Annual report

2021
Electronics Watch is an independent monitoring organisation for public buyers. We help public sector organisations work together, and collaborate with civil society monitors in production regions, to protect the rights of workers in their electronics supply chains.

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No. 62721445 in the Dutch Chamber of Commerce Trade Register

<table>
<thead>
<tr>
<th>Contents</th>
<th>Affiliates, Monitoring Partners and Core Issues in 2021</th>
<th>Our Year in Numbers</th>
</tr>
</thead>
<tbody>
<tr>
<td>A Message from the Chair and Director</td>
<td></td>
<td></td>
</tr>
<tr>
<td>How Affiliates are Taking Action and Creating Impact</td>
<td>Terms of Engagement for the Responsible Business Alliance and Electronics Watch</td>
<td></td>
</tr>
<tr>
<td>How the Pandemic Affected Workers</td>
<td>Analysing Risk of Forced Labour</td>
<td>Freedom of Association</td>
</tr>
<tr>
<td>Human Rights and Environmental Due Diligence</td>
<td>Electronics Watch is...</td>
<td>Financial Development</td>
</tr>
</tbody>
</table>
A Message from the Chair and Director

Dear reader:

In 2021 the pandemic continued to bring hardships to workers who too often laboured without sufficient protection and without a voice about their own health and safety. Lockdowns challenged monitoring in many countries. Our monitoring partners strengthened remote monitoring methods. They also focused on supporting workers in vulnerable positions, such as migrant workers left stranded in Malaysia, locked into dormitories in Taiwan, or quarantined in Thailand.

Meanwhile we planned and built capacity for future challenges. We adopted a new three-year strategic plan, which strengthens our impact model by:

- Expanding the scope of our monitoring and further building the skills and competence of our monitoring partners;
- Enhancing the capacity of our affiliates to drive change in their supply chains; and,
- Strengthening our industry engagement model.

Critical to this plan is a sustained focus on freedom of association, the most fundamental of labour rights. In 2021, we organized workshops to develop methods for public buyers to protect freedom of association in their supply chains and for our monitoring partners to monitor and report on breaches. Our annual summit highlighted linkages between freedom of association, freedom of employment, and protection of the climate.

At the same time, we strengthened our industry engagement model by negotiating terms of engagement with the Responsible Business Alliance. These terms are a framework for remediation of rights violations in factories that supply our affiliates and RBA members.

As we look towards 2022 and beyond, we invite you to join us to accelerate the momentum for change based on both worker and public buyer demand.

Sanjiv Pandita  
President, Board of Trustees

Björn Skorpen Claeson  
Director
Affiliates, Monitoring Partners and Core Issues in 2021

Key
- 300+ affiliates from 8 countries
- 18 monitoring partners from 15 countries

New Affiliates in 2021
- Netherlands – Gasunie
- Australia – Curtin University and University of New South Wales
- Germany – Dataport
- UK – Southern Universities Purchasing Consortium
- Belgium – City of Ghent and Ghent University

New Monitoring Partners in 2021
- Taiwan – Serve the People Association
- Hungary – Periféria Policy and Research Center

Addressed freedom of association issues:
- Poland, Czechia, the Philippines, Thailand, DRC

Addressed forced labour issues:
- Malaysia, Thailand, China, Taiwan, DRC

Addressed occupational health and safety issues:
- Bolivia, China, DRC, India, Philippines, Thailand, Vietnam

Addressed precarious labour issues:
- China, India, Thailand, Philippines, Indonesia

electronicswatch.org
Our Year in Numbers. We...

- Monitored **36** electronics manufacturing **factories** in **8** countries
- Monitored **3** **mines** linked to electronics supply chains in **3** countries
- Detected **17** **forced labour cases** in **5** countries
- Addressed **5** **freedom of association cases** in **5** countries
- Followed up on **worker rights complaints** in **15** factories in **8** countries
- Conducted **16** **compliance investigations** in **4** countries
- Conducted **6** **factory risk assessments** in **3** countries
- Engaged **companies** to drive improvements in **13** factories in **6** countries
- Delivered **10** **monitoring trainings** in **5** countries
How Affiliates are Taking Action and Creating Impact

Public buyers continued to drive transformation in 2021 by setting standards to govern their relations with the electronics industry.

