

2021-2023

# Strategic Plan



Responsible public  
procurement.  
Rights of  
electronics workers.

## Acknowledgements

Electronics Watch is grateful to the more than 40 advisors including public buyers, human rights experts, and labour rights monitoring partners who contributed their time and insight to this strategic plan. We extend a special note of appreciation to Jim Cranshaw, who coordinated the strategic planning process, conducted the focus groups with advisors, and organised their input.

## Electronics Watch is an independent monitoring organisation for public buyers

The mission of Electronics Watch is to help public sector organisations work together, and collaborate with civil society monitors, to protect the rights of workers in their electronics supply chains.

## Electronics Watch

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## Dear Reader:

### Welcome to our three-year strategic plan, 2021-2023.

We hope that you will share and participate in our plan to harness the power of public procurement to defend the rights of workers in electronics supply chains.

The Electronics Watch proven impact model has three pillars. 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. This strategic plan seeks to strengthen each one of these pillars by:

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

We also seek to contribute to vital social movements that advocate for climate justice and human rights and environmental due diligence in global supply chains. Finally, we seek to build an ethical and effective organisation.

You can go directly to our [plan](#) to explore the pathways to our vision under each one of these areas. For affiliates, we can make available our accompanying operational plan, including KPI's. We have also provided a [contextual analysis](#) and explained how Electronics Watch helps affiliates meet the call to action to [end poverty and protect the planet](#).

Together, for responsible public procurement and the rights of electronics workers.



**Sanjiv Pandita**  
President, Board of Trustees



**Björn Skorpen Claeson**  
Director



# Our Plan

**We envision a world where all workers in the electronics supply chain can use their rights to ensure safe, decent, and dignified working conditions and protect their environment. Here are the five pathways to our vision:**



## WORKER-DRIVEN MONITORING

### By 2023

- Monitoring partners in 11 electronics manufacturing regions and monitoring partners in four mining regions strengthen their capacity to monitor and verify compliance with the Electronics Watch Code. They are trained in Electronics Watch's worker-driven monitoring and remediation methodology. Together, they have completed specialised trainings in freedom of association, occupational health and safety, precarious work, forced labour, and environmental standards. They can conduct monitoring offsite, onsite, and also remotely. They have access to a certified course on worker-driven monitoring and remediation.
- Workers who have been part of monitoring efforts remain connected to monitoring partners. These worker networks have access to our monitoring partners' effective grievance mechanism to demand their rights. They receive support from Electronics Watch to form trade unions, occupational health and safety committees, and, where appropriate, worker committees.







## PUBLIC BUYER DEMAND

### By 2023

- Public buyer affiliates can work towards sustainable supply chains of both ICT and low-emission vehicles through Electronics Watch. They have eyes and ears on the ground in 11 manufacturing regions and four mining regions. Most of the factories that suppliers have disclosed to them are monitored on the ground or remotely.
- Public buyer affiliates are more effective in driving improvements in their supply chains for several reasons. The number and range of affiliates have increased. Key procurement personnel receive training in the Electronics Watch impact model. They receive person-to-person support for tender development all the way through to contract management. They have access to criteria and verification tools to address compliance issues in both the manufacturing and mining sectors. They have easy-to-use tools to engage companies on cases and issues. They have a roadmap for socially responsible purchasing practices and a strategy to demand a living wage in electronics supply chains.
- Public buyer affiliates also expand markets for responsibly produced minerals by requiring effective human rights and environmental due diligence.

