



2010

FAIR LABOR ASSOCIATION INDEPENDENT EXTERNAL MONITORING REPORT

COMPANY: Forward Sports
COUNTRY: Pakistan
FACTORY CODE: 7100571045I
MONITOR: Evre Kaynak
AUDIT DATE: August 6 – 7, 2010
PRODUCTS: Soccer Balls
PROCESSES: Lamination, Printing, Cutting,
Stitching, Final QC, Packing
NUMBER OF WORKERS: 735

FLA Comment: This report was submitted to the FLA and the FLA affiliated company by the accredited independent external monitor. Despite deadline reminders and extensions for submission of a corrective action plan, the FLA has not received a plan to address the noncompliances raised in the report. Therefore, the report is posted in its current state and will be updated once a corrective action plan has been submitted to and reviewed by the FLA.



CONTENTS:

Wages, Benefits and Overtime Compensation: Payment for All Hours Worked _____	3
Wages, Benefits and Overtime Compensation: Calculation Basis for Overtime Payments _____	4
Freedom of Association: Right to Freely Associate _____	5
Child Labor: Proof of Age Documentation _____	6
Health and Safety: Worker Consultation _____	7
Health and Safety: Health and Safety Management System _____	8
Health and Safety: Personal Protective Equipment _____	9
Health and Safety: Chemical Management and Training _____	10
Health and Safety: Material Safety Data Sheets/Worker Access and Awareness _____	11
Hours of Work: General Compliance Hours of Work _____	12
Hours of Work: Time Recording System _____	13



Wages, Benefits and Overtime Compensation: Payment for All Hours Worked

WBOT.7 Workers shall be paid for all hours worked in a workweek. Calculation of hours worked must include all time that the employer allows or requires the worker to work. (S)

Noncompliance

Explanation: Workers are being paid all the hours worked within legal limits (8 hours regular, 2 hours overtime per day). However, there is insufficient evidence showing that the workers are receiving the excessive overtime hour payments beyond the above.

**Plan Of
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**Deadline
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Date:**



Wages, Benefits and Overtime Compensation: Calculation Basis for Overtime Payments

WBOT.8 Employers shall compensate workers for all hours worked. For workers on a piece rate payment scheme or any other incentive scheme, payments for overtime hours worked shall be calculated by applying the premium rate required by law or this Code on the same payment scheme as is used for calculating wages for normal working hours, unless the payment scheme used leads to higher wages for workers. (S)

Noncompliance

Explanation: There is no robust system for recording the working hours of the piece rate workers; consequently, there aren't any premium schemes being applied. (As per the local law, there aren't any overtime premium schemes for piece rate workers; therefore, the scheme shall be developed in accordance with the FLA Code.)

**Plan Of
Action:**

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Date:**

**Action
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Complete:**

**Plan
Complete
Date:**



Freedom of Association: Right to Freely Associate

FOA.2 Workers, without distinction whatsoever, shall have the right to establish and, subject only to the rules of the organization concerned, to join organizations of their own choosing without previous authorization. The right to freedom of association begins at the time that a worker seeks employment, and continues through the course of employment, including eventual termination of employment, and is applicable as well to unemployed and retired workers. (S)

Noncompliance

Explanation: More than half of the workers interviewed have no information about either the trade unions or the workers' committee. There aren't any piece rate worker representatives on the workers' committee either.

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Child Labor: Proof of Age Documentation

CL.3 Employers shall collect and maintain all documentation necessary to confirm and verify date of birth of all workers, such as birth certificates. In addition, the employers shall take reasonable measures to ensure such documentation is complete and accurate. (P)

Noncompliance

Explanation: Auditors could not find any age verification documents for 2 of the 12 piece rate workers interviewed (hired by a labor subcontractor), even though they have been working at the factory for some time.

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Health and Safety: Worker Consultation

H&S.4 The health and safety policy shall be developed and implemented in consultation with workers or their representatives. (P)

Noncompliance

Explanation: The Workers' Council does not address issues around H&S, and are not involved in developing the H&S policies.

**Plan Of
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Health and Safety: Health and Safety Management System

H&S.5 The health and safety policy shall contain the framework for a comprehensive health and safety management system within which employers' responsibilities and workers' rights and duties, various responsibilities of designated personnel, procedures that enable workers to raise health and safety concerns and procedures for reporting death, injury, illness and other health and safety issues (for instance, near-miss accidents) are clear and regularly tested and reviewed. (P)

Noncompliance

Explanation: The H&S procedures are mainly followed by the management staff in charge. There isn't a comprehensive system within which responsibilities and duties are divided. The lack of system leads to several H&S issues including poor housekeeping, safety and first aid equipment maintenance, blocked exits, lack of fire extinguisher mapping, and invisible fire extinguishers.

**Plan Of
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**Deadline
Date:**

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**Plan
Complete
Date:**



Health and Safety: Personal Protective Equipment

H&S.11 Workers shall be provided with effective and all necessary personal protective equipment (such as gloves, eye protection, hearing protection, respiratory protection, etc.) to prevent unsafe exposure (such as inhalation or contact with solvent vapors, noise, dust, etc.) to health and safety hazards, including medical waste. (S)

Noncompliance

Explanation: Some workers using chemicals are not provided with goggles and gloves; in the printing department, they are using the wrong type of mask.

**Plan Of
Action:**

**Deadline
Date:**

**Action
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**Plan
Complete
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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: Workers using chemicals are not aware of all the hazards and risks they are subject to in case they don't use any PPE.

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Health and Safety: Material Safety Data Sheets/Worker Access and Awareness

H&S.14 Material Safety Data Sheets (MSDS) for all chemicals used in the factory must be available at the usage and storage sites of the chemicals, in the local language and the language(s) spoken by workers, if different from the local language. Workers shall have free access to MSDS. (P)

Noncompliance

Explanation: The factory does not have the MSDS documents for all chemicals being used. The MSDS sheets posted are general MSDS documents, not specific to the chemical being used.

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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: Overtime hours in the facility exceed daily and weekly limits. Some workers' working hours last up to 8:30pm (shift ends at 4.30pm) in the peak months, sometimes reaching 10:00pm, and even full night shifts for a few workers. (The last full night shifts were observed in April 2010.)

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Action:**

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Hours of Work: Time Recording System

HOW.6 Time worked by all workers, regardless of compensation system, shall be fully documented by time cards or other accurate and reliable recording systems such as electronic swipe cards. Employers are prohibited from maintaining multiple time-keeping systems and/or false records for any fraudulent reason, such as to falsely demonstrate working hours. Time records maintained shall be authentic and accurate. (P)

Noncompliance

Explanation: There is no proper time recording system for the piece rate workers. They are provided with time cards, but it is not possible to ensure that they are swiping their cards. There is no manual system, either.

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