

Monitored Party GUSTON AMAVA LTD	amfori ID 104-000184-000	Address Lot No. A-19, Thilawa Special Economic Zone, Zone A, Kyauk Tan Township, Yangon, Yangon, Myanmar
Monitoring Activity amfori Social Audit - Manufacturing	Monitoring Type Full Monitoring	Monitoring Partner ALGI International, Inc.
Monitoring Start Date 31/01/2024	Closing Meeting Finished Date 06/02/2024	Submission Date 07/02/2024
Expiration Date 07/02/2026	Announcement Type Semi Announced	
Site Guston Amava Ltd	Site amfori ID 104-000184-001	

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OVERALL RATING



SECTION RATING

PA1: Social Management System	B	
PA 2: Workers Involvement and Protection	A	
PA 3: The Rights of Freedom of Association and Collective Bargaining	A	
PA 4: No Discrimination, Violence or Harassment	A	
PA 5: Fair Remuneration	B	
PA 6: Decent Working Hours	A	

PA 7: Occupational Health and Safety	A	
PA 8: No Child Labour	A	
PA 9: Special Protection for Young Workers	A	
PA 10: No Precarious Employment	A	
PA 11: No Bonded, Forced Labour or Human Trafficking	A	
PA 12: Protection of the Environment	A	
PA 13: Ethical Business Behaviour	A	

GENERAL DESCRIPTION

Name of lead monitoring person: M Golam Kibria (APSCA Membership No. CSCA 21704401)

Name of team monitoring person: Mohammad Shanjid Rahman Shaheen (APSCA Membership No. ASCA 21704468)

Name of trainee monitoring person: Ah Kar Aung (APSCA Membership No. ASCA 32200848) from ALGI International Inc. attended the monitoring process as an internal trainee and translator with the monitoring team.

Monitoring Partner Name: ALGI International, Inc.

Monitoring schedule details: The audit activity is planned for 5.4 onsite person days.

Announcement Type: The audit team (except the trainee monitoring person who is based in Myanmar) is based in Bangladesh and is approved to conduct the audit in Myanmar. This was regular full monitoring (semi-announced) that started at 7:45 am on January 31, 2024 and ended at 10:30 am on February 02, 2024. The monitoring team was assigned to verify the compliance status of the factory against the amfori BSCI Code of Conduct v. 2021 as well as applicable local laws relating to the Performance Areas: from PA 1 to PA 13. The assessment components included opening and ongoing discussions with management regarding factory practices, reviewing documentation and records, a facility tour, confidential employee interviews, and a final closing meeting with management.

Business partner information: The factory "Guston Amava Ltd." is a private limited company incorporated on October 15, 2014. As per business licenses, the factory is located at Lot No. A-19, Zone A, Thilawa Special Economic Zone, Thanlyin Township, Yangon, Myanmar. As per the land lease agreement, the total land area is about 15,030 square meters and the total production area is about 14,138 square meters and the facility has rented the land from the government for 50 years. The facility specializes in the manufacturing of male and female shirts, jackets, trousers, vests, coveralls and bib trousers for the international market. Main production processes include cutting > embroidery> sewing > finishing > quality > packing with a maximum production capacity of 1,500,000 pieces per annum and the production runs consistently medium around the year, except from May to August which is usually the peak season of the year.

Worker number information:

- Total workers: 1,480 (1,398 production workers and 82 management & staff; male- 179 & female- 1,301)
- Production workers: 1,398 (male- 142 & female- 1,256)
- Vulnerable workers: There are 12 foreign migrant employees from Sri Lanka, working in management positions. Also, there are 40 pregnant workers out of whom 16 workers are currently on maternity leave and 24 workers are on duty.
- Any other special group of workers: The factory indirectly hired 08 security guards (male: 6, female: 2) from a 3rd party security recruiting agency named "Alsok Myanmar Security Services Company Ltd." and the agreement was found available for review.

