment & Discrimination Committee

#### **2.7.9. Environmental Obligations**

Factory paid wages in installment throughout a month instead of disbursing the payment within particular period of the next month. Employees punched their time cards two hours earlier (7 p.m.) than the actual time of departure (9 p.m.) from the factory. Factory management wanted to hide the actual working hours.

Applying for different types of certifications, correspond with the certification providing organizations, ensuring their required code of conduct. Facilitate Audit for the particular certification organization; follow up corrective action plan (CAP).

## **2.8. Advantages of compliance**

- i) Gets higher price of products
- ii) Free from labor unrest.
- iii) Reduce worker turnover rate.
- iv) Increased worker morality.
- v) Increased productivity.
- vi) Increased product quality.
- vii) Have global image and global recognition for their performance.
- viii) Good public or community relation.
- ix) Improved government-industry relation.
- x) Satisfaction of the buyer requirement.
- xi) Can work directly with reputed buyers.
- xii) Have consistency in order.

### **3. METHODOLOGY**



### 3.1. Data Collection

For collection data total 45 people gave their opinion in different compliance issues. Among them nine (9) male & nine (9) female from sewing, five (5) male & four (4) female from cutting, five (5) female & four (4) male from finishing & five (5) male & four (4) female from store. Interview was conducted on a written questionnaire on nine different areas of compliance.

### 3.2. Improving Areas Of Cassiopeia Garments Ltd On Code of Conduct.

Factory have been rated for different issues out of 5. Here:

5 = Very much above average, 4 = Above average, 3 = Average, 2 = Below average & 1 = Very much below average.

#### 3.2.1. Labor Organization

In Cassiopea Garments Ltd. there is no labor organization. Labor activity is monitored by the management. Workers participatory committee (WPC) is effectively working. But workers of Cassiopea Garments Ltd. aware of their rights.

S/ L	Areas of Compliance Issues	Participant	Rating					Average	Comments	
			5	4	3	2	1			
1	Is there any labor organization? If yes, how much is it effective?	1			√			2	NO, Workers participatory committee (WPC) is working instead of labor organization.	
		2				√				
		3					√			
		4					√			
		5			√					
2	Are the workers aware of their rights?	1		√				4		
		2	√							

		3			√				Yes
		4		√					
		5			√				
3	Are employees free to form / join independent trade unions?	1					√	1	No
		2					√		
		3					√		
		4					√		
		5					√		
Average								2.3	

### 3.2.2. Child Labor

Cassiopea Garments Ltd. will not employ or use child labor permanently or temporary and age limit of all the employees must be as per the law of Bangladesh Labor Law-2006. Cassiopea Garments Ltd. has a strong recruited team with combination of HR Executive, Welfare Officer, Doctor, Security Officer, Industrial Engineer. Here they check Age, Work efficiency, Previous Experience etc. They must check age physically & certificate way. From online one can easily verify birth certificate this website [http://bris.lgd.gov.bd/pub/?pg=verify\\_br](http://bris.lgd.gov.bd/pub/?pg=verify_br). Cassiopea Garments Ltd. has policies of recruitment Policy & procedure.

S/ L	Areas of Compliance Issues	Participate	Rating					Average	Comments
			5	4	3	2	1		
1	Are the minimum age	1	√						
		2	√						

	18 required to work in the factory?	3	√				5	Yes
		4	√					
		5	√					
2	Is there any employment policy to prohibit child labor?	1		√			4	Yes
		2	√					
		3			√			
		4		√				
		5			√			
3	If there is any under aged labor, what was the procedure to permit them?	1			√		3	No child labor found
		2		√				
		3				√		
		4			√			
		5				√		
4	Are documents indicating the age kept on record?	1			√		3	Yes
		2				√		
		3		√				
		4			√			
		5				√		
5	Is the age of young workers	1		√				There is an
		2	√					

	checked?	3	√					4	ageverification systembefore recruitment.
		4	√						
		5				√			
Average								3.8	

### 3.2.3. Forced Labor

Cassiopea Garments Ltd will not use any forces or involuntary labor, whether prison, bonded, indentured or otherwise. No workers forced to work without their free will. The workers free to leave the factory after the working shift. There is security money or deposit required to join in the factory.

