

INTERNATIONAL LABOR RIGHTS FORUM

Dignity and Justice for Workers Worldwide



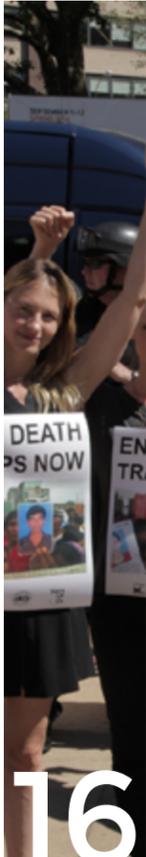
BI-ANNUAL REPORT

+ *New Strategic Approach 2014-2016*

2012

2013

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DESIGN AND LAYOUT:
Youmee Lee

COVER PHOTO:
Kalpona Akter of the Bangladesh Center for Worker Solidarity, Reagan Jackson of UFCW Local 21, and Sumi Abedin, a survivor of the Tazreen factory fire, rally at the Walmart in Renton, Wash., only hours after the Rana Plaza factories collapsed. Photo by ILRF.



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NOTE FROM THE DIRECTOR

Dear friends,

During the past two years, ILRF has seen some of the most intense media attention to our issues since we began in 1986. We are excited to share with you several major wins in our campaigns against child labor, forced labor and the repression of workers' rights and our strategies for building on these wins in the coming years. We are redoubling our fight to place workers' rights and workers' ability to drive change at the center of solutions to poverty and global injustice.

All of our wins come from working closely with our grassroots partners on the ground and building transnational coalitions to support their goals. We could not have done any of it without our long-time supporters – big and small – who contribute the time, energy and financial support needed to keep our movement going. We are especially grateful to our Board of Directors for their collaboration on a three-year strategic plan to guide our work through 2016. We honed in on ILRF's three-part approach to driving social change – strengthening grassroots voices, demanding corporate accountability, and securing policy reforms and access to legal remedy for workers – which is presented on page 6. We use this new approach to outline our advances in the three flagship campaigns and two regional programs featured on the following pages.

As we reflect on the past two years we remain shaken by the senseless loss of thousands of garment workers' lives in Bangladesh and Pakistan. Starting with the Ali Enterprises fire in Pakistan on September 11, 2012, followed by the Tazreen Fashions fire on November 24, 2012 and then, with the horrendous collapse of the Rana Plaza factories on April 24th, 2013, we lost 1,500 garment workers in eight months, most of them young women.

All of these tragedies occurred in factories that had been inspected multiple times by global brands. Yet all of these systems were confidential and voluntary so brands that had safety concerns could pull their orders without telling workers or labor inspectors. Meanwhile, workers who raised concerns about smoke or building safety were told to continue working. ILRF's vision for change is to turn this approach around: we need to drive corporations out of a secretive, noncommittal approach to workers' rights, ensure governments are ultimately upholding their duties to protect workers, and enable workers to secure access to justice. Please join us!

Through it all, we haven't missed a beat in our work to stop child and forced labor – all major chocolate companies are accepting responsibility for monitoring child labor in their cocoa supply; Uzbekistan finally accepted an ILO monitoring mission in their cotton fields; and the palm oil industry has acknowledged the need to restructure their labor rights monitoring. These and all of the wins outlined in this report are only made possible through strategies that empower workers and their communities to organize and stand up for better wages or a fair price for their crops. These are long term struggles, however, and each win brings a new set of challenges to make change sustainable. We hope you'll continue to participate in and support our work to achieve justice and dignity for workers worldwide.

Thank you for your interest in labor justice and for being a part of the change we want to see. We believe social change is made by workers and their community partners with the support of global solidarity actions. Please join us at www.laborrights.org, where you can take action, sign up for urgent action alerts, and find other ways to join us in strengthening the voices of workers and their ability to secure access to justice.

In Solidarity,

Judy Gearhart
Executive Director



Photo by the Dhaka Tribune

2012



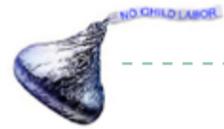
DRUG DETENTION CENTERS

At the Trans Pacific Partnership (TPP) negotiations in Leesburg, ILRF urged the United States to require Vietnam to end forced labor in drug detention centers as a condition for greater market access.



