

**ILRF**

INTERNATIONAL LABOR RIGHTS FORUM  
BUILDING A JUST WORLD FOR WORKERS



2010 Annual Report



**International Labor Rights Forum**

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Cover photo © UFCW News Service. About the cover photo: Babul Akhter, in the red shirt, is a Bangladeshi labor organizer who was jailed and beaten for supporting organizing for higher wages and better working conditions.

He continues to face fabricated criminal charges. On April 4, 2011, at a rally in Washington D.C., Babul joined in solidarity with U.S. workers to protest limits on workers' rights to bargain collectively.

All uncredited photos by the International Labor Rights Forum

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## 26 YEARS OF SUCCESS IN PROMOTING INTERNATIONAL LABOR RIGHTS



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## A NOTE FROM THE DIRECTOR

### Supporting Workers' Voices



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For the International Labor Rights Forum, 2010 was a year of expanding our work in new and exciting directions. While we were deepening our existing partnerships and continuing with our established programs, we found that the fight for labor rights requires us to establish new coalitions, embrace new technologies, and initiate additional campaigns.

One great step forward in our ability to build solidarity between U.S. labor rights advocates and workers abroad is ILRF's merger with SweatFree Communities (SFC). The SFC campaigns build community pressure for local governments to sign sweatfree procurement policies. Through old-fashioned community organizing and a focus on advancing policy change, SFC both grew the number of communities engaged and launched the SweatFree Purchasing Consortium, which enables participating local governments to work together on their procurement practices. The SFC Campaign and our speaking tour with organizers from Bangladesh and Pakistan provided excellent opportunities for ILRF to connect workers' struggles abroad more directly with workers' struggles in the U.S. and to show how U.S. communities are transcending culture and geography to support workers' rights.

This grassroots support was critical to the broad networks that came together in North America, Europe, and Asia to press for the release of labor leaders from wrongful imprisonment last fall. Our connections to community groups in the U.S. helped strengthen our outreach to U.S. congressional representatives, nineteen of whom signed letters urging the release of our fellow Bangladeshi labor activists.

On the high-tech end, ILRF partnered with the Not For Sale Campaign, a non-profit advocacy group out of San Francisco, to strengthen and promote the Free2Work tool for rating companies' supply chain management. The tool is now available as an app for both iPhones and Android phones. Press coverage continues to be very favorable and companies are engaging with our researchers to learn more about how they can strengthen supply chain monitoring at all levels. This is especially important at the raw materials level, which is where we find the most egregious labor rights abuses, including child labor, forced labor and human trafficking.

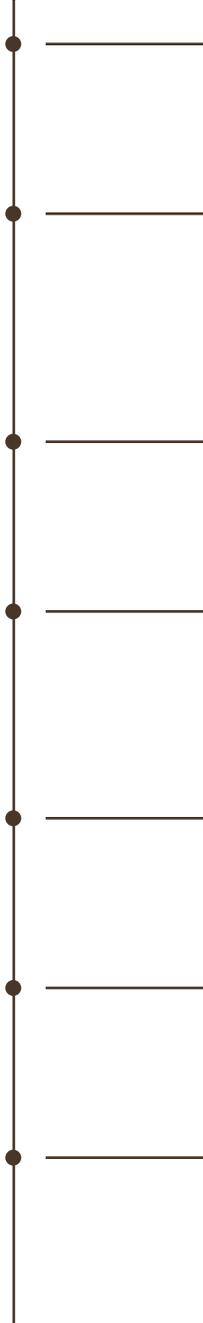
The Great Recession has not slowed down globalization or led to any meaningful governance reforms for the global economy. Continued threats to our partners abroad and to collective bargaining rights at home call for even stronger advocacy on all fronts: for stronger governmental regulation of all workplaces, for more corporate accountability, and for more equitable social policies. To that end ILRF has stepped up some of its campaigns on child labor – combating child labor in the Uzbekistan cotton industry and child labor, forced labor and trafficking in cocoa production in Ghana and Cote D'Ivoire. This persistence has begun to pay off in terms of advancing corporate accountability, but much work is still needed to ensure systemic change to hold those profiting from labor rights abuses accountable and to empower workers.

As I begin my tenure as Executive Director, I am grateful to the ILRF staff and board members and especially to my predecessor and close advisor Bama Athreya for the strong programs ILRF is running. I look forward to building on this legacy and to working with all of you in 2011 and beyond.

