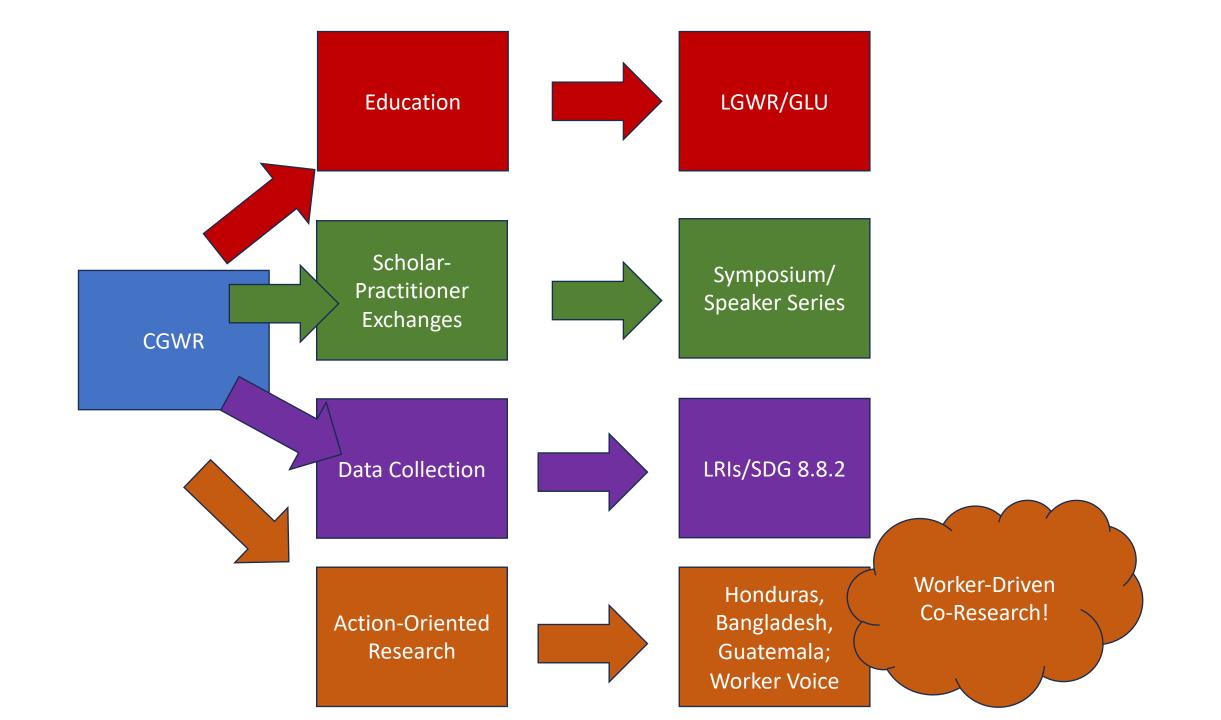
CGWR, Worker Voice, and Worker-Driven Co-Research

