

**IMAC'S CHILD LABOUR
MONITORING PROGRAMME
IN THE SOCCER BALL INDUSTRY
SIALKOT, PAKISTAN**



**INDEPENDENT MONITORING
ASSOCIATION FOR CHILD LABOR**

IMAC

Licensed under section 42 of Companies Ordinance 1984

TACKLING THE ISSUE

HEAD ON

AN INTRODUCTION

Ensuring

by Nasir Dogar

Responsible
Entrepreneurship

23 December 2019

Problem

**Child labour involved in the stitching
of soccer balls**

**ILO-IPEC Study of 1996 revealed
a figure of 7,000 children which
was 17% of total labour force
engaged in soccer ball stitching**

**Due to this International Buyers
threatened to Pull Out**



Solution

Partnership among SCCI (Sialkot Chamber of Commerce & Industry), ILO & UNICEF through Atlanta Agreement in February 1997

Involvement of International and National NGOs

Development of a consolidated child labour elimination programme

Prevention & Monitoring



Social Protection & Rehabilitation

OBJECTIVES OF THE PROGRAMME

To Prevent & Progressively Eliminate Child Labour in the manufacture or assembly of soccer balls in Sialkot District & its Environs

To provide appropriate protection to children and families affected by the Prevention and Monitoring Programme

To strengthen the capacity of Governmental and Non Governmental Organizations to prevent and progressively eliminate child labour

PROCESS

Voluntary Participation of Soccer Ball Manufacturers in the Prevention & Monitoring Programme devised by ILO

Social protection and rehabilitation of affected children and their families through non-formal education, vocational & technical training, provision of micro-credit, and health services by partner NGOs

Mass awareness raising on the negative impacts of child labour and importance of education by UNICEF and partner NGOs

Universal Primary Education by UNICEF



Spin Off of the ILO-SCCI Partnership (1997-2002)

Establishment of IMAC

Establishment of CSDO

What is IMAC ??

Nature

A Successor Organization of the ILO-IPEC's Child Labour Elimination Programme in Soccer Ball Industry established as a "Not_for_Profit" Organization, under Section 42 of the Companies Ordinance 1984.

Birth Date

14 May 2002

Operational Date

1st March 2003

Purpose

To undertake activities to eliminate Child Labour and monitor working conditions in Soccer ball Industry in particular and whole of industry in general, while being in the context of Atlanta Agreement.

Objective of IMAC

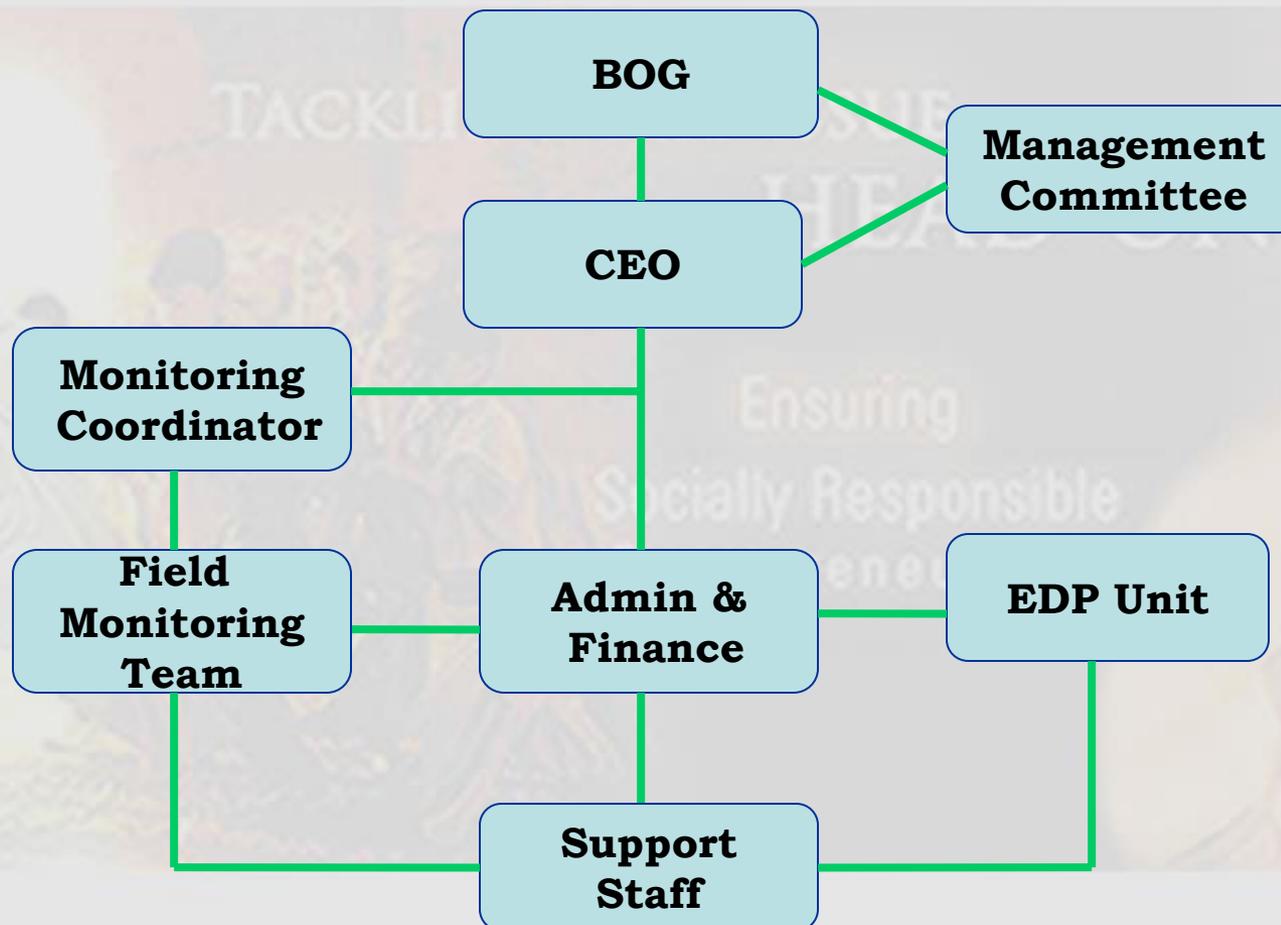
OBJECTIVE OF IMAC

Complete and Effective Elimination of Child Labour through Work Place Monitoring & Promotion of Ethical Business that Fulfils all Social Responsibilities

MISSION STATEMENT

To become an Apex Body on Work Place Monitoring for Child Labour and Social Monitoring

Structure of IMAC



IMAC Board of Governors

Comprises the representatives of the following organizations:

**A Rep of the
Sialkot Chamber of Commerce & Industry**

**A Rep of the
Pakistan Sports Goods Manufacturers & Exporters Association**

**Two Reps of the
Pakistan Workers Federation**

**A Rep of the
Trade Development Authority, Government of Pakistan**

**A Rep of the
Dept. of Labour, Govt. of the Punjab**

**A Rep of the
Child & Social Development Organization (CSDO)-
A Sialkot based NGO**

**A Rep of the
World Federation of Sporting Goods Industry (WFSGI)**

A Rep of the GC Women University Sialkot

**A Rep of the University of Management and Technologies
Sialkot Campus**



**A Rep of the
Business for Social Progress (NGO)**

**A Rep of the
Employers Federation of Pakistan**

**A Prominent Soccer Ball manufacturer in
individual capacity**

**One representative each of ILO & UNICEF in
their technical advisory capacity**

Monitoring Procedures

Voluntary Joining of the Programme

Signing of an Undertaking by joining manufacturer

Establishment of Database

Random Selection of Workplaces to visit

Monitoring Procedures

ID Codes

Each participating manufacturers has been issued with an Identification code consisting of three digits

It is printed inside every ball on a specified panel

This is done to check the possibility of any leakage from registered stitching centres to homes and also the counterfeiting

Area-Based Monitoring

While monitoring a stitching centre, complete locality is visited to identify any un-registered stitching activity

IMAC monitors also visit those areas/ villages where no manufacturer participating in the programme has their stitching activities

IMAC's Workplace Monitoring System

Consists of

**Internal
Monitoring**

**External
Monitoring**

**Internal
Monitoring**

**Carried out by the Internal Monitoring Team
of Every Manufacturer**

Purpose

**To compile information of the contractors/
sub-contractors & the stitching locations**

**To undertake internal monitoring
(manufacturer himself)**

**To keep the internal information updated
With IMAC**

EXTERNAL MONITORING



DAWN OF A NEW HORIZON

External Monitoring

- Carried out by the IMAC monitors
- Verifies the internal monitoring information provided by the manufacturers
- IMAC has a team of 12 monitors with a gender balance of 6 males and 6 females
- Each stitching centre/ work place, available in the data base, is visited roughly once in 6 weeks
- Each visit is completely a surprise visit
- Every morning centres to be monitored are randomly selected through a specially designed computer programme



ZONES & CLUSTERS

■ For the purpose of better planning the external monitoring, the area has been divided into 13 zones

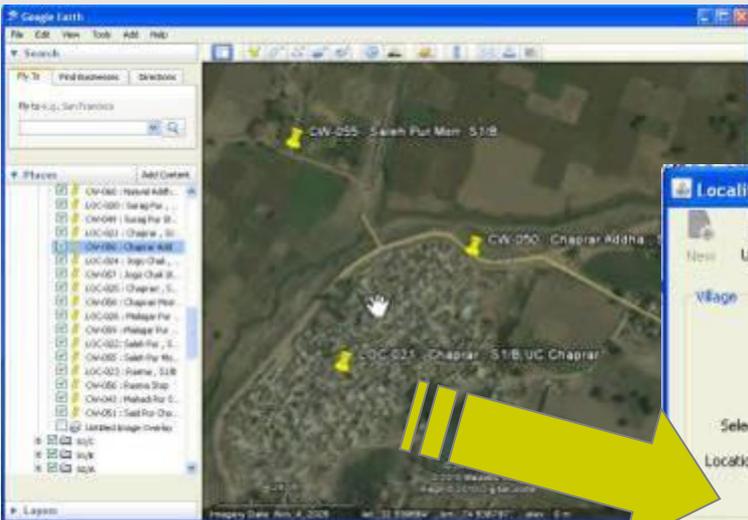
■ These zones are sub divided into 43 clusters

■ Clusters further divided into proximities for facilitation of monitoring teams



MAPING ZONES & CLUSTERS IN MONITORING DATABASE

ING THE ISSUE



Locality
New Update Prev Edit Delete Cancel Show All

Village

Location No: 4

Select District:

Select Tehsil:

Select Union Council:

Location's Name / Title:

Zone Number: Cluster ID:

Geographic Coordinates

Latitude:

Longitude:

Legacy Zone/Cluster

Zone: Cluster:

Proximity:

Associated Crossways

CW#	Title	Degree	Distance (Km)	Name of Road/Path	Formation	Condition	Trans. Medium	Add
37	Kaman Wala Chowk	295	33.23	Kamanwala Road	SOILING	AVERAGE	Motorbikes & Vehicles	Edit
								Delete

Status Window

Editing Mode : ON

Criteria of Stitching Centres

In Soccer ball industry the manufacturers participating in the CLEP are allowed to establish following kinds of centers, which are monitored by IMAC:

- ◆ **MALE CENTRE:** More than five male stitchers working together
- ◆ **FEMALE CENTRE:** Five or more female stitchers working together
- ◆ **COMBINED CENTRE:** Five Male + Female stitchers working at a premises either in the same room or separate rooms



DAWN OF A NEW HORIZON

Stitching Centres Information Provided by Manufacturer

Stitching Centre

Select Manufacturer

Select Manufacturer: 25 : CAPITAL SPORTS C...
 Registration Date: 28/01/2010 Centre Code: 25 / 1 WP No.:
 Select Centre Type: C : COMBINED Number of Stitches: 25

Main Sub-Contractor Already Register

Main Sub-Contractor Already Register Select Main Sub-Contractor:

Main Sub-Contractor

Contractor's Name: Muhammad Nadeem
 Nick Name: Nadeem
 Cast: Rajpoot
 Phone / Cell Number: 0302-6252090
 Relation: "S/O"
 Guardian's Name: Muhammad Shareef
 Nick Name:

Main Sub-Contractor's Location

Select District: GURJANWALA : G : 2 -> xx
 Select Tehsil: WAZIRABAD : W : 5 -> xx
 Select Union Council: LADHEWALA CHEEMA : 384 -> xx
 Select Location's Name: LADHAY WALA CHEEMA : 397 -> 397
 Land Mark: Near Imam Bagah
 Old Zone: G1 / C
 New Zone: W1 / A

Sub-Contractor

Contractor's Name:
 Nick Name:
 Cast:
 Phone / Cell Number:
 Relation: "S/O"
 Guardian's Name:
 Nick Name:

Sub-Contractor's Location

Select District: GURJANWALA : G : 2 -> xx
 Select Tehsil: GURJANWALA CANTT : GS : 9 -> xx
 Select Union Council: *UNKNOWN : 409 -> xx
 Select Location's Name: UNKNOWN : 87 -> xx
 Land Mark:
 Old Zone: null / null
 New Zone: GS1 / A

Status

Open Close Since: 28/01/2010 Remarks: NCP 28/01/2010 by AJ

Status Window

INTERNAL MONITORING INFORMATION OF STITCHING CENTRE P.N.O. 2 Rev. 29/06/2008

NAME OF THE COMPANY/MANUFACTURER: Capital Sports

***NATURE OF CENTRE:**

Male: Female: Combined: Combined
 Number of Stitches: 25

sub-cont./ supervisor of the stitching centre.	Complete address of the stitching center.
Main-Cont Name: Muhammad Nadeem	Name of the village: Ladaywala Cheema
Cast: Rajpoot	Road / Street: Wazirabad Ahmad Nagar Road
Father's Name: Muhammad Shareef	Name of union council: Ladaywala Cheema
Sub-Cont Name: Muhammad Nadeem	Tehsil: Wazirabad
Cast: Rajpoot	District: Gujranwala
Father's Name: Muhammad Shareef	Clear landmark for centre: (i.e. School, Mosque or Hospital)
Phone: 0300-3515814 pp	Near: Imam Bagah

This section is to be filled only in case of centre located in a house

a. Name of house owner _____ b. No. of children of the family <14 _____
 c. No. of children who are school going _____ Not school going _____
 d. If not school going, reasons _____

This information has been verified by

Name: Imran
 Designation: Inspector
 On: 27-01-10

*** Criteria of Centres**

a. Male centre: 5 or more stitches
 b. Female centre: 5 or more female stitches
 c. Combined centre: 6 or more female + male

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Monitoring Criteria

- ◆ **Work places/stitching centres to be visited every morning are selected randomly through a specially designed computer programme. As such each visit is a complete surprise not only for the manufacturers and their sub-contractors but also for the monitors themselves;**
- ◆ **In each monitoring visit work places are monitored for any possibility of child labour involvement for which the available un-stitched/ stitched stock is also checked w.r.t the number of stitchers. This helps to monitor any leakage/pilferage of material from registered centre to homes;**
- ◆ **In addition to monitoring for child labour, physical working conditions at work places are also monitored. These include: adequacy of working space, cleanliness and hygiene, ventilation, light, availability of drinking water and washrooms/ toilets, fire extinguishers and first aid boxes.**

DAWN OF A NEW HORIZON

Planning for External Monitoring

Daily Visit Plan



Clusters on 01/02/2010. There are 1621 centres in clusters.

