

The factual information set forth on the Tracking Charts was submitted to the FLA by each Independent External Monitor and Participating Company and reviewed by FLA staff. It is being made available to the public pursuant to the FLA Charter in order to strengthen the monitoring process. The FLA Charter provides for regular public disclosure of the factual results of independent monitoring and the resulting specific actions taken by Participating Companies.

What is a Tracking Chart?

Compliance is a process, not an event. A Tracking Chart outlines the process involved in FLA independent external monitoring and remediation. It is used by the accredited independent external monitor, the participating company and the FLA staff to do the following:

- **Record Findings:** The independent external monitor uses the Tracking Chart to report noncompliance with FLA Code standards. The monitor should also cite the specific Code benchmark or national/local law that was used to measure compliance.
- **Report on Remediation:** The FLA participating company uses the Tracking Chart to report on the remediation program that was implemented in order to resolve the noncompliance and prevent any future violations.
- **Evaluate Progress:** The FLA uses the Tracking Chart for purposes of collecting and analyzing information on the compliance situation of a particular factory and for publication on our website. This information is updated on an ongoing basis.

What a Tracking Chart is NOT -

- An exhaustive assessment of factory conditions

Working conditions - in any type of workplace - are dynamic. Each Tracking Chart represents a survey of the factory's conditions on a specific day. Over time, a fuller picture emerges as we compile information from various sources to track the compliance progress of a factory.

- A pass or fail evaluation

The Tracking Charts do not certify whether or not factories are in compliance with the FLA Code. Monitoring is a measurement tool. The discovery of noncompliance issues is therefore not an indication that the participating company should withdraw from a factory. Instead, the results of monitoring visits are used to prioritize capacity building activities that will lead to sustainable improvements in the factory's working conditions.

- A one-time event

Each monitoring visit is followed by a remediation program, further monitoring and remediation in an ongoing process. The Tracking Charts are updated accordingly.

Note on Language

Please be advised that because FLA independent external monitors are locally-based and English is generally not their native language, the language presented may at times appear unclear to a reader who is a native English speaker. In order to preserve the integrity of the transparency process and the information we receive, our policy is to publish the original text from the monitor and participating company. However, the reader will note that we have taken the precaution to remove any identifying information about the factory that was monitored or the workers interviewed.

For example, in cases where monitors and/or participating companies have cited the actual number of workers in reference to a noncompliance issue, in order to protect the workers' identities, we have replaced the numbers with generic wording in brackets (i.e. "[some]", "[worker interviews revealed that]", etc.).

We do not disclose the name of the factory that was monitored in order to ensure that the FLA's efforts to encourage and reward transparency do not have detrimental consequences for the factory and the workers.

Instructions for Printing

The information contained in the Tracking Charts is organized by columns and rows in a table format. Due to the number and width of the columns, the charts have been formatted for legal size (8.5 x 14in.) paper. To print the charts, please make sure to select "legal" size paper from Print properties.

FLA Audit Profile	
Country	Thailand
Factory Name	07007479D
IEM	Giebal Standard Co., Ltd
Date(s) in Facility	July 28 & 29, 2005
PC(s)	Nike, Inc.
Number of Workers	706
Product(s)	Apparel: Jacket, Pants, Shorts
Production Processes	Cutting, Stitching and Packing

