

Compliance Assessment Report



IRIS Fabrics Limited

10/02/2024 (dd/mm/yyyy)

Assessment Start date: 22/01/2024 (dd/mm/yyyy)

Assessment End date: 23/01/2024 (dd/mm/yyyy)

Cycle: 9

Modality: ONSITE

Report ID: 1770

Country: Bangladesh

Product type: Sewing or Final Product Assembly

Supplier Name: IRIS Fabrics Limited

Supplier Address: Zirani Bazar, Kashimpur, Gazipur

This compliance report includes information about this factory's compliance performance at the time of the Better Work assessment. The key compliance results are explained in more detail on the following pages.

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Full list of clusters and compliance points assessed during a Better Work compliance assessment visit.

Factory Visit Information

The following section includes general information on the factory, on its key strengths, and on the assessment process itself.

Key Strengths and Process Integrity

Question	Answer
Was any part of the assessment conducted virtually?	No
What is the total number of employee interviews conducted?	40
Provide details about number of employees interviewed	<p>Total number of workers interviewed: Total 40, male- 17, female- 23.</p> <p>Individual interviews: total 22, male- 10, female- 12.</p> <p>Group interviews (Fire Fighter, First aider, Safety Committee and Trade Union): 18 workers, male- 07, female- 11.</p> <p>Workers were selected by assessors from the Cutting, Sewing, Finishing, Dyeing, Knitting, Printing, Security, and Maintenance sections for interview.</p> <p>Interview locations: Production floors, canteen, and meeting room.</p> <p>Interview process: Interviews were conducted without the presence of management and using open-ended questions.</p> <p>Selection process: Randomly selected by the assessors based on the factory tour, payroll, time records, and personnel files covering most of the sections.</p>
Did the Enterprise Advisor(s) conduct an offsite documentation review?	No
1. Cooperativeness of facility	Enterprise was cooperative during the assessment days.
2. Strengths of management practices	Nothing Significant.
3. Any other comments	Not any.

Freedom of Association and Collective Bargaining

Question	Answer
Does the facility have a registered trade union(s) on-site?	Yes

Documents review, management and workers interview indicated that there is a union in the factory named IRIS Fabrics Sromik Union. (registration number Dhaka-5816) that was formed on 23 May 2022. Document review indicated that the union executive committee was formed on 23 May 2022. Workers interview indicated that they were aware of the union membership and union activities. The enterprise had a FoA policy, and the policy was posted on the notice board.

NUMBER of registered trade unions in the facility: (Ref 7626)	1
PERCENTAGE of workers that are trade union members: (Ref 7628)	27
Name of union with the largest membership: (Ref 18369)	IRIS Fabrics Sromik Union.
Name of the federation or confederation (or both) with which the largest union at the facility is affiliated, if applicable (please indicate whether it is a federation or a confederation in your response): (Ref 18369)	National Garments Sromik Federation.
NUMBER of female union members in the union with the largest membership in the facility (Ref 18369)	380
NUMBER of male union members in the union with the largest membership in the facility (Ref 18369)	379
NUMBER of female union officials in the union with the largest membership in the facility	3
NUMBER of male union officials in the union with the largest membership in the facility	8
How many Collective Bargaining Agreements (CBAs) have there been in effect at the facility during the assessment timeframe? (Ref 8979)	1
Parties to the CBA that covers the greatest number of workers in the workplace: (Ref 18460)	The parties of the collective bargaining agreement were IRIS Fabrics Ltd. and IRIS Fabrics Sromik Union.
PERCENTAGE of workforce covered by the CBA that covers the greatest number of workers in the workplace: (Ref 18460)	100
Duration of the CBA that covers the greatest number of workers in the workplace (provide NUMBER value for duration in months): (Ref 18460)	12
Overview of the issues covered in the CBA that covers the greatest number of workers in the workplace: (Ref 18460)	<p>Demand from TU_1_ Payment of Wages: Wages should be paid by 7th working day of every month. Overtime should be paid with wages.</p> <p>CBA decision: As per Labour Law Wages and Overtimes will be paid within 7th working day of every month and which is still running.</p> <p>Demand from TU_2_ Wages Increment: Yearly 15% have to give increments on gross wages to all worker-employees of the factory. This increment has to provide from 1st January of every year. If any worker works less than one year on 1st January increment to be provided pro-rata basis.</p>

CBA Decision: Yearly Increment will be provided to the workers if the worker completes one year service consecutively which is continued. 5% to 6.5% increment will be provided considering the workers skill, length of service and other parameters and will be continued.

Demand from TU_3_Attendance Bonus: At least Tk. 600/- have to pay as attendance bonus to the workers of this factory and attendance bonus cannot be deducted if any worker is on unauthorized leave. Have to allow at least 30 minutes late for justifiable reason.

CBA Decision: Attendance bonus will be paid according to factory attendance bonus policy and will be continued.

Demand from TU_4_ Production Bonus: Production bonus at the rate of at least 100 taka per day should be paid to the workers involved in production in the factory subject to meeting the target.

CBA Decision: Under consideration.

Demand from TU_5_ Arranging necessary material of toilets: All necessary materials are not available in toilets for workers in the factory. Soap is provided twice in a day. Soap, sandals and towels should be provided at all times from now onwards. Also, many toilets have holes on the door. These should be repaired very soon.

CBA Decision: all the doors of toilets will be repaired within 15 days and other materials related to sanitation will be maintained.

Demand from TU_6_ Road for movement: The road starting from the back side of dyeing section exit up-to ETP is broken and not suitable for movement. So, this road has to be repaired completely and made movable so that people can easily move to the assembly area.

CBA Decision: The road will be kept clean for movement with everyone's help and will be maintained.

Demand from TU_7_ Weekly holiday: Workers should be awarded weekly holiday as per the Labour Law. Every Friday weekly holiday must be ensured.

CBA Decision: will be maintained and continued.

Demand from TU_8_ Working hour: Every worker should be permitted 8 hrs of work as per labour law. Two hours overtime can be done after completing 8 hours work and overtime should be paid as per law.

CBA Decision: will be maintained and continued.

Demand from TU_9_ Earned leave encashment: 18 days Earned/Annual leave should be provided every year in this factory. The earned/annual leave amount of preceding year should be paid by January of the following year.

CBA Decision: Earned leave shall be determined in accordance with the Labour Law and will be granted in the following month after completion of one year of service by every worker which is ongoing and will be followed on.

Demand from TU_10_ Unfair Dismissal: No worker shall be unlawfully dismissed.