Manufacturer	centre	Zone	Cluster	last date	Laptime	proximity	P-Centre	Total	Not_Visited	Distance	Team
76	36	S3	B	21/02/2005	59.60	22	12	87	7	16	JP
23	388	D1	C	31/03/2008	22.18	7	4	78	4	35	NY, SA
4	113	G1	B	16/04/2008	21.65	20	11	41	2	7	AB, SC
95	25	G1	C	05/05/2008	17.59	19	7	79	17	65	AB, SG
76	368	P2	D	29/08/2008	17.19	23	1	29	5	38	SG, AB
3	905	N1	A	03/12/2008	14.03	73	5	96	12	?	TK, AB
3	1092	D2	D	13/02/2009	11.65	3	8	32	6	20	ZA
45	808	D2	E	04/03/2009	11.02	6	4	112	15	7	MW, TK
19	506	D1	D	26/06/2009	7.26	36	8	20	3	42	NR, SG
47	890	P1	B	14/07/2009	6.87	47	20	63	5	45	TH, AB
144	2	N1	B	22/07/2009	6.40	47	35	82	6	100	AN, AM
9	6	S2	C	11/09/2009	4.72	35	1	21	1		TK, MW
9	56	D1	A	02/10/2009	4.03	0	12	94	10	7	TK, TA
134	3	S1	D	08/10/2009	3.83	12	1	19	2	7	ZA
47	169	D2	F	09/10/2009	3.80	7	3	81	12	41	IF, AB
9	9	S2	B	12/10/2009	3.70	10	1	10	0	13	NA
134	29	P1	C	13/10/2009	3.56	44	3	75	4	45	AB, NR
3		D2		25/10/09	3	32	4				AN, T

A Cluster List Showing Centres in the Area

Zone	Cluster	Manuf	Centre	Laptime	Proxy	Location	Type	Team	Dis
S3	B	78	36	59.598	22	SAHOWALI, NEAR ISHFAQ KARYANA STORE	F	JP	16
S3	B	78	388	20.097	11	GHURHI MALHIAN, TEH & DIST : SIALKOT (NEAR SHAHID	F	SG, MH	18
S3	B	31	603	4.554	17	KOT MANDIANWALA , P. O. CHOUNI SULEHRIAN, CHOUN	M	ZA	13
S3	B	3	721	3.333	14	GUNNA KALAN , AT GUNNA STOP NEAR HOTEL , PASR	M	NA	16
S3	B	3	1081	2.871	22	SAHOWALI SIALKOT TO BADIYANA, UC: GURHI MALHIAN, C	C	NA, MZ	16
S3	B	78	61	1.782	7	VARIYO , VISION STITCHING HOME , TECHNOLOGY DRIVE	M	NA	18
S3	B	1	632	1.551	8	DHEERA SANDHA , MDH, RAJPUTAN, UC : PARAGPUR , F	F	MW, MZ	15
S3	B	120	5	1.551	8	DHEERA SANDHA KHURD, UC: PARAGPUR, TEH & DIST: V	V	MZ, MW	15
S3	B	120	10	1.551	8	DHEERA SANDHA KHURD, UC: PARAGPUR ,TEH & DIST: M	M	MZ, MW	15
S3	B	120	8	1.551	8	DHEERA SANDHA KHURD , INSIDE SMALL STREET NEARV	V	MW, MZ	15
S3	B	120	7	1.551	8	DHEERA SANDHA KHURD , UC: PARAGPUR ,TEH & DIST: C	C	MW, MZ	15
S3	B	28	131	1.551	8	DHEERA SANDHA MOH. MATANWALA, IN SIDE HOUSE, M	M	MW, MZ	15
S3	B	31	24	1.551	8	DHEERA SANDHA, SHOP ON MAIN VILLAGE STREET, SIM	M	MZ, MW	15
S3	B	22	147	1.551	8	DHEERA SANDHA KHURD STOP, OPP TO GOLD PANEL G	M	MW, MZ	15
S3	B	1	3	1.551	8	DHEERA SANDHA, PASRUR RD. IN SIDE VILLAGE (GLOVE	M	MW, MZ	15
S3	B	16	1	1.551	8	DHEERA SANDHA, PASRUR RD.(BIG CENTER)	M	MW, MZ	15
S3	B	40	118	1.551	8	DHEERA SANDHA, PASRUR ROAD, UC: PARAGPUR, TEH	M	MW, MZ	15
S3	B	39	167	1.32	13	NOOR PURA, PASRUR ROAD, SHOP NEAR CHICKEN SHC	M	TK, NA	10
S3	B	31	10	1.32	13	NOOR PURA, LEFT SIDE ON PASRUR RD. SIALKOT (OPP	M	NA, TK	10
S3	B	31	9	1.32	13	NOOR PURA, PASRUR RD., SIALKOT (IN SIDE SECOND S	C	TK, NA	10

Print

Cancel

DAWN OF A NEW HORIZON

Planning for External Monitoring

Stitching Centres in the printed Cluster List

MAC Total Centres 78 Zone D1 Team Leader: _____
 Dated 01/02/2010 Cluster C Team Members : _____ Vehicle Allocated

MF ID	Centre ID	Reg Date	Last Visit	Proxy	Centres HL	Laptime	Internal Stitches	Avg Stitches (Last Visit Stitches)	SubContractor	Type	Dist	TOTL VISIT	Last Visit (Status)	Location	Team Last Visited
25	184	21/02/2007	18/12/2009	4 / 19	1.40	25	23 (23)	ANWAR ALI S/O M. ISMAIL / FOZIA S/O M. YOUSAF	C	33	33	BAMBANWALA, DASKA WAZIRABAD ROAD, UC: MITRANWALI, TEH: DASKA, DIST: SIALKOT	MW, AN			
23	366	23/05/2007	18/12/2009	4 / 19	1.49	35	42 (51)	FAZEELAT	F	33	39	BAMBANWALA	AN, MW			
3	876	19/03/2007	18/12/2009	4 / 19	1.49	10	9 (12)	KHADIM HUSSAIN	M	33	22	BAMBANWALA, UC: BAMBANWALA, TEH: DASKA, DIST: SIALKOT	AN, IF			
3	910	11/02/2007	18/12/2009	4 / 19	1.49	15	9 (15)	KHADIM HUSSAIN / JAMIL	F	33	15	NEAR MINAR WALI MASJID, BAMBANWALA, TEH: DASKA, DIST: SIALKOT	AN, IF			
47	943	24/03/2009	18/12/2009	4 / 19	1.49	10	1 (0)	KHADIM HUSSAIN S/O JALAL DIN	M	33	7	MOH. HAJI PURA, UC: KANDAN SIAN, TEH: DASKA, DIST: SIALKOT	TK, IF			
47	966	11/05/2009	18/12/2009	4 / 19	1.49	10	0 (0)	KHADIM HUSSAIN S/O JALAL DIN / ABDUL SATTAR S/O HADAYAT ULLAH	F	33	6	BAMBANWALA, UC: KANDAN SIAN, TEH: DASKA, DIST: SIALKOT	TK, IF			
47	984	11/05/2009	18/12/2009	4 / 19	1.49	10	1 (0)	KHADIM HUSSAIN S/O JALAL DIN / ASIF S/O ASHIG HUSSAIN	F	33	6	BAMBANWALA, UC: KANDAN SIAN, TEH: DASKA, DIST: SIALKOT	TK, IF			
47	989	11/05/2009	18/12/2009	4 / 19	1.49	10	1 (0)	KHADIM HUSSAIN S/O JALAL DIN / IFTIKHAR S/O M. HUSSAIN	F	33	6	BAMBANWALA, UC: KANDAN SIAN, TEH: DASKA, DIST: SIALKOT	TK, IF			