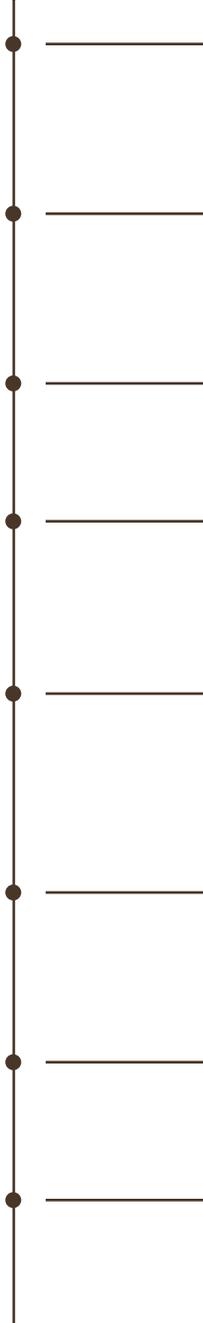
For all of you reading this letter, thank you for your interest, your support and your participation in our work! If at times we feel the tide turning against us, that is when we most need to pull together, create stronger partnerships and support worker organizing – abroad and at home.

In solidarity,

## 2010 Highlights

- 
- JANUARY 2010: Continued calls for chocolate companies to shift to Fair Trade Certified cocoa helped spur Green & Black's decision to certify its entire product line to Fair Trade.
  - APRIL 2010: The *Sweatshop Workers Speak Out* tour visited eight states, spreading awareness about labor rights violations in soccer ball and apparel supply chains in Pakistan and Bangladesh, and building support for the Sweatfree Purchasing Consortium.
  - MAY 2010: Released the report *The Impact of China's Labor Contract Law on Workers*, detailing the impact of China's 2008 Labor Contract Law. ([bit.ly/chinareport](http://bit.ly/chinareport))
  - JUNE 2010: Published two reports: *Signs of Hope: Child and Adult Labor in Cottonseed Production in India* and *Growing Up in the Danger Fields: Child and Adult Labor in Vegetable Seed Production in India*. ([bit.ly/indiaseeds](http://bit.ly/indiaseeds))
  - JUNE 2010: Launched the Sweatfree Purchasing Consortium, which assists member governments in meeting their goals for responsible purchasing. ([buysweatfree.org](http://buysweatfree.org))
  - JUNE 2010: In time for the World Cup, released *Missed the Goal for Workers: The Reality of Soccer Ball Stitchers in Pakistan, India, China and Thailand*. ([bit.ly/soccerreport](http://bit.ly/soccerreport))
  - JULY 2010: Firestone workers in Liberia signed their second collective bargaining agreement securing several key improvements demanded by the Firestone Agricultural Workers Union of Liberia (FAWUL), and supported by ILRF action alerts.

## 2010 Highlights

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- — SEPTEMBER 2010: Labor leaders Kalpona Akter, Babul Akhter and Aminul Islam are released from unjust imprisonment in Bangladesh following a campaign by ILRF and allies.
  - — OCTOBER 2010: ILRF received the *Path to Victory Award* from the Business Ethics Network for our work on the *Raise the Bar, Hershey* campaign.
  - — OCTOBER 2010: Abercrombie & Fitch agreed to ban the use of cotton picked by forced child labor in Uzbekistan after being targeted by ILRF.
  - — NOVEMBER 2010: Released *Enemies of the Nation or Human Rights Defenders? Fighting Poverty Wages in Bangladesh.* ([sweatfree.org/bcws](http://sweatfree.org/bcws))
  - — NOVEMBER 2010: Filed a case to the U.S. National Contact Point for the OECD regarding discrimination and freedom of association violations at a Dole Foods plantation in the Philippines.
  - — NOVEMBER 2010: Seattle and Olympia joined the Sweatfree Purchasing Consortium, in part compelled by the National SweatFree Summit convening in Washington State.
  - — DECEMBER 2010: ILRF submitted testimony to the State Department regarding the reform of the U.S. National Contact Point for the OECD.
  - — DECEMBER 2010: Free2Work launched its iPhone app in time for holiday shopping.

## STOP CHILD AND FORCED LABOR



© Robin Romano

Since our founding, ILRF has fought for an end to the abusive practices of child and forced labor. In 2010, we continued to campaign against corporations that benefit from these abuses and to advocate for policies to eradicate child and forced labor. We launched new campaigns and resources to mobilize activists, inform consumers and encourage companies to take responsibility for the exploitation present in their supply chains.

