

# 2020



Responsible public  
procurement.  
Rights of  
electronics workers.

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## Electronics Watch

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No. 62721445 in the Dutch Chamber of Commerce Trade Register



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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 Skorpén Claesson**  
Director

# Monitoring Public Buyer Supply Chains

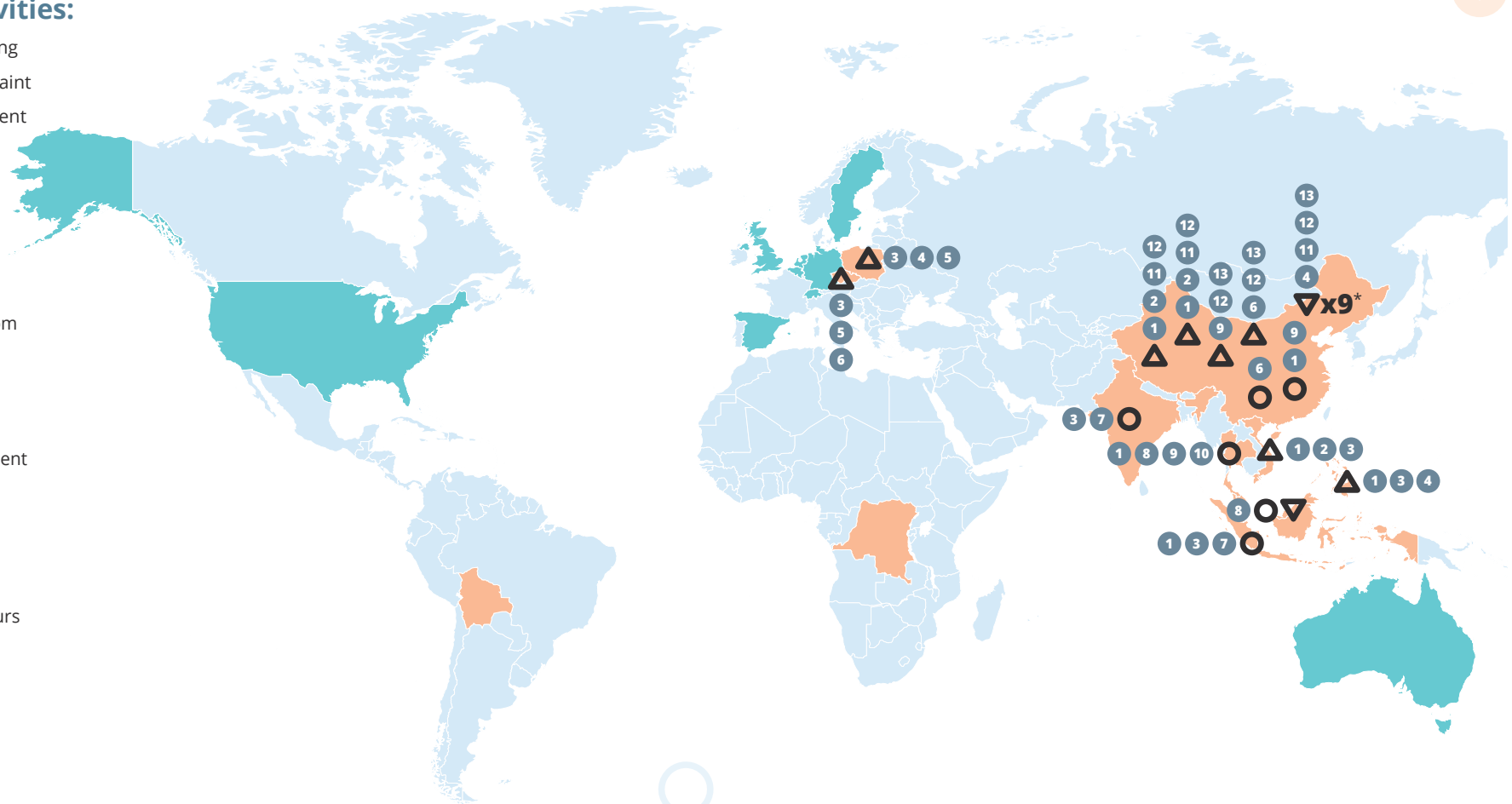
- **Affiliated Public Buyers**
- **Monitoring Partners**

