



# **WORKER HEALTH AND PRECARIOUS WORK IN GLOBAL SUPPLY CHAINS**

**CENTER FOR GLOBAL WORKERS' RIGHTS  
2017 SPRING SYMPOSIUM  
PENN STATE UNIVERSITY  
MARCH 23 - 24, 2017**

## Welcome!

The Center for Global Workers' Rights is proud to host another Spring Symposium and hopes it will be useful in guiding the efforts of scholars and practitioners toward addressing precarious work and worker health concerns in Global Supply Chains. This will be done through a frank discussion on the lessons learned from current initiatives and a review of relevant scholarship and work that needs to be done as we move forward. The symposium will adhere to the Chatham House Rule by which "participants are free to use the information received, but neither the identity nor the affiliation of the speakers, nor that of any other participant, may be revealed."



## Program Overview

### Thursday, March 23

#### 9.30 - 10.30 am

Coffee/Registration

#### 10.30 - 1.45 am

Welcome; Goals and Expectations

#### 10.45 am - 12.15 pm

Opening Panel: Challenges of Supply Chains  
(Mark Anner, Cathy Feingold, Ted Smith)

#### 12.30 - 1.30 pm

Lunch

#### 1:30 - 1:45 pm

USAS Penn State Exchange

#### 1:45 - 3:15 pm

Panel II: Apparel and GSCs (Anannya Bhattacharjee, Sanjiv Pandita, Scott Nova, Elaine Hui)

#### 3:15 - 3:45 pm

Coffee Break

#### 3:45 - 4:00 pm

Graduate Student Organizing

#### 4:00 - 5:30 pm

Panel III: Electronics and GSCs (Uma Amara, Madhumita Dutta, Alejandro Gonzalez, Paul Whitehead)

#### 7:30 - 9:00 pm

Movie and Panel Discussion: Death by Design  
(112 Chambers Building)

### Friday, March 24

#### 9.00 - 10:30 am

Panel Session IV: Precarious Work in GSCs  
(Marlese Von Broembsen, JJ Rosenbaum, Matthew Fischer-Daly, Shoba Sivaprasad Wadhia)

#### 10:30 - 11:00 am

Coffee Break

#### 11:00 am - 12:30 pm

Panel Session V: Workers' Health in GSCs  
(Kristin K. Sznajder, Shedra Amy Snipes, Garrett Brown, Mary Bellman)

#### 12:30 - 1:30 pm

Lunch

#### 1:30 - 1:45 pm

Update/Exchange: MPS Students in Labor & Global Workers' Rights

#### 1:45 - 3:15 pm

Small Group Activities

#### 3:15 - 3:45 pm

Coffee Break

#### 3:30 - 5:00 pm

Way forward (Open discussion session)

#### 7:00 pm

Dinner for invited guests

For background reports and papers, see <http://lser.la.psu.edu/gwr/cgwr-speaker-series>.

# Opening Panel: Challenges of Supply Chains

Thursday, March 23, 10:45 am - 12:15 pm

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## Speakers

**Mark Anner, Center Director, Center for Global Workers' Rights, Penn State**  
***"Researching Workers' Rights in Global Supply Chains: New Approaches and Challenges"***

Mark Anner is the founding director of the Center for Global Workers' Rights at Penn State University. He is also an Associate Professor of Labor and Employment Relations and he directs the Master's Program in Labor and Global Workers' Rights. Mark holds a PhD in Government from Cornell University and a Master's Degree in Latin American Studies from Stanford University. His current research examines how pricing and other sourcing dynamics in global supply chains affect working conditions and workers' rights. Before beginning his academic career, he lived in Latin America for eleven years where he worked with the labor movement.



**Cathy Feingold, Director, International Department, AFL-CIO**  
***"Addressing Workers' Rights in Global Supply Chains in Uncertain Times: A View from Labor"***



Cathy Feingold is a leading advocate on global worker rights issues. As Director of the AFL-CIO's International Department, Cathy is a committed and passionate advocate, a strategic campaigner and a policy expert. Cathy brings more than twenty years of experience in global worker and human rights issues and economic policy with a focus on trade union rights, women's rights, trade and worker's rights, and global economic justice. She has appeared on numerous television and radio shows and has testified before several committees of the U.S. House of Representatives and the Senate on various policy topics. Her work in both global and grassroots fora reflect her commitment to strengthening the voice of working people in the workplace, communities and global policy debates.