# STOP CHILD AND FORCED LABOR

## Cocoa

Thanks to the cocoa campaign, most major chocolate companies have made some commitments to source cocoa certified by independent, third parties to meet international labor rights standards. Nevertheless, child labor and trafficking continues in cocoa production as reported by Tulane University experts and caught on film in *The Dark Side of Chocolate*. ILRF continues to monitor chocolate companies' progress while applying additional pressure to Hershey, which lags significantly behind its competitors in its commitments to sourcing certified cocoa. In 2010, ILRF launched a major campaign calling on Hershey to begin sourcing Fair Trade certified cocoa. In September, ILRF and our campaign allies received significant media coverage as we released a report analyzing Hershey's cocoa sourcing policies on the same day that Hershey released its first corporate social responsibility report. Throughout the year, we also generated thousands of petitions, e-mails and phone calls to Hershey asking the iconic chocolate brand to "raise the bar" for responsible cocoa sourcing. In recognition of our *Raise the Bar, Hershey* campaign, ILRF received the *Path to Victory Award* from the Business Ethics Network, a network of prominent nonprofit organizations specializing in corporate campaigning.

ILRF will continue to increase the pressure on Hershey to set clear commitments and goals for addressing the egregious labor rights abuses in its cocoa supply chain in 2011.



© Robin Romano



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The new documentary *The Dark Side of Chocolate*, directed by U. Roberto Romano and Miki Mistrati, exposes the ongoing use of trafficking and abusive child labor on West African cocoa farms. In 2010, ILRF partnered with the filmmakers and various organizations to make the DVD of the film available to communities across the country. In collaboration with our cocoa allies around the country, we organized hundreds of screenings to further expand the campaign demanding that Hershey "raise the bar" on responsible cocoa sourcing. You can order a copy of the film at [bit.ly/DSDVD](http://bit.ly/DSDVD) and download a screening toolkit at [bit.ly/DSToolkit](http://bit.ly/DSToolkit).

# STOP CHILD AND FORCED LABOR



## Firestone

For over 84 years, workers on Bridgestone/Firestone's rubber plantation in Liberia have faced extreme exploitation as they have been forced to meet high production quotas for low wages, compelling many workers to bring their children to work with them. ILRF has worked with allies in Liberia and the United States to mobilize activists around the world to support workers as they demand an end to the systems that cause child labor and advocate for better protections for adult workers. In 2010, the Firestone Agricultural Workers Union of Liberia (FAWUL) signed its second democratically negotiated collective bargaining agreement with the company. ILRF organized supporters to pressure Firestone to improve its system for transporting raw latex on the plantation, which had required workers to carry two buckets weighing 75 pounds each on their backs for miles every day. A provision in the new contract calls for improvements to this system which are currently being piloted in parts of the plantation. We will continue to monitor the implementation of the contract and call for additional improvements to ensure an end to child labor and other egregious labor rights abuses in rubber tapping. ILRF will also continue to monitor and push for worker rights and well-being in all plantations and all phases of production of the rubber that goes into the tires that keep consumers moving throughout the world.

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## COMMUNITY SPOTLIGHT

### Green Advocates

The Association of Environmental Lawyers of Liberia – Green Advocates – was founded in 2001 by a group of progressive law school graduates. Green Advocates is Liberia's first and only public interest environmental law organization dedicated to protecting the environment; advancing human rights protection and advocacy through sound environmental practices; and giving voice to rural, indigenous, and tribal people who historically have been denied access to benefits accruing from the extraction of timber and other natural resources from their tribal and ancestral lands. ILRF is pleased to be working with Green Advocates, a partner in the Stop Firestone coalition, to hold Firestone accountable for its use of child labor, abuse of workers' rights and environmental degradation on its rubber plantation in Harbel, Liberia.

# STOP CHILD AND FORCED LABOR

## Free2Work

As demand for products made under decent working conditions grows, consumers continue to struggle to find information about the goods we buy. In 2010, ILRF strengthened our partnership with the Not for Sale Campaign through the development of Free2Work.org. This website rates products and companies based on their policies to eliminate forced and child labor in their supply chains. Through the year, ratings of new companies in a range of industries, from food to clothing to electronics, were added to the site. We also added ratings of certification programs as a new feature to help consumers understand the policies behind the increasing number of labels in the marketplace claiming to protect worker rights. A new Free2Work iPhone application helps consumers access information about their favorite products while they shop. Download the mobile application and keep visiting Free2Work.org as we greatly expand the number of products and certification programs analyzed on the site.



and forced them to pick cotton during the 2010 harvest. While many of the largest clothing companies in the world have agreed to stop sourcing cotton from Uzbekistan until the government ends the state-sponsored use of forced child labor, some companies continue to drag their feet. Building on our success in convincing L. L. Bean, J. Crew and Hanesbrands to join industry efforts to eradicate forced child labor in their cotton supply chains, ILRF supporters successfully pressured Abercrombie & Fitch to announce a policy to stop sourcing Uzbek cotton in 2010. We also flooded the popular children's clothing brand Gymboree with e-mails and phone calls. In 2011, we will expand efforts to pressure more brands to join industry efforts to end these abuses.