CBA Decision: will be maintained and continued as per Labour Law.

Demand from TU_11_ Sanitary Napkin: Have to provide free sanitary napkins to all female workers every month.

CBA Decision: It was provided in small scale and will be continued.

Demand from TU_12_ Transport/Ambulance Facility: Transport/ambulance facilities should be provided to pregnant women workers working in factories for medical visits.

CBA Decision: Facility will provide when required.

Demand from TU_13_ Paternity Leave: Seven (7) days paternity leave should be provided to the workers working in the factory.

CBA Decision: Anyone can avail leave (as per labour law) for emergency reason with concern of management.

Demand from TU_14_ Safety: Safety Committee shall be formed and have to be more active.

CBA Decision: Safety Committee has been formed as per Labour Law and committee were being trained by ACCORD. Safety board was regularly updated and will be continued.

Demand from TU_15_ Anti-Harassment Committee: Anti-Harassment Committee should be formed to ensure safety of the female workers working in the factory.

CBA Decision: Anti-Harassment Committee has been formed as per Labour Law and they were being trained regularly. Will be made more effective.

How many industrial actions/strikes have occurred? (Ref 7647)

0

Contracts and Human Resources

Question	Answer
Facility is the legal owner of the site:	Yes
Total number of workers: (Ref 18130)	2807
Number of male workers: (Ref 18131)	1482
Number of full-time workers:	2807
Number of male full-time workers:	1482
Number of permanent workers: (Ref 9046)	2771
Number of male permanent workers: (Ref 9048)	1457
Number of temporary workers: (Ref 9059, 9070)	0
Number of agency/contract workers:	0
Number of contract workers who are not part of the production process:	0
Number of foreign migrant workers: (Ref 11540)	0
Number of domestic migrant workers:	2707
Number of male domestic migrant workers:	1460
Number of workers paid by unit:	0
Number of workers under probation: (Ref 9049)	36
Number of male workers under probation: (Ref 9051)	25
Number of casual workers: (Ref 9063)	0
How many workers under the age of 18 have worked at the facility during the assessment timeframe?	0
Number of workers who are trainees, apprentices or interns: (Ref 9054)	0
Number of workers who are pregnant/breastfeeding:	37
Number of workers with disabilities: (Ref 18154)	41
Number of male workers with disabilities: (Ref 18279)	30
Number of workers who bring work home or work at home exclusively:	0
Number of supervisors: (Ref 13355)	376
Number of male supervisors: (Ref 11538)	267

Number of foreign migrant supervisors: (Ref 7640)	0
Operating License/Registration #:	82/Gazipur (Trade License) 14239/ Gazipur (Factory License)
Are subcontractors utilized by the facility to complete all or part of the production process? (Ref 7650)	Yes
If yes, how many subcontractors?	10
Does the facility offer/ participate in any apprenticeship / trainee / internship programs? (Ref 9054)	No
Does the facility use fixed-term contracts?	No
How many workers became disabled (for whatever reason)?	0

Occupational Safety and Health

Question	Answer
Total number of buildings on-site:	10 or more
Number of production buildings on-site:	1
Number of warehouses on-site:	1
Are warehouses within or separate from production buildings?	Warehouses are separate buildings
Number of on-site dormitories:	0
Do workers stay in off-site housing managed or controlled by the facility? (Ref 9213)	No
Is there an on-site canteen/eating area? (Ref 18252)	Yes
Are there on-site childcare facilities?	Yes
Describe any other types of buildings:	Wastage Godown, Chemical Godown, Utility Building (Boiler, Generator, ETP), Fire Control Room, Admin Building, Security Room etc.
Total Facility Area (m2) - only built premises:	30359
Facility is in a multi-floor building:	Yes
Number of all floors:	9
Floors have been added since original construction:	No
Building is shared with other facilities/enterprises:	Yes

Residential building has been converted into a facility:	No
Residences are located within any facility buildings:	No
Does the facility use laser or radiation producing equipment?	No
Does the facility perform any type of "hot work" (i.e. welding, soldering etc.)?	No
Number of work-related injuries that resulted in at least three days of absence from work: (Ref T1606)	0
Number of work-related injuries that resulted in less than three days of absence from work: (Ref T1606)	8
Number of work-related dangerous occurrences in the last 12 months (e.g. collapse, partial collapse, explosions, electrical fire, etc.):	0
Number of commuting injuries in the last 12 months: (Ref T1606)	0
Number of work-related diseases in the last 12 months: (Ref T1606)	0

Working Time

Question	Answer
Normal Hours of Operation per day:	8
Number of Shifts and Hours of Operation for each (Normal Operations):	04 Shift (General Shift-08:00am to 05:00pm) Additional three Shifts (06:00am- 02:30pm, 02:00pm-10:30pm, 10:00pm-06:30am)
Number of Shifts and Hours of Operation for each (Peak Operations):	04 Shift (General Shift-08:00am to 05:00pm) Additional three Shifts (06:00am- 02:30pm, 02:00pm-10:30pm, 10:00pm-06:30am)
Peak Operation Months:	November, December, January, February

Management systems

This section of the report contains information on the management systems of the factory, which create an enabling environment for sustainable compliance. This section is specific to BW factory engagement model, and is not a part of the SLCP tool. This information is not transmitted to the SLCP Gateway and is not included in the SLCP verification report.

Human Resources Management

hrm-1	Does the employer have a written HR policy?	Yes
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hrm-1-1	Is the HR policy signed by top management?	Yes
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hrm-1-2	Does the HR policy include the following? (SELECT all that apply with an "X")	
<i>hrm-1-2-1</i>	<i>Applicability to all production and non-production workers, regardless of contractual status, including on-site subcontracted workers</i>	X
<i>hrm-1-2-2</i>	<i>Mandatory minimum age requirements</i>	X
<i>hrm-1-2-3</i>	<i>Appropriate work for young workers (if relevant)</i>	
<i>hrm-1-2-4</i>	<i>Equal treatment and non-discrimination</i>	X
<i>hrm-1-2-5</i>	<i>Preventing violence and harassment, including gender-based violence and harassment</i>	X
<i>hrm-1-2-6</i>	<i>Prohibition on forced labour</i>	X
<i>hrm-1-2-7</i>	<i>Legal requirements in relation to termination</i>	X
<i>hrm-1-2-8</i>	<i>Freedom of association</i>	X
<i>hrm-1-2-9</i>	<i>Working hours</i>	X
<i>hrm-1-2-10</i>	<i>Compensation</i>	X
<i>hrm-1-2-11</i>	<i>None of the above</i>	

