

# Fair Labor Association: Independent External Factory Assessment

Assessment Date :

**26 Jun 2023**



## Factory Information

FLA Affiliates	Delta Galil Industries Ltd.
Country	Indonesia
Number of Workers	2403

## Understanding this Report

Companies that join the FLA agree to uphold the FLA Workplace Code of Conduct throughout their entire supply chain. The Code of Conduct is based on International Labour Organization (ILO) standards, and defines labor standards that aim to achieve decent and humane working conditions.

## FLA Code Element

## Number of Violations

Compensation (C)	4
Employment Relationship (ER)	14
Freedom Of Association And Collective Bargaining (FOA)	1
Harassment Or Abuse (H/A)	2
Health, Safety And Environment (HSE)	14
Hours Of Work (HOW)	3

## Assessment Information

Assessor	Donny Triwandhani
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Assessment Date	26 Jun 2023
Assessment Purpose	Factory Assessment (In-Person)

## ASSESSMENT RESULTS

### Compensation (C)

Benchmark ID	C.21.2
Benchmark Details	All benefits shall be calculated correctly
Finding Details	Based on compensation money records paid on January 2, 2023 for 33 outsourced security guards, that were contracted for 12 months from January 1st to December 31st 2022, their compensation money each time contract ends are paid only 50% instead of full amount equal to 1 month basic wage.
Recommendation for Immediate Action	Ensure that the provision of compensation money is paid in full upon the expiration of the contract.
Compliance Classifications	Immediate Action Required
Local Law	
Benchmark ID	C.12.1
Benchmark Details	All legally mandated deductions for taxes, social insurance, or other purposes shall be deposited each pay period in the legally defined account or transmitted to the legally defined agency. This includes any lawful garnishments for back taxes, etc.
Finding Details	Contribution payment of social insurance for April and May 2023 has not been paid to Government agency.
Recommendation for Immediate Action	Ensure to pay social insurance contribution in full at the latest by 15th day of the month following the month contribution concerned.
Compliance Classifications	Immediate Action Required

Local Law	
Benchmark ID	C.7
Benchmark Details	All payments to workers, including hourly wages, piecework, fringe benefits and other incentives shall be calculated, recorded, and paid accurately.
Finding Details	<p>1. Excessive wage deduction for early going home for personal reason. Based on factory regulation, the calculation for 1-day unpaid leave is basic wage divided by 30 days which is in accordance with law to get the daily rate. However, the calculation used by payroll department to get hourly rate for deduction for workers who go home early is basic wage divided by 173 which is the legal formula for overtime hourly rate, not regular hourly rate. As result, excessive hourly wage deduction when workers go home early. For instance: a worker from sewing section went home on May 9, 2023 at 11:04 am or he just worked 4 hours from 7:00am to 11:00am and total hours that had not been worked was 4 hours. Based on the pay slip, his wage was deducted IDR 45,524 (4 hours x IDR 11,381) while the correct deduction should be IDR 32,816 (basic wage IDR 1,969,000 /30 days /8 regular hours x 4 hours)</p> <p>2. Around 42 workers are compensated based on a monthly wage "All-In"-system with a basic monthly wage of IDR 1,969,000 which is the same basic wage for new workers at the factory. They work as leaders and admin staff in sewing, mechanics, and molding, quality control cutting leaders, technicians, and finished good warehouse staff. These 42 workers did not receive overtime wages when working beyond 8 regular hours per day and 40 hours per week. In addition to basic monthly wages, they receive unfixed performance allowances, other allowances, food allowances and attendance allowances. However, the total monthly allowance of these workers ranging from IDR 550,000 IDR 922,000 did not equal the legally entitled overtime amount as per legal rate (first hour of overtime shall be compensated at 150% of the hourly rate and the second and all consecutive hours at 200% of the hourly rate). The wage deficiency between the received compensation and the actual legally entitled overtime wage is at least around IDR 168,400 per month during busy months such as November 2022, January 2023 to May 2023.</p>