Audited location information:

The facility consists of 03 buildings. Due to space limitations in this text box, the detailed facility descriptions have been attached in the Report Attachment section. The facility did not provide dormitory facilities to the workers and management.

Operating shifts and hours: As per the working hour policy and working hour approval, there is one general shift for production workers, management, and other staff, as well as two shifts for the security section. The factory's working shifts are as follows: Monday to Friday: 07:30 am to 04:00 pm with 30 minutes of unpaid resting breaks. Break time (in three separate batches): Batch# 1: 11.30 am to 12.00 pm, Batch# 2: 12.00 pm to 12.30 pm, Batch# 3: 12.30 pm to 01.00 pm. Saturday: 07:30 am to 11:30 am. The security section operates in two shifts: 07:00 am to 04:00 pm and 07:00 pm to 04:00 am, including 60 minutes of unpaid rest break divided into 02 times of 30 minutes each.

Time recording system: The facility has an electronic timekeeping system (biometric) to keep workers' daily attendance.

Salary payment details: The facility provides monthly wages within 05 days of the following month in cash.

Details of the worker's organization: The facility has developed a Freedom of Association (FoA) policy and formed a Workplace Coordinating Committee (WCC) through a democratic election process on October 24, 2023, comprising 06 members (03 management & 03 workers).

Circumstances: None

Document & Record Review:

Wages & benefits and hours of work (based on provided records): 12 months' wage and timekeeping records were requested from January 2023 to December 2023 as well as reviewed in detail for December 2023 (most recent paid month), August 2023 (peak month) and March 2023 (random month).

Worker Interview: A total of 45 workers (8 male and 37 female) were interviewed from all departments. 20 workers were interviewed individually, and 25 workers were interviewed in 05 groups of 05 workers in each group. The interviews were conducted in an unused room close to the production floor.

Summary of findings:

This is a summary of results in the performance areas: PA 1: Social Management System (1.1), PA 2: Workers Involvement and Protection (2.4), PA 5: Fair Remuneration (5.4), PA 7: Occupational Health and Safety (7.1, 7.3, 7.6, 7.16 & 7.17).

Good Practices:

1) The factory provides monthly attendance bonuses to the workers. 2) The factory provides monthly production (grade) bonuses to the workers. 3. The factory provides free transportation facilities to the workers.

Living wage calculation: #Living Wage: As the country selection (Myanmar) is missing from the Global Living Wage Coalition (GLWC) website, the monitoring person used the basic living wage of MMK 407,928.4/month, which was manually collected and calculated by the monitoring through Anker's methodology. Relevant data comes from the website (NUMBEO) which is the world's largest cost of living database. Basic Living Wage calculation manually collected by the monitoring is uploaded as part of the report attachments.

Remarks:

1. Collective bargaining agreements, government waivers, inconsistency between time & production records, photos of the dormitory and remediation of previous findings were not applicable in this monitoring.
2. Since the local language of the factory was Burmese, to document review, and conduct workers & management interviews, the trainee auditor also worked as a translator during the audit, therefore total on-site person-days of the audit increased from 4.5 to 5.4.

SITE DETAILS

Site
Guston Amava Ltd

Site amfori ID
104-000184-001

GICS Classification

Sector Consumer Discretionary	Industry Group Consumer Durables & Apparel	Industry Textiles, Apparel & Luxury Goods
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Sub Industry
Apparel, Accessories & Luxury Goods

amfori Process Classifications

N.A.

GS1 Classifications

N.A.

NACE Classification

N.A.

Water Stress Situation

N.A.

