



INTERNATIONAL LABOR RIGHTS FORUM  
BUILDING A JUST WORLD FOR WORKERS



2011 Annual Report



**International Labor Rights Forum**

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Design by Jessica Laney and Haley Wrinkle

photo © Julian Wainwright. In detention centers all over Vietnam, some 40,000 men, women, and children are being held against their will and forced to labor for the Vietnamese government. The victims are held without a hearing or a trial in a court of law in drug detention centers on suspicion of using illegal drugs. Most detainees are picked up in "street sweeps" or on the basis of a single positive urine test. Even those who enter the centers voluntarily in the hopes of getting help for addictions are not allowed to leave. Many are held for up to five years of forced labor, often to produce goods for private companies.

All uncredited photos by the International Labor Rights Forum

## CONTENTS

Note from the Director .....	2
2011 Highlights.....	3
Programs:	
Stop Child and Forced Labor .....	5
Creating a Sweatfree World .....	11
Freedom at Work .....	15
Rights for Working Women .....	18
Financials .....	21
Supporters.....	22

## Note from the Director



Dear fellow labor rights advocates,

The year 2011 will remain memorable in our struggle for economic fairness and democracy. Dictatorships were toppled in North Africa. Large popular movements organized to promote social justice here and abroad. At the same time, even iconic US corporations callously continued to take advantage of global poverty, essentially relying on child labor and exploitative working conditions in their supply chains to remain competitive. The fight for the defense of labor rights plays a key role in all of these issues.

While most of the Occupy encampments may be gone in the US, those tent cities continue to inspire ongoing struggles. ILRF partner, the Philippine Airlines Employees' Association, set up a tent city protest outside Manila's airport which continues today, spurring more unity among Philippine labor groups and transnational solidarity.

As the global economy sputters on, most countries scramble to attract jobs at any cost. Too little effort goes towards ensuring decent livelihoods: the kinds of jobs that enable workers to contribute to economic growth, keep children out of the global labor force, and allow parents to not only send their kids to school, but also get involved and advocate for better schooling. At ILRF we believe that worker-driven solutions – not corporate monitoring programs – are

the best way to stop child labor, forced labor and other worker rights abuses.

Thus many of the ILRF projects presented in this report either provide support to workers – as with the legal aid clinics in China – or engage local labor groups in monitoring forced and child labor – as with many of our Child Labor Action Fund (CLAF) partners. While the International Labour Organization (ILO) has reported some progress in the fight against child labor, families' investments in schooling will have to convert into better livelihoods and opportunities for their children, or progress will be temporary.

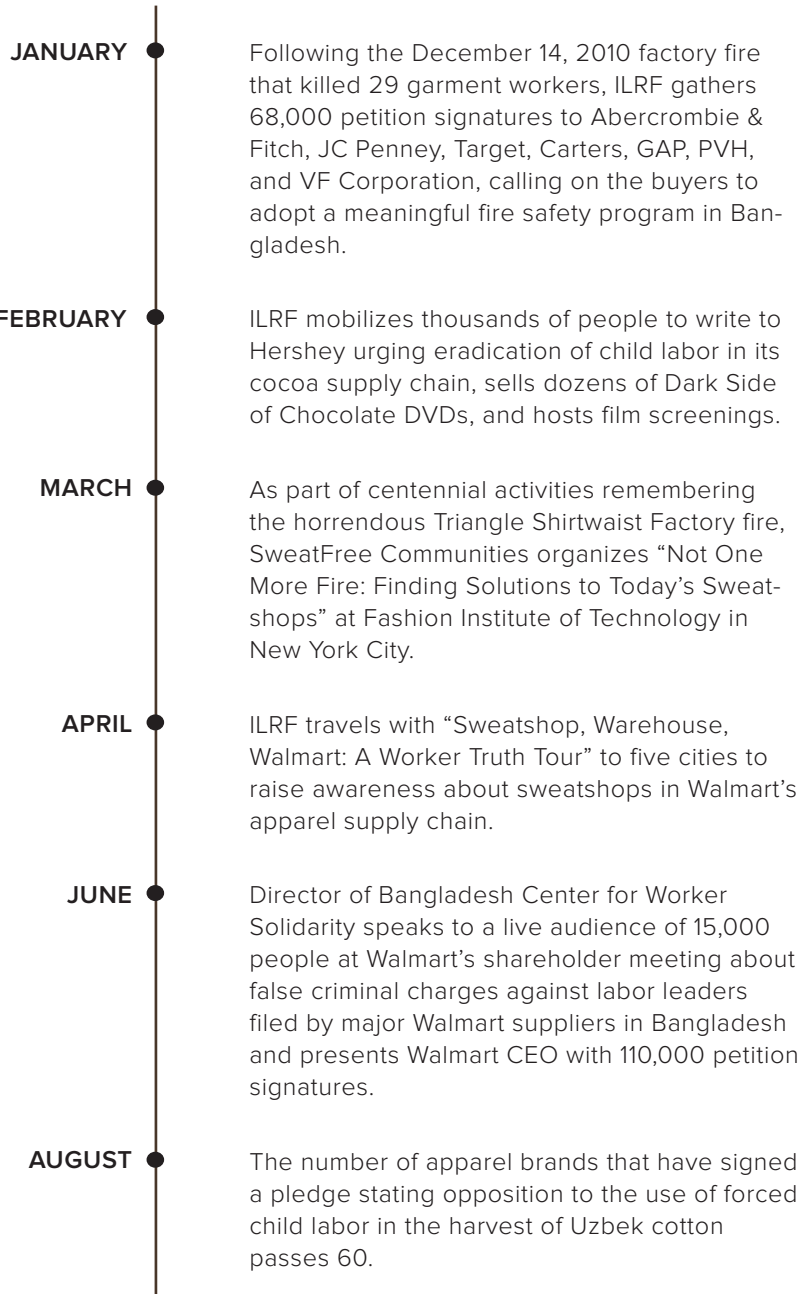
Thank you for your interest in our work. Please join us in support of workers' ability to find their voice and stand up for their rights and the welfare of their families. To get involved, please visit our website, [www.LaborRights.org](http://www.LaborRights.org), or contact us directly at [laborrights@ilrf.org](mailto:laborrights@ilrf.org).