APPAREL BRANDS

For **Apparel Industry Trends: From Farm to Factory**, we compared over 300 apparel brands' Corporate Social Responsibility (CSR) programs, finding that only a handful are taking concrete steps to address child and forced labor.



HERSHEY CAMPAIGN

After two years of intense pressure from the **Raise the Bar Hershey! Campaign**, Hershey committed to purchasing only ethically-sourced cocoa by 2020.



PHILIPPINES PALM OIL

ILRF and Manila-based Center for Trade Union and Human Rights (CTUHR) supported local palm oil union's successful negotiation of stronger collective bargaining agreement and reinstatement of 293 illegally fired co-workers by publishing a ground-breaking study on the root causes of child labor on palm oil plantations.



MELON PLANTATIONS

Following an urgent action campaign and an ILRF-COSIBAH report, the COSIBAH union federation reached an agreement with Suragroh (Fyffes) for improved working conditions on melon plantations in southern Honduras.



FACTORY FIRES

In the wake of factory fires, ILRF's report, **Deadly Secrets: What Companies Know About Dangerous Workplaces and Why Exposing the Truth Can Save Workers' Lives in Bangladesh and Beyond**, deepened understanding of causes, helped drive solutions and sustained media exposés of subsequent tragedies.



TEA PLANTATIONS

ILRF worked with the New Delhi-based Centre for Worker Management and local tea unions to ensure that equality for women tea workers was a top priority in tripartite collective bargaining negotiations across the Indian state of West Bengal.



COCOA AND CHILD LABOR

ILRF worked with farmer organizations in Ghana and Côte d'Ivoire to launch field research on challenges and opportunities for improving farmer livelihoods in cocoa and addressing the root causes to child labor in their communities.

2013



SHRIMP SUPPLIERS

ILRF and Warehouse Workers United released the **Narong Report**, which exposed child labor, wage theft and other violations in a factory supplying shrimp to Walmart and other western retailers.



BANANA PLANTATIONS

In response to a complaint from the U.S. Labor Education in the Americas Project (USLEAP) and an ILRF campaign, Rainforest Alliance announced that it would decertify Tres Hermanas plantations for discrimination against union workers in Honduras.



SAFETY ACCORD

125 companies signed on to a legally-binding safety accord with global unions and Bangladeshi unions. ILRF worked closely with international and Bangladeshi allies to negotiate and advocate for the Accord.



ILRF'S VISION FOR 2014-2016

ILRF staff and board members completed a year-long collaborative strategic planning process to set a vision for 2014-2016.



COTTON IN UZBEKISTAN

The Uzbek government finally allowed monitors from the International Labour Organization to observe the Uzbek cotton harvest after years of sustained pressure from the Cotton Campaign, which ILRF coordinates.



PALM OIL IN INDONESIA

A ground-breaking investigation by ILRF and Sawit Watch documented labor trafficking and other human rights abuses on Indonesian palm oil plantations certified by the Roundtable on Sustainable Palm Oil (RSPO).



TOBACCO FARMING

ILRF worked with partners in Malawi to identify trafficking patterns in tobacco communities and bring worker voice into international tobacco control frameworks.



USLEAP@ILRF

Following the tragic loss of USLEAP director Stephen Coats, ILRF integrated USLEAP's projects, work and mission to form USLEAP@ILRF.

At ILRF, We Believe:

1. Labor rights are universal and inalienable.
2. Labor rights are a central pillar of social justice and economic development.
3. Child labor, forced labor, and trafficking are the consequences of deeper social injustices and the cause of these same injustices being perpetuated.
4. Social change is made by workers and their community partners with the support of global solidarity actions.
5. Consumers have the power to advance transparency and accountability, thus connecting consumer and worker interests in advocating for just and dignified jobs.

Our Strategic Approach:



Strengthen workers' ability to advocate for their rights

- Strengthen the advocacy capacity of frontline labor rights defenders.
- Promote labor justice and accessible legal aid for workers.
- Strengthen partner capacity to file complaints and develop urgent actions, leveraging legal mechanisms and brands' voluntary commitments.
- Strengthen South-South linkages and the overall influence of ILRF's partners.



