



2008

FAIR LABOR ASSOCIATION INDEPENDENT EXTERNAL MONITORING REPORT

COMPANY: Yee Tung
COUNTRY: Jordan
FACTORY CODE: 640039798G
MONITOR: Level Works Limited
AUDIT DATE: June 24 -25, 2008
PRODUCTS: Knitted Products & Sweaters
PROCESSES: Cutting, Sewing,
Embroidering, Washing, Finishing,
Warehousing
NUMBER OF WORKERS: 2236

FLA Comment: This report was submitted with a corresponding corrective action plan to the FLA and was reviewed by FLA staff. In an effort to improve the effectiveness of remediation, the FLA has provided feedback and recommendations to the company, but those recommendations are not incorporated in this audit report. Therefore, the report is posted in its current state and will be updated once a finalized report has been received.

Due to a 2010 IEV (Independent External Verification) at this factory, all updates after 2008 can be found on the IEV report [here](#).



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Wages, Benefits and Overtime Compensation: General Compliance Wages, Benefits and Overtime Compensation

WBOT.1 Employers shall comply with all local laws, regulations and procedures concerning the payment of wages and benefits, including overtime compensation. In any case where laws and the FLA Code are contradictory, the standard that provides the greatest protection for workers shall apply. Where provisions are lacking, employers shall take measures to reasonably accommodate matters concerning the payments of wages and benefits, including overtime compensation. (S)

Noncompliance

Explanation: Workers late time (minutes or hours) in the morning is deducted from OT hours. If a worker is late by 30 minutes in the morning and works 2 hours OT at the end of the day, they only get OT for 1.5 hours. Factory explained that they first calculate the day's full work hours, considering 8 hours as regular factory work hours; subsequently, the rest of time is given as overtime.

Plan Of Action: Company will design a system that will improve these requirements to enable a deduction calculation based on the agreed plan. Late time will be deducted from the regular work hours only, and not the total hours.

Deadline Date: 07/31/2008

Supplier CAP: Improved requirement was agreed upon; new system has been developed and introduced. The required calculation regarding deductions of late time will be for regular hours only will be implemented accordingly.

Supplier CAP Date: 11/30/2008

Action Taken: New payroll system has been implemented and is now being used; this ensures that appropriate deductions as per requirement are adapted accordingly.

Plan Complete:

Plan Complete Date:



Health and Safety: Safety Equipment and First Aid Training

H&S.10 All safety and medical equipment (such as fire fighting equipment, first aid kits, etc.) shall be available in sufficient numbers throughout the factory, maintained and stocked as prescribed and easily accessible to workers. A sufficient number of workers shall be trained in first aid and fire fighting techniques. (S)

Noncompliance

Explanation: Fire extinguishers (in at least 3 places) are not functional/charged.

Plan Of Action: Factory will initiate a restricted plan to assure that proper monitoring and inspection by the safety officer will be conducted.

Deadline Date: 06/30/2008

Supplier CAP: Continuous monitoring is being conducted on a regular basis by the safety officers. The inspection record is submitted to compliance in order to ensure that all fire extinguishers are functional and inspected properly.

Supplier CAP Date: 07/31/2008

Action Taken: Factory is now ensuring that all fire extinguishers are functional, charged, and inspected on a regular basis. Regular monitoring is being conducted to ensure safety and accessibility at all times.

Plan Complete:

Plan Complete Date:



Health and Safety: Chemical Management and Training

H&S.13 All chemicals and hazardous substances shall be properly labeled and stored in accordance with applicable laws. Labels shall be placed in the local language and the language(s) spoken by workers, if different from the local language. Workers shall receive training, appropriate to their job responsibilities, concerning the hazards, risks and the safe use of chemicals and other hazardous substances. (S)

Noncompliance

Explanation: Some chemical containers are not labeled with name and contents in main chemical storage area.

Plan Of Action: A meeting was held and it was decided that regular monitoring will be conducted. Supervisors will be advised to continuously inspect the movement of containers to make sure new containers are labeled properly.

Deadline Date: 06/30/2008

Supplier CAP: Supervisors will ensure that all containers are properly labeled. Safety Officer will continuously monitor the implementation of this procedure.

