



Tianyu Toys brings you...
Winnie the Pooh:

A Survey of Conditions at a Disney Supplier in China



www.sacom.hk

From the monthly series of the
“Looking for Mickey Mouse’s Conscience” Campaign

October 2007
Hong Kong & China

(I) Haowei Toys labor disputes remain unresolved; Tianyu Toys is the ninth Disney sweatshop named and shamed by SACOM

Last month SACOM published a report entitled “Haowei Toys brings you...Mickey Mouse” (see the Haowei Report in Chinese and English at www.sacom.hk) and met with representatives of the International Labor Standards department of the Walt Disney (Asia Pacific) Company. Despite our efforts, Disney, its licensee, and Haowei management have refused to compensate the aggrieved workers fighting for unpaid overtime wages and severance pay. Moreover, the factory managers have not announced any specific arrangements of relocation and re-employment. SACOM and international civil society organizations urge Disney to uphold its code of conduct to resolve the labor disputes at its Chinese supplier Haowei immediately.¹



Disney should respect Chinese workers' labor and human rights. To continue to search for signs of Mickey Mouse's Conscience, SACOM adds the ninth Disney sweatshop, Dongguan Tianyu Toys Co., Ltd.,² to our survey list compiled since the opening of the Hong Kong Disneyland in 2005. Tianyu Toys seriously violates the Chinese labor law, the Disney Code, and the International Council of Toy Industries (ICTI) Code of Business Practices.

¹ For selected news about SACOM's Looking for Mickey Mouse's Conscience Campaign and Haowei labor disputes, see “Disney Violates Chinese Labor Laws: Report” (*AFP*, 13 September 2007) <http://afp.google.com/article/ALeqM5jTAetHeLGFwFSRoCzhlcijqWGM5g> and “First-hand Investigation in China: Disney Supplier List a Secret” (*China Business*, 8 October 2007; in Chinese) <http://mnc.people.com.cn/GB/54849/59580/6349625.html>.

² Dongguan Tianyu Toys Co., Ltd. in Chinese: 東莞市天宇玩具製品有限公司。

(II) The Monthly Series: October 2007 Issue

Tianyu Toys, Dongguan

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Workforce: 1,000 to 2,000 workers (aged between 18 and 35 years old)

Products: Plush toys based on Disney cartoons

Tianyu Toys is a Disney supplier and an ICTI member certified in June 2005. It manufactures plush toys, stuffed toys, plastic toys, clothing, bags, headwear, and similar items in Dongguan city in southern China. Most of the toys are exported to the United States, Europe and Japan.



(1) Strike on 13 September 2007

Tianyu production workers had not been paid for 45 days before the outbreak of a factory-wide strike. On 13 September, thirty piece-rate workers at the paint spraying workshop took the lead to protest against extremely long working hours and unpaid wages. This quickly grew into a massive strike during which workers in other departments also stopped working. Facing the pressure of delivery, the management raised the workers' overtime premium from RMB 3 to 3.5 per hour during weekdays. Still, the new rate is illegal, only 56.6% of the legal standard of RMB 6.18 per hour (RMB 4.12 x 1.5). The factory management applies the RMB 3.5 per hour overtime premium even if workers work on the weekend or holidays, when workers should receive RMB 8.24 or RMB 12.36 per hour. The protective codes of Disney and ICTI are not enforced at all.

(2) Working Hours – 12 to 15 hours a day, six to seven days a week, more than 400 hours a month

In mainland China, by law, working hours should normally not exceed 8 hours a day and 40 hours a week, and overtime work not more than 3 hours a day. In total, overtime should not exceed 36 hours a month. However, Tianyu imposes 12- to 15-hour work days, and a 28-day “normal” work month. Starting from 8:00 A.M. to the time the workers punch out of work at midnight, they are all exhausted. “I feel too tired to pay any attention to the details and the beauty of the toys in my hands,” said a young female worker. During peak seasons, workers are not allowed days off, and work for more than 400 hours a month.



Workers in the sewing department suffer chronic eye soreness problems as they are forced to do excessive overtime work (Line 9, Sewing Department).

A female worker exclaimed, “I feel as though I am working in conditions close to slavery to produce toys for exports. I don’t even have time for sleep. I want to quit but it is not easy – the management withholds our pay for 45 days.”