hrm-2	Does the employer have written recruitment procedures?	Yes
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hrm-2-1	Does the recruitment procedure describe the following? (SELECT all that apply with an "X")	
<i>hrm-2-1-1</i>	<i>Hiring criteria that are applied equally to all job applicants</i>	X
<i>hrm-2-1-2</i>	<i>Methods for verifying the age of workers prior to hiring</i>	X

hrm-2-1-3	<i>Methods for ensuring compliance with legal requirements for workers under age 18 (if relevant)</i>	
hrm-2-1-4	<i>Methods for ensuring that workers retain all of their original ID documents</i>	X
hrm-2-1-5	<i>None of the above</i>	

hrm-3	Does the employer have written disciplinary procedures?	Yes
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hrm-3-1	Do the disciplinary procedures include the following? (SELECT all that apply with an "X")	
hrm-3-1-1	<i>Clear specification of unacceptable behaviours or performance, such as violence and harassment, including gender-based violence and harassment</i>	X
hrm-3-1-2	<i>A step-by-step warning system</i>	X
hrm-3-1-3	<i>Right to representation during disciplinary processes</i>	X
hrm-3-1-4	<i>Time frames for warnings and payment</i>	
hrm-3-1-5	<i>None of the above</i>	

hrm-4	Does the employer have written termination procedures?	Yes
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hrm-4-1	Do the termination procedures include the following? (SELECT all that apply with an "X")	
hrm-4-1-1	<i>Opportunity for workers to defend themselves prior to termination</i>	X
hrm-4-1-2	<i>Legal notice periods</i>	X
hrm-4-1-3	<i>Termination payments</i>	X
hrm-4-1-4	<i>Provisions at least as favourable to workers as the law requires</i>	
hrm-4-1-5	<i>None of the above</i>	

hrm-5	Does the employer have written grievance handling procedures?	Yes
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hrm-5-1	Do the grievance handling procedures ensure the following? (SELECT all that apply with an "X")	
hrm-5-1-1	<i>Clear options for submitting grievances</i>	X
hrm-5-1-2	<i>Anonymity</i>	X
hrm-5-1-3	<i>Confidentiality as appropriate</i>	X
hrm-5-1-4	<i>Non-retaliation</i>	X

hrm-5-1-5	<i>Fair review and appeal process</i>	X
hrm-5-1-6	<i>Communication of changes made and/or resolution of grievance as appropriate</i>	
hrm-5-1-7	<i>None of the above</i>	

hrm-6	Does the employer have written dispute resolution procedures?	No
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hrm-7	Has the employer assigned responsibility in writing to HR staff for following factory HR policies and procedures?	Yes
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hrm-8	Has the employer assigned accountability in writing to management for following factory policies and procedures relating to employment practices (i.e. contracts etc.) ?	Yes
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hrm-9	How does the employer communicate and implement HR policies and procedures? (SELECT all that apply with an "X")	
hrm-9-1	<i>Recruitment postings accurately reflect HR policies and procedures, e.g., on wages and working hours</i>	X
hrm-9-2	<i>The employer provides workers with signed copies of their contracts that reflect HR policies and procedures</i>	X
hrm-9-3	<i>The employer provides induction training for workers and staff on HR policies and procedures</i>	X
hrm-9-4	<i>The employer informs trade union and other worker representatives and/or worker-management committees about HR policies and procedures</i>	X
hrm-9-5	<i>HR policies and internal regulations are posted / easily accessible in facility</i>	X
hrm-9-6	<i>The employer trains staff on how to carry out HR policies and procedures</i>	
hrm-9-7	<i>None of the above</i>	

hrm-10	Does the employer investigate performance under HR policies and procedures to identify weaknesses and make necessary adjustments?	Yes
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hrm-10-1	When the employer's investigation of performance under HR policies and procedures uncovers shortcomings in HR performance, is the investigation followed by an actual change in practice or procedure?	Yes
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OSH Management

oshm-1	Does the employer have a written OSH policy?	Yes
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oshm-1-1	Does the OSH policy include a clear commitment to the following? (SELECT all that apply with an "X")	
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<i>oshm-1-1-1</i>	<i>continued improvement aimed at elimination of work-related injury and illness</i>	✗
<i>oshm-1-1-2</i>	<i>compliance with legal requirements pertaining to OSH</i>	✗
<i>oshm-1-1-3</i>	<i>establishing measurable objectives and improvement targets</i>	
<i>oshm-1-1-4</i>	<i>None of the above</i>	

oshm-1-2	Is the OSH policy signed by top management?	Yes
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oshm-1-3	Was the OSH policy developed in consultation with workers' representatives?	Yes
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oshm-2	Does the employer have written emergency preparedness procedures?	Yes
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oshm-2-1	Do the emergency preparedness procedures describe methods for the following? (SELECT all that apply with an "X")	
<i>oshm-2-1-1</i>	<i>reporting fires and other emergencies</i>	✗
<i>oshm-2-1-2</i>	<i>alerting all workers to evacuate</i>	✗
<i>oshm-2-1-3</i>	<i>evacuating workers to designated assembly location</i>	✗
<i>oshm-2-1-4</i>	<i>accounting for all workers after an evacuation</i>	✗
<i>oshm-2-1-5</i>	<i>None of the above</i>	

oshm-3	Does the employer have written hazard/risk management and control procedures?	Yes
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oshm-3-1	Does the factory's hazard/risk management and control procedure describe methods for the following? (SELECT all that apply with an "X")	
<i>oshm-3-1-1</i>	<i>a systematic approach to identifying hazards</i>	✗
<i>oshm-3-1-2</i>	<i>prioritising risks based on potential impact and likelihood (e.g., risk matrix)</i>	✗
<i>oshm-3-1-3</i>	<i>a hierarchy of controls that is used to select effective controls</i>	✗
<i>oshm-3-1-4</i>	<i>a risk register that drives the implementation of controls (list of risks, steps that must be taken to address the of risks, dates and owners, etc.)</i>	✗
<i>oshm-3-1-5</i>	<i>None of the above</i>	

