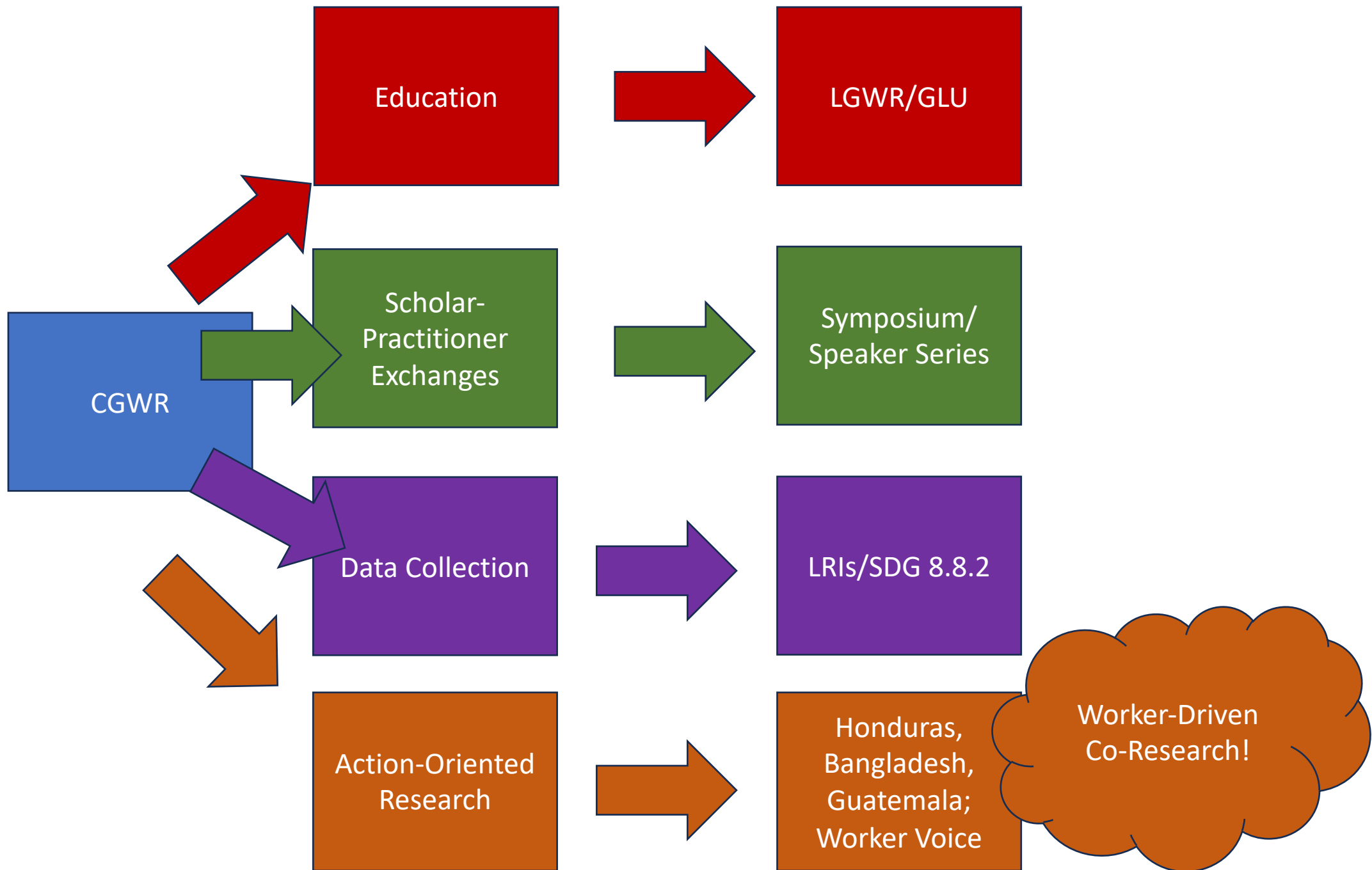


CGWR, Worker Voice, and Worker-Driven Co-Research

Mark Anner
Director
Center for Global Workers' Rights





Education

LGWR/GLU

Scholar-Practitioner Exchanges

Symposium/ Speaker Series

CGWR

Data Collection

LRIs/SDG 8.8.2

Action-Oriented Research

Honduras, Bangladesh, Guatemala; Worker Voice

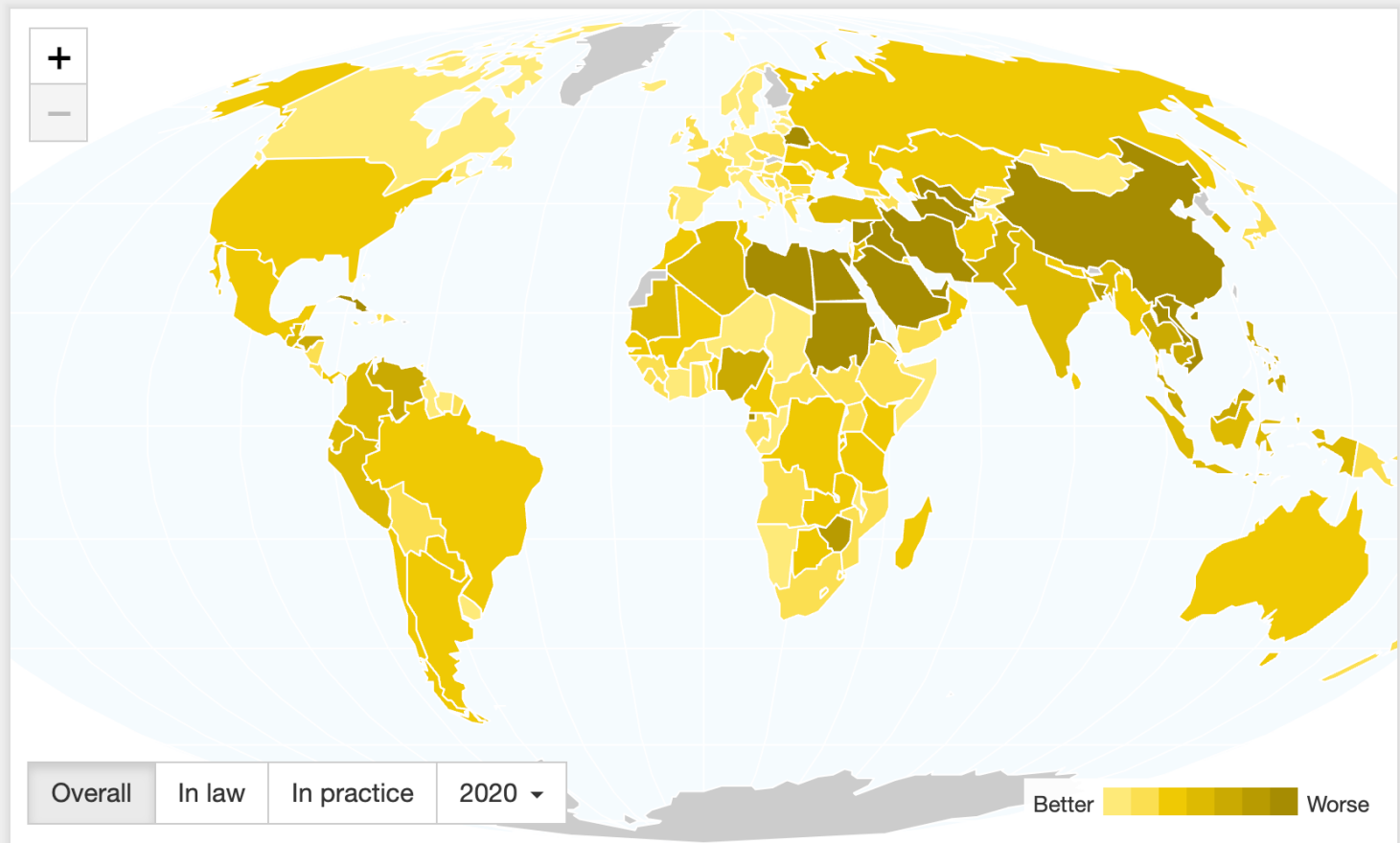
Worker-Driven Co-Research!

LRI <http://labour-rights-indicators.la.psu.edu/>

← → ↻ 🏠 🌐 labour-rights-indicators.la.psu.edu

🔴 Getting Started 📁 Imported From Fir... 🌐 UCS: Contact

Labour rights in law and practice | **Map** | Scores | Countries | Violations | About



About





Carlo Gabriel Tabia

Gonca Acaray

Margaret Marfo

Jiayi Yuan

Oliver Vanyanbah

Angela Herrera Puyana

Saulo Galicia

Marguerite's iPhone

Ask to Unmute ...