Ministry of Education, Science and Culture, The Netherlands

Action: Dialogue with HPE and presentation at public forum
Result: Foxconn and trade union improve union access to workers

Natural History Museum, UK

Action: Letter to Dell and follow-up dialogue
Result: Dell in Poland improves access to employee rewards programme for non-English speakers

London Universities Purchasing Consortium, UK

Action: Requested suppliers to use an Electronics Watch gap analysis tool to understand gaps between workers' priorities and companies' priorities in China
Result: Dynabook provides detailed analysis of working hours, wages, student labour, workers' freedom to resign, recruitment issues, discrimination, and occupational health and safety

Advanced Procurement for Universities & Colleges, UK, and Barcelona City Council

Action: Expressed support for effective collaboration between themselves, Electronics Watch, and the Responsible Business Alliance in letter to the RBA
Result: Terms of Engagement between Electronics Watch and the RBA
Partnership of French-speaking IT Purchasers, Switzerland

Transparency

Action: Requested suppliers to fill in the Electronics Watch Factory Disclosure Form
Result: HP provided names and addresses of assembly factories for desktop computer and printer models and names and addresses of component suppliers of the CPU, RAM, SSD, power supply, battery, and monitor. HP also provided assembly and component supplier information for a laserjet printer.

Occupational Health and Safety

Action: Asked suppliers to fill out the Electronics Watch Human Rights Due Diligence and Covid-19 assessment tool
Result: Engagement with Dell, HP, and Brother

Forced Labour

Action: Expressed demand that suppliers ensure migrant workers who have paid fees to get their jobs are immediately and fully reimbursed
Result: Migrant workers at plastics supplier to Cal-Comp are fully reimbursed for the fees they paid

All affiliates

How Affiliates are Taking Action and Creating Impact

Annual report: 2021
In March 2021 Electronics Watch and the Responsible Business Alliance (RBA) signed Terms of Engagement. This document establishes a framework for remediation after Electronics Watch has delivered a factory level monitoring report. The goal is to improve compliance with international worker rights standards in the global supply chains of RBA members where products are manufactured for public procurement.

The Terms of Engagement resulted from negotiations that started in 2019 and involved a working group that included affiliates and monitoring partners. APUC, the City of Barcelona, and the Swedish Regions were central in defining the requirements from public buyers’ perspective.

Electronics Watch and the RBA will continue to improve upon the Terms of Engagement and a revised version is expected in 2022.
Freedom of Association

Freedom of Association ensures that workers are free to organize and participate in trade unions and groups that represent them. In the electronics industry, a small minority of production workers are members of independent, democratic trade unions or benefit from collective bargaining agreements. Collective bargaining practices give workers an equal voice and a fair outcome in negotiations with their employers.

When granted access to both, workers are able to protect themselves against workplace abuses, defend their rights, protect their health and safety, and strive for decent working conditions. However, workers in many countries have long reported to Electronics Watch trade union discrimination, employer interference with workers’ organising, and violence against trade unionists. This is why freedom of association is a core focus for Electronics Watch.

"When overall the government policy is weak in protecting workers’ rights but when there is a strong and independent union in the workplace, the union can help improve conditions or make the standards higher in the company."

Mary Ann Castillo, Secretary General, Metalworkers Alliance of the Philippines and President, Nexperia Workers Union

This helps workers achieve...

- ... occupational health and safety
- ... regular employment
- ... social security
- ... paid leave
- ... freedom from violence
- ... freedom from debt bondage
- ... freedom from harassment

Public buyer leverage supports workers to collectively advocate for their rights.
At the Freedom of Association Summit 2021, participants from across 30 countries learned about:

- Public buyer actions to address illegitimate restrictions on trade union activities in factories in central Europe. These actions contributed to better working conditions, higher wages, and improved access to workers for the trade union.
- Transferable tools and approaches of public buyers to remedy violations of freedom of association in other sectors.
- The need for transparency of supply chains. This is essential for monitoring partners and public buyers to address violations of freedom of association and the right to collective bargaining.
- The need for public buyers to engage with suppliers collectively to support freedom of association and combat union busting. We formed the Freedom of Association working group of public buyers.
- Tools and guidance for effective monitoring of freedom of association and the right to collective bargaining for monitors and public buyers.

Recordings of the summit sessions are available on our website. These events preceded the summit:

- a webinar on freedom of association in public sector supply chains;
- two workshops for affiliates
- two workshops for monitoring partners
- a statement condemning the killing of Dandy Miguel
How the Pandemic Affected Workers

Electronics Watch has long been monitoring Cal-Comp in Thailand, a supplier of printers and other peripherals to affiliates. We have seen progress there for migrant workers over the years. However, in 2021, Cal-Comp workers suffered the largest outbreak of Covid-19 among all factories we monitor, with more than 6,900 infected.