**Ted Smith, Coordinator, International Campaign for Responsible Technology**  
***"Why and How We Are Challenging the Chip"***

Ted Smith is founder and former Executive Director of Silicon Valley Toxics Coalition, a grassroots environmental coalition formed in 1982 in response to environmental pollution caused by electronics manufacturing in Silicon Valley, California. Ted is also co-founder and Chair of the steering committee of the Electronics TakeBack Coalition and co-founder and Coordinator of the International Campaign for Responsible Technology (ICRT), an international network committed to working for the development of sustainable, non-polluting technologies. Ted is co-editor of "Challenging the Chip: Labor Rights and Environmental Justice in the Global Electronics Industry" published by Temple University Press, 2006.



## Panel II: Apparel and Global Supply Chains

Thursday, March 23, 1:45 pm - 3:15 pm

### Speakers

**Anannya Bhattacharjee, President, Garment and Allied Workers Union, Gurgaon, India *and* International Coordinator, Asia Floor Wage Alliance, “Visible and Invisible: Power Imbalances in Garment Global Supply Chains”**

Anannya Bhattacharjee, based in India, is founder and President of Garment and Allied Workers Union in North India and Executive Council Member of the New Trade Union Initiative (NTUI). She is International Coordinator of the Asia Floor Wage Alliance which is a global supply chain campaign to demand living wages for garment workers in Asia. Anannya is founder of Society for Labour and Development, a labour rights organisation in India. She has helped build grassroots labour-related collaboration between North America, Europe and Asia. Anannya has written and spoken widely on social justice issues around the world.



**Sanjiv Pandita, Regional Representative, Solidar Suisse, Decent Work Asia “Garment Supply Chains - Is Reform Possible?”**

Sanjiv Pandita is the Asian Regional Representative for the Solidar Suisse, a Swiss based organisation committed to the promotion of decent work globally. Previously as the Director of the Asia Monitor Resource Centre (AMRC) was an advocate for labour rights and just working conditions in Asia for more than a decade. His expertise in Occupational Health and Safety has won him international awards, including from the Silicon Valley Toxics Coalition, and recognition as one of the 50 most influential environmental, health and safety leaders in 2008. His writings on grassroots workers’ movements and workers’ health issues have been published widely.



**Scott Nova, Executive Director, Worker Rights Consortium (WRC), “Injury and Death in Global Supply Chains: The Catastrophic Failure of Self-Regulation”**

Scott Nova is Executive Director of the Worker Rights Consortium (WRC), a university-based labor rights monitoring organization that promotes decent working conditions in global supply chains. The WRC conducts investigations in factories around the world, documents labor rights violations, and helps workers end abuses and improve conditions. The organization has exposed health and safety problems in numerous garment factories and played a central role in the creation of the groundbreaking Accord on Fire and Building Safety in Bangladesh.



### Chair

**Elaine Hui, Assistant Professor, School of Labor and Employment Relations, Penn State**

Elaine holds a PhD in Economics and Social Sciences from the University of Kassel, Germany. Her research focuses on the state, industrial relations, laws, worker collective actions, civil society and social welfare system in China. She has also researched labor relations in Vietnam, Hong Kong and other countries. She has published in peer-reviewed journals such as the British Journal of Industrial Relations, China Quarterly, Journal of Industrial Relations, and Journal of Contemporary Asia.



## Panel III: Electronics and Global Supply Chains

Thursday, March 23, 4:00 pm - 5:00 pm

### Speakers

**Uma Amara, ILO Research Department “Global Supply Chains and Labor in the Smartphone Sector: An Analysis of Apple, Samsung, Huawei and Fairphone” [with Denny Monteiro, Penn State GLU graduate, and Mark Anner]**

Uma Rani is Senior Development Economist in the Research Department of the International Labour Organisation, based in Geneva. Her research focuses on how social institutions interact with public policies to shape patterns of economic and social inequality. Within the broad area of development economics, she has worked on rural livelihoods, informal economy, minimum wage and social policies. She is on the board of the International Labour Review and Indian Journal of Labour Economics and works closely with WIEGO, an international network of academics and practitioners working on issues related to informal economy, and with other grassroots NGOs, including SEWA.



**Madhumita Dutta, Postdoctoral Scholar, Center for Global Workers’ Rights, Penn State, “Economy of Disappearances: The Nokia Telecom SEZ Story”**

Madhumita Dutta completed her PhD in (Labor) Geography from the University of Durham, UK. Madhumita has worked for many years in India as a labor and environmental justice activist, traveling across various parts of India supporting pollution-impacted communities and workers with their health and livelihood rights. She has been active in the land rights movement nationally, opposing forcible take-over of land by the state and corporations for setting up of Special Economic Zones in India.



