

Due Diligence for Healthy Workplaces in the Leather Industry

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In short

- Project carried out between 1/2/2017 and 31/10/2018)
- Partnership: **COTANCE**, **industriAll**, **UNIC (Italy)**, **VDL (Germany)**, **ACEXPIEL (Spain)**, **FFTM (France)**, **UKLF (UK)**, **APPBR (Romania)**, **SG (Sweden)**
- 3 action points:
 1. **EU survey** on health and safety conditions in EU tanneries
 2. Update of the **OiRA on-line risk assessment tool**
 3. **Final Conference** « Due Diligence for Healthy Workplaces in the Tanning Industry” – 9 October 2018 in Brussels



Due Diligence FOR
Healthy Workplaces
IN THE Tanning Industry

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EU survey on health and safety in tanneries / transparency

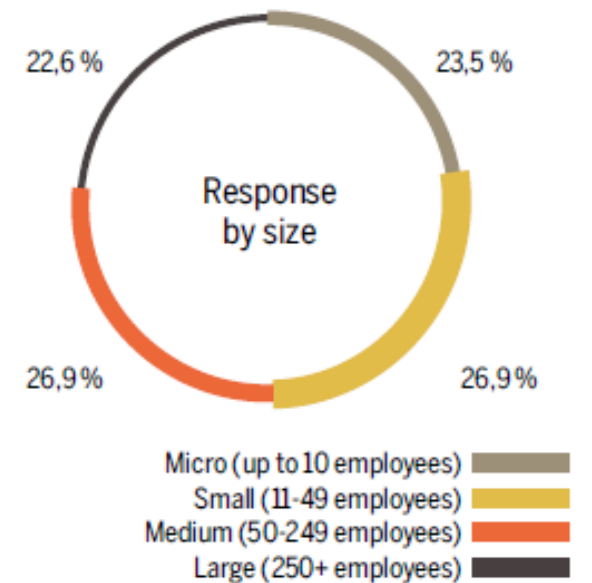
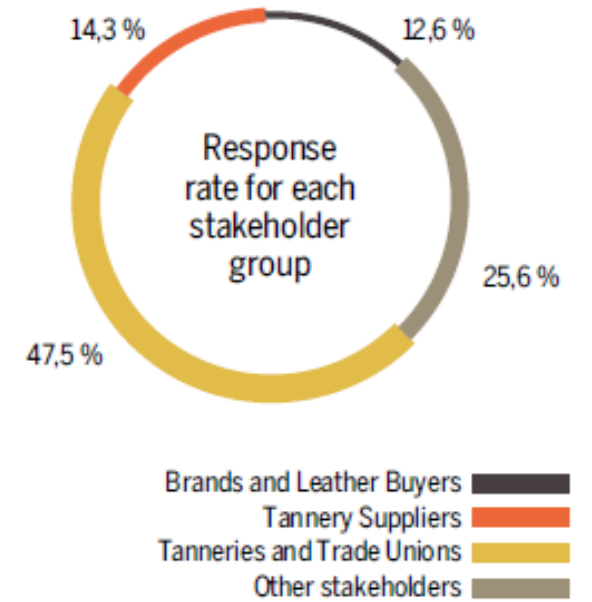
Key Objectives:

- How leather products manufacturers/importers set tannery workplace standards and monitor work conditions in their supply chain
- How EU tanneries are regulated/controlled and how their own leather supply chain can be monitored
- How observers/stakeholders observe and interact with the leather value chain

Survey respondents by country

	N	%
Spain	41	17.2
Italy	37	15.5
Germany	27	11.3
France	26	10.9
UK	24	10.1
Romania	24	10.1
Portugal	16	6.7
Austria	10	4.2
USA	5	2.2
Sweden	5	2.2
Netherlands	4	1.8
India	3	1.4
Bangladesh	2	.8
Others – EU	5	2.2
Others non-EU	9	4.2
Total	238	100