FLA Code/ Compliance Issue	Country Law/Legal Reference	FLA Benchmark	IEM Findings					PC Internal audit findings (Optional)	Remediation				[Status]	
			Non-Compliance	Risk of Non-Compliance	Evidence of Non-compliance (un corroborated)	If not corroborate	Sources/Documentation used for		Notable Feature	PC Remediation Plan	Target Completion	Factory Response		Company follow up (Cite date of follow up)
1. Code Awareness														
Worker/Management Awareness of Code		FLA Principle of Monitoring, Obligation of Companies: Ensure that all Company factories as well as contractors and suppliers inform their employees about the workplace standards orally and through the posting of standards in a prominent place (in the local languages spoken by employees and managers) and undertake other efforts to educate employees about the standards on a regular basis.		Some workers are not aware of CoC. They understand it as the factories slogan.			Worker interview		Factory educates workers that Nike CoC is about workers rights. Nike will submit Nike CoC presentation to factory as reference for training.	9/30/2005	Factory sets morning talk about Nike CoC every weeks.	Oct 28,05 Most workers know that CoC is about labor rights, safety and health. But few interviewees still mention about quality when asked about CoC. Factory still needs to have clear education to workers on Nike CoC. Jan 26,06 New workers still couldn't tell what Nike CoC is. May 2, 06 Workers verified that the factory provided training to them on Nike CoC; however most mentioned that Nike CoC is about safety and health suggestion, printed at the back side of Nike CoC. When asked for specific details related to Nike code workers could answer right away, such as hour, wage, OT voluntary work, workers representative, child labor.		Completed
Confidential Non-Compliance Reporting Channel		FLA Principle of Monitoring, Obligation of Companies: Develop a secure communications channel, in a manner appropriate to the culture and situation, to enable Company employees and employees of contractors and suppliers to report to the Company on noncompliance with the workplace standards, with security that they shall not be punished or prejudiced for doing so.		There is no sign at the suggestion box to inform workers that they will not be reprimanded for reporting grievances.			Visual Inspection		Factory posts a written statement or policy on non retaliation and non reprimand for good sake grievance report at nearby suggestion boxes.	9/30/2005		Oct 28,05 Factory posts policy on non retaliation to workers who report grievance with good will nearby suggestion boxes. Interviewed workers on grievance system, all of them feel confident in the grievance system.	Photos of grievance announcement and suggestion box on file with PC.	Completed
2. Forced Labor														
There will not be any use of forced labor, whether in the form of prison labor, indentured labor, bonded labor or otherwise														
3. Child Labor														
No person will be employed at an age younger than 15 (or 14 where the law of the country of manufacture allows) or younger than the age for completing compulsory education in the country of manufacture where such age is higher than 15.														

IEM Findings										Remediation				(Status)	
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4. Harassment or Abuse															
Every employee will be treated with respect and dignity. No employee will be subject to any physical, sexual psychological or verbal harassment of abuse.															
Freedom of Movement		Employers will not unreasonably restrain freedom of movement of workers, including movement in canteen, during breaks, using toilets, accessing water, or to access necessary medical attention	The workers mentioned approximately 10 minutes for toilet use, security guards will bang on the door when they stay too long. The security guards keep track of who and how many workers are in the bathroom by keeping the ID cards. A worker also called the auditor after the audit and told them internal security time on their toilet access and knocked on the door if it was deemed they spent too long.			During visual inspection on the first day of audit a lot of workers' IDs were laying on a security guard's desk.	Worker interviews			Factory has already remediated, see PC follow up.			Oct 28, 05 There is no longer a security guard in front of the restroom. There is only a personnel officer just in case there is an emergency sickness. Her desk is next to the clinic and entrance door. PC didn't find workers' cards placed at restroom front desk and did not find a record time book. PC interviewed workers who came to use restroom, all of them said they do not need to place their cards at table in front of restroom. There is no record keeping for time in restroom. They admitted in the past, a guard used to knock on restroom door since some workers would sleep or smoke in there.	Observation, Interviews	completed
Monetary Fines and Penalties		Employers will not use monetary fines and penalties for poor performance			Some of resignations indicated that the workers left because they could not achieve the targets.	As workers have already resigned it is difficult to confirm the reasons for their resignation (resignation file).				PC will investigate set targets and interview workers.			Oct 28, 05 Workers said that targets were not set too high. Factory informed PCs that they set lower targets for new workers, but still some new workers resign since they pressure themselves. Workers did not think the factory had forced others to resign due to not achieving target. They said that person who could stitch is very value for this industry and factory really needs to keep them.	Interviews	completed
5. Nondiscrimination															
No person will be subject to any discrimination in employment, including hiring, salary, benefits, advancement, discipline, termination or retirement, on the basis of gender, race, religion, age, disability, sexual orientation, nationality, political opinion, or social or ethnic origin.															
Hiring Discrimination Practices		Employment decisions will be made solely on the basis of education, training, demonstrated skills or abilities. All employment decisions will be subject to this provision. They include: hiring, job assignment, wages, bonuses, allowances, and other forms of compensation, promotion, discipline, assignment of work, termination of employment, provision of retirement	It was found in application and manpower request form questions about marital status, age and sex of applicants.				Application and Man Power Request form; however, some of them were not fill in on those questions. (optional)			Factory will review application and internal manpower requirements and eliminate the question / criteria that could lead to discrimination practice.	8/30/2005	Factory reviews manpower requirement and eliminate the question or criteria that could lead to discrimination practice.	Oct 28, 05 The internal manpower request form has been revised, question about marriage status, age, and gender were deleted; however there is a misunderstanding because the factory did not revise their application form yet. May 2, 06 In application form, there's still question on marital status and number of children.	Internal manpower request form on file with PC.	on-going