oshm-4	Does the employer have written accident investigation procedures?	Yes
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oshm-4-1	Does the factory's accident investigation procedure include the following? (SELECT all that apply with an "X")	
<i>oshm-4-1-1</i>	<i>root cause analysis</i>	X
<i>oshm-4-1-2</i>	<i>a focus on sustainable solutions</i>	
<i>oshm-4-1-3</i>	<i>a requirement for change in order to avoid re-occurrence</i>	X
<i>oshm-4-1-4</i>	<i>None of the above</i>	
oshm-5	Has the employer defined accountability and/or responsibility for OSH issues in writing for OSH officer as well as top management he/she reports to?	Yes
oshm-6	Does the factory have an OSH officer with sufficient time, expertise and authority to perform responsibilities?	Yes
oshm-7	Is there an OSH committee or similar worker/management committee with a mandate to consider OSH issues in the workplace?	Yes
oshm-8	How does the employer communicate and implement OSH policies and procedures? (SELECT all that apply with an "X")	
<i>oshm-8-1</i>	<i>the employer trains workers on OSH policies and procedures relevant to assigned tasks, including during induction</i>	X
<i>oshm-8-2</i>	<i>the employer trains OSH committee members on OSH policies and procedures</i>	X
<i>oshm-8-3</i>	<i>the employer posts the names of the OSH committee members in the workplace</i>	X
<i>oshm-8-4</i>	<i>OSH policies and work instructions are posted and easily accessible in the factory</i>	X
<i>oshm-8-5</i>	<i>the employer informs visitors/ contractors/ service providers about OSH policies and procedures</i>	
<i>oshm-8-6</i>	<i>the employer posts evacuation plans in the workplace</i>	X
<i>oshm-8-7</i>	<i>None of the above</i>	
oshm-9	Does the employer do any of the following to investigate, monitor and measure OSH issues to identify root causes and make necessary adjustments to prevent recurrence? (SELECT all that apply with an "X")	
<i>oshm-9-1</i>	<i>investigate, monitor and measure OSH issues</i>	X
<i>oshm-9-2</i>	<i>conduct regular OSH tests, surveys and inspections (e.g. testing quality of drinking water or air testing in footwear factories)</i>	X
<i>oshm-9-3</i>	<i>log violations of OSH procedures</i>	X

<i>oshm-9-4</i>	<i>analyse violations of OSH procedures</i>	X
<i>oshm-9-5</i>	<i>regularly review the effectiveness of OSH management systems, including performance on measurable objectives and targets</i>	
<i>oshm-9-6</i>	<i>change procedures/ practices where required based on accident investigations</i>	
<i>oshm-9-7</i>	<i>None of the above</i>	

Overview of Non-Compliance

The following is an overview of the areas of non-compliance found in the factory during the assessment visit. It is based on the compliance assessment tool.

Core Labour Standards

Freedom of Association and Collective Bargaining

Union Operations

Union office at the workplace (Ref 9004)

Working Conditions

Compensation

Wage Information, Use and Deduction

Payroll records (Ref 12385)

Contracts and Human Resources

Contracting Procedures

Service book for workers (Ref 12985)

Non-compliance with legal requirements for compensation, contracts, OSH, and/or working time pertaining to non-production workers and/or sub-contracted workers (Ref 18339)

Noncompliance with legal requirements regarding Wages and Benefits pertaining to non-production workers and/or sub-contracted workers

Dialogue, Discipline and Disputes

Welfare Officer (Ref 18456)

Employment Contracts

Workers' understanding of the terms and conditions of employment. (Ref 11549)

Termination

Opportunity for workers to defend themselves before dismissal or punishment based on conduct or performance. (Ref 11556)

Correct payment of terminated workers' outstanding wages. (Ref 12405)

Occupational Safety and Health

Chemicals and Hazardous Substances

Chemical safety data sheets for all chemicals and hazardous substances in the workplace (Ref 12967)

Labelling of chemicals and hazardous substances (Ref 18246)

Health Services and First Aid

Medical checks for workers (Ref 11559)

Onsite medical facilities and staff (Ref 12458)

Welfare Facilities

Lunch room and/or canteen (Ref 18252)

Day care facilities/children's room (Ref 12968)

Worker Protection

Providing workers with personal protective clothing and equipment (Ref 9153)

Training and encouragement of workers to use PPE, machines and/or equipment safely (Ref 13289)

Installing guards on all dangerous machines and equipment (Ref 12413)

Information and education on HIV/AIDS (Ref 9162)

Working Time

Overtime

Limits on daily overtime hours worked (Ref 18280)

Limits on weekly overtime hours worked (Ref 18280)

Detailed Non-Compliance Findings

The following section presents the non-compliance findings recorded by the Enterprise Advisors during the assessment visit.

Core Labour Standards

Freedom of Association and Collective Bargaining

Union Operations

Issue	Union office at the workplace (Ref 9004)
Question	Are workers provided with a private meeting space at the workplace in line with legal requirements?
Finding	Interview with the management and workers indicated that the Collective Bargaining Agent was not provided with an office inside the factory that is easily accessible by workers.
Legal Reference	ILO Conventions 87, 98, 135; Recommendation 143; Section 202(26), BLA; Rule 182, BLR

Working Conditions

Compensation

Wage Information, Use and Deduction

Issue	Payroll records (Ref 12385)
Question	Does the facility maintain only one accurate payroll record?
Finding	<p>Document review and interview with management and worker indicated that the employer did not ensure workers' signature in the payroll. Management stated that as the full wages were paid through bank account and mobile banking system, they did not take signature in the payroll.</p> <p>However, the management maintained one set of payroll and the payroll record contained required information such as workers ID number, name, designation and date of joining, grade, basic wage, payment of house rent, transportation, medical allowance, food, gross wages, attendance bonus, overtime rate and amount, deduction and worker signature.</p> <p>Document checked: Payrolls and time records for the month of December, August, and January 2023.</p>
Legal Reference	Rule 111(1), Form 38, BLR

Contracts and Human Resources

Contracting Procedures

Issue	Service book for workers (Ref 12985)
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Question	Bangladesh: Do all workers (other than apprentices, substitute/badli or casual workers) have a service book as legally required?
Finding	The employer provided service books to the workers. However, 2 out of 4 reviewed service books did not include updated records on disciplinary procedure. Moreover, the employer did not provide any service book to the medical assistant as required by the law. Document checked: Personnel files and service books of 10 workers.
Legal Reference	Sections 6-8, BLA; Rules 20-22, BLR

Issue	Non-compliance with legal requirements for compensation, contracts, OSH, and/or working time pertaining to non-production workers and/or sub-contracted workers (Ref 18339)
Question	Is the facility in non-compliance with any legal requirements for Contracts and Hiring Practices pertaining to non-production workers and/or sub-contracted workers?
Finding	Assessors noted a condition in the reviewed appointment letter of the medical assistant, which did not comply with the legal requirements. In the provided appointment letter of the medical assistant included a condition that “either of the parties may abrogate the appointment with advance notice period of two months” instead of the employee can resign from employment with 60 days’ notice in advance or wages in lieu of notice period and the employer can terminate the employment with 120 notices in advance or wages in lieu of notice period as per law.
Legal Reference	Sections 2(Lxv), 3a, 5, 121, BLA; Rules 7(1), 8, 16, 17, BLR