Burmese migrant workers were kept in separate quarantine facilities from the local Thai workers. Quarantined migrant workers suffered inadequate supply of water, food and other necessities. This led to tension in the local communities surrounding these factory units.

Along with our monitoring partner, the Migrant Worker Rights Network, we raised workers’ concerns with Cal-Comp and their buyers. In response, Cal-Comp improved social distancing in the quarantine facility, provided basic amenities, including hot and cold water, fans, toilets and washroom facilities, and improved the quality of food.

We also published updates on the impact of the pandemic on workers in Malaysia, and the Philippines. In the Philippines, the clampdown on human rights defenders further hindered the work of our monitoring partners.

The pandemic brought obvious challenges which gave rise to new methods of remote monitoring. We began to develop guidelines for systems to monitor online testimonies of workers’ rights infringements. We will continue to use and develop these in the future to reach many more workers.
Analysing Risk of Forced Labour

The challenge for any government or public buyer is three-fold: first, to understand and mitigate the risk of forced labour in complex global supply chains; second, to monitor these supply chains effectively to be able to detect actual forced labour in fields, factories, or mines; and third, to achieve remedy for victims and prevent recurrence of violations. Electronics Watch helps our affiliates meet all three challenges.

Fundamental to all our monitoring is in-depth, long-term, engagement with workers. This includes victims of forced labour. We also seek to empower our affiliates to engage directly with their suppliers to address forced labour risks. This is why we created the forced labour risk mitigation chart. Public buyers use the chart based on factory location information provided by the supplier. They can then provide a risk score for a certain product. The score tells them if they need to apply special contract terms or other measures to mitigate risk. Electronics Watch staff are available to support this process.

A Call to Action to end forced labour, modern slavery, human trafficking, and the worst forms of child labour by 2030 was endorsed by almost 90 Member States at the UN General Assembly.

In 2021 the Australian government asked Electronics Watch to develop a Modern Slavery risk assessment focusing on the main shared ICT hardware suppliers across the government. The result of this work is the forced labour risk mitigation tool that you see on the next page.
### Modern Slavery Risk Chart

#### Legend
- **Low risk**
- **Medium risk**
- **High risk**
- **Very high risk**

#### By Region
- **Final Assembly**
- **Front End Chip**
- **Back End Chip**
- **Plastics, Metals, Glass**

#### Annual Report: 2021

**Analysing Risk of Forced Labour**

<table>
<thead>
<tr>
<th>Country</th>
<th>Final Assembly By Region</th>
<th>Final Assembly By Supply Chain</th>
<th>Front End Chip By Region</th>
<th>Front End Chip By Supply Chain</th>
<th>Back End Chip By Region</th>
<th>Back End Chip By Supply Chain</th>
<th>Plastics, Metals, Glass By Region</th>
<th>Plastics, Metals, Glass By Supply Chain</th>
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Mining – How and What We are Monitoring

Democratic Republic of the Congo
-used in Monitoring of cobalt and copper mine
-Cables
-Semiconductor manufacturing
-Batteries

-used in Monitoring of tin mine
-Solder
-Semiconductor manufacturing
-Catalyst for processes

Bolivia
-used in Monitoring of tin mine
-Catalyst for processes
-Semiconductor manufacturing
-Solder

Democratic Republic of the Congo
-used in Monitoring of cobalt and copper mine
-Batteries
-Mobile phones
-Cables

Philippines
-used in Monitoring of nickel mine and nickel processing operations
-Batteries
-Semiconductor manufacturing
-Wires

*In the run up to the UN Climate Change Conference, COP 26, we released two films on nickel mining which demonstrate the need for a Just Transition to achieve the climate goals: A Cry from Palawan – The Environmental and Social Cost of Energy Transition and What is at Stake Behind the Energy Transition? – The Real Cost of Nickel Mining in the Philippines.

Special thanks go to Bread For All, for supporting our monitoring activities in these three countries.
Human Rights and Environmental Due Diligence

"Due diligence can only be realized with sufficient supply chain transparency and meaningful stakeholder engagement."

Heidi Hautala, Member of European Parliament and Chair of the Parliament working group on Responsible Business Conduct

Human Rights and Environmental Due Diligence (HREDD) debates often do not reflect voices of central stakeholders and rightsholders: affected workers and communities, smallholders, civil society organisations, and trade unions in different parts of the supply chain. This leaves the intended beneficiaries out of the picture.

