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IMPROVEMENT OF THE SOCIAL REQUIREMENTS OF THE QUALITY-SOCIAL ACCOUNTABILITY-HEALTH AND SAFETY INTEGRATED MANAGEMENT SYSTEM

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ABSTRACT: The paper has the goal to present a method to improve the social requirements of the quality-social accountability-health and safety integrated management system with the social requirements of the Business Social Compliance Initiative (BSCI) Code of conduct because SA 8000 standard have to fulfil all the requirements of BSCI Code of conduct. The method used was to make a correspondence between the SA 8000 standard requirements and the BSCI Code of conduct requirements because the requirements of the BSCI Code of conduct are more detailed in some areas than the requirements of SA 8000 standard which establish the social requirements of the quality-social accountability-health and safety integrated management system. It was established on this way the detailed supplementary requirements from the BSCI code of conduct which have to be added to the requirements of SA 8000 standard to reach the full compliance with the social requirements of the BSCI Code of conduct. The conclusions of the paper is that the supplementary detailed requirements improve the implementation of quality-social accountability-health and safety integrated management.

Key words: Management system; Social accountability; Business Social Compliance Initiative (BSCI)

INTRODUCTION

SA 8000 standard is considered the best practice for organizations which implement the social accountability management system according to BSCI Code of conduct. That's why a company which is certified according the SA 8000 standard have to be in conformity with the social management system defined by BSCI Code of conduct. But often happens that an audit of the social accountability management system according to the requirements of SA 8000 standard reveals non-conformities according to the requirements of BSCI Code of conduct because the requirements of BSCI Code of conduct are more detailed in some areas, more explicit but in SA 8000 standard the same requirements are implicit. That's why the detailed requirements fo BSCI Code of conduct have to be added to the requirements of SA 8000 standard to reach the conformity to all BSCI Code of conduct requirements.

MATERIAL AND METHODS

The methods used is to compare the requirements of SA 8000 standard with the requirements of BSCI Code of Conduct and present in a table the supplementary detailed requirements which are to be added to SA 8000 standard to fulfil all the requirements of BSCI Code of Conduct.

RESULTS AND DISCUSSIONS

The detailed supplementary requirements from BSCI code of conduct is established making a corespondence between the SA 8000 requirements and the requirements from the BSCI code of conduct in the following table:

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Tab. 1. Correspondence between the requirements of SA 8000 standard and the requirements of Business Social Compliance Initiative (BSCI) Code of conduct

SA 8000:2008		Suplimentary detailed requirements from BSCI Code of conduct	
Clause	Requirements	Clause	Suplimentary requirements
1	Child labour		
1.1	The company shall not engage in or support the use of child labour	B.5.1.3	The company keeps and makes available registers that contain the names and ages or dates of birth of workers less than 18 years old
1.2	Written procedure for remediation of children		
1.3	Use and education of young workers	B.5.2.3.	The company complies with the national regulations on apprenticeship especially but not limited to the educational programme, theoretical lessons, compensation and working hours
1.4	Protection of young workers		
2	Forced and compulsory labour		
2.1	The company shall not engage in or support the use of forced or compulsory labour, nor shall personnel be required to pay 'deposits' or lodge identification papers with the company upon commencing employment.	B.6.7	If the company is using prisoners work, that work is conducted in the frame of the national law and ILO Conventions 29 and 105 and labour laws applies to those prisoners to the extent the prisoners condition allows
2.2	Neither the company nor any entity supplying labour to the company shall withhold any part of any personnel's salary, benefits, property, or documents		
2.3	Free to leave the workplace premises after completing the standard workday Free to terminate their employment	B.6.3	The security guards (armed or unarmed) do not keep the workforce under pressure
		B.6.4	Workers are free to terminate their contracts and leave the company without sanctions
2.4	-Trafficking in human beings		
3	Health and safety		
3.1	Risk assessment	B. 11.1.2	Special needs of pregnant women, young workers and other particularly vulnerable employees are taken into account
		B. 11.1.3	Transmittable and non-transmittable diseases are particularly regarded in the risk assessment
3.2	Management representative		
3.3	Health and safety instructions Health and safety training	B. 11.2.2	Workers have been properly trained in using personal protective equipment