In Solidarity,

A handwritten signature in blue ink that reads "Judy". The signature is stylized and cursive.

Judy Gearhart  
Executive Director

## 2011 HIGHLIGHTS



<b>JANUARY</b>	Following the December 14, 2010 factory fire that killed 29 garment workers, ILRF gathers 68,000 petition signatures to Abercrombie & Fitch, JC Penney, Target, Carters, GAP, PVH, and VF Corporation, calling on the buyers to adopt a meaningful fire safety program in Bangladesh.
<b>FEBRUARY</b>	ILRF mobilizes thousands of people to write to Hershey urging eradication of child labor in its cocoa supply chain, sells dozens of Dark Side of Chocolate DVDs, and hosts film screenings.
<b>MARCH</b>	As part of centennial activities remembering the horrendous Triangle Shirtwaist Factory fire, SweatFree Communities organizes “Not One More Fire: Finding Solutions to Today’s Sweatshops” at Fashion Institute of Technology in New York City.
<b>APRIL</b>	ILRF travels with “Sweatshop, Warehouse, Walmart: A Worker Truth Tour” to five cities to raise awareness about sweatshops in Walmart’s apparel supply chain.
<b>JUNE</b>	Director of Bangladesh Center for Worker Solidarity speaks to a live audience of 15,000 people at Walmart’s shareholder meeting about false criminal charges against labor leaders filed by major Walmart suppliers in Bangladesh and presents Walmart CEO with 110,000 petition signatures.
<b>AUGUST</b>	The number of apparel brands that have signed a pledge stating opposition to the use of forced child labor in the harvest of Uzbek cotton passes 60.

## 2011 HIGHLIGHTS

### SEPTEMBER

ILRF's protest of forced labor in Uzbekistan outside the daughter of Uzbekistan President Islam Karimov's show during New York Fashion Week draws widespread news coverage. Later in the month, ILRF and allies picket US-Uzbekistan Business Forum.

ILRF launches petition calling on U.S. Trade Representative to raise concern about state-sponsored forced labor in Vietnam amidst Trans-Pacific Partnership free trade agreement negotiations.

### OCTOBER

Raise the Bar, Hershey! Campaign organizes rallies at Hershey's flagship stores in Chicago, Toronto, and New York, and delivered 100,000+ letters from concerned consumers to Hershey HQ.

With a coalition of 25 organizations, ILRF files comments with U.S. Department of Labor to urge the list maintained under EO13126 – the regulation prohibiting government purchasing of products made by forced or indentured child labor – to include products derived from cocoa and cotton.

### DECEMBER

Hershey, Dole, Walmart and Philippine Airlines top ILRF's Working for Scrooge list of the worst companies to work for if you want the right to join a union.

