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**QUESTIONNAIRE ON WRAP CERTIFICATION**

**COMPANY DETAILS**

Company Name	
Address	
Number of Employees	
Type of Production	
Exporting Countries	
Buyers	
Compliances/Certifications Other than WRAP	
Operational Management Tools applied	
Date of initial WRAP Certification	

Respondent's Designation:

.....

Signature: .....

***Important: Data collected through this questionnaire is used for academic purposes only.***



## SECTION - A

Mark an appropriate box by considering the conditions before and after implementation of WRAP principles.

No	Indicator	Before		After	
<b>1.0</b>	<b>Compliance with Laws and Workplace Regulations</b>				
1.1	Complying to regulations regarding				
	Wages	yes	no	yes	no
	Overtime payment	yes	no	yes	no
	Working hours	yes	no	yes	no
	Formation and participation in Labour unions/Employee Councils	yes	no	yes	no
	Collective bargaining	yes	no	yes	no
	Minimum age for employment	yes	no	yes	no
	Health and Safety standards	yes	no	yes	no
	Environmental standards and regulations	yes	no	yes	no
	Employment discrimination	yes	no	yes	no
	General Labour laws	yes	no	yes	no
<b>2.0</b>	<b>Prohibition of Forced Labour</b>				
2.1	Voluntary employment	yes	no	yes	no
2.2	Freedom of movement	yes	no	yes	no
<b>3.0</b>	<b>Prohibition of Child Labour</b>				
3.1	Not Hiring employees of				
	age 14 - 16	yes	no	yes	no
	age 16 - 18	yes	no	yes	no
3.2	Verification of employee's stated age	yes	no	yes	no
3.3	Obtaining and retaining proof of age for each employee	yes	no	yes	no
<b>4.0</b>	<b>Prohibition of Harassment or Abuse</b>				
4.1	No any reported cases of harassment, abuse or corporal punishment	yes	no	yes	no
4.2	Policy on harassment or abuse to workers	yes	no	yes	no
4.3	Procedure to report instances of harassment or abuse	yes	no	yes	no
<b>5.0</b>	<b>Compensation and Benefits</b>				
5.1	Paying				
	At least legal minimum wage	yes	no	yes	no
	above legal minimum wage	yes	no	yes	no
5.2	Provide a pay record to all employees	yes	no	yes	no
5.3	Provide information regarding wages and benefits in native language	yes	no	yes	no
5.4	Pay wages on time as per the regulations	yes	no	yes	no
5.5	Pay incentives/bonus	yes	no	yes	no
<b>6.0</b>	<b>Hours of Work</b>				
6.1	Working hours of workers - maximum 45 hrs/week	yes	no	yes	no
6.2	Interval after 4 hrs of work at a stretch for all worker groups	yes	no	yes	no
6.3	Overtime rate for workers				
	1.5 times hourly rate on normal working days	yes	no	yes	no
	2.0 times on Sundays	yes	no	yes	no



	3.0 times on Mercantile/ Statutory holidays	yes	no	yes	no
<b>7.0</b>	<b>Prohibition of Discrimination</b>				
7.1	Availability of written policy on Prohibition of Discrimination	yes	no	yes	no
7.2	Effective communication of above policy to all employees	yes	no	yes	no
7.3	Procedure to ensure compliance with nondiscrimination	yes	no	yes	no
7.4	Procedure to remediation	yes	no	yes	no
<b>8.0</b>	<b>Freedom of Association and Collective Bargaining</b>				
8.1	Freedom to actively participate in Labour unions/ Employee Councils	yes	no	yes	no
8.2	Freedom of Collective bargaining	yes	no	yes	no
8.3	No discrimination on union members	yes	no	yes	no
<b>9.0</b>	<b>Health and Safety</b>				
9.1	Safe and healthy operation and maintenance of workplace				
	Availability of unobstructed aisles or/and unlocked emergency exists	yes	no	yes	no
	Availability of written safety program	yes	no	yes	no
	Availability of fire safety plan	yes	no	yes	no
	Availability of first aid facilities	yes	no	yes	no
	Accessibility of first aid facilities to all areas of factory	yes	no	yes	no
	Employee training on first aid and safety	yes	no	yes	no
	Accessibility to clean drinking water	yes	no	yes	no
9.2	Safe work environment				
	Proper lighting and ventilation	yes	no	yes	no
	Availability of sanitary toilet areas	yes	no	yes	no
	Structurally sound and clean building facilities	yes	no	yes	no
9.3	Maintenance of Safety documentation				
	Health and Safety reports	yes	no	yes	no
	Heavy machinery inspection (boiler, compressors etc)	yes	no	yes	no
	Maintenance reports	yes	no	yes	no
	Fire extinguisher records noting date inspected and expiration	yes	no	yes	no
	Emergency drill records noting date and detail results	yes	no	yes	no
	Work injury reports	yes	no	yes	no
	Clinic logs noting the date and reason for visit	yes	no	yes	no
9.4	Conducting safety committee meetings	yes	no	yes	no
9.5	Availability of a chemical safety program				
	Proper storage of hazardous/toxic materials	yes	no	yes	no
	Availability of chemical handling instructions	yes	no	yes	no
9.6	Emergency Preparedness				
	Availability of written emergency procedures to handle disasters/ fire emergencies/ industrial accidents	yes	no	yes	no
	Training on proper use of fire extinguishers	yes	no	yes	no
	Availability of emergency evacuation plan in native language	yes	no	yes	no
	Conducting emergency evacuation drills	yes	no	yes	no
	Adequate number and location of emergency exists	yes	no	yes	no
	Accessible and visible fire extinguishers	yes	no	yes	no
9.7	Availability of Protective equipments for affected	yes	no	yes	no



