

Chart

		<i>Product</i>	<i>Capital</i>	<i>Export</i>	<i>No. of workers</i>	<i>Age of workers</i>	<i>Wage</i>	<i>Working days</i>	<i>Working hour</i>
1	Factory A	Garment	Mainland Chinese	Mainly for domestic market	50-60	18-30	¥500 -800 [USD61-98]	Mon-Sat 7 days/week in peak season	8hr + 3hrOT/day (OT except Wed&Sat)
2	Factory B	Garment	Mainland Chinese	Mainly for domestic market	50-60	18-30	¥500 -800 [USD61-98]	Mon-Sat 7 days/week in peak season	8hr + 3hrOT/day (OT except Wed&Sat)
3	Factory C	Toys	HK	Export to HK and Japan	15000-20000	18-30	¥500 -700 [USD61-85]	Mon-Sun	9-10 hr+4 hr OT/ day +7.5 hr OT/ day in assembly section in peak season
4	Factory D	Accessory	HK	Export to HK	500-600	18-30	¥500 - 700 [USD61-85] (peak season) ¥200 -300 [USD24-37] (low season)	7 days/weeks mostly but forced workers to take leaves in low season	8hr + 5-8hr OT/ day In the peak season, workers are forced to work overnight. They can only take rest in the next 8hr and then have to work again.
5	Factory E	Toys	HK	Export to US and Europe	1800	20-30	¥400 -600 [USD49-73]	Mon-Sun	8hr + 3hr OT/ day + 5 hr OT/ day in the peak season
6	Factory F	Toys	HK	Export to HK, US and Europe	4000	20-30	¥500 -600 [USD61-73]	Mon-Sun	8hr + 5.5hr OT/ day + 8-9hr OT/day in the peak season in the assembly session, workers are forced to work till 03:00 and then work as usual in the next day
7	Factory G	Accessory	HK	Export to HK	About 4000	18-30	¥500 -1000 [USD61-122]	Mon-Sat 7 days/week in peak season	9hr + 4.5hr OT/day + 5-7 hr OT/day in the peak season
8	Factory H	Toys	HK	Export to US	5000	Around 20	¥700 -800 [USD85-98] (peak season) ¥300 -400 [USD37-49] (low season)	Mon-Sun	8hr + 3hr OT/day +5-7 hr OT/day in the peak season
9	Factory I	Watches	HK	Both Export to US and HK	1000	16-30	¥400 -500 [USD49-61] ¥1000 [USD122] (electrician)	Mon-Sun	8hr + 4 hr OT/ day (OT except Sat and Sun evening) 5.5 hr OT/ day in the peak season
10	Factory J	Toys	HK	Both Export to US and Canada	10000	18-30	¥500 -600 [USD61-73]	Mon-Sat	8hr/ day + 2 hr OT/ day in the peak season
11	Factory K	Accessory	HK	Mainly for domestic market and HK	200-300	18-40	¥200 -600 [USD24-73]	Mon-Sat	8hr/ day + 3.5hr OT/day in the peak season
12	Factory L	Toys	Taiwanese	Mainly domestic market	500-600	20-30	¥500 -600 [USD61-73]	Mon-Sun	8hr + 4hrOT/ day In peak season, they are forced to work OT for 6-7hr extra. Occasionally, they are pressed to work overnight and work in the next day without any rest time.