MF ID	Centre ID	Reg Date	Last Visit	Proxy	Centres HL	Laptime	Internal Stitches	Avg Stitches (Last Visit Stitches)	SubContractor	Type		
3	876	19/03/2007	18/12/2009	4 / 19	1.49	10	9 (12)	KHADIM HUSSAIN			M		
25	272	21/04/2009	18/12/2009	4 / 19	1.49	35	22 (25)			DASKA, DIST: SIALKOT	AN, MW		
5	670	14/12/2009	18/12/2009	4 / 19	1.49	10	6 (6)	MANZOOR MAKER / ABDUL RASHEED S/O QAMAR DIN	C	33	1	BAMBANWALA, UC: BAMBANWALA, TEH: DASKA, DIST: SIALKOT (HOUSE IN VILLAGE)	MW, AN
5	674	22/12/2009	18/12/2009	4 / 19	0.00	12	0 (0)	MASTER LATIF S/O M. IQBAL	F	33	0	BAMBANWALA, UC: BAMBANWALA, TEH: DASKA, DIST: SIALKOT (HOUSE IN THE VILLAGE)	
23	465	13/03/2006	18/12/2009	4 / 19	1.49	35	44 (36)	RAZAG / ARISA	F	33	30	BAMBANWALA, UC: BAMBANWALA, TEH: DASKA, DIST: SIALKOT	MW, AN
31	783	24/11/2009	18/12/2009	4 / 19	1.49	6	0 (0)	USMAN / MASTER LATIF S/O ABDUL RASHEED	F	33	1	BAMBANWALA, DASKA ROAD, TEH: DASKA, DIST: SIALKOT	AN, MW
31	776	24/11/2009	18/12/2009	4 / 19	1.49	6	0 (0)	USMAN S/O ABDUL RASHEED	F	33	1	BAMBANWALA, DASKA ROAD, TEH: DASKA, DIST: SIALKOT	AN, MW
5	569	24/09/2009	24/12/2009	7 / 4	1.29	25	14 (15)	M. RIAZ S/O M. RAMZAN	C	35	9	KAKAY CHAK, UC: GOJRA, TEH: DASKA, DIST: SIALKOT	TH, IF
5	672	15/12/2009	24/12/2009	7 / 4	1.29	10	6 (6)	M. RIAZ S/O M. RAMZAN / KHALID S/O NAWAZ	F	35	1	KAKAY CHAK, UC: VEROWALA, TEH: SAMBRIAL, DIST: SIALKOT (HOUSE IN VILLAGE)	IF, TH
5	671	15/12/2009	24/12/2009	7 / 4	1.29	12	5 (5)	M. RIAZ S/O M. RAMZAN / NAWAZ S/O JALAL DIN	F	35	1	KAKAY CHAK, UC: VEROWALA, TEH: SAMBRIAL, DIST: SIALKOT (HOUSE IN VILLAGE)	IF, TH
23	389	06/07/2005	31/03/2008	7 / 4	22.18	15	22 (0)	NAGRULLAH (0347-6057216)	C	35	15	MRO KAKAY CHAK, GOJRA RD, SIALKOT, UC: GOJRA, TEH: DASKA, DIST: SIALKOT	NY, SA

DAWN OF A NEW HORIZON

Monitoring Visits

External Monitoring Proforma

EXTERNAL MONITORING PROFORMA

Name of Monitor(s) NA ii: AN Date 28-1-10

1. a. Centre code: 78 321 b. Zone: D2 c. Cluster: G d. Proximity:

e. Location: Padali Sharif f. Sub-cent / Incharge: Gh Nabi / Riaz Jutt

2. Nature of centre: Male: Female: Combined: Village Based:

3. a. No. of stitchers as per internal monitoring information: 10

b. No. of stitchers found during last visit: 09

c. No. of stitchers found during current visit: 09

d. Center's own information: 100 %

4. Reasons for evolution in 3. a, b, & c or reasons for centre being closed

5. Stock's detail

Date	Stitched	Un-stitched	Total stock	Gate pass No.
27/1/10	20	60	80	/

6. Comments for reference

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EXTERNAL MONITORING PROFORMA

P.No. 3
Rev: 03/06/2009

Name of Monitor(s) NA ii: AN Date 28-1-10

1. a. Centre code: 78 321 b. Zone: D2 c. Cluster: G d. Proximity:

e. Location: Padali Sharif f. Sub-cent / Incharge: Gh Nabi / Riaz Jutt

2. Nature of centre: Male: Female: Combined: Village Based:

3. a. No. of stitchers as per internal monitoring information: 10

b. No. of stitchers found during last visit: 09

c. No. of stitchers found during current visit: 09

d. Center's own information: 09

e. Monitor's assessment with respect to available material: 100 %

f. ID Code: 1 7 3

g. Brand(s)

1) <u>Erima</u>
2) <u>Lotto</u>
3)
4)
5)
6)

4. Reasons for evolution in 3. a, b, & c or reasons for centre being closed

5. Stock's detail

Date	Stitched	Un-stitched	Total stock	Gate pass No.
27/1/10	20	60	80	/

6. Comments for reference

DAWN OF A NEW HORIZON

Recording Monitoring Information in Database 2. Working Conditions at the centre

WORKING CONDITIONS IN THE CENTRE

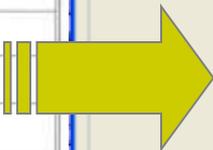
Centre code: 78 / 321

Type of Centre: 1. Properly built centre 2. Village Based 3. Others

Space: (Per Worker)	1. More than enough (1.5 Sq. M) 2. Enough (1.0 Sq. M) 3. Not enough (0.75 Sq. M)	02
Sitting arrangement:	1. Good (2/3) 2. Average (2/4) 3. Fair (1/5)	02
Lighting:	1. Good (enough, better in high corners, good natural light) 2. Average (enough, but not enough natural light) 3. Fair (not enough, but not too dark)	02
Ventilation:	1. Good (enough, better in high corners, good natural light) 2. Average (enough, but not enough natural light) 3. Fair (not enough, but not too dark)	02
Drinking water:	1. Available 2. Not available	01
Toilets: (One for every 20 workers)	1. Available and sufficient 2. Available but not sufficient 3. Not available	02
General hygiene:	1. Good 2. Average 3. Fair	01
Stitchers record/ Attendance register:	1. Available & updated on daily basis 2. Available but not updated properly 3. Not available	02/01
Stock register/ Gate pass:	1. Available & updated 2. Available but not updated 3. Not available	02/01
Fire extinguishers: (In case of properly built centres)	1. Available & in good condition 2. Available but not in good condition 3. Not available	01
First aid box: (In case of properly built centres)	1. Available & in good condition 2. Available but not in good condition 3. Not available	01

Remarks:

Note: Use this space for any additional information.



Centre Visit

Centre Code: 78 / 321

Select Manufacturer: 78 : VISION TECHNOLOGIES ... Visk Date: 28/01/2010 Proforma ID: 11438

Select Centre: 321 : HAJI GHULAM NABI / M... Team Leader: NA Member(s): AN

Status / Stitchers Stock Detail Working Conditions Violations Performance

Working Conditions

Space:	2
Sitting Arrangement:	2
Lighting:	2
Ventilation:	2
Drinking Water:	1
Toilets:	2
General Hygiene:	1
Stitchers Record / Attendance Register:	0
Stock Register / Gate Pass:	0
Fire Extinguisher:	0
First Aid Box:	0
Any Other 1:	0
Any Other 2:	0
Any Other 3:	0
Total:	12

Detail of Stitching Centre

Manufacturer's Name:
Main Sub-Contractor's Name:
Sub-Contractor's Name:
Location of Centre:
Land Mark:
Type of Centre:
Registration Date:
Current Status: [History](#)

Detail of Unregistered Stitching Activity

Sub-Contractor:

Location:

Sub-Contractor / House Owner:

Location:

Male Stitchers Working:

Female Stitchers Working:

House Based:

Stock Details:

Total Balls:

Child Labor Details:

No. of Children:

DAWN OF A NEW HORIZON

Monitoring Information

4. Visit Report

DAILY MONITORING REPORT

P. No. 14

ZONE P2 CLUSTER D DATE 5/08/2014

TEAM LEADER Munawar
TEAM MEMBER Sadia, Afifa, Madina

Today, our assigned cluster was P2/D for monitoring purpose. We mutually decided to join two different routes in a single turn, in order to adjust big team. We followed two different lap times (2.05, 1.75) and cover considerable locations:

- * Durg: Harian
- * Chawinda city
- * Darya Nangal
- * Toul Bajwa
- * Mata Harian
- * Thro Marali
- * Butter Dagan

Mostly centres were

No. of visits check

Signature of Team Leader

[Signature]

ACTION TAKEN/REMARKS BY MC:

The information of M/s Khelid Overseas Corp. has been received whereas, four companies have been written letters about their prod-
Signature *[Signature]*
lematic centres reported.

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P. No. 14

non-operational due to material shortage after Eid. Rest of the centres were operational and stitchers were working for concerned m/f.