	employees				
9.8	Availability of proper waste disposal system	yes	no	yes	no
9.9	Addressing to Occupational health needs				
	Heat stress	yes	no	yes	no
	Paint spray/spot cleaning booths	yes	no	yes	no
	Respirator safety	yes	no	yes	no
	Hearing (noise control program)	yes	no	yes	no
	Indoor air quality	yes	no	yes	no
	Cotton dust ventilation	yes	no	yes	no
	Sanitary waste disposal	yes	no	yes	no
<b>10.0</b>	<b>Environment</b>				
10.1	Availability of environmental management system	yes	no	yes	no
10.2	Maintaining records of emission events (how solid, chemical, sanitary and waste water substances are disposed of)	yes	no	yes	no
<b>11.0</b>	<b>Other</b>				
11.1	Improved buyer interest in placing orders	yes	no	yes	no
11.2	Orders from reputed buyers	yes	no	yes	no
11.3	Acquiring more sub orders	yes	no	yes	no
11.4	Reputation among other factories	yes	no	yes	no
11.5	Strict Adherence to local rules and regulations	yes	no	yes	no
11.6	Availability of Social Accountability norms	yes	no	yes	no
11.7	Budget allocations for Human resource development	yes	no	yes	no
11.8	Respecting worker rights	yes	no	yes	no
11.9	Improved recognition for workers	yes	no	yes	no
11.10	Rewards for efficient workers	yes	no	yes	no
11.11	Availability of proper promotion criteria	yes	no	yes	no
11.12	Operator empowerment	yes	no	yes	no

### SECTION - B

Provide an appropriate data with respect to the following indicators in space given. Use a separate paper if space provided is not sufficient.

No	Indicator	One year before WRAP Certification	One year after WRAP Certification
01	Buyers from different geographical regions		
02	factory efficiency		
03	Monthly absenteeism rate (average)		
04	Labour turnover rate (average)		
05	Number of incidents reported on harassment or abuse		
06	Working hours per week		

07	Total breaks and rest periods during the day		
08	Details of incentive system for workers		
09	Number of incidents reported on discrimination		
10	Number of times collective bargaining was done		
11	Number of labour disputes occurred		
12	Loss man hours (or financial loss) due to labour disputes		
13	Number of accidents (with the section)		
	Minor		
	Major		
	Fatal		
14	Loss man hours (or financial loss) due to accidents		
15	Training opportunities given to employees		
	Post graduate level and above		
	Diploma level courses		
	Certificate level courses		
	Short courses		
	One/two day seminars or workshops		
16	Number of airfreights (as a percentage)		
	Major reasons for airfreights		
17	Number of late deliveries (as a percentage)		
	Major reasons for late deliveries		
18	Defect rate		
	Average		
	During day time		
	During night shift/night work		

Any Comments:



SECTION – C

Tick the relevant box by considering the level of impact of following indicators on Productivity, Quality and on time delivery. Key:

Impact level	Rating
Very high	5
High	4
Average	3
Low	2
Non related	1

No	Indicator	Productivity					Quality				
		1	2	3	4	5	1	2	3	4	5
01	Extended working hours										
02	Time span without breaks more than 04 hrs										
03	Extended over time										
04	Satisfactory wages and fringe benefits										
05	If wages are not paid on time										
06	If leave is not granted to workers on request										
07	Over time without worker willingness										
08	If forced to work on special holidays										
09	Night shift/night work										
10	Effect of age of employees										
11	Incidents of harassment or abuse										
12	Incidents of discrimination										
13	Labour disputes										
14	Safe and healthy operation and maintenance of work place										
15	Safe work environment (refer section A)										
16	Proper lighting and ventilation conditions										
17	Ergonomically set up work stations										
18	Proper maintenance of equipments and work area										
19	Protective equipments provided to affected workers										
20	Addressing occupational health needs										
21	Implementation of WRAP principles										

What compelled your company to apply for WRAP Certification?

Any Comments:

## WRAP Certified Factories List

Table B.1: WRAP certified factories List

<i>Factory</i>	<i>Location</i>
Unichela (Pvt)Ltd-Kandy 2 (Linea Intimates Div.)	Pallekele, Kandy
Sumithra Hasalaka (Pte) Ltd	Nittambuwa
ZM Vision (Pvt) Ltd	Kiriella
ZM Kasual (Pvt) Ltd	Kottawa, Pannipitiya
Jay Jay Childrenswear Lanka (Pvt) Ltd	Avissawella.
Hirdaramani Mercury Apparel (Pvt) Ltd - Seethawaka	Avissawella
Jinadasa Bennett (Pvt) Ltd	Kurunegala
Brandix Casualwear Ltd - Polonnaruwa	Polonnaruwa
Newell Garments Lanka (Pvt) Ltd	Colombo
Aitken Spence Apparels	Habaraduwa
FGM Lanka (Pvt) Ltd	Kuliyapitiya
Smart Shirts (Lanka) Limited - Pallekele	Pallekele
Smart Shirts (Lanka) Limited - Katana	Katana
Courtaulds Clothing Veyangoda (Pvt) Ltd	Dadagamuwa
ZM Vertiko (Pvt) Ltd	Padukka
Aitken Spence Garments	Matugama
Trendywear (Pvt) Ltd.	Kathupotha
Hela Clothing (Pvt) Ltd.	Welisara
Ashok Garment (Pvt) Ltd	Homagama
P.T.K. Enterprises (Pvt) Ltd	Rambukkana
DM Lanka Holdings Pvt Ltd	Mihintale
Orit Apparels Lanka (Pvt) Limited - Embilipitiya	Embilipitiya
Hands International (Pvt) Ltd - Intimate Division	Seeduwa
Brandix Casualwear Limited	Kahawatta.
Brandix Casualwear Limited - Ja Ela	Ja Ela
Jinadasa Marsylka (Pvt) Ltd	Narammala
MAS Active (Pvt) Ltd.	Embilipitiya
Orit Apparels Lanka (Pvt) Limited	Avissawella
Fergasam Garment Ind. (Pvt) Ltd-Exp.Unit-1 & 4	Colombo-09
Twin Star Clothing (Pvt) Ltd	Avissawella
Shadowline (Pvt) Ltd	Katunayake
Ceylon Knit Trend (Pvt) Ltd	Maharagama
Fergasam Garment Ind (Pvt) Ltd Exist & Exp Unit 6	Colombo-13
Shadowline (Pvt) Ltd	Katunayake
Fergasam Garment Industries - Unit 8	Horana
Shadeline(Pvt)Ltd.	Mahiyanganaya.
MAS Active (Pvt.) Ltd. - Sleekline Division	Nittambuwa
Timex (Garments) Ltd	Wattala
MAS Active (Pvt) Limited - Synergy Division	Avissawella
Brandix Intimate Apparel Ltd - Mirigama	Mirigama