METRICS

Key Metrics

Total workforce	1,437	Workers
Legal minimum wage in local currency	174,000	Monthly
Lowest wage paid for regular work at the site	174,000	Monthly
Calculated living wage in local currency	407,928.4	Monthly
Total sample	45	Workers

Other Metrics

Male workers	170	Workers
Female workers	1,267	Workers
Non-binary workers	0	Workers
Permanent workers - Male	152	Workers
Permanent workers - Female	1,101	Workers
Permanent workers - Non-binary	0	Workers
Temporary workers - Male	0	Workers
Temporary workers - Female	0	Workers
Temporary workers - Non-binary	0	Workers
Seasonal workers - Male	0	Workers
Seasonal workers - Female	0	Workers
Seasonal workers - Non-binary	0	Workers
Management - Male	5	Workers
Management - Female	21	Workers
Management - Non-binary	0	Workers
Apprentices - Male	0	Workers
Apprentices - Female	0	Workers
Apprentices - Non-binary	0	Workers
Workers on probation - Male	27	Workers
Workers on probation - Female	200	Workers
Workers on probation - Non-binary	0	Workers
Workers with night shift - Male	6	Workers
Workers with night shift - Female	0	Workers
Workers with night shift - Non-binary	0	Workers
Workers with disabilities - Male	0	Workers
Workers with disabilities - Female	0	Workers
Workers with disabilities - Non-binary	0	Workers
Domestic migrant workers - Male	0	Workers
Domestic migrant workers - Female	0	Workers
Domestic migrant workers - Non-binary	0	Workers
Foreign migrant workers - Male	12	Workers

Foreign migrant workers - Female	0	Workers
Foreign migrant workers - Non-binary	0	Workers
Workers hired directly - Male	173	Workers
Workers hired directly - Female	1,299	Workers
Workers hired directly - Non-binary	0	Workers
Workers hired indirectly - Male	6	Workers
Workers hired indirectly - Female	2	Workers
Workers hired indirectly - Non-binary	0	Workers
Unionised workers - Male	0	Workers
Unionised workers - Female	0	Workers
Unionised workers - Non-binary	0	Workers
Workers under CBA - Male	0	Workers
Workers under CBA - Female	0	Workers
Workers under CBA - Non-binary	0	Workers
Pregnant workers	24	Workers
Workers on parental leave - Male	0	Workers
Workers on parental leave - Female	16	Workers
Workers on parental leave - Non-binary	0	Workers
Sample - Male	8	Workers
Sample - Female	37	Workers
Sample - Non-binary	0	Workers

FINDINGS



PA1: Social Management System

Site: Guston Amava Ltd | Site amfori ID: 104-000184-001

Question: 1.1 Is there satisfactory evidence that the auditee has set up an effective management system to implement the amfori BSCI Code of Conduct?

ENGLISH	LOCAL LANGUAGE
Finding	
<p>Based on interviews with management, worker & worker representatives, site observation, and document review, it was noted that although the facility has developed a management system to implement the social requirements, the facility did not show a full commitment towards the amfori BSCI CoC. Non-compliances were identified in the following performance areas: PA1: Social Management System, PA2: Workers Involvement and Protection, PA5: Fair Remuneration, PA7: Occupational Health and Safety. (As per amfori BSCI CoC).</p> <p>The management stated that they would comply with amfori BSCI CoC requirements.</p> <p>This question is rated as partially because the auditee respects the rest of the performance areas.</p>	<p>ඒම වගකීමක් ලෙසට . . .</p> <p>මෙම ප්‍රශ්නයේ වගකීමක් ලෙසට . . .</p> <p>PA1- . . .</p> <p>PA2- . . .</p> <p>PA5- . . .</p> <p>PA7- . . .</p> <p>amfori BSCI CoC . . .</p>



PA 2: Workers Involvement and Protection

Site: Guston Amava Ltd | Site amfori ID: 104-000184-001

Question: 2.4 Is there satisfactory evidence that the auditee builds sufficient competence among managers, workers and workers representatives to successfully embed responsible practices in the business operation?