Recommendation for Immediate Action	1. Ensure do not implement excessive wage deduction. To get regular hourly rate for deduction should be from daily rate divided by number of regular hours per day. 2. Comply with the regulation regarding "all-in workers" (overtime exempt workers). Compensate all workers in compliance with local law. Only qualified staff can and should be paid under this arrangement. The criteria for overtime exempt employee is as follows: (a) Those who in structural positions in company. (b) Those who have obligations, responsibilities, and are authorized to company policies. (c) They are paid more than other workers. (d) They get better facilities than other workers.
Compliance Classifications	Immediate Action Required
Local Law	
Benchmark ID	C.6
Benchmark Details	All wages, including payment for overtime, shall be paid directly and in full within legally defined time limits. When no time limits are defined by law, compensation shall be paid at least once a month.
Finding Details	Based on factory regulation, the wage for workers is paid twice a month, on 5th for basic wage and incentives and on 15th for overtime wage and food allowance. However, based on desk research, evidence found, worker and management confirmation, the overtime wage frequently is paid only 50% on 15th and rest is on 5th and/or on 15th the following month. Total amount around IDR 1,200,000,000 (USD 80,000) or 50% overtime wage of May 2023 for 1,700 workers has not been paid. According to HR Manager, the payment will be made on 31st July 2023.
Recommendation for Immediate Action	Ensure to pay all wages on time in accordance with Government regulation, factory regulation and work agreement.
Compliance Classifications	Immediate Action Required
Local Law	

## Employment Relationship (ER)

Benchmark ID	ER 17.1
Benchmark Details	Employers shall ensure that all supervisors are trained in national laws, regulations, and the Delta Code, and the appropriate practices to ensure compliance.
Finding Details	The assessor found 2 grievances when a suggestion box was opened during the assessment. The grievance complaining of lacking waters in toilets with a date submitted on May 16, 2023 which is more than a month prior to this assessment on June 26, 2023. This grievance has not been recorded, followed and responded.
Recommendation for Immediate Action	Ensure to maintain adequate documentation in relation to grievance processes by tracking, following up, responding, and communicating resolution of grievances to the workers.
Compliance Classifications	Immediate Action Required
Local Law	
Benchmark ID	ER.1.2
Benchmark Details	Employers shall assign responsibility for the administration of human resources to a clearly defined and adequately qualified staff member or staff members and ensure workers at all levels receive communication and training about existing policies and procedures or any revisions.
Finding Details	The ongoing training for workers only covers compensation & benefit, hours of work, environment, health & safety, non-discrimination, and harassment & abuse. There are no trainings on recruitment, hiring & personnel development, termination & retrenchment, freedom of association and industrial relation, disciplinary system and grievances.
Recommendation for Immediate Action	



Compliance Classifications	Sustainable Improvement Required
Local Law	
Benchmark ID	ER.2
Benchmark Details	Employers shall ensure that all legally mandated requirements for the protection or management of special categories of workers, including migrant, juvenile, contract/contingent/temporary, probationary workers, home workers, and pregnant or disabled workers, are implemented. Where local laws and FLA standards differ, the employer is expected to follow the highest applicable standard.
Finding Details	There are only 12 workers with disabilities out of a total of 2,403 employees which is not in full compliance with a local law that requires the factory to hire one person with disabilities per 100 employees. Thus, for a factory with 2,403 employees in total, the factory has to hire at least 24 workers with disabilities, as per legal requirements.
Recommendation for Immediate Action	Establish a program to provide training and employ more workers with disabilities.
Compliance Classifications	Immediate Action Required
Local Law	
Benchmark ID	ER.5.1
Benchmark Details	Employers shall ensure that all supervisors are trained in national laws, workplace regulations, and the FLA Code, workplace grievance systems, and the appropriate practices to ensure compliance.
Finding Details	The specific training for supervisors only covers harassment, abuse, and non-discrimination. It does not include all FLA's Code elements and Employment Functions.
Recommendation for Immediate Action	



Compliance Classifications	Sustainable Improvement Required
Local Law	
Benchmark ID	ER.17.1
Benchmark Details	Employers shall have a clear and transparent system of worker and management communication that enables workers to consult with and provide input to management. This might include suggestion boxes, worker committees, designated spaces for worker meetings, union representatives, and meetings between management and workers' representatives.
Finding Details	The factory's grievance procedures and implementation are not adequate: (1) According to grievance procedures, the suggestion box is opened once a week. However, the assessor found 2 grievances when a suggestion box was opened during the assessment. The grievance complaining of lacking waters in toilets with a date submitted on May 16, 2023 which is more than a month prior to this assessment on June 26, 2023. (2) There are no records kept of when the box is checked. (3) Two suggestion boxes are posted near the exit doors where the security guards on standby to monitor the area. (4) One suggestion box in factory building 1 near exit door of machine storage area is not properly locked.
Recommendation for Immediate Action	(1)Check and open all suggestion boxes on weekly basis and maintain the records (2) Post suggestion boxes in private and secure areas for workers to submit grievances. (3) Ensure all suggestion boxes are installed with locking device with the key hold by the responsible person.
Compliance Classifications	Immediate Action Required
Local Law	
Benchmark ID	ER.17.6

