

Redacted Monitoring Status Report

This report has been redacted so that it can be shared publicly without compromising the remediation process or the safety of workers and monitors. Some information has been removed completely.

Date of report:	September 2023
Monitoring:	October 2021 (in-person)
Country:	China
Tier and function:	Tier 1, final assembly
Brands/Buyers:	HP
Product models:	Redacted
Affected affiliates:	35 affiliated public buyers in 7 countries.
Status:	✓ Findings Available ✓ Remediation in progress
Update:	An audit focusing on student labour took place in August 2023.

Issues at a Glance

There are violations of standards regulating the following issues:

- Child Labour
- Discrimination in Employment and Occupation**
- Environmental Issues
- Fair Recruitment**
- Freedom of Employment**
- Freedom of Association & the Right to Collective Bargaining
- Occupational Health and Safety**
- Termination of Employment**
- Violence-Free Work Environment
- Wages and Benefits**
- Working Hours**



Background

Image: file-photo of an (unrelated) electronics factory in China by Robert Scoble, [Flickr](#)

Our monitoring partner conducted monitoring of this factory in October 2020. The monitoring involved extensive in-person interviews of 46 workers as well as a review of documentary evidence and online sources. The interviews were supplemented by shorter discussions with outside recruiters and others in the community. The interviewers judged that some 30% of interviewees were under 18 years of age.

Remediation

According to the Terms of Engagement with the RBA, the process is on the **normal track**
 fast track.

The process under the Terms of Engagement started in February 2021. The RBA agreed to investigate 12 issues that it determined to be within the scope of the agreement.

Violations

Issue	Details	Legal violations?
Freedom of employment	Systemic deceit deprives employees of promised signing bonuses.	Yes
	Income deductions are used to prevent workers from exercising their legal right to resign.	Yes
	Workers are required to work overtime in excess of legal limits on overtime.	Yes
	Students are coerced to complete internships that are unrelated to their area of study under the threat of not receiving their diplomas	Yes
Discrimination	Older job seekers are excluded from hiring.	No
Working hours	During busy periods employees work 70 hours a week without a day off every week.	Yes
	Student interns work overtime and night shifts in violation of the law.	Yes
Wages and benefits	Illicit redefinitions of the workweek deprive workers of legally mandated overtime premiums.	Yes
	The factory does not contribute to required housing provident fund for some employees.	Yes
Occupational health and safety	The factory does not cover fees for required health checks as required by law.	Yes
	20% of interviewees reported witnessing or getting news of on-the-job injuries such as limbs being pulled into equipment and solvent burns.	No

	Switching shift arrangements with little notice likely intensify stressful effects of shift work on employees.	No
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Affiliate to Electronics Watch

To understand whether the product models that they procure are linked to this specific factory – or other factories where workers’ rights violations have also occurred - we invite public buyers to affiliate to Electronics Watch. Through a shared network of monitors spanning major global production and mining regions, affiliates gain insights into risk and violations of labour and safety standards in their electronics supply chains. Beyond enabling more effective contract management, Electronics Watch affiliation helps buyers to use their collective leverage to drive improved standards and seek remedy for those harmed. For more information, see the Electronics Watch [website](#).
