

## Evaluation of Factory Compliance Using a 5 Points Scale Rating

Mousumi Rahaman Hashi<sup>1</sup>, Md. Mashud Raihan<sup>2</sup>.

Lecturer, Department of Textile Engineering Daffodil International University  
Dhaka, Bangladesh

Lecturer, Department of Textile Engineering Daffodil International University  
Dhaka, Bangladesh

Corresponding Author: Mousumi Rahaman Hashi

---

**Abstract:** Compliance in garments industry has been involved for practicing social activities. Sometimes unethical activities like forced labor, child labor, discrimination, excess working hour, unhealthy work environment, abuse of human rights harassment etc. increase worker sufferings. It's against the slogan of compliance "The cloth should be free of blood". This paper analyses the implications of Social Compliance in RMG Sector in Bangladesh. Data for this research are collected from an established RMG industry in Bangladesh. In order to achieve this, interviews are undertaken with compliance managers, factory managers, experts, staffs and workers, in confidence and anonymously. Total 105 questions are prepared and grouped to 9 areas. All answers are documented and given rating. The five points scale rating is so prepared to give 1 for poor and 5 for excellent and in between. Each area rating is given according to interviewee's way of answering & also by evaluating real working environment. The ultimate goal is to clarify the opinion or thoughts of worker with respect to different code of conduct of buyers.

**Keywords:** Compliance, Management, Child labor, Forced labor, Discrimination, Disciplinary practices, Freedom of association, Remuneration, Benefits, Health & Safety.

---

Date of Submission: 22-02-2019

Date of acceptance: 08-03-2019

---

### I. Introduction

Social Compliance is now an important factor for any export oriented Industry. It not only emphasis on comply with existing labor law of country & buyers code of conduct as well. It also makes a working environment safer & comfortable for workforce. It is an increasingly well-developed set of issues and practices both internal to the firm and external. How truthfully compliance is practiced in Bangladesh, the main focus of this paper. The objectives of this research are to provide an overview of compliance practices in the region, to review the prospects from the implementation of Code of Conduct and to review the obstacles for companies wishing to push good compliance practices. In order to achieve this, interviews were undertaken with a well-known garments industry, included factory managers and/or owners in the region, compliance managers, and workers of those industries. Each question has given rating by the way they were answered mentioned as 5 scale point. According to this rating scale it would give more clear idea that whether this factory is obeying COC or not. In total, 105 semi-structured interviews were conducted in confidence and anonymously. All interviewees have significant experience of Compliance issues and common practices adopted by companies. Such a rich source of experience provided me with a good picture of the challenges for Compliance in Bangladesh.

### II. History of Compliance

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. [1]

#### 2.1 Standards of Garments Industry:

##### 2.1.1 FLA (Fair Labor Association):

Since 1999, FLA has helped improve workers' lives by:

- Holding affiliated companies accountable for implementing FLA's Code of Conduct across their supply chains.
- Conducting external assessments so that consumers can be assured of the integrity of the products they buy.

- Creating a space for CSOs to engage with companies and other stakeholders to find viable solutions to labor concerns. [2]

### **2.1.2 Clean Clothes Campaign:**

The Clean Clothes Campaign (CCC) is the garment industry's largest alliance of labor unions and non-governmental organizations. The civil society campaign focuses on the improvement of working conditions in the garment and sportswear industries. Formed in the Netherlands in 1989, the CCC has campaigns in 15 European countries: Austria, Belgium(North&South), Denmark, Finland, France, Germany, Italy, Ireland, Netherlands, Norway, Poland, Spain, Sweden, Switzerland and the United Kingdom. The CCC works with a partner network of more than 250 organizations around the world. The Clean Clothes Campaign educates and mobilizes consumers, lobbies companies and governments, and offers direct solidarity support to workers as they fight for their rights and demand better working conditions.[3]

### **2.1.3 Fair Wear Foundation (FWF):**

Fair Wear Foundation is a European multi-stakeholder initiative working to improve workplace conditions in the garment and textile industry. [4]

Code of Labor Practices-

The FWF Code of Labor Practices contains eight labor standards that are based on the conventions of the International Labor Organization(ILO) and the Universal Declaration on Human Rights. The Fair Wear Code is known for its strong provisions on freedom of association, hours of work, and a living wage.

- Employment is freely chosen.
- There is no discrimination in employment.
- No exploitation of child labor.
- Freedom of association and the right to collective bargaining.
- Payment of a living wage.
- No excessive working hours.
- Safe and healthy working conditions.
- Legally-binding employment relationship.[5]

### **2.1.4 SEDEX:**

Communicating standards via a Supplier Code of Conduct and keeping suppliers informed of any changes is essential to developing and maintaining support for responsible sourcing programme.To help manage this process and track supplier responses Sedex offers a Supplier Code of Conduct Acceptance Programme.

What does the programme cover?

- Mutually agreed time scales.
- Supplier Code of Conduct sent to the correct supplier contact.
- Follow up communication and reminder e-mails sent to suppliers.
- A bespoke report developed specifically for your company, to include responses and acceptances from suppliers.
- A project review meeting at the end of the project to discuss results. [6]

### **2.1.5 GSCP (Global Social Compliance Program):**

The Global Social Compliance Programme is a business-driven programme for the continuous improvement of working and environmental conditions in global supply chains. The GSCP was created by and for global buying companies wanting to work collaboratively on improving the sustainability (social and environmental) of their often shared supply base. To this end, these companies are working on harmonizing existing efforts to deliver a shared, global and sustainable approach based on consensus and best existing practice, to promote upward convergence and reduce duplication. [7]

### **2.1.6 SA8000:**

SAI is a non-governmental, international, multi-stakeholder organization dedicated to improving workplaces and communities. It does this work with two principal types of tools, developing and implementing socially responsible standards, the first of which was SA8000,training and capacity building- about specific standards and management systems for implementing social standards-for workers, managers and auditors throughout the supply chain. SA8000 is an auditable certification standard based on international workplace norms of International LaborOrganization (ILO) conventions, the Universal Declaration of Human Rights and the UN Convention on the Rights of the Child. This standard is the benchmark against which companies and factories measure their performance. Those seeking to comply with SA8000 have adopted policies and

procedures that protect the basic human rights of workers.[8] SA8000 is an auditable certification standard that encourages organizations to develop, maintain, and apply socially acceptable practices in the workplace. It was developed in 1997 by Social Accountability International, formerly the Council on Economic Priorities, by an advisory board consisting of trade unions, NGOs, civil society organizations and companies.[9]

#### **2.1.7 Child Labor:**

No use or support of child labor, policies and written procedures for remediation of children found to be working in situation, provide adequate financial and other support to enable such children to attend school, and employment of young workers conditional.

#### **2.1.8 Forced and Compulsory Labor:**

No use or support for forced or compulsory labor, no required 'deposits' - financial or otherwise, no withholding salary, benefits, property or documents to force personnel to continue work, personnel right to leave premises after workday, personnel free to terminate their employment, and no use nor support for human trafficking.

#### **2.1.9 Health and Safety:**

Provide a safe and healthy workplace, prevent potential occupational accidents, appoint senior manager to ensure OSH, instruction on OSH for all personnel, system to detect, avoid, respond to risks, record all accidents, provide personal protection equipment and medical attention in event of work-related injury, remove, reduce risks to new and expectant mothers, hygiene- toilet, potable water, sanitary food storage, decent dormitories- clean, safe, meet basic needs, and worker right to remove from imminent danger.

#### **2.1.10 Freedom of Association and Right to Collective Bargaining:**

Respect the right to form and join trade unions and bargain collectively. All personnel are free to organize trade unions of their choice and bargain collectively with their employer. A company shall respect right to organize unions & bargain collectively, not interfere in workers organizations or collective bargaining, inform personnel of these rights & freedom from retaliation, where law restricts rights, allow workers freely elect 15 representatives, ensure no discrimination against personnel engaged in worker organizations and ensure representatives access to workers at the workplace.

#### **2.1.11 Discrimination:**

No discrimination based on race, national or social origin, caste, birth, religion, disability, gender, sexual orientation, union membership, political opinions and age. No discrimination in hiring, remuneration, access to training, promotion, termination, and retirement. No interference with exercise of personnel tenets or practices, prohibition of threatening, abusive, exploitative, coercive behavior at workplace or company facilities, no pregnancy or virginity tests under any circumstances.