Advance policies and laws that protect workers

- Advocate a holistic approach to child labor, forced labor and trafficking, building in workers' wage and livelihood goals.
- Test and improve legal mechanisms that leverage trade and development aid to ensure workers' rights.
- Incorporate labor rights screens into the purchasing policies of local, state and national procurement agencies.
- Secure greater transparency within U.S. and multilateral agencies' policies to protect workers' rights.
- Expose cases where trade agreements or procurement policies fail workers.



Hold global corporations accountable for labor rights violations in their supply chain

- Benchmark and evaluate corporations' accountability initiatives.
- Secure binding agreements between global brands and unions.
- Ensure precedents in corporate accountability, such as the Accord on Fire and Building Safety in Bangladesh, are effective.
- Secure a leadership role for workers and trade unions in the governance and implementation of industry change.
- Advocate for living wages in corporate accountability policies.

COTTON

in Uzbekistan



Holding Corporations Accountable

- After ILRF and the Cotton Campaign* filed a complaint, the U.S. Government began an investigation of Daewoo International and Indorama Corporation, two of the largest manufacturers of cotton textiles in Uzbekistan, for alleged violations of U.S. law prohibiting a company from importing into the United States any product made with forced labor.
- After a year-long campaign led by ILRF, six major companies (Nike, H&M, Ikea, C&A, Jones Apparel and Michael Kors) pushed South Korean company Daewoo Int'l, the largest cotton manufacturer in Uzbekistan, out of their supply chains because it directly supports the forced-labor system.

Advancing Policies to Protect Workers

- In response to nine years of pressure from the Cotton Campaign, the Uzbek Government reduced the number of children younger than age 16 forced to pick cotton and accepted monitoring by the ILO in the 2013 harvest.
- In 2013, the U.S. Government placed Uzbekistan in Tier 3, the lowest ranking in the Trafficking in Persons Report, reserved for governments that do not comply with minimum standards to combat human trafficking mandating a consideration of sanctions.
- The International Labour Organization, United Nations Committee Against Torture and UN Committee on the Rights of the Child reported serious concern about forced labor of children and adults in Uzbekistan.

Strengthening Worker Voice

- ILRF supported Uzbek partners to monitor and report labor violations throughout 2013, contributing to the **Chronicle of Forced Labor, Review of the 2013 Cotton Harvest in Uzbekistan, and Forced Labor in Uzbekistan** reports, provided to policymakers and companies globally.
- ILRF organized a labor rights training for staff of the only registered human rights organization in Uzbekistan, Ezgulik, which led them to produce a public report on forced labor.



Photo by the Uzbek-German Forum for Human Rights
A boy picks cotton in Uzbekistan during the 2012 harvest.

* The Cotton Campaign is a global coalition of human rights, labor, investor and business organizations coalesced to end forced labor in the cotton sector in Uzbekistan. ILRF is a leading member.

\$1 billion

estimated annual cotton revenue diverted to slush fund for Uzbek Government elites

11

Uzbek citizens reportedly killed in the 2013 cotton harvest

4th

Uzbekistan's ranking in world cotton exports

5 million

estimated number of citizens the Uzbek Government forced to harvest cotton in 2013 (16% of the population)

We are dedicated to achieving **dignity & justice**
for workers worldwide.

APPAREL

in Bangladesh

Holding Corporations Accountable

- Exposed brands and retailers responsible for unsafe working conditions and failing to pay fair compensation; see **Still Waiting**, ILRF's joint report with Clean Clothes Campaign.
- Helped craft the Accord on Fire and Building Safety in Bangladesh, and campaigned for U.S. companies to join, mobilizing online actions, store protests, and media exposés.
- Published **Deadly Secrets**, exposing the deadly flaws in corporations' voluntary and confidential monitoring programs.

Advancing Policies to Protect Workers

- Successfully advocated for Marine Corps to require licensees supplying garments from Bangladesh to comply with the Accord.
- Provided evidence supporting a successful AFL-CIO petition to suspend Bangladesh's trade benefits under the U.S. Generalized System of Preferences program (GSP).
- Networked and guided sweatfree campaigns in eight states.