ENGLISH	LOCAL LANGUAGE
Finding	
<p>Through a comprehensive review of documents, workers & management interviews, it was found that the facility provides regular training on the amfori BSCI Code of Conduct and the last training was conducted on November 20, 2023, the effectiveness of these training sessions is questioned, as 18 out of the 45 interviewed workers remain unaware of the content of the amfori BSCI Code of Conduct. (As per amfori BSCI CoC).</p>	<p>amfori BSCI ප්‍රාදිපති මාර්ගෝපදේශය පිළිබඳව . . .</p> <p>2023 . . .</p> <p>45 . . .</p> <p>18 . . .</p> <p>amfori BSCI . . .</p>

Finding	
<p>Facility management stated that they would arrange more awareness sessions on amfori BSCI CoC for the workers.</p>	
<p>This finding was rated partially since the facility has developed a management system to provide training to the workers and mid-level management on amfori BSCI CoC. However, around 40% of the interviewed workers were not aware of the amfori BSCI CoC.</p>	

PA 5: Fair Remuneration

Site: Guston Amava Ltd | Site amfori ID: 104-000184-001

Question: 5.4 Is there satisfactory evidence that the auditee provides sufficient remuneration that allows workers to meet a decent standard of living?	
ENGLISH	LOCAL LANGUAGE
Finding	
<p>As per the documents review, workers and management interview, it was noted that the facility did not calculate the basic living wage of this region, and the basic living wage of this region was found around MMK407,928.4/month calculated by the auditors through Anker's methodology and all sampled workers (45 workers) get less amount of the basic living wage in 03 sampled months (December 2023, August 2023 and March 2023). (As per amfori BSCI CoC)</p> <p>The management stated that they would calculate the basic living wage of the region.</p> <p>The finding is rated as "No" because the facility did not comply with the amfori BSCI CoC requirements.</p>	<p>စာရွက်စာတမ်းများကို ပြန်လည်စစ်ဆေးခြင်းဖြင့် အလုပ်သမားများနှင့် စီမံခန့်ခွဲရေးမှူးချုပ်တို့၏ အခြေခံနေရေးအနက်အခြေအနေအထားကို မတူညီမျှစွာ ခန့်မှန်းခြင်းကို မှတ်တမ်းတင်ပြီး ဤဒေသ၏ အခြေခံနေရေးအနက်အခြေအနေအထားကို Anker's မှတ်တမ်းတင်စနစ်ဖြင့် တွက်ချက်ထားသော အလုပ်သမားများ၏ အခြေခံနေရေးအနက်အခြေအနေအထားကို တွက်ချက်ရာတွင် 407,928.4 ဝန်ကျင် ရရှိကြောင်း တွေ့ရှိရပါသည်။ နှစ်စဉ် နှစ်စဉ် နှစ်စဉ် နှစ်စဉ် အလုပ်သမား ၄၅ ဦး သည် နှစ်စဉ် ၀၃ လ (ဒီဇင်ဘာ ၂၀၂၃ ၊ ဩဂုတ်လ ၂၀၂၃ နှင့် မတ်လ ၂၀၂၃ ခုနှစ်) တွင် အခြေခံနေရေးအနက်အခြေအနေအထားကို မကျေနပ်ပါ။ (BSCI CoC အရ)</p> <p>ဒေသ၏ အခြေခံနေရေးအနက်အခြေအနေအထားကို မှတ်တမ်းတင်စနစ်ဖြင့် တွက်ချက်ခြင်းကို မှတ်တမ်းတင်ပါသည်။</p>

PA 7: Occupational Health and Safety

Site: Guston Amava Ltd | Site amfori ID: 104-000184-001

Question: 7.1 Is there satisfactory evidence that the auditee observes occupational health and safety regulations applicable for its activities?	
ENGLISH	LOCAL LANGUAGE

Finding

Through a comprehensive review of documents, facility visits, workers & management interviews, the following gaps have been identified in implementing health and safety regulations:

a) During the facility visit, it was observed that no operational creche facility was available, lacking essential amenities such as a designated breastfeeding area, an adequate supply of toys, and proper sanitation facilities. This is particularly noteworthy as 88% of the workforce in this factory comprises female workers. (The Factories Act 1951, section -50)

b) It was noted that the auditee does not comply in line with the legal regulations on occupational health and safety relevant to question no. 7.1, 7.16, and 7.17 following local legal regulations. (As per amfori BSCI CoC)

The management stated that they would work to develop their health & safety management system in place.

