<table>
<thead>
<tr>
<th>FLA Code/Compliance</th>
<th>FLA Principle of Monitoring, Obligation of</th>
<th>IEM Findings</th>
<th>Risk of Noncompliance</th>
<th>Notes</th>
<th>Updates</th>
</tr>
</thead>
<tbody>
<tr>
<td>FLA Code/Compliance</td>
<td>FLA Principle of Monitoring, Obligation of</td>
<td>IEM Findings</td>
<td>Risk of Noncompliance</td>
<td>Notes</td>
<td>Updates</td>
</tr>
<tr>
<td>FLA Code/Compliance</td>
<td>FLA Principle of Monitoring, Obligation of</td>
<td>IEM Findings</td>
<td>Risk of Noncompliance</td>
<td>Notes</td>
<td>Updates</td>
</tr>
<tr>
<td>FLA Code/Compliance</td>
<td>FLA Principle of Monitoring, Obligation of</td>
<td>IEM Findings</td>
<td>Risk of Noncompliance</td>
<td>Notes</td>
<td>Updates</td>
</tr>
</tbody>
</table>

**FLA Code/Compliance**

- FLA Principle of Monitoring, Obligation of

**IEM Findings**

- Notable Features

**Risk of Noncompliance**

- Enforcement actions taken

**Notes**

- Enforce use consistently.

**Updates**

- Permits.

---

**FLA Code/Compliance**

- FLA Principle of Monitoring, Obligation of

**IEM Findings**

- Evidence of

**Risk of Noncompliance**

- Explain Why

**Notes**

- Enforce use consistently.

**Updates**

- Permits.

---

**FLA Code/Compliance**

- FLA Principle of Monitoring, Obligation of

**IEM Findings**

- Evidence of

**Risk of Noncompliance**

- Explain Why

**Notes**

- Enforce use consistently.

**Updates**

- Permits.
Briefing is ongoing and about 90% of briefing of old workers already completed. As the follow-up visit was done in less than 1 week. (2) The stipulation of overtime work as meant in KEK.102/MEN/VI/2004 Regarding Overtime Hour and Maximum Total Working Hours per Day found is 12.5 hours or 27.5 hours of overtime for at least 2 workers in a row (March 2006). Moreover, the work period is 7 days a week. (3) The work period of the warehouse is 14 hours a day. Labor Minister Decree No. PER-05/MEN/1985 Regarding Lifting and Carrying Load with Stair and Truck/Lift is known by the warehouse manager while stack of goods is visible in the lift area. Visual inspection on warehouse found without handrail.

Currently, there are 103 out of total 639 production workers employed at the factory. There are 55 male and 48 female workers. In this factory, there are 90 workers who work at least 6 years, 19 workers who work 3 years, 9 workers who work 2 years, and 3 workers who work one year. It is very seldom that we have overtime work. (4) The policy on voluntary overtime is included in the briefing. New policy on women and pregnant workers was done but not yet done. The area belongs to [Factory name] and it is located in the same area of the factory. The warehouse is very clean and there are no dust or smoke sources, very readable in freight lift. Labor Minister Regulation Per.05/MEN/1985 Regarding Lifting and Carrying Load with Stair and Truck/Lift is implemented by the local labor department at latest 14 days after the document source. Equipment is also available. According to management, the payroll system had been registered to the local labor department. No progress on this.

The policy about any leave policy and procedures is not stated clearly on procedure that affects the benefits of social security scheme (Jamsostek) regardless of service years of workers. In addition, this will affect the benefits of social security scheme (Jamsostek) regardless of service years of workers. Moreover, for knowledge was about entitled leave. The doctor's recommendation letter as sick testimonial on the leave for pain due to menstruation leave, unless workers can bring paramedic recommendation letter as sick testimonial on the leave for pain due to menstruation leave. If workers have any leave policy and procedures, they will be informed to all employees. Moreover, for management, the payroll system had been registered to the local labor department. No progress on this.

According to management, the payroll system had been registered to the local labor department. No progress on this. There are stacks of goods on a top deck of rack that makes it difficult to conduct visual inspection. Evidence of availment of leaves (menstruation, annual, special, etc.) will be determined by the HR department while a worker returns to work. Moreover, for management, the payroll system had been registered to the local labor department. No progress on this.