<i>Factory</i>	<i>Location</i>
J.K. Garments (Pvt) Ltd	Ibbagamuwa
Shadowline (Pvt) Limited - Contourline Division	Kandy
Brandix Essentials Ltd - Koggala	Koggala
Brandix Casualwear Limited - Giritale	Giritale
Unichela Pvt Ltd, Kandy (Linea Clothing)	Kandy
Smart Shirts (Lanka) Ltd - Factory III	Katunayake
Smart Shirts (Lanka) Ltd-Factory I	Katunayake
Sterling Lanka Apparel (Pvt) Limited	Katunayake
Unichela Private Ltd. - Koggala	Habaraduwa
Unichela Pvt Ltd, Kulliyapitiya Slimtex Division	Kuliyapitiya
Brandix Intimate Apparel Ltd. - Minuwangoda	Minuwangoda
Brandix Intimate Apparel Ltd. - Katunayake	Katunayake
Brandix Intimate Apparel Ltd. - Welisara	Ragama
Hirdaramani Industries (Pvt) Ltd. - Kuruwita	Kuruwita
MAS Active (Private) Limited	Malwana
Hirdaramani Industries (Private) Limited	Kahathuduwa
Brandix Casualwear Limited - Ratmalana	Ratmalana
Bodyline (Private) Limited	Horana
Brandix Casualwear Limited	Avissawella
Brandix Casualwear Limited - Seeduwa	Seeduwa
Unichela (Pvt.) Limited - Slimline Division	Pannala
Unichela (Pvt) Ltd - Mawathagama (Casualline)	Mawathagama
MAS Active (Pvt) Ltd - Leisureline Divsion	Katunayake
Trend Setters (Pvt.) Ltd.	Panadura
Hirdaramani Garments Katunayake (Pvt) Limited	Katunayake
Penguin Leisurewear (Pvt) Ltd. - Galagedera	Galagedera
Penguin Sportswear (Pvt) Ltd.	Kandy
Isabella (PVT) Limited	Katunayake
Courtaulds Clothing Lanka (Pvt) Ltd.	Katuwellegama
J.S. Watawala (Pvt) Ltd.	Watawala
AJS Apparel (Private) Limited	North Central
Unichela (Pvt) Limited-Panadura	Panadura
Favourite Garments Ltd.	Moratuwa
Smart Shirts (Lanka) Limited Kotadeniyawa	Kotadeniyawa
Smart Shirts (Lanka) Ltd. - Hunnisgiriya	Hunnisgiriya
Smart Shirts (Lanka) Ltd.-Haragama	Haragama
Koggala Garments (Pvt) Limited	Koggala,Habaraduwa

Compliance and Operational Management Tools Matrix

Factory	WRAP	ETI	FLA	GWG	OHSAS	ISO 14001	ISO 9001	GAP	NIKE	Lean Manufacturing
1										
2										
3										
4										
5										
6										
7										
8										
9										
10										
11										
12										
13										
14										
15										
16										
17										
18										
19										
20										
21										
22										
23										
24										
25										
26										
27										
28										
29										
30										
31										
32										
33										
34										

Figure C.1: Compliance and Operational management tools matrix



**Statistical Data Analysis of Section - A**

***Principle 1: Compliance with Laws and Workplace Regulations***

S = 2.12 DF = 1 P = 0.146

S = 6.00 DF = 1 P = 0.014 (adjusted for ties)

TREATMENT	N	Estimated Median	sum of Ranks
1	34	19.000	22.5
2	34	19.000	28.5

Grand median = 19.000

***Principle 2: Prohibition of Forced Labour***

S = 0.06 DF = 1 P = 0.808

S = 1.00 DF = 1 P = 0.317 (adjusted for ties)

TREATMENT	N	Estimated Median	sum of Ranks
1	34	4.0000	25.0
2	34	4.0000	26.0

Grand median = 4.0000

***Principle 3: Prohibition of Child Labour***

S = 0.06 DF = 1 P = 0.808

S = 1.00 DF = 1 P = 0.317 (adjusted for ties)

TREATMENT	N	Estimated Median	sum of Ranks
1	34	8.0000	25.0
2	34	8.0000	26.0

Grand median = 8.0000

***Principle 4: Prohibition of Harassment or Abuse***

S = 1.47 DF = 1 P = 0.225

S = 5.00 DF = 1 P = 0.025 (adjusted for ties)

TREATMENT	N	Estimated Median	sum of Ranks
1	34	6.0000	23.0
2	34	6.0000	28.0

Grand median = 6.0000

***Principle 5: Compensation and benefits***

S = 2.12 DF = 1 P = 0.146

S = 6.00 DF = 1 P = 0.014 (adjusted for ties)

TREATMENT	N	Estimated Median	sum of Ranks
1	34	11.500	22.5
2	34	11.500	28.5

Grand median = 11.500

***Principle 6: Hours of Work***

S = 0.24 DF = 1 P = 0.628

S = 2.00 DF = 1 P = 0.157 (adjusted for ties)

