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Dear reader:

The pandemic year of 2020 has brought monumental hardship to workers everywhere.

Lockdowns, homeworking and social distancing have made screens our main means of communication. Those producing these screens and related hardware have all too often laboured unprotected, and been denied a voice about their own health and safety. Their realities have been defined by insecurity and exclusion.

For this reason, 2020 has also been a year Electronics Watch took on great challenges. We took the first steps for public buyers to demand a living wage and eliminate chemical toxins in their supply chains. We cast our net wide in our quest to identify and eliminate all forms of forced labour in public buyer supply chains. We put the wheels in motion for more effective worker influence on their own occupational health and safety. We invite you to peruse the highlights of our achievements in this interactive Annual Report.

None of this would be possible without the commitment of our monitoring partners around the world who have found new ways to communicate with and support workers during the pandemic. We celebrate the perseverance of our public buyer affiliates and their commitment to sustainability and corporate accountability in challenging political and economic times. Together our monitoring partners and affiliates continue to drive improvements in public buyer supply chains.

As we look towards 2021 and beyond, we invite you to join us to accelerate the momentum for change based on both worker and public buyer demand.

Onwards!

Sanjiv Pandita
President, Board of Trustees

Björn Skorpen Claeson
Director
Monitoring Public Buyer Supply Chains

**Affiliated Public Buyers**

**Monitoring Partners**

**Monitoring Activities:**
- Compliance Monitoring
- Worker Rights Complaint
- Factory Risk Assessment

**Core Issues:**
1. Occupational health and safety
2. Forced overtime
3. Restrictions on freedom of association
4. Low wages
5. Discrimination
6. Violence and harassment
7. Excessive contractual employment
8. Migrant worker recruitment fees
9. Excessive working hours
10. Threats against whistle-blowers
11. Student internship violations
12. Restrictions on right to resign
13. Deceptive recruitment

*9 Factory Risk Assessments carried out in China. One consisted of 71 suppliers.*
Conducted 1 supply chain risk screening of 1 major OEM, covering 71 suppliers in China, including final assembly and component suppliers.

Conducted 10 factory risk assessments.

Documented and responded to worker rights complaints in 5 factories.

Conducted 9 full compliance investigations.

14 brands identified factories that make the products affiliates buy.

Expanded our supply chain database to 70 factories disclosed to affiliates. These factories are linked to 75 specific product models. 9 factories are linked to components for specific product models.

8 companies reported their own compliance findings on 10 cases in response to our reports.

7 factories improved conditions, verified by Electronics Watch.
Demanding Remedy for Forced Labour
Monitoring different forms of forced labour

The best hope for the elimination of forced labour lies in workers who demand their rights.

After receiving compensation workers shared their success with colleagues from other factories. These migrant workers contacted our monitoring partner to demand their rights. We are now working with this new group to remedy debt bondage and labour rights violations.

Electronics Watch monitors look for a wide range of coercion in order to remedy forced labour in affiliates’ supply chains.

In 2020 we found and worked to remediate:
- Forced overtime in factories in China, the Philippines, India, Indonesia, Malaysia, Thailand, and Vietnam.
“We heard other workers got compensation. That’s why we started talking to Electronics Watch.”

Electronics migrant workers

- Deception by recruiters about wages or bonuses that never materialised in China, Malaysia, and Thailand.
- Forced student labour in two large factories in China.
- Restrictions on workers’ right to resign in four large factories in China.

As a result:

- Migrant workers in two factories in Thailand and Malaysia were compensated for recruitment fees they paid and regained possession of their identity documents.
- Student interns in a large factory in China no longer have to work night shifts and overtime.
- Electronics Watch and our monitoring partners maintained extensive dialogue with eight major electronics companies to remedy forced labour in seven countries.

The UK Government’s 2020 Modern Slavery Statement highlighted the work they do with Electronics Watch to tackle modern slavery in their ICT hardware and electronics supply chains.