According to management, the payroll system had been registered to the local labor department. No progress on this. The doctor’s recommendation letter as sick testimonial on the leave for pain due to menstruation leave. If workers have any knowledge was about entitled leave. The doctor’s recommendation letter as sick testimonial on the leave for pain due to menstruation leave, unless workers can bring paramedic recommendation letter as sick testimonial on the leave for pain due to menstruation leave. Moreover, for knowledge was about entitled leave. The doctor’s recommendation letter as sick testimonial on the leave for pain due to menstruation leave. It is very seldom that we have overtime work. (4) The policy on voluntary overtime is included in the briefing. New policy on women and pregnant workers was done but not yet done. The area belongs to [Factory name] and it is located in the same area of the factory. The warehouse is very clean and there are no dust or smoke sources, very readable in freight lift. Labor Minister Regulation Per.05/MEN/1985 Regarding Lifting and Carrying Load with Stair and Truck/Lift is implemented by the local labor department at latest 14 days after the document source. Equipment is also available. According to management, the payroll system had been registered to the local labor department. No progress on this.

According to management, the payroll system had been registered to the local labor department. No progress on this. There are stacks of goods on a top deck of rack that makes it difficult to conduct visual inspection. Evidence of availment of leaves (menstruation, annual, special, etc.) will be determined by the HR department while a worker returns to work. Moreover, for management, the payroll system had been registered to the local labor department. No progress on this. The doctor’s recommendation letter as sick testimonial on the leave for pain due to menstruation leave. If workers have any leave policy and procedures, they will be informed to all employees. Moreover, for management, the payroll system had been registered to the local labor department. No progress on this.

According to management, the payroll system had been registered to the local labor department. No progress on this. There are stacks of goods on a top deck of rack that makes it difficult to conduct visual inspection. Evidence of availment of leaves (menstruation, annual, special, etc.) will be determined by the HR department while a worker returns to work. Moreover, for management, the payroll system had been registered to the local labor department. No progress on this. The doctor’s recommendation letter as sick testimonial on the leave for pain due to menstruation leave. If workers have any leave policy and procedures, they will be informed to all employees. Moreover, for management, the payroll system had been registered to the local labor department. No progress on this.

The area belongs to [Factory name] and it is located in the same area of the factory. The warehouse is very clean and there are no dust or smoke sources, very readable in freight lift. Labor Minister Regulation Per.05/MEN/1985 Regarding Lifting and Carrying Load with Stair and Truck/Lift is implemented by the local labor department at latest 14 days after the document source. Equipment is also available. According to management, the payroll system had been registered to the local labor department. No progress on this.

According to management, the payroll system had been registered to the local labor department. No progress on this. There are stacks of goods on a top deck of rack that makes it difficult to conduct visual inspection. Evidence of availment of leaves (menstruation, annual, special, etc.) will be determined by the HR department while a worker returns to work. Moreover, for management, the payroll system had been registered to the local labor department. No progress on this. The doctor’s recommendation letter as sick testimonial on the leave for pain due to menstruation leave. If workers have any leave policy and procedures, they will be informed to all employees. Moreover, for management, the payroll system had been registered to the local labor department. No progress on this. The doctor’s recommendation letter as sick testimonial on the leave for pain due to menstruation leave. If workers have any leave policy and procedures, they will be informed to all employees. Moreover, for management, the payroll system had been registered to the local labor department. No progress on this.
OT forms on file show different requested hours.

OT Compensation

FLA Code/Compliance

IEM Findings

 Explain Why

Risk of Noncompliance

Corroborated,

Explain Why

If Not

Company Follow Up

Documentation

Labour Minister Decree No. KEP.102 / MEN/VI/2004,

Management

FLA Benchmark

Documentation

Attendance records already reflect all

Pending

No progress on this.

a) Our time keeping system does not

Risk of Noncompliance

IEM Findings

Explain Why

If Not

Company Follow Up

Management interview

Documentation

Labour Minister Decree No. KEP.102 / MEN/VI/2004,

Management

Management interview

Documentation

Attendance records already reflect all

Pending

No progress on this.

b) The general services worker always

Risk of Noncompliance

IEM Findings

Explain Why

If Not

Company Follow Up

Management interview

Documentation

Labour Minister Decree No. KEP.102 / MEN/VI/2004,

Management

Management interview

Documentation

Attendance records already reflect all

Pending

No progress on this.

Production Line

The factory shall comply with applicable law for premium

time that the employer allows or requires the worker to

Risk of Noncompliance

IEM Findings

Explain Why

If Not

Company Follow Up

Management interview

Documentation

Labour Minister Decree No. KEP.102 / MEN/VI/2004,

Management

Management interview

Documentation

Attendance records already reflect all

Pending

No progress on this.