

Monitoring result for Yangzhou Changqingshu Sports Goods Co., Ltd. on site Yangzhou Changqingshu Sports Goods Co., Ltd.

Monitoring

Monitored Party	: Yangzhou Changqingshu Sports Goods Co., Ltd.	amfori ID	: 156-002637-000
Site	: Yangzhou Changqingshu Sports Goods Co., Ltd.	Site amfori ID	: 156-002637-002
Address	: Industrial Park, Wujian Town, Jiangdu District	Monitoring Activity	: amfori Social Audit - Manufacturing
	: 225253, Yangzhou	Monitoring Type	: Full Monitoring
	: Jiangsu Sheng	Submission Date	: 23/05/2021
	: China	Expiration Date	: 23/05/2022

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Overall rating



Section rating

PA1: Social Management System	D
PA 2: Workers Involvement and Protection	B
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

General description

Yangzhou Changqingshu Sports Goods Co., Ltd. was located at Industrial Park, Wujian Town, Jiangdu District, Yangzhou, China(中国扬州市江都区武坚镇工业园区). There were four buildings in the boundary. One 1-storey and two 3-storey buildings were used as workshop and warehouse; 1F of one 2-storey building was used as kitchen and canteen, 2F was idle. No other company was in the same site.

The main product manufactured by the auditee was sport support. According to the management, their peak production months were not obvious. Production activities included weaving, cutting, sewing, hot stamp, ironing, inspection and packing.

The auditee did not provide dormitory or transportation.

No contractor was used by the auditee, which makes the contractor license/permit not applicable.

No agency was used by the auditee, which makes the agency labour contract not applicable.

No government waivers such as Comprehensive Working Hours System waiver, social insurance waiver and etc. were obtained by the auditee, which makes the government waivers not applicable.

No collective bargain agreements existed in the factory, which makes the collective bargain agreements not applicable.

No environmental permit was required by local environmental protection departments, which makes the environmental permit not applicable.

The auditee management was cooperative throughout the audit. The auditor did worker interview and took photos freely and the auditee agreed the findings and signed the CAP.

Remark:

1. The auditee did not provide the social insurance online query platform because they paid it to the Human Resources and Social Security Bureau directly.

Site Details

Site : Yangzhou Changqingshu Sports Goods Co., Ltd.

Site amfori ID : 156-002637-002

GICS Classification

Sector : Consumer Discretionary

Industry : Leisure Products

Industry Group : Consumer Durables & Apparel

Sub Industry : Leisure Products

GS1 Classifications

N.A.

Product Process Classifications

N.A.

Metrics

Key Metrics

Total workforce	95 Workers
Legal minimum wage in local currency	2020 Monthly
Lowest wage paid for regular work at the site	2050 Monthly
Calculated living wage in local currency	2188 Monthly
Total sample	15 Workers

Other Metrics

Male workers	8 Workers
Female workers	87 Workers
Permanent workers - Male	8 Workers
Permanent workers - Female	87 Workers
Temporary workers - Male	0 Workers
Temporary workers - Female	0 Workers
Seasonal workers - Male	0 Workers
Seasonal workers - Female	0 Workers
Management - Male	3 Workers
Management - Female	3 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	0 Workers
Domestic migrant workers - Female	0 Workers
Foreign migrant workers - Male	0 Workers
Foreign migrant workers - Female	0 Workers
Workers hired directly - Male	8 Workers
Workers hired directly - Female	87 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	1 Workers
Sample - Female	14 Workers

Findings

PA1: Social Management System

The factory established amfori BSCI procedure, such as fair remuneration, decent working hours, etc., but there was no systematic execution mechanism, for example, social insurance was not for all workers, monthly overtime over 36 hours. Through management interview, there was no effective control over the implementation process. Through workers interview, they worked overtime and purchased social insurance voluntarily.

工厂建立了amfori BSCI程序，比如公平报酬，体面的工作时间，但是没有系统的执行机制，例如没有给所有员工提供社保，月加班超过36小时。管理层访谈得知，没有对实施过程进行有效的管控。员工访谈得知，他们自愿加班，社保自愿参与。

The factory established workforce capacity control procedure, but didn't have a good capacity planning which led to workers had excessive overtime work against the law for 12 months during April 2020 to April 2021. Through management interview, no written policy on overtime including overtime limits and overtime arrangement.

工厂建立了产能控制程序，但没有完善的产能计划以致于员工在2020年4月至2021年4月之间有12个月都有超过法规要求的加班。管理层访谈得知，工厂没有书面的加班政策包括加班的限制及安排等。

PA 2: Workers Involvement and Protection

The factory did not have long-term goal to protect workers, for example, increase the proportion of social insurance and reduce monthly overtime gradually.