The path is long, but it starts when workers demand their rights.
Listening to Workers During the Pandemic
1375 views of worker and monitor videos during the pandemic

"Because of movement lockdown in Malaysia migrant workers are not able to send money to their families." (Malaysia)

"The solutions introduced by the company have been developed with trade unions [...] An official agreement was concluded for a period of 3 months and seems to balance economic and social interests." (Poland)

"The working conditions are worse than before, management have failed to adjust to this pandemic." (Indonesia)

"With the suspension of essential labour laws that were already poorly implemented, workers will simply be left with no legal avenue to access entitlements or bring up employment-related grievances." (India)

"I don't remember ever going to work thinking that I may not be there in two weeks' time." (Czechia)

"In these factories, Covid prevention mechanisms are mostly ignored (...) A facial mask is only provided once a month." (Indonesia)

"They cut off about 30-50% of orders. Therefore the workers' income falls sharply, about 50-60% of our income." (Vietnam)

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"They cut off about 30-50% of orders. Therefore the workers' income falls sharply, about 50-60% of our income." (Vietnam)
As the pandemic unfolded in 2020, Electronics Watch focused on gaining a deeper understanding of the impact on workers. We asked what they needed. We defined steps our affiliates could take to protect the rights of vulnerable workers in their supply chains.

We listened to workers explaining their working and living conditions during the pandemic and lockdowns. This was critical for our network of public buyers to understand their reality. We gave workers’ voices prominence by creating a Covid-19 page on our website where we released video and written updates from workers and monitoring partners. We also featured affiliates who discussed how Covid-19 was affecting their procurement.

Core issues affecting electronics workers during the pandemic have been:
- Reduced working hours and wages
- A shift towards precarious work
- Increased vulnerability to health and safety hazards, especially for migrant workers trapped in dormitories or workplaces during lockdowns

We hosted online discussions and exchanges with public buyers, monitoring partners, experts and worker leaders on:
- The Impact of Covid-19 on Electronics: From Mining to Manufacturing and Public Procurement
- Public Procurement in Times of Crisis and Beyond: Resilience Through Sustainability

We produced tools for public buyers:
- Protecting Chinese Workers’ Rights During the 2020 Epidemic: Guidance for Public Buyers (with the Economic Rights Institute)

We helped our affiliates gain a better understanding of the situation of workers in the pandemic, and how they can support workers’ rights through their procurement.
Protecting Workers' Health and Safety
2020 has been a challenging year for everyone. But supply chain workers have been more exposed and vulnerable than most. We have increased the capacity of our monitoring partners and affiliates to uphold strong Occupational Health and Safety (OHS) standards in affiliates’ supply chains. These are some of the highlights:

- We monitored and reported on serious OHS issues in factories in Czechia, China, Indonesia, Thailand, the Philippines, Poland and Vietnam.

- In two factories we helped to strengthen trade unions’ rights to discuss solutions to the threat of Covid infection with management.

- We published an OHS Guidance for public buyers in which we identify 12 chemicals that should be immediately discontinued in favour of safer alternatives and 16 chemicals to be used with caution.

- We created an OHS Advisory Panel with medical professionals, industrial hygienist, chemical experts, trade unionists and activists from Asia, North America, and Europe. They are now working with Electronics Watch to address OHS issues in our monitoring and in our affiliates’ procurement.

Identifying harmful chemicals to be removed from supply chains

Public buyers create demand for a safe work environment in their supply chains.

We identified 12 harmful chemicals to be removed from the supply chain and 16 to be used with caution.
“Every time my skin is exposed to Ethyl, I burn and itch.”

Female Indonesian electronics worker, November 2020

Virtual OHS Summit 2020:

- Presentations, interviews and discussions across eight topics, including transparency and the right to know, migrant workers, women workers, and mining.
- Focused on possible solutions and the role of public procurement.

Watch recordings of the sessions, or a bitesize summary.
Strengthening Our Impact Model
There are three pillars of the Electronics Watch proven impact model. We use worker-driven monitoring to detect problems and help shape solutions in collaboration with workers. We coordinate public buyer demand for decent working conditions in their electronics supply chains based on our monitoring findings. We engage with companies to remediate violations with the support of public buyers. In 2020 we strengthened each one of these pillars.