# STOP CHILD AND FORCED LABOR



© Ecumenical Institute for Labor Education and Research

Since our founding, ILRF has fought for an end to the abusive practices of child and forced labor. In 2011, we continued to advocate for policies to eradicate child and forced labor and to campaign against multinational corporations that benefit from these abuses. We educated and mobilized over 100,000 consumers to take action online, in the streets, and at the point of consumption, and we embarked on a new campaign to end state-sponsored forced labor in Vietnam.

# STOP CHILD AND FORCED LABOR



© ILRF

## Cocoa Industry

For over a decade, ILRF has worked to eliminate child and forced labor in cocoa production in West Africa. Thanks to ILRF efforts, the major chocolate companies continue to expand their commitments to address the worst forms of child labor and source cocoa certified by independent, third parties to meet international labor rights standards. In 2011, Mars committed to sourcing one hundred percent certified cocoa by 2020 and Nestlé announced a partnership with the Fair Labor Association (FLA) to investigate whether children are working on cocoa farms supplying its factories.

Nevertheless, child labor and trafficking continues in cocoa production as reported by Tulane University's Payson Center project on Child Labor in the Cocoa Sector in Cote d'Ivoire and Ghana. The US Department of State estimates that more than 109,000 children in Cote d'Ivoire's cocoa industry work under "the worst forms of child labor," and that some 10,000 are victims of human trafficking or enslavement.

In 2011, ILRF intensified its campaign calling on Hershey to begin sourcing Fair Trade certified cocoa. ILRF and its campaign allies created "brand-jamming" ads and videos of Hershey products, blanketed the company's Facebook wall in messages, organized rallies at Hershey's flagship stores, and delivered more than 100,000 letters from concerned consumers to Hershey's corporate headquarters on Halloween. In response, on January 30, 2012 the Hershey Company announced that it would make its first commitment to sourcing independently certified cocoa for its Bliss and Dagoba lines by the end of 2012. The announcement was made days before ILRF was scheduled to run a Super Bowl ad highlighting Hershey's use of child labor.

Hershey's initial step towards accountability is an important victory. However, Hershey and the industry need to take more steps to address the root causes of child labor in cocoa. ILRF will continue to increase the pressure on Hershey and the industry to set clear commitments and goals for addressing the egregious labor rights abuses in the cocoa supply chain in 2012.



# STOP CHILD AND FORCED LABOR



© ILRF

## Cotton

ILRF continued our advocacy efforts in 2011 to eliminate forced child labor on Uzbekistan's cotton plantations.

In Uzbekistan, one of the world's largest exporters of cotton, as many as two million children, some as young as seven years old, are forced to leave school and pick cotton in order to meet government-imposed cotton production quotas. They face ten-hour workdays, are exposed to harmful chemicals and risk physical harm or expulsion from school if they do not pick a quota of 100 pounds of raw cotton a day. While the cotton industry is very profitable for a few large landowners and political elites, the vast majority of cotton farmers live in dire poverty.

Building on our success in convincing apparel companies to join industry efforts to eradicate forced child labor in their cotton supply chains, in 2011 sixty of the world's top clothing labels, signed a pledge, stating their firm opposition to the use of forced child labor in the harvest of Uzbek cotton. We also organized a protest for fashion week in New York that forced Gulnara Karimova, the daughter of Uzbekistan

