

Corrective action plan - Annex to Audit Report		Heshan Rondor Garments Limited 鹤山华登高质时装有限公司	China - Heshan Rondor - Mar 2013								
In the table below the issues that need improvement are summarized. For each improvement issue a requirements or recommendation is mentioned. Requirements include concrete articles in laws, decrees or any other legal texts and contain useful details (for example legal limits to overtime hours, the legally required content of a first aid box, etc.) Recommendations are written in <i>italics</i> . Indicated is whether management agreed with the findings of the audit team and what timeframe could be agreed on the corrective action.											
下面的表格中列举了需要改善的各个方面问题,分为标准要求和建议两部分。此栏内将包括相关的法律法规和相应的细节(比如关于加班时间的法律法规及急救药品的配备等)。建议部分用斜体字标识出来了。另外此列表中也显示了工厂管理层是否同意关于审核人员的审核发现及做出改善的时间框架。											
The columns F-J are not required to be filled in by FWF affiliates, but FWF offers this template as a means to keep track of improvements. Affiliates are free to use their own documentation to monitor improvements in labour condition.											
F-J栏目不要求FWF成员填写,但是FWF提供这个表格为了更好的追踪整改情况。FWF成员可以自由选择使用他们自己的表格来监控劳工条件的提高情况。											
Labour standard / management system requirement	Conclusions - Mar 2011	Conclusions - Apr 2012	Conclusions - Mar 2013	Management response to findings	Requirements/ Recommendations	Timeframe	Comments by FWF affiliate	Improvement observed	Status (to be discussed / pending / closed)	Date of last update	Responsible person
Sourcing practices of Mammuto, Odlo, Mountain Force, Haglofs, KTC and UVU 1 Mammuto, Odlo, Mountain Force, KTC, Haglofs以及UVU的采购行为 1	No area for improvement found 无发现	Wages for a regular working week of some workers (mostly in the cutting and inspection department) are below the living wage benchmarks that FWF collected from local stakeholders. 有部分工人(尤其是裁剪和检验部门)基本工资低于当地相关机构评估出来的生活工资标准。	The company complied with Chinese labour legislation on payment of wages for a regular working week. However, wages for a regular working week of most workers were below living wages estimated by local stakeholders consulted by FWF. 工厂支付所有工人的工资满足当地最低工资标准,但是其支付的工资支付低于基本生活工资水平。	N/A 不适用	Requirement: Buyers to discuss how wage levels can be increased with the factory. <i>Recommendation: FWF expects KTC/Mammuto/UVU/Odlo/Mountain Force/Haglofs to take measures to facilitate that KTC/Mammuto/UVU/Odlo/Mountain Force/Haglofs works towards payment of a living wage for a regular working week. On request, FWF could provide support (including ao, living wage costing, development of framework for worker payment and verification on site)</i> 标准: 买家应当协商如何让工人的工资水平得到提高。 <i>建议: FWF希望KTC/Mammuto/UVU/Odlo/Mountain Force/Haglofs可以采取一些措施帮助鹤山华登高质时装有限公司能逐步满足工人工资标准工作期内正常工作时间能得到生活工资。如需要, FWF也能够提供一些帮助,包括生活工资成本核算, 构建一个提高工人工资水平的工作框架。</i>	N/A 不适用					
Monitoring system of Mammuto, Odlo, Mountain Force, UVU, KTC and Haglofs 1	Factory has not posted FWF Code publicly in the factory. 工厂没有张贴FWF行为准则	FWF Code of Labour Practices has been posted in several places for view of workers. FWF商业行为准则在工厂内多个地方张贴出来给工人查阅	No area for improvement found 无发现	N/A 不适用	N/A 不适用	N/A 不适用					
Management system of Heshan Rondor to improve labour standards 1 鹤山华登高质时装有限公司用以提高劳工标准的管理体系 1	FWF Code has not been posted in the factory. 工厂没有张贴FWF行为准则。	FWF Code of Labour Practices has been posted in several places for view of workers. FWF商业行为准则在工厂内多个地方张贴出来给工人查阅	No area for improvement found 无发现	N/A 不适用	N/A 不适用	N/A 不适用					
