

Follow-up Investigation of Worker Strike at Jingyu Toy Products

July 21, 2015

On July 13, about 100 workers at the Jingyu Toy Products (Shenzhen) Company went on strike to demand compensation as the company prepared to relocate the plant. Photos and information about the strike were posted on Chinese social media, where some people said that Jingyu workers had been violently suppressed by public security.¹

On July 17, CLW carried out a follow-up investigation to understand more about the strike and Jingyu's labor conditions. There was no sign of any protest activity during that day. People were applying for jobs at the plant, though the factory was only hiring women. CLW's investigator interviewed a number of current Jingyu workers, collecting the following findings.



People applying for a job at Jingyu

There is currently only a day shift at Jingyu, six days per week. The normal daily shift—calculated as normal working hours—is only 6 hours and 40 minutes long rather than 8 hours. In this way, a number of working hours paid at the normal workweek rate are shifted onto Saturdays, thereby allowing the company to avoid paying workers hours of weekend overtime pay each week. The monthly base wage is the same as the Shenzhen minimum wage, 2,030 RMB (\$327). Workers said that it is currently a low season, and they typically finish work at 6 pm (which includes 2 hours and 20 minutes of overtime). But sometimes there will be a sudden surge in production orders, at which point workers will do 12-hour shifts. One worker told CLW that the immediate reason for this recent strike was that the factory made workers toil until 2 in the morning, still expecting them to come to work later in the morning for the day shift.

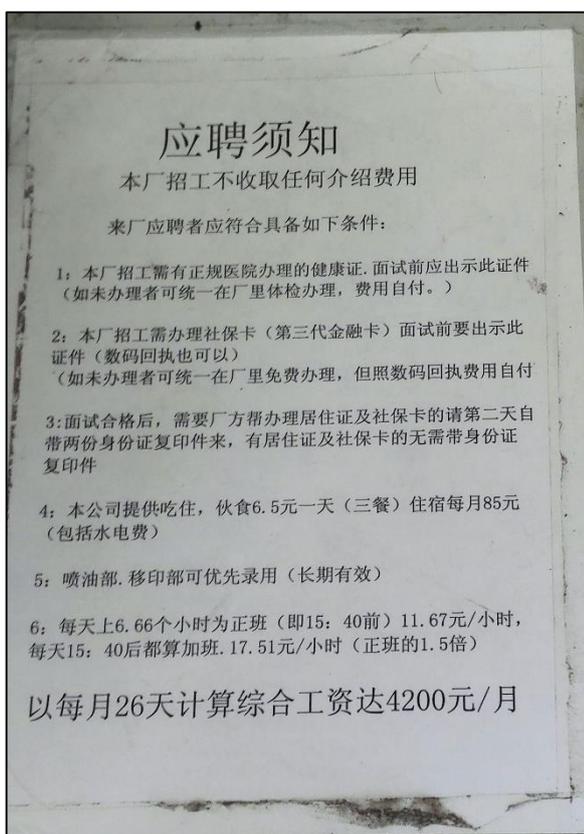
¹ See, for example, posts from Weibo and Baidu Tieba:
http://www.weibo.com/2110587294/CrxniEcml?from=page_1001603865631530335917&type=comment#_rnd1437418161650, <http://www.weibo.com/u/5388731020>, <http://tieba.baidu.com/p/3898034224>



According to workers, about 100 people participated in the strike, where there are about 1,000 employees of the factory. A main underlying driver of the discontent is that Jingyu is preparing to relocate the factory and workers demanded severance pay and retirement insurance. New workers at Jingyu receive social insurance, but according to interviewees, the monthly individual insurance payment is 160 RMB (\$26), which may indicate underpayment of insurance. Some veteran workers are still owed arrears from the company for past unpaid insurance contributions.

Jingyu security guards said that workers who had participated in the strike were being restricted to the factory premises. Guards were also particularly cautious about outside people entering the factory grounds.

Online information indicates that Jingyu is a supplier of toys to Hasbro, Takara Tomy, and Mattel. On [Amazon](#) and another online retailer called [Saotianxia](#), Jingyu is the listed manufacturer of Hasbro Transformers toys that carry the Takara Tomy brand. According to a [company profile](#) on a business website, a [company profile](#) on Renrenwang (a Chinese social networking site similar to Facebook), and a current [online job ad](#), Jingyu has produced toys for Mattel in addition to Hasbro.



Hiring notice explains that only 6.66 hours per day are paid according to the normal rate. The notice claims workers may earn 4,200 RMB (\$672) per month for 26 days of work.



Images Takara Tomy-branded and Hasbro-distributed Transformer toys produced by Jingyu from online retail website. The label on the box (below) lists the factory as Jingyu and the importer as Hasbro.



 3C认证

品 名:变形金刚MP-19烟幕	型号:470328
适合年龄:12岁以上	材质:塑料
执行标准:GB6675-2003	合格证 检06
生产厂名:精裕玩具制品(深圳)有限公司	保养方法:用干布擦拭
生产厂地址:深圳市宝安区福永街道和平高新科技园和景工业区第21幢	
进 口 商:孩之宝商贸(中国)有限公司	
地 址:上海市卢湾区淮海中路283号3603-06室	
电 话:4006626626	传真:(SH) 021-6090 8600
更多信息请见孩之宝中文网站: Hasbro.com.cn	
警告: 1)内含小零件不适合三岁及以下儿童使用。2)此产品不能煮烫。3)外包装印有重要信息请妥善保管。4)应妥善处理包装塑料袋远离儿童。	

蓝霹雳的大小正好可以放入G1复刻版擎天柱的拖车箱内（注：G1复刻版擎天柱车厢非产品内包含，需另购！）

 包装尺寸



 3C认证

品名:变形金刚MP-18蓝霹雳	型号:479246
适合年龄:12岁以上	材质:塑料
执行标准:GB6675-2003	合格证 检06
生产厂名:精裕玩具制品(深圳)有限公司	保养方法:用干布擦拭
生产厂地址:深圳市宝安区福永街道和平高新科技园和景工业区第21幢	
进口商:孩之宝商贸(中国)有限公司	
地址:上海市卢湾区淮海中路283号3603-06室	
电话:4006626626	传真:(SH) 021-6090 8600
更多信息请见孩之宝中文网站: Hasbro.com.cn	

警告:1)内含小零件不适合三岁及以下儿童使用。2)此产品不能煮烫。3)外包装印有重要信息请妥善保管。4)应妥善处理包装塑料袋远离儿童。



孩之宝 变形金刚 领袖之证狩魔之战 重装者级



The following are some strike photos from social media.