Strengthening Worker Voice

- Connected reporters to garment workers and their unions in several countries and helped give voice to worker demands.
- Coordinated speaking tours with garment workers and labor leaders from Bangladesh, Haiti and Honduras, including meetings with advocates, media, and Members of Congress.
- Campaigned to free Bangladeshi labor leaders Kalpona Akter and Babul Akhter of false criminal charges, which were finally dropped. After the torture and murder of trade unionist Aminul Islam, ILRF urged an independent, transparent investigation and end to impunity.



Photo by Bangladesh Center for Worker Solidarity

Child of a Rana Plaza victim demands justice from global brand.



35

cities with protests on the June 29, 2013 Day of Action Against Deathtraps

1,530

workers killed in garment factory disasters in Bangladesh and Pakistan, 2012-2013

1.3 million

signatures on petitions demanding brands sign the Accord on Fire and Building Safety in Bangladesh

125

companies sign the Bangladesh Accord

COCOA

in West Africa

Holding Corporations Accountable

- Hershey's announced the week before the Super Bowl that it would source independently-certified cocoa for its Bliss and Dagoba lines by the end of 2012, after ILRF threatened to show an ad about Hershey's products and child labor on a jumbotron during the Superbowl.
- Whole Foods Market pulled Hershey's products from the shelves until the company pledged to use independently certified cocoa after ILRF and allies pressured the company to remove Hershey's from its stores.
- After two years of intense pressure from the Raise the Bar Hershey! Campaign, Hershey's finally committed to purchasing only certified cocoa by 2020.

Advancing Policies to Protect Workers

- ILRF advocated for increased farmer voice to government representatives from Ghana and Côte d'Ivoire in country and during the International Labour Organization's 4th World Conference on Child Labor in Brazil.

Strengthening Worker Voice

- In a survey of 100 cocoa farmers and cooperative representatives in Côte d'Ivoire, ILRF identified factors that promote secure farmer livelihoods and those that restrict income, including cocoa price setting and access to market.
- In 2013, ILRF co-organized a workshop for cocoa farmers with University of Cocody's Social Anthropology Department to explore their access to information from certifiers and other stakeholders.



Photo by ILRF

A mother in a cocoa community in Côte d'Ivoire, who expresses her desire for her child to get an education rather than work in the cocoa fields at a young age.



\$11.4 billion

estimated value of all cocoa sold in global markets in 2012

58%

of the global cocoa supply is produced in just two countries: Ghana and Côte d'Ivoire

\$1.56, \$1.01

estimated average daily earnings of cocoa farmers in Côte d'Ivoire and Ghana, respectively

0.5 mil. - 1 mil.

child laborers estimated on cocoa farms in Ghana and Côte d'Ivoire

RULE OF LAW

in China



Holding Corporations Accountable

- ILRF partners submitted 100 collective cases on wage arrears to municipal-level and province-level courts on behalf of migrant workers. In each of these cases, the partners successfully won wage payments that companies owed to workers. Research and publications on these cases is underway.

Advancing Policies to Protect Workers

- During the 3rd National Conference on Labor Law Clinic Education at Nanjing University Law School, attendees announced the establishment of the “Professional Committee of Labor Law Clinic Education” to promote public interest legal services on behalf of workers and improve the legal and policy environment for labor law reform.
- Raised Chinese workers’ awareness of their legal rights with community-based training courses that include labor law, health and safety, and job skills training. Participants have resolved workplace disputes through legal channels and worker-initiated complaints, winning compensation for work injuries, unpaid wages, illegal dismissal, or other labor disputes.

Strengthening Worker Voice

- Two university-based, student-run labor law clinics represented more than 400 clients in labour hearings, and provided legal counseling to at least 8,000 more migrant workers. ILRF partnered with universities, civil society organizations, and legal practitioners to teach labor law students how to manage the clinics and casework, encouraging a new generation of law students to look to public interest law as an area of specialization.
- Organized trainings with provincial and local level branches of the All-China Federation of Trade Unions and the Ministry of Justice’s legal aid centers in five provinces, focusing on difficult, complex legal cases commonly faced by migrant workers.