工厂没有保护员工的长期目标，比如逐步提高社保比例和降低月加班时间等。

PA 5: Fair Remuneration

Not all workers were provided with five kinds of social insurance. Factory provided the social insurance receipts from April 2020 to May 2021. The auditee had 95 workers, and 51 retired worker, no new worker. According to the social insurance receipt records of May 2021, in the rest 44 workers, the factory did not purchase injury insurance, retirement insurance, unemployment insurance, maternity insurance and medical insurance for 9 workers. Through management interview, principle of voluntary payment for social insurance. Reference law: Social Insurance Law of the People's Republic of China; Article 10, Article 23, Article 33, Article 44, Article 53. Remark: 1. The factory told workers the benefits of social insurance while recruiting and asked them to buy, but employees were not willing to purchase the social insurance. 2. Through workers interview, some workers purchased the new rural medical insurance, but the factory did not provide relevant supporting documents. 3. 51 out of the 95 employees had reaching retirement age and could not be provided with legal social insurance.

不是所有的员工都提供了社保5险。工厂提供了2020年4月至2021年5月的社保缴费收据。工厂有95名员工，其中51名退休返聘员工，无新进员工。2021年5月社保缴费记录显示在剩下的44名员工中，有9名员工没有购买工伤，养老，失业保险，生育和医疗保险。管理层访谈得知，社保按照自愿缴纳原则。参考法律法规：《中华人民共和国社会保险法》，第10条，23条，33条，44条和53条。备注：1. 招聘时工厂已告知员工社保的好处，让其购买，但是员工不愿购买。2. 通过员工访谈，部分员工购买了新农保，但是工厂没有提供相关的证明文件。3. 该95名员工中有51名已达到退休年龄，无法按照法律要求参加社保。

PA 6: Decent Working Hours

The factory didn't have effective system to control its overtime work compliance and monthly overtime exceeded 36 hours. Through reviewing the attendance records from 1 April 2020 to the audit day, the overtime hours of months exceeded 36 hours and maximum reached 82 hours. (1) Through reviewing the attendance records in August 2020, the monthly overtime hours of 15 out of 15 randomly selected employees were 82 hours; (2) Through reviewing the attendance records in November 2020, the monthly overtime hours of 15 out of 15 randomly selected employees were 74 hours; (3) Through reviewing the attendance records in March 2021, the monthly overtime hours of 15 out of 15 randomly selected employees were 78 hours. Reference law: PRC Labour Law article 41. Till to the audit day, the monthly overtime hours of 15 out of 15 randomly selected employees in May 2021 were 24 hours. Through management interview, no written policy on overtime including overtime limits and overtime arrangement. Through workers & workers representative interview, they worked overtime voluntarily.

工厂没有有效的系统去控制加班且月加班时间超过36小时。通过查阅2020年4月1日至审核当天的考勤显示，月加班时间超过36小时，最高月加班时间达到82小时。(1)通过查阅2020年8月，15名员工考勤显示，15名员工月加班82小时；(2)通过查阅2020年11月，15名员工考勤显示，15名员工月加班74小时；(3)通过查阅2021年3月，15名员工考勤显示，15名员工月加班78小时。参考法律法规：《中华人民共和国劳动法》第41条。至审核当天，15名员工考勤显示，15名员工2021年5月加班24小时。管理层访谈得知，工厂没有书面的加班政策包括加班的限制及安排等。员工/员工代表访谈得知，他们自愿加班。

PA 7: Occupational Health and Safety

No injury insurance or accident insurance was available for 60 out of 95 workers(51 retired workers and 9 workers who was not provided with injury insurance). Reference law: Social Insurance Law of the People's Republic of China, Article:33. Remark: The factory developed industrial injury management policy, injury records showed no work-related injury happened during the last year.

PA 7: Occupational Health and Safety

工厂95人中有60人（51名退休返聘人员和9名没有购买工伤保险人员）没有工伤保险或意外伤害险。参考法律法规：中华人民共和国社会保险法，第三十三条。备注：工厂制定了工伤管理制度，工伤记录显示过去一年没有发生过工伤。

One weaving worker exposed to noise environment didn't wear earmuff. The management stated that PPE had been issued to employees, and the employee said that the noise was acceptable and forgot to wear it. Reference law: Safety Law of the People's Republic of China (2014) Article 42.

1名织造员工接触噪音环境没有佩戴耳罩。管理层表示已经发给员工劳保用品，员工表示噪音可接受，忘记佩戴。参考法律法规：中华人民共和国安全生产法第四十二条。

The factory did not provide the updated food business license of kitchen. Reference law: Food Safety Law of the Peoples Republic of China, Article 35. The license had expired on 25 April 2021, and it had not been updated in time.

工厂没有提供厨房的更新的食物经营许可证。参考法律法规：中华人民共和国食品安全法第35条。许可证在2021年4月25日过期了，还没及时更新。