TREATMENT	N	Estimated Median	sum of Ranks
1	34	10.000	24.5
2	34	10.000	26.5

Grand median = 10.000

***Principle 7: Prohibition of Discrimination***

S = 5.88 DF = 1 P = 0.015

S = 10.00 DF = 1 P = 0.002 (adjusted for ties)

TREATMENT	N	Estimated Median	sum of Ranks
1	34	6.000	20.5
2	34	8.000	30.5

Grand median = 7.000



***Principle 8: Health and Safety***

$S = 8.47$   $DF = 1$   $P = 0.004$

$S = 12.00$   $DF = 1$   $P = 0.001$  (adjusted for ties)

TREATMENT	N	Estimated Median	sum of Ranks
1	34	67.000	19.5
2	34	68.000	31.5

Grand median = 67.500

***Principle 9: Freedom of Association and Collective Bargaining***

$S = 0.24$   $DF = 1$   $P = 0.628$

$S = 2.00$   $DF = 1$   $P = 0.157$  (adjusted for ties)

TREATMENT	N	Estimated Median	sum of Ranks
1	34	6.0000	24.5
2	34	6.0000	26.5

Grand median = 6.0000

***Principle 10: Environment***

$S = 1.47$   $DF = 1$   $P = 0.225$

$S = 5.00$   $DF = 1$   $P = 0.025$  (adjusted for ties)

TREATMENT	N	Estimated Median	sum of Ranks
1	34	3.5000	23.0
2	34	3.5000	28.0

Grand median = 3.5000

***Other factors considered***

$S = 2.88$   $DF = 1$   $P = 0.090$

$S = 7.00$   $DF = 1$   $P = 0.008$  (adjusted for ties)

TREATMENT	N	Estimated Median	sum of Ranks
1	34	22.500	22.0
2	34	22.500	29.0

Grand median = 22.500

## Statistical Data Analysis of Section B

Table E.1: Summary of Quantitative data Collected in Section B of questionnaire

Factory number	Factory Efficiency%		Absenteeism%		Turnover%		Average defect rate	
	Before	After	Before	After	Before	After	Before	After
1	55	62	9.1	9.34	10-12	8.5	5-7	2.5-3.5
2	70-80	70-80	4-5	4-5	4-5	4-5	-	-
3	60	60	5.2	5.2	5.3	5.3	<3	<3
4	-	65	-	3.5	-	4	-	2.6
5	-	60	-	3	-	3	-	3
6	-	55	-	3	-	4	-	2.8
7	-	60	-	3	-	3	-	3
8	-	-	6.35	5.49	5.2	3.3	10	8
9	60-70	65-70	6	6	8	8	6	6
10	-	-	-	-	-	-	-	0.015
11	65	70	10	9	9	8	6	5
12	63	65	10	8	12	10	6	5
13	-	-	-	-	-	-	-	-
14	51	57	7	6.5	6	4.2	2.6	2.5
15	-	-	-	-	-	-	-	-
16	38	50	6	2.5	9	5	-	-
17	40	50	6	5	4.5	4	2	1
18	60	65	8	5	9	6	6	6
19	44	50	8	6	10	7	3	1
20	-	60	-	3	-	3	-	3
21	-	65	9.5	9.5	12	10	6	3
22	40	50	10	8	10	7	8	6
23	45	50	6	5	5	4.5	6	5
24	40	55	6	4	8	5	-	-
25	-	-	-	-	-	-	-	1.5
26	60-70	60-70	4 to 5	4 to 5	4	4	3	3
27	60	65	10	8	10	8	-	3
28	55	65	6	4	9	7	-	-
29	-	65	-	3.5	-	3	-	3
30	60-70	65-70	7	7	8	8	6	5
31	40	50	-	9	-	8	-	-
32	50	60	-	9	-	7	-	-
33	-	65	-	3	-	3	-	2.8
34	-	60	-	3	-	3	-	3



## Mann-Whitney Test Analysis of Section B

*Efficiency*

N Median  
E1 20 55.00  
E2 27 60.00

Point estimate for ETA1-ETA2 is -5.00

95.1 Percent CI for ETA1-ETA2 is (-12.00,-0.00)

W = 387.0

Test of ETA1 = ETA2 vs ETA1 < ETA2 is significant at 0.0233

The test is significant at 0.0216 (adjusted for ties)