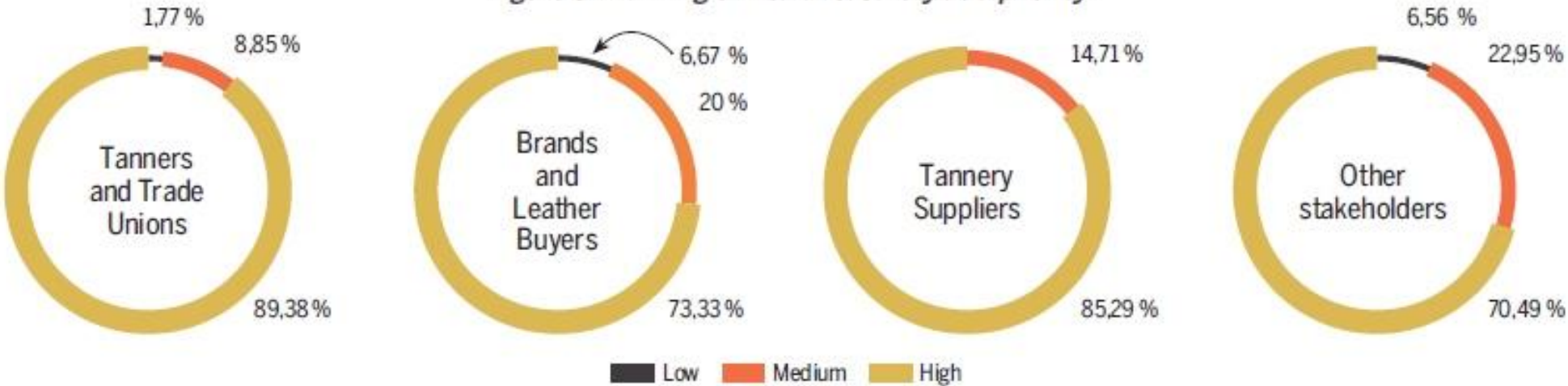
Figures 1 & 2- Response rate for each stakeholder group and Response rate by size



Result 1: Tannery workplace safety is a key priority across leather value chain partners, but maturity levels vary in understanding how to implement due diligence



Figure 3 - Ranking of Health & Safety as a priority



- With only about ½ of operators communicating spontaneously about tannery workplace safety to the next link in the value chain, there is room for improvement
- 57% of the brands and leather buyers and 34% of the tanneries report that their customers do not ask for assurances on the implementation of a H&S RAR
- Workplace safety is an issue that is likely to expand with demands for « social labelling »

Figure 7 - What assurance of H&S do you require from your leather suppliers (%)?

