

Monitoring result for YIWU OUJIA BAGS CO.,LTD on site YIWU OUJIA BAGS CO.,LTD

Monitoring

Monitored Party	: YIWU OUJIA BAGS CO.,LTD	amfori ID	: 156-025490-000
Site	: YIWU OUJIA BAGS CO.,LTD	Site amfori ID	: 156-025490-001
Address	: 4F, No.5 Building, No.121 Changfu Road, Suxi Town, Yiwu City	Monitoring Activity	: amfori Social Audit - Manufacturing
	: 322000, Jinhua	Monitoring Type	: Full Monitoring
	: Zhejiang Sheng	Submission Date	: 29/09/2021
	: China	Expiration Date	: 29/09/2022

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Overall rating



Section rating

PA1: Social Management System	C
PA 2: Workers Involvement and Protection	A
PA 3: The Rights of Freedom of Association and Collective Bargaining	A
PA 4: No Discrimination	A
PA 5: Fair Remuneration	B
PA 6: Decent Working Hours	D
PA 7: Occupational Health and Safety	A
PA 8: No Child Labour	A
PA 9: Special Protection for Young Workers	A
PA 10: No Precarious Employment	A
PA 11: No Bonded Labour	A
PA 12: Protection of the Environment	A
PA 13: Ethical Business Behaviour	A

General description

This was a full audit for YIWU OUJIA BAGS CO.,LTD, 4F, No.5 Building, No.121 Changfu Road, Suxi Town, Yiwu City, Jinhua, Zhejiang, China-中国浙江省金华市义乌市苏溪镇长府路121号五号楼四楼.

There were total 8 main buildings inside factory boundary. All property belonged to the landlord, which did not have any production onsite, all buildings were rented out. The factory only rented the 4F of the building 5 (one 6-storey building). The total used areas were around 1100 m2. The rest floors or buildings were rented by other several factories, the factory had no access to enter. The factory not share workplace or workers with other factories inside same boundary. The factory did not have any relationship with other factories inside same boundary.

The main products manufactured by the factory were Bag & case. The main processes were as follows: cutting, sewing and packing. No subcontractor or home worker was detected or used.

There was no peak season in the factory. No security staff was hired. No canteen, dormitory or transportation was provided. During the assessment, the management was cooperative. Full access was allowed including the worker interview and take photo etc. The auditor introduced all findings to the factory and the management agreed with the listed findings. The amfori BSCI management representative expressed the willingness of continuous improvement.

Remark:

1. Auditor: Elina Hu, CSCA, registration number 21701929. Auditing company: TUV Rheinland, APSCA Number: 11600007.
2. There were no agencies or Contractor used by the factory at present, the factory did not get any government waivers from local government and did not sign any Collective bargaining agreements with workers, so that above mentioned attachments were not applicable for the specific factory.
3. The English address in Registration Form for Foreign Trade Manager was No. 121, Changfu Road, Suxi Town, Yiwu City, Zhejiang Province (Fourth Floor, Building 5, Yiwu Yelang Garment Co., Ltd.), while the Chinese address in business license was 浙江省义乌市苏溪镇长府路121号(义乌市椰浪制衣有限公司内五号楼四楼). As communicated with the factory management, they preferred to use "4F, No.5 Building, No.121 Changfu Road, Suxi Town, Yiwu City, Jinhua, Zhejiang, China-中国浙江省金华市义乌市苏溪镇长府路121号五号楼四楼" as the final address in current report. They expressed that the above two addressed referred to the same location, only the description was different.

Site Details

Site : YIWU OUJIA BAGS CO.,LTD

Site amfori ID : 156-025490-001

GICS Classification

Sector : Consumer Discretionary

Industry : Textiles, Apparel & Luxury Goods

Industry Group : Consumer Durables & Apparel

Sub Industry : Apparel, Accessories & Luxury Goods

GS1 Classifications

N.A.

Product Process Classifications

N.A.

Metrics

Key Metrics

Total workforce	36 Workers
Legal minimum wage in local currency	2070 Monthly
Lowest wage paid for regular work at the site	2300 Monthly
Calculated living wage in local currency	2403 Monthly
Total sample	8 Workers

Other Metrics

Male workers	18 Workers
Female workers	18 Workers
Permanent workers - Male	18 Workers
Permanent workers - Female	18 Workers
Temporary workers - Male	0 Workers
Temporary workers - Female	0 Workers
Seasonal workers - Male	0 Workers
Seasonal workers - Female	0 Workers
Management - Male	2 Workers
Management - Female	1 Workers
Apprentices - Male	0 Workers
Apprentices - Female	0 Workers
Workers on probation - Male	0 Workers
Workers on probation - Female	0 Workers
Workers with night shift - Male	0 Workers
Workers with night shift - Female	0 Workers
Workers with disabilities - Male	0 Workers
Workers with disabilities - Female	0 Workers
Domestic migrant workers - Male	14 Workers
Domestic migrant workers - Female	17 Workers
Foreign migrant workers - Male	0 Workers
Foreign migrant workers - Female	0 Workers
Workers hired directly - Male	18 Workers
Workers hired directly - Female	18 Workers
Workers hired indirectly - Male	0 Workers
Workers hired indirectly - Female	0 Workers
Unionised workers - Male	0 Workers
Unionised workers - Female	0 Workers
Workers under CBA - Male	0 Workers
Workers under CBA - Female	0 Workers
Pregnant workers	0 Workers
Workers on parental leave - Male	0 Workers
Workers on parental leave - Female	0 Workers
Sample - Male	4 Workers
Sample - Female	4 Workers

Findings

PA1: Social Management System

The factory had set up management system to comply with amfori BSCI Code of Conduct, such as H&S management procedure, prohibition of forced labour and wages and benefit management procedure, etc. However, some requirements and policies were not effectively implemented, such as workers' overtime exceeded local law, some workers didn't attend social insurance, etc. The factory had no mechanism and method to monitor social insurance and working overtime hours according to amfori BSCI requirement.