		<i>Code of Conduct</i>	<i>Monitoring</i>	<i>Trade Union</i>	<i>Social insurance</i>	<i>Food and Accommodation</i>	<i>Fine</i>	<i>Remarks</i>
1	Factory A	Code is posted	Announced visit Factory cleans up before the monitors came Workers are forced to sign the falsified payrolls.	No	¥42.5 (Pension insurance)	Factory doesn't offer dormitory and food for workers but provide allowance for housing (¥30) and food (¥70).		Workers are sometimes not allowed to punch their work card. Illegally subcontract Disney's order to other factories; Sign one-year contract with workers and workers have a duplicate copy
2	Factory B	Workers have heard of Code but don't know the details	Announced visit Factory was cleaned up before the monitors came	No	¥43.2 (Pension insurance)	Factory doesn't offer dormitory and food for workers but provide allowance for housing (¥30) and food (¥70).	Late to work (¥2) Forget to switch off the electricity (¥5) Absence without prior notice (attendance bonus will be cut)	
3	Factory C	Workers don't know anything about Disney's Code	Workers recognized someone from Disney visited the factory. But they never hear those monitors talk to their fellow workers. Workers are trained how to answer the monitors.	No	No	Food and dorm: ¥113/month Workers complained of bad food. 14workers/ room	Not many	Workers need to pay ¥40 (for tools, uniform and factory ID card) when they start to work in the factory. Workers complained to be exposed to dangerous working conditions (bad smell and harmful chemical). Factory only provides the gloves and masks when visitors come.
4	Factory D	Management introduced Disney's Code to workers in their first day in the factory.	Workers mentioned that there were many outsiders visiting the factory	No	No	¥150 (food +dorm) 8 workers/ room	Many fines ¥5 -300	Always delayed payment (i.e. 2 months) High turnover rate Payrolls given do not illustrate clear how wages are calculated
5	Factory E	Workers don't know of Disney's Code.	Workers pointed that management produced double book keeping which to cheat the monitors. Management instructed workers how to answer the monitors' questions. If workers did not answer properly, they will be punished or even fired.	No	No	¥ 25/ month (Food+Dorm) Workers complained of poor quality of food and dorm provided by factory. 21-24 workers/ room 7-8 triple desk beds placed.	Many fines ¥2 -200 Workers complained of unreasonable fines.	Workers are forced to finish the quota which factory set. No overtime payment is given regardless you work overtime.
6	Factory F	Some workers have seen Disney's Code but not known its content.	Workers were arranged to talk to some visitors but they did not know whom they talked to. Some workers mentioned that management prohibited the young workers to go back the factory when Disney monitors	No	Workers do not know whether they join the social security scheme.	¥ 75-90 (Food+Dorm) Workers complained of poor quality of food and dorm. No matter workers live and eat outside, the fee will be deducted automatically.	Late to work (¥ 5-10) Not wear the factory ID properly (¥ 5)	

			came in late 1999.			30 workers/ room		
7	Factory G	Workers don't know of Disney's Code although some of them have seen it.	Some workers said that Disney monitors visited the factory but management showed them the falsified records.	No	No	Food: ¥1 -2/ meal Workers can choose to eat outside. They are given ¥30 -60/ month as food allowance. Dorm: ¥20/ month 12-14 workers/ room	Many fines ¥10 -100 Warning letters with names are posted at the notice board	
8	Factory H	Workers don't know of Disney's Code	Workers mentioned they were many visitors in the factory. They dare not to tell them the truth because management warned them not to say any negative thing about the factory to the visitors.	No	Ordinary workers do not join any social insurance But staff do who need to contribute ¥30 a month	¥1.5/ meal Because of poor quality, workers prefer to eat outside. ¥17/ month 16 workers/ room If it is not tidy, ¥5 is fined and workers are published to copy the dorm regulation several times	Late to work (¥5) Absence without prior notice (¥30)	Workers need to pay ¥95 when they starts to work (¥65 for temporary residential pass and ¥30 for factory uniform) It is very difficult to resign. If workers want to leave, they have to sacrifice their suspended wages and their personal belongings in their dorm. It is very common for the factory to suspend two- month wage from workers. It makes financial difficulties to them. Some of them need to them.
9	Factory I	Code is posted	Workers mentioned some visitors did come to the factory and talk to them last July but they did not know whether they were from Disney.	Workers have no idea of it	No	¥25/ month for food Free form 10workers/room 6 double-desk beds		Because of delayed payment, some workers struck last year. Management fired them eventually. Workers are forced to punch their cards on 16:45 to falsify their off- duty time and back to work again.
10	Factory J	Workers don't know of Disney's Code	There are always some visitors in the factory but they are not sure whether some of them are from Disney.	No A letter box is available in factory	No	¥50 -70/ month (Food) ¥6/ month (Dorm) Some senior workers: 12workers/room Ordinary workers: 400 workers/ room with barred window	Many fines ¥3 -100 Sometimes management will punish the violator to copy the factory rules.	
11	Factory K	Workers do not know of Disney's Code	Workers claimed that Disney monitors visit the factory in July 1999 but did not talk to them.	No	No	¥7/ day (Disney section) ¥60/m (other workers) Bad food and dorm Workers describe food as worse as pig feed 12workers/ room very crowded	Late to work (¥5) Absence without prior notice (¥30)	
12	Factory L	Workers do not know the Code		No	No	Free food and dorm 12 workers/ room		