

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

issues.

May 22, 2017, Bogor.



GE is funded by the EU

GoodElectronics

International Network on Human Rights and Sustainability in Electronics





International Network on Human Rights and Sustainability in Electronics

- 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.

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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



Conflict minerals

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Beyond voluntary codes and audits: A challenge for the electronic Industry

Seventh report on working conditions in the Westcan Electronics. Industry

Active in Labor State

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Paying the price for flexibility: Workers' experiences in the electronic industry in Mexico

Sixth Report on working conditions in the electronic industry in Mexico

> SpContro on Pathonese y Austria Laterative Marce 2010



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Rich corporation, poor naciaties: The financialisation of Apple

By Rindsby Permitting (CMIR) and Parker Hand Son Other 2015

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The Poisonous Pearl

Occupational chemical poisoning in the electronics industry in the Poorl River Delta, People's Republic of China

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Samsung in India: 20 years on, but low labour standards

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May 2010

Labour rights violations in lowmid 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 \rightarrow 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 Good Electronics

- 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 Good Electronics

- 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.



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