S/ L	Areas of Compliance Issues	Participate	Rating					Average	Comments
			5	4	3	2	1		
1	Are the workers forced to work without their free will?	1				√		2	Some time need for urgent shipment.
		2				√			
		3					√		
		4			√				
		5				√			
2	Does the factory employ prisoners?	1		√				3	No prisoners are allowed.
		2				√			
		3			√				
		4		√					
		5			√				
3	Is there any security money or deposit required to join in the factory?	1	√					5	No
		2	√						
		3	√						
		4	√						
		5	√						

4	Are the workers free to leave the factory after the working shift?	1				√		1	Over time, if any, is mandatory.
		2					√		
		3					√		
		4					√		
		5					√		
5	Can employees resign from the company at their option? Without any prejudicial consequences?	1		√				4	No.
		2		√					
		3			√				
		4		√					
		5		√					
Average								3	

### 3.2.4.Discrimination

Cassiopea Garments Ltd will not discriminate in hiring and Employment practices, including salary, benefits, social or ethnic origin, sexual orientation, gender, political opinion or disability. CGL will treat each employee with dignity and respects and will not use corporal punishment, threats of Violence or other forms of physical, sexual psychological or Verbal harassment or abuse. But owner's locality get Preferences in case of recruitment . Here we see some discrimination.

S/ L	Areas of Compliance Issues	Participate	Rating					Average	Comments
			5	4	3	2	1		
1	Are all the workers hired without any discrimination ?	1				√		2	Workers from the owner's locality get preferences.
		2				√			
		3					√		
		4			√				
		5				√			

2	Do women get the same wages like men?	1		√			3	It depends on designation. Same designation same salary.	
		2				√			
		3			√				
		4		√					
		5			√				
3	Do all the works have equal access to training?	1	√				5	Yes	
		2	√						
		3	√						
		4	√						
		5	√						
4	Do pregnant women get Any how discriminated?	1				√	1	Pregnant women usually leave the job.	
		2							√
		3							√
		4							√
		5							√
5	Access to toilets + other	1		√			4	Yes.	
		2		√					
		3			√				

	facilities is never restricted as disciplinary measures?	4		√						
		5		√						
Average									3	

### 3.2.5. Working hours and leave

Cassiopea Garments Ltd recognizes that wages are essential to fulfill employee's basic needs. Salaries are complying with the law of the country in terms of basic wages and hour laws and regulations, including Those relating to minimum wage, overtime, maximum working hours and other elements of compensation and provide legally mandated benefits. In addition except extraordinary business circumstances, employee will be entitled to at least one day off in every seven-day period. Minimum working hour 48 hour/week. There also 2 hour OT per day. Workers can enjoy allowed leaves. CGL have policy about working hour and leave.

S/ L	Areas of Compliance Issues	Participate	Rating					Average	Comments
			5	4	3	2	1		
1	Is Maximum working hour	1		√				4	Maximum working hour is
		2	√						
		3		√					

	is 48 hrs/wk.	4			√				48 hrs/wk.
		5		√					
2	Is maximum over time 52 hours duration per Months ?	1					√	2	120-140 hours of overtime was recorded.
		2				√			
		3					√		
		4				√			
		5				v			
3	Does the pregnant worker get maternal leave?	1					√	2	Pregnant women usually leave the job. Very few worker get Four months full paid maternal leave.
		2				√			
		3					√		
		4				√			
		5				v			
4	Are holidays paid as per regulations?	1	√					4	Yes.
		2		√					
		3		√					
		4		√					
		5		√					
5	Are seniority bonuses paid to longstanding	1		√				4	Yes.
		2		√					
		3			√				



	employees?	4		√					
		5		√					
Average								3.2	

### 3.2.6. Wages and Bonus

Cassiopea Garments Ltd recognizes that wages are essential to fulfill employee’s basic needs. Salaries are complying with the law of the country in terms of basic wages and hour laws. Factory provides government approved salary structure for garment workers. Worker get gefestival bonuses two times in a year. One is Eid-UI-Fitor another is Eid-UI –Azha.CGL have a policy about wages and bonus.Overtime are given by this equation .

