

Training Report



Training Schedule

Training Name: FLA Hours of Work Training

Date: January 11, 2010

Venue: The meeting room of the company in Dalian, China

Trainer: Jesse Shi

Trainee: Supplier to an FLA member - LiaoningTime Garments Co., Ltd.

Attendee included: 4 management staff of the company, 7 representatives from 3 subsidiary factories, and 20 staff from business and marketing departments of the company

Training Scope and Contents

Factories were offered by the FLA to conduct online management self-assessment on Hours of Work for pre-training assessment and 2 factories completed such assessment. Based on results from those self-assessments and discussion between the trainer and the FLA, training materials were tailor made for LiaoningTime Garments, which included:

- ◆the concept of 'Why Corporate Social Responsibility'
- ◆an explanation of basic FLA benchmarks
- ◆the local law regarding working hours
- ◆some contents abstracted from the FLA Hours of Work Training Course, such as understanding and defining working time, length and quality of working time and working time arrangements etc.
- ◆as per required by the participants, a 'Question and Answer' session regarding other compliance issues was arranged at the end of the training day.

Training Evaluation

After the training, trainer distributed the evaluation form among participants to collect their feedback. 16 evaluation forms were submitted since some participants from business and marketing departments left earlier before the evaluation was conducted.

Results and comments from training evaluation forms revealed that the training was received well. Following is a summary of main results reflected in participants' evaluation:

- The majority was satisfied with the trainer and thought that the trainer had given clear and logical instruction (15 out of 16 people) and was able to interpret deep theories using examples and parables and to facilitate two-way communication and live & interesting presentation (16 people).
- With regard to the training contents, most of participants considered that the training could help understand related contents and how to implement.
- According to answers from participants, wage calculation based on working hours, working hours and overtime, and wages and working hours are the topics they liked most in the training.
- Among eight participants who provided overall comment on the training: half of them thought the training was very good and others expressed interests to have more in-depth co-operation or to receive more information on wages, working hours and labor law etc..