Issue	Non-compliance with legal requirements for compensation, contracts, OSH, and/or working time pertaining to non-production workers and/or sub-contracted workers (Ref 18339)
Question	Is the facility in non-compliance with any legal requirements for Working Hours pertaining to non-production workers and/or sub-contracted workers?
Finding	Document review, and interview with workers and management indicated that the employer did not comply with limits on overtime hours in the month of December 2023. The following overtime hours were noted to be more than the legal limit of daily 12 hours (8 regular hours, 4 OT hours) and weekly 72 hours (48 regular hours, 24 OT hours) as mentioned in the circular no. 40.00.0000.016.30.008.17.111, 40.00.0000.016.30.008.17.118 and 40.00.0000.016.30.008.17.198 issued by the Wage Board Branch, Ministry of Labour and Employment on 6 November 2022, 17 May 2023, and 8 October 2023 respectively: In December 2023: In the Store (loader) section: maximum 08 OT hours (total 16 hours) in a day and maximum 31 OT hours (total 79 hours) in a week. In August 2023: In the Store (loader) section: maximum 07 OT hours (total 15 hours) in a day and maximum 34 OT hours (total 82 hours) in a week. In January 2023: In the Store (loader) section: maximum 04 OT hours (total 12 hours) in a day and maximum 19 OT hours (total 67 hours) in a week. Document checked: Payroll and job cards for December, August, and January 2023.
Legal Reference	Sections 2(Lxv), 3a, 5, 121, BLA; Rules 7(1), 8, 16, BLR

Issue	Noncompliance with legal requirements regarding Wages and Benefits pertaining to non-production workers and/or sub-contracted workers
Question	Is the facility failing to comply with any legal requirements for Wages and Benefits pertaining to non-production workers and/or sub-contracted workers?
Finding	<p>1. Document review and management and workers interviews indicated that the enterprise maintained more than one set of payrolls for the non-production workers (security guards, loaders). 02 (two) separate sets of records were identified, which indicated:</p> <ul style="list-style-type: none"> - One set of payrolls reflected payments of regular and overtime hours. - Another set reflected the payment for compensation of festival holiday work. <p>Moreover, document review and interview with management and worker indicated that the employer did not ensure non-production workers' signature in the payroll. Management stated that as the full wages were paid through bank account and mobile banking system, they did not take signature in the payroll.</p> <p>However, the 1st set of payroll records contained required information such as workers ID number, name, designation and date of joining, grade, basic wage, payment of house rent, transportation, medical allowance, food, gross wages, attendance bonus, overtime rate and amount, deduction and worker signature.</p> <p>Document checked: Payrolls and time records for the month of December, August, September and January 2023.</p>
Legal Reference	None

Dialogue, Discipline and Disputes

Issue	Welfare Officer (Ref 18456)
Question	Bangladesh: Does the facility have legally required qualified welfare officer/s?
Finding	<p>The enterprise appointed two welfare officers with the required academic qualifications and training. Interview with the welfare officers indicated that the management had provided job description to the officers.</p> <p>With regards to their job responsibilities, the welfare officers did not:</p> <ul style="list-style-type: none"> - Consult with the employer and workers representatives on wages and service conditions. and - Advise the employer and the workers about implementation of the Labour Act.
Legal Reference	Section 89(8), BLA; Rules 79, 185 BLR

Employment Contracts

Issue	Workers' understanding of the terms and conditions of employment. (Ref 11549)
Question	Do workers understand the terms and conditions included within their written employment contracts?
Finding	<p>Document review and interviews with the workers and management indicated that the terms and conditions of employment such as service benefit, overtime calculation, entitlement to leave and benefits were not clear to approximately 50% of the randomly interviewed workers. However, the enterprise provided induction training to the newly recruited workers and arranged refresher training on conditions of employment for the existing workers.</p>

	Management posted the working hour approval on the notice board.
Legal Reference	Sections 5, 111 BLA; Rule 19, BLR

Termination

Issue	Opportunity for workers to defend themselves before dismissal or punishment based on conduct or performance. (Ref 11556)
Question	Please specify which of the items below apply (SELECT all that apply with a "X") - Workers did not have an opportunity to defend themselves before they were terminated based on their conduct or performance
Finding	<p>Document review and interviews with workers and management indicated that workers did not have the opportunity to defend themselves before they were punished based on their conduct or performance. For example, at least 01 of the reviewed disciplinary case indicated that the management took punitive actions (issued a warning letter) against a worker who worked in the store department on the grounds of misconduct (Negligence in work) without meeting the following:</p> <ul style="list-style-type: none"> - The worker was not given an opportunity to be heard. - No investigation committee was formed. <p>Document check: 3 disciplinary cases.</p>
Legal Reference	ILO Convention 158; Recommendation 166; Sections 23 and 24, BLA; Rule 29, BLR

Issue	Correct payment of terminated workers' outstanding wages. (Ref 12405)
Question	Please specify which of the items below apply (SELECT all that apply with a "X") - Workers were not paid correctly for outstanding wages
Finding	<p>Document review and workers and management interview indicated that the enterprise did not pay outstanding wages within 07 working days of job separation. For example, one worker (quality inspector) of sewing section was separated from service (by submitting resignation) effective from 12 December 2023 and received outstanding wages on 10 January 2024 which was 21 working days after the job separation.</p> <p>Document checks: Final settlement payment record for 10 workers.</p>
Legal Reference	Sections 120, 123(1,3), BLA; Rule 112(4), BLR

Occupational Safety and Health

Chemicals and Hazardous Substances

Issue	Chemical safety data sheets for all chemicals and hazardous substances in the workplace (Ref 12967)
Question	Are Safety Data Sheets ("SDS", formerly MSDS) available for all chemicals used in the workplace in line with legal requirements?

