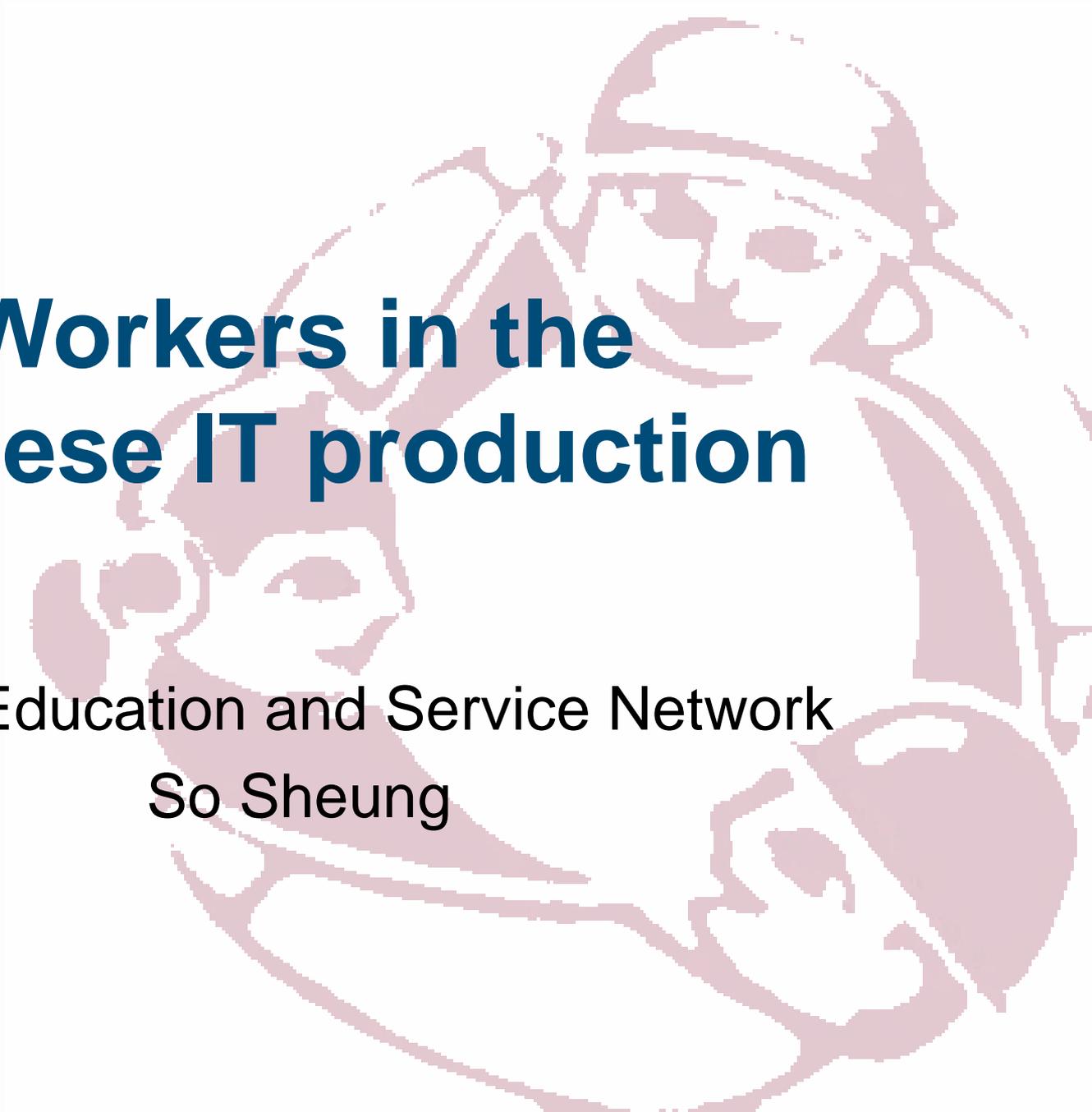


Workers in the Chinese IT production

Labour Education and Service Network
So Sheung



Major IT Production Bases



Who are the IT production workers?

- Majority of factory workers are internal-migrants in China: migrating from rural area to urban area for work.
- *Hukou* (household registration) system denied equal social welfare and civil rights of these de facto migrant workers.
- The system discourages these workers to reside in the cities, therefore workers are drifting in dormitories and temporary rental housings.