(3) Wages and Overtime Premiums – RMB 600 to 800 per month, below the legal minimum

In Dongguan city, effective 1 September 2006, the legal minimum wage is RMB 690 per month. Tianyu management, however, often lowers the piece rates as workers work faster. As a result, the piece-rate workers have no way to account for overtime. There is also no guarantee that the piece-rate workers will be given the minimum pay for the standard 8-hour work day and 40-hour work week.

Based on our interviews, a female worker responsible for closing (sewing up the small stuffing hole in Winnie the Pooh toys) earns merely RMB 0.11 per piece, i.e., RMB 11 per 100 pieces. Despite excessive overtime, piece-rate workers on average get only RMB 600 to 800 in a month. Yet the Chinese labor law requires overtime premiums of at least 150% for overtime during the workweek (RMB 6.18), 200% on the weekends (RMB 8.24), and 300% on national holidays (12.36 yuan).



A finished Disney toy.

Illegal underpayment is evident from workers' testimonies. Another female worker from the assembly department shared with us the pressure she experiences, "In the low season, I earned merely RMB 500 to 600, which is far below the RMB 690 legal minimum standard. Worse still, the 5-story dormitory and food are not provided free of charge; RMB 130 per month – as much as one-quarter of my wages – is deducted for basic living. As a result, I cannot save money at all."

(4) Contracts – Falsified

Tianyu Toys has never given each worker a written labor contract. Though it is against the law, management requires workers to sign one-sided "contracts" in which wages, work hours, and benefits are simply left blank. Managers then collect the contracts and complete them as they see fit. Workers believe management uses the signed contracts to falsify social audits.

(5) Health and Safety – Prolonged exposure to paint and stuffing

In the paint spraying workshop, workers wearing face masks feel the unbearable heat. Shopfloor ventilation facilities are inadequate. Fans fixed to the ceiling are generally not turned on for the sake of controlling the quality of the paint in use and the finished product. Workers' t-shirts and bodies are soaked with sweat. Moreover, chemical odors of paint and thinner do not dissipate for hours. Some workers recalled evenings when they felt severe headaches and began to vomit next to their work stations. Last but not least,

no one can be sure about the safety of the chemicals in the plastic toys made by their hands.



Line 1, Spraying Department.

In the stuffing department, stuffing materials constantly cling to workers' skin, although their mouths and noses are protected by masks. Without on-job safety trainings and health check-ups, the stuffing machine operators are worried about the chemical composition of the stuffing in use. No one knows from what synthetics the stuffing is made. The danger to the workers' health is thus rendered difficult to assess.



Stuffing Department.

(6) Social Security – None

The law requires employers to provide insurance to all employees including pensions, insurance against work injuries, and insurance for expenses tied to medicine and maternity. Production workers at Tianyu are not insured at all.

(7) Fire Prevention and Emergency Preparedness – None

Tianyu workers who have worked in the factory for two years or longer have not been trained in fire prevention and emergency evacuation.

(8) Restrictions on freedom of employment

During peak season, Tianyu workers are not permitted to resign, even if they give a written prior notice to their supervisors. If they quit in the peak season, most workers have no choice but to forfeit a month and a half's wages. The management is suspected of using forced labor and thus violating the Chinese labor law and the codes of Disney and ICTI.



Tianyu worker dormitory.

None of the worker interviewees at Tianyu Toys know what the Disney Code of Conduct is, despite the fact that the code was translated into more than 50 languages. Similarly, no one is aware of the ICTI monitoring mechanism and the workers' rights the code professes to defend.

(III) Scripts and Threats – Failure of the Disney System

The case of Tianyu toys sheds light on the failure of Disney’s monitoring system and ICTI’s auditing program.

Tianyu management has become skilled in concealing labor abuses in order to survive in the “race to the bottom” of the global economy. In dealing with an upcoming audit, they resorted to fraudulent tactics by preparing a set of scripts for frequently asked questions (an answer key for 43 questions, dated 14 May 2007) and forcing workers to commit a standardized answer key to memory. It also became clear that, in preparation for pre-announced inspections, supervisors and line leaders conducted “training sessions” with workers on how to answer questions from social auditors. At these trainings, managers warned workers, “If you answer auditors’ questions incorrectly, we will lose orders and you will lose your job.”