Management system of Heshan Rondor to improve labour standards 2 鹤山华登高质时装有限公司用以提高劳工标准的管理体系 2	Workers are not informed of the FWF Code and do not know how to use FWF's complaints procedure. 工人不知晓FWF行为准则,也不知道如何使用FWF的投诉机制。	Factory has FWF Code of Labour Practices posted in several places for view of workers; workers confirm they are aware of the Code elements and FWF's complaints procedure. 工厂在多个地方张贴了FWF行为准则。工人确认他们对行为准则的内容知晓,同时,他们也了解FWF的申诉机制。	Workers confirmed they were trained on the FWF Code of Labour Practices at the time of hire; however, most workers represented they did not develop themselves a good understanding of the FWF Code of Labour Practices or social compliance. 工人表示在入职的时候接受过FWF行为准则的培训,但是大部分的工人在培训之后没有对FWF行为准则有一个很好的理解。	Management state they provided training on FWF CoLP to workers at the time of hire and required them to sign for confirmation of the understanding of the CoLP. 管理层表示他们在工人入职的时候给员工提供了FWF行为准则的培训,同时也要求他们签名确认对行为准则的理解。	<i>Recommendation: FWF's free Workplace Education Programme to promote social dialogue for possible labour disputes and deepen the understanding of FWF CoLP & local laws is recommended to be carried out at KTC.</i> <i>建议: 促进有效解决劳资双方可能存在的矛盾争议以及加深工人对FWF行为准则以及劳动法的理解的工厂培训计划,建议在KTC进行。</i>	3 months 3个月					
Management system of Heshan Rondor to improve labour standards 3 (new finding CAP 2013) 鹤山华登高质时装有限公司用以提高劳工标准的管理体系 3 (2012年新问题)	N/A 不适用	N/A 不适用	Some interviewees stated if their piece wage was less than the minimum hourly wage, they were not able to enjoy the meal subsidy from factory and base on their attendance, 18 RMB/day of meal cost will be deducted from workers' wage. 如果计件工人的件资水平达不到最低工资水平,他们不能享受工厂的伙食补贴,同时他们将按出勤天数每天扣除18元的伙食费。	Management stated factory shall maintain its operation cost, the meal subsidy only applied to these who were able to fulfill the minimum piece rate requirements. For those who served at the factory, while they had very low working efficiency or productivity, they were not entitled to the meal subsidy. Management stated they will make this policy very clear to workers at the time of hire and received a copy of signature from workers demonstrating their understanding and agreement on this policy. KTC has a very clear policy on this point as well, when the worker can't reach 50% of the local minimum wage as piece rate for up to 3 months a lump sum Management fee of RMB 450/month will be deducted. After 3 months the worker has to achieve the minimum wage as piece rate otherwise the management fee of RMB 450/month will be imposed. 管理层表示他们需要维持工厂的运营成本。伙食补贴只对那些可能达到最低件资标准的工人实施;对于那些生产效率低下的工人,他们不能享受工厂的伙食补贴。管理层表示会在工人入职的时候跟他们沟通清楚工厂的伙食补贴政	Requirement: It is not compulsory by law for factory to provide workers with free meals or dormitory in China. But factory shall confer with workers on the meal cost deduction policy and both parties shall reach agreement on the meal cost at the time of hire prior to implementation of the policy, to avoid misunderstanding, arguments or different opinions on the policy between both parties. 标准: 在中国,法律没有强制要求工厂需要给员工提供餐食以及住宿。工厂应该跟工人商量扣除餐费的政策,同时应该在工人入职的时候跟工人就餐费扣除额达成共识,在取得工人的同意之后方可扣除餐费,避免后面的双方的不同意见。	1 month 1个月					