Migrant workers catch a moment of rest outside a factory in China. Photo by ILRF

8 partners

providing legal support services to workers

675

workers’ cases brought to mediation and arbitration by ILRF partners

36,000

legal consultations provided to migrant workers by ILRF partners

260 million

migrant workers in China

RIGHT TO ORGANIZE

in Latin America



Holding Corporations Accountable

- Exposed labor rights violations in the melon industry in southern Honduras, pressuring a major producer to negotiate a 20 percent increase in wages, full compliance with social security laws, and other benefits for hundreds of workers.
- After two years of campaigning against worker rights violations on the Tres Hermanas banana plantations in Honduras, Rainforest Alliance revoked the farm’s sustainability certification and Chiquita bought the farm, dismissing management and opening the way for negotiations with an independent union.

Advancing Policies to Protect Workers

- Pressured the U.S. Government to require states to take measures to end threats and violence against trade unionists in the labor chapter of the Dominican Republic-Central American Free Trade Agreement (CAFTA).

Strengthening Worker Voice

- Built a strategic alliance with the Food Chain Workers Alliance to support labor rights in U.S. retailer supply chains and on plantations across Latin America.
- ILRF and USLEAP boards agreed to continue USLEAP’s mission of advocating for workers’ rights to organize and bargain collectively in the Americas by creating the program USLEAP@ILRF. USLEAP@ILRF is focused on exposing violence against trade unionists, advocating more just trade policy and building a campaign for justice in the banana sector.



Photo by the Peruvian Workers Confederation (CGTP)

Workers and activists protest in Lima, Peru, against a government proposal to weaken health and safety standards and cap fines for employers who routinely violate labor laws.

64

number of union leaders killed in Guatemala between 2007 and 2013 (0 people convicted for those murders)

\$20 vs. \$4

average daily earnings, including benefits, for a unionized banana worker versus a non-union banana worker in Colombia

At least 184

number of banana workers in Ecuador dismissed for exercising their labor rights from 2012 to 2013

6 years

Guatemalan workers have been waiting this long for their labor rights complaint to be resolved through Central America Free Trade Agreement labor provisions

CAMPAIGN TO END CHILD AND FORCED LABOR

ILRF works with grassroots advocates and field researchers to document abuse, expose perpetrators and advocate for effective government interventions and support. Our partners, featured here, are the driving force for all our campaigns.

TOBACCO

United States

Advocacy to address child labor in the International Framework Convention on Tobacco Control

Partner: Prof. Marty Otañez (University of Colorado - Denver)

COCOA

Côte d'Ivoire

Field research on child labor and access to decent livelihoods

Partner: Niava Landry, researcher

FLOWERS

Colombia

Research and video on impact of low wages on children among flower workers

Partner: Corporación Cactus

VEGETABLES

Guatemala

Field study on child labor in vegetable production

Partner: Commission for the Verification of Codes of Conduct

RUBBER

Liberia

Research and video to document the successes of efforts to end child labor

Partners: Firestone Agricultural Workers Union of Liberia, P.H. Balanced films (USA), U Roberto Romano, filmmaker (USA)

COTTON

Pakistan, India, Tajikistan, Uzbekistan

Research and advocacy campaigns against forced and child labor in harvesting and processing

Partners: National Trade Union Federation of Pakistan, Prayas Center for Labor Research and Action (India), Fund for Society Development (Tajikistan), Uzbek-German Forum for Human Rights, Ezgulik (Uzbekistan)

SEAFOOD

Thailand

Research and advocacy campaign on labor rights for migrant workers

Partner: Migrant Workers Rights Network

CHILD DOMESTIC WORKERS

Cambodia, Bangladesh

Research, awareness raising and legal aid for victims

Partners: Cambodian Legal Education Center, Alternative Movement for Resources and Freedom Society

TEA

India, Sri Lanka

Field research, video documentation and community education programs on child labor

Partners: Center for Worker Management (India), Plantation Rural Education Development Organization (PREDO), Organization for Visual Progression (OVP) (Sri Lanka)

TOBACCO

Kenya, Malawi

Research and video on child labor in tobacco communities

Partners: Women for Justice in Africa (Kenya), Tobacco Tenants and Allied Workers Union of Malawi

