

Electronics Watch Strategic Plan

2024-28



Responsible public
procurement.
Rights of
electronics workers.

Dear reader:

The Electronics Watch Strategic Plan 2024-28 is designed to meet the challenges of our times and seize all opportunities to drive our mission: to use public procurement leverage to promote and protect the rights of workers in global supply chains.

Conditions for workers in these supply chains can be brutal. Twenty-eight million people are estimated to be in forced labour.¹ One million workers lose their lives each year due to exposure to hazardous chemicals.² Gender-based violence is pervasive in global supply chains, yet largely invisible and unreported.³ In many countries, workers face systematic violations of their rights.⁴

At the same time, authoritarianism is advancing in many regions while space for civil society is diminishing. The climate crisis has fuelled insatiable demand for minerals critical for the energy transition, while the drive for a just transition for workers and communities has not accelerated fast enough.

But an increasing number of countries are adopting regulations that mandate companies to take meaningful steps to prevent and remedy harm to workers in their supply chains and require governments to put a stop to modern slavery. There is a growing realisation that these efforts must put workers at the centre.

In this context, the Electronics Watch vision – that global supply chain workers can realise and defend their rights at work – is a call to action that can and should gain traction. This Strategic Plan is our roadmap for realising this vision.



A stylized handwritten signature of Sanjiv Pandita in black ink.

Sanjiv Pandita

President, Board of Trustees



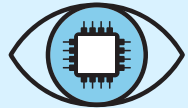
A stylized handwritten signature of Björn Skorpen Claeson in black ink.

Björn Skorpen Claeson

Executive Director



Electronics Watch Strategic Plan 2024-2028



Vision

Global supply chain workers can realise and defend their rights.



Mission

To use public procurement leverage to promote and protect the rights of workers in global supply chains.

Goal 1

Public buyers use their leverage effectively to protect and promote workers' rights in their supply chains.

Objectives

- 1.1** Build the capacity of public buyers to adopt and implement socially responsible procurement policies and systems.
- 1.2** Facilitate effective collaboration amongst public buyers to exercise collective leverage over industry actors.
- 1.3** Encourage and promote public buyer leadership within socially responsible public procurement.
- 1.4** Improve public buyers' understanding of human rights due diligence and risks to workers in their supply chains.
- 1.5** Support and organise public buyers to promote higher standards for workers in their supply chains.



Goal 2

Public buyers demand and use quality evidence for effective human rights due diligence and corporate accountability in their supply chains.

Objectives

- 2.1** Collate and communicate trusted and relevant information in relation to human rights due diligence and Socially Responsible Public Procurement.
- 2.2** Support public buyers to use credible evidence to drive improvements for workers in their supply chains.
- 2.3** Facilitate affiliate access to trusted and relevant information about workers' rights in public sector supply chains.
- 2.4** Create a network of monitoring partners and a community of practice that enables the consistent delivery of credible evidence.



Goal 3

Workers exercise their right to organise and access remedy with support from affiliated public buyers.

Objectives

- 3.1** Establish a Worker-Driven Monitoring Centre of excellence in training, research and collaboration to advance workers' rights in production regions.
- 3.2** Improve the quality and expand the reach of worker-driven monitoring.
- 3.3** Identify opportunities to include workers and worker representatives in remediation processes as well as in reviewing monitoring data.
- 3.4** Support public buyers to use their leverage to promote freedom of association and collective bargaining in their supply chains, including enabling access for trade unions to organise and represent workers collectively, and address union busting.
- 3.5** Integrate low emission vehicle supply chains in all relevant monitoring activities, expand partnerships and strengthen reporting and remediation activities in this industry.



Goal 4

Companies demonstrate accountability and human rights due diligence in public procurement supply chains.

Objectives

- 4.1** Improve the effectiveness of multi-stakeholder engagement to address workers' rights in global supply chains linked to public procurement. This includes dialogue between public buyers, trade unions, companies, and other key stakeholders.
- 4.2** Improve corporate accountability for failure to exercise effective and timely human rights due diligence in public procurement supply chains.
- 4.3** Promote a paradigm shift from corporate-driven corrective action to worker-driven remedy in relevant industries.
- 4.4** Support and organise public buyers to exercise effective human rights due diligence and to demand it from their suppliers.
- 4.5** Support workers and trade unions to demand effective human rights due diligence from supply chain actors.



Goal 5

Electronics Watch strengthens and expands its impact model.