## Monitoring Activities:

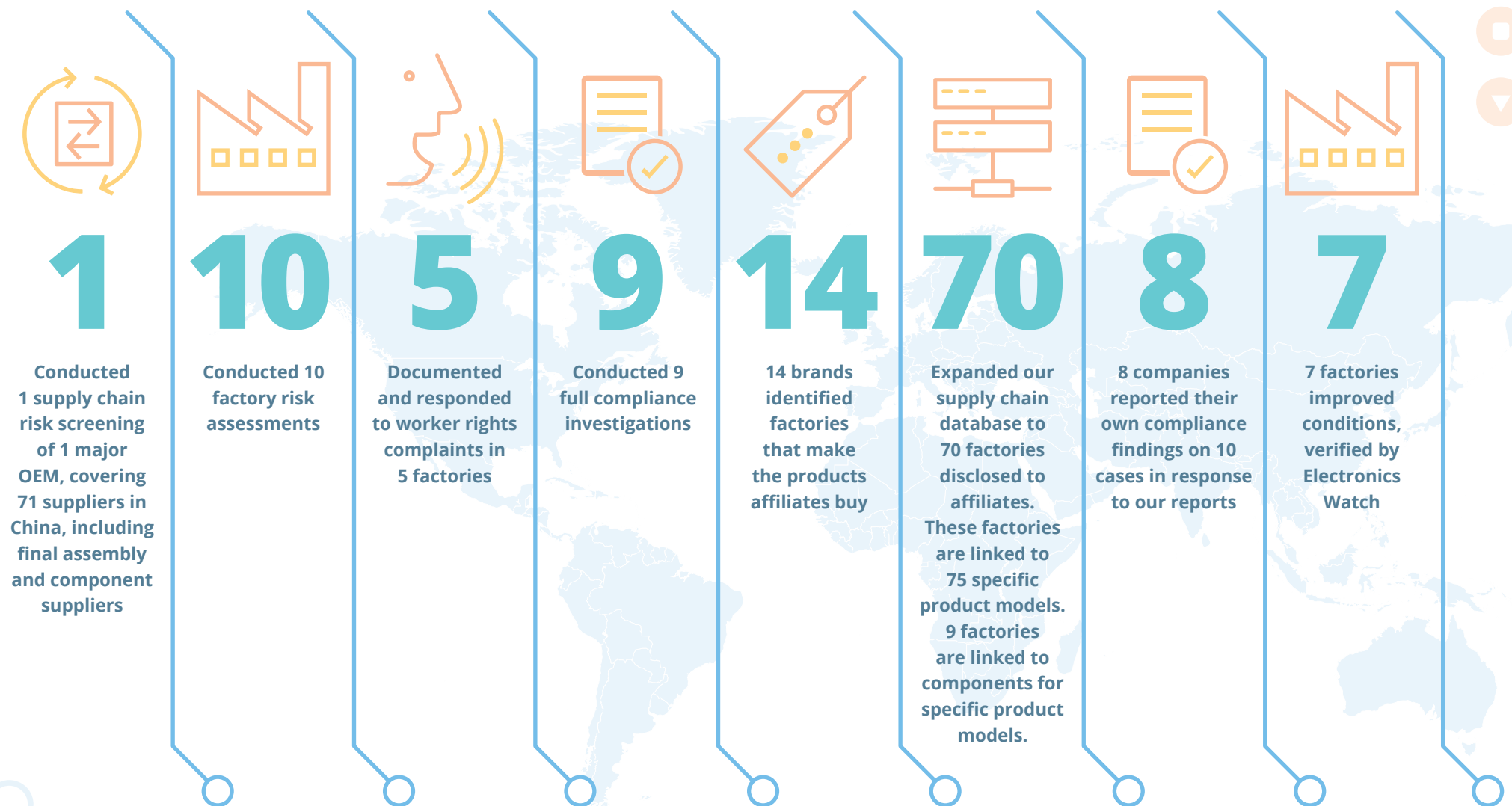
- △ Compliance Monitoring
- Worker Rights Complaint
- ▽ Factory Risk Assessment