ILRF continued work with the AFL-CIO as well as the United States Council for International Business to secure a formal hearing at the International Labor Organization at its annual conference in June. At the conference, we worked with international trade unions to help raise awareness and prepare testimony for the hearing. As a result of the hearing, the ILO called for a High-level Mission to investigate and to produce recommendations that would lead to the elimination of child labor.

## Cotton Campaign

ILRF once again led the charge in 2010 in advocacy efforts to eliminate forced child labor on Uzbekistan's cotton plantations.

In Uzbekistan, the government continued to remove thousands of children from schools across the country

In July 2010, the United States Trade Representative announced that our petition to review labor practices in Uzbekistan and to hold the government accountable for violations of U.S. trade law would remain under review. ILRF looks forward to expanding and strengthening our campaign against child labor in Uzbekistan and building upon the successes.

## COMMUNITY SPOTLIGHT

### Global Connections to Local Research

Glocal Research was established in 2000 in Hyderabad, India. The organization has expertise in the areas of agriculture, child labor, natural resource management, rural development and rural livelihoods, and has undertaken several research, monitoring and evaluation studies, and training workshops related to these areas during the past 10 years. ILRF has worked closely with Glocal Research on its campaign to end child labor in cotton. Most recently ILRF and Glocal Research collaborated on the research for two influential papers: *Signs of Hope: Child and Adult Labor in Cottonseed Production in India* and a report on the developments of child labor advocacy in the cotton fields in India and *Growing Up in the Danger Fields: Child and Adult Labor in Vegetable Seed Production in India*. These reports are available at [bit.ly/indiaseeds](http://bit.ly/indiaseeds).

## CREATING A SWEATFREE WORLD



© SweatFree Communities

From the food we eat to the clothes we wear, most labor-intensive products are produced by workers whose rights are not protected. ILRF continued to challenge sweatshop conditions and promote ethical alternatives globally in 2010. The integration of SweatFree Communities with ILRF in January 2010 led to a further strengthening of our *Creating a Sweatfree World* program.

## Supporting workers and defending worker rights advocates in Bangladesh

Bangladesh is widely regarded as having the worst labor conditions of any major apparel producing country. In recent years, a series of fires and building collapses have killed scores of workers locked inside, unable to escape the smoke and flames. At 20 cents an hour, Bangladesh has by far the lowest minimum wages of any major garment producing country. Labor rights leaders are routinely harassed by police and security forces, their electronic and telephone communications monitored, and their offices raided. As elsewhere, they are often stigmatized as “enemies of the state” and their activities criminalized.

In 2010, amid massive garment worker protest against low wages and brutal working conditions, the Bangladeshi government began to target a long-time ILRF and SweatFree Communities partner, the Bangladesh Center for Worker Solidarity (BCWS). In August the government arrested Kalpona Akter, Babul Akhter, and Aminul Islam, falsely charging them with participating in and fomenting worker unrest and violence – charges based on their participation in protests they never attended. We coordinated an international campaign with labor rights partners in Canada as well as Europe and human rights allies such as Human Rights Watch and Amnesty International, to pressure the Bangladesh government to release the labor rights leaders and drop the charges against them. A number of organizations and several brands also sent letters pressuring for their release.

Prompted by activists in their home countries, U.S. and European diplomats in Dhaka investigated the crackdown on BCWS and advocated for fair treatment and due process of law. In the United States, sweatfree campaigns, unions and other labor rights activists targeted major retailers and brands – including Walmart, JC Penney and



© BCWS

Sears – that purchase apparel made in Bangladesh, urging them to stop doing business with the two factory groups most responsible for the persecution against BCWS until the charges against them are dropped. On two separate occasions nineteen and then eighteen members of Congress sent a joint letter to six major apparel retailers expressing the same demand.

Thanks to this international pressure campaign, Bangladeshi authorities released Kalpona, Babul, and Aminul on bail. Our campaign has also helped create awareness of and foster legitimacy for the work of labor rights defenders such as BCWS. Even U.S. industry groups and apparel companies have publicly lauded their work. Levi Strauss & Co. called BCWS “a globally respected labor rights organization, which has played a vital role in documenting and working to remedy labor violations in the apparel industry in Bangladesh.”