Finding	Floor visit, interviews with the management and worker indicated that the employer did not post any supplier provided original Safety Data Sheet (SDS) in the local language for chemicals and hazardous substances such as, JINGENSNR NID was used for softening fabric in the dyeing section and kept on the dyeing floor without any Safety Data Sheet (SDS) in the local language.
Legal Reference	ILO Convention 170; Rule 68(10), BLR

Issue	Labelling of chemicals and hazardous substances (Ref 18246)
Question	Are chemicals and hazardous substances labeled in line with legal requirements?
Finding	Floor visits and management and workers interviews indicated that the employer did not provide any labels in the local language as per the globally harmonized system (GHS) for the chemicals and hazardous substances. For example, JINGENSNR NID was used for softening fabric in the dyeing section and kept on the dyeing floor without any label including chemical name, chemical classification, hazards, proper pictogram and safety precautions.
Legal Reference	ILO Convention 170; Recommendation 177; Rule 33, Acid Rules (2004)

Health Services and First Aid

Issue	Medical checks for workers (Ref 11559)
Question	Are health checks of workers conducted in line with legal requirements?
Finding	<p>Document review and interviews with management and workers indicated that the enterprise did not arrange annual medical check-ups for the lift operators (O4) and canteen boy (O1). For example, one canteen boy had joined in the factory on 04 August 2008. No annual health check-ups had been conducted by the management till the assessment days.</p> <p>Moreover, the factory management did not arrange annual health check-up for knitting section workers (approximately 91), where the workers have to wear ear plug during working hour. The assessors were unable to verify the noise level of the knitting section as the management were unable to provide any documents during assessment.</p> <p>However, the enterprise arranged annual medical check-ups for sport lifting workers, workers of the dyeing and printing section, thread sucker, boiler and generator operators.</p>
Legal Reference	ILO Convention 148; Recommendations 156, 177; Section 79(c), BLA; Rules 68(1, 4, 5-8), BLR

Issue	Onsite medical facilities and staff (Ref 12458)
Question	Are on-site medical facilities/clinic(s) and staff in line with legal requirements?
Finding	<p>The enterprise had a common health facility for total workforce of 4627 (out of which 2807 workers for IRIS Fabrics Ltd and 1820 workers for IRIS Knitwear Ltd). Document review and interview with the management indicated that the enterprise did not appoint any trained nurse in the medical facility.</p> <p>However, there was a contract with a local hospital mentioning all necessary general medical services to be provided free of charge for the workers.</p>
Legal Reference	Section 89, BLA; Rules 77, 78, BLR

Welfare Facilities

Issue	Lunch room and/or canteen (Ref 18252)
Question	Are canteens in line with legal requirements?
Finding	Document review and interviews with management and workers indicated that the existing Canteen Committee (which was formed on 12 March 2023) members were not nominated by the Collective Bargaining Agent.
Legal Reference	Sections 92, 93, BLA; Rules 87-92, BLR

Issue	Day care facilities/children's room (Ref 12968)
Question	Are on-site childcare facilities in line with legal requirements?
Finding	<p>The enterprise had a childcare facility, and six (06) children were present in the childcare during the assessment. Floor visits, document review and interviews with workers and management indicated that the provided childcare facility did not meet the following legal requirements:</p> <ul style="list-style-type: none"> - although there were more children six (06) than caregivers (02), the employer did not indicate on the notice board who has been assigned to help evacuate the children in the event of an emergency.
Legal Reference	Section 94, BLA; Rules 94, 95, BLR

Worker Protection

Issue	Providing workers with personal protective clothing and equipment (Ref 9153)
Question	Are workers provided with Personal Protective Equipment (PPE) in line with legal requirements?
Finding	<p>Factory tour, worker and management interviews indicated that the enterprise did not provide necessary personal protective equipment (PPE) to all workers. For example:</p> <ul style="list-style-type: none"> - appropriate dust masks were not provided to cutter persons (designated as cutter man) in the cutting section and overlock machine operators in the sewing section. The mentioned workers were only provided with fabric masks, which were inadequate to protect against dust. <p>However, the factory provided the following PPE to the concerned workers:</p> <ul style="list-style-type: none"> - rubber gloves and goggles to the chemically exposed workers of the dyeing and printing section; - respiratory masks and hand gloves to workers in the spot removing room; - metal gloves for the workers of the cutting section; and - earmuff to the boiler and generator operators. <p>Document checked: PPE issue register.</p>
Legal Reference	ILO Recommendation 97; Section 78(a) BLA; Rules 46, 67, BLR

Issue	Training and encouragement of workers to use PPE, machines and/or equipment safely (Ref 13289)
Question	Are workers trained and encouraged to use personal protective equipment in line with legal requirements?

Finding	Interviews with the management and documentation indicated that workers were provided orientation and awareness training on using personal protective equipment (PPE) and safety equipment after recruitment. However, during the floor visit, assessors observed that the provided training was not effective enough to encourage workers to use the safety equipment properly. For example: <ul style="list-style-type: none"> - approximately 20% of the randomly checked sewing machine operators in the visited area were using the provided functional needle guards at an inappropriate height, which cannot protect them from injury/accidents; - at least 20% of the randomly checked eye guards in the visited area of the overlock machines were not used properly by the workers.
Legal Reference	ILO Recommendation 97; Section 78A BLA; Rules 57, 67, BLR

Issue	Installing guards on all dangerous machines and equipment (Ref 12413)
Question	Are legally required guards properly installed and maintained on all dangerous machinery and equipment?
Finding	During the floor visit, it was observed that certain safety measure was not adequately taken: <ul style="list-style-type: none"> - approximately 20% needle guards of the sampled single-needle sewing machines in the visited area were fixed at an inappropriate height, which cannot protect workers from needle pricks; and - approximately 15% eye guards of the overlock machines in the visited area were found not functional (either scratched or misplaced).
Legal Reference	Sections 63, 67, 70(3), BLA; Rules 61, 62 (1-d), 64, BLR

Issue	Information and education on HIV/AIDS (Ref 9162)
Question	Does the facility comply with occupational safety and health-related legal requirements on HIV/AIDS?
Finding	Training records and management interviews indicated that the enterprise had trained approximately 1651 (59%) workers on HIV/AIDS. However, approximately 15% of the interviewed workers were unaware of information about HIV/ AIDS-related risk reduction in their personal lives.
Legal Reference	National Policy on HIV/AIDS and STD Related Issues, Section 11

Working Time

Overtime

Issue	Limits on daily overtime hours worked (Ref 18280)
Question	Which legal overtime limits are not being complied with? (SELECT all that apply with a "X") - Daily limits on overtime hours worked
Finding	Document review, and interview with workers and management indicated that the employer did not comply with limits on overtime hours. The following overtime hours were noted to be more than the legal limit of daily 12 hours (8 regular hours, 4 OT hours) as mentioned in the circular no. 40.00.0000.016.30.008.17.111, 40.00.0000.016.30.008.17.118 and 40.00.0000.016.30.008.17.198 issued by the Wage Board Branch, Ministry of Labour and Employment on 6 November 2022, 17 May 2023 and 8 October 2023 respectively: <p>In December 2023:</p>