=> In Darya Nangal, we found one un-reg activity of Khalid Overseas Corporation. Further detail is given below:

s/c	M/o	Brand/ID	Quantity	stitchers
M. Bata s/o Abdul haf Tariq	s/o Mehmood	Molten/F4E	500	05 (Male)

=> Four centres have been permanently closed (33/173, 144/165, 3/853, 154/266). So please confirm these status from concerned manufacturers.

That was all about our today visit.

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Monitoring Information Factory Visit Monitoring Proforma

FACTORY MONITORING PROFORMA

Name of Monitor(s): _____ Date: _____

Name of Factory: _____

1- Does Internal Monitoring System Exist? Yes No

2- Name of Internal Manager: _____

3- Name of Monitor(s): _____

4- Who is responsible for correspondence with IMAC: _____

5- Record of Correspondence with IMAC. Yes No Documents Verified Yes No

6- Have the monitor(s)/Manager(s) attended Internal Monitoring Training by IMAC? Yes No

7- Do they have Internal Training of their own at the factory? Yes No

8- Plan of Work. Yes No

Comments: _____

9- Are the following things checked during centre inspections by the Internal Manager(s)/Monitor(s)?

(a)- Makes Regular visits to stitching centres. Yes No Documents Verified Yes No

Comments: _____

(b)- Checks for Child Labour. Yes No Documents Verified Yes No

Comments: _____

(c)- Checks for Working Conditions. Yes No Documents Verified Yes No

Comments: _____

(d)- Checks the number of Glitchers present. Yes No Documents Verified Yes No

Comments: _____

(e)- Checks the Stock Record. Yes No Documents Verified Yes No

Comments: _____

(f)- Checks the any unregistered activity in the area. Yes No Documents Verified Yes No

Comments: _____

(g)- Keep written record of's Glitchers at the centre. Yes No Documents Verified Yes No

Comments: _____

10- How do they bring back feedback? Written Oral Documents Verified Yes No

Comments: _____

11- What actions are taken in case of irregularity:

1. Child Labour Fine Centre perm dosed Centre temp dosed No Action

Other: _____

2. Unregistered Activity Fine Centre perm dosed Centre temp dosed No Action

Other: _____

3. Others: _____

_____ Fine Centre perm dosed Centre temp dosed No Action

Other: _____

12- Stitching Production Information

Factory Information

IMAC Internal Information

(a)- Number of Subcontractors (a)- Number of Subcontractors

(b)- Number of Glitchers (b)- Number of Glitchers

(c)- Current Weekly Production (c)- Annual Production

13- Brands:

Brands Under Production: _____

DAWN OF A NEW HORIZON



INDEPENDENT MONITORING
ASSOCIATION FOR CHILD LABOR

IMAC

Monitoring Information Field Visit Follow-up Proforma

Factory Monitoring Performance
For the Field Visit Follow-up

Date: _____ Time: _____

Manufacturer: _____

Issues: _____

Persons (IMAC) Visited the Factory:

Name: _____ Designation: _____ Name: _____ Designation: _____
Name: _____ Designation: _____ Name: _____ Designation: _____

Person(s) Conversated With (In the company):

Name: _____ Designation: _____
Name: _____ Designation: _____
Name: _____ Designation: _____

Response: _____

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Signatures _____ Signatures _____



INDEPENDENT MONITORING
ASSOCIATION FOR CHILD LABOR

IMAC

DAWN OF A NEW HORIZON

Performance Letter

Ref IMAC/3-PERF/02-10/T-555
02 February 2010

Mr. Khurram Anwar Khawaja
Chief Executive
M/S Anwar Khawaja Industries (Pvt) Ltd.
S.I.E, Sialkot.
Tel: 551004-65473

Subject: Performance of M/S Anwar Khawaja Industries (Pvt) Ltd.

Dear Sir

Reference your letter dated 02/02/2010 requesting for a confirmation of the membership of M/S Anwar Khawaja Industries (Pvt) Ltd. to the IMAC's Programme on the Elimination of Child Labour. We hereby confirm that M/S Anwar Khawaja Industries (Pvt) Ltd. are a member of the Programme on the "Elimination of Child Labour in the Soccer Ball Industry in Sialkot" since 29/10/1997.

Under the provisions of the programme, the ILO-IPEC monitoring system has been transferred to a newly setup body called IMAC w.e.f 01 March 2005. The IMAC monitors, now, undertake the workplace monitoring regularly.

During the period 09/12/1997 to 02/2/2010, IMAC monitors carried out 16,951 visits to their 1,067 soccer ball stitching centres. Based on their performance M/S Anwar Khawaja Industries (Pvt) Ltd. Have been placed in Group 'A' on IMAC's performance classification list.

Current status of M/S Anwar Khawaja Industries (Pvt) Ltd. can also be viewed at IMAC's web site www.imacpak.org.

Yours Sincerely

Nasir Dogar
Chief Executive

Ref IMAC/3-PERF/02-10/T-556
02 February 2010

[Redacted]
Director
[Redacted]
[Redacted]
[Redacted]

Subject: Performance of M/S [Redacted]

Dear Sir

Reference your letter dated 02/02/2010 requesting for a confirmation of the membership of M/S [Redacted] to the IMAC's Programme on the Elimination of Child Labour. We hereby confirm that M/S [Redacted] are a member of the Programme on the "Elimination of Child Labour in the Soccer Ball Industry in Sialkot" since 01/12/1998.

Under the provisions of the programme, the ILO-IPEC monitoring system has been transferred to a newly setup body called IMAC w.e.f 01 March 2005. The IMAC monitors, now, undertake the workplace monitoring regularly.

During the period 16/12/1998 to 02/2/2010, IMAC monitors carried out 1,299 visits to their 169 soccer ball stitching centres. Based on their performance M/S [Redacted] have been placed in Group 'C' on IMAC's performance classification list.

Current status of M/S [Redacted] can also be viewed at IMAC's web site www.imacpak.org.

Yours Sincerely

Nasir Dogar
Chief Executive

LIST OF PROFORMAS FOR SOCCER BALL MONITORING

- P. 1 Manufacturer Data Sheet (Two Versions)
- P. 2 Internal Monitoring Information of Stitching Centre (Six Versions)
- P. 3 External (IMAC) Monitoring Proforma (Nine Versions)
- P. 4 Working Conditions in the Centre (Two Versions)
- P. 5 Area Based Monitoring
- P. 6 Centre Proforma
- P. 7 Daily Unregistered Activities identified by IMAC Monitors
- P. 8 Daily Children identified by IMAC Monitors
- P. 9 Follow up of Factory Visit
- P. 10 NFE Monitoring
- P. 11 NFE Monitoring Proforma
- P. 12 Proforma for the Follow up of Loanees
- P. 13 Proforma for Database Corrections
- P. 14 Daily Monitoring Report
- P. 15 Working Children Profile Proforma

Management of Monitoring Results

ABC Performance Criteria

Compendium of Punitive Actions

**Uploading of Monitoring results on IMAC
website**

Issuance of Performance Letters on demand



**INDEPENDENT MONITORING
ASSOCIATION FOR CHILD LABOR**

IMAC

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TACKLING THE ISSUE

PRESENT CRITERIA OF “ABC” LISTS

Fostering
Socially Responsible
Entrepreneurship

CATEGORY “A”

It shall contain the names of those participating manufacturers who religiously adhere to all the provisions of the programme, as enunciated in the undertaking they sign at the time of joining the programme. These provisions include undertaking 100% stitching of all hand-stitched balls (without any distinction of size, kind, value of the ball) at monitor able stitching places; prompt response to any query from IMAC; keeping the IMAC updated at all times about their stitching activities; closing, opening of stitching centers; not involving in any kind of counterfeiting/fake production of branded balls; instituting a strong and effective internal monitoring system etc. An important yardstick for making sure that all the stitching activities take place at the monitorable stitching places is the variation between the internal monitoring information and the external monitoring information with reference to the actual production output and the number of stitchers at each stitching center. If the variation (difference between the number of balls produced with reference to the number of stitchers present at respective centre) is less than 30%, the manufacturer shall be placed in Category “A”. If the variation exceeds 30%, the respective manufacturer shall be shifted to category “B”. (Stitching capacity of a stitcher is calculated at 3.5 balls per 8 hours day. 30% variation is acceptable in case of promotional/ cheap balls where more than 3.5 balls could be easily stitched in a 8 hours day)