In 2011, ILRF will continue to pressure brands and the Bangladeshi government to drop the falsified, yet still outstanding, charges against Kalpona, Babul, and Aminul.

When two Bangladesh export factories went up in flames – Garib and Garib on February 25, 2010 and *That's It Sportswear* on December 14, 2010 – ILRF was quick to respond. Together with allies in Bangladesh, Europe, and North America, we engaged with the U.S. and European brands that were purchasing clothing from those factories to work to ensure just compensation for the victims' families. ILRF will continue to pressure for the implementation of more serious fire safety measures and just worker compensation in 2011.

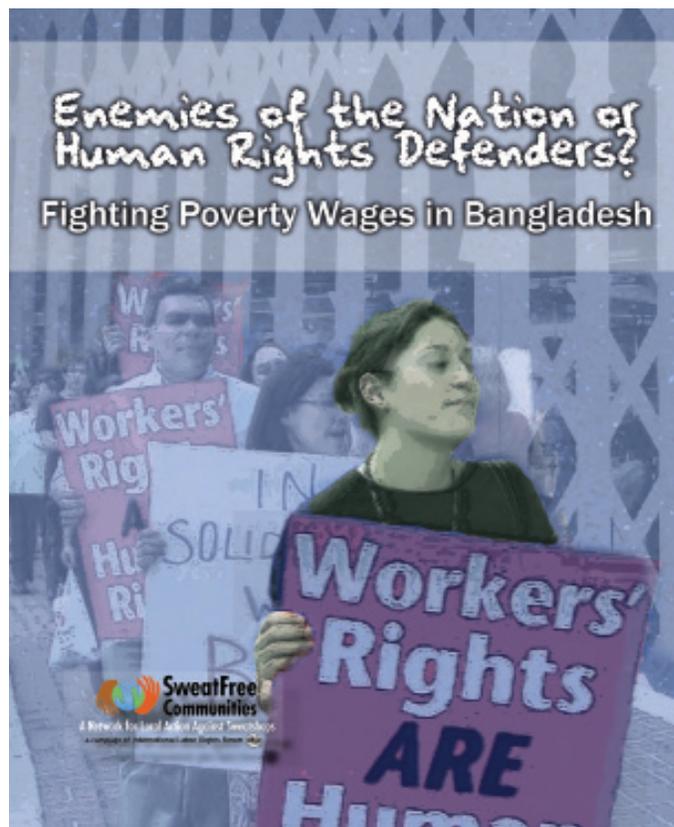
On the day the Bangladeshi government revised the minimum wage for garment workers to a new level of poverty and malnutrition, SweatFree Communities released *Enemies of the Nation or Human Rights Defenders? Fighting Poverty Wages in Bangladesh*, a detailed account of repression against the BCWS labor rights defenders. Available for free download at [sweatfree.org/bcws](http://sweatfree.org/bcws).

## Rule of law in China

On May 12, 2010, ILRF published a report on the implementation of China's 2008 Labor Contract Law ([bit.ly/chinareport](http://bit.ly/chinareport)), one of the most important pieces of labor legislation in China since the founding of the PRC. Using hundreds of interviews with Chinese migrant workers and business managers, this report examines the impact of this new legislation on workplaces in the country's export manufacturing hubs in the Pearl River Delta.

The report noted three key findings: 1) Workers were generally optimistic that the law could increase labor rights protection, but implementation remains a key concern, and greater attention should be paid to ensure local governments are meeting their legal requirements; 2) More workers were covered by written contracts, but many contracts lacked basic legal requirements, indicating a need to focus on the *process* of signing contracts to ensure material compliance with the law; and 3) Age and education levels of workers significantly influence how they get information about their legal rights, which will require adjustments in the methods of communication now utilized by government authorities and NGOs.

After issuing the report, ILRF scheduled and led a meeting to discuss the report, inviting U.S. officials from relevant executive and congressional agencies, as well as interested



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U.S.-based NGOs and labor union allies. During this meeting, participants discussed the report's findings and conclusions, as well as how to use this information to improve the work of parties operating in China.

## Building a market for decent working conditions

Government contracting for goods like public employee uniforms creates millions of jobs. When governments purchase these goods without concern for the workers who make them, governments create incentives for jobs with low wages for long hours of work in unhealthy and abusive conditions. Government procurement of uniforms and other apparel often subsidizes sweatshop conditions where wages are so low that workers and their families



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## CREATING A SWEATFREE WORLD

live in poverty, struggling to afford even the basics of shelter, food, and child care.