Worker Voice

Research Team; Case Study Authors



Mark Anner



Matthew Fischer-Daly



Sifat Amita



Samuel Okyere, U. of Bristol



Ye Yint



Katherine Maich

Evolving efforts for worker voice in GSCs

- 1980s: Outsourcing: Who is responsible for violations?
- 1990s: Shared responsibility, but private CSR programs; focus on child and forced labor
- 2000s: FoA covered, but not a zero-tolerance violation
- 2010: Hotlines, participation committees, 'worker voice.'
- **2020: Re-centering "democratic, collective worker voice."**



Child labor - away!

Definition

- “Worker voice is the ability of workers to come together, collectively articulate their demands, and seek better terms and conditions of work.
- It is a bedrock principle of labor relations.
- Freedom of association and the right to collective bargaining are core enabling rights that are essential to effective worker voice.”



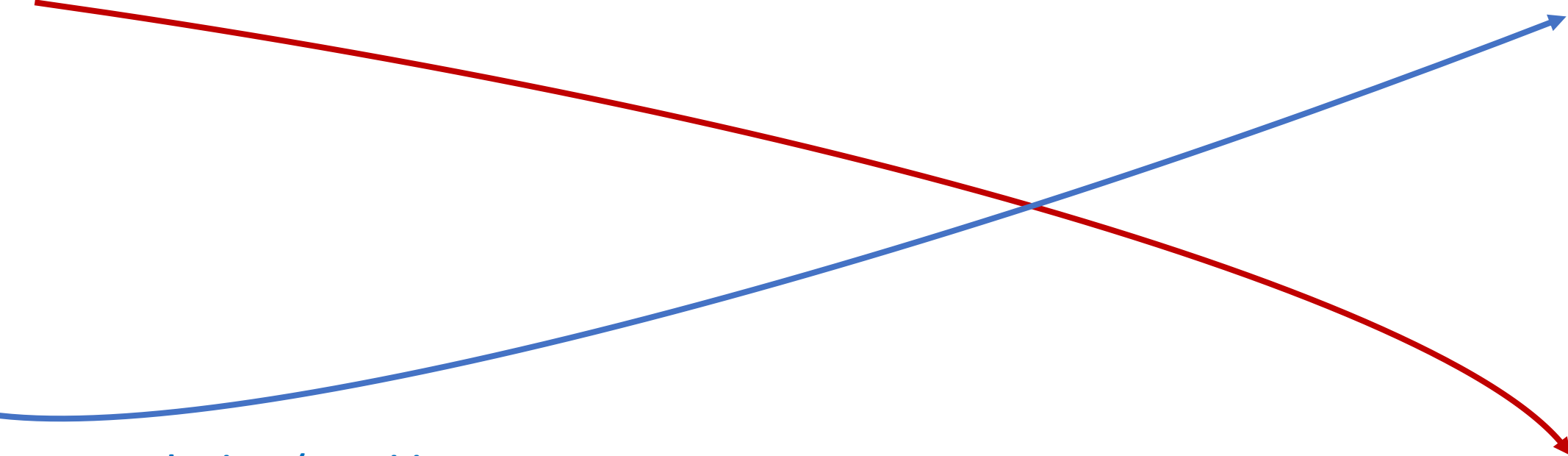
Worker Voice: Six Core Components

1. **Elect:** Democratic organizations that are independent from employers and the state/government. [Not management controlled “Participation Committees.”]
2. **Represent:** not enough to elect leaders. Must be collective representation; full involvement of informed and engaged members. [Not ‘ghost union’ with protection contracts and disconnected union bosses.]
3. **Include:** members, leadership, bargaining committees, etc. must reflect the diversify of members by race, gender, caste. [Lesotho & Dindigul agreements]
4. **Protect:** Workers must not be afraid that speaking up will bring severe consequences, such as job loss; also migration security, and physical safety [Not voluntary CSR program or due diligence that cannot protect workers in Myanmar).
5. **Enable:** It is not enough to allow organizations to exist. Must be given the time, space, training, information, and other resources needed to fulfill functions. [Not “no-prep” committee meetings, focus groups, etc.]
6. **Empower:** In addition to organization, space, training etc., workers must have sources of leverage to pursue their needs: right to strike, binding arbitration, trade sanctions, labor laws, mobilizing members.



