FLA Principles of Monitoring, Verification and Communication

Country: FLA Benchmark

Companies: FLA Audit Profile

Country Law/Legal Reference

In accordance with the PRC No banned chemicals

In those cases where proof of age documentation is not provided in the form of state issued ID, a factory can accept the presentation of the following documents: a) School certificate or other document proving the age of the worker, b) Family photo with photo ID of the worker, c) Birth certificate issued by the local government.

Target

FLA Benchmark

Non-compliance

Company

The factory purchased chemical management system and is implementing new systems linked with, or occurring in the course of work or as a result of the operation of employer facilities

2. Health and Safety

PC(s)

IEM

Country

FLA Audit Profile

conformity to State regulations article 74, in cases, or emergency handling of emergency situations. The handling of emergency situations must be performed in a manner appropriate to the culture and situation, to ensure the safety of all employees, contractors and suppliers to work in the company on the compliance with the workplace standards, with special attention to the risk of child labor.

2) Operations under conditions of high temperatures, high humidity, or involving high risk of scalding or abrasions from moving mechanical parts. The employer must provide protection gears: 1) gloves, 2) protective clothing, 3) protective hats, 4) safety glasses, 5) respirator, 6) shoes, 7) boots, etc. in hazardous elements including radioactive elements.

In accordance with the PRC the factory is in use chemical management system and is implementing new systems linked with, or occurring in the course of work or as a result of the operation of employer facilities

6. Health and Safety

PC(s)

IEM

Country

FLA Audit Profile

Cutting, Silk Printing, Sewing, Inspection and Packing

Adidas

Level Works Limited

010015374E

1. It was noted that no other banned chemicals is in use.

3. Harassment or Abuse

PC(s)

IEM

Country

FLA Audit Profile

3. Child Labor

PC(s)

IEM

Country

FLA Audit Profile

The factory purchased chemical management system and is implementing new systems linked with, or occurring in the course of work or as a result of the operation of employer facilities

5. Nondiscrimination

PC(s)

IEM

Country

FLA Audit Profile

Cutting, Silk Printing, Sewing, Inspection and Packing

Adidas

Level Works Limited

010015374E

1. It was noted that no other banned chemicals is used. The new materials with MEK are not used. The factory and has filed the MSDS accordingly.

4. Harassment or Abuse

PC(s)

IEM

Country

FLA Audit Profile

Cutting, Silk Printing, Sewing, Inspection and Packing

Adidas

Level Works Limited

010015374E

1.  The factory has purchased metal gloves for all the workers. 2. The workers are aware of the chemicals is in use.

2. It was noted that no other banned chemicals is in use.

Chemical Management

PC(s)

IEM

Country

FLA Audit Profile

Cutting, Silk Printing, Sewing, Inspection and Packing

Adidas

Level Works Limited

010015374E

1. It was noted that no other banned chemicals is used. The new materials with MEK are not used. The factory and has filed the MSDS accordingly.

3. PC did not find the workers without ID or with falsified ID when they audited the factory.

3. Child Labor

PC(s)

IEM

Country

FLA Audit Profile

Cutting, Silk Printing, Sewing, Inspection and Packing

Adidas

Level Works Limited

010015374E

1. The factory purchased chemical management system and is implementing new systems linked with, or occurring in the course of work or as a result of the operation of employer facilities

3. Child Labor

PC(s)

IEM

Country

FLA Audit Profile

Cutting, Silk Printing, Sewing, Inspection and Packing

Adidas

Level Works Limited

010015374E

1.  The factory has purchased metal gloves for all the workers. 2. The new materials with MEK are not used.

2. It was noted that no other banned chemicals is used. The new materials with MEK are not used. The factory and has filed the MSDS accordingly.

3. PC did not find the workers without ID or with falsified ID when they audited the factory.

2. It was noted that no other banned chemicals is used. The new materials with MEK are not used. The factory and has filed the MSDS accordingly.
1. In accordance with the PRC Labor Law, the company shall guarantee employees a maximum of 36 working hours per week and one day off in seven. The overtime is voluntary, and that the company does not receive any punishment if the overtime is not worked. Since March 07, PC audit, monthly report from factory indicates that they meet 60 hours/week; if they exceed 58 hours, the GM must approve any additional hour of work. The employee annual salary exceeded all overtime. For overtime, the workers are paid at 150% of their basic monthly salary with the exception of statutory holidays. The company mandates the workers to work in the specific time in order to avoid any possible violation for breaking the work schedule.

2. The factory has an internal monitor toProgressDialog the FLA Code/Compliance issue. The FLA Code/Compliance issue was implemented by PC in Jan 2007. The progress was monitored by the workers. One employee has received certification. Two employees have been certified as trainers. The certification system was completed in Jan 2007.

3. The company has introduced new regulations that could improve the employees’ working hour. The training system was completed in Jan 2007.

4. Management and Supervisors:
   - Management and Supervisors have control over the workers’ overtime. They are responsible for controlling the overtime and the work hours.
   - The management and supervisors must ensure that all workers receive 1 overtime attendance bonus if they worked for a maximum of 10 overtime until 6:00pm. They worked for a maximum of 10 hours overtime per day, and generally, the hours worked were required to work from 8:00am until 6:00pm. In some cases, the workers could not receive the attendance bonus if they worked more than 10 hours overtime per day.
   - The management and supervisors must ensure that the workers are paid at 150% of their basic monthly salary with the exception of statutory holidays.

5. Workers:
   - Workers have the right to freedom of association and collective bargaining. They are allowed to participate in the management of the factory. As a result, the workers can negotiate the wages and work hours with the management.
   - The workers have the right to receive at least one day off in every seven day.
   - The workers are entitled to at least one day off in every seven day.
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   - The workers are entitled to receive at least one day off in every seven day.
   - The workers are entitled to receive at least one day off in every seven day.

6. Production and Supervisors:
   - The production and supervisors have control over the workers’ overtime. They are responsible for controlling the overtime and the work hours.
   - The production and supervisors must ensure that all workers receive 1 overtime attendance bonus if they worked for a maximum of 10 overtime until 6:00pm. They worked for a maximum of 10 hours overtime per day, and generally, the hours worked were required to work from 8:00am until 6:00pm. In some cases, the workers could not receive the attendance bonus if they worked more than 10 hours overtime per day.
   - The production and supervisors must ensure that the workers are paid at 150% of their basic monthly salary with the exception of statutory holidays.

7. Freedom of Association and Collective Bargaining:
   - The workers have the right to freedom of association and collective bargaining. They are allowed to participate in the management of the factory. As a result, the workers can negotiate the wages and work hours with the management.
   - The workers have the right to receive at least one day off in every seven day.
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   - The workers are entitled to receive at least one day off in every seven day.

8. Hours of Work:
   - The workers are entitled to receive at least one day off in every seven day.
   - The workers are entitled to receive at least one day off in every seven day.
   - The workers are entitled to receive at least one day off in every seven day.
   - The workers are entitled to receive at least one day off in every seven day.

9. Overtime Compensation:
   - The workers are entitled to receive at least one day off in every seven day.
   - The workers are entitled to receive at least one day off in every seven day.
   - The workers are entitled to receive at least one day off in every seven day.
   - The workers are entitled to receive at least one day off in every seven day.

10. Miscellaneous:
    - The workers are entitled to receive at least one day off in every seven day.
    - The workers are entitled to receive at least one day off in every seven day.
    - The workers are entitled to receive at least one day off in every seven day.
    - The workers are entitled to receive at least one day off in every seven day.

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