In the Cutting Section: maximum 08 OT hours (total 16 hours) in a day;
 In the Sewing Section: maximum 07 OT hours (total 15 hours) in a day;
 In the Finishing Section: maximum 08 OT hours (total 16 hours) in a day;
 In the Dyeing Section: maximum 04 OT hours (total 12 hours) in a day;
 In the Knitting Section: maximum 04 OT hours (total 12 hours) in a day;
 In the Printing Section: maximum 07 OT hours (total 15 hours) in a day;
 In August 2023:
 In the Cutting Section: maximum 07 OT hours (total 15 hours) in a day;
 In the Sewing Section: maximum 07 OT hours (total 15 hours) in a day;
 In the Finishing Section: maximum 08 OT hours (total 16 hours) in a day;
 In the Dyeing Section: maximum 04 OT hours (total 12 hours) in a day;
 In the Knitting Section: maximum 03 OT hours (total 11 hours) in a day;
 In the Printing Section: maximum 07 OT hours (total 15 hours) in a day;
 In September 2022:
 In the Cutting Section: maximum 04 OT hours (total 12 hours) in a day;
 In the Sewing Section: maximum 04 OT hours (total 12 hours) in a day;
 In the Finishing Section: maximum 04 OT hours (total 12 hours) in a day;
 In the Dyeing Section: maximum 04 OT hours (total 12 hours) in a day;
 In the Knitting Section: maximum 03 OT hours (total 11 hours) in a day;
 In the Printing Section: maximum 04 OT hours (total 12 hours) in a day;
 Document checked: Payroll and job cards for December, August, and January 2023.

Legal Reference

Sections 2(66), 100, 102, BLA; Rule 99(1), BLR

Issue

Limits on weekly overtime hours worked (Ref 18280)

Question

Which legal overtime limits are not being complied with? (SELECT all that apply with a "X") - Weekly limits on overtime hours worked

Finding

Document review, and interview with workers and management indicated that the employer did not comply with limits on overtime hours. The following overtime hours were noted to be more than the legal limit of weekly 72 hours (48 regular hours, 24 OT hours) as mentioned in the circular no. 40.00.0000.016.30.008.17.111, 40.00.0000.016.30.008.17.118 and 40.00.0000.016.30.008.17.198 issued by the Wage Board Branch, Ministry of Labour and Employment on 6 November 2022, 17 May 2023 and 8 October 2023 respectively:

In December 2023:

In the Cutting section: maximum 34 OT hours (total 82 hours) in a week;
 In the Sewing section: maximum 29 OT hours (total 77 hours) in a week;
 In the Finishing section: maximum 24 OT hours (total 72 hours) in a week;
 In the Dyeing section: maximum 08 OT hours (total 56 hours) in a week;
 In the Knitting section: maximum 12 OT hours (total 60 hours) in a week;
 In the Printing section: maximum 25 OT hours (total 72 hours) in a week;

	<p>In August 2023:</p> <p>In the Cutting section: maximum 31 OT hours (total 79 hours) in a week;</p> <p>In the Sewing section: maximum 36 OT hours (total 84 hours) in a week;</p> <p>In the Finishing section: maximum 40 OT hours (total 88 hours) in a week;</p> <p>In the Dyeing section: maximum 08 OT hours (total 56 hours) in a week;</p> <p>In the Knitting section: maximum 13 OT hours (total 61 hours) in a week;</p> <p>In the Printing section: maximum 43 OT hours (total 91 hours) in a week;</p> <p>In January 2023:</p> <p>In the Cutting section: maximum 20 OT hours (total 68 hours) in a week;</p> <p>In the Sewing section: maximum 22 OT hours (total 70 hours) in a week;</p> <p>In the Finishing section: maximum 23 OT hours (total 71 hours) in a week;</p> <p>In the Dyeing section: maximum 20 OT hours (total 68 hours) in a week;</p> <p>In the Knitting section: maximum 12 OT hours (total 60 hours) in a week;</p> <p>In the Printing section: maximum 19 OT hours (total 67 hours) in a week;</p> <p>Document checked: Payroll and job cards for December, August, and January 2023.</p>
Legal Reference	Sections 2(66), 100, 102, BLA; Rule 99(1), BLR
Issue	Time off for compensatory weekly rest days (Ref 18282)
Question	Does the facility provide workers with compensatory time off in line with legal requirements?
Finding	<p>Document review and workers and management interview indicated that the employer did not provide compensatory days off to workers for work performed on weekly rest day (Friday) in the month of November 2023. Workers should be provided a compensatory rest day within 3 working days from the missed weekly rest day. For example: In the month of November 2023, one worker (poly person) of finishing section worked on weekly rest days (on 03, 10, 17 and 24 November 2023). Time records indicated that the worker continued working in subsequent 30 days without any compensatory rest days.</p> <p>Document checked: Time records of November 2023.</p>
Legal Reference	Sections 103, 104, BLA; Rule 101, BLR

Additional Information

This section of the report contains additional information provided by the Enterprise Advisors on areas NOT found to be in non-compliance, including on certain issues that require findings in all assessments regardless of their compliance status.

Child Labour

Child Labourers

Question	Are any workers under the legal minimum age for employment? (Ref 18388)
Finding	Based on observations, interviews with workers, and employment records review, assessors found no indication that management employed workers under the age of 14. Management stated that the hired workers were at least 18 years old. Document checked: HR records for 10 workers.
Legal Reference	ILO Convention 138; Sections 2(Lxiii), 34(1), BLA

Documentation and Protection of Young Workers

Question	Does the facility verify minimum age requirements prior to hiring workers? (Ref 9003)
Finding	Management required workers to provide or show the following original documents to verify their age prior to hiring: the national identification card or birth registration certificate certifying the age of the person concerned. These practices were confirmed through document review and interviews with management and workers. Document checked: HR records for 10 workers.
Legal Reference	ILO Convention 138; Recommendation 146; Section 36, BLA; Rule 34 and Form 15, BLR
<p>If yes, please describe what legal documentation or other proof of age are reviewed to verify minimum age requirements and whether copies are maintained: Management required workers to provide at least one original document to verify their ages prior to hiring such as a national identification card, birth registration certificate, school certificate, or certificate from a registered physician certifying the age of the person concerned. Interviewed worker, management related with the age verification process confirmed the mentioned age verification process is being practiced in this enterprise.</p> <p>Document checked: HR records for 15 workers.</p>	

Compensation

Minimum Wages/Piece Rate Wages

Question	Do full-time production workers receive AT LEAST the legal minimum wage (and/or wage required by contract, CBA, or other agreement) for all regular hours worked? (Ref 18207)
Finding	The management paid regular permanent workers following the Minimum Wage Gazette 2023, considering the worker's designation and grade (for ordinary hours of work). The management paid regular permanent workers following the individually negotiated amount based on the appointment letter and not less than the minimum wage circular. Workers confirmed that they received the amounts shown on the payroll.