Tianyu passed the compliance audits by silencing the voices of their workers. Coaching by management has even gone so far as to say that “each worker should behave naturally, i.e., not express eagerness to answer the auditors’ questions” (see the special reminder printed as an endnote in the script). Such explicit control of the workers’ emotions and cognitive activities robs workers of their dignity as human beings.

Tianyu Toys: An Answer Key for 43 Questions (see Appendix in Chinese)

1. How old were you when you started working in this factory?

Your age at that point in time.

2. When you were a child (aged below 16), did you work at home or in this factory?

I worked in my home.

3. When you started working in this factory, did you sign a labor contract? What clauses are included in the labor contract? Do you have a copy of the labor contract on hand?

Yes. The contract includes contents of work, working hours, payments of wages, and disciplines. I signed my contract within the first month after I entered this factory. I keep my own copy, while the other two copies are kept by the factory management and the local labor bureau respectively.

4. Have you ever been forced to undergo an in-service medical check-up? If yes, when did it happen most recently?

No. I have never been forced to do so. Workers in the Paint Spraying Department and Pad Printing, for example, have regular check-ups.

5. What is your working time?

From Monday to Friday: 8:00 – 12:00 and 13:30 – 17:30, eight hours in total. We occasionally work overtime to meet the delivery schedule. In this month (May), we do overtime work on Mondays, Wednesdays, and Fridays. The overtime session starts at 19:00 and finishes at 21:00, not more than two hours.

On Saturdays: 8:00 – 12:00 and 13:30 – 17:30. In this month (May), we do not need to work overtime on Saturdays. In the event we have to work on Saturdays, we are paid 200% of the normal wages.

We have at least one day off per week. Usually, we have rest days on Sundays.

6. Do you have rest time in a day? When? For how long? Do you have regular time for rest?

Yes. I take a break during lunch and dinner. I also have rest after work.

7. Last night how many hours did you work overtime? Last week? Last month?

Answer in accordance with the work timetable of this week.

If you are asked about the working hours during last week or last month, you can either reply “I can’t remember” or “The factory management occasionally schedules overtime work at night. The overtime is no more than two hours.”

*** 8. How much do you earn when you work overtime? Are overtime premiums the same as basic wages?**

Overtime premiums are at least 150% for overtime during the workweek (from Mondays to Fridays), 200% on the weekends (Saturdays and Sundays), and 300% on national holidays.

9. If you felt tired or sick, what would do you? Is overtime work voluntary?

I would ask for leave. Yes, I can refuse overtime work.

10. Are you working every day (i.e. seven days per week)?

No. I have days off during the weekends.

11. When was the last time you had one full day off? How many rest days do you have in these two months?

I have days off every Sunday in March, April, and May.

12. How do the managers keep track of your normal working hours? Your overtime working hours? Who punches your timecard – you yourself or your managers?

I punch my timecard. The managers can check the working time records at the end of the month.

13. Are you paid for your working time?

Yes.

14. Does the wage statement make sense to you?

Yes. If I do not understand, I can ask someone for help.

15. What is your pay? How is your wage calculated?

Approximately RMB 1,000. My wages include basic pay and overtime premiums.

16. What is the method of payment? By time-rate? By piece-rate? How often do you get paid?

Time-rate. I get paid at the end of the next month, i.e., I will be paid on 30 April for my work in March. I receive cash.

17. Do you receive a copy of your wage statement?

Yes.

18. Are there any deductions from your wages? If yes, please specify.

Yes. Food: RMB 2 / day. Dormitory: RMB 2 / day.

19. Have you found any mistakes in your wage statement? If you did, how would you correct them?

No. There is no mistake.

20. Were you charged any deposits when you started working at this factory? If yes, when will you be repaid the deposits?

No.

21. Have you ever been injured at work? What happened? If you were injured, how could you get help? Are you paid medical fees?

No. I have not been injured. There is a first-aid box in this factory.

22. Are you provided with personal protective equipment or OSH facilities? For example, gloves or masks?

Yes.

23. Are you trained the use of protective equipment? Who conducts the training sessions?

Yes. I have attended the training sessions. Our managers remind us of the importance of safety.

24. Do you have to pay for personal protective equipment?

No. It is paid for by the company.

25. Do you know how to use a fire extinguisher?

Yes. There are trainings about its use.

26. Where is the emergency evacuation directory? What is its purpose?

The sixth wing on my left-hand side. It gives a map of emergency evacuation routes.