Benchmark Details	Employers shall have a system in place to prevent retaliation against or discrimination towards workers who are filing grievances, including grievances regarding harassment, abuse, violations of factory procedures, compensation, or unsafe working conditions
Finding Details	The factory does not have policy and procedures on anti-retaliation. As result, there is no adequate system in place to prevent retaliation against or discrimination towards workers who are filing grievances, including grievances regarding violations of factory procedures, compensation, unsafe working conditions, and raise health, safety or environmental concerns.
Recommendation for Immediate Action	
Compliance Classifications	Sustainable Improvement Required
Local Law	
Benchmark ID	ER.6.1
Benchmark Details	Employers shall have written policies and procedures and implement practices that encourage ongoing training of all categories of workers with the goal of raising or broadening skills in order to advance in their careers within the factory or beyond.
Finding Details	There are no written policies and procedures on personnel development that encourage ongoing training with the goal of raising or broadening workers' skills so they can advance in their careers.
Recommendation for Immediate Action	
Compliance Classifications	Sustainable Improvement Required
Local Law	
Benchmark ID	ER.7.1

Benchmark Details	Employers shall have written policies and procedures with regard to performance reviews that outline the review steps and process, demonstrate linkages to job grading, prohibit discrimination, are provided in writing and seek feedback and agreement/disagreement from employees in writing, and that follow all local legal requirements.
Finding Details	1. The factory does not have policies or procedures on performance reviews that include steps and processes, linkages to job grading, non-discrimination, written feedback, and compliance with legal requirements. 2. The performance review for workers level does not include providing feedback on them.
Recommendation for Immediate Action	
Compliance Classifications	Sustainable Improvement Required
Local Law	
Benchmark ID	ER.4
Benchmark Details	Employers shall inform workers about workplace rules, environmental protection systems, health and safety information, and laws regarding workers' rights with respect to freedom of association, compensation, working hours, and any other legally required information, and the FLA Code through appropriate means, including posted in local language(s) throughout the workplace's common areas.
Finding Details	The factory has posted company's code on notice boards, however there is no communication to the workers on FLA and FLA's Workplace Code of Conduct.
Recommendation for Immediate Action	
Compliance Classifications	Sustainable Improvement Required
Local Law	

Benchmark ID	ER.3.1
Benchmark Details	Employers shall provide an orientation to new employees at the time of hiring, which includes explanations of the employers' rules, compensation package and policies for human resources, grievance systems, industrial relations, including respect of the right to freedom of association, workers' rights and responsibilities, FLA Code of Conduct, health and safety, and environmental protection.
Finding Details	The orientation training to new workers does not cover recruitment, hiring & personnel development, termination & retrenchment, and grievance. The orientation is more focused on human resources and legal compliance and health & safety and environment.
Recommendation for Immediate Action	
Compliance Classifications	Sustainable Improvement Required
Local Law	
Benchmark ID	ER.1.3
Benchmark Details	Employers should implement an annual, review process with input from workers of all policies, procedures and their implementation to ensure they meet legal requirements and the FLA Workplace Code.
Finding Details	The factory has not established procedures to request and/or receive workers' input/feedback regarding the creation, implementation, and updating of its policies and procedures. Workers are neither systematically integrated nor consulted in decision-making processes. The factory compliance officer created some new procedures at the time of assessment without process of requesting and/or receiving workers' input/feedback at least through meeting with bipartite committee.
Recommendation for Immediate Action	
Compliance Classifications	Sustainable Improvement Required

Local Law	
Benchmark ID	ER.18.4
Benchmark Details	The disciplinary system shall include a third party witness during imposition, and an appeal process.
Finding Details	The disciplinary procedures and implementation do not include worker's right to requests a witness and filing an appeal of disciplinary action.
Recommendation for Immediate Action	
Compliance Classifications	Sustainable Improvement Required
Local Law	
Benchmark ID	ER.18.6
Benchmark Details	The workplace shall commit to non-retaliation for all steps of the disciplinary process, including for a worker requesting a witness and filing an appeal of disciplinary action.
Finding Details	The factory does not establish a written commitment to non-retaliation for disciplinary process including if a worker requests a witness and filing an appeal of disciplinary action.
Recommendation for Immediate Action	
Compliance Classifications	Sustainable Improvement Required
Local Law	
Benchmark ID	ER.3.3
Benchmark Details	Workers should be provided with written documentation that substantiates all the issues covered in orientation briefings.