**Alejandro Gonzalez, International Coordinator, GoodElectronics Network, “GoodElectronics Network: Experiences and Opportunities to Jointly Address Precarious Working Conditions and Workers’ Rights Issues”**

Alejandro Gonzalez has extensive experience in strategic corporate research, capacity building and advocacy in Mexico, the Netherlands, Tanzania, Argentina and Colombia, having practiced in the non-profit sector as well as in law and accounting firms. He holds an LLM in International and Comparative Private Law from the University of Groningen and a law degree from the University of Monterrey. He previously worked in Mexico as a researcher for Business and Human Rights, coordinating an ex-ante community-led Human Rights Impact Assessment. In Colombia, he worked on the promotion and protection of the rights of trade unionists and workers and as protection officer for Peace Brigades International, accompanying human rights defenders and communities at risk.



### Chair

**Paul Whitehead, Professor of Practice, School of Labor and Employment Relations, Penn State**

Paul Whitehead specializes in labor and employment law. He earned his BS in Labor Studies and MS in Industrial Relations from the University of Wisconsin. He is an honors graduate of Harvard Law School. Whitehead practiced labor, bankruptcy, and benefits law for almost 30 years for the United Steelworkers in Pittsburgh, Pennsylvania, serving as general counsel from 2001-2009. His career has included, in addition to years of collective bargaining, the representation of workers and retirees affected by corporate restructurings, foreign trade disputes, and the design of benefits programs. He joined the PSU faculty in early 2009 and offers courses at both the School of Labor and Employment Relations and Penn State’s Dickinson School of Law.



## Panel IV: Precarious Work in Global Supply Chains

Friday, March 24, 9:00 am - 10:30 am

### Speakers

**Marlese Von Broembsen, Law Program Director, WIEGO, “Homeworkers in Three Asian Cities: Challenges to Their Inclusion in Global Value Chain Governance Mechanisms”**

Marlese is the Law Programme Director of WIEGO (Women in Informal Employment Globalizing and Organizing) and a Visiting Researcher at the Institute for Global Law and Policy, Harvard Law School. She was a Harvard South African fellow in 2014-15 and previously taught a Masters course in Social Justice in the Faculty of Law, University of Cape Town. She writes on labour law and development, the governance of global value chains, and the informal economy.



**JJ Rosenbaum, Robina Fellow, Schell Center for International Human Rights, Yale Law School, “Global Labor Subcontracting: The Governance Deficit in Labor Supply Chains”**

Jenifer (JJ) Rosenbaum is a Robina Foundation Visiting Human Rights Fellow at the Schell Center for International Human Rights, Yale Law School, where she focuses on a human rights approach to raising standards for low-wage workers in global supply chains - both global production networks and global labor subcontracting chains. She was previously the founding Legal and Policy Director for the National Guest Worker Alliance and the New Orleans Workers’ Center for Racial Justice where she was the legal strategist behind national campaigns including the “Justice @ Hersheys” campaign that won new regulations for the cultural exchange visa program for hundreds of students and the CJ’s seafood campaign that highlighted forced labor in seafood processing in Walmart’s U.S. supply chain.



**Matthew Fischer-Daly, PhD Candidate, Cornell University, “Occupational Safety & Health, Complaint Mechanisms and Labor Relations in Agriculture: Lessons Learned from the Banana, Sugarcane and Cotton Sectors”**

Matt Fischer-Daly is a PhD candidate at Cornell University’s School of Industrial and Labor Relations, studying labor rights in the agriculture sector and global supply chains. He worked at the International Labor Rights Forum (ILRF) as Coordinator of the Cotton Campaign, a global coalition of labor, human rights, investor and business organizations coalesced to end forced and child labor in Uzbekistan and Turkmenistan. Previously, he worked for Social Accountability International, with partners in Central America, to promote labor rights in the agricultural sector and to develop voluntary labor standards. Matt also conducted research on structural adjustment programs with The Development Group for Alternative Policies and worked with local education at the Library Project of Guatemala (PROBIGUA).



### Chair

**Shoba Sivaprasad Wadhia, Esq., Samuel Weiss Faculty Scholar, Clinical Professor of Law and Director, Center for Immigrants’ Rights Clinic, Penn State**

Professor Shoba Sivaprasad Wadhia is an expert on immigration law whose research focuses on the role of prosecutorial discretion in immigration law and the intersections of race, national security and immigration. One of the nation’s leading scholars on the role of prosecutorial discretion in immigration law, Wadhia’s scholarship in this area has served as a foundation for scholars, advocates, and government officials seeking to understand or design a strong prosecutorial discretion policy.