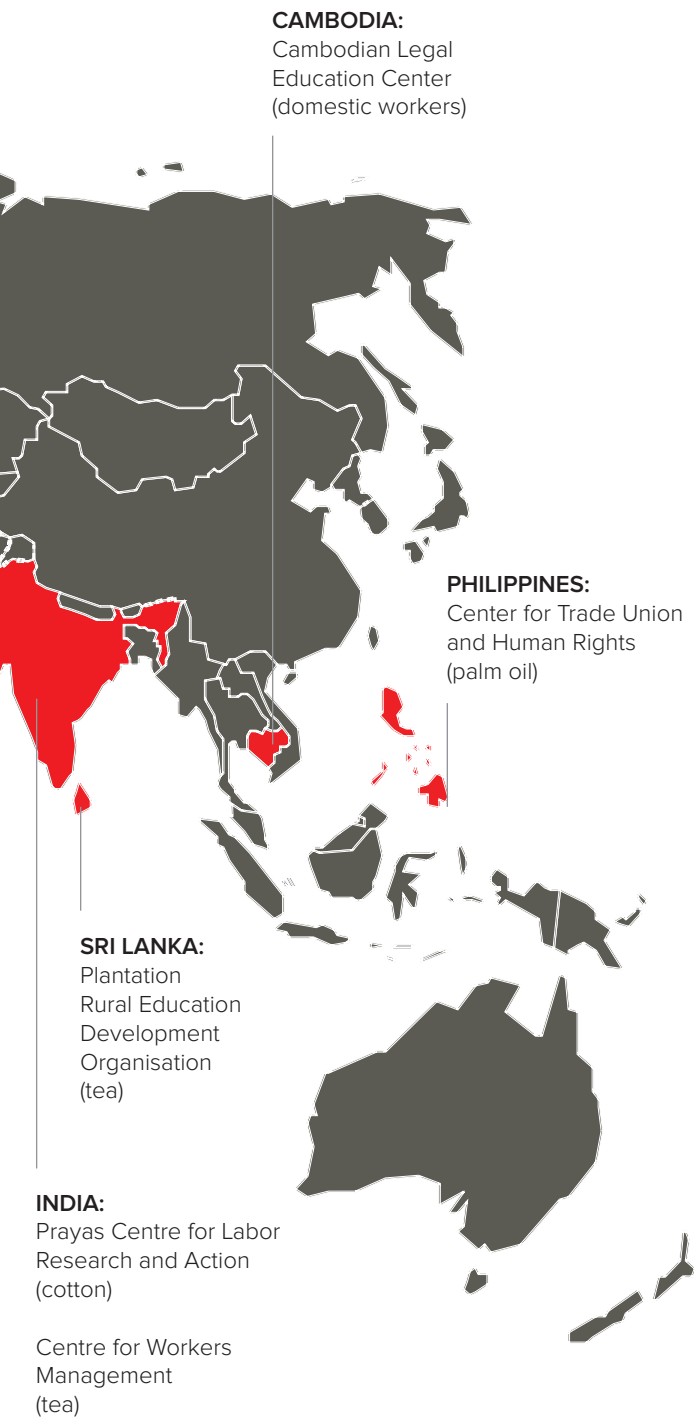
President Islam Karimov, to cancel her planned fashion show at the Lincoln Center and move it to a restaurant on 42nd Street, where the reduced crowd of protesters were actually able to interface more closely with attendees. Karimova cancelled her appearance at her own show at the last minute.

Additionally, ILRF and our partners continued to demand that US and European governments pressure the government of Uzbekistan to end the practices of state-sanctioned forced child labor and to accept an ILO investigation during the cotton harvest in order to demonstrate to the world that the abuse has stopped.

ILRF looks forward to expanding and strengthening our campaign against child labor in Uzbekistan and building upon these successes.

# CHILD LABOR ACTION FUND: PARTNERSHIPS





**CAMBODIA:**  
Cambodian Legal  
Education Center  
(domestic workers)

**PHILIPPINES:**  
Center for Trade Union  
and Human Rights  
(palm oil)

**SRI LANKA:**  
Plantation  
Rural Education  
Development  
Organisation  
(tea)

**INDIA:**  
Prayas Centre for Labor  
Research and Action  
(cotton)

Centre for Workers  
Management  
(tea)

ILRF understands the importance of building the capacity of grassroots organizations in regions where child labor is most deeply entrenched. Through our Child Labor Action Fund (CLAF), we are able to strengthen the effectiveness of these organizations fighting to end child labor. Through this program we also seek to strengthen the ability of these groups to integrate their work into global campaigns and advocacy efforts to stop child labor, such as ILRF's Campaign to End Child Labor.

Our on-the-ground partners' direct access to children is incredibly valuable, and can more effectively and directly expose problems, assist in the rescue and rehabilitation of the children themselves, and work to push local and national governments for stronger protections against these abuses. ILRF helps connect these immediate efforts across countries and regions to engage actors with access to important decision-makers within governments, international organizations, and multinational corporations. The CLAF program also helps develop the capacity of fledgling organizations and allows ILRF to collaborate in research and network-building by connecting reports and advocacy strategies among our partners in different countries. These financial, research and programmatic resources from ILRF assist in the grassroots organizations' ability to better execute on-the-ground efforts at the local level, and to engage on a more international level, connecting local expertise to global efforts for sustainable, long-term solutions.

# STOP CHILD AND FORCED LABOR



© Julian Wainwright

## Ending state-sponsored forced labor in Vietnam

In 2011, ILRF began working to end the use of forced labor in Vietnam's drug detention centers. In drug detention centers all over Vietnam, some 40,000 alleged drug users are being held against their will and subjected to forced labor and even torture in the name of "treating" them for drug dependence. Instead of receiving medical treatment for their addictions, detainees are forced to participate in "labor therapy" where detainees must work 8 or more hours a day doing repetitive tasks, like husking and shelling cashews, for little or no pay. As punishment for refusing to work, violating center rules, or simply not filling a daily quota, detainees report being beaten with clubs, shocked with electrical batons, or placed in solitary confinement.