CATEGORY “B”

It shall contain the names of those manufacturers who are sluggish or sloppy in adhering to the provisions of the programme at times; whose names, as punishment for violation of the programme provisions, are shifted from Category “A”, who are evasive or hide information or do not provide complete information; who do not employ an effective internal monitoring. The name of a manufacturer shall remain in the “B” Category maximum for a period of three months. If within three months that manufacturer does not improve his/her performance, his name shall be further down graded to Category “C”

CATEGORY “C”

Category “C” is for those manufacturers who are not serious about the programme and habitual violators of its provisions. Any manufacturer who would deliberately or knowingly violate provisions of the programme continuously on more than three occasions shall be removed from a higher category to Category “C”. Similarly, if at any stitching facility of a manufacturer, any child, under the age of 14 years, is found working, and the respective manufacturer do not take any action against those responsible for engaging the child in work, the manufacturer shall immediately be transferred to the Category “C”. A manufacturer, once placed in Category “C” will remain in this category for not more than three months. If the manufacturer once placed in Category “C” does not improve his performance within three months period, recommendation shall be made to remove him from the programme.

DAWN OF A NEW HORIZON



TACKLING THE ISSUE

**PUNITIVE ACTIONS FOR THE
VIOLATIONS OF THE PROVISIONS OF
THE CHILD LABOUR ELIMINATION
PROGRAMME**

DAWN OF A NEW HORIZON



ACUTE VIOLATIONS

The violations, the committing of which can make a manufacturer relegated from category “A” to “C”

DAWN OF A NEW HORIZON

Sr.	VIOLATIONS	PUNITIVE ACTIONS
1	Some child labour found at work place of a manufacturer.	The manufacturer should be asked to clarify his position & if the response is unsatisfactory, he should immediately be relegated to category "C".
2	A child is found working for a member manufacturer at an unregistered place.	The matter should be investigated thoroughly & the m/f should be asked to take action against those responsible for this act within specified time. If he fails to do so, his category should be lowered.
3	A manufacturer deliberately tries to evade monitoring by sending material outside of district Sialkot to far off areas, which are not covered under the monitoring net.	The manufacturer should be given a chance to explain his position & in case of unsatisfactory response he should be relegated to lower category.
4	A manufacturer is continuously found violating the provisions of the programme deliberately & knowingly.	The manufacturer should be given a time not exceeding two months during which he should be kept under close observation. If he is still found violating the provisions of the programme deliberately, his category should be lowered immediately.
5	No stitching centre of a manufacturer is registered with the Independent Monitoring Association for Child Labour (IMAC), but we come to know that the manufacturer has an order & he is getting the work done at unregistered places.	Fifteen days notice to revise complete information & if situation doesn't improve, he should be relegated to lowest category.

MAJOR VIOLATIONS

The violations, the committing of which can cause the relegation of a manufacturer from category “A” to a lower category “B” or “C” depending on the gravity of the offence

DAWN OF A NEW HORIZON

Sr.	VIOLATIONS	PUNITIVE ACTIONS
1	Excessive un-registered stitching activities of a manufacturer are often found during monitoring.	The m/f's involvement in the matter should be investigated & if it is found that these activities are being carried out with his consent, his category should be lowered.
2	A participating manufacturer not printing the IMAC ID-Code allotted to their company on any brand or quality they are producing.	The m/f should be asked to print it on every ball with a warning that if he continues with the same practice after a given time his category should be lowered.
3	A manufacturer does not respond to the queries of IMAC promptly & sometimes does not respond even after a reminder.	The m/f should be kept under observation for a period of three months during which continuous reminders at an interval of 15 days should be sent. If the situation remains the same, his category should be lowered.
4	If a proof is found that a participating manufacturer has instructed his sub-contractor's/ maker's to get the balls stitched from anywhere outside the stitching centre.	After thorough investigation of the matter, if the m/f proves to be guilty his category should be lowered.
5	The internal monitoring system of a manufacturer is weak & he does not make efforts to improve it.	An effort should be made to guide him to do so & if he fails to improve it or doesn't show any interest, his category should be lowered.
6	There is more than 30% upward variation between the internal & external information of a manufacturer especially with reference to his stitching capacity.	The m/f should be asked to clarify his position & if the answer is found unsatisfactory he should be penalized in the form of lowering of his category.

DAWN OF A NEW HORIZON



WWW.IMACPAK.ORG

IMAC :::: Independent monitoring association for child labor - Microsoft Internet Explorer

File Edit View Favorites Tools Help

Back Forward Stop Refresh Home Search Favorites Media

Address C:\inetpub\wwwroot\imac\index.htm Go Links Norton AntiVirus



INDEPENDENT MONITORING ASSOCIATION FOR CHILD LABOR

IMAC

DAWN OF A NEW HORIZON
INDEPENDENT MONITORING ASSOCIATION FOR CHILD LABOUR

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- About IMAC
- Services Offered
- Fact Sheet
- IMAC Procedure
- Memorandum
- Undertaking
- Punitive Actions
- Publications
- Criteria ABC List
- Main Members



Objectives:
To undertake activities to eliminate child labour in Soccer Ball Industry, in particular, and whole of industry, in general, while being in the context and spirit of Atlanta Agreement.

Mission Statement:
To become an apex body on work place monitoring for child labour as well as social/ working conditions.

Future of IMAC:
Quality and credibility of the IMAC, now depends on the fact that the subscribers/ participating manufacturers pose confidence in IMAC and promptly provide information about their

Publications



Check out for new Publications

Members

My Computer



INDEPENDENT MONITORING
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: Headlines 2002 Calçado, S.A. In... Connecting... Problem loading page



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Last Updated: 21 August 2014

Members in IMAC's Monitoring Programmes for Soccer Ball Industry

1. Members in Category 'A' (46)

2. Members in Category 'B' (0)

3. Members in Category 'C' (0)

4. Provisional Members

4(a). Provisional Members Under Probation (8)

4(b). Provisional Members Performing Badly (1)

5. Members Stricken Out Due to Serious Violations (3)

**6. Members Stricken Out Due to Non-Payment or Left the Program on Their
Own Accord** (101)

[Members list in alphabetic order \(View List\)](#)

- ▶ About IMAC
- ▶ IMAC'S BOG
- ▶ Services Offered
- ▶ IMAC Procedure
- ▶ Memorandum
- ▶ Undertaking
- ▶ Punitive Actions
- ▶ Criteria ABC List
- ▶ Partners
- ▶ Publications
- ▶ Monthly Progress Reports
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- ▶ Career Opportunities

DAWN OF A NEW HORIZON



INDEPENDENT MONITORING
ASSOCIATION FOR CHILD LABOR

IMAC

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		Probation
4	<p>OLE SPORTS</p> 	Soccer Ball Provisional Member Under Probation
5	<p>ROZA SPORTS</p> <p>Place for Company's Logo</p>	Soccer Ball Provisional Member Under Probation
6	<p>SOCCER PROFESSIONALS ENTERPRISES</p> 	Soccer Ball Provisional Member Under Probation
7	<p>SW GROUP OF CO.</p> 	Soccer Ball Provisional Member Under Probation
8	<p>WHIRL SPORTS INTERNATIONAL</p> <p>image place</p>	Soccer Ball Provisional Member Under Probation

- ▶ About IMAC
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INDEPENDENT MONITORING
ASSOCIATION FOR CHILD LABOR

MAC

Ref: IMAC/000-PERF/<MM>-<YY>/T-0000
< Date >

M/S XYZ
Sialkot, 51310, Pakistan
Tel: 11111111 Fax: 11111111

SUBJECT: Performance of M/S XYZ

Dear Sir

Reference your letter dated <DD/MM/YYYY> requesting for a confirmation of the membership of M/S XYZ to the IMAC's Programme on the Elimination of Child Labour. We hereby confirm that M/S XYZ are a member of the Programme on the "Elimination of Child Labour in the Soccer Ball Industry in Sialkot" since <DD/MM/YYYY>

Under the provisions of the programme, the ILO-IPEC monitoring system has been transferred to a newly setup body called IMAC w.e.f 01 March 2003. The IMAC monitors, now, undertake the workplace monitoring regularly.