SweatFree Communities' long-term goal is a \$1 billion market for decent working conditions through government purchasing of sweatfree apparel and related products where labor compliance is ensured by the Sweatfree Purchasing Consortium. Requiring government and industry transparency and accountability, this market will help create a new driver in global markets – one that protects jobs with high labor standards and decent wages domestically and internationally.

SweatFree Communities achieved a significant victory when the Sweatfree Purchasing Consortium was officially launched in June 2010 with 10 founding members, including four states and six cities. Grassroots sweatfree campaigns persuaded the states of New York, Maine, Pennsylvania, and Wisconsin, and the cities of Austin, Ashland, Madison, Milwaukee, Portland, and San Francisco to join. In addition, the city of Seattle became the 41st city nationwide to adopt a sweatfree purchasing policy, a significant accomplishment for the Sweatfree Northwest campaign. Activists in Missouri made University City sweatfree, a first in that state. Four additional cities joined the Consortium which now represents more than 40 million people and \$50 million in annual apparel purchasing.

SweatFree Communities also brought its campaign to the federal government. In April 2010, the U.S. House of Representatives unanimously approved a resolution,

directing the Department of Defense not to procure any uniforms from U.S. companies that violate labor standards. This is a significant statement linking procurement decisions with labor standards enforcement, and provides a sound foundation for future campaigns to make federal procurement sweatfree. Six months later, in October 2010, the path-breaking *Jobs Through Procurement Act* was introduced. This act would, for the first time, require federal contractors and subcontractors, whether operating in the United States or overseas, to comply with labor standards. *The Jobs Through Procurement Act* attracted the support of major unions and religious organizations and will be a model for similar initiatives at all levels of government in the future.



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### Global Policy Network

In the fall of 2010, ILRF began to reestablish the Global Policy Network ([www.gpn.org](http://www.gpn.org)), a collection of progressive labor and economic policy researchers worldwide. In collaboration with The Just Jobs Network, a new initiative launched by the Center for American Progress, the GPN will provide ongoing research and analysis to support progressive allies in the social justice movement and provide a platform for member organizations to voice local labor rights issues to a wider international audience.



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As workers faced increasing attacks on their right to have a voice on the job and to collectively bargain with their employers, ILRF continued to stand with workers fighting for the right to organize through our Freedom at Work campaign. From the Philippines to Colombia to Algeria, we supported freedom of association and collective bargaining rights. We also released the *Freedom at Work Toolkit* for activists, consumers and unions that draws connections between union rights and other labor and human rights and can be used to organize in local communities to support these rights globally.



## Philippines

The Philippines is one of the most dangerous countries for union organizing. This past year, ILRF built upon our very successful solidarity efforts in 2009 working with Philippine trade unions and NGOs to continue to highlight labor abuses in the Philippines and advocate for policy and legal changes to end barriers to trade union organizing in the Philippines. Having worked with Philippine trade unions, the Australian Council of Trade unions, the AFL-CIO, and others to successfully push for an ILO High-level Mission in late 2009, ILRF continued to work with our partners in the Philippines to press the Philippine government to implement the ILO's recommendations.

In June 2010, after Philippine President Benigno Aquino was elected and sworn in, the Philippine Department of Labor issued a hundred-day plan for implementing labor reforms –citing the results of the ILO High-level Mission,

the complaint of our allies to the ILO, and ILRF's work on a supportive trade complaint under the U.S. Generalized Systems of Preferences.

ILRF also worked with a local union in the Philippines that represented 4,200 rank and file workers on the Dole Foods pineapple plantation in a solidarity campaign after Dole management ceased regular dialogue with the elected union leaders as agreed in their collective bargaining agreement. ILRF assisted the union to prepare a case at the Philippines Commission on Human Rights citing freedom of association violations by Dole Foods and joined the union in meetings before the Commission. ILRF also lodged a case at the U.S. Department of State OECD National Contact Point seeking their help to end violations at Dole Philippines in time to prevent lasting harm to the workers' right to freely elect their own representatives in upcoming certification elections. ILRF will continue to work with allies to advocate ways to

## Freedom at Work Toolkit

ILRF's *Freedom at Work Toolkit* is designed for audiences that may not be familiar with the global labor movement and organizing struggles. The first section outlines why defending the right to organize can help empower working women, end human trafficking, curb forced and child labor, defend the rights of migrants, and protect consumers. The second section explains why workers' rights are an essential component of human rights. The last section presents a series of case studies of violations of the right to organize from around the world. These case studies also include success stories from workers who have joined together despite facing many barriers. Finally, you will find a glossary, a web resource guide and a "what you can do" section that will allow you to translate what you have learned into concrete action in support of workers. Our thanks to the American Federation of Teachers, the Communication Workers of America, Global Exchange, the International Brotherhood of Teamsters, Laborers' International Union of North America, and Service Employees International Union for their sponsorship of the publication. Download a copy of the toolkit at [bit.ly/FAWtoolkit](http://bit.ly/FAWtoolkit).