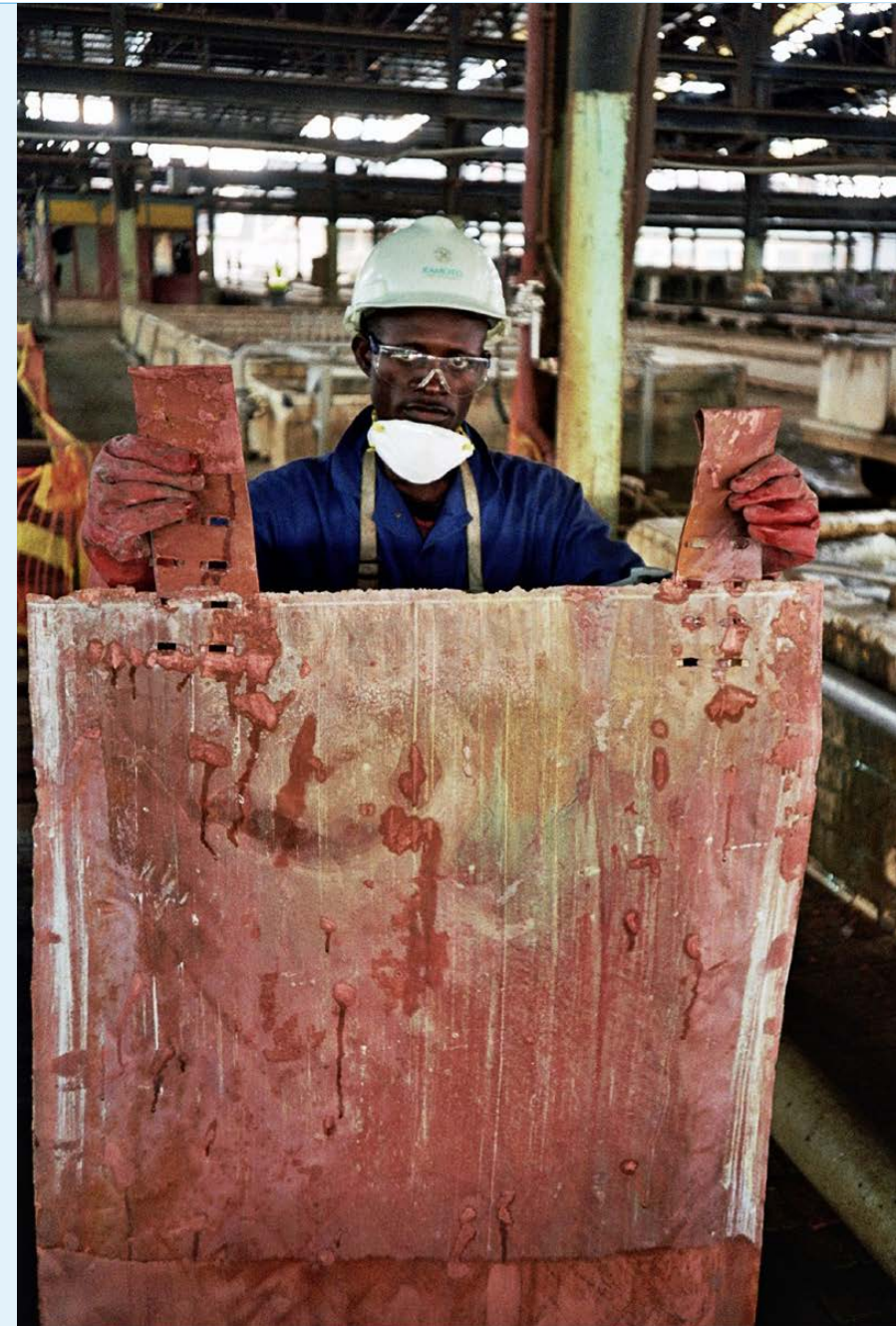




## INDUSTRY ENGAGEMENT

### By 2023

- ICT companies have made a transparency leap thanks, in part, to public buyer demand. It is the norm for ICT companies to disclose tier one suppliers and at least some tier two suppliers to public buyer affiliates. They also discuss their audit methodology transparently and provide detailed audit findings related to public buyer supply chains. Vehicle companies have started along the same transparency road.
- Leading ICT and vehicle companies include elected worker representatives as active participants in the process of remediation.
- The standard process for investigating and remediating non-compliances following an Electronics Watch investigation has been significantly shortened.
- Leading ICT and vehicle companies collaborate with Electronics Watch to drive comprehensive remediation, including legal compliance, worker compensation, prevention, and accountability. This includes remediation for forced labour victims and victims of OHS violations.
- Leading ICT and vehicle companies use their leverage to address rights violations in mines following Electronics Watch investigations.





## COLLABORATION WITH SOCIAL MOVEMENTS

**By 2023**

- Trade unions in seven countries understand the Electronics Watch model and know how to submit worker rights complaints.
- Electronics Watch affiliates and monitoring partners understand their vital role in the human rights and environmental due diligence process and work to raise the level of due diligence of companies in the electronics supply chain.
- Public buyer affiliates' vision for getting to net zero CO2 emissions include a labour rights perspective. This perspective requires worker participation in a Just Transition.