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			Non-Compliance	Risk of Non-Compliance	Evidence of Non-compliance (uncorroborated)	If not corroborate	Sources/Documentation used for	Notable Feature	PC Internal audit findings (Optional)	PC Remediation Plan	Target Completion	Factory Response	Company follow up (Cite date of follow up)		Documentation
5. Health and Safety															
Employers will provide a safe and healthy working environment to prevent accidents and injury to health arising out of, linked with, or occurring in the course of work or as a result of the operation of employer facilities															
Fire Safety Health and Safety Legal Compliance	- Notification of Ministry of Interior - Condition of Factory Operation Permit	Employer will comply with applicable health and safety laws and regulations. In any case where laws and code of conduct are contradictory, the higher standards will apply. The factory will possess all legally required permits	There are many component obstructing emergency escape routes. One emergency exit door use for loading. Two emergency exit doors are on rollers and were not be kept fully open during production time. High pressure pump is needed at the location of the dormitory. Improper fire extinguisher provided for MCB/transformer (need to provide CO2 type extinguisher). Amount of fire extinguisher on production floor did not be comply with legal requirement, however the factory has many spare fire extinguishers					Factory floor plan and visual inspection		1. All emergency exists need to be kept clear and open during all operation hours. 2. Install high pressure pump at dormitory. 3. Replace with proper fire extinguisher type. 4. Add 5 more fire extinguishers in production line.	11/30/2005	1. Factory arranged the separated portion between loading area and emergency exits. All exits are kept clear from obstruction. 2. In process of approval for purchasing high pressure pump. 3. Provide fire extinguisher specific for electrical use. 4. Add fire extinguisher 5 sets at production floor.	Oct 28,05 1. Path kept clear, no obstruction. Factory uses only one side of the door as an emergency exit while the other side is used as loading area, the doorway is almost 2.5meters wide (see attachment) . This seems acceptable to PC staff and in compliance with the law since law states door exits should be at least 80 cm wide and 1.90 meter tall . Exit door is fully open during operation. (Completed) 2. High pressure pump is in approval process, factory estimates to spend about 500,000 baht for full installation. (On-going) 3. Factory installed a stocked Halon fire extinguisher, next to transformer. (Completed) 4. Factory installed 5 more fire extinguishers in production area: 3 at storage, 2 at stitching and 1 at packing (completed) May 2,06 High pressure pump isn't installed yet. Factory owner already approved. It is in process of purchasing. The entire system need to be restructured since the PVC pipe couldn't bare high pressure, so pipe needed to be change into metal.	Photo of emergency exits on file with PC. Fire extinguisher certification.	On-going
Document Maintenance/ Accessibility		All documents required to be available to workers and management by applicable laws (such as policies, MSDS, etc.) shall be made available in the prescribed manner and in the local language or language spoken by majority of the workers if different from the local language	No Waste disposal permit, both for Hazardous and Non Hazardous Waste. No written procedure for chemical safe handling, storage and use. No written procedure to deal with waste management.					