## FREEDOM AT WORK

improve both government and private grievance mechanisms meant to ensure against the abuse of workers' right to organize and bargain collectively.

When several Congressmen introduced legislation in 2009 seeking to expand textile trade benefits for Philippines textile manufacturers, under the Philippine SAVE Act, ILRF worked with unions on the Philippine Tri-partite Industrial Peace Council to analyze the law and its impact on their industry and inform them about the U.S. legislative process. At a meeting organized by the Philippine government and its U.S.-based lobby firm to generate support from Philippine unions for the proposal, the unions were prepared to present their ideas. ILRF also served as an educational resource for Congressional offices seeking more information on the impact of U.S. laws on the labor movement in the Philippines and on our current GSP petition.

Finally, ILRF began collaborating with the United Electrical workers and unions in the Philippines to produce the *Philippine Labor News and Analysis* (PLNA). While still a work in progress, we look forward to building the capacity so the PLNA can be a powerful resource for progressive trade unionists in the United States and the Philippines to share their experiences and organizing stories.



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### Advancing labor rights under U.S. trade programs

Throughout 2010, ILRF continued its public advocacy to advance labor rights under U.S. trade programs. ILRF filed updated testimony on four different cases under the Generalized System of Preferences (Bangladesh, Niger, Uzbekistan, and Philippines). ILRF also joined with the Washington Office on Latin America and the Guatemala Human Rights Commission to file comments to the United States Trade Representative with regard to the complaint against the Government of Guatemala under the labor chapter of the Dominican Republic-Central American Free Trade Agreement (DR-CAFTA). In the comments, ILRF voiced concern over absence of the rule of law, and the impunity enjoyed by those who commit violence and intimidation against trade unionists.

## COMMUNITY SPOTLIGHT

### Kilusang Mayo Uno Labor Center

Amado Kadena-National Federation of Labor Unions-Kilusang Mayo Uno (AK-NAFLU-KMU) was formed by the rank-and-file hourly employees at Dole Philippines, an SA8000 certified facility in Polomolok, Mindanao in 2001. Elected again in a landslide vote in 2006, Amado Kadena had enjoyed the overwhelming support of Dole's 4,200 unionized rank-and-file employees who work in Dole Philippines processing plants and in the fields of the plantation, as well as the local community. During this time, Amado Kadena leaders gained increased pay and benefits for members, secured full-time employment for more than 1,500 contract workers, and managed innovative programs, such as a death aid program, monthly rice allowances, and a mini-mart offering subsidized goods. Soon after, however, new management at Dole Philippines disengaged with the elected AK-NAFLU-KMU leaders, renegeing on communications commitments in the collective bargaining agreement. Around the same time, the military ramped up their harassment campaign against the union's supporters. Workers were allowed to leave work to attend military rallies where propaganda maligned the KMU as part of the insurgent front in the region, despite the KMU never having been formally charged for illegal/insurgent activities. Throughout 2010, labor center Kilusang Mayo Uno continued to call for Dole Philippines to stand against trade union repression, for a return to dialogue between management and the union leadership and for free and fair union elections.



© SweatFree Communities

Women overwhelmingly occupy the lowest paying, most unstable jobs, producing clothes, agricultural products, electronics, and other commodities for export to the United States. Women workers are systematically denied their rights to equal pay for equal work, permanent contracts, safe and non-hazardous work environments and freedom of association. Sexual harassment in the workplace and workplace-related sexual violence are particularly egregious and widespread forms of discrimination against women. In 2010, ILRF's Rights for Working Women campaign continued to highlight the particular abuses that women face in the workplace, especially in agricultural export industries, and worked to ensure that U.S. policies addressed discrimination against women.

# RIGHTS FOR WORKING WOMEN

## Advocating for decent work for domestic workers

Domestic work is a sector notorious for exploitative conditions including forced labor, child labor, and human trafficking. Domestic workers are often extremely isolated and vulnerable. The ILO estimates that more girls under sixteen work in domestic service than in any other category of child labor. Labor legislation in many countries excludes domestic workers or does not adequately protect them. Delegates at the June 2010 ILO conference agreed to move forward on a new Convention regulating the rights of domestic workers. The ILO's focus on decent work for domestic workers leading up to and following the 2011 International Labor Conference provides an excellent opportunity to advocate for new international protections for domestic workers and to heighten awareness of the abuses domestic workers experience.

