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How are Social Audit requirements translated into Management behavior in the Ready-made garments industries in Bangladesh?

Asian Conference on Ergonomics and Design

Humanizing Work and Work Environment (HWWE)

BRICSplus HFE Conference

Human Centred Digitalization

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Track Name: System Ergonomics

Background

- Audit History- In the 1990s

- International buyers Codes of Conduct

- Industries superficial changes

- Buyer requirements and management knowledge

- Translation theory -complex dynamics between social audit requirements and management behavior

- 'Translation performances,'

Methodology

This paper builds on a case study of four garment factories

Duration of data collection:

 From mid 2022 to mid 2023

Data collection

1st phase = 40 telephone interviews
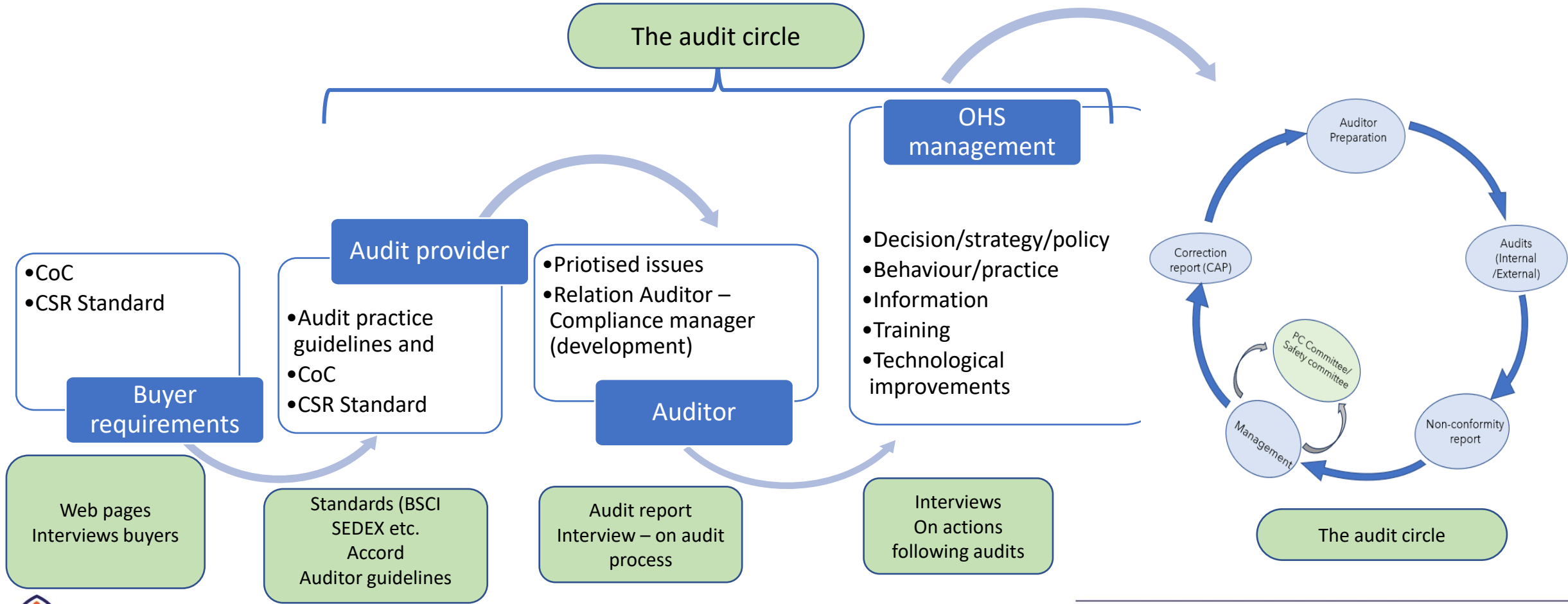
2nd phase =Selected 10 factories

3rd phase= For this translation article selected 4 factories

Tools:

Structure administrative questionnaire, Semi-Structure questionnaire, audit related document review, Observation, notes taking

Theoretical contribution

A model illustrating the process of translation audits into practice.

The audit circle

Buyer requirements
- CoC
- CSR Standard

Web pages
Interviews buyers

Audit provider
- Audit practice guidelines and
- CoC
- CSR Standard

Standards (BSCI SEDEX etc. Accord Auditor guidelines

Auditor
- Priotised issues
- Relation Auditor – Compliance manager (development)

Audit report
Interview – on audit process

OHS management
- Decision/strategy/policy
- Behaviour/practice
- Information
- Training
- Technological improvements

Interviews
On actions following audits

The audit circle

Auditor Preparation

Audits (Internal /External)

Non-conformity report

Management

PC Committee/ Safety committee

Correction report (CAP)

Overview of cases

Case 1 – The large factory

Factory total Number of manpower			Certifications
Workers	Staffs	Total	
6700	800	7500	ACCORD, BSCI, WRAP, SEDEX, OCS,RCS, OCOTEX

2nd Case - The Small Knitting factory

Factory total Number of manpower			Certifications
Workers	Staffs	Total	
858	128	986	BSCI, OCS, RSC, GOTS

3rd Case- The denim factory

Factory total Number of manpower			Certifications
Workers	Staffs	Total	
1100	192	1292	BSCI, WRAP, SEDEX, Better work, SLCP/ HIGG, OCS, RSC, Gots

Case 4- The shirt factory

Factory total Number of manpower			Certificates
Workers	Staffs	Total	
900	100	1000	BSCI, SEDEX, RSC

Results and Discussion
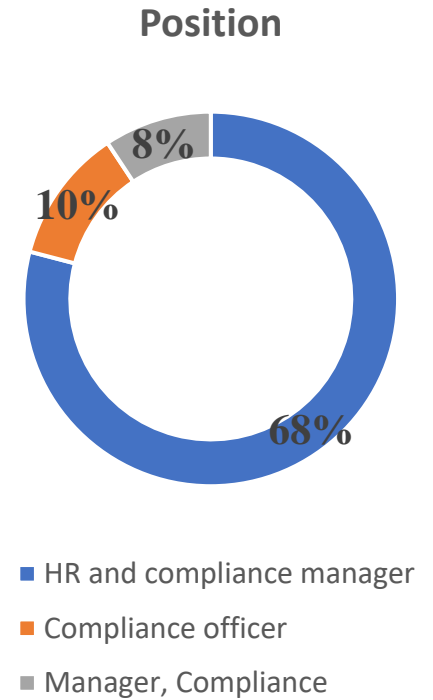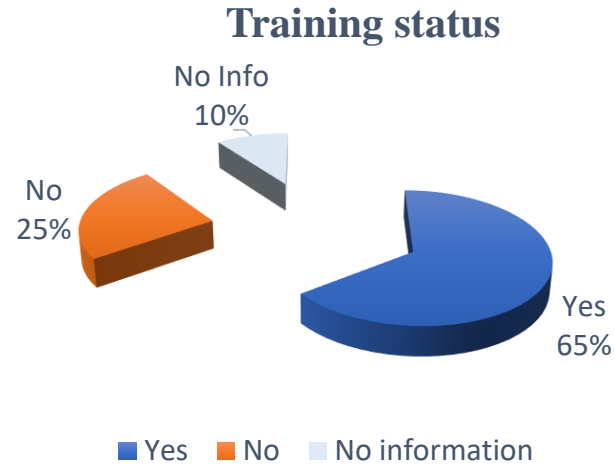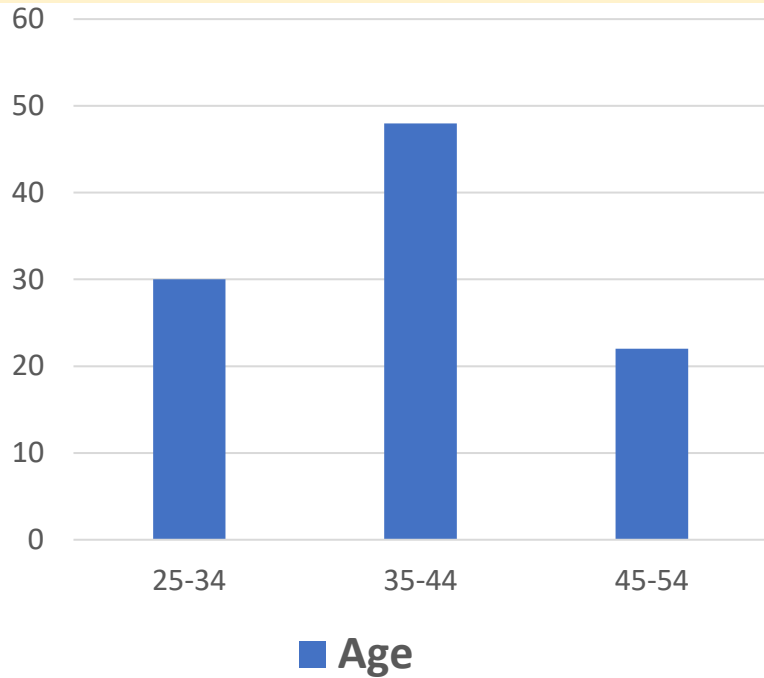
- Education from different background such as: Masters of Business Administration, Bachelor of Business Administration, Masters of Environmental Science & MSc in Political Science.

Translation Analysis

Cases	Reproducing (low transformation)		Modifying(medium)		Radical(High)	
	Coping Others	Addition of new activities	Adding to already established	Omission of proposal from audits	Adding new issues to OSH management	Alteration- Beyond compliance
1	Yes	Yes	Yes	Few	Yes	Yes
2	Yes	Basic activity	Basic	Several omission	No	No
3	Yes	Yes	Yes	Few	Yes	Yes
4	Yes	Basic	Basic	Several	No	No

- **Two Distinct Feature**

- Type 1(specific modification to remedy)- ad.hoc.

- Type 2 (Developed system)- systematic

  - Compliance Capacity
  - Training Facilities
  - Development of Audit Focus
  - Decisional Capital
  - Development of different Committee
  - Introduce new System Or activities

- Raising focus

- The term Occupational Safety and Health (OSH) and real practice

- Respond to the audits by translating demands into their own strategies.

Implication and concluding remarks

- Provide industry practitioners, policymakers, buyer and other stakeholders insights

- Will assist- identifying obstacles and developing strategies

- Govt. and other stakeholder play a role- support training programs, support professional education and apprenticeship programs

- Management decides whether they are simply 'copying' or give priority

- Further studies–
- how translation can be more efficient in changing audits to practical workplace improvements
- translated practices have a long-term effect into a new and stronger safety culture

Thank you for your time!
Questions?

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