



BAHRIA UNIVERSITY (KARACHI CAMPUS)

Occupational Health and Safety (ENV - 101)

Assignment 04

Spring 2023

Class: BSE 2B

Course Instructor: Ms. SADIQ TARIQ

Assignment Date: 14 June 2023

Student Name: ABDULLAH

Shift: Morning

Due Date: 19 June 2023

Marks: 05 Points

Registration #: 81962

Question 01: Recognize the main flaws in the given case study and list the safety precautions the company should have taken to avoid such incidents in future.

Answer:

Main Flaws:

The main flaws highlighted in the case study are:

1. Inadequate inspection and certification process:

The Social Accountability International (SAI) monitors failed to identify and address the numerous safety hazards in the Ali Enterprises factory, including the lack of proper fire exits. The certification process was flawed, as the factory was certified as safe despite clear violations.

2. Locking of the main exit:

The managers of the factory locked the main exit during the fire to save the inventory, prioritizing material goods over the safety and lives of the workers. This is a severe violation of safety protocols.

3. Lack of fire safety measures:

The factory lacked proper fire exits, had bars on the windows, inadequate fire safety equipment, and a lack of fire safety training for the workforce. These shortcomings contributed to the spread of the fire and increased the risks for the workers.

4. Exploitative labor practices:

The workers at Ali Enterprises were paid significantly below the legal minimum wage, worked long hours, and many were not even officially registered as employees. The workers were also forced to lie about their working conditions during audits, indicating a lack of transparency and ethical treatment.

Safety Precautions:

It is crucial for companies to prioritize the safety and well-being of their workers over profits, and to continuously strive for improvements in labor standards and working conditions. To avoid such incidents in the future, the company should have implemented the following safety precautions:

1. Conduct thorough and independent inspections:

Implement a robust inspection process that identifies potential safety hazards, including fire safety measures, and ensures compliance with safety standards. The inspections should be carried out by independent and qualified professionals who are not influenced by the factory management.

2. Establish and maintain proper fire exits:

Install an adequate number of fire exits in the factory with clear signage and ensure they are always accessible and unobstructed. Conduct regular drills and training sessions to educate workers about evacuation procedures.

3. Provide comprehensive fire safety equipment:

Equip the factory with fire extinguishers, smoke detectors, fire alarms, and sprinkler systems. Regularly inspect and maintain these systems to ensure their proper functioning.

4. Implement fair labor practices:

Pay workers fair wages that meet or exceed legal minimum requirements. Maintain accurate records of employees and ensure they receive proper benefits and protections. Respect workers' rights to organize and collectively bargain.

5. Facilitate worker participation and empowerment:

Establish channels for workers to raise safety concerns without fear of retaliation. Encourage worker involvement in safety committees and provide training on workers' rights, safety procedures, and emergency response protocols.

6. Enforce accountability and transparency:

Create an enforcement mechanism that holds both the brand and the factory accountable for violations. Establish penalties for non-compliance and ensure that corrective actions are taken promptly. Encourage transparency in supply chains, allowing workers and external organizations to monitor and report on safety and labor conditions.