

*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	Indonesia
Factory name	05003377B
IEM	BV CPS SA Indonesia
Date of audit	July (30)(31) and August (1)(4)2003
Days in the facility	4
PC(s)	Liz Claiborne, Inc.
Number of workers	5908
Product(s)	Skirt, blouse, dress, pants, shirts
Production processes	Garment (cutting, sewing, QC, embroidery, packing/ finishing); Sweater (winding, knitting, linking, embroidery, washing,
Other brands in factory	

FLA Code/ Compliance issue		Findings				Remediation				Status	Updates	
Legal Reference / Country Law	FLA Benchmark	Monitor's Findings	Documentation	Best Practice	PC remediation plan	Target Completion Date	Documentation	Best Practice	Completed: Pending, On-going	Factory Response	PC follow up	Documentation
<b>1. Code Awareness</b>												
Worker/management awareness of Code		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. (POM)	The code posted in area are at every main entries and in language of workers, however the factory still has not posted the COC in (other) area.	Per visual observation		Ensure that the Code of Conduct, in local language of workers, be posted in prominent areas of the factory. Ensure that the factory undertakes efforts to educate the workers about the Code.	The factory posted the Code around end of September, 2003. The factory will educate the workers about the Code on an on-going basis.	Photographs confirming the posting of the Code of Conduct will be kept in PC's internal file.		The factory agreed to post the Code of Conduct and educate workers about the Code.	The PC visited the factory on October 28, 2003 and confirmed that the Code had been properly posted. The PC has yet to confirm that the factory undertakes efforts to educate workers about the code.	Photographs confirming the posting of the Code of Conduct are kept in PC's internal file.
Confidential non-compliance reporting channel		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. (POM)	No evidence found that the Participating Company put in place a confidential noncompliance reporting mechanism that allows workers to report complaints.	Per management information.		Ensure that there is a confidential non-compliance reporting mechanism for workers to report complaints. In fact, the PC's Code of Conduct has already included a statement showing PC's office number. The workers could contact the responsible personnel, when necessary. To further strengthen the reporting mechanism, PC's auditor will provide workers, who have been selected for interview, with a private hotline number.	The PC has already posted local contact information at the factory. The auditor will start providing workers with the private hotline number when the PC performs the follow up audit, which is scheduled to be done before January 31, 2004.	Workers' complaints through the hotline will be maintained in the PC's internal file.				
<b>2. Forced Labor</b>												
There will not be any use of forced labor, whether in the form of prison labor, indentured labor, bonded labor or otherwise												
Employment Records	<b>Labor law No.13/2003 (UU No.13/2003), chapter IX</b> , regarding working agreement, article 54.1 stated that a written employment contract must be signed by both side: employer and employee.	Employers will maintain sufficient hiring and employment records to demonstrate and verify compliance with this Code provision	6 out of 83 personal files records are not completed with employment contract.	Per record review		Ensure that the employment contract is kept in each personnel file.	The factory confirmed that the employment contract had been kept in individual personnel file around end of October, 2003. The PC will visit the factory before January 31, 2004 to conduct a random checking to ensure that each personnel file consists of an employment contract.	A copy of the employment contract will be maintained in PC's internal file.		The factory agreed to check all the personnel files to ensure that each personnel file has an employment contract.		
<b>3. Child Labor</b>												
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.												
<b>4. Harassment or Abuse</b>												
Every employee will be treated with respect and dignity. No employee will be subject to any physical, sexual, psychological or verbal harassment of abuse.												
