

Monitoring result for Ningbo Microsoya Electric Appliance Co.,Ltd on site Site 1

Monitoring

Monitored Party	: Ningbo Microsoya Electric Appliance Co.,Ltd
amfori ID	: 156-038050-000
Site	: Site 1
Site amfori ID	: 156-038050-001
Address	: No. 10 Shaodong Road Yuyao City Zhejiang Province China
	: 315400, Ningbo
	: Zhejiang Sheng
	: China
Monitoring Activity	: amfori Social Audit - Manufacturing
Monitoring Type	: Full Monitoring
Submission Date	: 27/07/2022
Expiration Date	: 27/07/2023

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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

Announcement type: Fully Announced

Monitoring: Full Monitoring

Monitoring Partner: TÜV NORD CERT GmbH (APSCA Member: 11600051)

Auditor Name: Eric PENG

APSCA No: CSCA 21700770

[Location and size]:

The facility Ningbo Microsoya Electric Appliance Co.,Ltd (宁波小雅电器有限公司91330281MA2H5G9K8X) started business in 2020 in the place of No. 10 Shadong Road Yuyao City Zhejiang Province, China (余姚市凤山街道邵东路10号). The facility used the 2nd, 3rd and 4th floor of one 4-storey building as office area and production area. There was no canteen or dormitory provided in the facility.

[Structure of facility]: The main business products were Hair care products (Hairdryer、hair style). The main process included assembling and packing. Main equipment and production line included: assembling lines and etc.

[Employee analysis]:

There were 31 employees on the roster. All employees were permanent employees. 29 workers were migrant employees from other provinces in China. 23 employees were female. All employees showed on the audit dates.

[Summary of working hours]: The factory used the electronic attendance system to record the working hours. Employees worked from 8:00 to 11:30 and 13:00 to 17:30. Employees conducted Saturday work twice to four times per month.

The factory provided the working time records from June 2021 to audit date for review. The regular working time was 8 hours per day, 5 day per week, 8 hours overtime on Saturday normally. The max monthly overtime was 60 hours.

[Summary of compensation]: The local minimum wage was RMB 2070 per month or RMB 11.9 per hour. The factory provided payrolls from June 2021 to May 2022 for review. Workers were paid by hourly rate. The basic wage was more than RMB 16.49 per hour. For overtime wages, the factory paid 150% of normal pay for overtime working on normal working day and paid 200% of normal pay for overtime working on Saturday. The wages were paid by cash on or before 25th of each month. The auditee only provided 5 out of 31 employees with all five types of social insurance. The other employees were covered by injury insurance.

[Summary of Interview]: Worker interviews were conducted individually and in group. Randomly selected 10 employees, and no complaint was raised.

Remark:

1. There was no contractor or agency used by the auditee, so the agency labour contract or license/permit did not applicable for the auditee.
2. The auditee did not obtain any government waivers.
3. There was no collective bargaining agreement in the auditee.

Site Details

Site : Site 1
Site amfori ID : 156-038050-001

GICS Classification

Sector	: Industrials	Industry	: Electrical Equipment
Industry Group	: Capital Goods	Sub Industry	: Electrical Components & Equipment

amfori Process Classifications

N.A.

NACE Classification

N.A.

GS1 Classifications

N.A.

Water Stress Situation

N.A.

Metrics

Key Metrics

Total workforce	31 Workers
Legal minimum wage in local currency	2070 Monthly
Lowest wage paid for regular work at the site	2870 Monthly
Calculated living wage in local currency	2115 Monthly
Total sample	10 Workers

Other Metrics

Male workers	8 Workers
Female workers	23 Workers
Permanent workers - Male	8 Workers
Permanent workers - Female	23 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	7 Workers
Domestic migrant workers - Female	22 Workers
Foreign migrant workers - Male	0 Workers
Foreign migrant workers - Female	0 Workers
Workers hired directly - Male	8 Workers
Workers hired directly - Female	23 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	3 Workers
Sample - Female	7 Workers

Findings

PA1: Social Management System

The auditee established management system; however, it was not effective for some performance areas, such as Workers Involvement and Protection, Occupational Health and Safety and working hour etc.

被审核方已建立社会责任管理体系，但是并未有效执行，如工人的参与和保护，职业健康和安全和工作时间等。

The auditee didn't organize workforce capacity properly and monthly overtime exceeded legal requirement.

被审核方没有对其产能进行合理规划,从而导致工厂的月加班超出法规要求。

PA 2: Workers Involvement and Protection

The auditee had established a grievance procedure, but did not conduct regular surveys on user's satisfaction with the grievance procedure.

被审核方建立了文件化的申诉制度，但是没有建立对申诉程序满意度的常规调查。

PA 5: Fair Remuneration

The auditee only provided 5 out of 31 employees with all five types of social insurance. The other employees were covered by injury insurance. (Reference Law: PRC Labor Law Article 72 and 73)

被审核方仅为31名员工中的5名提供了五种社保。其余员工参加了工伤保险。(参考法规：《中华人民共和国劳动法》第72和73条)

PA 6: Decent Working Hours

Based on 10 sample workers' attendance records, 10 selected from June 2021 to July 15, 2022, it was noted that the maximum overtime working hours of randomly selected workers were 60 hours in March 2022, 60 hours in April 2022 and 58 hours in May 2022, which exceeded legal overtime limit: 36 hours/month. (Reference Law: PRC Labor Law Article 41)

根据抽样的10名员工的考勤记录（2021年6月-2022年7月15日），2022年3月最高月加班时间为60小时，2022年4月最高月加班时间为60小时，2022年5月最高月加班时间为58小时，超过法律规定的36小时。(参考法规：《中华人民共和国劳动法》第41条)

PA 7: Occupational Health and Safety

The auditee was not yet to identify the regulations on occupational health and safety relevant for its operations and communicate the same to its workforce.

被审核方没有根据其生产要求识别相关法律要求，并且与员工沟通。

During risk assessment, EHS management system developing and implementation, no worker representative was involved.

在风险评估过程，健康安全管理系统开发和执行过程中，无员工代表的参与。

The auditee did not post the accident procedures in workshops for workers and first-aid responder.

审核发现工厂没有在车间张贴紧急事故预案供相关员工和急救人员了解。

PA 13: Ethical Business Behaviour

The auditee had not yet developed mechanism or system to collect and use personal information with reasonable care.

被审核方没有有效的程序或机制来保护个人隐私。