

smes: in the un global compact

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Case Studies

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VITEX DESIGN-ARTS

LEONARD SSOZI MUKASA

UGANDA

T: 256-77-404237 MOBILE

256-77-704237 FIXED LINE

F: 256-77-280235

EMAIL: leosoz @hotmail.com

EXECUTIVE SUMMARY

SSOVITEX DESIGN - ARTS is a company in both local and export business for 10 years on Textile products, which are screen-printed, Tie&dye, printing stickers labels, Engraving, Paintings, Interior & Landscape designing and Art&crafts.

The experience in the case studies below reflects the true nature of the business. Our workers are 50 in number including male and females. Human, Labour and Environmental principles are well observed since it controls production output, Quality of the products and social conditions of the people.

SSOVITEX DESIGN -ARTS STATEMENT OF PROBLEM

In Ssovitex Design - Arts business, human rights principles are respected very highly. We do not have forced labour like using prisoners, and labour principles as well are catered for. We do not use any person who does not qualify to work in this factory like non-skilled and under age (> 18), We employ every one whether female or males so long as you have the technical skills and experience. Finally our company since it is a manufacturing factory we have wastes, but we have a waste management section which tries to see that all of the effluents are well catered for in order to help the environment in which we leave in.

Labour principles triggered the action.

ACTION TAKEN**GOVERNMENT & CORPORATE POLICIES**

1. Policies from Government about labour from welfare Deptment, National Environment Management Authority (NEMA), Human resource and human rights and Advocacy from Agencies have helped in our implementation of the principles.
2. Corporate policy is also a system used in the action. In Ssovitek Design -Arts as a company we have our corporate policies that run this business
 - i. Employment policy ,we have the set standards. The minimum employment age limit is 20 years., minimum Qualification is ordinary level standard (pre-University) , Minimum experience of every worker is 3 months from a related type of business., Specific departments must be worked in by only skilled labourers eg. dark-room studios, design studios, etc.
 - ii. Procurement Policy:., In this area we have specific types of materials or chemicals that we know to use which are environmentally friendly . There is a code of purchases on raw materials like silk -screen mesh, Dyes print-colour mix chemical-pigments, cloth , woodframes etc.
 - iii. Production Policy :., our policy in production is workers friendly shelter. There is space of doing work and it is divided into different sections like Design studios, Dark-room, Chemistry department, Printing yard, Packing & store. The shelter is well ventilated with windows for light and fresh air all round the place. The necessary tools are all available in the factory for workers in product production. Every worker must be dressed with aprons gloves and knowledge of first Aid and fire protection in case of accidents. Occupational safety is one of the technical measures that is taken seriously. This makes quality production possible. Disposal of wastes is a serious job we have done and doing under waste management section . The nature of our factory produces toxic waste chemicals eg. Dyes, photo-emulsion, screen-degreaser chemicals, pigment colours in printing , etc, but we try to see that all our wastes from the dark room and after cleaning are treated , filtered and then released when it is not bad to humans and environment.

Yes the action involves other players.

WHAT HAPPENED/EXPECTED RESULTS**ACHIEVEMENTS SO FAR**

1. Labour has so far behaved as expected with workers average age limit of 21 years. There was no problem of under age workers just because the nature of workers requires high skills which can not be attained at early ages below 20 years.
2. The Environmental Impact Assessment (EIA) we carried out over our project some few years back gives a positive trend. And so far we have no problems with the society as per their drinking water, food , conditions of work, and ILO labour violations. Therefore there is a big progress.
3. Of course there must be costs to the company as well as benefits to the same . It is sure to operate these policies it needs our company to

put aside 1/3 of the total costs of the business.

The benefits are that quality management is got and quality production gets good market of products.

The society has costs as well as benefits . Employment is made avail by creation of all these exercise of management while money is reduced on thier unit pay due to other costs.

Continuous improvement though costly should be the next steps to help further.

LESSONS

1. Raw materials (after use) become waste and waste must be properly disposed off in order to help consarve the environment and the ecological cycle to continue.
2. The use of chamicals must be properly managed andtherefore technicalskill is neccessary.
3. A system or company's code must always be in place to regulate corporate activities.
4. Finances,Equipment and social-economic problems stoped implemantation progress.

A key lesson is that a system /code must be in place in all areas of commercial, human resource,salesand marketing in order to address well the labour and environment principles.

NB Details of the policies see: NEMA