ILRF research has shown that U.S. nut companies may be importing cashews that were processed with forced labor in Vietnam's drug centers. During 2012, ILRF will engage with companies who may be sourcing cashews and other products potentially made with forced labor, while also seeking to place pressure on the government of Vietnam to end these abuses and come into compliance with its obligations under international laws that prohibit 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. ILRF continues to partner with Not for Sale on Free2Work, a project that rates brands on their policies to eliminate forced and child labor in their supply chains. In 2011, we redesigned the project's rating methodology: the new tool gives a more in-depth look at companies' supply chain management systems. It focuses on brands' efforts not only at the final stage of manufacturing, but also in inputs and raw materials production, where risks of abuse are significant. Free2Work launched a new iPhone and Android application allowing users to scan the barcodes of products while they shop and access Free2Work grades. Throughout the year ratings grew significantly: whereas at the start of the year just over fifty products were evaluated, by year-end Free2Work featured assessments of over 300 brands and 10,000 products.



© ILRF

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 2011. In the second year of the merger of SweatFree Communities with ILRF, we started expanding the procurement strategy to food procurement and deepened our advocacy for workplace safety and justice for human rights defenders in Bangladesh.

# CREATING A SWEATFREE WORLD



© Sweatfree Communities

## SweatFree Communities

SweatFree Communities (SFC) is a national network of community-based groups and coalitions that campaign for their local cities, schools, and other public entities to buy uniforms and other products that are made in decent working conditions. Launched in 2003, SFC has won dozens of local sweatfree campaigns, building the demand for labor rights, and helped popularize the sweatfree campaign strategy—harnessing the power of government purchasing to support workers' rights.

In 2011, SFC made a number of new inroads. We initiated a small grants program to strengthen local sweatfree campaigns, expanded our focus to food as well as apparel procurement, and launched a new governmental collaborative to strengthen sweatfree procurement.

The goal of the grants program is to strengthen grassroots organizing and coalition building for sweatfree campaigns in strategic states and communities. We were happy to support campaigns in Massachusetts, New York, Oregon, and Washington.

Along with the Food Chain Workers Alliance, SweatFree Communities took the lead in a new

national collaboration for Fair Food government procurement policies that aim to lift wages and working conditions and ensure job security for workers throughout the food supply chain, while supporting the growth of local, sustainable farms and food businesses. Several unions, NGOs, and farm-worker organizations already have joined the coalition. They include Change to Win, Organic Consumers Association, Presbyterian Hunger Program, and UNITE HERE.

Finally, SFC helped bring to life the Sweatfree Purchasing Consortium, the institutional arm of the grassroots sweatfree campaigns, which pools the resources and combines the strength of cities, states, and other public entities that seek to buy uniforms and other apparel that are made in decent working conditions. With the help of SFC's staff support, the Consortium achieved tax-exempt status as a public charity, held its first annual meeting, voted in a Board of Directors, and made strong progress toward a central online database of factories in the public procurement supply chain. The Consortium has fourteen dues paying members, representing approximately forty million people and fifty million dollars in annual apparel procurement.

# CREATING A SWEATFREE WORLD

## Bangladesh

ILRF's work on labor rights in Bangladesh spans the full spectrum of factory research, worker tours, corporate campaigning, and policy advocacy. In 2011, we laid the groundwork for major advances in health and safety for garment workers and security for labor rights defenders.

For many years the dirty secret of the steadily growing Bangladeshi garment industry has been its cheap workers, treated as a disposable product. The lowest paid garment workers anywhere in the world, hundreds of them have died in preventable factory fires and building collapses during the last two decades, and many more have been injured. Meanwhile, major apparel brands and retailers continue to buy more and more from Bangladesh, which has risen to become the number-two garment exporter in the world behind China. ILRF's message to these companies is: knowing about the grave dangers to workers' lives and doing nothing is reprehensible and unacceptable.

Working with allies domestically and internationally, ILRF has put forward a solution: a plan to prevent fires and save workers' lives based on independent building safety inspections, public reporting, safety trainings with union participation, and worker empowerment so that workers can be part of the solution and no longer live in fear of raising concerns about dangers in their workplaces. We educated consumers about the issues and the solutions and campaigned to bring major companies to the table. Nearly 70,000 people signed our online petition to companies, including Target, JC Penney, Gap, Tommy Hilfiger, The North Face, Wrangler, Lee, and others, in support of our fire prevention plan.

