

Monitoring result for Nazeer Dyeing & Bleaching on site Nazeer Dyeing & Bleaching

Monitoring

Monitored Party : **Nazeer Dyeing & Bleaching**
amfori ID : **586-000167-000**
Site : **Nazeer Dyeing & Bleaching**
Site amfori ID : **586-000167-002**
Address : **Plot no. ST-13/6, Block-2, Federal B Area,**
: **75950, Karachi**
: **Sindh**
: **Pakistan**
Monitoring Activity : **amfori Social Audit - Manufacturing**
Monitoring Type : **Full Monitoring**
Monitoring Partner : **ALGI International, Inc.**
Monitoring Start Date : **02/03/2023**
Closing Meeting : **02/03/2023**
Finished Date
Submission Date : **10/03/2023**
Expiration Date : **10/03/2024**

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Overall rating



Section rating

PA1: Social Management System	B
PA 2: Workers Involvement and Protection	A
PA 3: The Rights of Freedom of Association and Collective Bargaining	A
PA 4: No Discrimination	A
PA 5: Fair Remuneration	B
PA 6: Decent Working Hours	A
PA 7: Occupational Health and Safety	D

PA 8: No Child Labour	A
PA 9: Special Protection for Young Workers	A
PA 10: No Precarious Employment	A
PA 11: No Bonded Labour	A
PA 12: Protection of the Environment	B
PA 13: Ethical Business Behaviour	A

General description

Nazeer Dyeing and Bleaching factory is located at Plot no. ST-13/6, Block-2, Federal B Area, Karachi - Pakistan. The factory has established in 1999. The total area occupied by the factory building is 166,736 square feet.

Audit process: ALGI Pakistan auditors (Mr. Sajjad Khan "Lead Auditor" with APSCA RA 21704423, Mr. Muhammad Adeel Khan "Team Auditor" with APSCA ASCA 21700904 and Mr. Rashid Hanif Bhutta "Team Auditor" with APSCA ASCA 32200153). conducted the opening meeting, facility tour, worker/worker representative/ management interviews, document review and closing meeting. The Admin / Compliance department was directly involved in risk assessment and reduced the maximum possible risk.

Opening Meeting: The audit process started with an opening meeting at 09:06 am where, Mr. Muhammad Shahbaz (Manager Admin & Compliance), Mr. Abdul Jabbar Ali (Health and Safety officer) and Mr. Abid Ali (Worker Council Committee President) were present.

The auditors described the entire audit process, standards, scope. They also explained the amfori BSCI code of conduct alongside the amfori BSCI holistic approach in detail and the extent to which local laws are related to the audit.

The auditors explained and presented ALGI's Gifts and Gratuity letter to the facility management wher, Mr. Muhammad Shahbaz (Manager Admin & Compliance) agreed and signed the document.

Health and Safety tour: All areas of the facility such as dyeing, bleaching, cutting, stitching, quality checking and packing were visited during the audit. Site tour of the entire premises of the facility was conducted.

Facility Overview:

The factory consists of 03 buildings and the layout are as follows:

Building # 01:

Ground floor is occupied by time office, security office, chemical store and offices.

First floor is occupied by another factory (Muhammad Aslam Shah Khan).

Second floor is occupied by another factory (Muhammad Aslam Shah Khan).

Building#02:

Ground floor is occupied by offices, grey fabrics storage area/ grey fabric godown, chemical storage area, workshop, bleaching section, dyeing section and mechanic room.

Mezzanine floor is occupied by grey fabric storage area.

First floor is occupied by fabric finishing section.

Roof top is occupied by non-operational.

Building # 03:

Basement is occupied by cutting section, stitching section, quality checking section, packing section, R.O plant and generator area.

Ground floor is occupied by dyeing section.

Mezzanine floor is occupied by laboratory and offices.

First floor is occupied by fabric finishing section.

Second floor is occupied by offices, bando machine area, cutting section, stitching section, quality checking section, finishing and packing section.

Third floor is occupied by cutting section, stitching section, quality checking section and packing section.

Roof top is occupied by washrooms

15 permanent and directly hired employees were randomly selected, from different production sections, for an interview. On a sample basis payroll records and time records for the month of January 2023 (current paid month), July 2022 (random paid month) and February 2022 (Initial paid month) were reviewed. Moreover, the attendance register, production records, product inspection report and broken needle register were reviewed by the auditors.

Factory working time are mentioned as below:

Management and (cutting, stitching, quality checking and packing) production employees: 09:00 am to 06:00 pm.

Dyeing and bleaching production employees: 07:00 am to 03:00 pm, 03:00 pm to 11:00 pm and 11:00 pm to 07:00 am.

Security staff: 07:00 am to 03:00 pm, 03:00 pm to 11:00 pm and 11:00 pm to 07:00 am.

They maintain attendance records through electronic systems.

Employees receive their wages on a monthly basis in local currency (PKR).

Factory is compensating overtime wages 200% of the normal wages which is in accordance with legal requirements.

The factory has applied the legal minimum wage with the lowest paid worker receiving PKR 25000.

#Living wage.

Factory has calculated basic living wage 58152 PKR for their employees through internal survey system as per the employees family size and cost of living and factory paid minimum wage 25000 PKR as per the local law requirement.

Closing Meeting: At the end of all the audit processes, a closing meeting was conducted by the auditors at 05:30 pm in the presence Mr. Muhammad Shahbaz (Manager Admin & Compliance), Mr. Abdul Jabbar Ali (Health and Safety officer) and Mr. Abid Ali (Worker Council Committee President).

The auditors thanked the facility management for spending their valuable time towards the audit and their cooperation throughout the audit process. The auditors then explained the findings and observations that they came across during the audit process.