27. Are you housed in the factory dormitory? Which dorm room? Do you eat in the factory canteen?

If yes, answer "Yes." If no, answer your living place.

Remember to quote a dorm room on either the second or third floor, not the fourth or fifth floor. You should mention that males and females are housed in different sections of the dormitory.

28. During off-work hours, do you still work on the shop floor? When do you go to the shop floor?

No. I leave the shop floor immediately after finishing my work. I go to the shop floor in accordance with my work shift.

29. Are you entitled to welfare and benefits? What are the criteria for the entitlements?

Yes. I enjoy paid annual leave, paid marital leave, paid maternity leave, paid health care leave, paid sick leave, and social insurance. There are company notices specifying all these provisions.

*** 30. What are the training programs in this factory?**

The content of the training includes an introduction to the company and its regulations, quality control policy and goals, codes of conduct, occupational health and safety, first-aid and health care, fire prevention, working hours, wages and benefits, anti-terrorism, ISO quality assurance system, on-the-job skill training, and machine operation.

*** 31. When do you have fire safety trainings?**

We attend drilling exercises on fire prevention four times a year, two times on the shop floors and another two times in the dormitories. We most recently had training on the shop floor on 11 January, and another in the dormitory on 6 March.

Pay attention to your first date at work.

If you feel unsure, you can simply answer “We have received a lot of training on fire safety already.” If you are further asked when the trainings actually took place, you can answer “I have forgotten.”

32. When do you have overtime work?

On Saturdays. I do not work overtime at night.

*** 33. How much are your wages?**

In accordance with Account B “Wage Statement” (To present your wage statement as of March). I earn approximately RMB 1,000 a month.

34. Is overtime work voluntary? Is it possible for you to ask for sick leave?

Yes. I can refuse doing overtime work. I can apply for sick leave.

35. How many days off did you have on this May Day (International Labor Day)?

In accordance with the Chinese labor law, we are entitled to three full days of paid leave.

We had holidays on 1 May, 2 May, and 3 May, three days in total.

36. Did you have a holiday on this International Women’s Day (8 March)?

Yes. I had half a day’s paid leave, in accordance with the Chinese labor law.

*** 37. How are your Chinese New Year Holidays calculated?**

In accordance with the Chinese labor law, we are entitled to three full days of paid leave.

From 16 to 26 February, we had 11 holidays in total.

Those who have been working in this factory for one year or more are entitled to an extra five days of paid leave, i.e., between 21 and 25 February.

38. How are your New Year's Day Holidays calculated (1 January)?

In accordance with the Chinese labor law, we are entitled to one full day of paid leave.

From 31 December to 2 January, we had three days off in total (31 December was Sunday).

39. How are your Chinese National Day Holidays calculated?

In accordance with the Chinese labor law, we are entitled to three full days of paid leave.

From 1 to 3 October, we had 3 holidays in total.

40. Do you have to pay for your work uniforms?

In the event of loss or damage, I have to pay RMB 25 for the winter uniform, RMB 15 for the summer uniform, and RMB 3 for the cap.

41. Do you have to pay for your work card?

In the event of loss, I have to pay RMB 20 for the work card. However, I can replace it for free under certain circumstances.

42. Have you ever been coached for a pre-announced audit?

No. There is never any sort of coaching or training. We will not be rewarded for answering the questions "correctly." We will not be forced to take a day off to avoid detection on the day of the audit.

43. How many departments are there in this factory? How many workers?

I do not know.

ATTENTION: Whenever you answer the auditor's questions, do not talk eagerly or react in an overly excited way. Only give short answers. In the event you do not know how to answer, you can simply say, "I do not know" or "I cannot remember." You do not necessarily have to answer all questions. **(Those marked with * are highly important).**

Although Tianyu is responsible for its own resistance to Chinese labor law and to international ethical standards, we must highlight the social responsibility of Disney – a multinational of tremendous size that profits from exploiting workers at Tianyu, its Chinese supplier. It is incontrovertible to conclude that Disney's code as well as its International Labor Standards (ILS) program consistently fail to protect workers manufacturing Disney-brand toys.

(IV) Disney and its Suppliers must Respect Workers' Rights

SACOM strongly believes Disney and its suppliers should fulfill their corporate social responsibilities. In the end, the ability of Tianyu Toys to provide thousands of workers with wages and work environment that meet the minimum requirements of the law depends on its business with Disney.