## AN ETHICAL AND EFFECTIVE ORGANISATION

**By 2023**

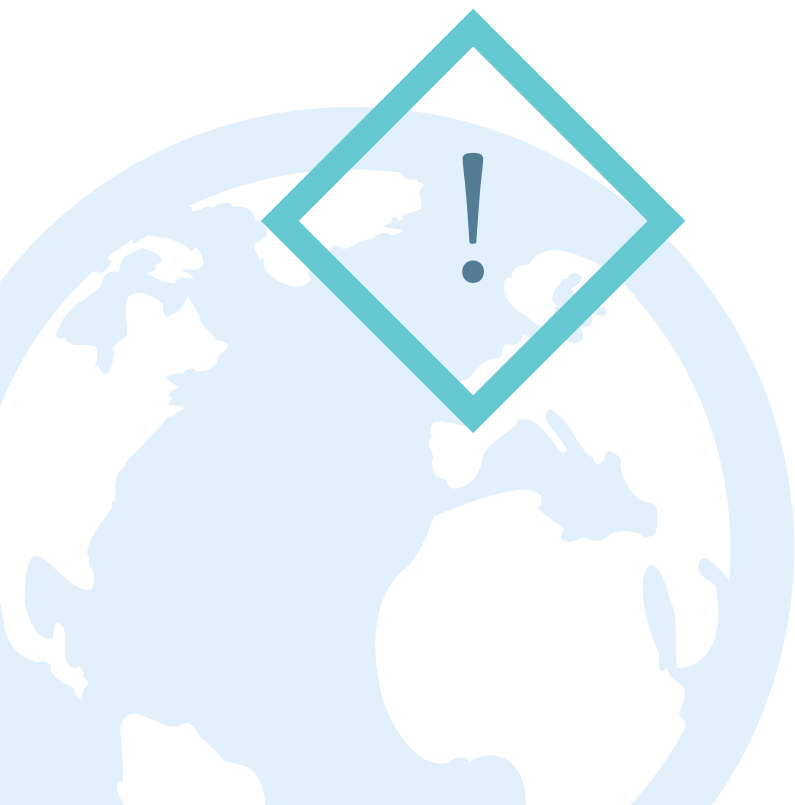
- Stakeholders are engaged and informed and understand how to hold Electronics Watch accountable to its mission and vision through the Advisory Group and Board of Trustees.
- Public buyers understand and can communicate how their Electronics Watch affiliation results in measurable improvements for workers in their supply chains.
- The Board of Trustees has full confidence in the professionalism and ethical standards of the organisation.
- Staff enjoy working in an effective, collaborative organisation that fully respects their rights.



# Our Changing Context and the Need for Electronics Watch

As we embark on this strategic plan our work is shaped by a triple crisis. The persistent global pandemic exacerbates the vulnerability of supply chain workers. Increasing authoritarianism threatens many of our monitoring partners. The climate crisis demands all of us do our part to reach net zero carbon dioxide emissions as quickly as possible.

**These are challenging times for workers, our monitoring partners, and public buyers. But each one of these crises also makes our work more necessary. The emerging framework for mandatory human rights and environmental due diligence provides us with a unique opportunity to reshape corporate responsibility in supply chains.**



The global pandemic has been a lesson in the utter necessity of global solidarity. Never has it been clearer that the health and well-being of the people of this world are interdependent. Public procurement is a case in point. Public buyers need to get vital supplies to their own populations, but their supply chains cannot function without protections for workers' health and safety. For affiliates, Electronics Watch can be an important part of their strategy for supply chain resilience. Our worker-driven monitoring methodology remains essential to detect and address rights violations and workplace hazards, especially during crises that leave workers even more vulnerable.

On the political level the rise of authoritarian governments is a direct threat to many of our monitoring partners. This makes their work even more important. It heightens the importance of their relation to public buyers who rely on them as the eyes and ears on the ground, monitoring their supply chains. Without this connection to commercial actors in the supply chain they are more vulnerable to repression.

The climate crisis demands of each one of us – organisations and individuals – to reduce carbon dioxide emissions as much and as fast as possible. Getting to “net zero” is a top priority for public buyers, as public procurement is a vital tool for states to address the climate crisis. Part of this transition entails replacing fossil fuel vehicles with those that run with renewable batteries. Yet, the climate crisis will resist purely technological solutions where those who suffer most remain silenced. When workers and other rightsholders have a voice and influence, they are likely to push for environmental responsibility. They are the ones who live downstream from polluted waterways, breathe the foul air, and suffer catastrophic weather events. Thus, labour rights and environmental responsibility are linked. An



investment in Electronics Watch is, in this way, an investment in a healthier climate.

One of the potentially positive trends that also shapes our environment is the momentum towards mandatory human rights and environmental due diligence in global supply chains. The concept and regulatory framework of due diligence now being developed will define the limits of corporate responsibilities to address harm to workers, communities and the environment for years to come.