## 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.

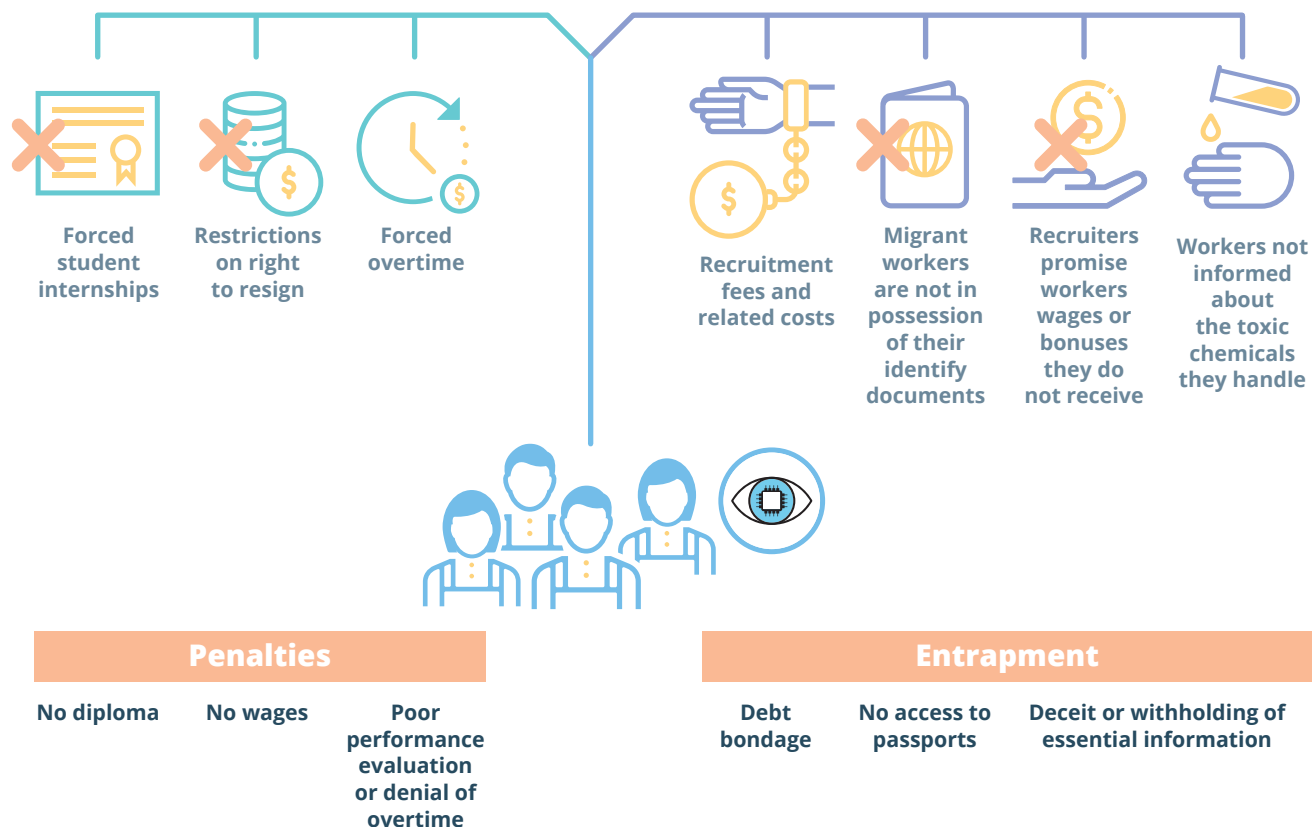






# **Demanding Remedy for Forced Labour**

## 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.
- Lack of information about toxicity of the chemicals workers handle in the Philippines, Vietnam, and Indonesia.

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.

