

THIS SECTION IS FOR RECOMMENDATIONS ONLY. USE THE OTHER TAB FOR STRICT NONCOMPLIANCES.

Findings				
FLA Code / Compliance Issue	Description Of Issue	Monitor's Preliminary Findings	Evidence Source	Method Of Investigation
1. Code Awareness				
Other				
2. Forced Labor				
Other				
3. Child Labor				
Other				
4. Harassment or Abuse				
Other				
5. Nondiscrimination				
Hiring Discrimination Practices		<p>Previous findings on 23 Sep 2003 : (i) Advertisement on the notice board for cleaners indicated age 16 - 50. (ii) Advertisement with the Labour Department for Sewer indicates age 16-55.</p> <p>Current findings on 5 Oct 2011 : It was noted that the latest job recruitment advertisement did not specify any age preference. However, the demand letter for foreign workers did specify an age preference of 21 to 35 years old.</p>	Visual inspection of Notice board, Document review	Visual inspection, Document review
6. Health and Safety				

		Findings		
FLA Code / Compliance Issue	Description Of Issue	Monitor's Preliminary Findings	Evidence Source	Method Of Investigation
Fire Safety Health and Safety legal compliance		<p>Previous findings on 23 Sep 2003 :</p> <p>1. No evidence related to the certification of panel doctor Advise Panel doctor to register as Occupational Health Doctor (OHD) with DOSH (OSH Act, 1994, USECHH Regulations 2000).</p> <p>2. Insufficient awareness on safety committee members and their responsibilities among the worker population although they do recognize HR Assistant Manager as to be related to safety.</p> <p>Current findings on 5 Oct 2011:</p> <p>1. It was noted that the doctor of *name* is registered as OHD (listed on the factory website) but no evidence on other 4 panel doctors.</p> <p>2. It was noted that the factory has posted the Safety Committee Organisational Chart on all notice boards and conducted briefing to all workers badge by badge during 25-29 March 2011. However, according to worker interviews, some workers know the safety committee members who are also their line leaders but some still don't know.</p>	Documentation.	Documentation. Worker Interview
Evacuation Procedure		<p>Previous findings on 23 Sep 2003 :</p> <p>Insufficient Emergency Procedure. There is no emergency light and no exit signs, nor Evacuation plans posted in the hostel, & there is no emergency fire drill and emergency telephone nos. is not provide therefore resident may not know who/how to contact</p> <p>Current findings on 5 Oct 2011 :</p> <p>It was noted that the factory has installed the emergency lights, exit signs, posted the evacuation plan & emergency contacts, and conducted the fire drill for all 23 hostels.</p>	Visual Inspection	Visual Inspection
Safety Equipment		<p>Previous findings on 23 Sep 2003 :</p> <p>Instructions on the operation of hose reel, alarm are in English and Bahasa Malaysia</p> <p>Current findings on 5 Oct 2011 :</p> <p>It was noted that the operational instructions of hose reels and alarms are still in English and Bahasa Malaysia</p>	Visual Inspection Documentation	Visual Inspection Documentation, Worker Interview
PPE		<p>Previous findings on 23 Sep 2003 :</p> <p>No evidence of training of workers on the use, storage and maintenance of PPE</p> <p>Current findings on 5 Oct 2011 :</p> <p>The factory has conducted the training of the use, storage & Maintenance of PPE to 27 workers in Cutting Dept on 18 March 2011, 12 QC workers on 22 March 2011, 6 mechanics on 22 March 2011, 6 department head (HOD) on 24</p>	Visual Inspection Documentation	Visual Inspection Documentation

Findings				
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Chemical Management		<p>Previous findings on 23 Sep 2003 : There is no chemical handling training provided for the worker.</p> <p>Current findings on 5 Oct 2011 : It was noted that the factory has conducted the chemical handling training to 6 mechanics on 28 March 2011.</p>	Documentation	Visual Inspection Documentation
Sanitation in Facilities		<p>Previous findings on 23 Sep 2003 : Some of the sewing areas are congested, untidy and dusty from the flying flint, fabric scraps etc. Toilet facilities in the factory are not very clean in some units</p> <p>Current findings on 5 Oct 2011 : According to the factory tour observation, it was noted that the sewing dept aisles were clear and toilet facilities were well maintained.</p>	Visual Inspection	Visual Inspection
Sanitation in Dormitories		<p>Previous findings on 23 Sep 2003 : Toilet facilities in the one of the men's hostels is not very clean eventhough there is a cleaning roster system. Perhaps the factory needs to enforce better housekeeping.</p> <p>Current findings on 5 Oct 2011 : According to the hostel tour observation, the male toilets at hostels were generally clean.</p>	Visual Inspection	Visual Inspection