#### **2.1.12 Disciplinary Practices:**

Treat all personnel with dignity and respect, zero tolerance of corporal punishment, mental or physical abuse of personnel, no harsh or inhumane treatment.

#### **2.1.13 Working Hours:**

Compliance with laws & industry standards, normal workweek, not including overtime, shall not exceed 48 hours, 1 day off following every 6 consecutive work days, with some exceptions, overtime is voluntary, not regular, not more than 12 hours per week, required overtime only if negotiated in CBA.

#### **2.1.14 Remuneration:**

Respect right of personnel to living wage, all workers paid at least legal minimum wage, wages sufficient to meet basic needs & provide discretionary income, deductions not for disciplinary purposes, with some exceptions, wages and benefits clearly communicated to workers, paid in convenient manner – cash or check form, overtime paid at premium rate, prohibited use of labor-only contracting, short-term contracts, false apprenticeship schemes to avoid legal obligations to personnel.[10] Certification is granted by independent certification bodies that are accredited and overseen by Social Accountability Accreditation Services (SAAS). There are 23 accredited certifications bodies worldwide.[11] Statistics are reported quarterly and posted on the SAAS website. As of June 30, 2013, there were 3,231 certified facilities, employing a total of 1,862,936 workers, across 72 countries and 65 industrial sectors.[12]

**2.1.15 The BSCI Code of Conduct:**

The BSCI Code of Conduct aims at setting out the values and principles that BSCI participants strive to implement with their business partners along their supply chains. Each BSCI participant endorses the Code of Conduct when joining the initiative. [13]

**2.1.16 WRAP:**

The WRAP Principles are based on generally accepted international workplace standards, local laws and workplace regulations, and include the spirit or language of relevant conventions of the International Labor Organization (ILO). The Principles encompass human resources management, health and safety, environmental practices, and legal compliance including import/export and customs compliance and security standards. [14]

**2.1.17 Accord on Fire and Building Safety in Bangladesh:**

The Accord was signed on May 15, 2013. It is a five-year independent, legally binding agreement between global brands and retailers and trade unions designed to build a safe and healthy Bangladeshi Ready Made Garment (RMG) Industry.

The agreement consists of six key components:

- A five-year legally binding agreement between brands and trade unions to ensure a safe working environment in the Bangladeshi RMG industry.
- An independent inspection program supported by brands in which workers and trade unions are involved.
- Public disclosure of all factories, inspection reports and corrective action plans (CAP).
- A commitment by signatory brands to ensure sufficient funds are available for remediation and to maintain sourcing relationships.
- Democratically elected health and safety committees in all factories to identify and act on health and safety risks.
- Worker empowerment through an extensive training program, complaints mechanism and right to refuse unsafe work. [15]

**2.1.18 The Alliance for Bangladesh Worker Safety:**

The Alliance for Bangladesh Worker Safety also known as "the Alliance" or AFBWS, is a group of 28 major global retailers formed to develop and launch the Bangladesh Worker Safety Initiative, a binding, five-year undertaking with the intent of improving safety in Bangladeshi ready-made garment (RMG) factories after the 2013 Rana Plaza building collapse. Collectively, Alliance members represent the majority of North American imports of ready-made garments from Bangladesh, produced in more than 700 factories. [16]

**2.1.19 Child labor in Bangladesh:**

Child labor is common, with 4.7 million or 12.6% of children aged 5 to 14 in the work force. [17] Out of the child laborers engaged in the work force, 83% are employed in rural areas and 17% are employed in urban areas. Employment ranges from jobs in the informal sector such as in agriculture and domestic service, to jobs in the formal sector, such as in the garment industry. [18] In 2006, Bangladesh passed a Labor Law setting the minimum legal age for employment as 14. Nevertheless, the enforcement of such labor laws is virtually impossible in Bangladesh because 93% of child laborers are employed in the informal sector such as small factories and workshops, on the street, in home-based businesses and domestic employment. [19]

**III. Methodology**

A questioner of 105 questions is prepared and divided into nine areas for taking interview. Interviews are undertaken with compliance managers, factory managers, experts, staffs and workers. All answers are documented and given rating. According to 5 Points Scale Rating, each area rating is given by interviewee's way of answering & also by evaluating real working environment. 5 Points Scale Rating is shown in table.