The outcome of this debate will have real impacts for workers and communities everywhere and for our common climate. Electronics Watch is therefore taking an active role in this debate. We engage public buyers who will drive due diligence in their supply chains. We also promote the voices of affected workers and communities in this debate to ensure due diligence is grounded in their realities.





# ANNEX

## Meeting the Universal Call to Action to End Poverty and Protect the Planet



On the 25<sup>th</sup> of September 2015 the United Nations General Assembly issued a call to action to end poverty and heal and secure our planet. The UN envisages a world “free of poverty, hunger, disease and want, where all life can thrive” and resolved “between now and 2030, to end poverty and hunger everywhere.” Electronics Watch is resolved to help meet this call to action by advancing several of the Sustainable Development Goals necessary to realise the vision.



## Helping affiliates meet states' obligations to achieve the Sustainable Development Goals

### Goal 1 on poverty

- Target 1.2. to reduce at least by half the proportion of men, women and children of all ages living in poverty in all its dimensions according to national definitions

### Goal 3 on good health and wellbeing

- Target 3.9. to reduce illnesses and death from hazardous chemicals and pollution

### Goal 5 on gender equality

- Target 5.1. to end all forms of discrimination against all women and girls everywhere

### Goal 6 on safe water availability

- Target 6.3 to reduce pollution, eliminate dumping and minimize release of hazardous chemicals and materials, halving the proportion of untreated wastewater and substantially increasing recycling and safe reuse

### Goal 8 on decent work

- Target 8.5 to achieve decent work and equal pay for all women and men
- Target 8.7 to end forced labour, modern slavery, human trafficking, and child labour
- Target 8.8 to protect labour rights and promote safe and secure working environments for all workers, including migrant workers, in particular women migrants, and those in precarious employment

**Goal 12 on responsible production and consumption**

- Target 12.4 to achieve environmentally sound management of chemicals throughout their life cycle and reduce their release
- Target 12.7 to promote sustainable public procurement practices

**Goal 16 on promoting peaceful and inclusive societies for sustainable development**

- Target 16.2 to end abuse and exploitation of children

**Helping affiliates meet states' obligations to implement the UN Guiding Principles on Business and Human Rights**

- UNGP 5: "States should exercise adequate oversight in order to meet their international human rights obligations when they contract with ... business enterprises to provide services that may impact upon the enjoyment of human rights"
- UNGP 6: "States should promote respect for human rights by business enterprises with which they conduct commercial transactions," including through their procurement activities.

**Helping affiliates meet states' obligations to create a market for and monitor implementation of due diligence responsibilities of companies**

- EU Regulation on Conflict Minerals (2021), which requires EU importers to comply with due diligence standards based on the

OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas

- UN Guiding Principle on Business and Human Rights (2011), adopted unanimously by the UN Human Rights Council to implement the United Nations "Protect, Respect and Remedy" Framework.
- OECD Guidelines for Multinational Enterprises (2011) and the OECD Due Diligence Guidelines for Responsible Business Conduct (2018), intended to be used in all sectors of the economy and by all companies to implement their due diligence responsibilities. An accompanying European Council Recommendation commits member governments to promote, disseminate, support and monitor implementation of the Guidance.
- ILO, Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy (2017), which establishes principles for states, companies and trade unions to maximize the positive contribution of multinational enterprises to economic and social progress and the realization of decent work for all; and to minimize and resolve the difficulties to which their various operations may give rise.



## Helping affiliates comply with national legislation or support states' commitments on due diligence and transparency in global supply chains