	Document checked: Payrolls for December, August and January 2023.
Legal Reference	Sections 148, 149, BLA; Rule 133(1), BLR; Minimum Wage Gazette for RMG Sector, December 2018; Minimum Wage Gazette for Cotton Textile Sector. May 2018.

Contracts and Human Resources

Dialogue, Discipline and Disputes

Question	Are there any legally required bipartite committee(s) in place at the facility? (Ref 18365)
Finding	Document review, management and workers interview indicated that there is a union in the factory named IRIS Fabrics Sromik Union. (registration number Dhaka-5816) that was formed on 23 May 2022. As per the legal requirement the functioning of Participation Committee was being stopped.
Legal Reference	ILO Convention 135; Sections 205-208, BLA; Rules 183-201, BLR
Are bipartite committee(s) established and functioning in line with legal requirements? (Ref 18365) None	

Occupational Safety and Health

Emergency Preparedness

Question	Does the facility conduct regular emergency drills for all workers in line with legal requirements? (Ref 18256)
Finding	Document review, interviews with workers and management indicated that management conducted periodic emergency drills for all workers at least once in every six months. The last three emergency drills were held on 28 January 2024, 25 December 2023 and 19 September 2023 (night). Workers interview also indicated that they knew how to react in case of an emergency. Documents checked: Emergency drill records of 2023.
Legal Reference	Section 62(7, 8), BLA; Rule 55(14), BLR; Guidelines for Assessment of Fire and Electrical Safety of Existing RMG Factory Buildings in Bangladesh, Section 3.8

OSH Management Systems

Question	Does the facility have an occupational safety and health (OSH) committee? (Ref 18242)
Legal Reference	ILO Convention 155 and Recommendation 164; Section 90(a), BLA; Rules 81-85, Schedule IV, BLR
How many union representatives are in the OSH committee? 0	
How many employer members are in the OSH committee? 5	
How many female members are in the OSH committee? 2	
How many worker members are in the OSH committee? 5	

How many members are in the OSH committee? **10**

Question	Is the OSH Committee formed and functioning in line with legal requirements? (Ref 18242)
Finding	<p>Document review, management, and workers interviews indicated that the enterprise formed Safety Committee on 01 December 2022.</p> <p>The number of total members: 10, Management: 05 (Female-00), Workers: 05 (Female-02).</p> <p>a) Nomination: Workers' representatives of the Safety Committee were nominated by the worker's representatives of the Trade Union.</p> <p>b) Meeting: Meetings were held every 03 months. Meeting minutes were preserved after the meeting and posted on the notice board. Meeting agendas were usually set by both workers 'and managements representative. The last meeting was held on 03 December 2023.</p> <p>c) Roles and Responsibility: Interview with the worker's representatives of the Safety Committee indicated that 03 out of 05 of the interviewed members of the Safety Committee were aware of their roles & responsibilities.</p> <p>d) Communication: Interviewed 03 out of 05 workers indicated that they were aware about the activities of the Safety Committee.</p> <p>e) Training: An interview with the workers and management indicated that the employer arranged training for the Safety Committee members and provide time off during working hours to perform their general functions.</p>
Legal Reference	ILO Convention 155 and Recommendation 164; Section 90(a), BLA; Rules 81-85, Schedule IV, BLR

Working Time

Regular Hours

Question	Do regular working hours exceed legal requirements? (Ref 9001)
Finding	<p>Document review and interviews with workers and management indicated that normal working hours did not exceed 8 hours per day. General Shift: 08:00 am to 05:00 pm for sewing, cutting, and finishing sections, and the knitting, dyeing and security section operated in 3 shifts (shift A: 06:00 am-02:30 pm, shift B: 02:00 pm-10:30 pm, shift C: 10.00 pm- 06.30 am), 6 days per week (48 hours per week) from Saturday to Thursday. Friday is the weekend.</p> <p>Document checked: Internal regulations, working hours posted in the workplace, and time records for the months of December, August and January 2023. Interviewed 10 workers.</p>
Legal Reference	Sections 100, 102, BLA; Rule 99(1), BLR

Number of regular weekly hours worked at the facility: **48**

Number of regular daily hours worked at the facility: **8**

Question	Are the weekly rest days provided by the facility in line with legal requirements? (Ref 9013)
Legal Reference	Section 103, BLA; Rule 100, BLR
Number of weekly rest days provided by the facility: 1	

Are weekly rest days at least 24 consecutive hours long? (Ref 9013) **Yes**

Better Work Clusters and Compliance Points

Better Work carries out factory assessments to monitor compliance with international core labour standards and national labour law, and where national law either fails to address or lacks clarity around a relevant issue regarding conditions at work, according to benchmarks established by Better Work based on international labour standards and good practices. Better Work organizes reporting into eight areas of labour standards, also known as clusters. Four of the clusters are international core labour standards, based on fundamental rights at work and four are based on national labour law relating to working conditions. As such, factory assessments aim to monitor compliance with these areas.

Core labour standards: Adopted in 1998, the ILO Declaration on Fundamental Principles and Rights at Work commits Member States to respect and promote principles and rights in four categories, whether or not they have ratified the relevant Conventions. These categories are: freedom of association and the effective recognition of the right to collective bargaining, the elimination of forced labour, the abolition of child labour, and the elimination of discrimination in respect of employment and occupation. The relevant ILO Conventions from which the 1998 Declaration derives—29, 87, 98, 105, 100, 111, 138, and 182— provide the framework for assessing non-compliance in the core labour standards clusters across all Better Work country programmes.

National labour law: The four other clusters monitor compliance with standards primarily set by national law, so they vary from country to country. This set consists of compensation, contracts and human resources, occupational safety and health, and working time.

Each of the eight clusters is divided into its key components, known as "compliance points". Each of these compliance points contains specific questions that may vary from country to country. Better Work's Global Compliance Assessment Tool (CAT) is available at <https://betterwork.org/blog/portfolio/better-works-global-compliance-assessment-tool/>