Basic Salary

Over time = -----\*2

208

S/ L	Areas of Compliance Issues	Participate	Rating					Average	Comments
			5	4	3	2	1		
1	Are factory provides government approved salary structure for garment workers?.	1		√				4	Yes.
		2	√						
		3		√					
		4			√				
		5		√					
2	Do the	1		√					Yes and two
		2	√						

	workers get festival bonuses?	3		√				4	times a year.
		4	√						
		5		√					
3	What is the legal over time premium?	1			√			4	<p>Basic Salary</p> <p>Over time = .....*2</p> <p>208</p>
		2		√					
		3			√				
		4		√					
		5		v					
4	Are wages paid against detailed,under standable wage slips?	1	√					4	Yes.
		2		√					
		3		√					
		4		√					
		5		√					
5	Are wages paid on regular basis in compliance with the local law?	1		√				4	Yes.
		2		√					
		3			√				
		4		√					
		5		√					
Average								4	

### **3.2.7. Health, Safety and Security**

Cassiopeia Garments Ltd is very conscious about health & safety. Every month there is a meeting on health & Safety. They have a health & Safety committee. This committee consists of sixty persons. There are managers, workers, fire safety people, and security in charges in this committee. They have a documented health & Safety policy, signed by senior management. They also review this policy time to time.

#### **Working condition:**

Cassiopeia Garments Ltd working condition is very healthy. Ventilation is excellent. Lighting is sufficient. Drinking water is safe. They test their drinking water from BUET every after three month. Cleanliness is very high standard. For cleanliness Cassiopeia Garments Ltd has 24 ladies cleaner. All cleaner are their own paid. No outsource cleaner they have. Cassiopeia Garments Ltd has 91 toilets, out of these for female toilet 51 & 41 toilets for male worker. To clean the toilet they have 6 sweepers.

#### **Medical**

CGL provide comfort, freedom and peace of mind for our workers because we have well equipped medical centre for emergency or any accidental case due to working time.



Fig 3.1 Medical Room of Cassiopeia Garments Ltd

## Health Management:

For their workers emergency treatment they have one doctor, one nurse, permanently. In each floor they have first aid box and first aid trainer in each floor. First aiders are trained every month.



Fig 3.2 First aid box of Cassiopeia Garments Ltd

## Fire Safety:

Cassiopeia Garments Ltd have a written fire safety policy. They have also retired persons from Bangladesh fire service & civil defense.

Sl. No.	Appliance Quantity	Basement	Ground Floor	1st Floor	2nd Floor	3rd floor	4th Floor	5th Floor	6th Floor	Total	Remarks
<b>Quantity</b>											
01.	Bucket Stan	3			1		2	2		8	
02.	Empty Bucket	3			4		8	8		23	
03.	Hose Reel				2		3	3		10	
04.	Gong Bell	-			1		1	1	-	3	
05.	Fire Alarm (switch, Siren, visual)	5	4	8	8	8	8	8		49	Fire Alarm point = 19
06.	Hook	5			2		4	4		15	
07.	Bitter	6			2		4	4		16	
08.	Fire Escape Musk	6			2		4	4		16	
09	Mask-2	6			2		4	4		16	
10	Hand Gloves	6			2		4	4		16	
11.	Blanket	6			2		4	4		16	
12.	Stretcher	3			1		2	2		8	
13.	Helmet	4			2		4	4		16	
14.	Lock Cutter	3			1		2	2		8	
15.	Water Drum	3			1		2	2		8	

16.	Emergency Light	3	2	16	13	1	25	24		70	
17.	PA Box	1			5		7	7		20	
18.	Smoke Detector	24			11		4	4	-	43	
18.	Melina Rope	-	1		-		-	-	-	1	
19.	Exit &EM.Exit	3		1	5		5	6		26	
20	Fire Extinguisher (ABC)	14	1	-	21	-	33	37		106	<b>193</b>
21	Fire Extinguisher (CO <sub>2</sub> )	5	1	-	10	-	14	14		44	
22	Fire Extinguisher (foam)	1 (Gnd . F)								1	
23	Fire Extinguisher (sprinkler)	20			16					36	
	Stock									6	

3.1 Table: Fire safety equipment of cassiopea garments ltd.



Fig 3.3 : Fire safety equipment Cassiopea Garments Ltd





Fig 3.4 Fire Door of Cassiopea Garments Ltd

**Machine Safety:**

The entire machine they have safety guard. All workers are using safety guard at their machine. They have regular machine maintenance program.

### **Electrical Safety :**

Every machine has separate circuit breaker. For more safety they have proper earthing. For each zone they have main distribution point . Each floor has sub distribution point. For three to four fans there is circuit breaker. For every fan & light there is individual switch. They use bus bar system for more electric safety. Their factory has been done electric safety audit by third party.