Communication and consultation 1 (new finding CAP 2013) 沟通和协商 1 (2013年新问题)	N/A 不适用	N/A 不适用	Workers complained that there was no soup provided at the factory canteen. Workers suggested factory to arrange 10 or 20 minutes variation for them to take turns for lunch & dinner, as it is too crowded if the entire workforce had meals simultaneously. And if they were late for lunch or dinner, they probably had nothing to eat. 工人抱怨食堂没有汤水提供。工人建议工厂在分开10到20分钟的间隔让他们依次就餐，因为如果全部工人一起同时去食堂吃饭，会非常挤；同时如果吃饭吃到了，他们很可能没有东西吃。	Management stated they will take workers complaints into consideration and had internal discussion to provide solutions. Yet, management stated that it was not possible that there will be no foods to eat if workers were late, as the foods were booked by each individual worker beforehand. The only possibility was that there was no rice to eat if they were late. 管理层表示会考虑工人的建议并且内部讨论后给出解决方案。但是，管理层表示就算工人迟到，应该也不会没有菜吃，因为菜都是由每个工人提前预定的。唯一的一种可能就是米饭可能会不足，如果他们迟到的话。	<i>Recommendation: It is not a violation of law for the mentioned workers' complaints, but it is encouraged factory always takes workers complaints seriously and positively provides solutions as to create a more harmonious workshop.</i> <i>建议：对于工人这些诉求，工厂并没有违反当地法律要求。但是鼓励工厂重视工人的诉求，并正面的给予提供诉求的解决方案，从而建立一个更加和谐的工厂环境。</i>	1 month 1个月								
Communication and consultation 2 (new finding CAP 2013) 沟通和协商 2 (2013年新问题)	N/A 不适用	N/A 不适用	Some sewing workers complained about the low piece price. Some workers complained that they were deducted several hundreds of RMB from their wage, while they did not know the reason for the deduction. 部分车工抱怨件资太低。部分工人抱怨他们有时会被扣除几百块，而他们不知道扣除的原因。	Management stated they received similar complaints from workers that the piece price was not high and they recently had 10% increment of the piece price as of Mar 2013, meanwhile, they probably will have a second wage increment in May 2013, when the local new minimum wage is issued. The deduction of the hundreds of RMB was probably the meal subsidies. Management will confer this issue with workers to make sure they were clear on it. 管理层表示他们也收到过关于件资低的工人投诉，最近他们从2013年3月份开始，件资已经提高了10%；在2013年5月份，当地的最低工资也会提高，到时件资也会相应的再次提高。 几百块的扣除项应该就是伙食补贴扣除，管理层表示会跟工人协商确保他们清楚这个问题。	<i>Requirement: Workers complaints shall be taken seriously and a quick action to workers complaints shall be taken.</i> <i>Recommendation: With regard to workers complaint on low piece rate, it is not a violation of law as long as factory is able to pay workers at least the minimum wage and overtime premiums per law requirements, while the request from workers is understandable, it is always encouraged to increase workers payment step by step.</i> 标准：工人的投诉应该认真对待，以及付之及时的行动来解决工人的问题。 <i>建议：只要工厂按法律要求支付最低工资标准以及加班费，就不违法。鼓励工厂在条件允许的情况下逐步增加工人的福利待遇。</i>	1 month 1个月								
Communication and consultation 3 (new finding CAP 2013) 沟通和协商 3 (2013年新问题)	N/A 不适用	N/A 不适用	After the audit, FWF local complaint handler received a complaint phone call from a worker of KTC. The plaintiff said she was a local worker, and she didn't have dinner at the factory if she had no OT at night. Yet, factory deducted meal cost from her wage as well. She mentioned it was the first time in 5 years with KTC that she didn't reach the production quota and it was not because of her low productivity, but because her department was lack of production order. She thought the policy of meal cost deduction for her was unfair. 在这次审核之后，FWF本地的投诉联系人接到一名来自KTC的工人的投诉，这名工人说她是本地工，如果晚上不加班，她不会在工厂食堂吃饭，但是工厂照样扣除她的伙食费。她表示她在KTC工作已经5年了，在这5年间是头一回产量不达标，但是这不是由于她效率低下的原因，而是因为她部门上个月的订单量不足导致的。工人认为这种扣除不公平。	KTC could not identify till now any example of a worker who was finally penalized when their department had insufficient work, our practice is here that such factors are considered and the worker are not penalized due to the fact of insufficient departmental loading. 