Finding Details	New workers are not provided with written documentation that substantiates all the issues covered in orientation.
Recommendation for Immediate Action	
Compliance Classifications	Sustainable Improvement Required
Local Law	

### Freedom Of Association And Collective Bargaining (FOA)

Benchmark ID	FOA.1.1
Benchmark Details	Employers shall comply with all national laws, regulations and procedures concerning freedom of association and collective bargaining. national laws, rules, and procedures protecting the rights of workers to organize and bargain collectively. Where local laws and FLA standards differ, the employer is expected to follow the highest applicable standard.
Finding Details	The factory's procedures on freedom of association are only about bipartite committee and grievances. It does not cover freedom of association and collective bargaining, rules, and procedures protecting the rights of workers to organize and bargain collectively.
Recommendation for Immediate Action	
Compliance Classifications	Sustainable Improvement Required
Local Law	

### Harassment Or Abuse (H/A)

Benchmark ID	H/A.10.1.2
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Benchmark Details	Body searches and physical pat downs shall only be undertaken when there is a specific, legitimate reason to do so and upon consent of workers, unless a state official with the power to do so (e.g. police officer) has ordered the search.
Finding Details	The security guards on duty perform routine body search four (4) times a day as workers arrive before the shift starts, leaving the building before break time, entering the building after the break, and after the shift ends.
Recommendation for Immediate Action	Ensure physical pat-downs are not used as a general practice. As per FLA requirements, physical pat-downs shall only be undertaken when there is a legitimate reason to do so and upon the consent of workers.
Compliance Classifications	Immediate Action Required
Local Law	
Benchmark ID	H/A.10.1.3
Benchmark Details	Body searches shall not be undertaken in public and the person who undertakes the search shall be of the same sex as the person who is being searched.
Finding Details	Please review H/A.10.1.2 for details
Recommendation for Immediate Action	Ensure physical pat-downs are not used as a general practice. As per FLA requirements, physical pat-downs shall only be undertaken when there is a legitimate reason to do so and upon the consent of workers and conducted privately.
Compliance Classifications	Immediate Action Required
Local Law	

## Health, Safety And Environment (HSE)



Benchmark ID	HSE.5.3
Benchmark Details	Alarm systems shall be regularly tested and evacuation drills shall be undertaken at least annually.
Finding Details	Evacuation drill is inadequate since there are no responsible persons assigned in guiding pregnant and disabled workers from their workstations to the external assembly point. Furthermore, there is no record as evidence that evacuation drill was also involving canteen workers, visitors, suppliers and contractors that happen to be in the factory.
Recommendation for Immediate Action	Assign responsible persons to guide pregnant and disabled workers from their workstations to the external assembly point during evacuation, and ensure canteen workers, visitors, suppliers and contractors are involved in the drill.
Compliance Classifications	Immediate Action Required
Local Law	
Benchmark ID	HSE.5.1.6
Benchmark Details	All applicable, legally required or recommended elements of safe evacuation shall be complied with, including all the following elements: evacuation procedures and fire drills
Finding Details	There is no assessment conducted after the drill to learn how to improve the evacuation process.
Recommendation for Immediate Action	Conduct assessment after the drill to learn how to improve the evacuation process.
Compliance Classifications	Immediate Action Required
Local Law	
Benchmark ID	HSE.19

Benchmark Details	All facilities including workplace buildings, toilets, canteens, kitchens, and clinics, shall be kept clean and safe and be in compliance with all applicable laws, including relevant sanitation, medical, and safety and health regulations.
Finding Details	1. Assessment found there is no running water in workers' toilets. Furthermore, there is no water coming from pump of the well when it was tested. At least 2 grievances from workers complaining lack of water in toilets. 2. There is no running water supplied to washbasin in canteen for food vendors. The food vendors arrange their own water to clean the cutlery by containing water in used mineral water gallons.
Recommendation for Immediate Action	1. Ensure that clean running water is available in workers' toilets at all times. 2. Supply clean running water to canteen area.
Compliance Classifications	Immediate Action Required
Local Law	
Benchmark ID	HSE.13
Benchmark Details	All necessary ventilation, plumbing, electrical, noise and lighting services shall be installed and maintained to conform to applicable laws and to prevent or minimize hazardous conditions to workers in the facility.
Finding Details	1. There is no assessment for determining thermal comfort problem areas in molding room. 2. The temperature in the molding room reached 34 degrees Celsius during the visit to the area at around 11 am. This high temperature was confirmed by checking the daily temperature log.
Recommendation for Immediate Action	1. Conduct assessments for determining thermal comfort problem areas in molding room. 2. Ensure to provide comfortable temperature up to 30.0 Celsius degree on all working areas; include measures to provide sufficient ventilation, install adequate fans and or air conditioning in molding room.
Compliance Classifications	Immediate Action Required