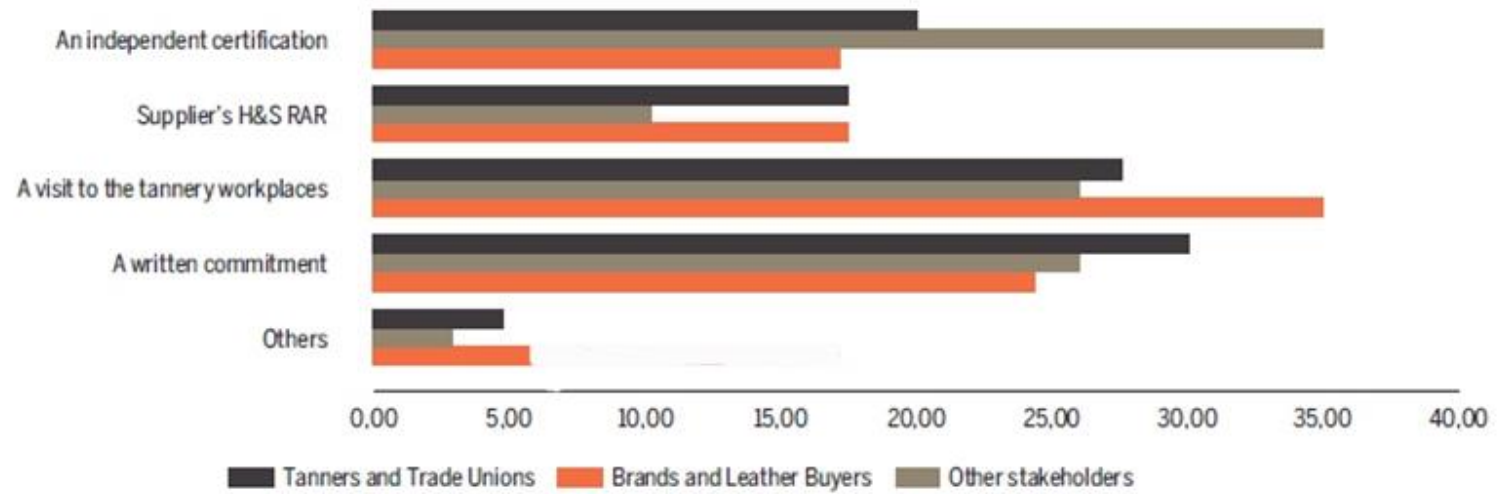


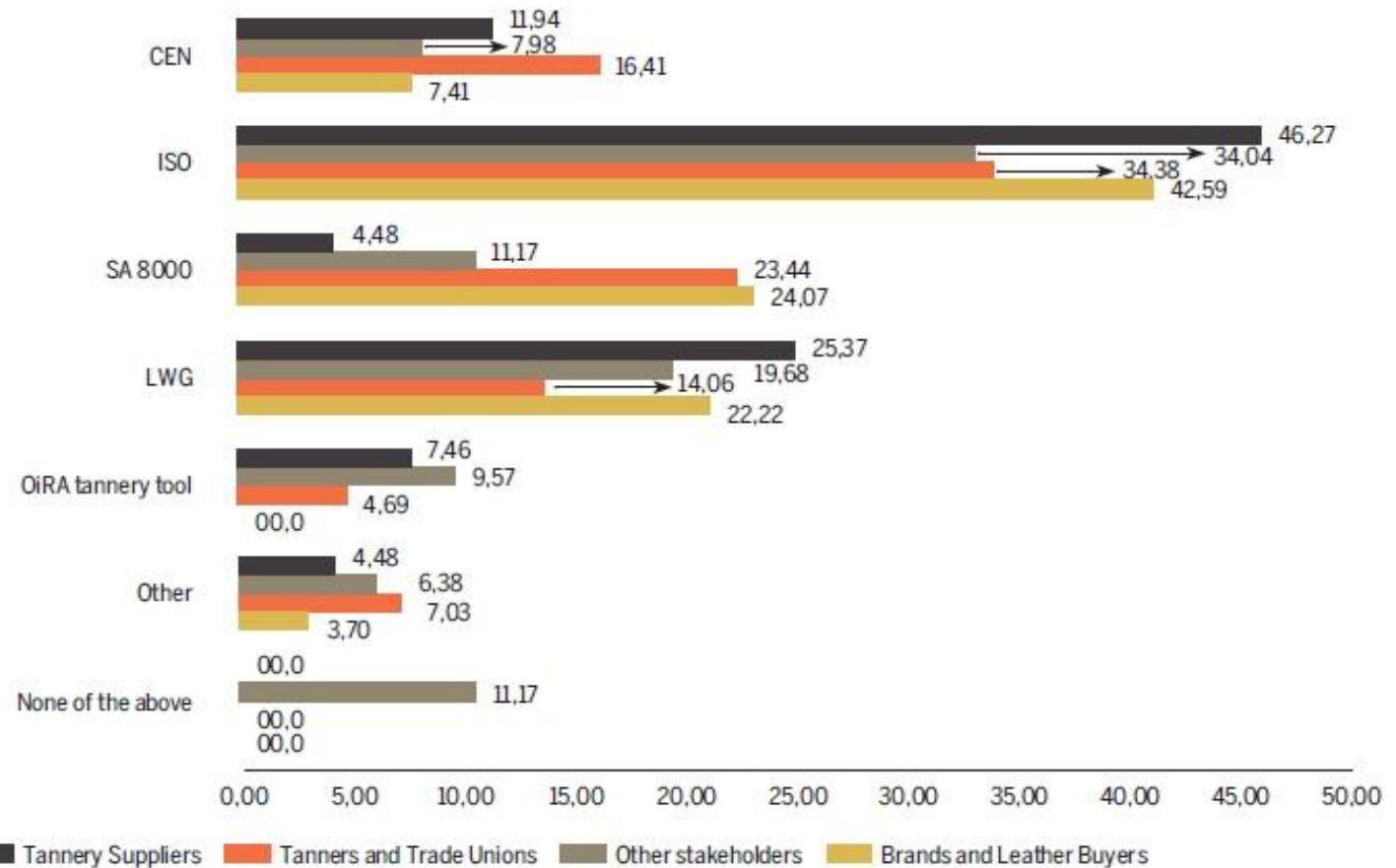
Figure 8 - What H&S assurance do the customers of leather suppliers request (%)?