Discipline		Management will discipline (could include combinations of counseling, warnings, demotions, and termination) anyone (including managers or fellow workers) who engages in any physical, sexual, psychological or verbal harassment or abuse.	Based on workers' interview and the representative of union (SPTSK), it was noted that one sewing worker interviewed mentioned that his head was being pushed by one management (expatriate). Based on the representative of SPTSK, there is no report for this case. Not long after the case, the expatriate worker is always nice and never done any harassment again. Workers and also SPTSK conclude that the expatriate worker has been told that it is forbidden to do such a thing, but not record of the event or follow up actions where available to auditors. That is why the case is close without formal report. It is very recommended the factory maintains detail policy about Harassment & Abuse, examples of forbidden things (ex. bad words) that managers & supervisors are not allowed to do or say. Post the detail policy in accessible areas.	Per workers' interview		Ensure that the factory sets up a policy and related disciplinary procedures on Harassment or Abuse. In addition, ensure that the factory establishes a mechanism whereby the violations of this policy could be reported and recorded.	The factory advised that the corrective actions would be done by the end of December 31, 2003. The PC will visit the factory before January 31, 2004 to ensure that the corrective actions are properly taken.	A copy of the policy on Harassment or Abuse, disciplinary procedures, and training materials will be kept in PC's internal file. Photographs confirming the posting of the said policy will also be included.		The factory agreed to revise the policy on Harassment or Abuse. The policy will be posted in the factory premises. Trainings will be conducted to enhance the workers' awareness of their basic issues relating to Harassment or Abuse. In addition, the factory will : (a) Set up a communication channel for workers to report violations on Harassment or Abuse; (b) Establish related disciplinary procedures when there is a violation; (c) Train the supervisors and managers on this policy, procedures and disciplinary actions.		
<b>5. Nondiscrimination</b>												
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.												
Pregnancy Risk		Employers will ensure that pregnant women are not engaged in work that creates substantial risk to the health of the pregnant woman.	One pregnant worker in (X) section (standing position), mentions that she did not have guts to ask to be moved to other less tiring section. It is very recommended the factory maintains the detail policy about pregnant workers and post it in accessible areas so pregnant workers will not hesitate to ask for a new placement / location regarding her pregnancy.	Per visual observation and workers' interview.		Ensure that a policy on pregnancy is established and posted in prominent areas of the factory.	The factory advised that the corrective actions would be done by the end of December 31, 2003. The PC will visit the factory before January 31, 2004 to ensure that the corrective actions are properly taken.	A copy of the policy on pregnancy will be kept in PC's internal file. Photographs confirming the posting of the said policy will also be included.		The factory confirmed that they had established the pregnancy policy. This policy includes a statement that the pregnant workers are welcome to voice out their concerns and needs.		
<b>6. Health and Safety</b>												

FLA Code/ Compliance issue	Legal Reference / Country Law	FLA Benchmark	Findings			Remediation				Status <small>Completed, Pending, Ongoing</small>	Updates			
			Monitor's Findings	Documentation	Best Practice	PC remediation plan	Target Completion Date	Documentation	Best Practice		Factory Response	PC follow up	Documentation	
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														
Document Maintenance/ Accessibility	<b>Labor minister decision KEP.167/MEN/1999</b> , regarding the providing of MSDS article. 3 stated: employer is responsible to provide Material Safety Data Sheet (MSDS).	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 MSDS provided for all chemical used in the facility (e.g. benzene, H2O2, soften M3)	Per visual observation and workers' interview.		Ensure that the MSDS be available for all chemicals utilized in the factory.	The factory advised that the corrective actions would be done by the end of December 31, 2003. The PC will visit the factory before January 31, 2004 to ensure that the corrective actions are properly taken.	A copy of the MSDS for all chemicals will be maintained in PC's internal file. Photographs confirmed posting of the MSDS will also be kept.			The factory agreed to post the MSDS (in local language) next to the place where the chemicals are used.			
Evacuation Procedure	<b>Labor minister regulation PER-07/1964</b> , regarding health and safety of work area article. 13 stated: Exit, alley, etc leading to the outside must have emergency light and must be visibly marked. <b>Labor minister decision KEP.186/MEN/1999</b> , regarding the providing of fire alarm and evacuation facilities article 2.1 stated the employment have to prevent and avoid fire risk; conducted fire drill in the facilities.	All applicable legally required or recommended elements of safe evacuation (such as posting of evacuation plans, unblocked aisles/exits, employee education, evacuation procedures, etc.) shall be complied with and workers shall be trained in proper safety, first aid, and evacuation procedures	It was noted last evacuation drill was on January 19, 2002. The factory shall conduct emergency evacuation drill periodically, recommended at least once a year. It was noted several aisle spaces in woven building (garment area) blocked by piles of garment and cartoons, caused by the re-arrangement of factory lay out. In addition, no borderline as aisle spaces mark for many areas in garment area and at finishing section in sweater area. The factory should finish the new lay out immediately then make the borderline as aisle space mark for evacuation procedure. The factory shall consider as well the emergency evacuation difficulties may occur for the new lay out applied. Based on visual observation, it was noted one electrical panel near finishing section (garment building) is obstructed by trolley so that it cannot be easily reached.	Per visual observation and workers' interview.		The fire drill has to be conducted at least twice a year. All aisles should be free from obstruction. Clearly make the borderline as aisle space mark for evacuation purpose.	The factory confirmed that the corrective actions had been done by the end of September 30, 2003. The PC will visit the factory before January 31, 2004 to ensure that the corrective actions are properly taken.	Photographs confirming the corrective actions will be maintained in PC's internal file.			The factory conducted a fire drill on August 12, 2003. The factory also agreed to take steps to ensure that (a) all the aisles and walkways are clear; and (b) electrical panels near finishing section (garment building) are not obstructed by the trolley; (c) Make the borderline as aisle space mark for evacuation purpose.			