Disney should do the right thing:

- (1) ensure Tianyu complies with Chinese labor laws;
- (2) give every Chinese worker at every Disney supplier a written labor contract and a copy of Disney's Code of Conduct translated into Chinese;
- (3) collaborate with independent NGOs to provide workers at all Disney suppliers with labor rights training;
- (4) respect workers' right to bargain collectively by facilitating the formation of mechanisms of worker representation at all Disney suppliers.

(V) A Global Online Petition Campaign

DISNEY – END SWEATSHOPS IN CHINA TODAY!

Since September 2007, concerned consumers around the globe have been criticizing Disney's irresponsible and unethical subcontracting practices in China and other parts of the world.

At <http://www.PetitionOnline.com/wlchan/petition.html>, SACOM and international civil society organizations called on Disney to end sweatshops today. We will collect petition signatures as well as comments, and write a complaint letter to the CEO of Disney, who should meet with worker representatives in good faith and strive to create good working conditions at Disney suppliers.

1. Walt Disney – Please stop your corporate greed and start abiding by your labor Code of Conduct!
2. Against dream world in China!
3. Horrible!
4. It is disgraceful that sweatshops exist in the 21st century!
5. Disney must end sweatshops in China!
6. I have never visited Disneyland nor purchased any of its products, and never will! Stop sweating Chinese labor and deceiving our Hong Kong people's money!
7. Treat humans as humans!
8. End sweatshops!
9. Operate with conscience, please!
10. Shall we all encourage our friends to STOP buying Disney products to make them feel that "We are united"!
11. We want clean toys and clothes in Disney!
12. Disney is a sweatshop!
13. Shame on Disney!
14. Please respect human rights!
15. Where's the conscience? I know it's there somewhere, let's see it!
16. Support workers to fight for their rights!
17. Fight for labor rights!
18. No Sweatshops!
19. I know this might be hard to imagine but... these workers are real people like you and me. And therefore deserve a life much better than one of indentured servitude or even slavery.
20. Freedom and justice for everyone.
21. End the unfairness!
22. Let the truth be known!
23. I call on Disney to act immediately and to implement a systematic approach to improve labor conditions in its supplier factories!

24. It is very sad that companies like Disney that are supposed to create joy and happiness for children and families, end up creating misery for the poor!
25. End sweatshops in China!
26. These practices amount to slavery!
27. No sweatshops either at home or abroad!
28. What a miserable face the Walt Disney Company shows to the children of the world!
29. Treat people with respect, please!
30. I keep having to explain to my children why I won't buy Disney products.
31. Take Action! Put your corporate dollars to decent work and give workers safe, humane working conditions.
32. Keep up the struggle!
33. Stop violence against workers rights!
34. Respect labor and human rights!
35. Behave yourself, Mickey! We don't love evil cartoon!
36. I watched the news today. Good job!

(a lot more to add to the list...)

Please take action and join us now!

- END -

Appendix

东莞市天宇玩具制品有限公司：员工面谈问卷(2007年5月14日版本)

1、当你到本厂工作时多大年龄？

答：你进厂时的年龄。

2、童年时期（小于16岁时），你是在家帮助父母还是在本厂做工？

答：回答在家。

3、当你开始在本厂工作时，你是否有签署劳动合同？合同上怎么样讲？你本人有无一份复印件？

答：有。主要是工作性质、时间和工资福利和纪律等内容。入厂一个月内签合同，合同一式三份。工厂一份，员工一份，劳动局一份。

4、你有没有被迫进行体检？如果有，你上次检查是什么时候？

答：没有被迫进行体检。喷油、移印等员工有体检。

5、你的工作时间？

星期一至星期五，正班工作时间：上午8:00—12:00，下午13:30—17:30，共8小时。因赶货需要，偶尔会安排在晚上加班。5月份安排在星期一、三、五加班，加班从19:00到21:00，时间不超过2小时。