Objectives

- 5.1** Develop strategic partnerships with trusted organisations to support implementation of human rights due diligence in public procurement.
- 5.2** Test a worker-centred human rights due diligence approach with public buyers across selected high-risk products in their supply chains.
- 5.3** Develop alliances and networks that foster global collaboration on human rights due diligence in public procurement.
- 5.4** Establish a monitoring, evaluation and learning framework to track progress and continuously improve the impact of Electronics Watch's work.



Goal 6

Electronics Watch functions as a values-based organisation and delivers professional excellence.

Objectives

- 6.1** Improve the efficiency and effectiveness of organisational processes and systems.
- 6.2** Enhance the financial health and sustainability of Electronics Watch.
- 6.3** Enhance the reputation and visibility of Electronics Watch to public buyers, trade unions, and other key stakeholders through communications and events.
- 6.4** Consistently demonstrate the organisation's values in all our activities.
- 6.5** Create a workplace where staff flourish and achieve their potential.



The Electronics Watch Strategic Plan in the global context

This Strategic Plan positions Electronics Watch to be a counterweight to the worldwide threats to human rights, climate, and democracy.

Over the next five years, this Strategic Plan will guide us and our partners to defend the human rights of workers in global supply chains, as well as to support a just transition and counter authoritarianism with workplace democracy.

There are opportunities in the regulatory environment...

Legislative changes around the world are raising expectations and creating **new requirements for companies** to exercise effective human rights and environmental due diligence. There is increasing recognition that corporate-controlled social responsibility is misdirected and that **worker-centred models** of human rights due diligence are necessary.

Goal 4

We want to see companies **demonstrate accountability** and human rights due diligence in public procurement supply chains.

We are already championing the **principle of worker-driven remedy**, in which workers as rights-holders are directly involved in remedy processes, determining the necessary reparations with support from trade unions, worker representatives and human rights defenders.

Goal 3

That is why one of our goals is for workers to exercise their **right to organise and access remedy** with the support of affiliated public buyers.

...but there are also challenges

Regulations alone will not usher in a new era of respect for worker rights.

The regulatory environment has become fertile ground for a fast-growing industry providing Environmental, Social, and Governance (ESG) assurance tools to companies. The **ESG market was valued at US\$ 158.5 billion in 2022** and is expected to more than double by 2030 – to about the same size as the present-day value of the entire global renewable energy market.

ESG tools often fail to identify, let alone remedy, human rights harms in global supply chains. They are still largely designed to protect brand reputations, not people or planet.⁵ **Poor audits conceal poor working conditions**, undermine transparency and ethical standards, and fail to remedy and prevent rights violations.

Goal 2

This is why public buyers demanding and using **quality evidence** for effective human rights due diligence is a vital goal in our Strategic Plan.

Public procurement leverage

Being accountable to the public at large, public buyers have a responsibility to place people and planet before corporate profit, and they can promote a model for human rights and environmental due diligence that centres on workers and communities. Our ambition is to support more public organisations to collaborate, exercise collective leverage, and **realise their full potential** to promote and protect the rights of workers in global supply chains.

Goal 1

We want to see public buyers **use their leverage effectively** to protect and promote workers' rights in their supply chains.

Leverage that goes beyond electronics

We have already expanded our work to include the low emission vehicles sector, advocating for affected workers and communities along the battery supply chain. But public buyers procure much more than ICT equipment and vehicles.

We will maintain and strengthen our work in the the electronics industry. But we believe that **the Electronics Watch model can be extended to other sectors** where abuses have been detected. We will be testing a worker-centred human rights due diligence approach with public buyers across other selected high-risk products in their supply chains.

Goal 5

That is why Electronics Watch will work to strengthen and expand its **impact model** beyond electronics.

Workers' ability to organise and collectively negotiate better terms and conditions of work can also strengthen democracy and contribute to a just transition, vital to meeting climate goals. Our Strategic Plan sets out what we will do to **advance our vision of a world where global supply chain workers can realise and defend their rights at work**, across a range of sectors.