Safety Equipment (first aid kit)	<b>The safety act UU No.1/1970</b> , regarding health and safety working condition article 3.e stated safety working condition requirement are having medical kit on site as first aid for injuries could happened.	All safety and medical equipment (such as fire fighting equipment, first aid kits, etc.) shall be in place, maintained as prescribed and accessible to the employees	Several first aid kit boxes are not completed with betadine (antiseptic). First aid kit boxes near the ironing section, washing section, poly bag section, and spot cleaning section are not completed with burn cream and eyewash.			Ensure that adequate medical supplies are available in all first aid boxes.	The factory confirmed that the corrective actions had been done by the end of September 30, 2003. The PC will visit the factory before January 31, 2004 to ensure that the corrective actions are properly taken.	Photographs confirming the corrective actions will be maintained in PC's internal file.			The factory agreed to ensure that all first aid boxes will contain betadine (antiseptic), burn cream and eyewash.			
Safety Equipment (fire extinguishers)	<b>Labor minister regulation PER-04/MEN/1980</b> , regarding the use and maintenance of fire extinguishers, article 4.1 stated: Every fire extinguisher must be placed on the visible position, easy to reach and provided with mark/sign. Article 11 stated: All fire extinguishers must be checked twice a year. Article 14 stated: Operating/using instruction for fire extinguisher must be readable and easy to understanding.	All safety and medical equipment (such as fire fighting equipment, first aid kits, etc.) shall be in place, maintained as prescribed and accessible to the employees	Several fire extinguishers found obstructed, not completed with using instruction in local language (bahasa Indonesia) and missing its inspection date. At least 7 obstructed; fire extinguishers no.05 (embroidery), 14 & 15 (sweater warehouse), 31, 38, 42 (sweater building). At least 15 not completed with using instruction in local language; no.04, 28, 29, 30, 38, 39 (sweater) and 16, 17, 34, 35, 36, 59, 60, 66, 67 (garment). At least 4 are missing its inspection date; no.23 & 38 (sweater), no. 21 & 61 (garment).	Per visual observation		Fire fighting equipment is easily accessible. Instructions to use the fire fighting equipment are in local language. The fire fighting equipment is inspected periodically to ensure that they are properly functioning.	The factory confirmed that the corrective actions had been done by the end of September 30, 2003. The PC will visit the factory before January 31, 2004 to ensure that the corrective actions are properly taken.	Photographs confirming the corrective actions will be maintained in PC's internal file.			The factory agreed to ensure that all fire fighting equipment be functioning properly and easily accessible, and instructions to use the fire fighting equipment are printed in local language. The factory is to assign a person responsible for monitoring the above activities periodically.			
PPE	<b>Ministry Decree No. Kep-51/MEN/1999</b> about threshold limit value (tlv) of physic factors in the workplace stated that the tlv for noise is 85dBA.	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.	No earplug for embroidery & winding section, while based on observation, sound meter showed 86 dBA for embroidery and 103 dBA for winding section.	Per visual observation and workers' interview.		Appropriate protective equipment is available to the workers to prevent exposure from hazards.	The factory confirmed that the corrective actions had been done by the end of November 30, 2003. The PC will visit the factory before January 31, 2004 to ensure that the corrective actions are properly taken.	Photographs confirming the corrective actions will be maintained in PC's internal file.			The factory agreed to take the following actions: (a) Purchase additional Personal Protective Equipment for the embroidery & winding workers; (b) Train them why it is so important to use the Personal Protective Equipment and explain how to use it; and (c) Assign a person to monitor these workers to wear the earplug when working.			
