

Monitoring summary report for Ijaz Apparel (Pvt) Ltd

MONITORING ID: 24-0258668



Monitored Party Ijaz Apparel (Pvt) Ltd	amfori ID 586-000216-000	Address 31 km, Ferozpur Road, Lahore, Lahore, Punjab, Pakistan
Monitoring Activity amfori Social Audit - Manufacturing	Monitoring Type Full Monitoring	Monitoring Partner Intertek
Monitoring Start Date 12/08/2024	Closing Meeting Finished Date 03/09/2024	Submission Date 03/09/2024
Expiration Date 03/09/2026	Announcement Type Semi Announced	
Site IJAZ APPAREL	Site amfori ID 586-000216-002	

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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, Violence or Harassment	A	
PA 5: Fair Remuneration	A	
PA 6: Decent Working Hours	A	
PA 7: Occupational Health and Safety	A	

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

GENERAL DESCRIPTION

Name of lead auditor: Umer Khayyam, APSCA No. CSCA 21703123

Name of the team auditor: Muhammad Imran Ghaffar, APSCA No. CSCA 21703598

Name of observers, translators, trainees, advisors/consultants (if applicable): None.

Monitoring partner name: Intertek Pakistan Pvt. Ltd.

Audit schedule details: The audit is 3.5 man-day audit effort (3 for on-site audit, and 0.5 for reporting). The audit was carried out by 2 auditors on Day 1 and Lead auditor concluded the audit on Day 2. The audit started on Monday 12 August 2024 and was concluded on Tuesday 13 August 2024.

Announcement Type: semi-announced audit.

Business partner information:

Ijaz Apparel is a Private Limited company, established in 1992. The facility has maintained all business licenses as required to be necessary for its operations e.g., Labour Registration Certificate No. DLW/F/LHR/1611 dated 21/11/1998. The facility is located on 31 KM, Ferozpur Road, Lahore, Pakistan. The land site and buildings are owned by the company management. There is no accommodation provided to the factory workers. Total land area is 150,000 sqft and covered area is 80,000 sqft.

There are 5 building blocks with following details:

Building 1: Ground: Admin & Security, – First: Accounts Offices

Building 2: Ground: CEO Office, Meeting Room – First: Merchandizing Offices

Building 3: Ground: Sampling, Accessories Stores, Fabric Store, Cutting, – First: Sewing, Clipping

Building 4: Ground: Knitting – First: Finishing, Pressing – Second: Packing, Warehouse

Building 5: Ground: Yarn, Acru Fabric Store

Main Products of the facility include manufacturing of knits tops and bottoms. Operating shifts

and hours:

There is 1 general shift for the facility that operate from 0900-1800 hours. All production and associated departments operate in 1 shift only. Security personnel operate in 3 shifts i.e., 0600-1400 hours, 1400-2200 hours, and 2200-0600 hours. All shifts include one hour break in the middle. Sunday is marked as designated rest day.

Time recording system: Face Scan Attendance System is implemented for time recording.

Salary payment details: Salary is distributed on 7th of every month. All management salaries are distributed through bank transfer. Workers' staff salaries are distributed through 70% bank transfer and 30% cash. Highest and average wage paid per month: highest wage paid at worker level: PKR 40,000, average wage paid: PKR 34,000 PKR, lowest wage paid: PKR 32,000 PKR.

Living wage calculation: the calculated #LivingWage as per Anker Methodology is PKR 39938 monthly. Difference between living wage and lowest earned wage is compensated by provision of free food, free transportation and other benefits.

Worker number information:

- Total worker number (production and management workers) = 317
- Production worker number = 227
- Vulnerable worker number = 7 disable workers
- Any other special group workers (interns, apprentices, contractor workers etc.) = None

On the day of the audit, all 317 workers were present

Minimum age found at the audited producer: 19 years.

Good practices: free food and transportation.

Circumstances: There was no special circumstance during the audit.

