# **Supplementary online appendix**

Table SA1. Measure of working condition violations

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| Working condition violations | *Compensation** Does the employer pay at least minimum wage for ordinary hours of work to regular full-time workers?
* Does the employer pay piece rate workers correctly for ordinary hours of work when their piece rate earnings exceed minimum wage?
* Does the employer pay at least minimum wage for all types of workers other than regular workers?
* Does the employer pay any workers incorrectly for overtime?
* Does the employer pay any workers incorrectly for regular working hours when premium pay is required?
* Are workers’ full wages paid in the manner required?
* Do in-kind wage payments comply with national law?
* Are wages paid regularly and on time?
* Has the employer made any unauthorized deductions from wages?
* Does the employer keep only one accurate payroll record?
* Does the employer properly inform workers about wage payments and deductions?
* Does the employer comply with requirements to collect and forward workers’ contributions to social insurance funds?
* Does the employer pay the required employer contribution to social insurance funds?
* Does the employer comply with other wage payments?

*Contracts** Did workers freely choose their representatives on the bipartite committee, and do workers know who their representatives are?
* Has there been any retaliation against worker representatives due to their activity on the bipartite committee?
* Where there is a union in the factory, does management maintain open communication channels with trade unions, and do trade union representatives have the opportunity to join the bipartite committee?
* Is the bipartite committee used as an alternative to a trade union?
* Was the grievance mechanism developed through social dialogue between workers/ unions and managers, and are workers aware of the grievance mechanism in the factory?
* Do the employment contracts specify the terms and conditions of employment?
* Do the employment contracts comply with other legal requirements?
* Do workers understand the terms and conditions of employment?
* Does the employer comply with requirements for migrant workers’ contracts?
* Do all persons who perform work for the factory, both on the premises and offsite, have a contract?
* Do the internal work rules comply with legal requirements?
* Does the employer comply with limits on the period of employment for training workers?
* Does the employer comply with limits on the use of fixed term contracts?
* Does the recruitment process for migrant workers comply with legal requirements?
* Have you found non-compliance with legal requirements for compensation, contracts, OSH, systems, and/or working time pertaining to non-production workers and/or sub-contracted workers?
* Does the employer comply with requirements concerning sub-contracted workers at the workplace?
* Does the employer comply with requirements concerning homeworkers?
* Does the employer fail to comply with any requirements when terminating workers (valid reasons, workers’ opportunity to defend, prior notice, termination payments, unused annual leave, and/or reinstatement orders)?
* Does the employer comply with legal requirements before suspending workers or reducing the size of the workforce due to changes in operations?
* Do the disciplinary measures comply with legal requirements?
* Have any workers been bullied, harassed, or subjected to humiliating treatment?
* Did the employer resolve grievances and disputes in compliance with legal requirements?

*Occupational safety and health (OSH)** Does the factory have a written OSH policy?
* Has the employer performed an assessment of general occupational safety and health issues in the factory?
* Has the employer developed mechanisms to ensure cooperation between workers and management on OSH matters?
* Does the employer record work-related accidents and diseases?
* Does the employer have legally required construction/ building permits?
* Does the employer keep an inventory of chemicals and hazardous substances used in the workplace?
* Are chemicals and hazardous substances properly labelled?
* Are chemicals and hazardous substances properly stored?
* Does the employer have chemical safety data sheets for the hazardous chemicals used in the workplace?
* Has the employer taken action to assess, monitor, prevent and limit workers’ exposure to chemicals and hazardous substances?
* Has the employer effectively trained workers who work with chemicals and hazardous substances?
* Does the employer provide adequate washing facilities and cleansing materials in the event of exposure to hazardous chemicals?
* Are workers punished if they remove themselves from work situations that they believe present an imminent and serious danger to life or health?
* Does the employer provide workers with all necessary personal protective clothing and equipment?
* Are workers effectively trained and encouraged to properly use personal protective equipment and machines?
* Does the employer comply with ergonomic requirements?
* Are proper guards installed and maintained on all dangerous machines and equipment?
* Are electrical wires, cables, switches, plugs and equipment (e.g. transformer, generator, electrical panel, circuit breakers) properly installed, grounded (for equipment), and maintained?
* Are appropriate safety warnings posted in the workplace?
* Do the operators/technicians for machinery, equipment, electrical installations, boiler, lifting equipment, and/or welding have legally required license/permit/certification/training?
* Does the employer have the legally required permits/certificates for the installation/operation/maintenance of special machines and equipment (e.g., electrical installations, generator, boiler, lifting equipment, and/or welding)?
* Has the employer taken legally required measures to protect workers from falls from heights?
* Is the workplace temperature, ventilation, noise, lighting and/or cleanliness unacceptable?
* Does the workplace have adequate accessible toilets?
* Does the workplace have adequate hand washing facilities and adequate soap?
* Does the employer provide workers enough free safe drinking water?
* Does the workplace have all required facilities?
* Does the workplace have an adequate eating area?
* Does the employer comply with legal requirements regarding medical checks for workers?
* Does the employer address safety and health risks to pregnant or nursing workers?
* Does the employer comply with requirements on HIV/AIDS?
* Does the workplace have sufficient onsite medical facilities and staff?
* Has the employer ensured that there are a sufficient number of readily accessible first aid boxes/supplies in the workplace?
* Has the employer provided first-aid training for workers?
* Does the accommodation comply with minimum space requirements?
* Is the accommodation separate from the workplace (even though it may be in the same compound/industrial park)?
* Does the accommodation have enough safe water?
* Does the accommodation have adequate toilets, showers, sewage and garbage disposal systems?
* Is the accommodation protected against fire?
* Is the accommodation adequately protected against heat, cold, and dampness?
* Is the accommodation protected against disease carrying animals or insects?
* Is the accommodation protected against noise?
* Is the accommodation adequately ventilated?
* Does the accommodation have adequate cooking and storage facilities?
* Is the accommodation adequately lit?
* Does the accommodation offer workers adequate privacy?
* Does the accommodation comply with other health and safety requirements?
* Has the employer adequately prepared for emergencies in the accommodation?
* Does the workplace have a fire detection and alarm system?
* Does the workplace have adequate fire-fighting equipment?
* Has the employer trained an appropriate number of workers to use the fire-fighting equipment?
* Are emergency exits and escape routes clearly marked and posted in the workplace?
* Are there enough emergency exits?
* Are the emergency exits accessible, unobstructed and unlocked during working hours, including overtime?
* Does the employer conduct periodic emergency drills?
* Does the employer comply with emergency evacuation requirements?
* Are flammable materials safely stored?
* Are possible sources of ignition appropriately safeguarded?

*Working hours** Do regular daily or weekly working hours exceed the legal limit?
* Do the working time records reflect the hours actually worked?
* Does the employer provide required daily break periods?
* Does the employer provide required weekly rest periods?
* Does the employer comply with limits on overtime hours worked?
* Does the employer comply with requirements for voluntary overtime?
* Does the employer comply with notice requirements regarding overtime?

*Leave** Does the employer fail to provide workers time off for any required breaks or types of leave?
* Does the employer pay any workers incorrectly for any types of paid time off (breaks and leave)?
* Does the employer pay workers correctly during work stoppages?
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Source: Questions drawn from BW Compliance Assessment Tool Global Template, available at: <https://betterwork.org/reports-and-publications/better-works-global-compliance-assessment-tool-cat/>