Fig 3.5 DB Board of Cassiopea Garments Ltd

S/ L	Areas of Compliance Issues	Participate	Rating					Average	Comments
			5	4	3	2	1		
1	Are there fast aid signs and writing instructions in the factory?	1		√				4	Yes.
		2	√						
		3		√					
		4			√				
		5		√					

2	Is there any health supervisor in the factory?	1		√			4	Yes .
		2	√					
		3		√				
		4	√					
		5		√				
3	Is there any fast aid box in the factory?	1			√		4	4 fast aid box in each floor.
		2		√				
		3			√			
		4		√				
		5		v				
4	Are the fast aid boxes equipped with medicine all the time?	1	√				4	Yes.
		2		√				
		3		√				
		4		√				
		5		√				
5	Is there any injury registrar?	1		√			4	Yes.
		2		√				
		3			√			
		4		√				
		5		√				
6	Do workers	1		√				

	have access to safe drinking water?	2	√				4	Yes .
		3		√				
		4	√					
		5		√				
7	Does the factory have working fire extinguishers in every floor?	1			√		4	Yes.
		2		√				
		3			√			
		4		√				
		5		v				
8	Dose the factory have security guards?	1	√				4	Yes.
		2		√				
		3		√				
		4		√				
		5		√				
9	Are all the entries are documented?	1		√			4	Yes.
		2		√				
		3			√			
		4		√				
		5		√				
Average							4	

## 3.2. 8. Workplace Condition

### Housekeeping:

Housekeeping is more than just sweeping the floor and wiping dust off machines and equipment. It eliminates accident and fire causes. The most critical and most overlooked part of housekeeping is order. A work area is in order when there are no unnecessary objects in the area and when all necessary items are in their proper places.

- Eliminates accident and fire causes
- Helps control property damage
- Encourages better working habits
- Reflects an image of a well-run operation
- Reduces the amount of cleanup and janitorial work
- Keeps inventory of materials to a minimum.



Fig 3.6 House Keeping of Cassiopea Garments Ltd

There is sufficient amount of light and air supply in floor. The temperature of the floor is comfortable. There is different washroom for both male and female workers. All the washrooms cleaned properly. Workers use protective equipment during work. All the QC tables have proper lighting system. There have one fixed dining place in every floor.

S/ L	Areas of Compliance Issues	Participate	Rating						Comments
			5	4	3	2	1	Average	
1	Are the	1		√					

	electrical installations adequately protected?	2			√			4	Yes.		
		3		√							
		4	√								
		5		√							
2	Does the building equipment such as elevators, boilers, pressure vessels etc appear to be safe?	1		√				4	Yes .		
		2	√								
		3		√							
		4			√						
		5		√							
3	Are all the washrooms cleaned properly?	1			√			4	Yes minimum 1 time in every hour.		
		2		√							
		3			√						
		4		√							
		5		v							
4	Do all workers use protective equipment during work?	1				√		1	No.		
		2					√				
		3					√				
		4					√				
		5					√				



5	Do all the QC tables have proper lighting system?	1		√			4	Yes.
		2		√				
		3			√			
		4		√				
		5		√				
6	Is there any fatigue matt provided to the standing workers?	1		√			4	Yes .
		2	√					
		3		√				
		4	√					
		5		√				
7	Is there any dining place?	1			√		4	Yes.
		2		√				
		3			√			
		4		√				
		5		v				
8	Are the overall working conditions acceptable for local conditions??	1	√				4	Yes.
		2		√				
		3		√				
		4		√				
		5		√				

9	Are the floor kept clean enough?	1		√				4	Yes.
		2		√					
		3			√				
		4		√					
		5		√					
10	Is there different washroom for both male and female workers?	1		√				4	Yes.
		2		√					
		3			√				
		4		√					
		5		√					
Average								3.7	

### 3.2.9 . Environmental Obligations

Cassiopea Garments Ltd will comply with all applicable environmental laws and regulations.