In April we organized several public events with longtime ILRF partners, the Bangladesh Center for Worker Solidarity (BCWS) and the Bangladesh Garment and Industrial Workers Federation (BGIWF),

to commemorate the 100-year anniversary of the Triangle Shirtwaist Factory fire in New York City. Our runway show and panel discussion at the Fashion Institute for Technology drew a big crowd who learned about the eerie parallels between the infamous Triangle fire and modern-day fires in Bangladesh.

Immediately following the events in New York City, we toured Chicago, Providence, Boston, Philadelphia, Washington DC and other places with a Bangladeshi factory worker who makes Walmart clothing and U.S. workers who warehouse Walmart clothing to call attention to labor abuses in the whole corporate supply chain. In June 2011, the Executive Director of the Bangladesh Center for Worker Solidarity told a live audience of 15,000 people at Walmart's shareholder meeting about abuses, such as false criminal charges against labor leaders filed by major Walmart suppliers in Bangladesh. Our on-line petition to get Walmart to tell its Bangladeshi suppliers to drop false criminal charges against peaceful labor rights defenders drew more than 100,000 signatures.

In September and October we convened several educational meetings with Congressional offices and U.S. government officials. We hosted "Garment Workers' Voice and Worker Wellbeing in Bangladesh," a three-hour roundtable discussion on Bangladeshi labor rights challenges and solutions with the newly appointed U.S. Ambassador to Bangladesh, officials from the Department of State and the United States Trade Representative office, and leading international labor rights NGOs and unions. Following the event, we circulated a meeting report, which has had a direct impact in raising the issues of fire safety and worker voice in U.S. policy maker circles and, in turn, with Bangladesh government representatives and U.S. brands buying apparel in Bangladesh.

# CREATING A SWEATFREE WORLD



© ILRF

## China

In 2011, ILRF expanded its university programs beyond its Xi'an and Suzhou locations to establish three new labor law clinics across China with three new university partners and has expanded its NGO partnerships in the south.

Our new university partners have started to select students from among the most qualified of each university and have already helped workers by providing consultation on applicable law and peacefully facilitating employer-employee negotiation.

In addition to working with Chinese universities and students to engage in the protection of workers' interests, ILRF has made inroads on its connections with local labor law NGOs. In mid-2011 ILRF partnered with Hua Dan, an organization dedicated to using theatre to inspire and educate communities, to begin a series of teach-in seminars to build the communication skills of labor rights NGO workers in Shenzhen. The NGO workers engaged in role-play activities which tested their ability to effectively demonstrate and understand the relationships between employees and employers when navigating labor disputes. By partnering with Hua Dan to "train the trainers" of workers in Shenzhen, ILRF is helping to expand the services of local NGOs to help workers obtain their legally mandated rights.





© Philippine Airlines Employees Association (PALEA)

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, both in particular workplace struggles, and also through advocacy to advance labor rights under U.S. trade and procurement programs as well as within the fair trade system.



© Philippine Airlines Employees Association (PALEA)

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

Throughout 2011, ILRF continued its public advocacy to advance labor rights under U.S. trade and procurement programs. ILRF updated testimony on three different cases (Niger, Uzbekistan, and Philippines) currently under review by the worker rights subcommittee of the Generalized System of Preferences. ILRF staff met in person with the new ambassador from Niger regarding their new government's efforts to effectively address the plight of women who are born into a caste system that is a form of modern day slavery.

ILRF also continued its engagement with the Department of Labor to ensure that its lists of goods made with child and forced labor accurately reflect the range of goods that are tainted with these abuses. In December of 2011, ILRF led a coalition of more than 26 organizations in submitting detailed recommendations to strengthen U.S. government procurement policies to ensure that the federal government is not purchasing goods made with child labor or forced labor.

## Philippines

For several years, ILRF has supported the struggle of workers for recognition of their rank-and-file union at Dole's pineapple plantation in the Philippines. Stemming from that campaign, ILRF has built relationships with union leaders organizing also in other industries in the Philippines, including the union representing Philippine Airlines' ground-crew workers, the Philippine Airlines Employees Association (PALEA).

Philippine Airlines (PAL) workers held a protest action in September at Manila International Airport and other worksites in a bid to stop PAL's plan to significantly reduce wages and job security by contracting-out their jobs. In response, PAL had locked-out and illegally fired 2,600 ground-crew members. For the rest of the year, over one thousand workers continued to occupy the perimeter of PAL's In-Flight Center to protest PAL's outsourcing scheme and the company's unprecedented attack on freedom of association.