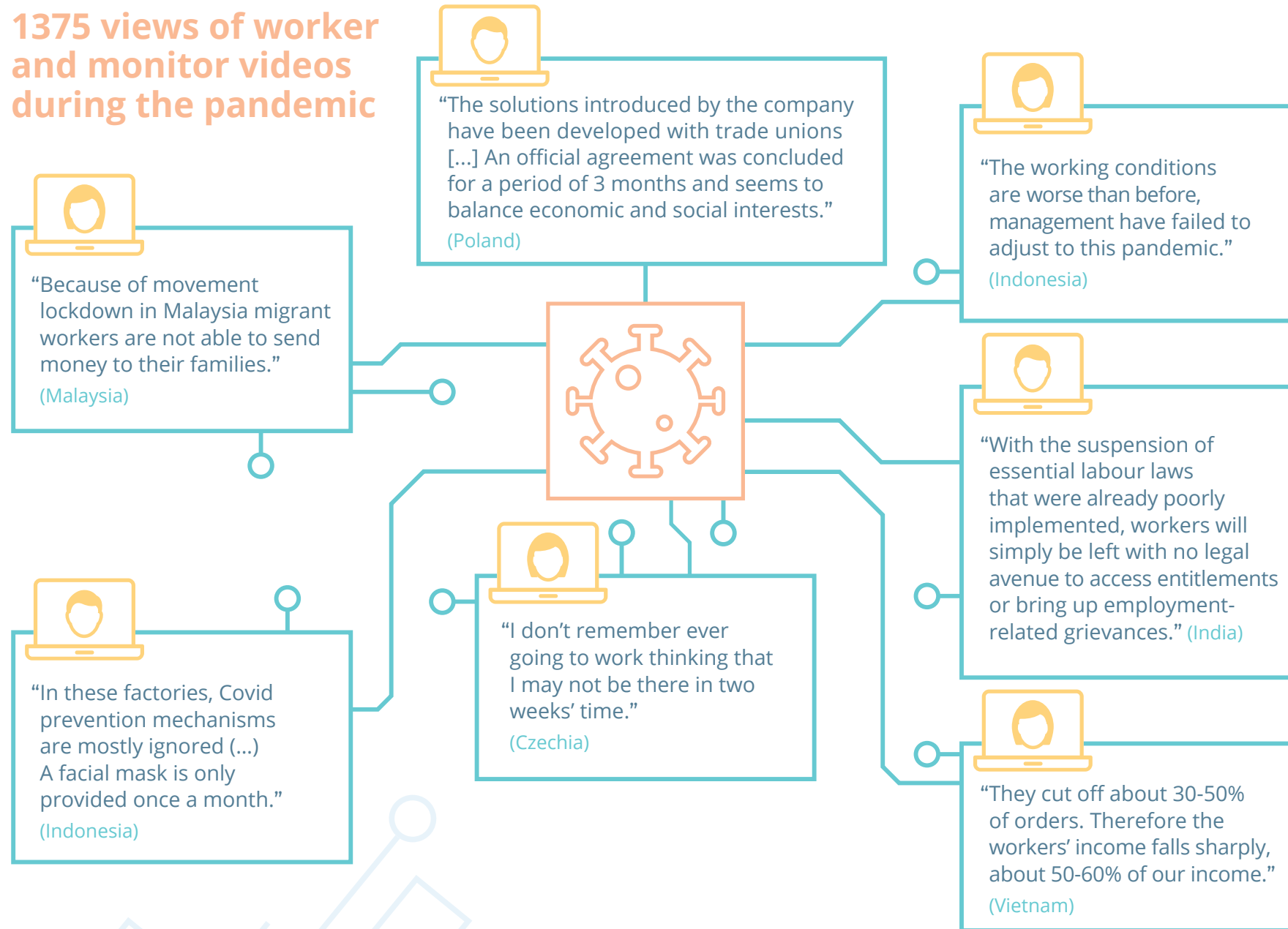
**The path is long, but it starts when workers demand their rights.**



A woman with dark hair in a bun, wearing a light blue face mask and a pink hoodie, is focused on assembling a small electronic component on a green conveyor belt. The factory floor is visible in the background with other workers and stacks of materials. The text "Listening to Workers During the Pandemic" is overlaid in large white font at the bottom right.