**Table: 5 Points Scale Rating**

5 points Scale Rating				
Poor	Below Average	Average	Above Average	Excellent
1	2	3	4	5

Finally all rating points are calculated and evaluated that whether the factory is in poor stage, below average stage, average stage, above average stage or excellent stage for practicing compliance.

**3.1 The areas where interviews has done:**

- Management.
- Child labor.
- Forced labor.
- Discrimination.
- Disciplinary practices.
- Freedom of association.
- Working hours, Overtime.
- Remuneration, Benefits.
- Health & Safety.

**IV. Experimental Details**

**Area wise rating (X Garments Ltd.)**

**4.1 Management**

S/L	Question	Rating
1	Factory License	4
2	Minimum wage notification	4
3	Factory polices on harassment	4
4	Organization chart	4
5	Verbal abuse and harassment	3
6	Major and minor accident report	4
7	Discrimination	4
8	Over time	4
9	Overtime register /payment	3
10	No of persons trained in first aid and certificate	4
11	No of persons trained in firefighting and certificate	4
12	Fire safety certificate	3
13	Material safety data sheet	4
14	Training documents	4
15	Child labor	4
<b>Average total</b>		<b>3.8</b>

**4.2 Child labor**

16	Is an employment policy implemented to prevent child labor?	5
17	Is the age of young workers checked?	5
18	Are documents indicating the age kept on record?	4
19	Are the working conditions for young workers in compliance with local law?	2
20	Are the apprentices working conditions (contract terms, tasks, actual working hours) compliant with local regulations?	4
<b>Average total</b>		<b>4</b>

**4.3 Forced labor**

21	Are all workers employed with applicable authorizations?	4
22	No deposit is required or the amount is justified + reasonable? Specify amount + what is the reason for?	5
23	Are employees free to leave at end of working shift?	5
24	Can employees resign from the company at their option? Without any prejudicial consequences?	3
<b>Average total</b>		<b>4.25</b>

**4.4 Discrimination**

25	Are employee hired without any discrimination?	4
26	Are women paid equally as men for same work?	5
27	Are women becoming pregnant in no way disadvantaged?	5
28	Do all employees have equal access to training?	4
29	Do all employees have equal opportunities to work legal overtime?	4
30	Do employees have free access + are familiar to file complaints?	4
31	Are unionized employees treated equally to non-unionized?	4
<b>Average total</b>		<b>4.3</b>

#### 4.5 Disciplinary Practices

32	Do the disciplinary measures applied in the factory respect local regulations or if none are they reasonable, defined and communicated to the employees in explicit manner.	3
33	Access to toilet is never restricted as disciplinary measures?	3
34	Access to toilets + other facilities is never restricted as disciplinary measures?	3
<b>Average total</b>		<b>3.0</b>

#### 4.6 Freedom of Association

35	Are employees free to form / join independent trade unions?	2
36	Are similar means available in the factory?	3
37	Are worker representatives within the factory freely elected?	4
38	Are employees aware of their rights regarding relevant working conditions?	4
39	Have the employees the right for collective bargaining of remuneration + work conditions?	2
<b>Average total</b>		<b>3</b>

#### 4.7 Working hours, Overtime

40	Are the working hours systematically recorded?	4
41	Are working hour's records available + indicate separately overtime?	4
42	Can employees refuse overtime without consequences?	4
43	Are the breaks compliant to local regulations?	3
44	Have employees 1 day off (of 24 consecutive hours) within 7 days period or other combinations as per local law?	3
45	Are the max. regular working hours per day/week/month according to local law respected ?	3
46	Is the max. Overtimeper day / week / month according to local law respected?	2
47	Is the international recommendation of max.48h regular working week + max.12h/week overtime respected?	2
<b>Average total</b>		<b>3.1</b>