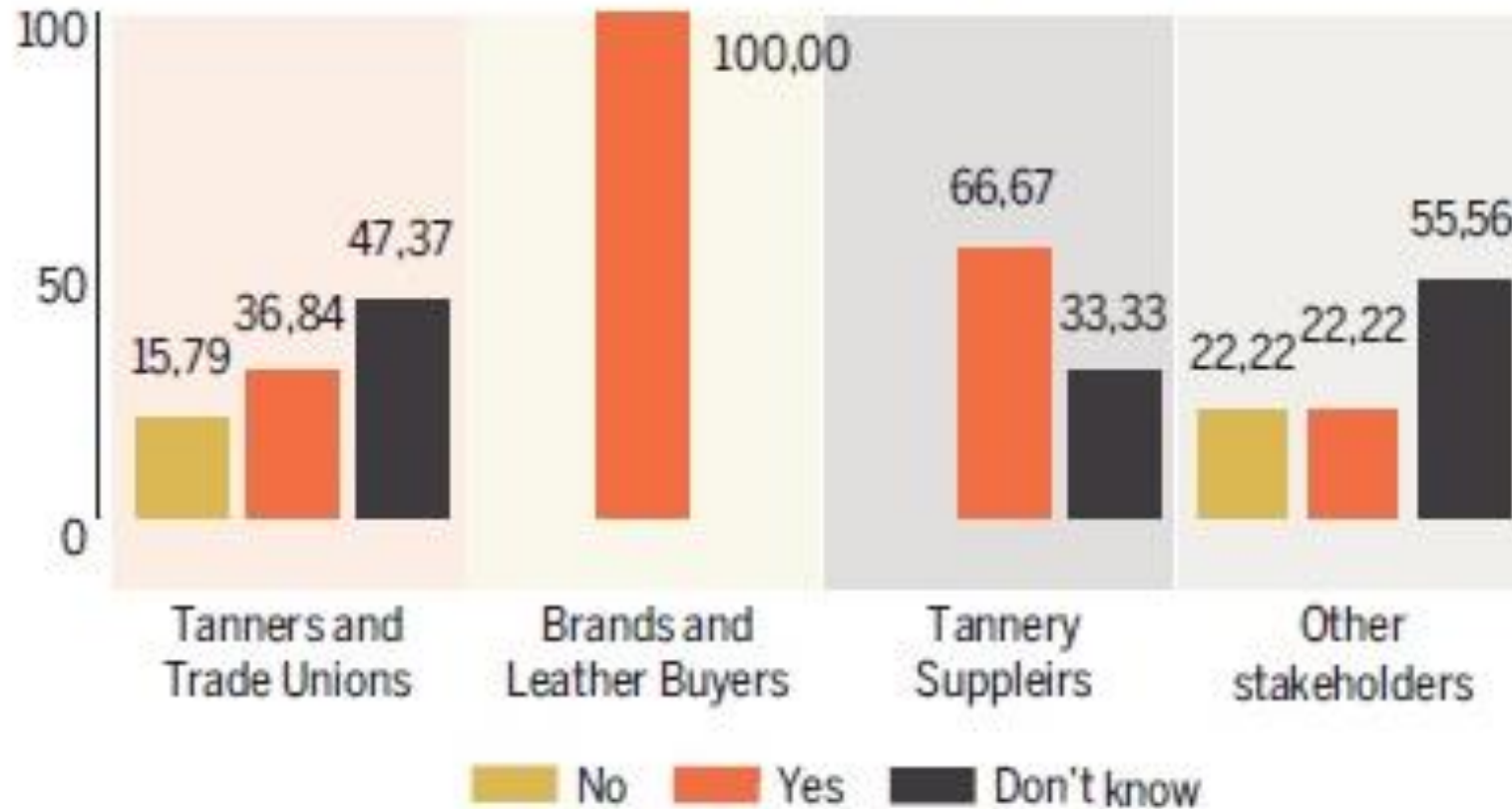
Result 2: There is a wide confusion across stakeholders about sector specific instruments used to assess tannery workplace safety, while the OiRA tannery tool deserves to be more widely known