		B.11.2.3	Workers handling and/or administering hazardous substances including but not limited to chemicals, disinfectants, crop protection products or biocides, have been properly trained
3.4	Systems to detect, avoid, or respond to potential threats Written records of all accidents	B.9.1	Building is suitable for production and permits work in human dignity
		B.9.2	Temperature in the workplace provides reasonable comfort to employees
		B.9.3	Ventilation in the workplace ensures acceptable working conditions
		B.9.4	Noise level is adequate
		B. 9.5	The level of illumination is adequate
		B. 9.6	Work place is clean and protects workers according to hygienic accepted standards
		B. 9.7	The space provided for each worker is adequate for the safe execution of all activities
		B.10.2.5	Workers transportation provided by the company is safe and complies with national regulations
		B.11.1.5	The company conducts regular inspection and testing of all safety measures to ensure maintenance and continuous improvement
		B. 11.4.1	Documentation of hazardous chemicals used by the company is available and accurate
		B. 11.4.2	The company avoids or minimize the release of hazardous substances into the work environment
		B. 11.4.3	Communicating chemical hazards through labeling and marking is done
		B.11.4.4	Chemical substances are adequately labeled, safely stored and contained in their original packing
		B.11.4.5	Only authorized workers have access to chemical substances
		B.11.4.6.	Distribution, use and disposal of chemicals are properly recorded
		B.11.5.1	Potential hazards are adequately identified with understandable and visible signs and warnings
		B.11.5.2	Accidents and emergency procedures exist and are properly implemented
		B.11.5.1	Accidents procedures are visually displayed and easily understandable to exposed workers and first-aid

			personnel
		B.11.5.5	Investigation of any occupational accident si satisfactory
		B.11.6.2	Electrical installations and equipment are checked periodically by a competent person
		B.11.6.3	Workplaces are free from distribution lines
		B.11.6.4	Electrical installations and equipment are properly functioning
		B.11.6.5	People wording with electrical installations and equipments understand their task and agreed safety procedures
		B.11.6.6	When dealing with electrical installations and equipment adequate working space and lighting are provided
		B.11.6.7	Only properly insulated tools are used when dealing with electrical installations and equipment
		B.11.7.1	Fire early warning system are installed and properly functioning
		B.11.7.2	Adequate amount of fire fighting equipment is installed and properly wokding
		B.11.8.1	Escape routes, aisles and emergency exists are not blocked, easily accessible and conspicuously marked
		B.11.8.2	Evacuation plans are in line with the legal requirements and properly posted in relevant places so they are visible and understandable for workers
		B.11.8.3	Emergency lights and anu other evacuation signals are correctly installed, and maintained by a competent person
		B.11.8.4	The emergency exits are appropriate to secure evacuation of the work force in emergency cases
		B.11.9.1	Any machine part, function or process which may cause injury to workers is adequately safeguarded
		B.11.9.2	Workers operating machinery and powr generators are properly qualified in safty regulations and operation procedures
		B.11.9.3	Inspection and insurance for machinery and vehicles are valid and issued by competent bodies
		B.11.9.4	Hazardous machinery and/or vehicles

			are properly marked and related precautionary measures are understandable for workers
3.5	Personnel protected equipment First-aid Follow-up medical treatment	B.10.1.2	The company provide the necessary first-aid material and a sick room-if relevant- in adequate hygienic conditions
		B.10.1.3	The company has written emergency procedures in place for dealing with cases of trauma or serious illness up to the point at which the patient care can be transferred to an appropriate medical facility
		B.11.3.2	Proper maintenance is given to the PPEs, including but not limited to cleaning, replacement when damaged and appropriate storage
		B.11.3.3	The use of PPEs is enforced to provide protection to the workers
3.6	Risks of new and expectant mothers		
3.7	Clean toilet facilities, access to potable water, sanitary facilities for food storage	B.10.2.4	The company provides workers with washing facilities, changing rooms and toilets in adequate number according to the workforce population
3.8	Dormitory facilities	B.12.1	Dormitory facilities provided for personnel do not violate any basic human right
		B.12.2	Dormitory are not expose to natural hazards or affected by the operational impacts
		B.12.3	Workers using the accommodation provided by the company are allowed to enter and leave the dormitories without seeding permission from the company
		B.12.4	Social environment at the accommodation provided by the company is adequate according to local customs, avoids safety hazards and protects workers from potential sexual harassment
		B.12.5	The temperature, humidity, space, sanitation, illumination and any other relevant living conditions are reasonable for the specific environment
		B.12.6	Washing facilities and toilets are provided adequately to guarantee that users of the accommodations can fulfill their hygienic habits
		B.12.7	Potable water is provided to ensure its

			hygienic consumption and avoid stagnation or other situations that would spread diseases
		B.12.8	All relevant health and safety procedures are properly implemented in the accommodation area provided by the company
3.9	Protection in case of imminent serious danger		
4	Freedom of association & right to collective bargaining		
4.1.	Right to form, join, and organize trade unions and to bargain collectively	B. 7.2.	Copies of relevant local regulations or collective bargaining agreements are properly recorded and accessible to workers for consultation
4.2	Where the right to freedom of association and collective bargaining are restricted under law		
4.3	Rights of the representatives of workers	B.7.5.	The workers are aware who is their representative towards management
5	Discrimination		
5.1	The company shall not engage in or support discrimination	B.8.2	Questions regarding health conditions are not used for discrimination during the recruitment process
		B.8.3	Questions regarding health conditions are not used for discrimination during employment
5.2	Personnel's rights to observe tenets or practices, or to meet special needs		
5.3	Sexual harassment		
5.4	Pregnancy or virginity tests		
6	Disciplinary practices	B.1.3.	The company established documented working rules and procedures
		B.1.4.	Legal regulations are recorded and up-to-date
		B.1.9.	The company has a functioning and transparent anti-corruption/anti-bribery system in place for all business activities
		B.6.6	Work is not conducted under the threat of illegal penalty or any other illegal sanction
7	Working hours		
7.1	Working hours and public holidays		
7.2	Weekly days off		
7.3	Overtime work		
7.4	Overtime work is needed in order to meet short-term business demand		
8	Remuneration		
8.1	Living wage	B.4.5.	Workers are properly informed on

			wage and payment terms upon employment
8.2	Deductions from wages are not made for disciplinary purposes		
8.3	-Pay slips, wages payment	B.4.8	Workers are paid for any time spent in required meetings, training sessions or any other unproductive time due to conditions beyond workers control
8.4	Overtime shall be reimbursed at a premium rate		
8.5	Schemes to avoid fulfilling its obligations to personnel		
9	Management systems		
9.1	Policy		
9.2	Management representative		
9.3	SA 8000 worker representative		
9.4	Management review		
9.5	Planning and Implementation		
9.5.a	Roles, responsibilities, and authority	B.1.13.	The company appointed a qualified person for the implementation of the social management system at farm level
		B.2.3	The employment contract is in writing
		B.11.6.1	A competent person has been appointed by the employer to maintain safe electrical installations
9.5.b	Training of new, reassigned, and/or temporary personnel upon hiring		
9.5.c	Periodic instruction, training, and awareness programs for existing personnel	B.1.16.	The company conducts trainings regularly to farmers and processing unit managers about BSCI requirements
9.5.d	Continuous monitoring of activities and results	B.1.17.	The company conducts self-assessments regularly at the level of farmers and processing units in a documented way about BSCI requirements
		B. 1.18	The company has a clearly documented internal audit procedure for the BSCI requirements that apply to processing units and farms
		B.1.19	The internal auditor is competent to conduct the BSCI internal audits
9.6	Consult the SA8000 Guidance Document		
	Control of Suppliers/Subcontractors and Sub-Suppliers		
9.7	Maintain appropriate records of suppliers/subcontractors' (and, where appropriate, sub-suppliers')	B.1.14.	The company prepared a list of all processing units and all farms regardless whether owned or external

	commitments to social accountability		to the company
		B.1.15.	The company has a documented internal social management system (ISMS) implemented on the level of both processing units and farms
9.8	Writing appropriate procedures to evaluate and select suppliers/subcontractors		
9.9.	Reasonable effort		
9.10	Home workers		
	Addressing Concerns and Taking Corrective Action		
9.11.	Confidential means for all personnel to report non-conformances with SA 8000 standard		
9.12.	Corrective and preventive action		
	Outside Communication and Stakeholder Engagement		
9.13.	Procedures to communicate regularly to all interested parties		
9.14.	Demonstrate its willingness to participate in dialogues with all interested stakeholders	B.1.7.	The two way communication meetings take place between management and workers regularly (minimum twice a year)
9.15	Access for Verification		
9.16	Records		
		B.1	Management practice
		B.1.1.	The workforce capacity is sufficient and properly planned
		B.2	Documentation
		B.2.1.	All documentation and necessary official approval and/or certificates are valid and up-to-date
		B.2.4.	The company keeps information and corrective actions from any other social audit
		B.2.5.	Documentation is reliable and not in conflict with other sources of information

CONCLUSIONS

The tabel of correspondence shows that the detailed suplimentary requirements from the BSCI Code of conduct are especially in the field of health and safety but also in the fields of management practice and documentation.This requirements have to added to the requirements of SA 8000 standard in order to reach full compliance with BSCI code of conduct

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