#### 4.8 Remuneration, Benefits

48	Are employment conditions on remuneration + working hours covered by individual contracts?	3
49	Is overtime paid with legal premium?	3
50	Are all mandatory benefits / social insurances paid according to legal regulations to all employees?	3
51	Are holidays paid as per regulations?	3
52	Is maternity leave paid as per regulations?	3
53	Are seniority bonuses paid to longstanding employees?	4
54	Are trainees / apprentices + new employees during the probation period paid at least the legal minimum wage?	3
55	Are wages paid against detailed, understandable wage slips?	4
56	Are wages paid on regular basis in compliance with the local law?	3
57	Is the amount of deposit required at the beginning of employment justified?	4
<b>Average total</b>		<b>3.3</b>

#### 4.9 Health & Safety

58	Are required safety + health certificates available?	3
59	Are the overall working conditions acceptable for local conditions?	3
60	Is a management member nominated + active for occupational health + safety issues?	4
61	Are safety instructions communicated to all employees through posters + other individual instructions?	3
62	Are safety trainings conducted?	3
63	Are training records available?	3
64	Does an accident / injury / sickness register exist?	3
65	Are corrective action undertaken to prevent re-occurrence of accidents?	4
66	Has the supplier official documents confirming compliance with legal Building standards for his activity?	3
67	Are adequate emergency exits re? Number, size + location available as per local regulations?	4
68	Are these exits easily accessible + unblocked?	4

*Evaluation of Factory Compliance Using a 5 Points Scale Rating*

69	Is the way to the emergency exits clearly marked?	4
70	Are emergency evacuation exercises conducted for all employees?	4
71	Is adequate firefighting equipment available?	4
72	Is this equipment properly maintained?	4
73	Is this equipment easily accessible?	4
74	Does the factory conduct fire drills for the use of the firefighting equipment to a sufficient number of employees?	3
75	Are the electrical installations adequately protected?	3
76	Does competent electrician periodically check the electrical installations?	3
77	Does the building equipment such as elevators, boilers, pressure vessels etc. appear to be safe?	4
78	Is this equipment regularly inspected as per local regulations?	3
79	Are the production machines fitted with adequate safety guards?	3
80	Are the machines fitted with emergency switch off buttons?	3
81	Are workers specifically trained regarding the risk of accidents at their work place?	3
82	Are hazardous materials / chemicals properly stored?	3
83	Are these materials only accessible to competent employees?	3
84	Are the designated employees properly trained for the handling of these hazardous materials?	3
85	Is adequate personal protective equipment provided to exposed workers?	3
86	Is there evidence that this protective equipment is operational + used?	3
87	Is this equipment at disposal of the workers free of charge?	4
88	Is the use of this equipment actively promoted / enforced by the management?	4
89	Are a sufficient number of toilets available? Does it comply with local law? Are they clean + segregated for men / women?	4
90	Are the toilets equipped with washing installations?	4
91	Is drinking water in free access for all employees?	3
92	Are the eating facilities clean + in compliance with the food hygiene requirements?	4
93	Are a first aid / sickroom available with adequate first aid supply?	4
94	Is trained medical staff available on site?	4
95	Is sufficient space available + adequately equipped?	4
96	Are clean washing facilities, toilets + potable water available?	4
97	Are employees allowed to enter / leave the dormitories at any time?	N/A
98	Is adequate fire protection equipment available?	4
99	Is adequate first aid supply available?	4
100	Are employees living in the dormitories trained for firefighting + emergency evacuation?	N/A
101	Is the salary deduction for living in the dormitories justified?	N/A
102	Are aisles clearly marked with directional sign red arrow?	3
103	Are aisles larger than three feet wide?	4
104	Do all emergency lighting works properly?	4
105	Are all emergency lights tested monthly and records of test kept?	3
	<b>Average total</b>	<b>3.5</b>

**5.0 Overall Rating:**

S/L	Questioner	Rating
1	Factory License	4
2	Minimum wage notification	4
3	Factory polices on harassment	4
4	Organization chart	4
5	Verbal abuse and harassment	3
6	Major and minor accident report	4
7	Discrimination	4
8	Over time	4
9	Overtime register /payment	3
10	No of persons trained in first aid and certificate	4
11	No of persons trained in firefighting and certificate	4
12	Fire safety certificate	3
13	Material safety data sheet	4
14	Training documents	4
15	Child labor	4
16	Is an employment policy implemented to prevent child labor?	5
17	Is the age of young workers checked? How?	5
18	Are documents indicating the age kept on record?	4
19	Working conditions for young workers in compliance with local law?	2

