

China- External Review of xx*, 2016

Summary

This external review of xx is conducted through desk research and 2 field trips dated May 11-13 and May 19-24, 2016. 5 group interviews were conducted to 10 workers who were picked amongst the workers exiting the factory gate. Workers interviewed were open but cautious. Some of them mentioned that there has been audits and worker interviews, but workers seemingly were not coached to memorize standard answers, as most of them know quite little about labour laws. Labour condition in the factory is far from satisfactory, the most astonishing findings are:

- 9 out of 10 workers interviewed have signed no contract with the factory, and the only interviewee who has signed an employment contract with the factory is an embroidery technician.
- The factory always delays paying wages and never issues any salary slip. Interviewees told us that over the past year (2015), they had received their salaries in 3 lots.
- Workers work very long hours without being properly paid. Interviewees work 9 hours a day, 7 days per week, and there is no rest day. They have to take no-pay leave if they need to be off from work. Interviewees earn CNY 2,000-3,000 (EUR 395-406) per month, some more skilled ones can earn CNY 4,000 (EUR 541). However, on this work routine if workers are paid according to the legal standards, the total wage of a 30-day month should be no less than CNY 3,726.20 (EUR 504).
- Interviewees have received no OHS trainings, and none of them is clear about Our recommendations are:whether there are hazardous or toxic materials used in the factory. They agreed that there are dust, fibers, and/or odors in the air, and no occupational safety gear has been provided.

- Workers complained that the previous owner “sold” this factory to its current boss and labour conditions deteriorated. For instance, they claimed that there used to be rest days and sports facilities in this factory when it was owned by “the boss of xx.”

Our recommendations are:

- Conduct thorough and genuine assessment of the factory management practices (may need an in-factory worker survey), set practical action plans;
- Distribute labour rights and OSH material to workers;
- Channel labour right support resources and organizations to workers;
- Provide labour rights and OSH trainings to workers;
- Conduct worker-management dialogue programs: such as worker survey and consultation, regular workers-management meetings, etc.
- Establish training and monitoring mechanism towards the management: management need to know what is needed to improve and their actions monitored.

**xx names of the factories are left out for privacy reasons*