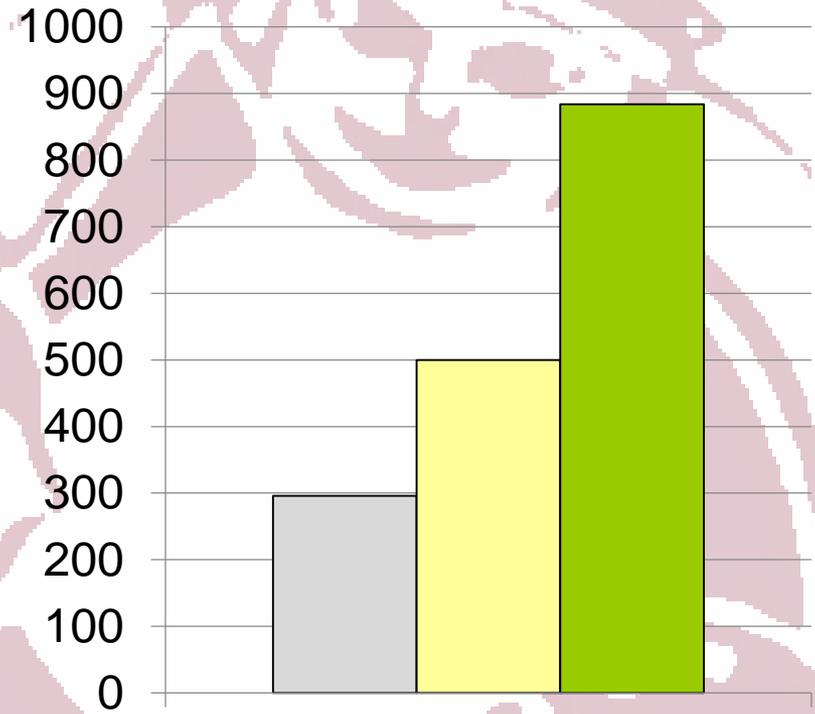


Who are the IT production workers?

- The most preferred candidate by factory HRs: age 18-25, female, single
- Now, flexiblized labour (student workers, dispatched workers, out-source) preferred due to: improved wages, and fluctuating orders (special thanks to in-time inventory)

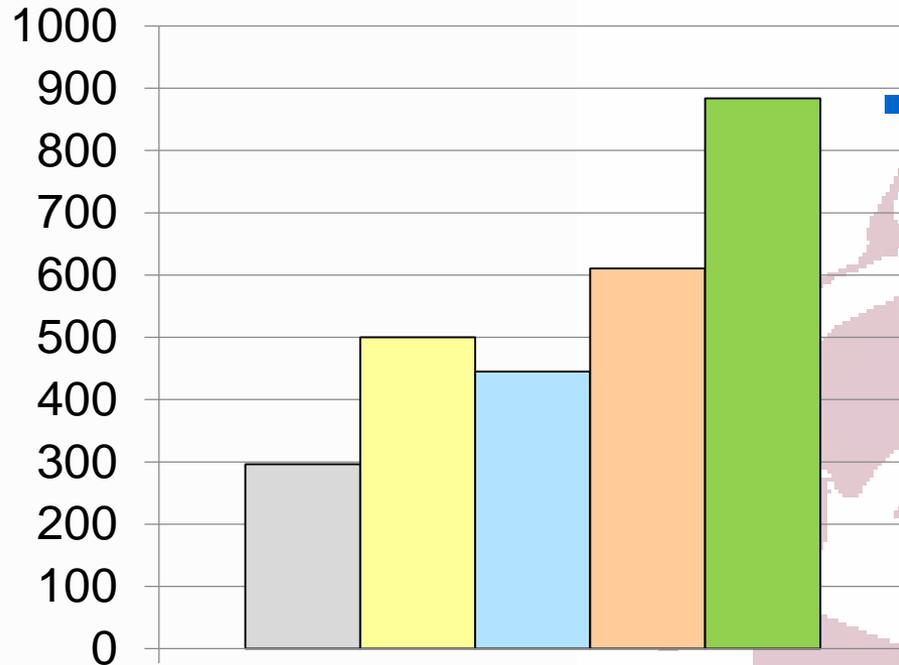
Myth: Chinese Workers Love Overtime?

- Chinese law says 40 hr/week, and regulates OT. Yet factories report that workers will protest if monthly OT goes under 80 hours.
- Long working hour is typical: 10-12 hr/day, 6 day/week, rotating day and night shifts.
- Why? Because the pay is too low!



■ Minimum wage
■ Min wage + 80 hrs OT
■ Average wage

Myth: Chi. Workers Rejects Social Insurances?