*Evaluation of Factory Compliance Using a 5 Points Scale Rating*

20	Are the apprentices working conditions (contract terms, tasks, actual working hours) compliant with local regulations?	4
21	Are all workers employed with applicable authorizations?	4
22	No deposit is required or the amount is justified + reasonable? Specify amount + what is the reason for?	5
23	Are employees free to leave at end of working shift?	5
24	Can employees resign from the company at their option? Without any prejudicial consequences?	3
25	Are employee hired without any discrimination?	4
26	Are women paid equally as men for same work?	5
27	Are women becoming pregnant in no way disadvantaged?	5
28	Do all employees have equal access to training?	4
29	Do all employees have equal opportunities to work legal overtime?	4
30	Do employees have free access + are familiar to file complaints?	4
31	Are unionized employees treated equally to non-unionized?	4
32	Do the disciplinary measures applied in the factory respect local regulations or if none are they reasonable, defined and communicated to the employees in explicit manner.	3
33	Access to toilets + other facilities is never restricted as disciplinary measures?	3
34	Access to toilets + other facilities is never restricted as disciplinary measures?	3
35	Are employees free to form / join independent trade unions?	2
36	Are similar means available in the factory?	3
37	Are worker representatives within the factory freely elected?	4
38	Are employees aware of their rights regarding relevant working conditions?	4
39	Have the employees the right for collective bargaining of remuneration + work conditions?	2
40	Are the working hours systematically recorded?	4
41	Are working hour's records available + indicate separately overtime?	4
42	Can employees refuse overtime without consequences?	4
43	Are the breaks compliant to local regulations?	3
44	Have employees 1 day off (of 24 consecutive hours) within 7 days period or other combinations as per local law?	3
45	Are the max. regular working hours per day/week/month according to local law respected ?	3
46	Is the max. overtimeper day / week / month according to local law respected?	2
47	Is the international recommendation of max.48h regular working week + max.12h/week overtime respected?	2
48	Are employment conditions on remuneration + working hours covered by individual contracts?	3
49	Is overtime paid with legal premium?	3
50	Are all mandatory benefits / social insurances paid according to legal regulations to all employees?	3
51	Are holidays paid as per regulations?	3
52	Is maternity leave paid as per regulations?	3
53	Are seniority bonuses paid to longstanding employees?	4
54	Are trainees / apprentices + new employees during the probation period paid at least the legal minimum wage?	3
55	Are wages paid against detailed, understandable wage slips?	4
56	Are wages paid on regular basis in compliance with the local law?	3
57	Is the amount of deposit required at the beginning of employment justified?	4
58	Are required safety + health certificates available?	3
59	Are the overall working conditions acceptable for local conditions?	3
60	Is a management member nominated + active for occupational health + safety issues?	4
61	Are safety instructions communicated to all employees through posters + other individual instructions?	3
62	Are safety trainings conducted?	3
63	Are training records available?	3
64	Does an accident / injury / sickness register exist?	3
65	Are corrective action undertaken to prevent re-occurrence of accidents?	4
66	Has the supplier official documents confirming compliance with legal Building standards for his activity?	3
67	Are adequate emergency exits re? Number, size + location available as per local regulations?	4
68	Are these exits easily accessible + unblocked?	4
69	Is the way to the emergency exits clearly marked?	4