Figure 13 - References for workplace safety acknowledged by the stakeholder groups (%).



Result 2: There is a wide confusion across stakeholders about sector specific instruments used to assess tannery workplace safety, while the OiRA tannery tool deserves to be more widely known

Figure 16 - Suitability of the OiRA tannery tool among the four groups of respondents for those who are aware of the tool.



Result 3: The customers of leather down the value chain (brands and retail groups) have a key role to play in furthering health & safety in tannery workplaces

With brands and leather buyers being the highest profile group in the leather supply chain, any mention of bad practice by NGOs would damage their reputations

But do they request assurances on the implementation of a H&S RAR?

Table 3 - Assurances on the implementation of a H&S RAR from leather suppliers and market sector (%).

	Footwear	Clothing	Leather Accessories	Furniture	Automotive
Yes, all	19.05	31.25	40.00	33.33	0.00
Yes, some (at least one)	42.86	62.50	40.00	33.33	0.00
No, none	38.10	6.25	20.00	33.33	100.00
Overall	100.00	100.00	100.00	100.00	100.00

Result 4: Implementing due diligence for health and safety at tannery workplaces bears great business opportunities, while failure to enforce good practice involves high risks and loss of competitiveness

Figure 23 - Would you stop buying leather from suppliers who do not provide you assurances on standard tannery workplace safety? (%).





Recommendations

- 1. SOCIAL DIALOGUE AT SECTOR LEVEL IS A KEY INSTRUMENT** for the sustainable development of industry. Strengthening it in Europe and promoting it throughout the leather value chain at global scale, can only bring benefits to its workers and businesses.
- 2.** The free **ON-LINE INTERACTIVE RISK ASSESSMENT TANNERY TOOL** (OiRA tannery tool) developed by the Social Partners of the European leather industry needs to be promoted within the tanning industry and across the leather value chain. Social Partners of the leather sector at national level, whether in the EU or not, are invited to use and widely promote it.
- 3.** The OiRA tannery tool is freely available in English. The leather sector's stakeholders are invited to collaborate with the EU Social Partners and come up with possible arrangements or projects where it can be **TRANSLATED INTO OTHER LANGUAGES** so as to widely disseminate its benefits. The UNIDO Leather Unit has already indicated its interest here, to support the development of infant industries.
- 4.** It is important to ensure that Brands and Leather buyers, and also NGOs, technology centres and consultants learn about the availability of the OiRA tannery tool **TO ENCOURAGE THE IMPROVEMENT OF WORKPLACE SAFETY CREDENTIALS OF LEATHER SUPPLIERS**, reduce reputational risks in the value chain and help the industry to improve its image.