Findings				
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Other		<p>Previous findings on 23 Sep 2003 :</p> <p>1. Although the clinic is set up, it is not properly equipped, except for 3 plastic reclining deck chairs. The room is adorned with a multitude of posters giving knowledge on the simple ailments and their recognition in a programme of continuing education and awareness on healthy practices and lifestyles.</p> <p>2. Although a noise survey was conducted, general worker who uses a compressed air gun to blow off the dust/chalk form the product is exposed to intermittent high noise levels which may have exceeded the PEL.</p> <p>Current findings on 5 Oct 2011 :</p> <p>1. It was observed that the factory has a rest area called "Sick Bay" which equipped with a bed (including 1 pillow and 1 blanket), a stretches, 1 first-aid kit and 1 wall fan. According to the law, clinic will be required for factory with 1,000 workers & above.</p> <p>2. The factory has appointed *an organization* to conduct noise monitoring tests from 28 March 2011 to 30 March 2011. The result for all personal noise exposure monitoring was below either the permissible exposure limits for 8.75 hours of 89.4dBA or Action Level for 8.75 hours of 84.4dBA.</p>	Visual Inspection, Documentation	Visual Inspection
7. Freedom of Association and Collective Bargaining				
Other				
8. Wages and Benefits				
Other				
9. Hours of Work				
Other				
10. Overtime Compensation				
Other				
Miscellaneous				

Recommendation For Further PC Investigation	Recommendation For Corrective Action (Optional)	Remediation (Optional)					Status
		PC Remediation Plan	Completion Date	Documentation			Completed ; Pending; Ongoing
	Advise the panel doctor to register as Occupational Health Doctor (OHD) with DOSH (OSH Act, 1994, USECHH Regulations 2000. Provide training on the Principles and safety and health awareness among the workers. The appointed secretary should be sent to attend NIOSH approved course for Safety and Health Officer, take exams to be certified and registered with DOSH	The Panel Doctor has OHD. Other Panel Doctors will be advised to get OHD. Training on OSH to be held in November 2003. Safety and Health Org Chart will be posted in every notice board and Safety Committee. will be reshuffled and be set 2 set of committee saperately in this factory.	12/31/03 11/30/03 2/04	Certificate of Registration Training records		Ongoing Ongoing Ongoing	
	Standardize the system of highlighting evacuation routes either on floor or walls throughout the branches. Improve the fire emergency procedure and documentation in the hostel	Evacuation sign will be drawn on the floor. The emergency fire drill and telephone numbers are to be prepared.	1/31/04				Completed
	Instructions on the operation of hose reel, alarm are in English and Bahasa Malaysia, although workers insist that they know how to operate the equipment because of their fire drills.	Portral instruction will be posted on the hose reel.	12/31/2003				Ongoing
	Training should include use, maintenance and storage of PPE.	Training will be provided on PPE.	12/31/2003	Training records			Completed

Recommendation For Further PC Investigation	Recommendation For Corrective Action (Optional)	Remediation (Optional)					Status
		PC Remediation Plan	Completion Date	Documentation			Completed ; Pending; Ongoing
	Training should include safe chemical handling. Labelling and Relabelling System should be set up according to the CPL Regulations. Set up an effective Recycling programme and practices (cotton rags, fabric waste, paper/cardboard) in the company with the waste sold to a local contractor.	Training will be provided including all those requirements.	31/2/04	Training records			Completed
	Recommend better housekeeping activities. Toilet facilities in the factory are not very clean in some units. Improve housekeeping practices and personal habits in toilets	Regular inspection will be carried out daily. Training will be provided for better housekeeping.	1/31/2004	Inspection record and training records			Completed
	Even though there is a cleaning roster system need to improve housekeeping practices and personal habits in toilets.	Regular inspection will be carried out daily. Training will be provided for better housekeeping.	1/31/2004	Inspection record and training records			Completed