Mark Anner
Director
Center for Global Workers' Rights







CENTER FOR GLOBAL WORKERS' RIGHTS FALL / WINTER 2018-19

We are growing! For the first time since our founding, we are hosting two postdoctoral scholars, Paolo Marinaro who earned by the D. in Control on the State of the State of Marinary and Marinary and Marinary at the Marinary Association and Marinary and Marinary and Marinary and Marinary at the Marinary Association and Marinary a We are growing! For the first time since our founding, we are hosting **two** postdoctoral scholars, Paolo Marinaro who earned his Ph.D. in Sociology at the National Autonomous University of Mexico and Manuel Rosaldo, who earned his Ph.D. in Sociology at the National Autonomous University of Mexico and Manuel Rosaldo, who earned his Ph.D. in Sociology at the National Autonomous University of Mexico and Manuel Rosaldo, who earned his Ph.D. in Sociology at the National Autonomous University of Mexico and Manuel Rosaldo, who earned his Ph.D. in Sociology at the National Autonomous University of Mexico and Manuel Rosaldo, who earned his Ph.D. in Sociology at the National Autonomous University of Mexico and Manuel Rosaldo, who earned his Ph.D. in Sociology at the National Autonomous University of Mexico and Manuel Rosaldo, who earned his Ph.D. in Sociology at the National Autonomous University of Mexico and Manuel Rosaldo, who earned his Ph.D. in Sociology at the National Autonomous University of Mexico and Manuel Rosaldo, who earned his Ph.D. in Sociology at the National Autonomous University of Mexico and Manuel Rosaldo, who earned his Ph.D. in Sociology at the National Autonomous University of Mexico and Manuel Rosaldo, who earned his Ph.D. in Sociology at the National Autonomous University of Mexico and Manuel Rosaldo, who earned his Ph.D. in Sociology at the National Autonomous University of Mexico and Manuel Rosaldo, who earned his Ph.D. in Sociology at the National Autonomous University of Mexico and Manuel Rosaldo, who earned his Ph.D. in Sociology at the National Autonomous University of Mexico and Manuel Rosaldo, who earned his Ph.D. in Sociology at the National Autonomous University of Mexico and Manuel Rosaldo, who earned his Ph.D. in Sociology at the National Autonomous University of Mexico and Manuel Rosaldo, who earned his Ph.D. in Sociology at the National Autonomous University of Mexico and Manuel Rosaldo, who earned his Ph.D. in Sociology at the National Autonomous University of Mexico and Manuel Ros his Ph.D. in Sociology at the National Autonomous University of Mexico and Manuel Rosaldo, who earned his Ph.D. in Sociol-ogy at the University of California, Berkeley (page 5), And, with eight MPS students in Labor and Global Workers' Rights from Ghana. Liberia. Niseria. Turkev, Brazil. Ukraine and the HS. we have our largest Masters cohort to date Inage 7). True to the ogy at the University of California, Berkeley (page 5). And, with eight MP5 students in Labor and Global Workers' Rights form Ghana, Liberia, Nigeria, Turkey, Brazil, Ukraine and the US, we have our largest Masters cohort to date (page 2). True to the Center's encircle we continue to eneage in scholar-practitioner early angles in crucial issues for workers around the globe. Ghana, Liberia, Nigeria, Turkey, Brazil, Ukraine and the US, we have our largest Masters cohort to date (page 2). True to the Center's mission, we continue to engage in scholar-practitioner exchanges in crucial issues for workers around the globe.

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We began the fall 2018 semester with a talk by two labor activists/writers on strikes and state repression in Christa (see this produced in Christa). The contemporary contemporary is the contemporary contemporary in the contemporary We began the fall 2018 semester with a talk by two labor activists/writers on strikes and state repression in China (see this page, below). In October, Center-associated Assistant Professor Rebecca Tarlau joined labor rights and food justice activists from Memire. Moreone Tunista and the United Gates in a conference "Realistine a More Fair Clinkal Food Sunnly Chain" (page 15). page, below). In October, Center-associated Assistant Professor Rebecca Tarlau joined labor rights and food justice activists from Mexico, Morocco, Tunisia and the United States in a Conference, "Realizing a More Fair Global Food Supply Chain," or prescried but the Collidarity Center Inspect units properties that the Collidarity Center Inspect units from Mexico, Morocco, Tunisia and the United States in a conference, "Realizing a More Fair Global Food Supply Chain," organized by the Solidarity Center (page 2). In November, Center-associated Assistant Professor Katherine Maich Joined with domestic workers from more than \$0 countries in Cana Truan. South Africa to chang the future of their negativation. The Inc. organized by the Solidarity Center (page 2). In November, Center-associated Assistant Professor Katherine Maich Joined with domestic workers from more than SO countries in Cape Town, South Africa to shape the future of their organization, the International Thomastic Workers Factoristics (Cape 3). Our MDS ctudents research their research at Penn, State's Annual Bural International Thomastic Workers Factoristics (1996 3). Our MDS ctudents researched their research at Penn, State's Annual Bural domestic workers from more than 50 countries in Cape Town, South Africa to shape the future of their organization, the In-ternational Domestic Workers Federation (page 3). Our MPS students presented their research at Penn State's Annual Bural Student Student Conference and MEC student Surfact Duribba Intend with sensoral Fainter faculty to April 2018 ternational Domestic Workers Federation (page 3). Our MPS students presented their research at Penn State's Annual Rural Suddes Student Conference and MPS student Rafael Padilina Joined with several Center faculty to discuss the implications of the riethwine rise in Rurail Graee Al. We Innix forward to confermine our subvard history of crivilar-constitutioner evolutions. Studies Student Conterence and MPS student. Rafael Padilha Joined with several Center faculty to discuss the implications of the rightwing rise in Brazil (page 4). We look forward to continuing our vibrant history of scholar-practitioner exchanges with our Sorine 2019 Symposium: "Alternative Worker Movements at a Time of Political Cricie: Transformina Predigences." of the rightwing rise in Brazil (page 4). We look forward to continuing our vibrant history of scholar-practitioner exchanges with our Spring 2019 Symposium: "Alternative Worker Movements at a Time of Political Crisis: Transforming Predicament, and the Political Crisis: Transfo with our Spring 2019 Symposium: "Alternative Worker Movements at a Time of Political Crisis: Transforming Predicament, Into Possibility" (page 3). Finally, do not forget to check out page six for upcoming opportunities, notices, and a list of recent into Possibility (page 3). Finally, do not forget to check out page six for upcoming opportunities, notices, and a list of recent