- We released our [Monitoring Methodology Guidance 1.0](#) and related training tools. The Guidance is intended to ensure Electronics Watch worker-driven monitoring everywhere follows the same high standard to drive change.

- We extended the [Electronics Watch Code](#). We added new requirements on occupational health and safety, fair recruitment, environmental standards, and the ILO standard on violence and harassment at work (Convention No. 190).
“Electronics Watch brings the necessary components together to help us improve conditions for workers.”

Valérie Bronchi,
Partenariat des Achats Informatiques Romand (PAIR), Switzerland

- We worked to develop Terms of Engagement with the Responsible Business Alliance (RBA) to effectively engage companies in affiliates’ supply chains.
- We released the Company Performance Tracker to strengthen affiliate engagement with suppliers. The tool evaluates electronics companies’ performance of their contractual obligations to protect the rights of workers in their supply chains.
- We helped develop and draft the living wage requirement and verification process for the new EU Ecolabel for electronic displays.

The EU case study ‘Using procurement in Catalonia to strengthen workers’ rights in electronics supply chains’ highlighted the collaboration between Electronics Watch and our affiliate ACM (the Catalan Association of over 1,000 local authorities) as a good practice case for the ICT sector.

Electronics Watch was presented as a best practice solution for public buyers in Switzerland during the annual public procurement conference of the Swiss Government.
Our EU Project Helps “Make ICT Fair”

Reforming Manufacture & Minerals Supply Chains through Policy, Finance & Public Procurement

Electronics Watch was responsible for advocacy and lobbying, and capacity building of public bodies and monitoring partners.

This grant has allowed us to deepen our work overall, and develop ways to address mining issues with affiliates.

2020 outputs

- How to Protect Workers from Chemical Hazards in Electronics Supply Chains: Guidance for Public Buyers V. 1.0
- Electronics Watch Monitoring Methodology Guidance 1.0
- The Electronics Watch Contract Conditions for Australia
- Policy Brief #3 “The Climate Crisis and the Electronics Industry: Labour Rights, Environmental Sustainability and the Role of Public Procurement”
- How To Procure Fair ICT Hardware: Criteria set for socially responsible public procurement
- Procura+ Case Studies (with ICLEI) on Socially Responsible Public Procurement pilots in Sweden, Norway, Scotland, Netherlands and Spain

Other Grants

Also special thanks to Bread For All, for supporting monitoring pilots of mines in Bolivia, the DRC and the Philippines.
Financial Development

Income

The net income for 2020 was **€ 34,282** (2019 **€ 1,187**).

Sources of Income 2020

- Affiliation fees: 71%
- EC Funds: 16%
- Foundations & organisations: 12%
- Earned income/In-kind income: 1%

Distribution of Expenditure

- Monitoring & Remediation
  - Monitoring partners, staff, training events, and travel
- Outreach & Affiliate Services
  - Country representatives, staff, annual conference and events, materials design, legal consultations, development of supply chain database and procurement tools
- Operations
  - Administration, accountancy, audit, insurance, rent, communication and other infrastructure
Who We Are

Board of Trustees

Daisy Arago,
Center for Trade Union & Human Rights (CTUHR), Philippines

Jim Cranshaw,
Strategic consultant, UK – Co-Secretary

Andy Davies,
Natural History Museum, UK

David Foust,
Labour rights expert, Mexico

Gemma Freedman,
UNISON, UK – Co-Secretary

Michael Gibson Kilner,
London Universities Purchasing Consortium (LUPC), UK – Treasurer

Huib de Langen,
University of Groningen, Netherlands

Olga Martin-Ortega,
University of Greenwich, UK

Kathleen McCaughey,
Region Stockholm, Sweden

Sanjiv Pandita,
Asian Network for the Rights of Occupational and Environmental Victims (ANROEV), Hong Kong – Chair

Gopinathan Parakuni,
Civil Initiatives for Development and Peace (CIVIDEP), India

Sheung So,
Labour Education and Service Network (LESN), Hong Kong

Country Representatives

Brigitte Demeure,
France

Harpreet Kaur Paul,
United Kingdom

Julie Petticrew,
Australia

Judith Talvy,
Spain

Advisory Group

Block 1.
300+ Affiliated public buyers

Block 2.
49 Experts in human rights, labour rights, occupational health & safety, and global supply chains