Worker organization details:

There is a Joint Work Council operating as Worker Representative body in the organisation. Mr. Muhammad Arif (Clerk) is the main office bearer of the JWC, in total having 7 members. Last elections were held on 12-12-2023. Last meeting of the JWC was held on 27-06-2024.

Following documents were not updated as they were not found applicable:

- Contractor License Permit - as there is no contractor engaged at the site at this point.
- Agency Labour Contract - as no agency labour is engaged at the moment.
- No Government Waivers were found obtained by the factory.
- No collective bargaining agreement in place as there is not registered labour union in the factory.

Summary of findings: following nonconformities were raised during the audit:

1- Performance Area 1: PA1.1 – There are certain nonconforming areas observed and reported in some of the subsequent performance areas as reported, hence nonconformance is reported against 1.1 - effective management system to implement amfori BSCI code of conduct. Some areas were found compliant in the management system hence partial finding is raised in this domain.

2- Performance Area 7: NCs were raised in following performance areas:

a- PA7.6 – Partial NC raised for inadequate use of PPE.

b- PA7.7 – Partial NC raised on lack of appropriate secondary containment

c- PA7.17 – Partial NC raised on lack of protection on equipment e.g., missing needle guards and rubber mats

SITE DETAILS

Site
IJAZ APPAREL

Site amfori ID
586-000216-002

GICS Classification

Sector	Industry Group	Industry
Consumer Discretionary	Consumer Durables & Apparel	Textiles, Apparel & Luxury Goods
Sub Industry		
Apparel, Accessories & Luxury Goods		

amfori Process Classifications

N.A.

NACE Classification

N.A.

GS1 Classifications

N.A.

Water Stress Situation

N.A.

METRICS

Key Metrics

Total workforce	317	Workers
Legal minimum wage in local currency	32,000	Monthly
Lowest wage paid for regular work at the site	32,000	Monthly
Calculated living wage in local currency	39,938	Monthly
Total sample	23	Workers

Other Metrics

Male workers	298	Workers
Female workers	19	Workers
Non-binary workers	0	Workers
Permanent workers - Male	298	Workers
Permanent workers - Female	19	Workers
Permanent workers - Non-binary	0	Workers
Temporary workers - Male	0	Workers
Temporary workers - Female	0	Workers
Temporary workers - Non-binary	0	Workers
Seasonal workers - Male	0	Workers
Seasonal workers - Female	0	Workers
Seasonal workers - Non-binary	0	Workers
Management - Male	5	Workers
Management - Female	0	Workers
Management - Non-binary	0	Workers
Apprentices - Male	0	Workers
Apprentices - Female	0	Workers
Apprentices - Non-binary	0	Workers
Workers on probation - Male	9	Workers
Workers on probation - Female	0	Workers
Workers on probation - Non-binary	0	Workers
Workers with night shift - Male	5	Workers
Workers with night shift - Female	0	Workers
Workers with night shift - Non-binary	0	Workers
Workers with disabilities - Male	7	Workers
Workers with disabilities - Female	0	Workers
Workers with disabilities - Non-binary	0	Workers
Domestic migrant workers - Male	0	Workers
Domestic migrant workers - Female	0	Workers
Domestic migrant workers - Non-binary	0	Workers
Foreign migrant workers - Male	0	Workers

Foreign migrant workers - Female	0	Workers
Foreign migrant workers - Non-binary	0	Workers
Workers hired directly - Male	298	Workers
Workers hired directly - Female	19	Workers
Workers hired directly - Non-binary	0	Workers
Workers hired indirectly - Male	0	Workers
Workers hired indirectly - Female	0	Workers
Workers hired indirectly - Non-binary	0	Workers
Unionised workers - Male	0	Workers
Unionised workers - Female	0	Workers
Unionised workers - Non-binary	0	Workers
Workers under CBA - Male	0	Workers
Workers under CBA - Female	0	Workers
Workers under CBA - Non-binary	0	Workers
Pregnant workers	0	Workers
Workers on parental leave - Male	0	Workers
Workers on parental leave - Female	0	Workers
Workers on parental leave - Non-binary	0	Workers
Sample - Male	18	Workers
Sample - Female	5	Workers
Sample - Non-binary	0	Workers

FINDINGS



PA1: Social Management System

Site: IJAZ APPAREL | Site amfori ID: 586-000216-002

Question: 1.1 Is there satisfactory evidence that the auditee has set up an effective management system to implement the amfori BSCI Code of Conduct?