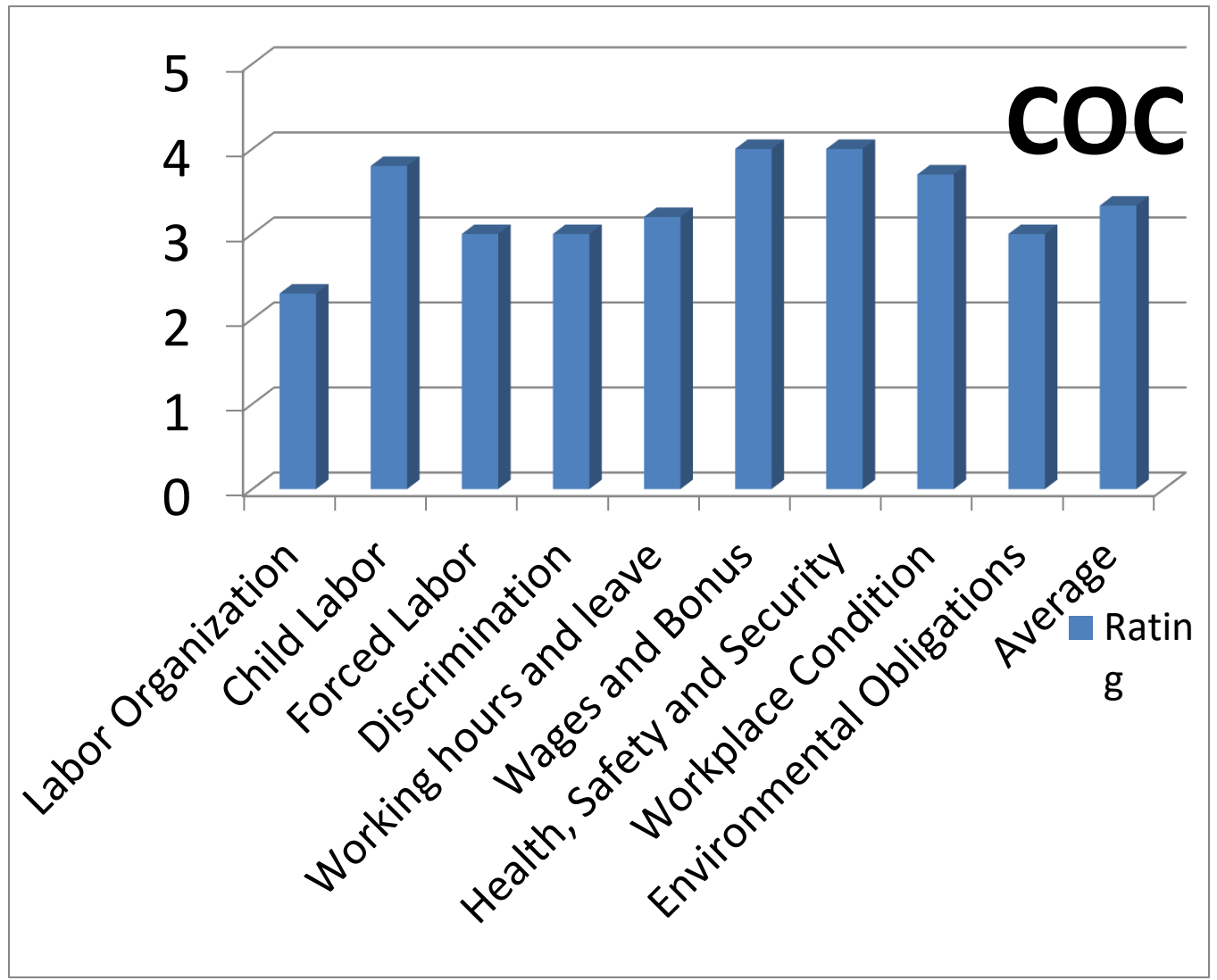
Factory have environment clearance certificate.

S/ L	Areas of Compliance Issues	Participate	Rating					Average	Comments
			5	4	3	2	1		
1	Is Orangecatego	1		√					
		2			√				

	ry the factory belong to?	3		√				4	Yes.
		4	√						
		5		√					
2	Does the factory have Environmental Clearance Certificate?	1				√		1	No.
		2					√		
		3					√		
		4					√		
		5					√		
3	Does the factory or the secondary supplier have ETP unit?	1		√				4	Yes.
		2		√					
		3		√					
		4		√					
		5		√					
4	Does it maintain the standards for waste discharge from industrial units??	1			√			3	Yes.
		2			√				
		3		√					
		4			√				
		5			√				
Average								3	

## **4. Result & Discussion**

## 4.1 Result & Discussion



### 4.1. Labor Organization (Score: 2.3 out of 5)

In Cassiopea Garments Ltd. there is no labor organization. Labor activity is monitored by the management. Workers participatory committee (WPC) is working here. But the workers of Cassiopea Garments Ltd. are aware of their rights. Here rating is only 2. So in this area it can be possible to improve.