In 2021 with IndustriALL, Fair Trade Advocacy Office and Rethinking Value Chains, we launched a new webinar series bringing together these stakeholders and public buyers. Together we started to develop a concept of due diligence that is measurable and enforceable and benefits workers, communities, and our common environment.

Watch Session 1 “Scope of Due Diligence: Tiers, Risks, and Transparency” here
Electronics Watch is...

**Board of Trustees**

- **Michael Kilner**
  London Universities Purchasing Consortium, UK (Treasurer)
- **Andy Davies**
  Natural History Museum, UK
- **Cristian Martin**
  The London School of Economics and Political Science, UK
- **Kathleen McCaughey**
  Region Stockholm, Sweden
- **Michael McLaughlin**
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- **Gopinathan Parakuni**
  Civil Initiatives for Development and Peace, India
- **Joanna Unterschütz**
  Polish Institute for Human Rights and Business, Poland

**Elected representatives**

**BLOCK 1:** 300+ Affiliated public buyers

**BLOCK 2:**
49 Experts in human rights, labour rights, occupational health & safety, and global supply chains

**BLOCK 3:**
28 civil society organisations that represent or advocate for workers in the electronics industry supply chain

**Staff**

- **Björn Skorpen Claeson**
  Director
- **Omana George**
  Monitoring Coordinator
- **Martina Hooper**
  Director of Communication
- **Nuala Keyser**
  Finance Manager
- **Harpreet Kaur Paul**
  Public Procurement Specialist
- **Peter Pawlicki**
  Director of Outreach and Education

**Country Representatives**

- **Brigitte Demeure**
  France
- **Julie Petticrew**
  Australia
- **Judith Talvy**
  Spain

*For identification purposes only*
Electronics Watch is a member of the following networks:

- Asian Network for the Rights of Occupational and Environmental Victims (ANROEV)
- Clean Electronics Production Network

**Monitoring Partners**

*Welcome New Monitoring Partners!*

- **Periféria Policy and Research Center**, Hungary
- **Serve the People Association**, Taiwan
- **Center for Development and Integration (CDI)**, Vietnam
- **Centro de Investigación y Servicio Popular (CISEP)**, Bolivia
- **Center for Trade Union and Human Rights (CTUHR)**, Philippines
- **Centre de Social Issues (SPOT)**, Czechia
- **Centro de Reflexión y Acción Laboral (CEREAL)**, Mexico
- **Civil Initiatives for Development and Peace (CIVIDEPI)**, India
- **Economic Rights Institute (ERI)**, Hong Kong
- **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
- **Southern Africa Resource Watch (SARW)**, South Africa
- **Tenaganita**, Malaysia
- **Workers Assistance Center (WAC)**, Philippines

*Some monitoring partners prefer to remain anonymous*

**Affiliates**

*Welcome New Affiliates!*

- **City of Ghent and Ghent University**, Belgium
- **Curtin University and University of New South Wales**, Australia
- **Dataport**, Germany
- **Gasunie**, Netherlands

**Advanced Procurement for Universities & Colleges**, United Kingdom

- **Amsterdam City Council**, Netherlands
- **Associació Catalana de Municipis (ACM)**, 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 (GLA)**, United Kingdom
- **ITSH-edu***, Germany
- **Kingston University***, United Kingdom
- **Leiden University**, Netherlands
- **London South Bank University***, United Kingdom
- **London Universities Purchasing Consortium***, United Kingdom
- **Manchester Metropolitan University**, United Kingdom
- **Organization for Security and Co-operation in Europe (OSCE)**
- **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 Reading**, United Kingdom
- **University of Sussex**, United Kingdom
- **University of Westminster***, United Kingdom
- **University of Winchester**, United Kingdom
- **Utrecht City Council***, Netherlands
- **Vlaamse Overheid**, Belgium
- **Zurich University of the Arts**, Switzerland

*Founding members*
Financial Development

Income
The net income for 2021 was €53,461 (2020 €34,282).

<table>
<thead>
<tr>
<th>Year</th>
<th>Income</th>
<th>Net income</th>
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<td>2017</td>
<td>€560,000</td>
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<td>€260,000</td>
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<td>2021</td>
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Sources of Income 2021

- Affiliation fees 69%
- EC Funds 13%
- Foundations & organisations 13%
- Earned income/In-kind income 5%

Distribution of Expenditure

- Monitoring & Remediation
- Outreach & Affiliate Services
- Operations

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