# Listening to Workers During the Pandemic

## 1375 views of worker and monitor videos during the pandemic



**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

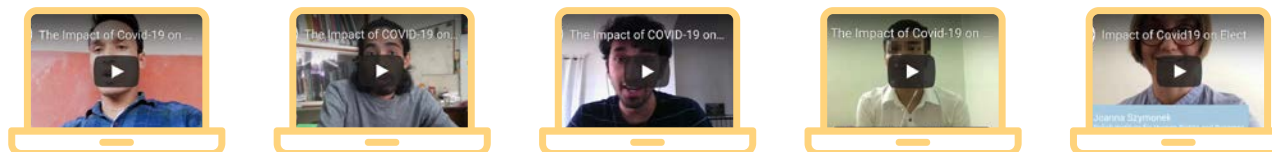
We hosted online discussions and exchanges with public buyers, monitoring partners, experts and worker leaders on:

- [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)
- [Human Rights Due Diligence and Covid-19: Assessment of Public Buyers' ICT Supply Chains](#)

**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.**





A photograph of a factory assembly line. Several workers, mostly women, are seated at a long workbench. They are wearing light blue long-sleeved shirts and white face masks. The worker in the foreground is focused on assembling a green printed circuit board (PCB) using a pair of orange-handled pliers. The background shows more workers and industrial equipment, including a soldering station and various cables. The overall scene depicts a busy manufacturing environment.

# Protecting Workers' Health and Safety



## Identifying harmful chemicals to be removed from supply chains



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.



“Every time my skin is exposed to Ethyl, I burn and itch.”

Female Indonesian electronics worker,  
November 2020

## Virtual OHS Summit 2020:



**4**

days



**8**

sessions



**33**

speakers



**180**

participants



**33**

countries

- 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.

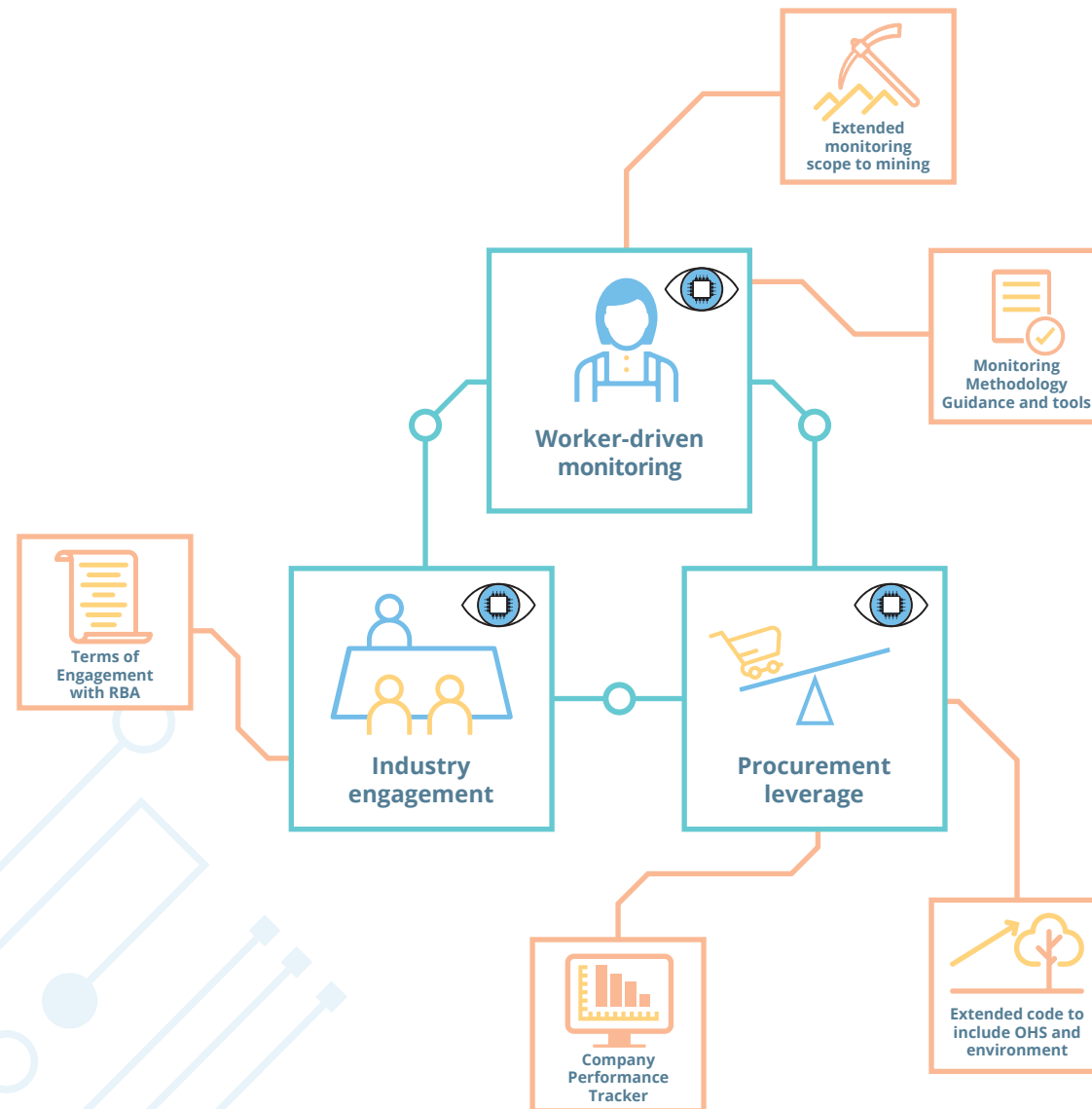
**Watch [recordings of the sessions](#), or a [bitesize summary](#).**