## Panel V: Workers' Health in Global Supply Chains

Friday, March 24, 11:00 am - 12:30 pm

### Speakers

**Kristin K. Sznajder, Assistant Professor, Department of Public Health Sciences, Penn State College of Medicine, "Health Challenges for Globalized Female Workers in China"**

Dr. Sznajder is an Assistant Professor of Public Health with research interests in the impact of global supply chain work and the health of female workers. In collaboration with the Tianjin Centers for Disease Control and Prevention, she conducted a survey to assess health outcomes among female workers in three electronics factories in northern China. Dr. Sznajder received her PhD in Epidemiology from the University of Michigan School of Public Health and a Master's of Public Health from Emory University. She received post-doctoral training in field epidemiology and surveillance at the United States Army Public Health Command.



**Shedra Amy Snipes, Assistant Professor of Biobehavioral Health and Director of BioQual, " 'The only thing I wish I Could Change Is That They Treat Us Like People and Not Like Animals': An Anthropological Perspective on Health-Related Social Vulnerability"**

Dr. Snipes' research has a strong commitment to the underserved. Borrowing from her home discipline of anthropology, she examines ways in which social inequality imposes risks for Latino immigrant farmworkers and other populations. In doing so, she invokes an awareness that risks occur in several overlapping "environments," including the social environment, the work environment, the economic environment, the political/structural environment, and the cultural environment. Dr. Snipes' approach uses community-engaged tools stemming primarily from ethnography and public health to understand the conditions and constraints on the "environments" in which people find themselves at risk. Finally, Dr. Snipes' research is aimed toward solution-finding. She designs intervention programs that are culturally appropriate to the contexts and lived experiences.



**Garrett Brown, Coordinator, Maquiladora Health & Safety Support Network, Berkeley, California, "Effective Strategies for Protecting Workers Health & Safety"**

Garrett Brown (MPH, CIH) is an occupational health and safety professional who worked for California OSHA for 20 years – 18 years as a field compliance officer and 2.5 years as the Special Assistant to the Chief of the Division. Since 1993, Brown has been the volunteer Coordinator of the Maquiladora Health & Safety Support Network and has coordinated projects in Bangladesh, Central America, China, Dominican Republic, Indonesia, Mexico and Vietnam.



### Chair

**Mary Bellman, Lecturer, School of Labor and Employment Relations, Penn State**

Mary Bellman is a Lecturer of Labor and Employment Relations as well as a labor educator, conducting education programs with unions and workers. Mary holds a PhD and an MA in Political Science from the University of New Mexico where her research focused on union organizing by women in Central America. Mary has many years of experience leading programs for workers, most recently at the University of Minnesota's Labor Education Service from 2008-2014. She also served as program director for a non-profit in Guatemala coordinating educational programs with union women in Central America.



## Movie and Discussion Panel

Thursday, March 23, 7:30 pm, 112 Chambers Building, Penn State

In an investigation that spans the globe, filmmaker Sue Williams investigates the underbelly of the electronics industry and reveals how even the smallest devices have deadly environmental and health costs. From the intensely secretive factories in China, to a ravaged New York Community and the high-tech corridors of Silicon Valley, the film tells a story of environmental degradation, of health tragedies, and the fast approaching tipping point between consumerism and sustainability. Following the showing of the movie, there will be a panel discussion that includes several experts featured in the film.



## Fund Drive to support the Center and Workers' Rights Student Internships

The Center for Global Workers' Rights, in coordination with the MPS program in Labor and Global Workers' Rights, has launched its spring fund drive. The goal of the fund drive is to support worker rights internships and Center events. Every year students come from countries as diverse as Liberia, Jamaica, Tanzania, Indonesia, Bangladesh and Brazil. Most summer internships are unpaid, putting a considerable financial burden on students as they attempt to complete the program. Please help us promote workers' rights by contributing today. Checks should be payable to Penn State University. "CGWR Fund Drive" should be added to the memo line. Send to: CGWR Fall Fund Drive, Attn: Patricia Everhart, 506 Keller Building, University Park, PA 16802.

## Thank you, Lisa.

The Center offers a special thanks to Lisa Pierson for her tireless work in facilitating the logistics of the symposium and for all her amazing work since our founding in 2012. We never would have achieved all we have done without you, Lisa!



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