During the period <DD/MM/YYYY> to <DD/MM/YYYY>, IMAC monitors carried out <0000> visits to their <0000> stitching centres. At present, they have <0000> operational soccer ball stitching centres. Based on their performance M/S XYZ have been placed in Group < 'A' / 'B' / 'C' > on IMAC's performance classification list.

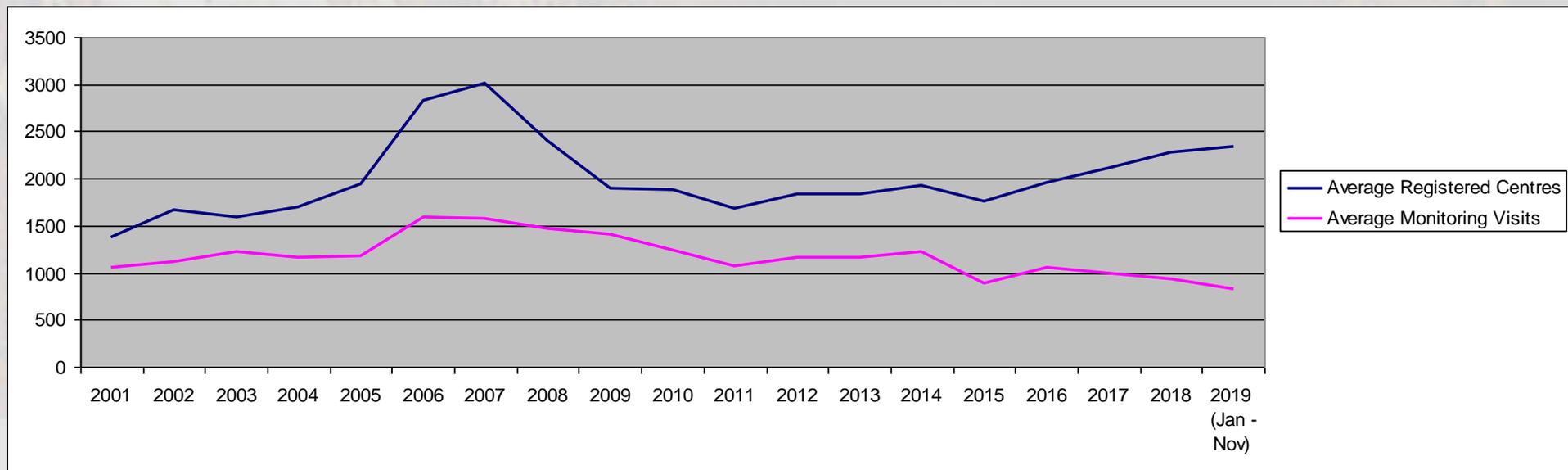
Yours sincerely

Nasir Dogar
Chief Executive

DAWN OF A NEW HORIZON



Year	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019
No. of Manufacturers in the programme	74	77	91	100	96	99	87	88	93	91	82	76	63	56	56	57	51	49	46
Average Registered Centres	1369	1671	1592	1697	1946	2831	3010	2395	1893	1879	1682	1828	1833	1921	1764	1951	2114	2280	2339
Average Monitoring Visits	1051	1119	1229	1169	1181	1588	1568	1473	1402	1239	1068	1158	1163	1226	892	1047	996	928	831
Average No. of Registered centres outside Sialkot	-	-	117	207	310	387	385	302	159	248	327	383	410	438	447	552	565	602	590
Average Lap time Covered (weeks)	5.21	5.97	5.18	5.80	6.59	7.13	7.68	6.50	5.40	6.07	6.30	6.31	6.30	6.27	7.91	7.45	8.49	9.83	11.26



Present Status (30 November 2019)

◆ No. of stitching centres under monitoring:		2,328
◆ Small home-based female centres:	2	
◆ Exclusive female centres:	1,351	
◆ Male + female combined centres:	338	
◆ Exclusive male centres:	605	
◆ Stores (Places being used as Stock Room)	32	
◆ No. of stitching centres out side Sialkot:		570
◆ No. of monitoring visits undertaken during November 2019		879
◆ No. of monitoring visits undertaken, so far:		287,182
◆ No. of stitchers being monitored:		21,772
◆ No. of manufacturers who joined the programme:	166	
◆ No. of manufacturers who left the programme:	121	
◆ No. of manufacturers active in the programme:	45	
◆ No. of manufacturers placed in Category "A":		42
◆ No. of manufacturers placed in Category "B":		0
◆ No. of manufacturers placed in Category "C":		0
◆ No. of manufacturers in the Provisional list:		3

IMAC's Potential & Technical Capacities

- Monitoring of work places against child labour and to ensure social compliance
- Consultancy services to develop an internal and external monitoring system
- Providing on-site and off-site trainings to run work place monitoring systems
- Awareness raising among the concerned communities regarding the issue of child labour, better working conditions and importance of education
- Develop and execute programmes for social protection and rehabilitation of working children, and other affected and afflicted groups of society

IMAC's Clients other than Soccer Producers

- 02 Gloves & Jackets Producer Companies
- 01 Surgical Instrument Producer
 - IMAC developed monitoring guidelines for the surgical company to ensure social compliance
 - Provided training to the supervisory staff of the company on Occupational Safety & Health, Fire Fighting as well as the importance of social compliance to ensure responsible entrepreneurship
- Provision of monitoring services to a foreign client

SOCIAL COMPLIANCE GUIDELINES FOR SURGICAL INDUSTRY

Independent Monitoring Association for Child Labour (IMAC), Noushahi House,
Opposite Darbar Noushahia Qadria, A-Hadi Town, Defence Road Sialkot
Web site: www.imacpk.org; Email: imac@imacpk.org; Tel: +92-52-3554871; Telefax: +92-52-3559567

1. Freedom from Discrimination

ILO Convention 111 on ending discrimination of workers, rejects "any distinction, exclusion or preference made on the basis of race, colour, sex, religion, political opinion, national extraction or social origin, which has the effect of nullifying or impairing equality of opportunity or treatment in employment or occupation" (Art. 1). Similarly various statutory provisions of Pakistan laws do not allow the employers' managers/ supervisors to exercise any kind of discrimination on the basis of race, colour, cast, creed, sex, religion etc. In order to ensure that these provisions are well respected, the following guidelines are being suggested:

1.1 Minimum requirements

1.1.1 There should be no discrimination, particularly on the basis of race, colour, sex, sexual orientation, disability, marital status, age, religion, political opinion, manner workers' representative bodies, no selective hiring or recruitment, recruitment promotion, access to training, remuneration, allocation of work, termination of employment, retirement or other activities.

Discrimination is making a unfair distinction in the treatment of one person over another on grounds that are not related to ability or merit.
When discrimination is evident within a sector or region the company is expected to show progress to work removing it.

During recruitment process, HIV and genetic test should be prohibited.

1.1.2 Management should not engage in supporter/whistle blower or physical punishment members physical coercion or verbal abuse.

Management should establish and implement a clear policy and system to prevent improper disciplinary practice. The policy should be in line with the principle of non-discrimination. Workers should be aware of the policy. The management should have in place adequate system of records.

1.1.3 Management should not engage in supporter/whistle blower, including gestures, language, and physical conduct that is sexually harassing and abusive.

An appropriate policy and system should be put in place to prevent any behaviour that is not in line with the requirement or expectation. The management should have in place adequate system of records.

1.1.4 Management should not discipline, dismiss or discriminate against workers for using any grievance procedure.

An appropriate policy and system should be put in place to prevent any behaviour that is not in line with the requirement. The management should have in place adequate system of records.

1.2 Progress requirements

1.2.1 Management should ensure that women have equal opportunities in the company and equal access to the facilities as are available to male workers.