During 2010, ILRF coordinated with U.S. government agencies and other international rights organizations to promote strong protections for child domestic workers in the text of the proposed Convention by circulating a policy paper on child domestic work. ILRF also engaged partners in Indonesia and Guatemala to highlight the working conditions of child domestic workers and to support their advocacy for proper government responses and protections for domestic workers.



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## COMMUNITY SPOTLIGHT

### Corporación Cactus

Corporación Cactus was established in 1995 to investigate, document and expose the problems generated by the production and commercialization of Colombian cut flowers for export. Cactus's activities include trainings for flower workers; raising awareness among consumers; researching the effect of flower production on the environment, workers, and communities; and researching the working and living conditions of flower workers. Over the past ten years, Cactus has used legal strategies that combine analysis, direct legal service and alternative mechanisms for promoting human, economic, social, cultural and environmental rights. In addition to pursuing general research methods, Cactus has also designed an advocacy strategy to address public policies and company programs, as well as a communications strategy to educate the public. Through these initiatives, Cactus has gained knowledge and experience in demanding respect for labor rights from a gender-based perspective. The organization has acquired significant expertise in the global production and trade of cut flowers, fair trade campaigns, codes of conduct in the flower sector, and social organizing processes. Cactus has recently broadened its focus to include not only the flower sector, but also a more general focus on regional sustainable development in Central Colombia.



### Interview with three girls in the kitchens of the Minerva Terminal Market, Guatemala:

We start work at 6am and we work until 7pm. We eat breakfast at noon and we eat lunch at 3 or 4pm. We eat dinner at 7pm. We have to wash our clothes and the clothes of our boss and her son; this can take til 9 or 11pm.

We live with our boss; she gives us a bed. But we can hardly get by. We get only four hundred or five hundred quetzals [\$50 or \$65 per month] to process corn. She wakes us up at 5:30am. It's hard to get up then because we are so tired.

If we get sick, she doesn't give us any medicine. We wanted to work together somewhere else, but we can't. She might permit it, but we would have to look for other girls to stay and work in our place. And she would treat them the same.

Sometimes we don't see our families for as long as three or five months because she does not give us permission to leave.

We have suffered injuries, burns, cuts on the job.

When she gets angry, we don't get to eat. On Saturday, I didn't get to eat because she got mad and yelled. We all cried. Our families don't know that they treat us poorly here.

We cannot leave and we cannot play. We want to be in the sunshine, but we have to be at work.

We are afraid because she scolds us when we ask questions. She scolds us, and sometimes she wants to hit us.



## COMMUNITY SPOTLIGHT

### CEADEL

Founded in 1999, CEADEL's mandate is to improve working and living conditions for marginalized groups such as children, adolescents, youth, and women workers. CEADEL conducts research, documents abuse, and provides training on the defense of labor rights, promoting the participation and protection of children, at-risk youth, adolescents and women workers. In 2010, ILRF enabled CEADEL to document the living and working conditions of child domestic workers.

## 2010 FINANCIALS

<b>Revenue</b>	<b>2009</b>	<b>2010</b>
Faith Based Institutions	5,010	19,125
Foundations	687,014	572,584
Contribution received in the merger with Sweatfree Communities	0	137,038
Other Institutions	965	19,110
Individuals	24,545	33,870
Events	63,831	3,710
Trade Unions	500	26,225
Government	480,065	626,548
Honoraria	1,915	9,506
Interest	270	229
In-Kind	200	374
<b>Total Revenue</b>	<b>\$1,264,315</b>	<b>\$1,448,309</b>
<b>Expenses</b>		
Program Services	961,545	1,408,640
Supporting Services		
Management and General	82,564	62,034
Fundraising	37,924	14,313
<b>Total Expenses</b>	<b>\$1,082,033</b>	<b>\$1,484,987</b>
<b>Change in Net Assets</b>	<b>\$182,282</b>	<b>-\$36,678</b>

<b>Net Assets in Beginning of Year</b>	<b>\$3,080</b>	<b>\$384,980</b>
<b>Net Assets at End of Year</b>	<b>\$384,980*</b>	<b>\$ 576,262**</b>

\*restricted for use in 2010

\*\*restricted for use in 2011

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Our work would not be possible without the contributions of the following supporters, who share our commitment to making social and economic justice a reality for millions of workers worldwide. We would like to express our deepest gratitude to the following institutions and individuals for their generous support in 2010.

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The International Labor Rights Forum is an advocacy organization dedicated to achieving just and humane treatment for workers worldwide.

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