Chemical Management		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	Chemical substances in poly bag areas are not properly labeled.	Per visual observation and workers' interview.		All chemicals and hazardous substances are properly labeled and stored.	The factory confirmed that the corrective actions had been done by the end of November 30, 2003. The PC will visit the factory before January 31, 2004 to ensure that the corrective actions are properly taken.	Photographs confirming the corrective actions will be maintained in PC's internal file.			The polybag printing section has been eliminated from the facility. The factory agreed to ensure that chemicals in other areas be labeled and stored separately.			
Ventilation/Electrical/facility maintenance		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	Based on visual observation & workers' interview, it was noted that washing section in sweater building is not adequately cooled. The factory shall add another proper means of ventilation to overcome the heat.	Per visual observation and workers' interview.		Adequate ventilation is provided in all areas.	The factory confirmed that the corrective actions had been taken by the end of November 30, 2003. The PC will visit the factory before January 31, 2004 to ensure that the corrective actions are properly taken.	Photographs confirming the corrective actions will be maintained in PC's internal file.			The factory agreed to add new exhaust fans in the washing section in the Sweater building in order to reduce the temperature and improve ventilation.			

FLA Code/ Compliance issue	Legal Reference / Country Law	FLA Benchmark	Findings			Remediation				Status <small>Completed, Pending, On-going</small>	Updates		
			Monitor's Findings	Documentation	Best Practice	PC remediation plan	Target Completion Date	Documentation	Best Practice		Factory Response	PC follow up	Documentation
Machinery Maintenance	<b>The safety act UU No.1/1970</b> regarding health and safety working condition, article 4.1 stated that as working safety devices, it requires planning of installation on production instruments that pose high injury risk. Labor minister regulation PER-01/MEN/1980 regarding machines protectors, article 42.1 stated: the machineries shall be installed with proper protectors to guarantee worker safety.	All production machinery and equipment shall be maintained, properly guarded, and operated in a safe manner	All machines (knitting & linking) in sweater building are not equipped with pulley guard and several sewing machines in garment building are missing its needle guard.	Per visual observation		Ensure that all the production machinery and equipment is properly guarded and operated in a safe manner.	The PC will visit the factory before January 31, 2004 to conduct a physical inspection to ensure that the pulley guards and needle guards be properly installed.	Photographs currently the corrective actions will be kept in PC's internal file.			The factory will evaluate ways of installing pulley guards for electrical knitting machines and linking machines. The project is expected to be completed by December 31, 2003. Needle guards will also be installed.		
Posting of health & safety regulation	<b>The safety act UU No.1/1970</b> , regarding the obligation of the employer, chapter X article 14 stated that employer must display clear and legible written notices and safety posters describing all statutory health and safety requirements, including a copy of the Safety Act of 1970 and consequent regulations.		Factory has not posted the safety act UU No.1/1970.	Per visual observation.		Ensure that notices describing all statutory Health & Safety regulations are posted in the facility premises.	The PC visited the factory on October 28, 2003 and confirmed that the Safety Act UU No.1/1970 had been posted in the facility.	A copy of the Act and photographs confirming the corrective actions are kept in the PC's internal file.			The factory confirmed that the Safety Act UU No. 1/1970 has been posted in the factory.		
Loading capacity for lift	<b>Labor minister regulation Per.05/MEN/1985 article 134</b> regarding lifting and carrying instrument load limit and instruction in case of mal function shall be posted and readable in freight lift, the control buttons shall be well marked.	All production machinery and equipment shall be maintained, properly guarded, and operated in a safe manner	At least 2 lifts in 2nd floor sweater building are missing its loading capacity and the loading capacity statement in 1st floor same building found posted not high enough so it cannot be read properly.	Per visual observation		Ensure that every lift have the loading capacity statement. All the capacity statements should be posted in areas that could be easily noted.	The PC will visit the factory before January 31, 2004 to ensure that the corrective actions are properly taken.	Photographs confirming corrective actions will be kept in PC's internal file.			The factory confirmed that all the lifts will have the loading capacity statement and such statement will be placed in areas that could be readily accessible.		