管理层表示到现在为止，他们从来也没有因为订单不足导致任何工人收到处罚。	<i>Requirement: If workers were not able to meet the minimum piece rate requirement due to their individual low working efficiency, as to maintain the operation cost, meal cost deduction was not illegal as free meal was not compulsorily required by law, while prior to the deduction, the meal cost shall be conferred among workers and agreed by the entire workforce.</i> 标准：如果由于工人的生产率低下导致工人无法满足最低件资要求，为了维持工厂的运营成本，伙食费的扣除不是违法的，因为法律没有强制要求工厂给工人提供免费伙食；然而在扣除工人伙食费之前，伙食费的成本应该跟工人协商并取得工人同意。	N/A 不适用								
No forced Labour 1 禁止强迫劳工 1	No area for improvement found 无发现	No area for improvement found 无发现	No area for improvement found 无发现	N/A 不适用	N/A 不适用	N/A 不适用								
No discrimination in employment 1 禁止歧视 1	No area for improvement found 无发现	No area for improvement found 无发现	No area for improvement found 无发现	N/A 不适用	N/A 不适用	N/A 不适用								
No exploitation of child labour 1 禁止使用童工 1	No area for improvement found 无发现	No area for improvement found 无发现	No area for improvement found 无发现	N/A 不适用	N/A 不适用	N/A 不适用								
Freedom of association and the right to collective bargaining 1 自由结社以及集体谈判的权利 1	The union secretaries are not selected through an open election. Some workers are not aware of the existence of the union. 工会的主席委员不是由民主选择产生，有些工人不知道工会的存在。	Chairman and committees of the trade union are nominated by management instead of open democratic elections. Workers confirm they are aware of the existence of the union. 工会主席以及工会委员会是由管理层提名产生的，并不是通过民主选举产生。员工表示他们知晓工会的存在。	Chairman and committees of the trade union were appointed by local government instead of democratic elections. Workers showed little interest in trade union and they were not aware of the right of freedom of association. 工会主席以及工会委员会是由管理层提名产生的，并不是通过民主选举产生。	Management stated they did a survey among workers for their opinion towards the independent workers union, yet, none of the workers showed interest in this regard. 管理层表示曾经做过一个工人对工会的意见调查，发现没有工人对工会有兴趣。	<i>Recommendation: Discuss with and support the union to hold an open election in its next term. And a workplace education programme is valuable at KTC to raise workers further awareness towards social dialogues, FWF CoLP and freedom of association.</i> 建议：届工会选举可以采取民主选举的形式产生主席以及委员会。同时FWF的工厂培训计划对于增加工人对自由结社，对话以及FWF行为准则的更进一步理解有价值。	Need further discussion. 需进一步讨论								
Payment of a living wage 1 (new finding CAP 2013) 最低生活工资 1 (2013年新问题)	N/A 不适用	N/A 不适用	Factory was able to pay workers minimum wage and overtime premiums based on the minimum hourly wage; the next step is encouraged factory to pay workers overtime premiums based on the piece-rate. 工厂能够按照当地最低工资标准支付工人加班费。下一步鼓励工厂按照工人的件资水平来支付工人的加班费。	Management stated they wanted to pay workers overtime premiums based on their piece wage and it was an important step to meet the living wage benchmark. They will gradually increase the wage and benefits of workers. 管理层表示他们也想按照件资水平来给工人支付加班费，这也是向生活工资迈进的重要的一部，他们会逐步的增加员工的福利待遇。	<i>Requirement: Factory shall properly pay piece-rate workers overtime premiums based on the higher standard after comparing the local minimum hourly rate with the piece rate.</i> 标准：在计算计件工人的加班费的时候，在比较完当地最低工资标准的时薪水平与计件时薪后，应该按照高的标准来支付工人加班费。	Need further discussion. 需进一步讨论								