Our network in 2024

Key

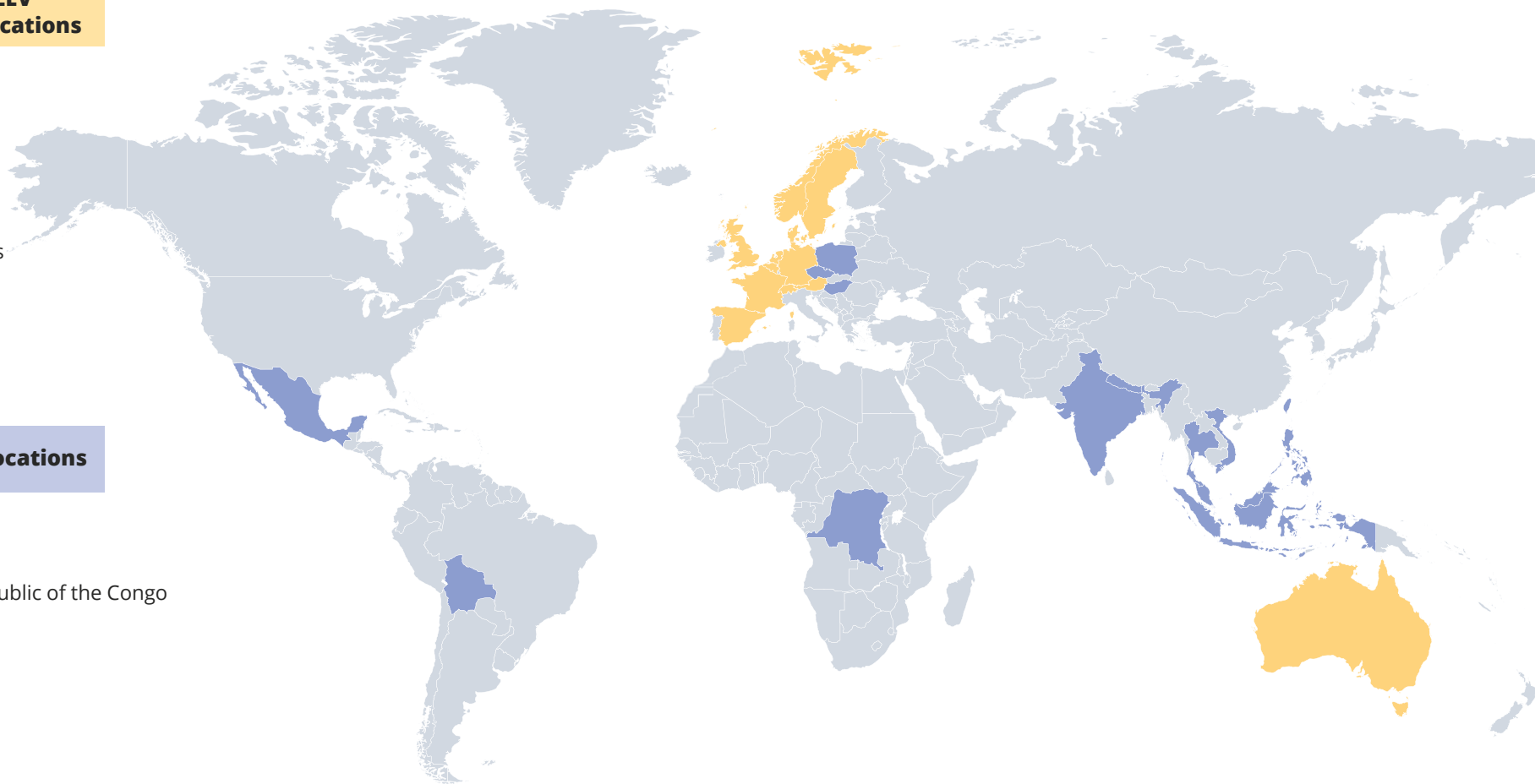
- Affiliates
- Monitoring partners

Affiliate and LEV participant locations

Austria
Australia
Belgium
Denmark
France
Germany
International
The Netherlands
Norway
Spain
Sweden
Switzerland
UK

Monitoring Locations

Bolivia
China
Czechia
Democratic Republic of the Congo
Hungary
India
Indonesia
Malaysia
Mexico
Philippines
Poland
Taiwan
Thailand
Vietnam



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Endnotes

- 1 <https://www.ilo.org/global/topics/forced-labour/lang--en/index.htm>
- 2 <https://www.ilo.org/global/topics/safety-and-health-at-work/areasofwork/chemical-safety-and-the-environment/lang--en/index.htm>
- 3 https://gbv.itcilo.org/index.php/briefing/show_paragraph/id/18.html
- 4 ITUC publishes its Global Rights Index. Among major electronics production countries listed above, six (China, India, Indonesia, Malaysia, the Philippines, and Thailand) received the second to worst rating, “no guarantee of rights,” and two (Hungary and Vietnam) the third worst rating, “systematic violation of rights.”
- 5 https://www.bloomberg.com/graphics/2021-what-is-esg-investing-msci-ratings-focus-on-corporate-bottom-line/?sref=jjXJRDFv&utm_source=substack&utm_medium=email

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