工厂有建立了社会责任管理体系以符合amfori BSCI行为准则，如健康安全管理程序，禁止强迫劳动程序，工资福利管理程序等，但部分要求和政策未能有效执行，例如员工加班超出法律要求，部分员工未参加社保等。工厂没有机制和方法去按照amfori BSCI的要求监督社保和加班时间。

Although a procedure regarding workforce capacity evaluation had been setup, the factory management did not calculate the costs of production and delivery time comprehensively in order to match delivery order contracts' expectations. In addition, due to overtime work in other factories around the factory was a general situation, the factory did not strictly control the overtime-working hours, which led to the workers' excessive overtime hours.

尽管工厂有建立了关于产能评估的程序，工厂管理人员没有全面计算生产成本和交货时间，以匹配交货单合同的预期。并且，由于工厂周围其他工厂普遍的加班情况，工厂未对加班时数严加管控，导致了员工出现超时的加班。

PA 2: Workers Involvement and Protection

The factory has no complaints in the past year. The factory did not investigate the satisfaction of the grievance mechanism.

工厂在过去一年内没有申诉事件。工厂未对申诉机制的满意度进行调查。

PA 5: Fair Remuneration

There were 36 workers in factory, including 1 retired worker, there was no new hired worker. Social insurance system and receipts from September 2020 to August 2021 were provided for review, in August 2021, excluding the retired worker, the factory failed to provide 20 workers with 5 types of social insurance including retirement, illness, maternity, unemployment and work-related injury insurance. The factory claimed that they were willing to buy social insurance, but some workers reported that they abandoned social insurance voluntarily since they had bought rural insurance in hometown. The factory did not collect the rural insurance participation information. Reference law: Social insurance law of the People's Republic of China Article 10, 23, 33, 44, 53.

工厂共有36名员工，包含1名退休员工，工厂没有新入职员工。自2020年9月至2021年8月的社保系统和缴费凭证提供查看，在2021年8月，除去退休员工，工厂未能给20名员工提供5险，包含养老、医疗、生育、失业和工伤险。工厂解释说他们愿意为员工购买社保，但是部分员工汇报他们自愿放弃社保，因为他们在老家已经购买了农保。工厂未能收集农保参保信息。参考法规：《中华人民共和国社会保险法》第十条，第二十三条，第三十三条，第四十四条，第五十三条。

PA 6: Decent Working Hours

Time records from 1 September 2020 to the audit day was provided for review. Randomly selected 8 sampled workers' time records each from December 2020, April 2021 and August 2021, it was noted that the monthly overtime hours had exceeded 36 hours, the maximum had reached 78 hours, 84 hours and 76 hours respectively. The maximum monthly overtime hours from 1 September 2021 to the audit day were 54 hours. The factory had established overtime hour control policy, but failed to implement. As reported by workshop supervisor, the workshop need to do excessive overtime work to finish the order in time although they knew the legal limitation of overtime hours. As reported by workers, they conducted overtime work voluntarily. Reference law: Article 41, PRC Labor Law.

自2020年9月1日至审核当天的考勤记录提供查看。随机在2020年12月、2021年4月和2021年8月抽取了8名抽样员工的考勤，发现月加班均超出36小时，最大分别达到了78小时、84小时和76小时。自2021年9月1日至审核当天的最大加班时数为54小时。工厂建立了加班时间控制政策，但是未能实施。根据车间主任汇报，车间需要进行超时加班来按时完成订单，尽管他们知道加班时间的法定限制。根据员工汇报，他们进行加班都是自愿的。参考法规：中华人民共和国劳动法第41条。

PA 7: Occupational Health and Safety

The factory did not provide 21 workers (including 1 retired worker) with any kind of work-related injury insurance. Reference law: Article 2, Regulation on Work-Related Injury Insurances.

工厂未能给21名员工（包含名退休员工）提供任何形式的工伤险。参考法规：工伤保险条例第2条。

5 used high sewing machines were not properly installed with pulley guards. The factory management explained that the machines were old-styled, they could not find proper cover. Reference Law: Article 6.1.6 of Code of Design of Manufacturing Equipment Safety and Hygiene (GB5083-1999).

PA 7: Occupational Health and Safety

5台在使用的高车未能恰当安装皮带轮保护罩。工厂管理解释说机器是老式的，他们找不到恰当的盖子。参考法规：《生产设备安全卫生设计总则(GB5083-1999)》第6.1.6条。

The factory had not yet signed quick medical agreement with near hospital to response in case of trauma or serious illness happen.

工厂尚未和附近的医院签订紧急救护协议以应对突发的伤害或严重疾病。