星期六加班，时间：8:00—12:00，13:30—17:30，5月份星期六晚上不加班。若星期六加班，工资按2倍计算。

每周最少休息一天，一般都是星期天休息。

6、一天中是否有休息时间？什么时候？多长时间？每天均有规律地休息吗？

答：有。中、晚餐时及下班后。

7、昨天晚上你加班多长时间？上个星期呢？上个月呢？

按排班表回答。若问及上个星期、上个月，可答记不清了。公司有偶尔安排晚上加班，但不超过2小时。

★8、你可以赚多少加班费？付薪方式是否与正常上班时间一样？

答：星期一至星期五晚上加班工资按1.5倍计算，周六、日上班算加班，工资按2倍计，法定节假日按3倍计算。

星期一至星期五正班：

2006年9月1日起为4.12元/小时。

星期一至星期五晚上上班算加班，加班工资为：

2006年9月1日起为 $4.12 \times 1.5 = 6.18$ 元/小时。

星期六、日上班算加班：

2006年9月1日起为 $4.12 \times 2 = 8.24$ 元/小时。

法定节假日上班算加班：

2006年9月1日起为 $4.12 \times 3 = 12.36$ 元/小时。

9、当你感到太累或太虚弱时，怎么办？你可以拒绝加班吗？

答：可以请假休息。可以不加班。

10、你是否每天都工作（7天/每周）？

答：不是。周末会休息。

11、上次你休一整天假是什么时候？最近的两个月你休了多少天假？

答：3月份、4月份、5月份是每个星期天休息。

12、管理层怎样知道你的正常工作时间？加班时间？你的工卡由谁打，你本人还是你的管理人员？

答：是本人打卡。月底可查询。

13、是否所有上班时间都是计算工资？

答：是。

14、你是否明白你的工资单？

答：明白。不明白的时候可以问。

15、每月你大概能赚多少钱？每月工资是怎么计算出来的？

答：大概1000元左右。底薪+加班费就是我们的工资。

16、你的付薪方式：时计、计件制或月薪？多久发一次工资？

答：计时，每月发一次。一般在月底发上月工资。3月份工资是在4月30号发放的，发现金。

17、发工资时有无收到工资单？

答：有。

18、会不会从工资中扣除款项？如果有，能否说明扣了哪些款？

答：会。扣伙食、住宿（各2元/天）。

19、你有没有发现你的工资有什么错误？如果有，你能否纠正？怎样纠正？

答：没有错误。

20、工厂管理层是否持有你的部份工资？有多少？为什么？何时能收到？

答：没有。

21、工作中你有没有受伤的经历？发生了什么事？哪里得到帮助？有无支付治疗及医药费？

答：没有。工厂有药箱。

22、工厂有无提供给你一些卫生与安全设备，如手套或面具等？

答：有。

23、有没有人能说明为什么和如何适当使用劳保用品？

答：有培训。管理人员会提醒。

24、你用不用购买个人防护设备？

答：不用，工厂供应。

25、你知不知道怎样使用灭火器？

答：知道，有培训。

26、你能否说明本厂的疏散示意图在何位置，作何用途？

答：左出口六侧。指示逃生路线。

27、你是在本厂提供的房间住宿吗？是在本厂吃饭吗？你住在哪个房间？

答：是在本厂住宿，是在本厂吃饭。住哪个房间，如在本厂住，如实回答；如在外住，可随便说一个本公司的房间。

（切记分男女宿舍，因我们验厂时 4~5 楼不住人，也就是说我们回答时只能说住 2~3 楼。）

28、下班后，工厂是否允许留在厂内？你是否需要在规定的时间返回工厂？

答：下班后会离开车间。按时上、下班。

29、本厂有哪些附加福利？本厂通过什么途径来判断哪人应享有，而哪些人不能享有这些福利？

答：有公告。如有薪年假、有薪婚假、有薪产假、有薪看护假、有薪病假、社会保险等。

★ 30、本厂有哪些培训？

答：入厂培训有：公司简介/厂纪厂规、品质方针/政策/目标、COC 常识、安全卫生、医疗急救知识、消防知识、工资工时/福利待遇、反恐培训、ISO 质量体系、岗位培训、机器设备培训等。