Local Law	
Benchmark ID	HSE.14.1
Benchmark Details	All production machinery, equipment and tools shall be properly guarded and regularly maintained.
Finding Details	1. A moveable ladder with 9 steps, placed near canteen for maintenance workers to use, is not equipped with secure handrails. 2. Around 30% of over-lock and bar-tack operators do not use the available plastic eye guards on the machines since such safety devices are also in a lifted-up position. 3. There is no list of all relevant equipment that required lockout-tagout (LOTO) for maintenance safety system. Furthermore, there is no record of using lockout-tagout (LOTO) during repairing equipment.
Recommendation for Immediate Action	1. Install secure handrails to the ladder. 2. Ensure all machinery safety guards are properly installed and used by workers. 3. Create a list of all relevant equipment that required lockout-tagout (LOTO) for maintenance safety system, and maintain record of using lockout-tagout (LOTO).
Compliance Classifications	Immediate Action Required
Local Law	
Benchmark ID	HSE.6.1
Benchmark Details	All safety and medical equipment (e.g. fire fighting equipment, first aid kits) shall be available in sufficient numbers throughout the workplace, maintained and stocked as prescribed, and easily accessible to workers.
Finding Details	Assessor found lack of water for eye wash station in chemical warehouse.
Recommendation for Immediate Action	Ensure that sterile water is available for eyewash facilities.
Compliance Classifications	Immediate Action Required

Local Law	
Benchmark ID	HSE.1
Benchmark Details	Employers shall comply with all national laws, regulations and procedures concerning health, safety, and the environment.
Finding Details	1. Most of trainings are conducted during workers' break time in canteen. As result, lack of effectiveness since most of workers were having meals while the trainer use PA (public announcement system) for delivering the trainings. 2. The factory has not conducted an asbestos assessment. As a result, there are no labels for materials in the factory potentially containing asbestos.
Recommendation for Immediate Action	1. Ensure that the trainings are not conducted workers' break time to ensure workers focus and receive better understanding on the training topics. 2. Engage with 3rd party experts to conduct an asbestos assessment and put labels on any material in the factory containing asbestos.
Compliance Classifications	Immediate Action Required
Local Law	
Benchmark ID	HSE.14.3
Benchmark Details	Employers shall ensure safety instructions are either displayed or posted near all machinery or are readily accessible to the workers in language(s) spoken by workers.
Finding Details	There is no safety instruction displayed or posted near sewing machine to ensure workers use the available machine safety guards such as needle guard and plastic eye guard.
Recommendation for Immediate Action	Ensure safety instruction is displayed or posted near sewing machine to ensure workers use the available machine safety guards.
Compliance Classifications	Immediate Action Required

Local Law	
Benchmark ID	HSE.29
Benchmark Details	Employers shall provide all necessary protection for workers when working at heights, confined spaces, and other high-risk areas.
Finding Details	1. The factory has not officially determined which areas of the premises are considered to be confined spaces. As a result, the factory does not have defined procedures for entering confined spaces (ensuring a safe atmosphere, rescue equipment ready to use, trained observer present). Furthermore, confined spaces are not marked with warning signs to limit entry. The assessors observed that the water tanks and manhole water sewer should be considered confined spaces. 2. The high work areas such as water tanks are not marked with safety precaution (such as: fall hazard sign and usage of PPE sign.) 3. There is no safety rod present at the electrical panels to help push or pull someone away from electrocution. The factory's maintenance department started to create the safety rod on 2nd day of this assessment.
Recommendation for Immediate Action	1. Determine where are the location of confined spaces in the premises, and establish procedure for entering confined spaces (safe atmosphere, rescue equipment ready to use, trained observer present). 2. Mark sign of safety precaution (such as: fall hazard sign and usage of PPE sign) in all high work areas.
Compliance Classifications	Immediate Action Required
Local Law	
Benchmark ID	HSE.10.1
Benchmark Details	Material Safety Data Sheets (MSDS) for all chemicals and hazardous substances used in the workplace must be available at the usage and storage sites of the chemicals and hazardous substances, in the local language and the language spoken by workers, if different from the local language.