Block 3.
Representatives of 28 civil society organisations from the regions of electronics production

Staff

Björn Skorpen Claeson
Director

Omana George
Monitoring Coordinator

Martina Hooper
Director of Administration and Communication

Nuala Keyser
Finance Manager

Peter Pawlicki
Director of Outreach and Education
## Who We Are

### Affiliates

**WELCOME NEW AFFILIATES!**
- Organization for Security and Co-operation in Europe (OSCE)
- University of Reading*, United Kingdom
- University of Sussex*, United Kingdom
- Vlaamse Overheid, Belgium
- Zurich University of the Arts*, Switzerland
- Advanced Procurement for Universities & Colleges*, United Kingdom
- Amsterdam City Council, Netherlands
- Associació Catalana de Municipis, Spain
- Barcelona City Council*, Spain
- Ministerie van Onderwijs, Cultuur en Wetenschap*, Netherlands
- Durham University*, United Kingdom
- Ethical Culture Fieldston School*, United States of America
- Generalitat de Catalunya, Spain
- Greater London Authority*, United Kingdom
- Haarlem City Council, Netherlands
- Hanze University of Applied Sciences*, Netherlands
- ITSH-edu*, Germany
- Kingston University*, United Kingdom
- Lewisham Council, United Kingdom
- London South Bank University*, United Kingdom
- London Universities Purchasing Consortium*, United Kingdom
- Manchester Metropolitan University, United Kingdom
- Partenariat des achats informatiques romand, Switzerland
- Sant Boi City Council*, Spain
- SKL Kommentus, Sweden
- Southern Universities Purchasing Consortium, United Kingdom
- State of Vaud*, Switzerland
- Stockholm Region*, Sweden
- Swansea University*, United Kingdom
- Swedish Regions, Sweden
- The University of Edinburgh*, United Kingdom
- Tower Hamlets London Borough Council*, United Kingdom
- Transport for London*, United Kingdom
- Transports Metropolitans de Barcelona, Spain
- Unison, United Kingdom
- University of Aberdeen*, United Kingdom
- University of Groningen, Netherlands
- University of Leeds*, United Kingdom
- University Medical Centre Utrecht (UMC-Utrecht)*, Netherlands
- University of Plymouth, United Kingdom
- University of Westminster*, United Kingdom
- University of Winchester, United Kingdom
- Utrecht City Council*, Netherlands

*Founding members

### Consortium Affiliates

- Advanced Procurement for Universities & College (APUC), United Kingdom
- Associació Catalana de Municipis (ACM), Spain
- Generalitat de Catalunya, Spain
- Greater London Authority (GLA), United Kingdom
- ITSH-edu, Germany
- London Universities Purchasing Consortium (LUPC), United Kingdom
- North Western Universities Purchasing Consortium (NWUPC), United Kingdom
- Partenariat des Achats Informatiques Romand (PAIR), Switzerland
- Swedish Regions, Sweden

### Monitoring Partners

**WELCOME NEW MONITORING PARTNERS!**
- Centro de Investigación y Servicio Popular (CISEP), Bolivia
- Southern Africa Resource Watch (SARW), South Africa
- Center for Development and Integration (CDI), Vietnam
- Center for Trade Union and Human Rights (CTUHR), Philippines
- Centre for Social Issues (SPOT), Czechia
- Centro de Reflexión y Acción Laboral (CEREAL), Mexico
- Civil Initiatives for Development and Peace (CIVIDEP), India
- Economic Rights Institute (ERI), Hong Kong
- Globalworks, Sweden
- Migrant Worker Rights Network (MWRN), Thailand
- Pacific Asia Resource Centre (PARC), Japan
- Polish Institute for Human Rights and Business (PIHRB), Poland
- Sedane Labour Resource Center (LIPS), Indonesia
- Tenaganita, Malaysia
- Worker Empowerment (WE), China
- Workers Assistance Center (WAC), Philippines

*Some monitoring partners prefer to remain anonymous*