Document reviewed	1. Evaluate and identify types of waste: hazard and non-hazard in factory and then treat properly. If disposal permit required, factory needs to apply for permit. 2. Prepare and train workers on a written procedure for chemical safe handling, storage, and use. 3. Prepare and train workers on written procedure for waste management	11/30/2005	1. Factory will contact industrial Ministry and apply for hazard, and non-hazard waste permit. 2 & 3. Jan 26,06 Preparing and training workers on the written procedure for chemical safe handling, storage and use and written procedure for waste management May 2,06 There is a written measure on preventing and eliminating risk form hazard material. (complete) There is board written measure on control hazardous waste. But it doesn't have specific detail on what kinds of wastes are considered as hazardous waste (such as contaminated cloth/ PPE, chemical containers etc) how workers dispose it, where haz. Waste go, and so forth. (on going) RooNgo6 still in process. (on-going).	Oct 28,05 1. No progress yet on permit request. 2 & 3. Found only MSDS of shell sole is posted. In MSDS, there is a method to handle, storage and disposal. However factory needs to create its own procedures for safe handling, storage, use and disposal. No written procedure on waste management Jan 26,06 Factory already has RooNgo 1 for scrap cloth. (Completed) For non hazardous waste, RooNgo 6 is in process. (on going) May 2,06 There is a written measure on preventing and eliminating risk form hazard material. (complete) There is board written measure on control hazardous waste. But it doesn't have specific detail on what kinds of wastes are considered as hazardous waste (such as contaminated cloth/ PPE, chemical containers etc) how workers dispose it, where haz. Waste go, and so forth. (on going) RooNgo6 still in process. (on-going).	Files for "measure on hazardous waste and hazardous chemicals" and "RooNgo1" (RooNgo is legal document that factory has to submit to industrial department to indicate type of waste in factory and supplier who treats that waste – RooNgo 1 for non hazard waste and RooNgo 6 for Hazard waste)	On-going	
PPE	- Notification of Ministry of Interior and Notification of Ministry of Industry	Workers shall wear appropriate protective equipment (such as gloves, eye protection, hearing protection, respiratory protection, etc.) to prevent unsafe exposure (such as inhalation or contact with solvent vapors, noise, dust, etc.) to hazardous elements including medical waste.	Does not provide appropriate PPE for fire fighting team and ribbon wire cutting operations. Does not provide chemical protection gloves for person who handles some chemicals (Shell Sole). No PPE warning sign in main production floor.					Visual inspection	1. Factory should conduct risk assessment program to analyze risk in each work area/type. 2. Then factory should provide appropriate and necessary PPE for workers. 3. Factory should post PPE warning signs in production areas.	11/30/2005	1. Fire fighting PPE still in process of top management approval. 2. Protective gloves already provided to workers who work with Shell sole. 3. PPE sign already posted.	Oct 28,05 1. Fire fighting PPE is in the same purchase list with high pressure pump and still waiting for approval. 2. Worker who handles shell sole doesn't wear gloves. 3. PPE sign on wearing mask are posted at the entrance door and wall. Still need specific PPE sign for shell sole: carbon mask, gloves, glasses signs. Jan 26, 06 Workers wear gloves, carbon mask, and glasses while operating. Mask, gloves and glasses signs are posted. (Completed) Fire fighting PPE is in purchasing (on Going)	Photo of PPE sign on file with PC. Photo in file **** Evident may06*	On-going	