The finding is rated as partially because the facility complies with legal and amfori BSCI CoC requirements in other areas of occupational health & safety.

ත වූ ත්‍රිකෝණික පරීක්ෂණ මගින් හඳුනා ගන්නා ලද ප්‍රධාන ගැටලු වන්නේ කාර්මිකයන්ගේ සෞඛ්‍ය සහ ජීවිතයට හානි සිදු වීමට හේතු වන අයුතු ක්‍රියාකාරීත්වයන්ය. මෙම අයුතු ක්‍රියාකාරීත්වයන් අතරින් වැඩිපමණක් ස්ත්‍රී කාර්මිකයන්ගේ සෞඛ්‍ය සහ ජීවිතයට හානි සිදු කිරීමට හේතු වන්නේය.

ක) කාර්මිකයන්ගේ සෞඛ්‍ය සහ ජීවිතයට හානි සිදු කිරීමට හේතු වන අයුතු ක්‍රියාකාරීත්වයන් අතරින් වැඩිපමණක් ස්ත්‍රී කාර්මිකයන්ගේ සෞඛ්‍ය සහ ජීවිතයට හානි සිදු කිරීමට හේතු වන්නේය. මෙම අයුතු ක්‍රියාකාරීත්වයන් අතරින් වැඩිපමණක් ස්ත්‍රී කාර්මිකයන්ගේ සෞඛ්‍ය සහ ජීවිතයට හානි සිදු කිරීමට හේතු වන්නේය. මෙම අයුතු ක්‍රියාකාරීත්වයන් අතරින් වැඩිපමණක් ස්ත්‍රී කාර්මිකයන්ගේ සෞඛ්‍ය සහ ජීවිතයට හානි සිදු කිරීමට හේතු වන්නේය.

ආ) ක්‍රියාමාර්ගයක් නොමැතිව සිටින බැවින් ස්ත්‍රී කාර්මිකයන්ගේ සෞඛ්‍ය සහ ජීවිතයට හානි සිදු වීමට හේතු වන්නේය. මෙම අයුතු ක්‍රියාකාරීත්වයන් අතරින් වැඩිපමණක් ස්ත්‍රී කාර්මිකයන්ගේ සෞඛ්‍ය සහ ජීවිතයට හානි සිදු කිරීමට හේතු වන්නේය.

Question: 7.3 Is there satisfactory evidence that the auditee set up an effective management system that ensures they regularly carry out risk assessments for safe, healthy and hygienic working conditions?

ENGLISH

LOCAL LANGUAGE

Finding

Upon comprehensive examination of documents, on-site facility visits, and in-depth interviews with both employees and management, it has been noted that although the facility has diligently assessed risks about the production process, machines, and the well-being

ත වූ ත්‍රිකෝණික පරීක්ෂණ මගින් හඳුනා ගන්නා ලද ප්‍රධාන ගැටලු වන්නේ කාර්මිකයන්ගේ සෞඛ්‍ය සහ ජීවිතයට හානි සිදු වීමට හේතු වන අයුතු ක්‍රියාකාරීත්වයන්ය. මෙම අයුතු ක්‍රියාකාරීත්වයන් අතරින් වැඩිපමණක් ස්ත්‍රී කාර්මිකයන්ගේ සෞඛ්‍ය සහ ජීවිතයට හානි සිදු කිරීමට හේතු වන්නේය.