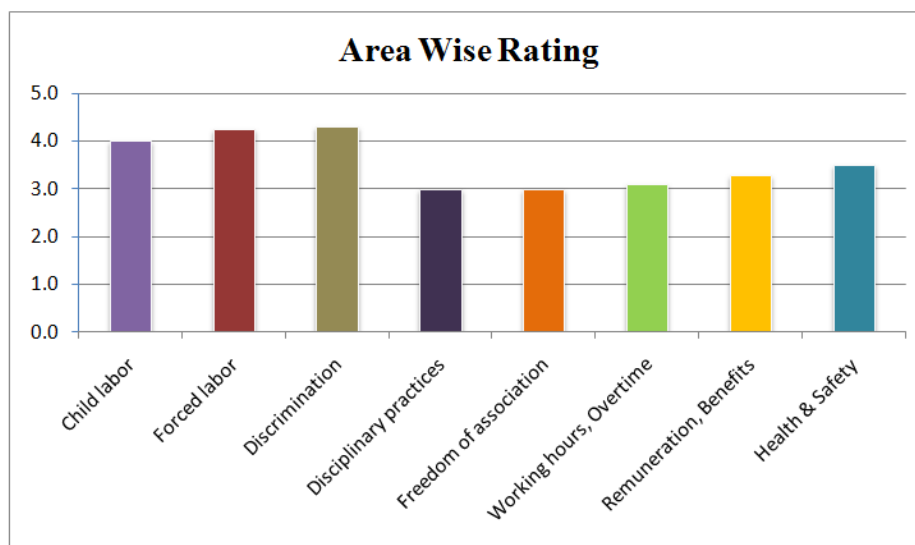
*Evaluation of Factory Compliance Using a 5 Points Scale Rating*

70	Are emergency evacuation exercises conducted for all employees?	4
71	Is adequate firefighting equipment available?	4
72	Is this equipment properly maintained?	4
73	Is this equipment easily accessible?	4
74	Does the factory conduct fire drills for the use of the firefighting equipment to a sufficient number of employees?	3
75	Are the electrical installations adequately protected?	3
76	Does competent electrician periodically check the electrical installations?	3
77	Does the building equipment such as elevators, boilers, pressure vessels etc appear to be safe?	4
78	Is this equipment regularly inspected as per local regulations?	3
79	Are the production machines fitted with adequate safety guards?	3
80	Are the machines fitted with emergency switch off buttons?	3
81	Are workers specifically trained regarding the risk of accidents at their work place?	3
82	Are hazardous materials / chemicals properly stored?	3
83	Are these materials only accessible to competent employees?	3
84	Are the designated employees properly trained for the handling of these hazardous materials?	3
85	Is adequate personal protective equipment provided to exposed workers?	3
86	Is there evidence that this protective equipment is operational + used?	3
87	Is this equipment at disposal of the workers free of charge?	4
88	Is the use of this equipment actively promoted / enforced by the management?	4
89	Are a sufficient number of toilets available? Does it comply with local law? Are they clean + segregated for men / women?	4
90	Are the toilets equipped with washing installations?	4
91	Is drinking water in free access for all employees?	3
92	Are the eating facilities clean + in compliance with the food hygiene requirements?	4
93	Are a first aid / sickroom available with adequate first aid supply?	4
94	Is trained medical staff available on site?	4
95	Is sufficient space available + adequately equipped?	4
96	Are clean washing facilities, toilets + potable water available?	4
97	Are employees allowed to enter / leave the dormitories at any time?	N/A
98	Is adequate fire protection equipment available?	4
99	Is adequate first aid supply available?	4
100	Are employees living in the dormitories trained for firefighting + emergency evacuation?	N/A
101	Is the salary deduction for living in the dormitories justified?	N/A
102	Are aisles clearly marked with directional sign red arrow?	3
103	Are aisles larger than three feet wide?	4
104	Do all emergency lighting works properly?	4
105	Are all emergency lights tested monthly and records of test kept?	3
	<b>Avg. total</b>	<b>3.6</b>

### V. Discussion

After Calculating all the rating points the decision has made that "X" garment is nearly above average position.

Area of Work Done	Rating	Stage
Child labor	4	Above Average
Forced labor	4.25	Above Average
Discrimination	4.3	Above Average
Disciplinary practices	3	Average
Freedom of association	3	Average
Working hours, Overtime	3.1	Average
Remuneration, Benefits	3.3	Average
Health & Safety	3.5	Average