# 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”

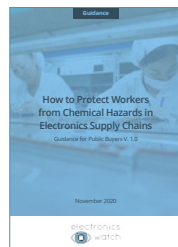
## Reforming Manufacture & Minerals Supply Chains through Policy, Finance & Public Procurement



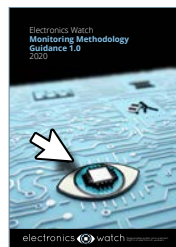
Electronics Watch was responsible for advocacy and lobbying, and capacity building of public bodies and monitoring partners.

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

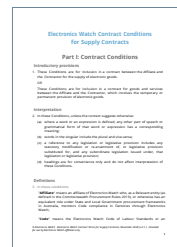
## 2020 outputs



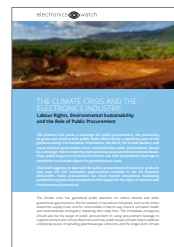
**How to Protect Workers from Chemical Hazards in Electronics Supply Chains: Guidance for Public Buyers V. 1.0**



**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**



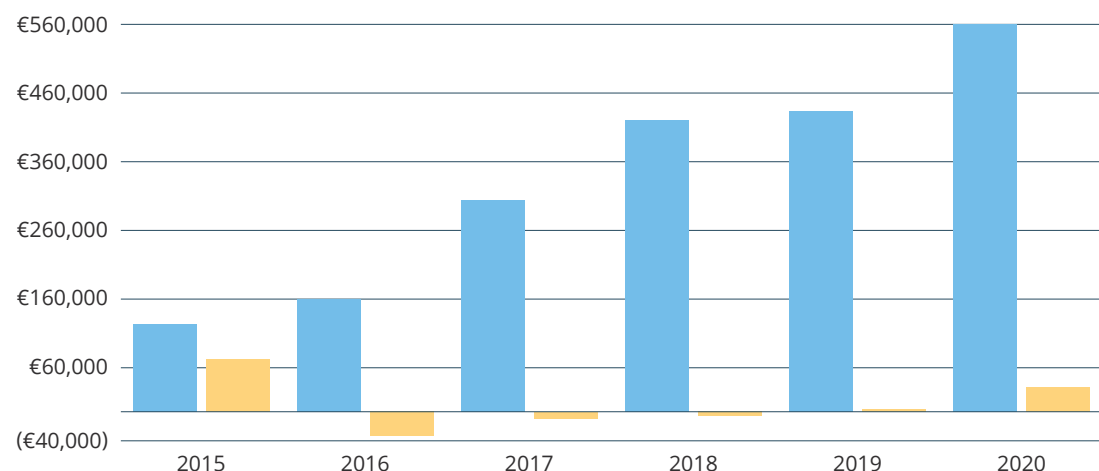
## Other Grants

Also special thanks to [Bread For All](#), for supporting monitoring pilots of mines in Bolivia, the DRC and the Philippines.

