

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.

Factory Profile	
Country	Indonesia
Factory Code	07003338A
IEM	ITS
Date of monitoring visit	4/1/02
Duration of IEM Evaluation	2 days
Participating Compan(ies)	NIKE, Inc.
Number of workers	4415
Product Processes	Cutting

FLA Code	Findings	Remediation
FLA Code	FLA compliance benchmark or legal reference	Monitor's Findings
1. Code Awareness		
2. Child Labor		
3. Forced Labor		
4. Harassment or Abuse		
Disciplinary Procedures	As per FLA Benchmarks III.B. Harassment and Abuse: Employers will not use physical discipline, including slaps, pushes or other forms of physical contact (or threats of physical discipline). Employers will utilize consistent written disciplinary practices that are applied fairly among all workers.	[Auditors noted an incident of physical abuse entailing] stand[ing] in the office for 3 hours, workers also complained that this manager when ***angry, will yell or throw something to the workers.
5. Nondiscrimination		
Pregnant workers	As per FLA Benchmarks, IV.B. Non-discrimination: Reasonable accommodation will be made in the event of pregnancy, in a manner that will not unreasonably disadvantage the pregnant woman.	There are pregnant workers who do not have chair to sit.
Religious Discrimination	As per FLA Workplace Code Provision, IV.B. Non-Discrimination: 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.	March 29, 2002 was a national holiday (Good Friday). Christian workers were complaining that they were instructed to work for overtime on that day without excuse to leave.
Promotions	As per FLA Benchmarks, IV.B. Non-Discrimination: 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.	No clearly written grade performance standard so the workers do not know criteria to get promotion/demotion.
6. Health & Safety		
Fire Alarms	As per FLA Benchmarks, V.B. Health and Safety: 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.	One fire alarm in factory # 1B is blocked by fabric rack.
Emergency Lighting	As per FLA Benchmarks, V.B. Health and Safety: 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.	Missing emergency lights at gate #5 and #12 in factory #1.
First Aid Kit	As per FLA Benchmarks, V.B. Health and Safety: 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.	No cold packs medicine available on the first aid box. It is recommended to provide cold packs.
Machine Guarding	As per FLA Benchmarks, V.B. Health and Safety: All production machinery and equipment shall be maintained, properly guarded, and operated in a safe manner.	Every month at least 2-10 workers got needle prick.
Machine Guarding	As per FLA Benchmarks, V.B. Health and Safety: All production machinery and equipment shall be maintained, properly guarded, and operated in a safe manner.	Missing pulley guard at leas for 4 machines every sewing lines.
Ergonomics	(Law Code :Labor Minister Regulation No.7/1964, article9). As per FLA Benchmarks, V.B. Health and Safety: 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.	No backrest for all chair while Government request it.
7. Freedom of Association and Collective Bargaining		
8. Wages and Benefits		
Menstrual Leave	(Law Code : Labor Ministry Regulation PP 21 No.54). As per FLA Benchmark VII. Wages and Benefits: Employers will provide all legally mandated benefits to all eligible workers.	[It is hard for workers] to go home for menstrual leave***, even though they have approval from doctor / nurse.
9. Hours of Work		
10. Overtime Compensation		