

## Complaint – Takko Fashion– Bangladesh

### Status: New complaint

*FWF is responsible for setting up a complaints procedure in production countries where FWF is active. The complaints procedure allows third parties to make complaints about the working conditions or the way the Code of Labour Practices is implemented in factories which supply FWF members.*

*The responsibility of FWF includes investigating the complaint, verifying whether the agreed corrective action plan is implemented and public reporting. This complaint report gives an overview of a complaint filed to FWF, the investigation and agreed corrective action plan as well as how the outcome is verified. For more information on the complaints procedure see the FWF website. FWF also publishes an overview of complaints received in its annual reports.*

### 1. Member company involved

Takko Fashion

### 2. Accused party

A factory located in Bangladesh supplying Takko Fashion

### 3. Date of receiving complaint

18 April 2017

### 4. Filing party

The case was first reported by some anonymous workers in February 2017. It was followed up by National Garment Workers Federation (NGWF), a member of IndustriAll in April.

### 5. The complaint

Anonymous workers have called FWF helpline in February 2017 that some workers from this factory were fired without compensation, probably linked to their efforts to organise workers in Ashulia in December 2016. They also said that some workers were arrested. Since the complainants did not keep contact with FWF, it was not possible to follow up in February.



NGWF in April contacted FWF and provided a list of factories where they have received complaints on unfair dismissal. FWF found out that two factories in the list were active suppliers of Takko Fashion.

NGWF is considered the complainant in this case. NGWF claimed that some workers in the factory were fired without compensation. NGWF believed that the dismissal was linked to the workers' effort to organise in Ashulia in December 2016.

The authenticity of the accusation is under investigation.

## **6. Admissibility**

FWF decided that the case is admissible on 18 April 2017.

The factory is an active supplier of Takko Fashion, a member of FWF.

The case is relevant to the following labour standards of FWF's Code of Labour Practices:

- Freedom of association and the right to collective bargaining

## **7. Investigation**

FWF had requested Takko Fashion in March 2017 to gather information from the factory. Takko contacted the factory and replied to FWF immediately. The factory claimed that no worker from the factory has participated in the strike outside in December. The workers reported to work on 18 and 19 December but refrained working on both days. The factory was later closed mandatory by the government together with another 58 factories. The factory reopened on 25 December 2016 and all workers went back to work. According to the management, the workers were not punished.

FWF is in the process of verifying the above statement from factory management.

## **8. Findings and conclusions**

The case is under investigation.

## **9. Remediation**

The case is under investigation.

## **10. Verification**

The case is under investigation.

## **11. Evaluation by the complainant**

The case is under investigation.