5. *Chain and help the industry to improve its image.*

MACHINERY AND CHEMICALS SUPPLIERS of the tanning sector could draw marketing benefits from providing their support to the continuous update of the OiRA tannery tool. Providing information for their products, on risks and their management during use, in a format that allows for enhanced uptake could be an example of good sector governance.

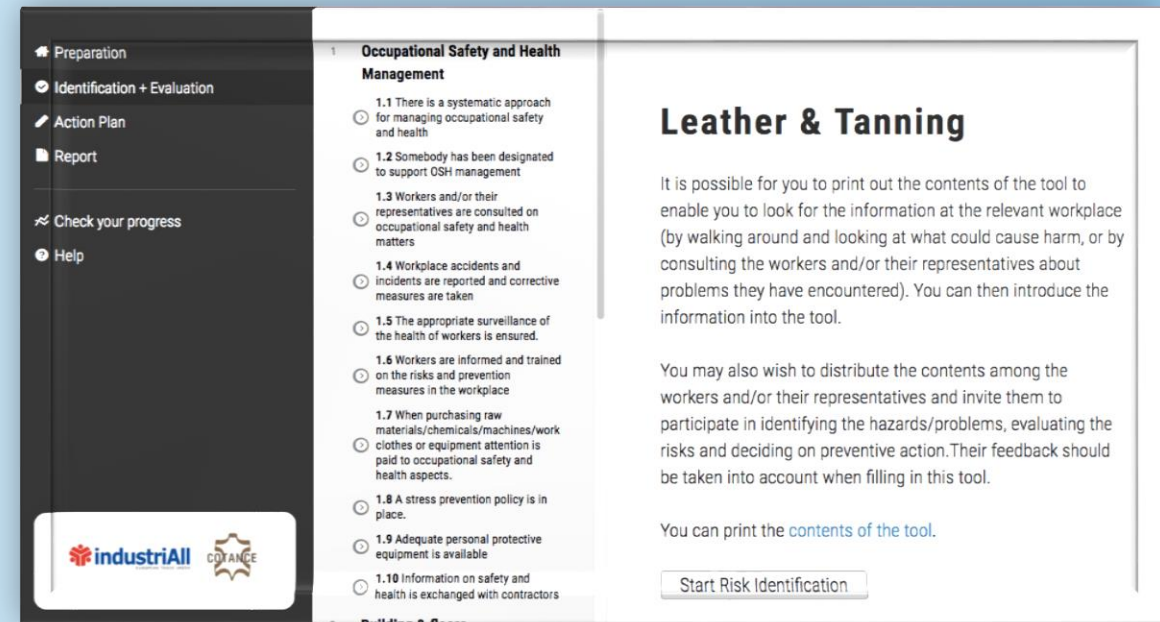
6. The Leather Value Chain should consider adopting the OiRA tannery tool and notably its Risk Assessment Report (RAR), as a **SECTOR STANDARD** for the communication of health and safety credentials down the supply chain. Certified RARs based on OiRA should be recognised as a reliable assurance making a customer audit redundant.

7. Making Due Diligence for health and safety in tannery workplaces a reality requires the **COOPERATION OF ALL STAKEHOLDERS OF THE LEATHER VALUE CHAIN**, the adoption of a standard (OiRA) across the supply chain, the development of opportune training material and appropriate incentives through media coverage. All stakeholders are invited to this joint endeavour and their public authorities are invited to support their efforts.

Update of the OiRA on-line tool - Structure

Risk Statements (91), clustered into 12 modules

1. Occupational Safety and Health Management (10)
2. Building & floors (16)
3. Workplace transport (4)
4. First aid & emergency procedures (8)
5. Environmental conditions (4)
6. Working with raw hides and skins (3)
7. Use of knives (4)
8. Use of machinery & maintenance (15)
9. Use of chemicals (16)
10. Office workplaces (4)
11. Organisational aspects (4)
12. Physical workload (3)



Update of the OiRA on-line tool

Identification & assessment:

- Answer yes/no to each of the risk statements (in some cases not applicable)
- Additional information
- Links & legal references
- Assess the risk/priority
- Remarks