Special attention should be given to the empowerment of women by means of adequate training capacity building guidance, career counselling assistance as necessary.

DAWN OF A NEW HORIZON

External Monitoring Proforma for Surgical Manufacturer



S-P.No. 2
Page 1 of 3

Monitoring Proforma For Surgical Manufacturers

Workshop Code: Zone: Cluster: Proximity:

Name of Vendor: _____ Location: _____

1) Workers:

No. Of Workers Registered: Male Female
 No. Of Workers Present: Male Female

2) Process Performed:

1	2	3	4	5	6	7	8
9	10	11	12	13	14	15	16
17. Any Other:							

3) Freedom from Discrimination:

If there any discrimination observed by the monitor over:

a. Allocating Work: Yes No

b. Paying compensations / salary / overtime: Yes No

c. Any evidence of any corporal punishment: Yes No

d. Separate toilets for females: Yes No

4) Freedom of Labour:

4.1. Child Labour: Any evidence of occurrence of Child Labour: Yes No No. Of Children:

Name	Father's Name	Age	Address	Remarks

4.2. Force of Labour: Any evidence / observation of labour bondage due to "Paishgi" (advance). Yes No

Page 2 of 3

6) Conditions of Employment:

6.1. Minimum Legal Salary: Yes No

6.2. Delayed Payment: Yes No

6.3. Deduction from Salary: Yes No

6.4. Written Employment Contracts: Yes No

6.5. Over Time: Yes No

6.6. Forced Over Time: Yes No

6.7. Annual Leave: Yes No

6.8. Maternity Leave: Yes No

6.9. Social Security: Yes No

Please use following space for details (if any):

7) Occupational Health & Safety:

7.1, 7.2 and 7.3 to be monitored during factory visit.

7.1 H&S Office: Yes No

7.2 Does H&S Office Visit Vending Shops: Yes No

7.3 H&S Officer's Visit Plan for Vending Shops: Yes No

7.4 Workers are aware of the H&S risks: Yes No

7.5 Workers are trained to take correct emergency actions: Yes No

7.6 Safety Instructions & Precautions in understandable format are displayed: Yes No

7.7 Check List for H&S measures:

7.7.1 Disposal of wastes and Effluents in proper manner: Yes No

7.7.2 Dust & fume: Yes No

7.7.3 Hygiene Card: Yes No

7.7.4 Vaccination & Inoculation: Yes No

7.7.5 Protective Equipments for Workers:

7.7.5.1 Masks: (where necessary) Yes No N/A

7.7.5.2 Gloves: (where necessary) Yes No N/A

7.7.5.3 Goggles / Eyes Protectors: (where necessary) Yes No N/A

7.7.6 Protective Devices / Shields on machines: Yes No N/A

7.7.7 Fire Exits Marking: Yes No

7.7.8 Precautions against dangerous fumes: Yes No N/A

7.7.9 Storage of chemicals: Proper Improper

Please use following space for details (if any):

External Monitoring Proforma for Surgical Manufacturer

8).Type & number of Machines / Equipments in use.

Page 3 of 3

Hazard Level	Hazard Level
ABC	ABC

- A- Machines which can cause major burns, major cuts, amputate, trample or suffocate.
B- Minor burns, minor cuts, breathing problem.
C- Minor bruises, pricking or dust & fumes.

9). General Working Conditions:

Space: (Per Sticker)	2. More than enough (> 12 sq. ft.)	1. Enough (10-12 sq. ft.)	0. Not enough (< 10 sq. ft.)	<input type="checkbox"/>
Sitting arrangement:	2. Good (Chair / Charki / Mat) 1. Average (Charki) 0. Poor (Wihani/Chair/ Charki mat)			<input type="checkbox"/>
Lighting:	2. Good (tubes, bulbs in large number, good natural light) 1. Average (bulbs & windows, enough natural light) 0. Poor (closed premises with no/very less artificial lighting)			<input type="checkbox"/>
Ventilation:	2. Good (good room height, large doors and windows, enough fans, exhaust fans & ventilation for cross ventilation) 1. Average (enough room height, lesser windows, no exhaust fan) 0. Poor (low room height, no cross ventilation, suffocation)			<input type="checkbox"/>
Drinking water:	1. Available 0. Not available			<input type="checkbox"/>
Toilets: (One for thirty stitchers)	2. Available and sufficient 1. Available but not sufficient 0. Not available			<input type="checkbox"/>
General hygiene:	2. Good 1. Average 0. Poor			<input type="checkbox"/>
Stitchers record / Attendance Register:	2. Available & updated on daily basis 1. Available but not maintained properly 0. Not available			<input type="checkbox"/>
Stock Register/ Gate Pass:	2. Available & Updated 1. Available but not updated 0. Not Available			<input type="checkbox"/>
Fire Extinguishers: 1. 2. 3.	1. Available 0. Not Available			<input type="checkbox"/>
First aid box: (In case of emergency both owner only)	2. Available & s/o or a stitcher knows its use 1. Available but its use is not known 0. Not Available			<input type="checkbox"/>

Remarks

Information Sheet of Makers for Footbags Manufacturer



Information Sheet of Maker For M/S SETAS TRADER.

HSB-NS.F.No. 1

A). Basic Information.

Name of Maker: _____ Products: 1. Hacky Sack (Foot Bag)
 _____ 2. Schlug Ball
 _____ 3. _____

Location of Production Unit /Factory: _____

Union Council: _____ Tehsil: _____

Tel: _____ Fax: _____ Mobile: _____ E mail: _____

B). Type of processes performed in the unit.

1. Lamination:	<input type="checkbox"/>	Machine based	<input type="checkbox"/>	Manual	<input type="checkbox"/>
2. Cutting:	<input type="checkbox"/>	Machine based	<input type="checkbox"/>	Manual	<input type="checkbox"/>
3. Printing:	<input type="checkbox"/>	Machine based	<input type="checkbox"/>	Manual	<input type="checkbox"/>
4. Core Manufacturing:	<input type="checkbox"/>	Machine based	<input type="checkbox"/>	Manual	<input type="checkbox"/>
5. Filling:	<input type="checkbox"/>	Machine based	<input type="checkbox"/>	Manual	<input type="checkbox"/>
6. Stitching:	<input type="checkbox"/>	Machine based	<input type="checkbox"/>	Manual	<input type="checkbox"/>
7. Repair Work:	<input type="checkbox"/>	Machine based	<input type="checkbox"/>	Manual	<input type="checkbox"/>
8. Packing:	<input type="checkbox"/>	Machine based	<input type="checkbox"/>	Manual	<input type="checkbox"/>

C). Processes outsourced. (Please submit separate form for each maker)

Process:	Name of Maker:
_____	_____
_____	_____
_____	_____
_____	_____

D). Information about unit/factory :

1. Total Area: _____ 2. Total Cutting Machines: _____ 3. Other Machines _____
 4. Number of Workers: (a). Piece Rate: _____ (b). Daily Wages: _____ (b). Contract Basis: _____
 5. Production Capacity of the unit: (a). Daily: _____ (b). Annual: _____

E). This section is to be filled in case of unit/factory located in a house.

1. Name of house owner: _____ 2. No. Of children < 14: _____
 3. No. Of children who are school going: _____ Not school going: _____
 4. If not school going, reasons: _____



Internal Monitoring Proforma for Footbags Manufacturer



HBB-NS.P.No. 2

Internal Monitoring Information of Stitching Centres

Name of the company / manufacturer / Exporter: _____

Name of the maker / vendor: _____

Name of the sub-contractor: _____

Name of the centre's in-charge / house owner: _____

Number of stitchers: (a).Male _____ (b).Female _____ Total: _____

Complete address of the stitching centre :

Name of the village: _____

Road / Street: _____

Name of Union Council: _____

Tehsil: _____

District: _____

Landmark: _____

(i.e. School, masjid or hospital)

This section is to be filled in case of unit/factory located in a house.

1. Name of house owner: _____ 2. No. Of children < 14: _____

3. No. Of children who are school going: _____ Not school going: _____

4. If not school going, reasons: _____

This information has been verified by:

Name: _____ Dated: _____

Designation: _____ Signature: _____