ENGLISH

Finding

1.1 - There are certain nonconforming areas observed and reported in some of the subsequent performance areas as reported, hence nonconformance is reported against effective management system to implement amfori BSCI code of conduct hence an NC is raised in 1.1. The reported NC is partial as most of other performance area requirements are found to be compliant.



PA 7: Occupational Health and Safety

Site: IJAZ APPAREL | Site amfori ID: 586-000216-002

Question: 7.6 Is there satisfactory evidence that the auditee enforces the use of PPE to provide protection to workers alongside other controls and safety systems?

ENGLISH

Finding

During the site visit, it was noted that one worker in the generator area was not wearing earmuffs.

Local Law - In accordance with Rule 12 (c) of the Hazardous Substances Rules, 2003: Protective clothing and equipment comprising helmet or cloth cap, safety spectacles or goggles, respirators or masks, rubber or plastic gloves and work boots, shall be available for all workers who may be exposed to hazardous substance, and no workers shall permit on job unless and until he is wearing such protective clothing and equipment. The NC is raised Partial because other areas of the PA remain compliant

Question: 7.7 Is there satisfactory evidence that the auditee implements engineering and administrative control measures to avoid or minimise the release of hazardous substances into the work environment, keeping the level of exposure below internationally established or recognised limits?

ENGLISH

Finding

During the site visit, it was noted that one diesel drum in the generator area was placed without secondary containment and proper labeling.

Local Law: 12. Packing and Labeling: (1) A container of a hazardous substance shall be of such size, material and design as to ensure that – a. It can be stored, transported and used without leakage, and safely; b. The hazardous substance therein does not deteriorate in a manner as to render it more likely to cause, directly or in combination with other substances, an adverse environmental effect. (2) The following

Finding

information shall be printed conspicuously, legibly and indelibly on every container of a hazardous substance – i. Name of the hazardous substance; ii. Name, address and license number of the licensee; iii. Net contents (volume or weight); iv. Date of manufacture and date of expiry, if any; v. a warning statement comprising – a. the word “DANGER!” in red on a contrasting background; b. a picture of a skull and crossbones;

The NC is raised as Partial as other areas of the PA remain compliant

Question: 7.17 Is there satisfactory evidence that the auditee ensures adequate safeguards for any machine part, function, or process which may cause injury to workers?

ENGLISH

Finding

During the site visit, it was noted that anti-fatigue mats were not provided to 10 workers in the inspection area. During the site visit, it was noted that rubber mats were not provided underneath two electrical distribution boards (one outside the production wall and one in the denim stitching area). It is against the requirement of PA 7.17 of the BSCI Code.

During the site visit, it was noted that 20% of stitching machines were without needle guards. The NC is raised as Partial as remaining areas of the PA remain compliant

Local Law – Factory Act 1934 - 26. Fencing of machinery. - (1) In every factory the following shall be securely fenced by the safeguards of substantial construction which shall be kept in position while the parts of machinery required to be fenced are in motion or in use, namely - · (a) every moving part of a prime mover, and every fly wheel connected to a prime mover; · (b) the headrace and tailrace of every water wheel and water turbine; · (c) any part of a stock-bar which projects beyond head stock of a lathe; and · (d) unless they are in such position or of such construction as to be as safe to every person employed in the factory as they would be if they were securely fenced - o (i) every part of an electric generator, a motor or rotary convertor; o (ii) every part of transmission machinery; and o (iii) every dangerous part of any machinery