# Financial Development

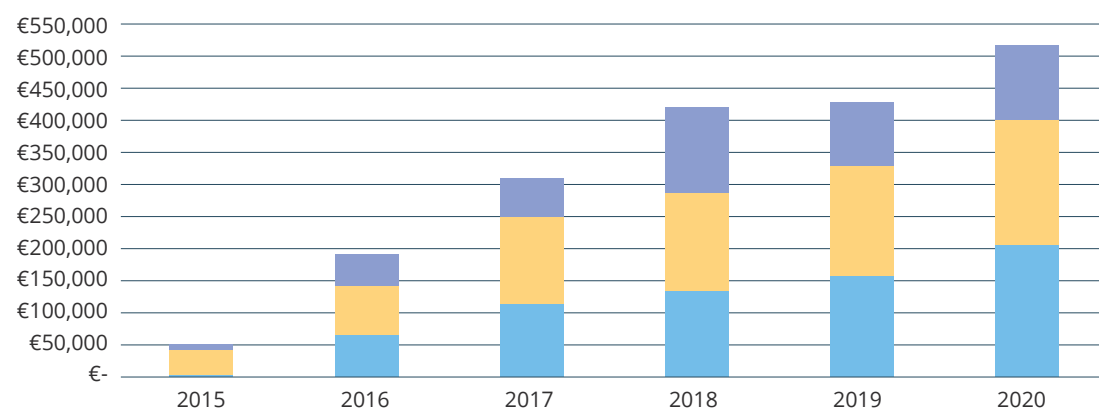
## Income

The net income for 2020 was **€ 34.282** (2019 **€ 1,187**). ■ Income ■ Net income

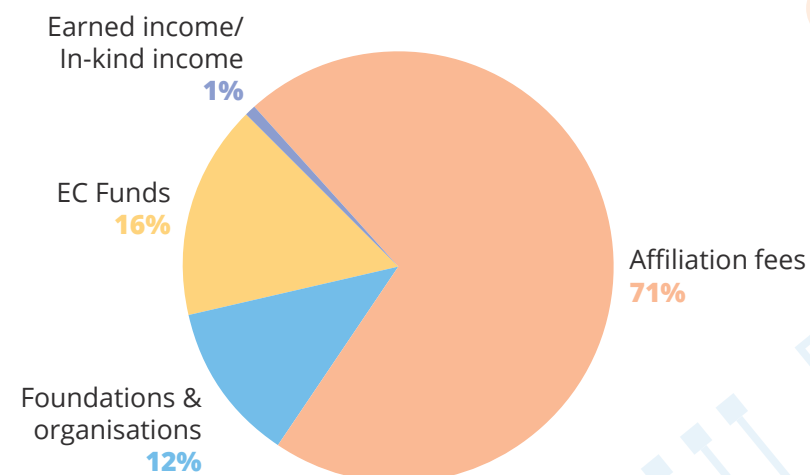


## Distribution of Expenditure

■ Monitoring & Remediation ■ Outreach & Affiliate Services ■ Operations



## Sources of Income 2020



**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,**  
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- Andy Davies,**  
Natural History Museum, UK
- David Foust,**  
Labour rights expert, Mexico
- Gemma Freedman,**  
UNISON, UK – Co-Secretary
- Michael Gibson Kilner,**  
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Civil Initiatives for Development and Peace (CIVIDEP), India
- Sheung So,**  
Labour Education and Service Network (LESN), Hong Kong

## Staff



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Director



**Omana George**  
Monitoring Coordinator



**Martina Hooper**  
Director of  
Administration and  
Communication



**Nuala Keyser**  
Finance Manager



**Peter Pawlicki**  
Director of Outreach  
and Education

## 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



## 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

# 2020



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procurement.  
Rights of  
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