Shenzhen wage and SI in Euro

- Minimum wage
- Min wage + 80 hrs OT
- Min wage + OT - SI
- Employer paid wage and SI
- Average wage

■ Denied payment of social insurances (Work injuries, medical maternity, unemployment and pension insurances) is common. Factories report that workers reject paying into social insurances.

■ Why? Because workers are not earning a living wage, and employers want to shed their share.

Labour
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'China Youth Report
25 September 2011

中国青年报
WWW.CYOL.NET



屠呦呦发现青蒿素，挽救全球数百万生命

Sent to Work the Sixth Day of Enrolling in Vocational School

入学第6天就被派出打工

【本报北京25日专电】在教育部、人力资源和社会保障部、工业和信息化部联合开展的“职业教育年”活动中，各地职业院校纷纷开展招生宣传。然而，在河南、安徽等地，一些职业院校在招生过程中，存在“入学即打工”的现象。据调查，部分职业院校在开学仅六天后，就将学生派往企业打工，这引发了社会对职业教育质量的广泛关注和讨论。

开入联 破入商

上学3年“实习”15个月上课仅10个月 学校收1.9万元还扣下学生的国家助学金

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贵阳市国际学校北院负责人称——
学生想要“勒索学校100万元”

Cheap, Flexible yet Stable Labour: Student Interns / Workers

What's the difference of me going directly to work and you going to a vocational school?

有两个初中毕业生。甲毕业后直接到富士康打工；乙读该校(或职高)，每年交四千多元的学费学习专业技能，一年后，学校组织实习，两个16岁的少年在同一条生产线上相遇了。他们加同样的班，拿同样的工资……



I paid tuition fee and management fees!

Student Interns as Flexible Labour

- Students from vocational schools and colleges are considered “labour reservoir” by some local gov’ts desperate for investments.
- Student workers in the name of “interns” are not protected by labour laws and employers don’t have to pay legal wages and social insurances.
- The problem surfaced after 2009 financial crisis, and spread like disease.

7月提供大批量暑假实习学生工



服务名称: 7月提供大批量暑假实习学生工

派遣人数: 0人

企业规模: 0人

合作类型: 暑假学生

所属公司: 金福劳务

阅读量: 104次

服务分享: 推荐7月提供大批量暑假实习学生工给好友

A labour agency in Dongguan “selling” Spring and Summer student workers .

7月提供大批量暑假实习学生工图片

发到我邮箱

加入收藏夹

在线订购

分享到: 2

Occupational Health Hazards

- Chemical poisoning is one of the major health hazards
- Preliminary findings of a research in Pearl River Delta 2015: out of 127 occupational disease victims surveyed, 59 are from electronic industry (46.5%).
- 90% of the victims did not know company OSH policies or received chemical usage trainings.
- Only some victims know the brands their employer supply to, most of them do not (59.4%).
- Only 2% of the victims used factory complain mechanism and 59% received NGO support.



The story of G and S



- Worker G and S were recruited to an OGS touch panel factory in May 2013, and they were only 15.
- By Sept 2013, they started to feel weakness in their limbs, and found it difficult to walk or work. Several other workers also had the same symptoms.
- The factory did not initiate OHS examinations and the workers had to file complains for treatment and compensation. Eventually, 11 workers were hospitalized in early 2014.

The story of G and S

- G and S are diagnosed of moderate hexane poisoning and hospitalized for 8 months.
- They are denied of rehabilitation treatment because under-aged workers are not covered by social insurances. Thus they are now in legal procedures against the factory while other adult workers are admitted to rehabilitation facilities.
- Worker S recalled that she had seen factory audit once. And was interviewed about the quality of canteen food, ironically.

Freedom of Association

- Workers' freedom of association is denied. While many unions are set up by the management, workers' attempts to self-organizing are suppressed.
- To workers, the "New Norm" of China means government directed relocation and restructuring of factories. When workers' try to defend their interests through collective action, their right to collective bargaining is often disregarded.



Problems with CSR

- **Industry audits** are important tools for companies to keep track of their supply chain. But it is by nature a management-to-management communication. Workers are usually unaware and most of their voices concealed.
- Companies various practices in CSR may contradict in the same supplier factory. E.g.: while zero student worker in company A production lines, the factory will put all the student workers to the lines of company B.

If there shall be changes

- Long-term direct support and empowerment to workers;
- Sustainable and overall improvements instead of company-bound and time-bound changes;
- Growing a community of civil society labour groups, to proliferate an ongoing South-North, worker to consumer dialogue for change.