*Absenteeism*

N Median  
A1 20 6.675  
A2 30 5.100

Point estimate for ETA1-ETA2 is 2.000

95.1 Percent CI for ETA1-ETA2 is (0.600,3.000)

W = 654.0

Test of ETA1 = ETA2 vs ETA1 > ETA2 is significant at 0.0022

The test is significant at 0.0022 (adjusted for ties)

### ***Defect Rate***

N Median

D1 15 6.000

D2 26 3.000

Point estimate for ETA1-ETA2 is 2.500

95.0 Percent CI for ETA1-ETA2 is (-0.000,3.201)

W = 403.5

Test of ETA1 = ETA2 vs ETA1 > ETA2 is significant at 0.0086

The test is significant at 0.0077 (adjusted for ties)

### ***Labour Turnover***

N Median

T1 20 8.500

T2 30 5.150

Point estimate for ETA1-ETA2 is 2.100

95.1 Percent CI for ETA1-ETA2 is (1.001,4.001)

W = 672.5

Test of ETA1 = ETA2 vs ETA1 > ETA2 is significant at 0.0007

The test is significant at 0.0006 (adjusted for ties)



## Analysis of Questionnaire – Section C

Table G.1: Summary of Questionnaire – Section C

No	Indicator	Productivity					Quality				
		1	2	3	4	5	1	2	3	4	5
01	Extended working hours	5	27	28	37	12	2	31	49	21	7
02	Time span without breaks more than 04 hrs	8	39	37	18	8	6	52	24	11	7
03	Extended over time	13	15	42	32	8	13	24	45	22	6
04	Satisfactory wages and fringe benefits	4	10	29	39	26	6	11	30	32	28
05	If wages are not paid on time	24	36	21	12	15	22	32	26	12	14
06	If leave is not granted to workers on request	17	37	27	15	13	20	33	35	9	10
07	Over time without worker willingness	13	50	17	16	3	15	50	28	10	4
08	If forced to work on special holidays	10	36	34	19	8	10	38	39	10	8
09	Night shift/night work	20	17	34	30	10	17	22	42	22	7
10	Age of employees	12	14	59	14	12	10	14	54	22	8
11	Incidents of harassment or abuse	30	34	31	8	6	27	34	19	13	5
12	Incidents of discrimination	26	34	23	9	6	24	27	39	12	6
13	Labour disputes	18	33	35	13	10	16	32	38	11	10
14	Safe and healthy operation & maintenance of work place	2	9	13	41	44	1	5	13	43	47
15	Proper lighting and ventilation conditions	2	4	16	45	42	1	6	16	40	47
16	Ergonomically set up work stations	4	3	30	43	27	5	6	31	40	26
17	Proper maintenance of equipments and work area	1	5	18	42	43	3	1	18	45	42
18	Protective equipments provided to affected workers	3	6	16	49	34	4	5	18	45	37
19	Addressing occupational health needs	1	13	22	49	23	4	18	19	42	26
20	Implementation of WRAP principles	7	4	31	47	20	10	6	26	44	22

Table G.2: Calculation of Mean Rating of Impact on Productivity

No	Indicator	Productivity												
		1	*1	2	*2	3	*3	4	*4	5	*5			mean
1	Extended working hours	5	5	27	54	28	84	37	148	12	60	351	109	3.22
2	Time span without breaks more than 04 hrs	8	8	39	78	37	111	18	72	8	40	309	110	2.809
3	Extended over time	13	13	15	30	42	126	32	128	8	40	337	110	3.064
4	Satisfactory wages and fringe benefits	4	4	10	20	29	87	39	156	26	130	397	108	3.676
5	If wages are not paid on time	24	24	36	72	21	63	12	48	15	75	282	108	2.611
6	If leave is not granted to workers on request	17	17	37	74	27	81	15	60	13	65	297	109	2.725
7	Over time without worker willingness	13	13	50	100	17	51	16	64	3	15	243	99	2.455
8	If forced to work on special holidays	10	10	36	72	34	102	19	76	8	40	300	107	2.804
9	Night shift/night work	20	20	17	34	34	102	30	120	10	50	326	111	2.937
10	Age of employees	12	12	14	28	59	177	14	56	12	60	333	111	3
11	Incidents of harassment or abuse	30	30	34	68	31	93	8	32	6	30	253	109	2.321
12	Incidents of discrimination	26	26	34	68	23	69	9	36	6	30	229	98	2.337
13	Labour disputes	18	18	33	66	35	105	13	52	10	50	291	109	2.67
14	Safe and healthy operation & maintenance of work place	2	2	9	18	13	39	41	164	44	220	443	109	4.064
15	Proper lighting and ventilation conditions	2	2	4	8	16	48	45	180	42	210	448	109	4.11
16	Ergonomically set up work stations	4	4	3	6	30	90	43	172	27	135	407	107	3.804
17	Proper maintenance of equipments and work area	1	1	5	10	18	54	42	168	43	215	448	109	4.11
18	Protective equipments provided to affected workers	3	3	6	12	16	48	49	196	34	170	429	108	3.972
19	Addressing occupational health needs	1	1	13	26	22	66	49	196	23	115	404	108	3.741
20	Implementation of WRAP principles	7	7	4	8	31	93	47	188	20	100	396	109	3.633