Finding	
<p>of the most vulnerable workers, it is imperative to emphasize that the evaluation of ergonomic risks specifically related to employees engaged in prolonged standing is still pending. (As per amfori BSCI Code of Conduct).</p> <p>The management stated that they would work on the mentioned point.</p> <p>This question is rated as partial because the facility has developed a system to assess the potential risk in the premises. However, ergonomic risk need to be assessed of long-time standing workers.</p>	<p>ရေ ချ ည့် ရ ဝ တ ည့် မှ တွ င် ဖ ဝ င် နေ ထေ ဝ န် ထ မျှ နှ င့် သ က် နှိ င် သ ည့် ergonomic risks မှ နှိ အ ကြ တ် ခြ င် သ ည့် နှိ င် င့် စ ဆဲ ကြ စ် နှိ င် အ လေး ဝ ရ န် နှိ အ ဝ ဖ သ ည့် ။ (amfori BSCI Code of Conduct အ ရ)</p>

Question: 7.6 Is there satisfactory evidence that the auditee enforces the use of PPE to provide protection to workers alongside other controls and safety systems?

ENGLISH	LOCAL LANGUAGE
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Finding	
<p>Upon conducting a facility visit, document review, workers and management interview, it was observed that the auditee lacks a comprehensive monitoring system to ensure the proper enforcement of Personal Protective Equipment (PPE) usage in the workplace. Consequently, it was noted that randomly</p>	<p>ဝ က် ရှိ လ ည့် ပ တ် မှ အ စူး ရှိ က် ဝ စ် ဆေး ထေ အ ဖ ဖ စ ရ င် ဝ စ် သ ည့် လ ဝ င် န် ချ င် တွ င် Personal Protective Equipment (PPE) အ နှိ မြ မှ အ သ င့် ရှိ စွ နှိ က် နေ ထေ င် ရှိ က် နှိ င် သ ည့် နှိ င် သ ည့် ပြ ည့် နှိ င် စ င် ကြ ည့် ရှိ စ ဖ စ် မ ရှိ သ ည့် နှိ တွ ရှိ ရှိ ဖ သ ည့် ။ အ နှိ ဆ က် အ နေ ကြ င့် အ ဝ ဖ ပ တ် က ထေ ချ တွ င် န မှ နှိ ဝ စ် သ ည့် အ လ ဝ သ စ 30 တွ င် 10 ဦး သ ည့် overlook</p> <p>ဝ က် မှ လ ည့် ပ တ် နေ ထေ နှိ မှ နှိ မှ နှိ ထေ ကွ ယ် ရ န် အ တွ က် မ က် နှိ မှ နှိ အ နှိ မ ပြ နှိ င် သ တ် ပြ စိ ခဲ့ သ ည့် ။ နှိ အ ပြ င် န မှ နှိ နှိ ထေ က် သ ည့် အော် ပ ရေ ထေ 05 ဦး နှိ 02 ဦး သ ည့် သ င့် ရှိ စွ သ ထေ လ က် အိ တ် မှ (လ က် ရှိ င် 3 ရှိ င် နှိ စ နှိ ဝ စ် နှိ င်) နှိ အ နှိ မ ပြ နှိ င် တွ ရှိ ရှိ ဖ င် နှိ အ လ က် ရှိ င် ကြ တ် ထေ က် ခြ င် အ နှိ စ ရ ယ် နှိ ခ် နှိ င် ရ ည့် ရှိ စွ ဝ ဖ သ ည့် ။ (amfori BSCI CoC အ ရ) ။</p>

Finding

checked 10 out of 30 workers in the sewing section operating overlock machines were not using face masks for protection against dust. Additionally, 02 out of 05 cutting operators were observed not using the appropriate metallic hand gloves (covering 3 fingers only instead of 5 fingers). (As per amfori BSCI CoC).

The management stated that they would ensure proper PPEs for all workers.

The finding is rated as partial because the facility has developed a management system to provide PPEs to the workers. However, 10 overlock machine operators were not using face masks and 02

Finding	
cutting operators were not using proper hand gloves.	

Question: 7.16 Is there satisfactory evidence that the auditee ensures evacuations plans meet legal requirements and that these plans are posted in relevant places so workers can see and understand them?