★ 31、本厂有否消防演习？

答：每年进行四次消防演习，车间和宿舍各二次。车间最近一次在 1 月 11 日进行的，宿舍最近一次在 3 月 6 日进行的（注意你的进厂时间）。

(不会答的话，可以说很多次。问你什么时候进行的，可以回答忘记了)。

32、你的加班时间？

答：晚上不加班，星期六上班算加班。

★ 33、你的工资？

按 B 帐《工资条》回答（带 3 月份工资条）。每月 1000 左右。

34、上班、加班是否自愿的？可否请假？

答：上班、加班是自愿的。有病、有事可请假。

35、“五一”放了多少天假？

答：国家规定 3 天有薪假。

我们放假时间：5 月 1 日、5 月 2 日、5 月 3 日，共 3 天。

36、“三八”放了多少天假？

答：3 月 8 日女工放假半天，有工资。

★ 37、春节放了多少天假？

答：国家规定 3 天有薪假。

我们放假时间：2 月 16 日—2 月 26 日，共放假 11 天。

在公司工作 1 年以上的，有 5 天在薪年假，2 月 21—25 日。

38、元旦春节放了多少天假？

答：国家规定一天有薪假。

我们放假时间：12 月 31 日、1 月 1 日，共 2 天（12 月 31 日不属于元旦的假，而是星期天的假）。

39、“十一”元旦春节放了多少天假？

答：国家规定 3 天有薪假。

我们放假时间：10 月 1 日、10 月 2 日、10 月 3 日。共 3 天。

40、厂服、厂帽收费？

答：每年每人发冬/夏厂服/厂帽各 2 套，不用收费。其间如因个人原因损坏、遗失需补领的，收取成本费：冬装 25 元/套，夏装 15 元/套，帽 3 元/顶。

41、厂证收费？

答：员工进厂办理厂证，不收费。如因个人原因遗失需补办，收 20 元工本费。如损坏更换，不收费。

42、回答问题，有没有经过培训？

答：回答问题没有经过培训，无任何奖励，验厂那天无工人放假。

43、部门、全厂有多少人？

答：不知道。

注意：回答每个问题时不要“积极、主动”。问什么就简短答什么。不明确就回答“不清楚”或“记不清”，不要想当然答。（**请特别注意★部分。**）

SACOM
www.sacom.hk

Hong Kong & China

Students and Scholars against Corporate Misbehavior (SACOM) is a new Hong Kong-based nonprofit organization founded in June 2005. SACOM originated from a student movement devoted to improving the labor conditions of cleaning workers and security guards under various universities' outsourcing policies. The movement created an opportunity for students to engage in activism surrounding local and international labor issues. SACOM aims at bringing concerned students, scholars, labor activists, and consumers together to monitor corporate behavior and to advocate for workers' rights.

Selected SACOM research reports and journal articles are downloadable:

1. *Looking for Mickey Mouse's Conscience: A Survey of the Working Conditions of Disney's Supplier Factories in China* (August 2005);
2. *'A World without Strangers' – A Report of the Working Conditions of Giordano Subsidiaries and Suppliers in China* (December 2005) [Hong Kong firm Giordano, a Disney's licensee in apparel for children, men, and women];
3. *Chinese Migrant Workers in Action: Bringing Wal-Mart to Global Corporate Responsibility* (Fall 2005) [this article is also available from *Social Policy: Organizing for Social and Economic Justice* at www.socialpolicy.org];
4. *Resistance, Collective Actions, and Labor Organizing* (Fall 2006) [this article is also available in German, "Kein Bleiberecht: Arbeitsmigrantinnen in Südchina," *Frauensolidarität (Solidarity among Women)* at www.frauensolidaritaet.org];
5. *Making Mobile Phones in South China: An Investigative Report on Labor Conditions of the Electronics Industry* (August 2006) [see also *The High Cost of Calling* (November 2006) at SOMO www.somo.nl];
6. *Clean up your Computer Campaign: A Report of Yonghong Electronics* (November 2006) [see also Business & Human Rights Resource Centre for a summary www.business-humanrights.org];
7. *A Second Attempt at Looking for Mickey Mouse's Conscience: A Survey of the Working Conditions of Disney's Supplier Factories in China* (December 2006);
8. *Wal-Mart's Sweatshop Monitoring Fails to Catch Violations: The Story of Toys Made in China for Wal-Mart* (June 2007);
9. *Haawei Toys Brings You...Mickey Mouse: A Survey of Conditions at a Disney Supplier in China* (September 2007).
10. *Tianyu Toys Brings You...Winnie the Pooh: A Survey of Conditions at a Disney Supplier in China* (October 2007).
11. *Dell: Sweatshop Chinese Labor in our PC Age* (forthcoming, November 2007).