Chinese Labor Activists Discuss "Striking to Survive" On September 24, Chinese labor activists and authors, Fan Zhigang and LI Wen discussed their new book, "Striking to Survive: Workers' Resistance to Fartner Behrvattens in China" at the Center for Global Worker's, Biehlt. The honk analyses. On September 24, Chinese labor activists and authors, Fan Zhigang and Li Wen discussed their new book, "Striking to Survive: Workers' Resistance to Factory Relocations in China" at the Center for Global Worker's Rights. The book analyses are survived to the Center of Colonal Resistance to Factory Relocations in China's the Center for Global Worker's Rights. The World's Factory." The Survive Richard River China's Pearl River China: a region known as "the World's Factory." The Survive: Workers' Resistance to Factory Relocations in China" at the Center for Global Worker's Rights. The book analyzes overther strikes in response to factory relocations in China's Pearl River Delta, a region known as "the World's Factory." The worker strikes in response to factory relocations in China's Pearl River Delta, a region known as "the World's Factory." The workers the work of the World's Factory of the World's Factory where the weareneds of labory critical and the work of the World's Factory where the weareneds of labory critical and the World's Factory where the weareneds of labory critical and the World's Factory where the weareneds of labory critical and the World's Factory where the weareneds of labory critical and the World's Factory where the weareneds of labory critical and the World's Factory where the world was a supplied to the World's Factory where the world was a supplied to the World's Factory where the world was a supplied to the World's Factory where the world was a supplied to the World's Factory where the World's Factory was a supplied to the World's Factory where the World's Factory was a supplied to the World's Factory where the World's Factory was a supplied to the World's Factory was a supplin worker strikes in response to factory relocations in China's Pearl River Delta, a region known as "the World's Factory." The strikes were part of a rising sea of labor unrest in China, where thousands of labor strikes are estimated to occur every year.

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the first decrade of the 200%, the wildras strikes preparated cignificant handles unobserved unon unreal back under one preparate. The vast majority of these strikes are organized spontaneously and without authorization from state-run labor unions. In the first decade of the 2000s, the wildcat strikes generated significant benefits: workers won unpaid back wages, pay raises, and improved conditions. The national government agen implagmented limited workers' rights engines. The suid-cat agriculture of the specific conditions. the first decade of the 2000s, the wildcat strikes generated significant benefits: workers won unpaid back wages, pay raises, and improved conditions. The national government even implemented limited workers' rights policies. The wildcat strikes, however, have been less effective in responding to a recent development: just as multinational communities care relatives. and improved conditions. The national government even implemented limited workers' rights policies. The wildcat strikes, however, have been less effective in responding to a recent development; just as multinational corporations once relocated their orantization to the Pearl Biver Delta: their supplies are now relocating to other parts of China and Southeast. however, have been less effective in responding to a recent development: just as multinational corporations once relocated their production to the Pearl River Delta, their supplying factories are now relocating to other parts of china and Southeast. Asia in their unrelenting guest for a cheaner, more obsedient workforce. Although the Chinaca programment exhibits come kells in their unrelenting guest for a cheaner, more obsedient workforce. their production to the Pearl River Delta, their supplying factories are now relocating to other parts of China and Southeast.

