

TURKEY

MERGU TEKSTIL

Mergu is a Nudie Jeans supplier since 2015.

They manufacture woven shirts for us. The factory had 93 employees at the time of the audit, 62 women and 31 men. The processes that take place in the factory are Sampling, Cutting, Sewing and Finishing. The first FWF audit was made in July 2015 and we have been working on the corrective action plan which mainly concerned points regarding health and safety and legally binding employment contract.

POSITIVE:

- Lunch for employees is served free of charge.
- Workers have been trained by the facility regarding FWF Code of Labour Practices and most of them were aware of the labour standards.
- The factory established a well-defined documentation system to keep records and improve working conditions.
- There was a worker representative system in the facility

AMONG THE THINGS TO IMPROVE WE COULD FIND:

- At peak times, employees work more OT than allowed
- Hygiene trainings was not made for the kitchen employees
- Copy of employment contracts were not given to the workers.
- The factory need to make payment for leaves according to the Turkish Labour Law

During the follow up, some of the things improved could not be verified, so they need to checked again at the next audit. During 2016 the factory participated in FWF Workers Education Program for both management and employees with good results. The trainings were appreciated by the employees who already were quite aware of FWF standards. In June 2018 the most recent audit was made and many of the points from the previous audit could be verified. Some new points were raised which are expected to be solved within 2018.