No excessive working hours 1 禁止超时加班 1	Some workers punch card earlier than work time and later than the time they stop working. 有些员工打卡的时间早于他们正常的上班时间, 或者晚于他们正常的下班时间。	Although some workers punch time card earlier or later than the official working time, factory makes a precise calculation of all working hours including OT for all workers and pays workers accurately based on the working hours that recorded. 尽管有些员工打卡时间与工厂官方的上下班时间有差距, 但是工厂准确的计算员工的上班时间, 包括加班时间, 同时根据记录的工时支付员工工资。	No area for improvement found 无发现	N/A 不适用	N/A 不适用	N/A 不适用							
No excessive working hours 2 禁止超时加班 2	Some workers have worked more than 60 hours (a worker has worked 72 hours) in some weeks. 有些员工在某些工作周内的上班超过60小时 (一名员工每周工作72小时)。	Workers work around 60 hours a week in the year round; yet in peak season, some workers work more than 60 hours and the maximum is 74 hours. 年平均每周工作时间在60小时左右; 但是在生产旺季, 部分工人每周工作时间最高到达74小时。	Workers worked around 60 hours a week in the year round; yet in peak season, workers worked around 66 hours a week up to 73 hours. 全年平均来讲, 工人的每周工作时间为60小时。但是在生产旺季的时候, 工人大概每周工作66小时, 最高到73小时。	Management state they basically can control the weekly working hours to be 60 hours in the year round; and they will recruit more workers to share the workload of the existent workers to reduce the excessive overtime hours in peak season. 管理层表示基本上他们能控制年平均每周工作时间在60小时; 他们表示会在生产旺季招聘多点的工人来分担现存工人的工作量, 从而减少旺季的过度加班情况。	Requirement: Factory should maintain its weekly working hours to be less than 60 hours as required by the FWF Code of Labour Practices. 标准: 根据FWF的要求, 工人一周工作时间不得超过60小时。	1 year 1年							
No excessive working hours 3 禁止超时加班 3	Some workers have worked seven days without one rest day. 有些员工连续工作7天。	As per review of payroll and attendance records of the past 7 months (Oct 2011 to Apr 2012); no instance of 7 consecutive days is found. In order to reduce the excessive overtime hours, factory regulates that worker who can not make minimum wage based on their piece output are not allowed to work for OT. 查阅过去7个月的考勤记录 (2011年10月到2012年4月), 没有发现连续工作7天的情况。 为了控制过度加班, 工厂不允许件资不能到达最低工资标准的员工加班。	No Sunday work was observed as per review of the attendance records. All workers were entitled to 1 day off in a 7-day period. 查阅考勤记录发现没有周日上班的情况。工人每7天均能有1天的休息时间。	N/A 不适用	N/A 不适用	N/A 不适用							
No excessive working hours 4 禁止超时加班 4	Some workers have worked more than 3 hours OT in some work days. 有些员工在某些工作日, 每天加班超过法定规定的3小时。	Some workers worked more than 3 regular overtime hours up to 5.5 hours per day; and 32 out of 36 sampled workers worked more than 36 overtime hours a month up to 139 hours as per review of attendance records of Dec 11, Feb and Mar 12. 查阅2011年12月以及2012年2月, 3月的考勤记录, 有些员工每天最大加班小时超过3小时, 最高达到5.5小时。同时, 36名抽样员工中有32名月加班小时超过36小时, 最高到达139小时。	Some workers worked 3.5 regular overtime hours per day for 10 or more days and a few worked 4.5 hours in peak season, which exceeded the limit of 3 hours. Monthly overtime hours exceeded 36 hours, and around 100 hours in peak season. 部分工人在生产旺季的时间每天加班小时在3.5小时, 小部分工人有每天加班4.5小时的情况, 多于法律规定的3小时。旺季每月的加班时间在100小时左右, 超过36小时。	Management agreed that some workers worked more than 3 regular overtime hours per day (i.e. 3.5 to 4.5 hours) in peak season; and it is something inevitable in peak as to meet the delivery time. 管理层同意部分工人在生产旺季的时候每天加班时间超过3小时 (在3.5到4.5小时), 为了赶货, 这不可避免。	Requirement: In accordance with Article 41 of the Labor Law of the PRC, after consultation with the trade union and employees, the employer may extend working hours due to its production or business needs, but the extended working hours shall not generally exceed one hour a day; in special circumstances that require an extension of working hours, the extended working hours shall not exceed 3 hours a day and 36 hours a month on condition that the health of employees is guaranteed. 标准: 根据《中华人民共和国劳动法》第41条, 在确保劳动者身体健康的条件下, 加班时间一天不超过3小时, 一个月不得超过36小时。	1 year 1年							