Asia in their unrelenting guest for a cheaper, more obedient workforce. Although the Chinese government exhibits some tolerance of the uniterest strikes. It has unleasted

erance of the wildcat strikes, it has violently repressed efforts by student activists and labor NGOs to organize these atomized revolts into a coordinated movement. The repression has forced many labor activists to operate clandestinely, taking on factory jobs and attempting to organize their workplaces from within. To assist such efforts, Zhigang, Wen, and their colleagues have self-published a series of books on labor organizing. They covertly distribute these books to workers, which they hope will provide inspira





LABOR AND RESISTANCE AT A TIME OF RIGHT-WING POPULISM: INDIA, BRASIL And the US

ig populists are stoking racism, xenophobia, and er movements provide a counter-narrative about ons to working peoples' economic woes? What is nts in increasing the power of threatened groups,

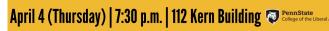
as migrants, religious and racial minorities, and women?

Join panelists Ruth Milkman (City University of New York), Ruy Braga (Universidade de São Paulo), Rina Agarwala (Johns Hopkins University), Beverly Silver (Johns Hopkins University). Chair: Elaine Hui (Penn State).

GEOGRAPHIES OF RESISTANCE: ART, RESEARCH AND LABOR STRUGGLE

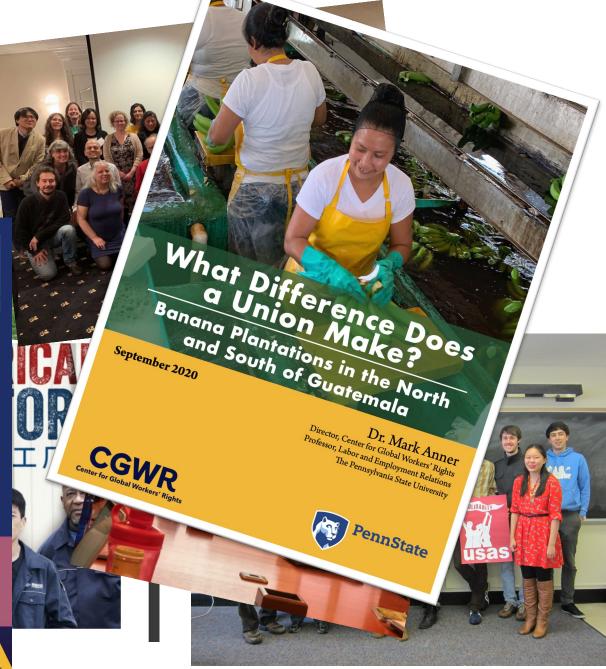
The event will feature a labor rights art exhibition curated by the Center for Global Workers' Rights





o race, color, religion, age, sex, sexual orientation, gender identity, national origin, disability or protected veteran status. This event is available in alternative

Penn State encourages qualified persons with disabilities to participate in its programs and activities. If you anticipate needing any type of accommodation of



LRIs http://labour-rights-indicators.la.psu.edu/







Worker Voice

Research Team; Case Study Authors



Mark Anner



Samuel Okyere, U. of Bristol



Matthew Fischer-Daly



Ye Yint



Sifat Amita



Katherine Maich



- 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."



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."



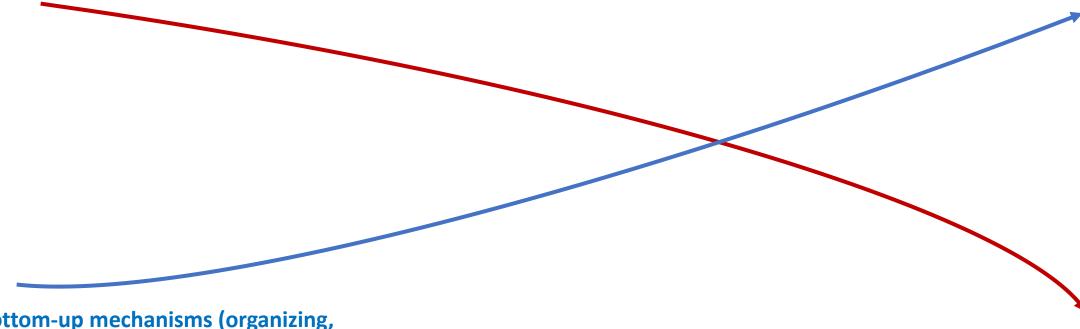
Worker Voice: Six Core Components

- 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, <u>mobilizing members</u>.