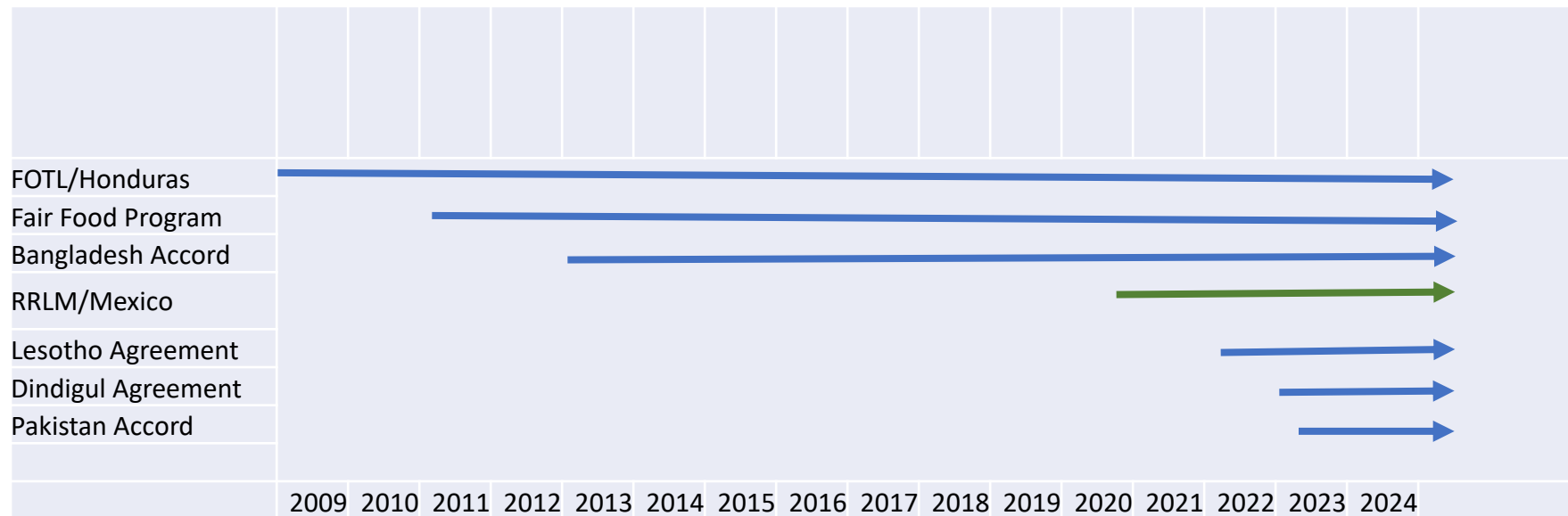
Dynamics of Voice Mechanisms: Ideal sequencing

External voice support mechanisms to break blockages to organizing



Bottom-up mechanisms (organizing, unions, CBAs, etc.) to address decent work deficits

Growth of EBAs (RRLM)