Inadequate number or lockers.	<b>Labor Minister Regulation PER-07/1964</b> , regarding health and safety of work area article 7 stated that employees must be provided lockers for keeping their belongings. The employer is responsible for its security.	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	Total number of lockers provided is insufficient for all production workers (approximately 1000 lockers for 5000 workers). Based on management information, the additional lockers will be installed near the dining facilities.	Per visual observation, workers' interview and management information		Ensure that adequate lockers are provided for workers to keep their personal belongings.	The PC will visit the factory before January 31, 2004 to ensure that the new lockers be properly installed.	Photographs confirming the corrective actions will be kept in PC's internal file.			The factory agreed to add new lockers. Additional lockers for nearly 4,000 workers are under construction. The completion date is expected to be December 31, 2003.		
Testimonial for drinking water	<b>Labor Minister Regulation PER-07/1964</b> , regarding health and safety of work area article 8.5(e) stated that water for drink water shall be tested by health laboratory.	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	The factory has not obtained yet testimonial for drinking water from independent laboratory.	Per record review		Ensure that the factory obtains testimonial for drinking water from an independent laboratory.	The PC will visit the factory before January 31, 2004 to ensure that the corrective actions be properly taken.	The certificate issued by the independent laboratory will be kept in PC's internal file.			The factory confirmed that the drinking water test had been conducted by an independent laboratory.		
Emergency exit found locked		All applicable legally required or recommended elements of safe evacuation (such as posting of evacuation plans, unblocked aisles/exits, employee education, evacuation procedures, etc.) shall be complied with and workers shall be trained in proper safety, first aid, and evacuation procedures	Based on visual observation, it was noted emergency exit near winding section was found locked (from outside) 2 days out of 4 audit days. Based on workers' interview, the emergency door sometimes locked and sometimes not locked. The factory has to ensure that all emergency doors are not locked for emergency case.	Per visual observation		Ensure all emergency exits are unlocked at any time during working hours.	The PC visited the factory and conducted an inspection on October 28, 2003 and noted that all the exits were unlocked during working hours.	Photographs confirming corrective actions will be kept in PC's internal file.			The factory agreed to ensure that the emergency exits are unlocked during production. The compliance coordinator of the factory is responsible for conducting periodical checking to ensure that there will be no further violations.		
No periodic check up	<b>The safety act UU No.1/1970</b> , regarding health and safety working condition chapter III article 8.2 stated that the employer are obliged to have their employee get medical check up periodically by the doctor assigned by the employer with the agreement of the director.	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	Based on workers' interview, it was noted no periodic medical check up for workers in poly bag (printing) section; recommended once a year.	Per record review, management information and workers' interview		Ensure that the factory arranges medical check-up for all workers once a year.	The PC will visit the factory before January 31, 2004 to conduct workers' interviews to ensure that workers can get medical check up once a year.	Results of workers' interviews will be kept in PC's internal file.			The factory advised that the polybag printing section had been closed. However, the factory will make sure that all other workers get their medical check up once a year.		
<b>7. Freedom of Association and Collective Bargaining</b>													
Employers will recognize and respect the right of employees to freedom of association and collective bargaining			No compliance issues found										
<b>8. Wages and Benefits</b>													
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													
Minimum Wage	<b>Labor minister regulation No.1/1999 (PER-01/MEN/1999)</b> , regarding the legal minimum wage, article 14.1 stated that wage paid by the employer to permanent worker, time limit contract, piece rate worker and in probation period worker is, at minimum, comply to the legal minimum wage.	Employers will pay workers the legal minimum wage or the prevailing industry wage, whichever is higher	It was noted that all piece-rates workers were paid under legal minimum wage. Maximum payment is Rp 202,400 for two weeks working for them, while legal minimum wage for Depok area is Rp 576,169 per month. All piece-rate workers are actually employment of (another factory) (outsourcing workers). (The Other Factory) itself located approximately 2 km in distant. However, the auditors can still verifying the personal files as well as the attendance and payroll record.	Per workers' interview, management information and record review.		Ensure that the workers, no matter they are paid under piece-rate, hourly rate or daily rate, are paid at least the legal minimum wage. The PC will evaluate this on an on-going basis.	The PC will visit the factory before January 31, 2004 to verify if there are any further subcontracting activities. If yes, we will evaluate whether the workers are paid above the legal minimum wage.	A copy of the payroll records will be kept in the PC's internal file.			The factory advised that part of the production was subcontracted due to exceptional circumstances. Before making an outsourcing decision, the factory will ensure that the subcontractor has to pay the workers at least the legal minimum wage.		