In November, ILRF publicly joined the boycott of PAL by launching a petition addressed to Lucio Tan, owner of Philippine Airlines and Air Philippines, which resulted in 5000 signatures. The petition also urged the Philippine Government to support full-time jobs and job security for the workers.

# FREEDOM AT WORK



© ILRF

## The Diversification of Fairtrade

In 2011, ILRF participated in Fairtrade International's Worker Rights Advisory Counsel. The WRAC includes members from labor rights NGOs and trade union federations working with Fairtrade International (FLO) in order to revamp their hired labor standards. Although Fairtrade primarily aims to certify owner-operated cooperatives, their entry into bananas and oranges ten years ago meant many of the small farms in the network must have employees in order to operate. ILRF has joined fellow WRAC members to successfully push Fairtrade International to adopt a forward thinking set of principles including the concept of worker oversight and effective dispute resolution mechanisms and to begin working with WRAC members to address grievances raised by worker organizations about existing problems in the system.

The FLO board accepted the recommendations, which will be further developed in the process of defining their new hired labor standards in 2012. Perhaps more crucial than ensuring rigorous standards are developed, the WRAC is also pushing Fairtrade International to further implement some of the principles already, starting with improvements to

worker training and a review of worker committees and the distribution of the Fairtrade price premium. Probably the toughest hurdle for Fairtrade in hired labor is ensuring that workers benefit directly from the price premium and that the worker committees are not replacing the role of trade unions. A critical antidote will be the extent to which local trade unions are able to have a presence on Fairtrade certified farms and to ensure that workers are able to organize and have access to trade union representation.

Meanwhile, in September of 2011, Transfair USA (which a month later changed its name to "Fair Trade USA"), announced its separation from Fairtrade International. Many ILRF partners have been trying to understand which Fairtrade – or Fair Trade – to trust. For ILRF and several of our allies, we are instead asking: What can fair trade certification bodies and advocates do to support organized labor's efforts to support workers in successfully claiming their rights at work? We expect these answers to unfold in 2012 as both organizations hone their hired labor standards.



© ILRF

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 2011, ILRF's Rights for Working Women campaign investigated the working conditions of women workers on Honduran melon plantations and of girls toiling as domestic workers in Bangladesh, Cambodia, Guatemala, India, and Indonesia.

# RIGHTS FOR WORKING WOMEN

## Honduras

With support from ILRF, Coordinadora de Sindicatos Bananeros y Agroindustriales de Honduras (COSIBAH, Coordinating Body of Banana and Agro-Industrial Workers' Unions of Honduras) documented working conditions and educated farmworkers on melon plantations in Choluteca, located in southern Honduras.

During 2011, COSIBAH surveyed 310 female melon workers and conducted fifteen meetings with community leaders and focus groups. COSIBAH found that recent reforms to the melon industry have created higher product quality standards, but have failed to improve labor standards. Workers in the melon industry remain subjected to precarious employment, unsafe working conditions and wages that are both illegally and unethically low.

In an attempt to remain profitable amidst growing competition from Mexican producers, Honduran companies have looked to cut production costs. All too often, however, these cost cutting strategies come at the expense of their workers. For the thousands of predominantly female, poor, uneducated melon workers this means twelve to fourteen hour work days, seven days a week; salaries below minimum wage with no overtime pay; exposure to dangerous chemicals and inhumane working conditions; and no access to social security.

Melon farming is seasonal work, and almost all labor is hired on contracts of six months or less. Despite the brevity of the contract, most women return to work on the same plantation year after year. In keeping contracts short-term, employers are able to maintain the upper hand on workers, with the threat of not renewing employment the next season. Temporary contracts also make it difficult for melon workers to organize and collectively claim their rights. Melon workers thus become more vulnerable to hazardous working conditions and sub-minimum wages.

Days are long for melon workers: most report working twelve to fourteen hour days and just over half receive a break for lunch. Only thirty percent of workers interviewed are provided with potable water, restroom facilities, or cafeterias. Most of the workers are employed in the cutting of melons from the vine, but despite frequent exposure to strong chemical fertilizers and insecticides, scarcely half of them receive protective equipment or appropriate safety training. As a result, many workers suffer from work-related illnesses and injuries.

Melon companies are required to pay into Social Security and guarantee that their employees have access to its benefits. Currently, melon companies are disregarding this law and their workers are suffering the consequences. Without social security benefits, women are forced to use the company's medical facilities, leading to illegal layoffs without compensation for pregnancy or work-related injury. At the year-end, ILRF and COSIBAH were making plans for the release of a joint, bilingual report for International Women's Day 2012.