ENGLISH	LOCAL LANGUAGE
Finding	
<p>As per the facility visit, workers and management interview, it was noted that the evacuation plans displayed in the factory were observed to be in English instead of the local language (Burmese). Additionally, these posted plans were not visible due to their smaller-sized graphics and texts. Furthermore, during interviews with workers, it was evident that they were not familiar with how to interpret evacuation plans from their perspectives. (The Factories Act 1951, Section: 40_6).</p> <p>The management stated that they would upgrade and re-post evacuation plans.</p> <p>The finding is rated as partially because the facility has developed a management system to provide evacuation plans in the premises. However, posted evacuation plans were not as per the requirements.</p>	<p>ဝက်ရှူထုတ်ပြင်ရေးစာရွက်များ ပြသထားသည့် နေရာများရှိ အခြေအနေအထားများကို စစ်ဆေးရာတွင် (ဗမာ) အစား အထောက်အထားများကို မတွေ့ရှိရပါ။ ။ ဤကဏ္ဍအတွက် အချက်အလက်များကို ရှိရှိရှိ အသုံးပြုသည့် ငယ်စာရွက်များကို မမြင်နိုင်ပါ။ ။ ဤအပြင် အလုပ်သမားများနှင့် ထောက်ပံ့ရေးမှူးများ၏ အမြင်မှ ကွဲပြားမှုများကို ဖော်ပြရပါမည်။ (The Factories Act 1951 ၊ အပိုင်း ၄၀_၆)။</p> <p>စီမံခန့်ခွဲရေးဌာနက ငယ်စာရွက်များ ပြန်လည်ပြင်ဆင်ရေးအား စီစဉ်နေကြောင်း မြင်ရပါသည်။</p>

Question: 7.17 Is there satisfactory evidence that the auditee ensures adequate safeguards for any machine part, function, or process which may cause injury to workers?

ENGLISH	LOCAL LANGUAGE
Finding	
<p>During the facility visit, workers and management interview, it was noted that needle guards were displaced in 5 out of the 10 sampled checked sewing machines, while eye guards were found displaced in 4 out of the 10 sampled checked</p>	<p>ဝက်ရှူထုတ်ပြင်ရေးစာရွက်များ ပြသထားသည့် နေရာများရှိ အခြေအနေအထားများကို စစ်ဆေးရာတွင် (ဗမာ) အစား အထောက်အထားများကို မတွေ့ရှိရပါ။ ။ ဤကဏ္ဍအတွက် အချက်အလက်များကို ရှိရှိရှိ အသုံးပြုသည့် ငယ်စာရွက်များကို မမြင်နိုင်ပါ။ ။ ဤအပြင် အလုပ်သမားများနှင့် ထောက်ပံ့ရေးမှူးများ၏ အမြင်မှ ကွဲပြားမှုများကို ဖော်ပြရပါမည်။ (The Factories Act 1951 ၊ အပိုင်း ၄၀_၆)။</p> <p>စီမံခန့်ခွဲရေးဌာနက ငယ်စာရွက်များ ပြန်လည်ပြင်ဆင်ရေးအား စီစဉ်နေကြောင်း မြင်ရပါသည်။</p>

Finding

overlocked machines. Additionally, finger safety guards were observed to be displaced in 2 out of the 2 edge-cutting machines. (As per The Factories Act 1951, Section: 23_1).

The management stated that they would ensure machine safety in the production floors.

The finding is rated as partially because the facility has ensured safety guards with all machines but some workers were not using it in the right place.

စွဲအကြောင်း ၊ လက်မှုစက်ကိရိယာအစုံအတင် နှင့် အခြား စက်ကိရိယာများတွင် လက်ညှိအကာများ ပိုမိုအသုံးပြုရန် အစီအစဉ်များ ရှိကြောင်း အကြောင်းပြောကြားခဲ့သည်။ (The Factories Act 1951 ၊ အပိုင်း- ၂၃_၁ အရ)။

စက်ကိရိယာများတွင် အကာအရံများ ပိုမိုအသုံးပြုရန် အစီအစဉ်များ ရှိကြောင်း အကြောင်းပြောကြားခဲ့သည်။