Safe and healthy working environment 1 职业健康安全 1	The wooden box for storing detergents placed in the rear section is not properly protected against leakages. 在后道存放清洁剂的本箱没有二次防泄漏保护。	The wooden box storing detergents in the rear section is now properly protected by a metal container from leakages. 后道存放清洁剂的本箱底部用金属容器密封。	No area for improvement found 无发现	N/A 不适用	N/A 不适用	N/A 不适用							
Safe and healthy working environment 2 职业健康安全 2	The storing tank for diesel placed at the back of the senior staff canteen is not properly protected against leakages. 在高级员工餐厅后部的存放柴油的储油罐没有二次防泄漏保护。	Factory takes immediate measure to equip the tank for diesel placed at the back of the senior staff canteen with secondary containment against leakages and a shelf to protect damages from the rain and sun. 工厂采取快速措施为高级员工餐厅后面存放的油箱加装了一个2次防泄漏水泥装置; 同时在油箱顶部装了一个顶棚用以防止日晒雨淋对油箱的破坏。	No area for improvement found 无发现	N/A 不适用	N/A 不适用	N/A 不适用							
Safe and healthy working environment 3 职业健康安全 3	The fire alarm for the work place for computerized-embroidery is far away from the work place and workers with earmuffs will not be alerted visually. 电脑绣花车间的消防警铃离员工的工作岗位太远, 有可能导致带耳塞的员工看不见警铃。	New fire alarm system has been installed within the embroidering section, where it can be heard and easily visible to workers. 在绣花车间加装了一个消防警铃, 离工人很近, 容易让工人看到以及引起工人的警惕。	No area for improvement found 无发现	N/A 不适用	N/A 不适用	N/A 不适用							
Safe and healthy working environment 4 职业健康安全 4	A small step on the ground near the stairway constitutes a danger during emergency. 楼梯外地面的一小步, 在紧急情况下会导致危险的情况发生。	Factory has painted a warning yellow-and-black line and 'be aware of the step' on the ground to remind people of the potential danger. 地面上画了黄黑警戒线以及写着“小心楼梯”来提醒工人注意存在的安全隐患。	No area for improvement found 无发现	N/A 不适用	N/A 不适用	N/A 不适用							

Safe and healthy working environment 5 (new finding CAP 2013) 职业健康安全 5 (2013年新问题)	N/A 不适用	N/A 不适用	Ventilation fan of the taping machines were not equipped with active-carbon filter to absorb the toxic gas. 包边机的排气扇没有安装活性炭过滤器来吸收所排出的有害气体。	Management stated they will correct this issue. 管理层表示他们会整改这个问题。	Requirement: In accordance with Article 6.1.1,2 of Health Standard for Design of Industrial Enterprises, production process and equipment that generate dust and poisonous substance shall be limitedly handled by machines and automatically avoiding being handled manually. The effective airtight measures in equipment and pipeline shall be taken to avoid material running, giving off, dripping and leaking. The airtight measures should be taken, together with the ventilation and cleansing measures. 标准: 根据《工业企业设计卫生标准(GBZ1-2010)》第6.1.1.2条: 对产生粉尘、毒物的生产过程和设备(含露天作业的工艺设备), 应有限采用机械化和自动化, 避免直接人工操作。为防止物料跑、冒、滴、漏, 其设备和管道应采取有效的密闭措施, 密闭形式应根据工艺流程、设备特点、生产工艺、安全要求及便于操作、维修等因素确定, 并结合生产工艺采取通风和净化措施。	1 month 1个月						
Safe and healthy working environment 6 (new finding CAP 2013) 职业健康安全 6 (2013年新问题)	N/A 不适用	N/A 不适用	Bonding workers were not provided with active-carbon mask. Bonding workers interviewed stated it was smelling working at the bonding station and they will use the mask if it was provided free of charge. 工厂没有提供活性炭口罩给粘合工人。 粘合工人表示在粘合工作台上工人气味很臭, 如果有口罩免费提供, 他们会用口罩。	Agreed 同意	Requirement: In accordance with Article 37 of Law of the People's Republic of China on Production Safety, an employer shall provide employees with occupational health and safety conditions and necessary personal protective equipment conforming to the state stipulations and shall monitor and educate employees on how to wear and use such personal protective equipment according to use instruction. 标准: 根据《中华人民共和国安全生产法》第37条: 生产经营单位必须为从业人员提供符合国家标准或者行业标准的劳动防护用品, 并监督、教育从业人员按照使用规则佩戴、使用。	1 month 1个月						