PALM OIL

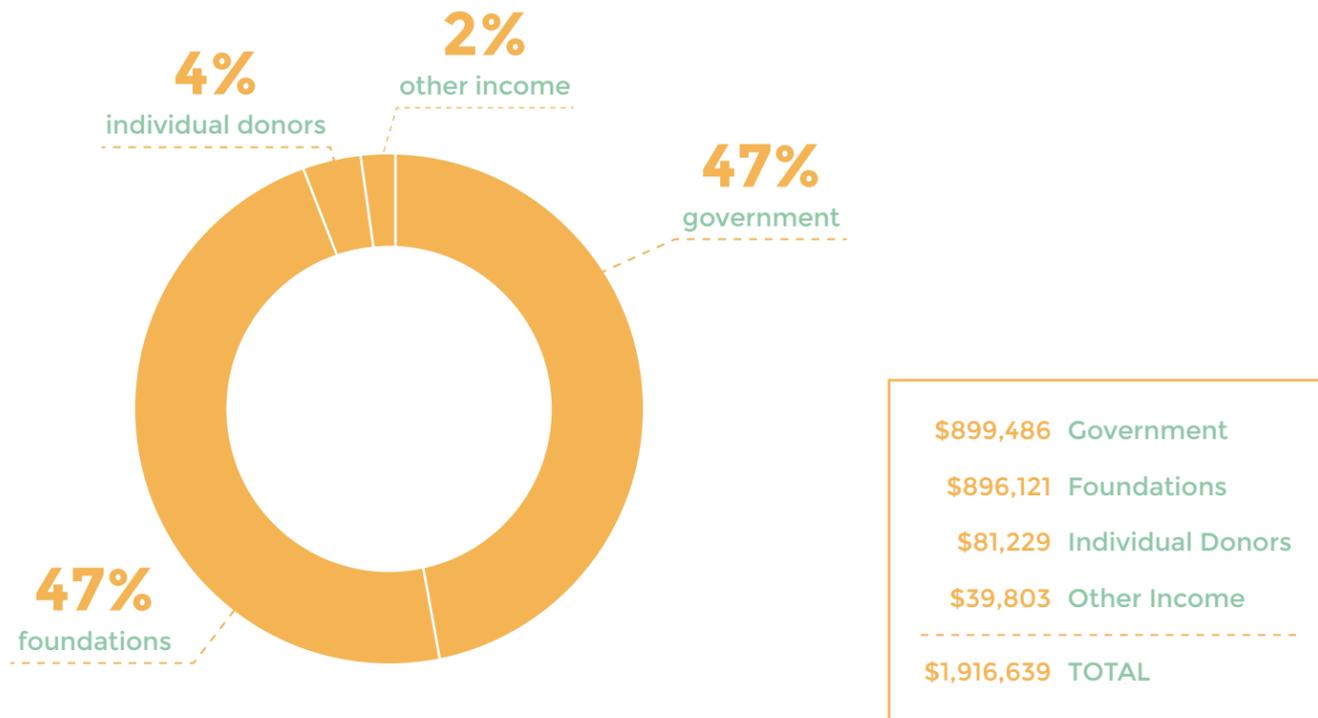
Philippines, Indonesia, Liberia

Field research on labor trafficking and support for worker negotiations

Partners: Center for Trade Union and Human Rights (Philippines), Sawit Watch (Indonesia), Firestone Agricultural Workers Union of Liberia