# RIGHTS FOR WORKING WOMEN



© ILRF

## Domestic Workers

During the International Labor Conference of 2011, the ILO passed the Domestic Workers Convention, with the support of the US delegation and others. Labor rights advocates pushed hard for this convention to address the often unregulated work of the growing numbers of home health care workers in industrialized countries and the long-abused domestic workers in developing countries, many of whom begin as children, working long hours for subsistence wages and have little or no prospects of earning a way out of life as a domestic servant.

Domestic child labor is a common practice in Asia, Latin America and Africa. ILO reported at least fifteen million children, aged five to seventeen, worked as domestic workers in 2008, representing five percent of all child workers. ILRF partners in Bangladesh, Cambodia, Guatemala, India, and Indonesia are working to reach out to children in this sector.

ILRF's partner in Bangladesh reported that children they interviewed often performed hazardous work for long hours with few breaks. All workers interviewed "were stunted and malnourished and looked much younger than their actual age." Some of them

worked in conditions similar to slavery, being locked in the house when left alone and prevented to leave employment by their families' debt obligation to the employer. A fourteen year old girl told the interviewers: "My employer told me that if I'm to leave now my family would have to pay 20,000 taka (US\$ 290). I have no money myself and I don't know if there is any money being delivered at all. I miss school, my friends and the village. Here I work from six in the morning until midnight."

A common grievance of the child domestic workers in Bangladesh is, "nobody understands me." ILRF researchers tell us that the child workers' secluded domesticity combined with broad political neglect have earned them the nickname, "the invisibles." The employer blocks their access to the outside world and with them hidden from public view any laws and regulations to protect the children are completely ineffective.

# FINANCIALS

## Statement of Activities

YEAR ENDED DECEMBER 31, 2011

	Unrestricted	Temporarily Restricted	Total
<b>REVENUE AND OTHER SUPPORT</b>			
Government	1,133,877		1,133,877
Foundations	31,125	396,700	427,825
Donor advised funds		275,000	275,000
Event			
Trade unions	58,700		58,700
Other event	21,877		21,877
Contract	54,784		54,784
Individuals	49,969		49,969
Donated services and office space	25,235		25,235
Honoraria	1,742		1,742
Interest	398		398
Other	7,409		7,409
Net assets released from restrictions			
Restrictions satisfied by payments	787,297	(787,297)	0
<b>TOTAL REVENUE AND OTHER SUPPORT</b>	<b>2,172,423</b>	<b>(115,597)</b>	<b>2,056,826</b>
 <b>EXPENSES</b>			
Program services	1,779,570		1,779,570
Management and general	182,580		182,580
Fundraising	42,943		42,943
<b>TOTAL EXPENSES</b>	<b>2,005,093</b>		<b>2,005,093</b>
 CHANGE IN NET ASSETS	167,330	(115,597)	51,733
 NET ASSETS AT BEGINNING OF YEAR	(46,022)	576,606	530,584
 NET ASSETS AT END OF YEAR	121,308	461,009	582,317

# SUPPORTERS

Our work would not be possible without the contributions of our supporters. We would like to express our deepest gratitude to the following institutions and individuals whose generous donations supported our work for just and human treatment for workers worldwide in 2011.

Anbinder Family Foundation  
Berger-Marks Foundation  
Catholic Relief Services  
CrossCurrents  
Foundation to Promote Open Society  
Humanity United  
Moriah Fund  
New Society Fund  
Norman Foundation  
U.S. Department of Labor, Bureau of International Labor Affairs  
U.S. Department of State, Bureau of Democracy, Human Rights and Labor  
U.S. Department of State, Office to Monitor and Combat Trafficking in Persons  
Woodbury Fund

## Individuals

### Labor Rights Guardian (\$1000-\$5000)

Bama Athreya  
Cam & Susan Duncan  
Charles Heiner  
William Mascioli  
Mwiza Munthali  
Daniel & Jane Solomon  
Kathleen Ruff  
David Suisman

### Labor Rights Advocate (\$500-\$999)

Judith Ancel  
May Chen  
Lance Compa  
Richard Drath  
Joan Fletcher  
Bill Fletcher Jr. & Candice Cason  
Toni & Peter Gearhart  
Amy Luinstra  
Russell Smith  
Amy Thesing  
Donghui Wang

### Labor Rights Activist (\$250-\$499)

Margaret Baillie  
Mitch Cahn  
John Cavanagh & Robin Broad  
George Dalley  
Ronald Davison  
Carol Demuth  
Eric Dirnbach  
Theresa Haas  
Peter Haydu  
Susan Helper  
Ann Hoffman  
Tara Holeman  
Rick Johnson  
Karl Klare  
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