



**Experiences and opportunities to
jointly address precarious working
conditions and workers' rights
issues.**

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GE is funded by the EU





- **Mission:** contribute to improving corporate and public policies and practices with regard to protecting and respecting human rights and the environment in the global electronics supply chain.
- Common Demands on the electronic industry
- Challenge to the electronic industry

Electronic industry in the world

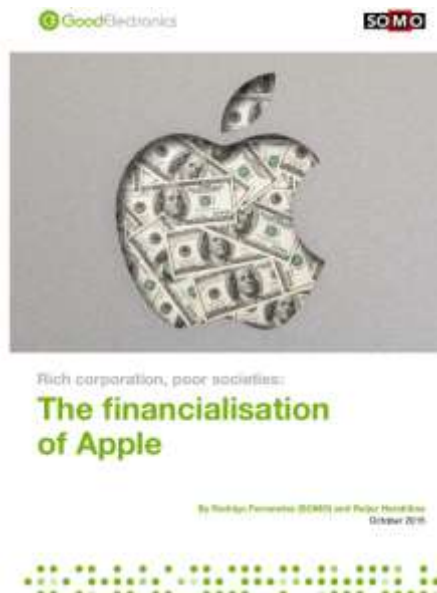
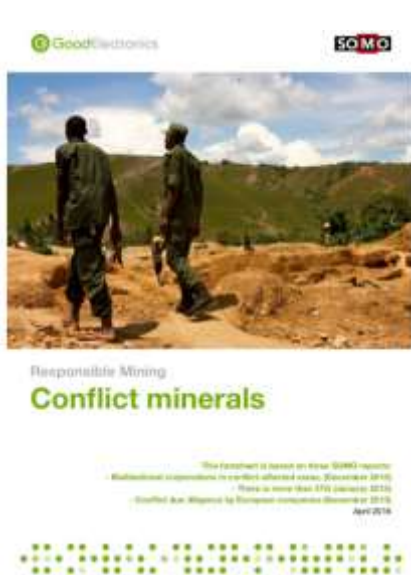
- **Business model:** Highly competitive, fast changing, short production cycles, 'just-in-time' production model.
- **Rise in precarious work:** Rapidly increasing numbers of **agency, contract** and **outsourced workers**, as well as **migrants**, and **students** who have little or no chance to bargain collectively.

How to fight precarious work?

- Research to inform, support and empower CSO's, workers and trade unions.
- Organizing and capacity building of workers and unionists
- Joint global actions
- Transparency and worker participation



Action oriented research



Labour rights violations in low-mid cost production locations

- Wages below living wage
- Excessive working hours with forced overtime
- Insufficient breaks, denial of one rest day per week
- H&S: exposure to chemicals
- H&S: ergonomic failures, high work pace → RSI
- Harassment, harsh management styles/punishments
- Anti-union practices
- Illegal firing
- Excessive use of contract workers



Challenge to the Electronics Industry

- ** Network meeting with key allies in OHS to discuss a life cycle approach to use of chemicals (January 2015)
- ** Challenge to the Electronic Industry (March 2015)
- ** Meeting the Challenge (June 2015)
- ** NGO outreach to companies with survey
- ** Companies decline —> EICC develops Gap Analysis
- ** NGO's respond with alternative Gap Analysis (2016)



Challenge to the Electronics Industry

- * Be transparent.
- * Use of safer chemicals.
- * Protect workers.
- * Participation of workers and communities. (FoA and workplace monitoring.).
- * Protection of communities and the environment.
- * Compensation and remediation.



2016 Results

- 172 CSOs informed, 35 received direct support, 12 were capacitated.
- 8 publications.
- 1145 electronics workers (565 women) received training on workers rights.
- 118 (56 women) trade unionists received training.
- 7 CBAs achieved and many more negotiated.
- Round table on responsible mining for electronics.



2016 Results

- GE engaged with some companies to pressure them to remedy specific cases of workers' rights violations.
- 6 cases of companies addressing labor violations:
 - *Unlawfully dismissed workers received full severance payment, due to CEREAL's intervention at **Sanmina, Jabil, Benchmark, IBM and Flextronics Mexico***
 - *union busting at C&F. Successful appeal – by Workers Assistance Center + allies– calling for reinstatement of the workers.*



For more information, contact the GoodElectronics Network

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