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			Non-Compliance	Risk of Non-Compliance	Evidence of Non-compliance (uncorroborated)	If not corroborate	Sources/Documentation used for	Notable Feature	PC Internal audit findings (Optional)	PC Remediation Plan	Target Completion	Factory Response	Company follow up (Cite date of follow up)		Documentation	Completed, Pending:	
Chemical Management	- Notification of Ministry of Interior and Notification of Ministry of Industry	All chemicals and hazardous substances should be properly labeled and stored in accordance with applicable laws. Workers should receive training, appropriate to their job responsibilities, in the safe use of chemicals and other hazardous substances	Person who handles & uses 'Shell Sole' (kind of petroleum) did not know first aid procedures for chemical exposure. Factory shall obtain chemical list and all MSDS of chemicals used in the facility. Warning sign shall be in place.					Chemical file, visual inspection and worker interview			1. Educate and train workers who work with Shell Sole on first aid procedure, MSDS, and how to work safely with chemicals. 2. Factory should make a list of chemicals in the facility and have appropriate MSDS posted. 3. Factory should post related warning sign.	11/30/2005	1. Educate and train workers who work with ShellSole on first aid procedure, MSDS, and how to work safely with chemical. 2. Post warning sign.	Oct 28,05 1. Main person for cleaning spot (using Shell Sole) doesn't have good understanding of first aid. 2. Factory does not have chemicals list. There only found MSDS for Shell Sole, but does not have for spot after "spray way" and stitching oil. 3. Did not find warning sign posted. May 6,06 1& 3 already completed, but 2 still need to work more.			On-going
Ventilation/Electrical/facility maintenance	- Notification of Ministry of Industry	All ventilation, plumbing, electrical, and lighting services shall be provided and maintained to conform to applicable laws and prevent hazardous conditions to employees in the facility	Electricity case worn out and no ground rod for some cables					Visual inspection		Repair and properly ground electricity equipment.	11/30/2005	Repair and properly ground electrical equipment	Oct 28,05 Electrical cases are in good condition. Main circuit is grounded but individual machine is not. However, factory cited that in case of electrical shock, all machines are linked to main circuit which is grounded and electricity will be ground. PC has requested the circuit layout/ plan to better understand the system and make a conclusion on remediation. Jan 26,06 After verification, Ground system already there. Thing is factory have to change plug form 2 pins into 3 pins, so electricity could go to ground when electrical shock. Factory is in process of changing plug. May 2,06 200 plugs of 3 pins plug already replaced 2 pin plugs, still left 400 on change list. Electrician said that he had still waited supplier due to figure of plug are different from general 3 pins plug in market.	Photo in file **** Evident may06*		On-going	
Record Maintenance		All safety and accident reports shall be maintained for at least one year, or longer if required by law	Lacking of workplace testing for noise and lighting requirements. No written evidence to show that corrective action in accident investigation records had been performed.					Visual inspection		1. Factory to have noise and light testing in workplace. 2. Every accident needs to have documented corrective action.		1. Will have noise and light testing 2. Every accident will have written corrective action.	Oct 28,05 1. Factory already conducted light, sound and dust test since 2003, which was already acknowledged in FLA report. Factory was certificated from labor government when they passed the follow up test. Please note Thai law does not require factories to conduct light and sound test annually. PC did discuss with the factory and they plan to conduct a workplace environment check early next year for light, sound and dust again. 2. Factory already has accident investigation form that includes action taken and action to prevent similar accident and deadline.	Accident investigation form on file with PC.		completed	
Sanitation in Dormitories		All dormitories shall be kept secure, clean and have safety provisions (such as fire extinguishers, first aid kits, unobstructed emergency exits, emergency lighting etc.). Emergency evacuation drills should also be conducted at least annually	Lack of high pressure pump for fire fighting at dormitory					Visual inspection		Install high pressure pump.	11/30/2005	Plan to install high pressure pump. Now still in process of approval cost of installation	Oct 28,05 Plan to install, still in process of purchase approval. May 2,06 High pressure pump isn't installed yet. Factory owner already approved. It is in process of purchasing. The entire system need to be restructured since the PVC pipe couldn't bare high pressure, so pipe needed to be change into metal.			On-going	
Other				It was found that one employee resigned because s/he could not stand all day long.		A ergonomic analysis of workstations would require further investigation	Resignation File	Visual inspection		PC will investigate workstations.			Oct 28,05 Two jobs that workers sometimes need to stand are Quality Control (QC) and Packaging due to type of product. One job that workers often have to stand all work hours is ironing. Factory provides chair for QC and Packaging workers (see picture), but most workers feel it is convenient to work in standing position because of the type of product with long sleeves. For 6 ironing workers, they said that standing is better and easier to work than sitting. If they were sitting, heat from the iron and steam could hurt them. Iron workers stand on a cushion to reduce pressure between their feet and floor. (see picture)	Photo of chair at QC workstation and worker in iron section.		completed	