Mr. Muhammad Shahbaz (Manager Admin & Compliance) and Mr. Abid Ali (Worker Council Committee President) agreed and signed the summary of findings.

There are some mandatory attachments, which are not applicable in this audit.

Collective bargaining agreement, government waivers, inconsistency between time and production records, photos of the dormitory, and remediation of the previous findings.

Site Details

Site : Nazeer Dyeing & Bleaching

Site amfori ID : 586-000167-002

GICS Classification

Sector : Consumer Discretionary

Industry Group : Consumer Durables & Apparel

Industry : Textiles, Apparel & Luxury Goods

Sub Industry : Textiles

amfori Process Classifications

N.A.

NACE Classification

N.A.

GS1 Classifications

N.A.

Water Stress Situation

N.A.

Metrics

Key Metrics

Total workforce	230 Workers
Legal minimum wage in local currency	25000 Monthly
Lowest wage paid for regular work at the site	25000 Monthly
Calculated living wage in local currency	58152 Monthly
Total sample	15 Workers

Other Metrics

Male workers	220 Workers
Female workers	10 Workers
Permanent workers - Male	220 Workers
Permanent workers - Female	10 Workers
Temporary workers - Male	0 Workers
Temporary workers - Female	0 Workers
Seasonal workers - Male	0 Workers
Seasonal workers - Female	0 Workers
Management - Male	30 Workers
Management - Female	0 Workers
Apprentices - Male	0 Workers
Apprentices - Female	0 Workers
Workers on probation - Male	0 Workers
Workers on probation - Female	0 Workers
Workers with night shift - Male	30 Workers
Workers with night shift - Female	0 Workers
Workers with disabilities - Male	0 Workers
Workers with disabilities - Female	0 Workers
Domestic migrant workers - Male	0 Workers
Domestic migrant workers - Female	0 Workers
Foreign migrant workers - Male	0 Workers
Foreign migrant workers - Female	0 Workers
Workers hired directly - Male	220 Workers
Workers hired directly - Female	10 Workers
Workers hired indirectly - Male	0 Workers
Workers hired indirectly - Female	0 Workers
Unionised workers - Male	0 Workers
Unionised workers - Female	0 Workers
Workers under CBA - Male	0 Workers
Workers under CBA - Female	0 Workers
Pregnant workers	0 Workers
Workers on parental leave - Male	0 Workers
Workers on parental leave - Female	0 Workers
Sample - Male	10 Workers
Sample - Female	5 Workers

Findings

PA1: Social Management System

Through the documents review and management interviews that factory is in progress to integrate the amfori BSCI code of conduct in day-to-day business activities. However, some gaps were identified on implementation in the performance areas of Social Management System PA 1, Fair Remuneration PA 5, Occupational Health and Safety PA 7, No Precarious Employment PA 10 & Protection of the Environment PA 12.

PA 5: Fair Remuneration

Noted during documents reviews, workers and management interviews that factory has calculated basic living wage 58152 PKR for their employees through internal survey system as per the employees family size and cost of living and factory paid minimum wage 25000 PKR as per the local law requirement. However, factory has not fill the gaps between minimum wage and living wage to provide difference amount in form of other benefits. As per the requirement of amfori BSCI COC, factory found unaware to implement calculated living wage as minimum wage.

It was noted during documents review and management interviews that factory is paying EOBI of only 164 workers instead of 230 workers. Local law Ref: EOBI act 1976 11. Registration of establishments, etc.

PA 7: Occupational Health and Safety

It was noted during factory visit, documents review and interviews that, the auditee partially maintain a good Health and safety system in the workplace. However, the implementation found is not fully in compliance with requirements of the local law as there are some gaps identified in occupational health and safety awareness i.e. accident and emergency procedures, Electricity and escape routes and emergency exits. There is observed that the facility management did not have full monitoring of the management system on site, aiming to minimize the risk of non-compliance with the local H&S regulations. There is not found to have sufficient cooperation between management and workers, when developing and implementing systems towards ensuring OHS (Occupational Health and Safety).

It was noted during factory visit that spill of water was found in dyeing section and factory management has not posted wet floor signs to prevent the slipping the hazard in dyeing section on ground floor in building 03.

Noted during factory visit that plaster stress / cracks were found in basement near quality checking and packing section in building 3.

Noted during factory visit that 01 out of 02 electrical panel was found without ebonite sheet in mechanic room on ground floor in building 2 and one loose wire connection was found in the same area. Local law reference: Electricity rules 1937, 49.

It was noted during factory visit that: 1) One out of two aisles marking leading to assembly area were found faded and blocked by grey fabrics in grey fabric godown on ground floor in building 2. 2) One out of two aisles marking was found partially blocked by grey fabric on ground floor in bleaching section. 3) One out of three aisles marking leading to assembly area was found faded in cutting section, quality checking and packing section in basement. Local Law Reference: SINDH FACTORIES ACT, 2015.SINDH ACT NO. XIII OF 2016. CHAPTER III Health and Safety Precautions in case of fire. Section 29. (1).

PA 10: No Precarious Employment

Noted during factory workers interviews that 08 out of 15 sampled workers did not receive employment cards at the time of hiring in the factory. Local law reference: Industrial and commercial ordinance 1968.

PA 12: Protection of the Environment

Noted during documents review and management interviews that factory has not obtained storage of hazardous substance and handling permits from EPA (Environmental Protection Agency) department. Local law reference: Sindh Environmental Protection act 2014.

Noted through management interview and factory visit that factory has not installed ETP (Effluents Treatment Plant) for treating their waste water before discharging into natural drain. Local law Reference: Sindh Environmental act 2014 section PART-V PROHIBITIONS AND ENFORCEMENT 11. (1)