Finding Details	There are no MSDS available for UR2500 (Visous) and paint hardener in chemical warehouse. Furthermore, there is no MSDS available for chemicals used in workshop.
Recommendation for Immediate Action	Ensure that MSDS is available for each chemical stored and used in factory.
Compliance Classifications	Immediate Action Required
Local Law	
Benchmark ID	HSE.30.2.6
Benchmark Details	The health, safety, and environmental policies shall contain the framework for a comprehensive health, safety, and environmental management system including a HS&E risk assessment within which the following are clear and regularly tested and reviewed:protections to workers who allege health, safety, and environmental violations;
Finding Details	Please review ER.17.6 for details
Recommendation for Immediate Action	
Compliance Classifications	Sustainable Improvement Required
Local Law	
Benchmark ID	HSE.7
Benchmark Details	Workers shall be provided at no cost with all the appropriate and necessary personal protective equipment (e.g. gloves, eye protection, hearing protection, respiratory protection) to effectively prevent unsafe exposure (e.g. inhalation or contact with solvent vapors, noise, dust) to health and safety hazards, including medical waste.

Finding Details	1. There is a hole on the finger side of the mesh metal cutting glove used by 1 out of 7 cutting operators. 2. There is no PPE storage cabinet provided to appropriately store the PPEs in workshop.
Recommendation for Immediate Action	1. Provide new mesh metal cutting gloves to cutting operators that have defects/broken gloves. 2. Provide a PPE storage cabinet to appropriately store the PPEs in workshop.
Compliance Classifications	Immediate Action Required
Local Law	
Benchmark ID	HSE.14.2
Benchmark Details	Workers shall receive training in the proper use and safe operation of machinery, equipment and tools they use.
Finding Details	There is lockout-tagout training but there is no training for designated workers with special/high-risk responsibilities on confined space and work in height.
Recommendation for Immediate Action	Provide safety training to designated workers with special/high-risk responsibilities for confined space and work at height.
Compliance Classifications	Immediate Action Required
Local Law	
Benchmark ID	HSE.17.1
Benchmark Details	Workstations, including seating and standing arrangements and reach required to obtain tools, shall be designed and set-up in such a manner as to minimize bodily strains.
Finding Details	There is no stretching exercise as part of ergonomic program. Around 15% of workers who work in standing position in QC and finishing sections are not provided with anti-fatigue mat.



Recommendation for Immediate Action	(a) Establish a regular stretching exercise program. (b) Provide anti-fatigue mats for all workers who work in standing position.
Compliance Classifications	Immediate Action Required
Local Law	

## Hours Of Work (HOW)

Benchmark ID	HOW.3
Benchmark Details	Employers shall provide reasonable meal and rest breaks, which, at a minimum, must comply with national laws.
Finding Details	Most of trainings are conducted during workers' break time in canteen for about 15 minutes while the hours for training activity during break time is not compensated.
Recommendation for Immediate Action	Ensure that trainings are not conducted during break time so that workers can use their free time at own will, or compensate workers' time for training activity during break time.
Compliance Classifications	Immediate Action Required
Local Law	

Benchmark ID	HOW.16
Benchmark Details	Employers shall provide workers with sick leave as required under national laws, regulations and procedures.
Finding Details	Sick leave is not paid full wage when workers sick in factory and go home although there is approval from onsite clinic to have bed-rest at home. For instance: based on written approval signed by supervisor, HR and nurse, workers went home due to being sick at 1:15pm on March 9, 2023, but his payslip showed deduction for 2.5 hours of the hours that had not been worked, from 1:30pm to 4:00pm.

Recommendation for Immediate Action	Ensure when the workers are sick at factory are paid a full wage.
Compliance Classifications	Immediate Action Required
Local Law	
Benchmark ID	HOW.21
Benchmark Details	Other than in exceptional circumstances, the total weekly work hours (regular work hours plus overtime including any alternative shifts such as 4x4 or 3x3) shall not exceed 60 hours per week.
Finding Details	Out of 60 selected sample workers, approximately 20 - 30% of workers worked up to 64 hours per week in November 2022 and January 2023 in sewing section, up to 68 hours per week in February 2023 in sewing, loading/ finished good warehouse, and up to 66 hours per week in May 2023 in sewing, cutting and loading/ finished good warehouse.
Recommendation for Immediate Action	Limit the total weekly working hours only 60.
Compliance Classifications	Immediate Action Required
Local Law	