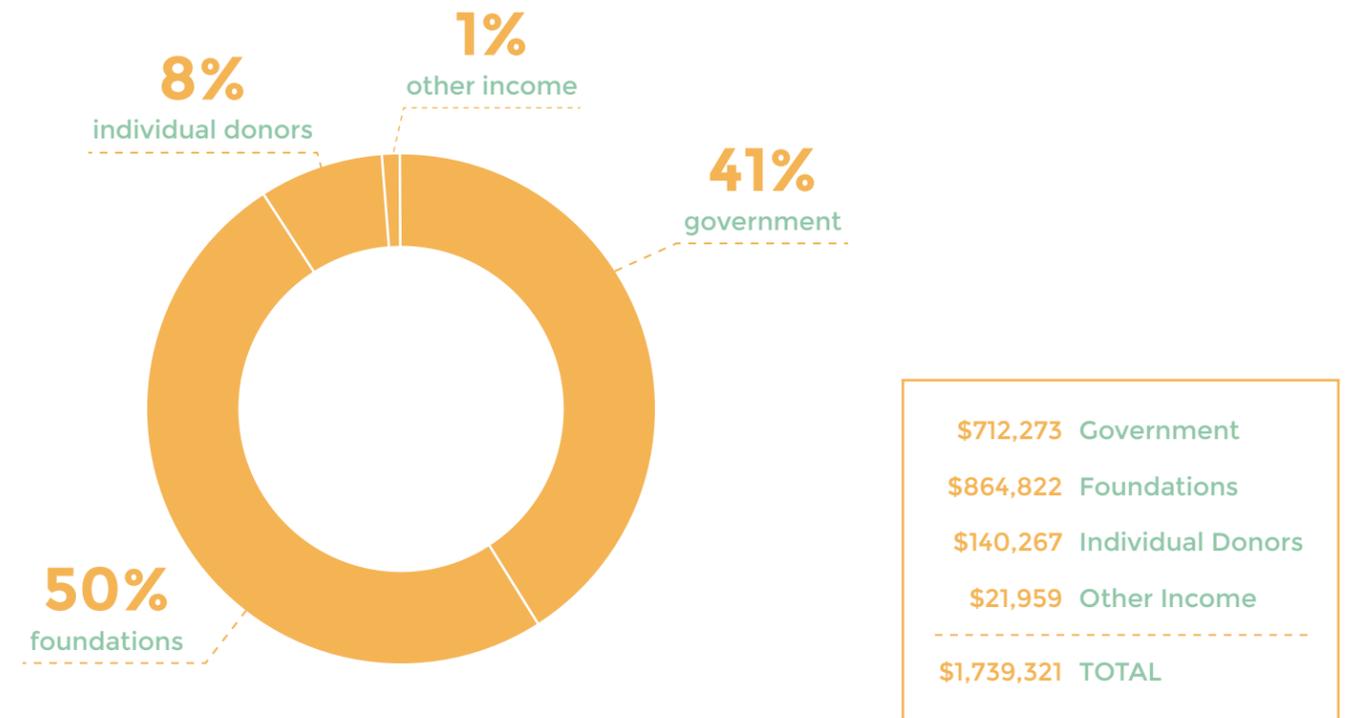
FINANCIAL SUMMARY OF 2012

REVENUE

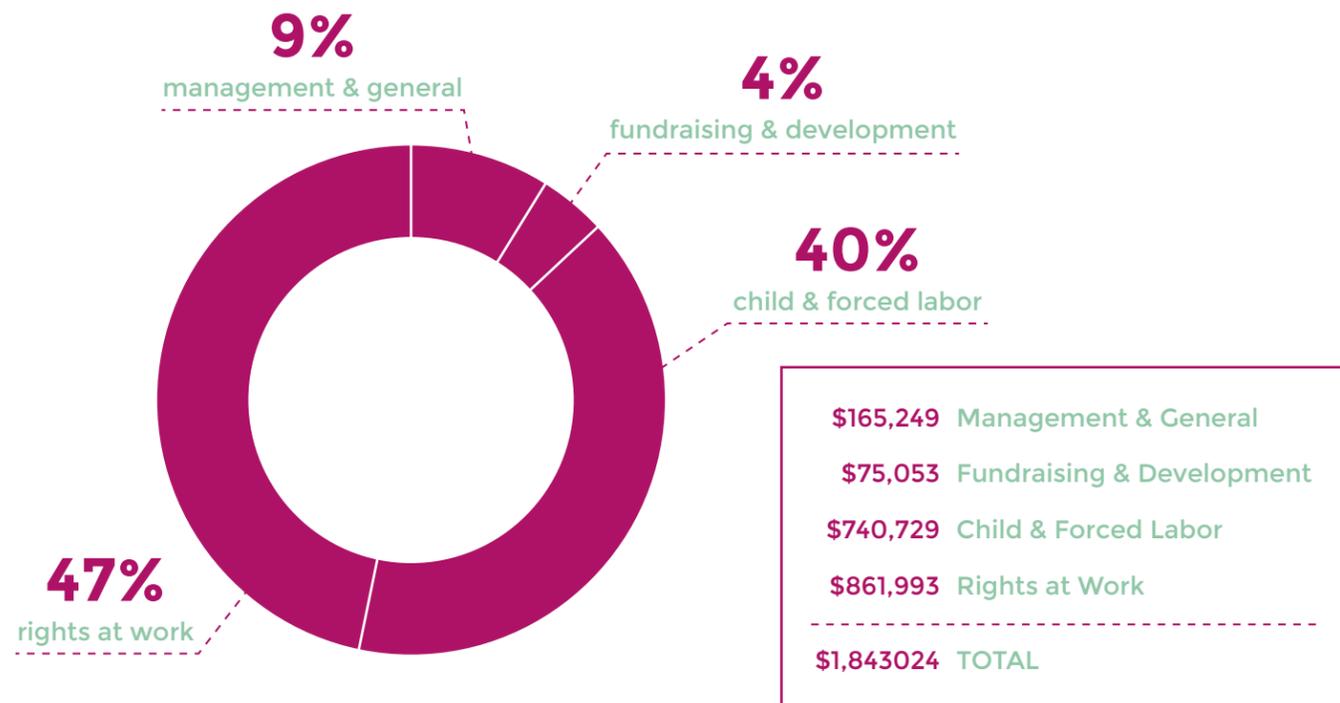


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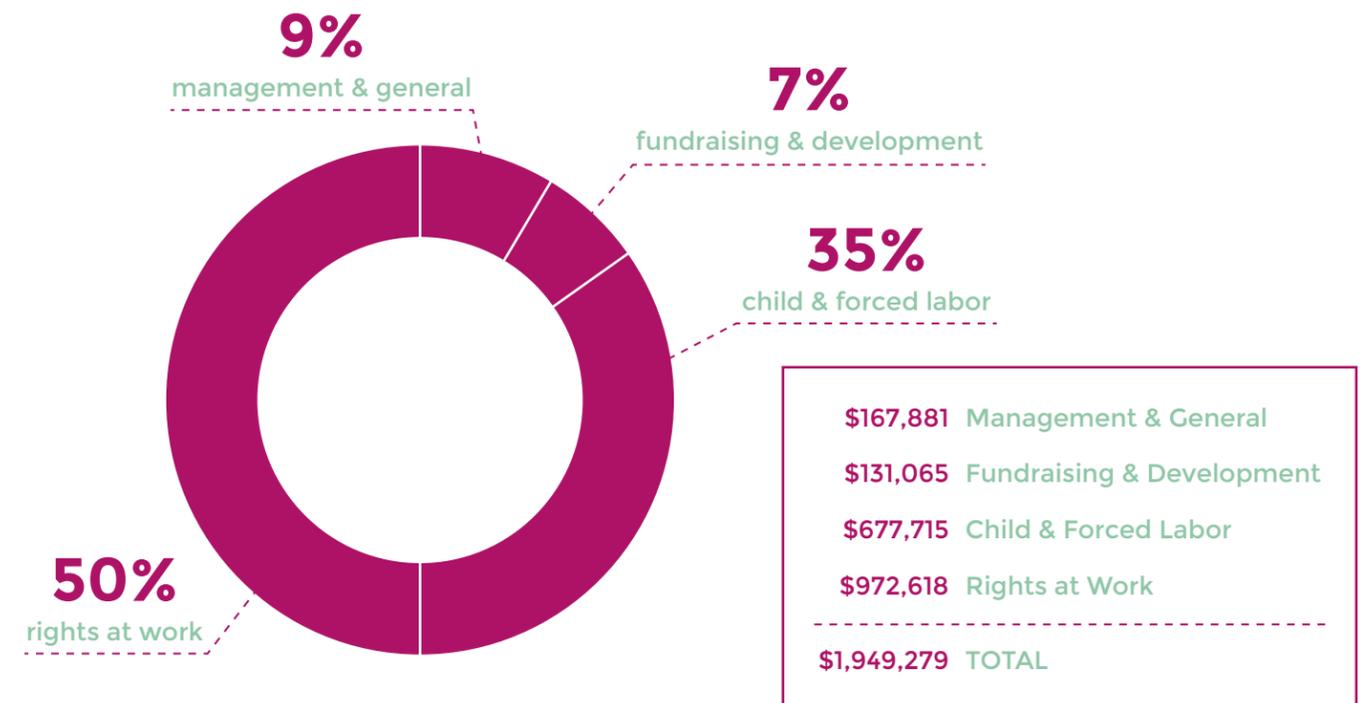
REVENUE



EXPENSES



EXPENSES



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that advocates for workers globally.*

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