As shown in chart the factory has maintained some of the area of compliance is in above average stage and some are average stage. The factory overall rating is 3.6 that meanit has maintained 72% compliance.Though this garments industry management claim that its compliance factory but there is some common issue that they are not obey properly. They are not maintaining working hour. The rules say working hour shall be 48 hours per week. In exceptional cases defined by the ILO, the limit of hours of work prescribed above may be exceeded, in which case overtime is permitted. The use of overtime is meant to be exceptional, voluntary, paid at a premium rate of not less than one & one quarter times the regular rate and shall not represent a significantly higher likelihood of occupation hazards. Overtime shall not exceed 12 hour per week and also there should be one day off in every 7 days. But majority numbers of garments are running for 10 to 12 hours. That's completely unethical and against labor law. The workers cannot refuse overtime even overtime have done by force. But the payment has not paid according to law. According to law there must be trade union but practically there is no trade union in factories. WPC has formed instead of trade union where employees are not free to join. These committee members are chosen by management. Maternity leave also not paid per regulation. Health and safety issue does not maintain appropriately. Sufficient number of toilets is not available. The building equipment such as elevators, boilers, pressure vessels etc. not appears safe. In some case emergency lighting, firefighting equipment is not sufficient. Moreover some factories are not obeying compliance properly. They are abusing human rights. They need to more concern about some issue and if it is happened the worker finally get a healthy environment.

## VI. Conclusion

It hard to say that the RMG industry of Bangladesh does obey some of the rules of compliance and some are ignored.There were some limitations during preparation of this research paper. But finally the interviews are undertaken successfully and 5 points scale rating is a useful process to evaluate a factory compliance.

## References

- [1]. <http://dspace.library.daffodilvarsity.edu.bd:8080/bitstream/handle/123456789/1017/ACKNOWLEDGEMENT.pdf?sequence=1>
- [2]. <http://www.fairlabor.org/>
- [3]. [https://en.wikipedia.org/wiki/Clean\\_Clothes\\_Campaign](https://en.wikipedia.org/wiki/Clean_Clothes_Campaign)
- [4]. Fair Wear Foundation (2010). "FWF About".
- [5]. Fair Wear Foundation (2010). "FWF Charter" (PDF).
- [6]. <http://www.sedexglobal.com/member-services/supconduct/plier-code-of>
- [7]. <http://www.sedexglobal.com/wp-content/uploads/2012/05/Comparison-of-Codes.pdf>
- [8]. "Organization: Social Accountability International SAI". Wiser.org. Retrieved 2013-10-15.
- [9]. Jump up ^ "SA 8000 | Systems & standards | Strategies & tools". Iisd.org. Retrieved 2013-10-15.
- [10]. ^ Jump up to: a b "Social Accountability International | SA8000 Standard". Sa-intl.org. Retrieved 2013-10-15.
- [11]. <https://web.archive.org/20150105023219/http://www.saasaccreditation.org:80/accredcertbodies.htm>. Archived from the original January 5, 2015. Retrieved December 8, 2015.Missing or empty |title= (help)
- [12]. <https://web.archive.org/20150206080446/http://www.saasaccreditation.org:80/certifacilitieslist.htm>. Archived from the original on February 6, 2015. Retrieved December 8, 2015.
- [13]. <http://www.bsci-intl.org/content/bsci-code-conduct>
- [14]. <http://www.wrapcompliance.org/12-principles>
- [15]. [https://en.wikipedia.org/wiki/accord\\_on\\_fire\\_and\\_building\\_safety\\_in\\_Bangladesh](https://en.wikipedia.org/wiki/accord_on_fire_and_building_safety_in_Bangladesh)
- [16]. [https://en.wikipedia.org/wiki/Alliance\\_for\\_Bangladesh\\_Worker\\_Safety](https://en.wikipedia.org/wiki/Alliance_for_Bangladesh_Worker_Safety)

- [17]. "Child labour in Bangladesh" (PDF). UNICEF. June 2010. Retrieved 24 December 2015.
- [18]. Bangladesh Bureau of Statistics (2006). Baseline Survey for Determining Hazardous Child Labour Sectors in Bangladesh 2005. Dhaka: Government of the People's Republic of Bangladesh. ISBN 978-9845086257.
- [19]. "Bangladesh - Child Labour". UNICEF. Retrieved 24 December 2015.

Mousumi Rahaman Hashi. "Evaluation of Factory Compliance Using a 5 Points Scale Rating." IOSR Journal of Polymer and Textile Engineering (IOSR-JPTE) , vol. 6, no. 2, 2019, pp. 08-18.