1. What is your name?
2. When were you enrolled in this factory?
3. How long is the work-week?
   A: Five days a week.
4. How many days do you work during a month?
   A: 22 days a month.
5. How much is your monthly salary?
   A: The basic pay when initially enrolled is 450 RMB/month. After the first month of probation, it becomes 460 RMB. After the first year, the monthly salary automatically increases 10 RMB every year.
6. Under normal circumstances how long is the overtime?
   A: 'Till 8:30pm. At most 2 hours overtime person per day.
7. Can you choose not to work overtime during rush orders?
   A: Yes. Just talk to the foreman or register with the Department of Personnel.
8. How is the regular overtime pay calculated?
   A: The regular overtime pay is 4.2 RMB/hour (470/20.9/8 x 1.5 = 4.2)
9. How is the overtime pay calculated for Saturday and Sunday?
   A: 5.6 RMB/hour. (470/20.9/8 x 2 = 5.6)
10. How is the overtime pay calculated for legal holidays?
    A: 8.4 RMB/hour (470/20.9/8 x 3 = 8.4)
11. Is there any stipend from the factory when the factory puts you on leave/vacation?
    A: For the first six days, there is 17.2 RMB stipend everyday; after 6 days, the stipend becomes 12.8 RMB/day.
12. How is the salary paid to you? Do you sign your name when receiving salary?
    A: It is paid every month, at the end of the month. We sign name to receive salary envelope, presenting factory ID and Personal ID.
13. What if the salary is not paid in the sufficient amount?
    A: The foreman will verify and ask for making up for the balance.
14. Does the factory provide room and board?
    A: There is 150 RMB deduction every month for the living expenses. Starting from June 1, 2003.
15. Does the factory withhold your salary?
    A: No.
16. When you start, is there any deposit?
    A: No.
17. If you make a mistake at work, is there a penalty?
   A: No. The team head and foreman will teach us with patience.

18. Is there any charge for your uniform and factory ID?
   A: No. Only if you lose them and ask for replacement.

19. Do you need to return them when you leave the factory?
   A: Yes.

20. Has the management ever physically or verbally abused you?
   A: No.

21. Have you seen child labor in this factory?
   A: No.

22. Have you signed a labor contract when you were first enrolled?
   A: Yes.

23. Have there been any fire emergency drills since you get enrolled?

24. Do you know how to use a fire extinguisher?
   A: Yes. There were instructions at enrollment. Also on bulletin board.

25. How many people live in a dorm? Do you feel crowded? Is there enough light?
   A: 10 people. It is not crowded. There is enough light.

26. How much total salary do you receive every month?
   A: About six to seven hundred.

27. How do you know all this? Is there anyone teaching you to say so?
   A: I learned some of these facts at Department of Personnel at the time of my enrolment. These are all facts.

28. Are you happy here?
   A: Yes.

---

*This particular “cheat sheet” was distributed prior to Wal-Mart’s announced “inspection” scheduled for February 2, 2004.*

*The workers were paid 50 rmb for correctly memorizing the answers.*
验厂员工培训基本内容问答题

一、你叫什么名字？
答：

二、你是什么时候进厂的？
答：

三、你们厂一个星期上几天班？
答：5天班

四、你一个月上几天班？
答：22天

五、你两个月的工资是多少？
答：刚进厂时底薪450元一个月，试用期一个月满后底薪升460元一个月，做满一年后每年自动增加10。

六、一般晚上加班几点？
答：加班到晚上8:30，最多每天加班2个小时

七、如果工作时间不达标，你可以选择什么？
答：跟我们主管讲，或者到人事部登记就可以了。

八、平时加班费怎么计算？
答：平时加班费为4.2元一个小时，(470/20.9/8×1.5=4.2)

九、星期六、星期日加班费怎么计算？
答：星期六、星期日加班费为5.6元一个小时，(470/20.9/8×2=5.6)

十、法定节假日加班费怎么计算？
答：法定节假日加班费为8.4元一个小时，(470/20.9/8×3=8.4)

十一、厂里放假期间有没有补助？
答：放假六天之内每天补助17.2元一天，超过六天以上每天补助12.8元一天；

十二、厂里怎样给你发工资？
答：一个月发一次，发在每个月的月底发放，凭厂正和身份证在工资袋签名领；

十三、工作时间怎么处理？
答：主管抽查，然后决定怎么做。

十四、厂里是否有包住包吃？
答：生活费每月扣150元，自2003年6月1日起。

十五、厂里有没有押你工资？
答：没有。

十六、厂里有没有收押金？
答：没有。

十七、上班做错了事，罚不罚钱？
答：不罚，组长和主管会耐心教导我们。

十八、厂里的制服和厂牌扣不扣钱？
答：不扣，自己丢失了再补才会扣。

十九、到你出厂的时候会不会退还？
答：不会。

二十、管理人员有没有打，骂你？
答：没有。

二十一、在厂里有被扒手没有？
答：没有。

二十二、在厂时有没签过劳动合同？
答：有

二十三、你自从进厂有没有做过消防演习？
答：有，2002年1月21日，今年6月24日。

二十四、你会使用灭火器吗？
答：不会，进厂时有教过，里面的宣传栏也有使用方法学。

二十五、宿舍里住多少人？
答：10个人，不挤，足

二十六、在这个厂一般一个月多少工资？
答：六百七百左右。

二十七、以上这些你是否懂怎么去问？
答：刚进厂的时候在人事部得知，小陈教我们。

二十八、在这个厂你感觉快乐吗？
答：快乐，也开心。