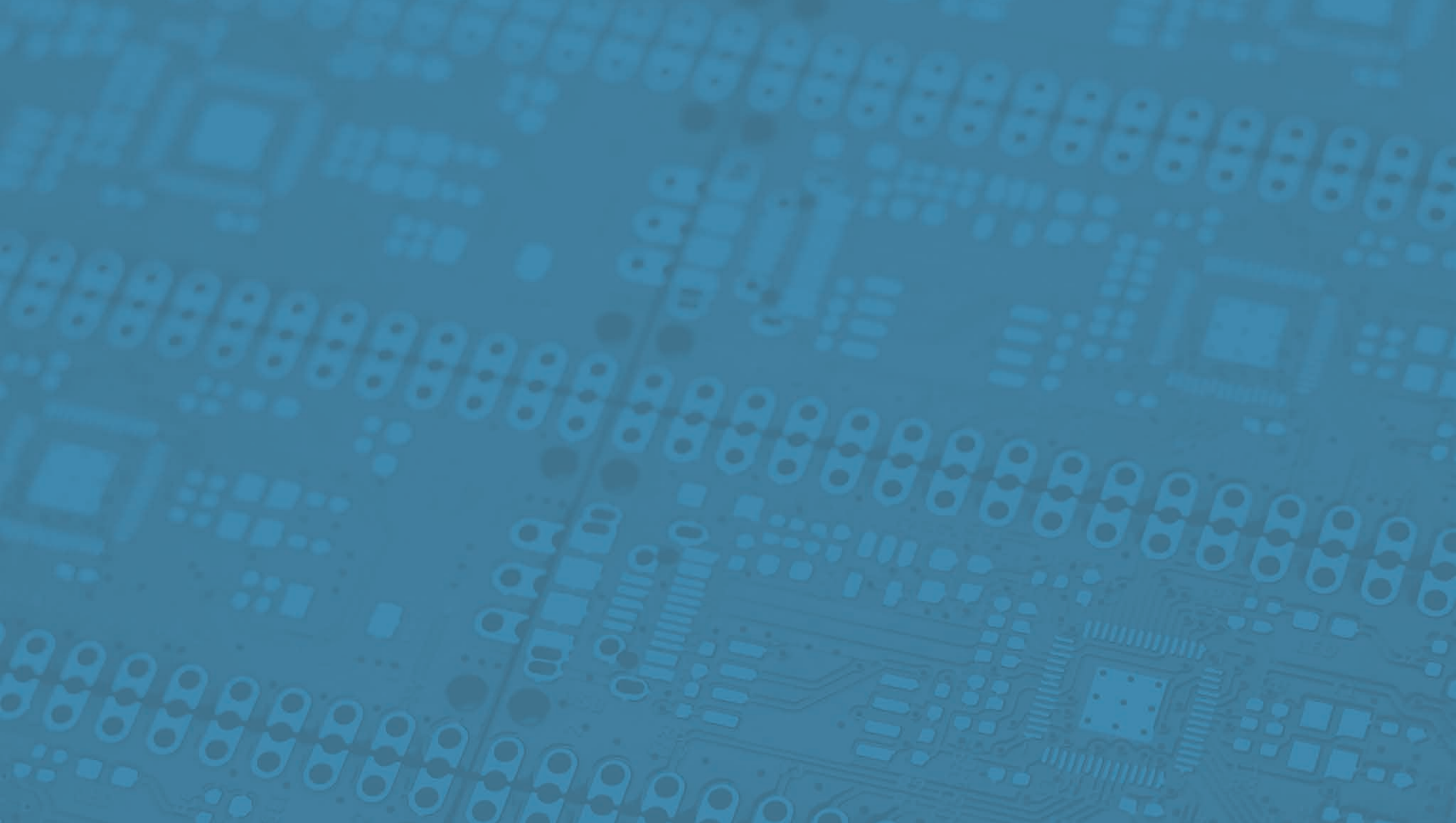
- The German Supply Chain Law (2021) which creates human rights and environmental due diligence requirements on large companies.
- The Norwegian Transparency Law (2021), which requires large and mid-size companies to conduct human rights and decent work due diligence throughout their entire global value chains.
- The Child Labour Due Diligence Law in the Netherlands (2019), which requires companies that deliver products or services to the Dutch market to conduct supply chain due diligence relating to child labour.
- The Australian Modern Slavery Act (2018), which requires entities based, or operating, in Australia, which have an annual revenue of more than \$100 million, to report annually on the risks of modern slavery in their operations and supply chains, and actions to address those risks. The Commonwealth is itself required to report on behalf of non corporate Commonwealth entities.
- Duty of Vigilance Law of France (2017), which establishes legally binding human rights due diligence, including a vigilance plan to identify risk and prevent violations of human rights and fundamental freedoms, health risks or environmental damage

resulting directly or indirectly from the operations of companies, their subcontractors, and suppliers.

- The UK Modern Slavery Act (2015), Transparency in Supply Chains Provision, which requires commercial entities with a total annual turnover of £36 million or more (including over one hundred Universities and Higher Education providers) to publish "Slavery and Human Trafficking Reports" about the steps they take to ensure that slavery and human trafficking are not taking place in any of its supply chains.

## Sustainable procurement certification

- ISO 2400, which requires due diligence to achieve decent work in supply chains, addressing adverse impacts, and exercising positive influence. It also requires that sustainability considerations are integrated at a strategic level within the procurement practices of an organisation.



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