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

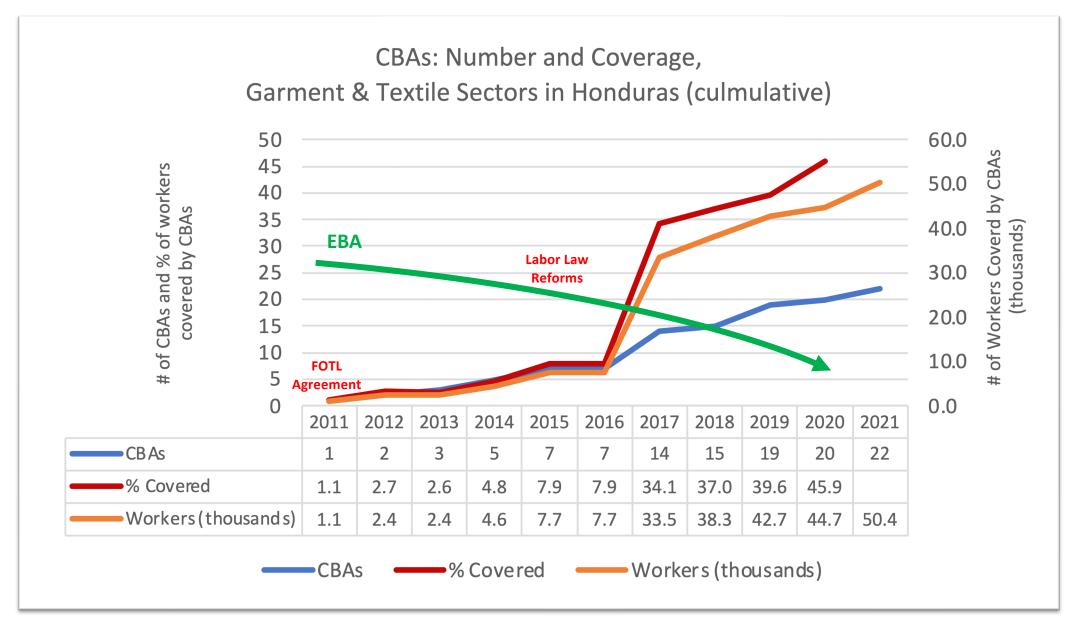
Growth of EBAs (RRLM)



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





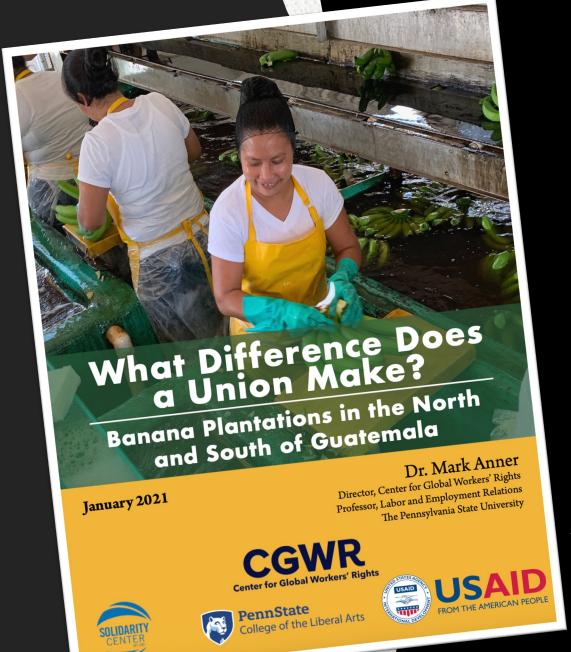
Main take-aways

- Getting beyond 'checking a box' for trade unions or participation committees.
- Start evaluating the <u>quality</u> and <u>legitimacy</u> 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 (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.





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.