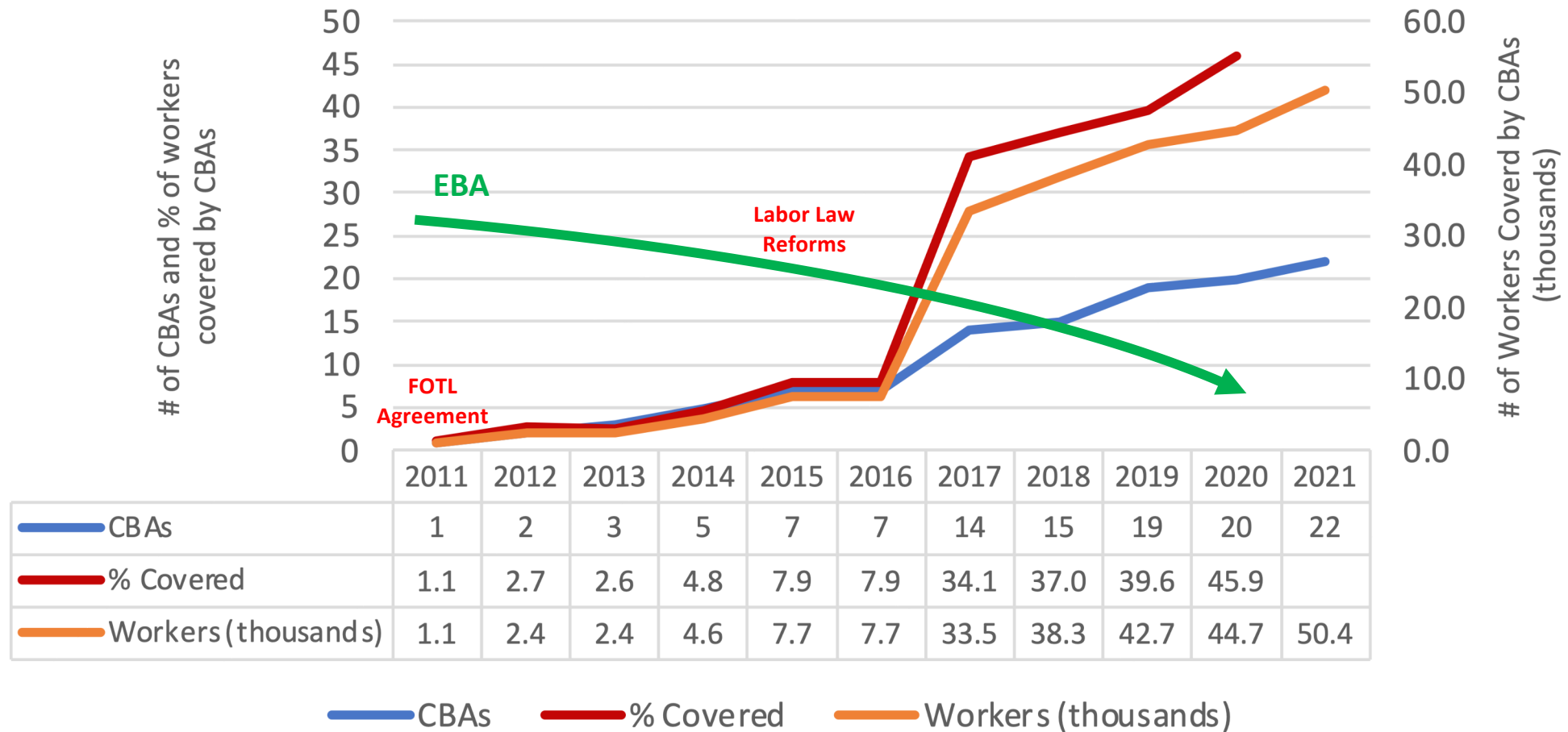
In development:

- Fisheries, Ireland

- IndustriALL, "On 14 March, IndustriALL (global union) co-organized the third in a series of investor roundtables on binding agreements. Participating asset managers and asset owners represented several trillion US\$ of assets under management.

EBA Example: Honduras FOTL Agreement

CBA: Number and Coverage,
Garment & Textile Sectors in Honduras (culmulative)







Main take-aways


- Getting beyond ‘checking a box’ for trade unions or participation committees.
- Start evaluating the quality and legitimacy of these mechanisms using the six criteria established in the report.
- Develop programs to enhance and develop voice support mechanisms.
- Emphasize programs with long-term potential to build “bottom up” collective worker voice.

Worker voice in research



Worker-Driven Co-Research, what is adds

- Worker-Driven (versus worker participation)
 - Co-Research (roles of worker researchers and professional researchers)
 - Focus: well-beyond a local community; from the workplace up through MNC corporate headquarters and financial investors.
 - Ongoing relationships.
- 



What Difference Does a Union Make?

Banana Plantations in the North and South of Guatemala

January 2021

Dr. Mark Anner
 Director, Center for Global Workers' Rights
 Professor, Labor and Employment Relations
 The Pennsylvania State University

CGWR
 Center for Global Workers' Rights


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 FROM THE AMERICAN PEOPLE

Bargaining for Decent Work and Beyond:

Transforming Work and Lives through Collective Bargaining Agreements in the Honduran Maquila Sector



May 24, 2022

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Dr. Mark Anner,
 Director, Center for
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 Employment Relations
 Penn State

With the Honduran Research Team
 and Luis Mendoza

Dissemination

Worker-Driven co-research

- Survey component.
- “Workers” (shop stewards, activists, unionists).
- Involved in design, implementation, analysis.
- Involved in analysis of corporate finances, CEO pay, profits, etc.