The screenshot displays a user interface for the OiRA tool. On the left, a sidebar lists three main sections: 'Occupational Safety and Health Management' (highlighted with a '1'), 'Building & floors' (with a '2'), and 'Workplace transport' (with a '3'). The main content area is titled 'There is a systematic approach for managing occupational safety and health' and contains two radio buttons for 'Yes' and 'No'. Below this, a paragraph explains that OSH must be managed systematically, including hazard identification, risk assessment, and control. A link for 'More information: Good OSH is good for business' is provided. A 'Show less...' button is also visible. At the bottom, a box titled 'Legal and policy references' contains a link to the 'Council Directive on the introduction of measures to encourage improvements in the safety and health of workers at work (89/391/EEC)'.

1 Occupational Safety and Health Management

- 1.1 There is a systematic approach for managing occupational safety and health
- 1.2 Somebody has been designated to support OSH management
- 1.3 Workers and/or their representatives are consulted on occupational safety and health matters
- 1.4 Workplace accidents and incidents are reported and corrective measures are taken
- 1.5 The appropriate surveillance of the health of workers is ensured.
- 1.6 Workers are informed and trained on the risks and prevention measures in the workplace
- 1.7 When purchasing raw materials/chemicals/machines/work clothes or equipment attention is paid to occupational safety and health aspects.
- 1.8 A stress prevention policy is in place.
- 1.9 Adequate personal protective equipment is available
- 1.10 Information on safety and health is exchanged with contractors

2 Building & floors

3 Workplace transport

There is a systematic approach for managing occupational safety and health

Yes

No

Occupational safety and health (OSH) must be managed systematically. Systematic management of OSH risks includes hazard identification, risk assessment, risk control as well as monitoring. Systems and processes for the management of safety and health hazards should be built into the day-to-day running of any business. They should be viewed as part of the normal operation of the business.

More information: [Good OSH is good for business](#)

[Show less...](#)

▼ **Legal and policy references**

[Council Directive on the introduction of measures to encourage improvements in the safety and health of workers at work \(89/391/EEC\)](#)

Update of the OiRA on-line tool

<https://oiraproject.eu/oiraproject/eu/leather-tanning/leather-and-tanning-version-2>

Action plan:

- Define actions for all identified risk
- Prefilled actions
- Add information on
 - the timeline,
 - person responsible,
 - budget

The screenshot displays the OiRA online tool interface for the 'Leather & Tanning' sector. On the left is a dark sidebar menu with options: Preparation, Identification + Evaluation, Action Plan (highlighted), Report, Check your progress, and Help. The main content area is titled 'Leather & Tanning' and is divided into three numbered sections: 1. Occupational Safety and Health Management, 2. Workplace transport, and 3. (partially visible). Section 1 includes two items with red circular icons: '1.3 Workers and/or their representatives are consulted on occupational safety and health matters' and '1.4 Workplace accidents and incidents are reported and corrective measures are taken'. A legend below shows status indicators: Unanswered (grey), Postponed (orange), OK (green), and Attention (red). The right side of the interface contains detailed text for 'Leather & Tanning', explaining that after identifying risks, an action plan is needed to manage them. It lists considerations for this step, such as whether a risk is avoidable and how to reduce it if not. Logos for 'industriAll' and 'CDTANCE' are visible at the bottom of the interface.

Final Event

Due Diligence for Healthy Workplaces in Tanneries

Tuesday, 9 October 2018 in Brussels

Participants:

Stakeholders

Academia	2
EU institutions	3
Global leather value chain	4
International Organisation	4
Leather buyer/Brand	4
Press	6
Tanners and Tanners associations	11
Trade unions	8
Textile and Clothing	2
Supplier	1
Others	1
	46



Participants:

Countries	
Austria	1
Belgium/European associations	12
France	5
Italy	9
Hungary	2
Netherlands	1
Portugal	1
Romania	1
Spain	5
UK	6
Switzerland	3
	46





Thank you !

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