Safe and healthy working environment 7 (new finding CAP 2013) 职业健康安全 7 (2013年新问题)	N/A 不适用	N/A 不适用	No ergonomic program has been set up at the factory. Standing workers were not provided with floor mat; sitting workers were not provided with chairs with back support; no exercise was arranged in work intervals to release workers body strains. 工厂没有建立人体工程学; 站立的工人没有脚踏; 坐着的工人没有靠背的椅子; 工厂没有安排工间操	Need further discussion 需要进一步讨论	Recommendation: Factory is recommended to build up an ergonomic program, provide chairs with back support to the workers who have to sit for long periods of time, factory should also provide information on proper working positions. 建议: 工厂应建立一个人体工程学体系, 比方说提供有靠背的椅子给需要长时间坐着工作的工人。另外, 工厂应提供相关信息并告知工人正确的工作姿势。	Need Further Discussion 需要进一步协商						
Legally binding employment relationship 1 法定雇佣关系 1	60% of all employees in the factory have joined the national social insurance and the factory further insured for accidents and injuries of all employees through a private company insurance plan. 工厂为全厂60%在员工购买了社保, 同时为员工购买了商业工伤保险。	At the time of the audit in Apr 2012, 67% workers have been registered with all 5 kinds of social insurances. In addition, for those who do not have government insurance, factory covers them with commercial injury and medical insurance. 到2012年4月份的审核为止, 一共有67%的工人参与了5项社保的购买; 另外, 工厂也为没有参与社保的员工购买了商业工伤保险以及医疗保险。	As of Mar 2013, 1755 out of 2398 employees equal to 73% of the workforce has been registered with 5 kinds of social insurances. In addition, for those who do not have government insurance, factory covered them with commercial injury & medical insurance, meanwhile, the insurance coverage was upgraded to 500,000 RMB from 200,000 RMB compared with 2012. 到2013年3月为止, 工厂2398名员工中的1755名已经购买了保险, 保险购买率为73%。同时, 工厂为那些没有社保的员工购买了商业工伤保险, 保险保额由去年的20万也相应的提高到50万。	Management stated for all newly recruited employees, it was a must for them to register with social insurances. And they will increase the social insurance coverage rate year by year. 管理层表示所有新招聘的员工必须购买社保, 同时他们会逐年增加社保的覆盖率。	Requirement: In accordance with Article 73 of the Labor Law of the People's Republic of China, employees shall, in accordance with the law, be entitled to social insurance benefits under the following circumstances: (1) retirements; (2) illness or injury; (3) disability caused by work-related injury or occupational disease; (4) unemployment; and (5) maternity. The survivors of the insured laborers shall be entitled to subsidies for survivors in accordance with the law. The conditions and standards for laborers to enjoy social insurance benefits shall be stipulated by laws, rules and regulations. The social insurance amount that laborers and entitled to, must be timely paid in full amount. Recommendation: As a first step, the factory could offer injury commercial insurance to workers that are presently not participating in the social insurance system of the state. 标准: 根据《中华人民共和国劳动法》第73条: 劳动者在下列情形下, 依法享受社会保险待遇: (一) 退休; (二) 患病、负伤; (三) 因工伤残或者患职业病; (四) 失业; (五) 生育; 劳动者死亡后, 其遗属依法享受遗属津贴。劳动者享受社会保险待遇的条件和标准由法律、法规规定。劳动者享受的社会保险金必须按时足额支付。	1 year 1年						