Temporary Labor

Working to reduce social and environmental risks associated with temporary labor in the electronics sector

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What I plan to cover…

- Who is EICC?

- What is the organization doing to address temporary labor issues in the electronics supply chain?

- Are there opportunities for EICC and IndustriALL to work together to address this issue?
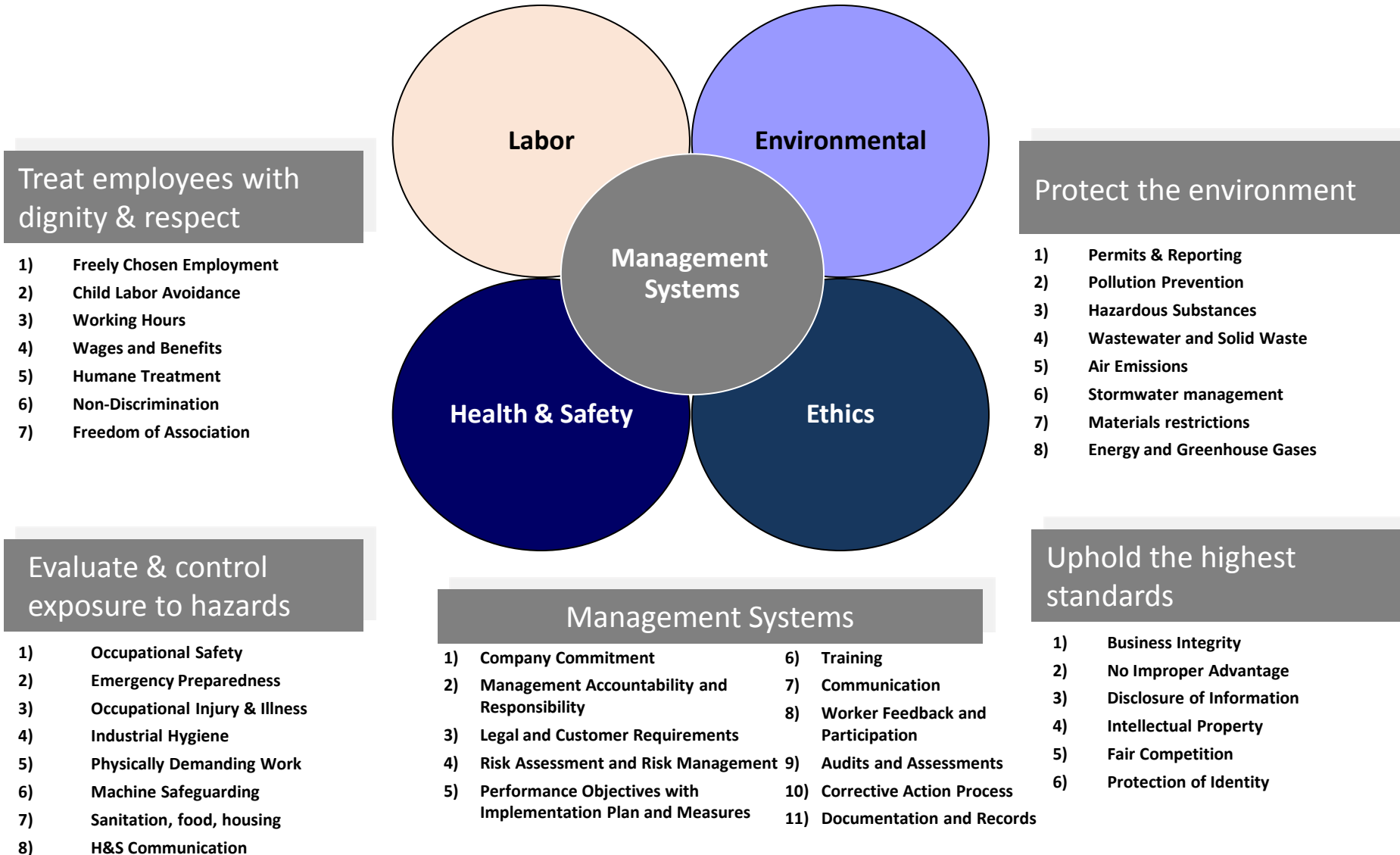
EICC tools for supply chain CSR management

- ❑ **The Code of Conduct and member compliance**

- ❑ **Supply chain risk assessment through the SAQ**

- ❑ **Factory compliance through Validated Audits and corrective action plans**

- ❑ **Leadership development through key programs**
  - Training and capacity building
  - Voluntary reporting tools
  - Conferences and webinars
  - An evolving compliance and risk assessment program

The VAP provides a comprehensive social and environmental assessment

Labor

Treat employees with dignity & respect

1) Freely Chosen Employment
2) Child Labor Avoidance
3) Working Hours
4) Wages and Benefits
5) Humane Treatment
6) Non-Discrimination
7) Freedom of Association

Environmental

Protect the environment

1) Permits & Reporting
2) Pollution Prevention
3) Hazardous Substances
4) Wastewater and Solid Waste
5) Air Emissions
6) Stormwater management
7) Materials restrictions
8) Energy and Greenhouse Gases

Health & Safety

Evaluate & control exposure to hazards

1) Occupational Safety
2) Emergency Preparedness
3) Occupational Injury & Illness
4) Industrial Hygiene
5) Physically Demanding Work
6) Machine Safeguarding
7) Sanitation, food, housing
8) H&S Communication

Ethics

Uphold the highest standards

1) Business Integrity
2) No Improper Advantage
3) Disclosure of Information
4) Intellectual Property
5) Fair Competition
6) Protection of Identity

Management Systems

1) Company Commitment
2) Management Accountability and Responsibility
3) Legal and Customer Requirements
4) Risk Assessment and Risk Management
5) Performance Objectives with Implementation Plan and Measures
6) Training
7) Communication
8) Worker Feedback and Participation
9) Audits and Assessments
10) Corrective Action Process
11) Documentation and Records

EICC Code of Conduct www.eicc.info/eicc_code.shtml

Temporary labor

Groups most at-risk
- Young workers
- Student workers
- Migrant workers
- Labor agents and contract work

Key risks
- Forced and bonded labor
- Wages and working hours
- Discrimination
- Health and Safety

What is EICC doing to address temporary labor issues?

- Our code and audit protocol
- Industry programs
- Learning and capability building

Limits of EICC's abilities:

- Not employers
- Not a government
- Not a customer
- Not the CSR police

Impressions – the ILO GDF

What can EICC and IndustriALL to together to address temporary labor issues?

- Engage and Educate temporary workers:
  - Their rights
  - The law
  - EICC (and grievance mechanisms)
  - Key components of a safe and productive workplace

- Continue to engage around policy issues:
  - ILO
  - EICC's Code and Audit Protocol
  - Ideas for working in countries where unionization is restricted by local law

So this sounds good…and most members of EICC would agree in principle…

Employer and worker organizations in the electronics industry should:

1. promote equitable treatment for all workers, regardless of their employment status

2. raise awareness and build capacity on fundamental principles and rights at work-FPRW and promote respect of these principles and rights throughout the supply chains

3. jointly explore options in addition to temporary or other forms of employment to respond to fluctuating demands

4. promote long-lasting employment relationships, where possible

What should be our next steps to make this happen?