Table G.3: Calculation of Mean Rating of Impact on Quality

No	Indicator	Quality												mean
		1	*1	2	*2	3	*3	4	*4	5	*5			
1	Extended working hours	2	2	31	62	49	147	21	84	7	35	330	110	3
2	Time span without breaks more than 04 hrs	6	6	52	104	24	72	11	44	7	35	261	100	2.61
3	Extended over time	13	13	24	48	45	135	22	88	6	30	314	110	2.85455
4	Satisfactory wages and fringe benefits	6	6	11	22	30	90	32	128	28	140	386	107	3.60748
5	If wages are not paid on time	22	22	32	64	26	78	12	48	14	70	282	106	2.66038
6	If leave is not granted to workers on request	20	20	33	66	35	105	9	36	10	50	277	107	2.58879
7	Over time without worker willingness	15	15	50	100	28	84	10	40	4	20	259	107	2.42056
8	If forced to work on special holidays	10	10	38	76	39	117	10	40	8	40	283	105	2.69524
9	Night shift/night work	17	17	22	44	42	126	22	88	7	35	310	110	2.81818
10	Age of employees	10	10	14	28	54	162	22	88	8	40	328	108	3.03704
11	Incidents of harassment or abuse	27	27	34	68	19	57	13	52	5	25	229	98	2.33673
12	Incidents of discrimination	24	24	27	54	39	117	12	48	6	30	273	108	2.52778
13	Labour disputes	16	16	32	64	38	114	11	44	10	50	288	107	2.69159
14	Safe and healthy operation & maintenance of work place	1	1	5	10	13	39	43	172	47	235	457	109	4.19266
15	Proper lighting and ventilation conditions	1	1	6	12	16	48	40	160	47	235	456	110	4.14545
16	Ergonomically set up work stations	5	5	6	12	31	93	40	160	26	130	400	108	3.7037
17	Proper maintenance of equipments and work area	3	3	1	2	18	54	45	180	42	210	449	109	4.11927
18	Protective equipments provided to affected workers	4	4	5	10	18	54	45	180	37	185	433	109	3.97248
19	Addressing occupational health needs	4	4	18	36	19	57	42	168	26	130	395	109	3.62385
20	Implementation of WRAP principles	10	10	6	12	26	78	44	176	22	110	386	108	3.57407

Table G.4: Calculated Weightings for Productivity and Quality

<i>No</i>	<i>Indicator</i>	<i>Productivity</i>	<i>Quality</i>
01	Extended working hours	35.1	33
02	Time span without breaks more than 04 hrs	30.9	26.1
03	Extended over time	33.7	31.4
04	Satisfactory wages and fringe benefits	39.7	38.6
05	If wages are not paid on time	28.2	28.2
06	If leave is not granted to workers on request	29.7	27.7
07	Over time without worker willingness	24.3	25.9
08	If forced to work on special holidays	30	28.3
09	Night shift/night work	32.6	31
10	Age of employees	33.3	32.8
11	Incidents of harassment or abuse	25.3	22.9
12	Incidents of discrimination	22.9	27.3
13	Labour disputes	29.1	28.8
14	Safe and healthy operation & maintenance of work place	44.3	45.7
15	Proper lighting and ventilation conditions	44.8	45.6
16	Ergonomically set up work stations	40.7	40
17	Proper maintenance of equipments and work area	44.8	44.9
18	Protective equipments provided to affected workers	42.9	43.3
19	Addressing occupational health needs	40.4	39.5
20	Implementation of WRAP principles	39.6	38.6