IEM Findings										Remediation				(Status)	
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7. Freedom of Association and Collective Bargaining															
Employers will recognize and respect the right of employees to freedom of association and collective bargaining															
Compliance to Local Collective Bargaining Laws	Chapter 7, Section 96: In business establishments where there are fifty or more employees, the employer shall arrange to have a welfare committee in such business establishment which shall consist of at least five representatives of the employees. The directors of welfare committee in such business establishment shall be elected in accordance with the rules and methods as prescribed by the Director-General.845	The employer will not interfere, to the detriment of worker's organizations, with government registration requirements regarding the formation of workers' organizations.			The welfare committee in place, however, the committee members are all supervisors and do not clearly understand their roles or duties. The workers mentioned the election process took place in different ways (contradictory statements). The committee seemed not function effectively and may be manipulated by the factory management.	Interviews of welfare committee. This requires further investigation.				Re-educate workers, supervisors including welfare committee on welfare role and responsibility.	11/30/2005	Re-educate welfare committee on their duty and responsibility	Oct 28,05 PC interviewed some workers and all welfare committee members. All members interviewed understand their role and responsibility and workers know who their representatives are. (completed) All of the interviewees said senior management is very supportive of welfare role and activities. When asked about how welfare committee is organized, they all said first from election within department and then an election across departments. When asked why no daily workers are in the committee, they said while internal election had some workers, when the election process was done across departments only supervisors were selected. Monthly meeting minutes are posted and published through internal radio. Factory will have new election on Nov 05 since the term of current welfare will end on Nov. PC will follow up on election results. (on going) May 2,06 Factory had welfare election on Jan 28,06	Photo/ document in file **** Evident may06	completed
8. Wages and Benefits															
Employers recognize that wages are essential to meeting employees' basic needs. Employers will pay employees, as a base, at least the minimum wage required by local law or the prevailing industry wage, whichever is higher, and will provide legally mandated benefits															
Legal Compliance for Holiday/Leave	Thai Labor Protection Act 1998, Section 60	Workers will be paid for holidays and leave as required by law	For piece rate workers, the payment for a day of sick leave and maternity leave is made based on their basic wage, not in an amount equivalent to the average daily wage rate that the employee received during the payment period prior to such holidays or day of leave. (Violates TLPA 1998, Section 60.)			Document review			This issue is based upon the auditors interpretation of the workers piece rate employment status. This finding requires formal legal clarification because interpretation varies among industry experts. This is a controversial issue that is being considered by the labor ministry.	PC will wait for clarification before deciding further action.		Reply letter from labor department indicates that case of incentive pay relating to work efficiency, employee and employer are aware of this objective. This incentive doesn't count as wage referring to supreme court sentence number 3728/2524. As a result if this doesn't count as wage, certainly it could not be calculated for OT.	Labor reply wage file	Completed	
Other		Workers will be paid for holidays and leave as required by law			On August 13th, a female worker called and told us more about the factory work rules related to days off. She explained that workers may not request a day off before or after a national holiday. If they are able to gain written permission then there will be no compensation for this day off.	Telephone call			Oct 28,05 Factory sets annual traditional holiday (13 days) and vacation leave(6 days). PC reviewed records as well as interviewed workers and found they can take personal/ business leave without pay to go home before and after such holiday and leave. PC noted the factory rules and regulations indicates that daily workers can take personal or business leave for up to 7 days without pay.	PC requested the factory to educate workers more on their rights to take leave and the option to take leave without pay.		Factory educated workers on their leave rights and policy.	Factory leave regulation on file with PC.	completed	
Other					External security Guard has been paid by subcontractor under the local minimum wage (found during interviews).	We do not have access to personnel documents of subcontracted private security company				Factory will check to ensure that security guards who work in the factory are getting paid according to the law.	38610	Factory has changed security guard company. The new company pays guards according to law for both regular and overtime. Contract active on Sep15,05	Oct 28,05 Factory changed to new security guard company. In the contract, it mentions that Factory paid to guard company 11,500 baht for guard and 13,500 for guard's supervisor. Interviews with the guard and his company found that during 4 month probation period guards are paid 260 Baht per day for 12 work hours plus position fee 500 Baht per month. Once they pass probation, they will get paid 273 baht per day for 12 hours work. According to specific local law on wage for security guard work. There is no premium overtime rate, the pay rate is the same as paid for regular work hours. So for 12 hours work per day, guard should get 271.50 baht (based on minimum wage 181). Factory still needs to work with security guard company to bring guard wage per day to 271.50 Baht May 2,06: Still waiting for proof of compliance. Interviewed one security found on day shift, he is supervisor level. He said that he was informed his daily payment on March would be 290 baht a day instead of 280 baht. His 2 subordinates would also get increases from 270 to 280 baht. This could not be verified because it was not pay date yet (seventh of each month). For reference, 2006 basic min wage increase from 181 to 184, so the min per day for 12 hour security work would be 276 Baht. If these increases are paid as the guard indicated, the wages would be legally compliant.	Specific wage law documentation on file with PC. Security contract on file with PC.	On-going

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9. Hours of Work														
Except in extraordinary business circumstances, employees will (i) not be required to work more than the lesser of (a) 48 hours per week and 12 hours overtime or (b) the limits on regular and overtime hours allowed by the law of the country of manufacture or, where the laws of such country will not limit the hours of work, the regular work week in such country plus 12 hours overtime; and (ii) be entitled to at least one day off in every seven day period														
10. Overtime Compensation														
In addition to their compensation for regular hours of work, employees will be compensated for overtime hours at such premium rate as is legally required in the country of manufacture or, in those countries where such laws will not exist, at a rate at least equal to their regular hourly compensation rate.														
Miscellaneous														