## **4.2. Child Labor(Score: 3.8 out of 5)**

No child labor found in Cassiopea Garments Ltd. Here no worker recruited below 18 years. Also they have a policy about child labor and must maintain this policy. Here rating is 4. So all including management of related to child labor must be careful keep to stay this position and try to improve it.

## **4.3 . Forced Labor(Score: 3 out of 5)**

No such cases were found where in there was use of forced labor in the factories. Direct evidence which indicates personnel shall require to lodge deposits or identity papers upon commencing employment with the company was also not available. .Here rating is 3. So here need to improve.

## **4. 4. Discrimination(Score: 3 out of 5)**

In Cassiopea Garments Ltd. we found some discrimination in case of requirement. Workers from the owner's locality get preferences. But women get the same wages as men. In case of pregnant women usually leave the job. Here found discrimination. Worker get benefit different compliance training , legal overtime, access to toilets. Here rating is 3 so need to some improve in this area.

## **4. 5. Working hours and leave(Score: 3.2 out of 5)**

The worker of Cassiopea Garments Ltd work 8 hour per day. After 5.00 pm they work overtime. Maximum overtime recorded 180-200 hour in month. Very few worker enjoy leave. Pregnant women usually leave the job. Very few worker get Four months full paid maternal leave. But worker enjoy holidays as per regulation. Here rating is 3 so we can improve here.

#### **4. 6. Wages and Bonus(Score: 4 out of 5)**

**Cassiopea Garments Ltd.** provides government approved salary structure for garment workers. Worker get two festival bonus in every year. Wages paid on regular basis in compliance with the local law . Here rating is 4 .So all including management of related to Wages and Bonus must be careful keep to stay this position and try to improve it.

#### **4. 7. Health, Safety and Security(Score: 4 out of 5)**

Cassiopea Garments Ltd. provides standard health safety and security among the workers. There are first aid signs and writing instructions in the factory & contain first aid box in every floor. The first aid boxes are equipped with medicine in due time. Workers have access to safe drinking water. The factory has working fire extinguishers and fire doors in every floor. Here rating is 4 so need to try keep this position .

#### **4. 8. Workplace Condition(Score: 3.7 out of 5)**

Workplace condition of Cassiopea Garments Ltd is good. There are different washrooms for both male and female workers. The temperature of the floor is comfortable. Factory conducts fire drills for the use of the firefighting equipment to a sufficient number of employees in once time every month. Adequate firefighting equipment is available. There is not sufficient amount of light and air supply in floor. The QC tables have no proper lighting system. The building equipment such as elevators, boilers, pressure vessels etc is safe. Here rating is 3 .So can improve here.

#### **4.9 . Environmental Obligations(Score: 3 out of 5)**

The washing unit of Cassiopea Garments Ltd. is not included in the factory. In there washing unit contain ETP. But It does not maintain the standards for waste discharge from industrial units. Here rating is only 3 so can possible improve here.

## **5. CONCLUSION**



## **5.1 Conclusions**

At present time compliance in part and parcel of RMG sector. None Garments can run without maintain compliance. Some Code of Conduct (COC) are found in Cassiopea Garments Ltd which is need to improve. For example Forced labor Compensation, Working hours, Discrimination, Discipline, Free association and collective bargaining, Management systems. Some Code of Conduct (COC) are found such as Childlabor, Wages & bonus, Health and safety, we need to careful keep to stay this position.

## ABBREVIATED WORDS

CFR :Cost and freight

OT : Over Time

ETP :Effluent Treatment Plant

C-TPAT :Customs-Trade Partnership Against Terrorism

ILO : International Labor Organization

BSCI : The Business Social Compliance Initiative

COC : Code of Conduct

SAI : Social Accountability International

WRAP :Worldwide Responsible Apparel production

FLA : Fair Labor Association

CEPAA : Council on Economic Priorities Accreditation Agency

ETI : The Ethical Trading Initiative

BSR : Business for Social Responsibility

RMG : Ready Made Garments

ICF :International Coach Federation

OCFT : Office of Child Labor Forced Labor and Human Trafficking

NPA : National Plan of Action

UIE : The Urban Informal Economy

CP&D : Child Protection and Development

RIC : The Resource Integration Center

ILAB : International Labor Affairs

BEPZA : Bangladesh Export Processing Zone Authority (BEPZA)

WWC : Workers Welfare Committee

CAP : Corrective Action Plan

WPC : Workers participatory committee

QC : Quality Control

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