Supplier CAP Date: 06/30/2008

Action Taken: Factory is ensuring that all chemical containers are properly labeled and that safety officer is continuously monitoring to ensure orientation and safety of workers.

Plan Complete:

Plan Complete Date:



Health and Safety: Bodily Strain

H&S.20 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. Employers shall train workers in proper lifting techniques and items such as belts shall be provided. (S)

Noncompliance

Explanation: Standing workers are not provided with rubber mats to stand on.

Plan Of Action: Workers will be advised to use the rubber mats provided by the factory properly and will request the help of supervisors for implementation.

Deadline Date: 06/30/2008

Supplier CAP: Awareness and orientation will be continuously advised. Safety Officers will conduct regular inspection to remind workers to use the rubber mats at all times.

Supplier CAP Date: 06/30/2008

Action Taken: Factory will ensure that provided rubbers mats will be used by all workers in the pressing section. Continuous monitoring and orientation will be implemented to ensure workers comply for their safety.

Plan Complete:

Plan Complete Date:



Health and Safety: Sanitation in Dormitories

H&S.28 All dormitories shall be kept secure, clean and have safety provisions (such as fire extinguishers, first aid kits, unobstructed emergency exits, emergency lighting etc.). Emergency evacuation drills shall also be conducted at least annually. (S)

Noncompliance

Explanation: There was no heat in the factory dormitory.

Plan Of Action: Management discussed the implementation of heating facility requirements.

Deadline Date: 06/30/2008

Supplier CAP: Management agreed to install the heating units required for dormitories after the completion of new dormitories.

Supplier CAP Date: 12/31/2008

Action Taken: Factory will have its new heating facilities installed for next winter, to ensure more security and safety for workers.

Plan Complete:

Plan Complete Date:



Hours of Work: General Compliance Hours of Work

HOW.1 Employers shall comply with all local laws, regulations and procedures concerning hours of work, public holidays and leave. (S)

Noncompliance

Explanation: Foreign workers worked between 72 – 82 hours per week (including 1 Friday) in January 2008. In April and May 2008, they worked 60 – 68 hours a week. The latest clock-in time on a given day was 10:45pm or 6 hours of overtime a day.

Plan Of Action: Factory will improve production planning in coordination with Hong Kong Office on the materials delivery to meet deliveries in a timely manner. Additional recruits will help to improve individual worker efficiency and overall productivity will be generally increased at this stage. We will keep limiting weekly hours to 60 and workers will be given a day off in 7.

Deadline Date: 06/30/2008

Supplier CAP: Production planning and monitoring has been implemented; proper scheduling started in July 2009. Additional workers were recruited to replace the workers leaving, work time is corrected accordingly.

Supplier CAP Date: 07/31/2008

Action Taken: Proper scheduling, materials monitoring and the recruitment of worker support in the proper scheduling and implementation of work time. Work hours are now controlled and within the requirement of the standards.

Plan Complete:

Plan Complete Date:

Hours of Work: Rest Day

HOW.2 Workers shall be entitled to at least one day off in every seven-day period. If workers must work on a rest day, an alternative day off must be provided within that same seven-day period or immediately following the seven-day period. (P)

Noncompliance

Explanation: From time card and payroll review. It was observed that foreign workers worked from 1-2 Fridays in April, May and June 2008. They worked 4 Fridays in January 2008, resulting in 24 days of continuous work without a rest day. Foreign workers worked from 1 – 2 Fridays in April, May (i.e., May 23, 2008) and June 2008 (i.e. June 13 and 20, 2008). They worked 4 Fridays in January 2008, resulting in 24 days of continuous work without a rest day.

Plan Of Action: Factory will improve production planning in coordination with Hong Kong Office on the materials delivery to meet deliveries in a timely manner. Additional recruits will help to improve workers' efficiency and overall productivity will be generally increased. At this stage, we will keep limiting weekly hours to 60 and workers will be given a day off in 7.

Deadline Date: 06/30/2008

Supplier CAP: Factory will improve production planning in coordination with Hong Kong Office on the materials delivery to meet deliveries on a timely manner. Additional recruits will help to improve workers' efficiency and overall productivity will be generally increased. At this stage, we will keep limiting weekly hours to 60 and workers will be given a day off in 7.

Supplier CAP Date: 07/31/2008

Action Taken:

Plan Complete:

Plan Complete Date:
