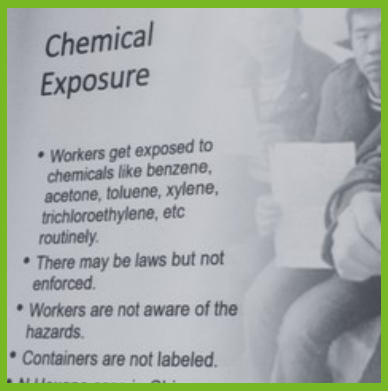
# GOODELECTRONICS SOLIDARITY AND ACTION:

## POWERING A JUST FUTURE FOR WORKERS AND COMMUNITIES






# 2025 ANNUAL MEETING REPORT

# GOODELECTRONICS SOLIDARITY AND ACTION:

## POWERING A JUST FUTURE FOR WORKERS AND COMMUNITIES

GoodElectronics Annual Meeting Report for 2024-2025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GoodElectronics

The GoodElectronics Network accommodates networks, organisations and individuals that are concerned about human rights, including labour rights, and sustainability issues in the global electronics supply chain, including but not limited to trade unions, grass roots organisations, campaigning and research organisations, academia, and activists. The Network has a strict civil society-only profile.


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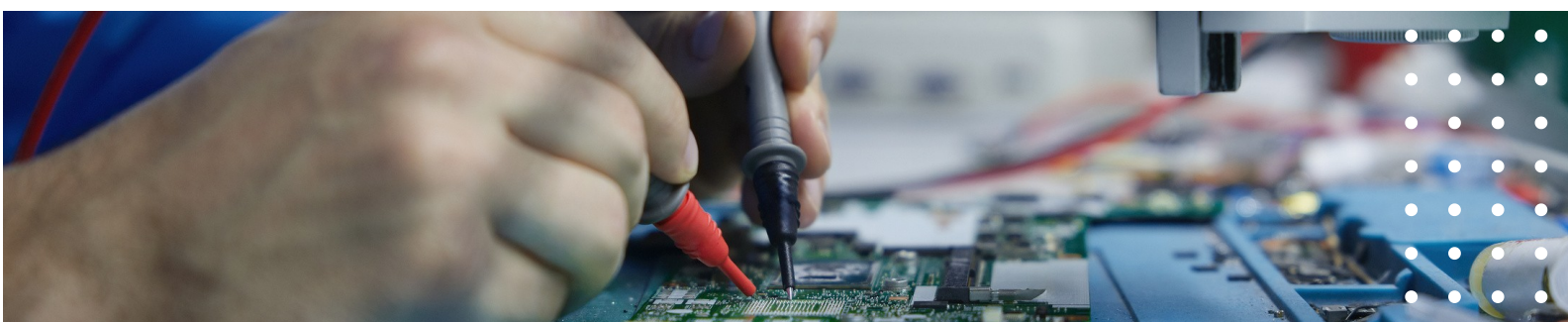

# Executive Summary

The **GoodElectronics Network** convened its 2025 Annual Meeting to underscore achievements in due diligence advocacy, strengthen solidarity, and advance collective strategies across electronics supply chains. Gathering 50 representatives from trade unions, grassroots organizations, research institutions and campaigning partners, the 2-day meeting combined plenary discussion, parallel sessions, and member consultations to identify most urgent labor and environmental issues across the life cycle of electronic products.

## Key themes and findings

- Geopolitical supply shifts (the "chip war") — Reshoring trends are intensifying production pressures and creating new hotspots for precarious work; these deepen the race-to-the-bottom on wages, working conditions and environmental safeguards.
- Freedom of Association — Assembly and ATP (assembly, testing, packaging) sectors remain highly precarious, with low union density, forced overtime and poverty wages despite nominal wage growth in some regions. Young women make up a large share of the workforce and face gender-specific vulnerabilities.
- Gender and violence at work — Ratification and implementation gaps for ILO C190 were highlighted: legal adoption is only the first step; effective implementation, workplace protocols, and training remain uneven for women workers and members of the LGBTQI+ community.
- Environmental and chemical harms — Case studies on mining (nickel) and HPAL processing exposed water contamination, community health risks and alarming trends toward deep-sea and expanded extraction tied to battery supply chains. Chemical hazards and the right-to-know remain central organizing points.
- Technology, complicity and the future of work — Major tech firms and global supply chain monopoly underscores the need for stronger worker protections, solidarity, accountability mechanisms, and democratic oversight in the electronics industry.

## Outcomes and next steps

Members validated a set of action points, committed to coordinated campaigning on due diligence, freedom of association, chemical transparency, mining accountability and gendered protections in supply chains. Additionally, members also agreed on network priorities for 2026–2027. The GE Network will produce targeted policy briefs, and deepen regional coordination to strengthen membership and solidarity.

The 2025 GoodElectronics Network Public Forum and Members' Meeting, as well as the 2025 Annual Report, captured collective analysis, practical tools, and advocacy roadmap to power a just future for workers and communities.

# GoodElectronics Public Forum

## OVERVIEW

The GoodElectronics Network brings together networks, organisations and individuals concerned with human rights and sustainability in the global electronics supply chain. Our members include trade unions, grassroots organisations, campaigning and research organisations, academia and activists. The GoodElectronics Network and its members are exclusively not-for-profit.

The GoodElectronics Network seeks to make the global electronics industry truly just, more transparent, and accountable—ensuring that workers' rights and environmental rights go hand in hand.

This report contains the reports, updates, and important discussions held at the 2025 General Meeting of the network.

## EXPECTED OUTCOMES

The GE Network, its members and supporters have heightened awareness of the intersecting issues of labor rights, environmental justice, and accountability in electronics, and the outputs will feed to the members' meeting.

## OPENING REMARKS

The public forum opened with remarks from **Ms. Rochelle Porras,** the representative of the new host institution (EILER) and Regional Coordinator for Asia of the GoodElectronics Network Global Secretariat. Ms. Porras provided the participants with an overview of GoodElectronics, detailing its role in civil society, and the network's mission and vision. With over 100 individuals and civil society organizations as members, Ms. Porras introduced GoodElectronics Philippines as the network's new host, while also introducing the member organizations of the network's Steering Committee.

The forum was moderated by Mr. Yulo Lao of PSI Asia Pacific. The participants were informed of the house rules to abide by throughout the public forum and secured their consent to record the online event.

GOODELECTRONICS PUBLIC FORUM

SOLIDARITY AND ACTION:
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# **Global Situation & Developments** in the Global Electronics Industry

# The Chip War, Supply Shifts and Impacts on Workers and Communities

**Ms. Eleanor de Guzman of GoodElectronics Philippines, and the new Global Coordinator of the network, began the forum with a presentation on The Chip War, Supply Shifts and Impacts on Workers and Communities, focusing mainly on recent developments and trends in the industry.**

In this discussion, Ms. de Guzman began by contextualizing how the chip war stems from different policies of the United States, alongside the policies of its main competitor, China, on chips, oil, and semiconductors. Essentially, the main component of US policies on chips features the ban on exporting chips to China. The US Chips and Science Act incentivizes companies to invest in high technology and put up their manufacturing inside the United States, with the motivation to deny China the foundational nature of certain technologies, cementing a significant lead in semiconductor manufacturing. Through policies like these, the United States clearly sees chip technology as a new strategic asset that can create adversaries as they develop greater capabilities in this battlefield.

Ms. de Guzman goes on to explain China's policies on chips and their role in the global supply chain. China employs Xi Jinping's strategy of military-civil fusion, translating China's economic and technological achievements into its military power. In this direction, China continues to invest heavily on chip technology through its Integrated Circuit Industry Investment Fund while also investing trillions of dollars in research and development of the newest high-end chip technology. This strategy positions China's major role in the global supply chain, as a huge buyer of semiconductor manufacturing equipment and the largest provider of assembly testing and packaging (ATP) services. Its chips market imported over $430 billion in semiconductors in 2021. Integrated chips (IC), or microchips are then brought to China's assembly lines to produce computers, smartphones, automobiles, and so on.

The global supply chain of semiconductors was then laid out and simplified by Ms. de Guzman. The three components which are design, fabrication, and finally assembly test and packaging were broken down into where they are supplied or manufactured alongside the product output. The high-end component of the global supply chain is usually dominated by the United States, the Netherlands, and Japan. They produce the design software, electronic design, and automation technology. Fabrication, which produces the wafer fabs or the foundries, are still exclusive to a small group of countries dominated by the United States, Japan, Taiwan, and South Korea. Finally, assembly test and packaging is dominated by China and spillovers are going to Southeast Asia.

## The Chip War, Supply Shifts and Impacts on Workers and Communities

The global supply of chips is caused by the US and China “de-risking” their supply chain. It is reshoring and friendshoring its manufacturing from 2018 and 2022. On one hand, the US pushes forward domestic manufacturing, banning exports to China by way of its trading partners under the Trump 2.0 administration. The US encourages its allies not to export chips to China. It also imposes tariffs on electronic exports to the US, along with targeting high tariffs for Mexico, Canada, and China. On the other hand, China denies the US’ use of “rare earth” materials in their chips, boasting of its own IEC exports increasing by 17.4% in 2024 despite the rollout of the US CHIPS Act. China has increased its purchases of semiconductor and manufacturing equipment so that it can increase its capacity in manufacturing and sales. China set up facilities in Southeast Asia, pushing the bar in innovation towards self-sufficiency in technology.

Ms. de Guzman went on to illustrate concrete examples of reshoring and friendshoring, contributing to a global supply shift. Reshoring takes the form of American companies setting up manufacturing facilities inside the United States, such as Amkor in Arizona, Micro Technologies, Texas Instruments and also asking its trading allies to set up manufacturing in the United States, as it provides some subsidy. Taiwan Semiconductor Manufacturing Company (TSMC) already opened its operations in Arizona, and Samsung also started construction of a new plant in Texas, but this was delayed because of some supply issues. The US also practices what is termed friendshoring to its allies, basically to the Chips 4 alliance with Japan, South Korea, and Taiwan, and this friendshoring also spills over to Southeast Asian countries. It also sets up a fund that can be diverted and channeled to some of its trading allies for training and development of human personnel.

Workers and their communities are put at risk because of the intensification of production caused by the chip war. Ms. de Guzman discussed how the supply shifts put pressure on East Asian manufacturing, including China, doubling up work at the expense of labor standards. Meanwhile, Southeast Asian countries are forced to compete with each other to secure manufacturing of these chips in their countries. In effect, they resort to race-to-the-bottom measures, implementing low wages for workers, while increasing incentives and removing other restrictions for the investors. It can also take place in the form of displacement of jobs, downgrading of quality production, maintaining low-skilled work, and the proliferation of precarious conditions of work prone to occupational hazards, especially chemical hazards. This increase in production translates to an increase in harm to the environment due to the destructive extraction of minerals, carbon emission, chemicals found in waste and water use, and the exploitative use of other resources.

Ms. de Guzman shared recent examples illustrating the risks of setting up manufacturing in the United States, as Mr. Ted Smith of the International Campaign for Responsible Technology (ICRT) also brought attention to the last Cheap Summit United conference. Many concerns were raised on how these manufacturing facilities are resource-intensive, with the use of massive electricity that pushes electricity costs higher, the use of massive amounts of water and the risks of chemical hazards, and toxic wastes from the facilities. Residents in Peoria, Arizona, for example, are also protesting the building of Amkor's new chip plant on issues of congestion, pollution, and water use.

# The Chip War, Supply Shifts and Impacts on Workers and Communities

On the other part of the globe, China Labor Watch reports forced overtime exceeding legal working hours, withheld wages, discrimination in recruitment - such as those happening in Foxconn, Zhengzhou - while reports were also received on violation of labor standards in Pegatron, Kunshan. Foxconn and Pegatron are giant wafer facilities owned by Taiwan operating in China. In 2023, Samsung workers also reported being exposed to chemical hazards, causing serious illnesses and even deaths.

With regards to key updates in diplomatic meetings, Donald Trump and Xi Jinping recently met in Busan, South Korea, supposedly reaching an agreement on issues such as the tariffs, export bans, and chips. Ms. de Guzman put forward a question whether these will actually put an end to the chip war. Ms. de Guzman took off from what most analysts say; that the moratorium would last up to one or two years, with the sole purpose being to ease up the export bans and the restrictions caused by the tariffs. However, the deal allows China to access high-end chips, particularly from NVIDIA, alongside lowering of tariffs by the US on China, while China lifts export of rare earth materials to the United States. Some concessions were made between this meeting, but the question remains whether this would actually affect changes for the workers. As long as the intensification of production exists in this technological war between the two economic superpowers, it will not put an end to the risks that endanger workers and their communities.

Ms. de Guzman ended her presentation with the challenge to continue to resist the different forms of exploitation amidst the tech war. As workers, advocates of human rights, the environment, and labor rights, resistance must persist.

# Global Trends in the Electronics Industry and the Workers' Situation

**Steering Committee member and Director of Materials Industries and ICT, Electrical and Electronics of the IndustriALL Global Union, Mr. Alexander Ivanou, sent a 24-minute video of his discussion of global trends. In the interest of time, the GoodElectronics secretariat determined the key parts of his video message and only played a particular clip from the original video that best captured and hit the objectives for this segment of the agenda.**

Mr. Ivanou ran down a list of the top ICT electrical electronics companies by revenue and geographic concentration. They remain dominated by the corporations from just a few countries, nine (9) from the United States, three (3) from China, three (3) from Japan, two (2) from South Korea, two (2) from Taiwan, and one (1) from Germany. This concentration of economic power also shapes where and how workers experience global inequalities.

There is a strong trade flow of ICT goods concentrated in Eastern and Southeast Asia, with global employment following similar patterns. Millions of workers from Malaysia to Mexico form part of these global supply chains, often without effective union representation.

With regards to the workers' wages, IndustriALL made a comparison of the wages with data collected and published by JETRO, a Japanese institution. Mr. Ivanou directs the attention towards an interesting pattern in wage setting wherein a quick comparison from 2013, the data is quite mixed with the wages. By 2023-2024 data shows that while nominal wages for assembly workers have roughly doubled for the past decade, in real terms, many workers' wages, unfortunately, remain at the level of the minimum wage. Mr. Ivanou labels this as the concept of the so-called working-poor.

Looking at the ratification of the ILO Fundamental Conventions, particularly Zozan's Freedom of Association, collective bargaining, many key countries in the electronics supply chain still have not ratified or effectively implemented them. This means that the world's most high-tech and advanced industries still depend on some of the most outdated labor practices.

In terms of the ICT electronics goods, Mr. Ivanou notes that the biggest trade is taking place in Asia, Europe, and the Americas, with Africa and Oceania being still quite distant from the general trends. The global production by the electronics and IT industries is expected to climb 9% year-on-year from 2020. In 2024, this amounted to $3,700 billion US dollars showing positive growth, with more digitalisation investment boosting the solution services.

# Global Trends in the Electronics Industry and the Workers' Situation

Electronics equipment, components, and devices move back into positive territory, due to generative artificial intelligence and other advanced technologies. In 2025, further digitalisation investment should produce positive growth of 8% per year to reach US$3,990 billion dollars worldwide. This data is from JEITA, or the Japan Electronics and Information Technology Industries Association.

On the changes from 2014 to 2024 in production by the global electronics and IT industries, Mr. Ivanou presented the dynamics similar to as done with analyzing the trend in wages. Production grew up from US$335 billion to US$601.2 billion dollars in semiconductors, and from US$717.6 billion to US$1 trillion and US$418 billion in solution services. Solution services are rapidly growing and the infrastructure behind these cloud services will create more investments, and hopefully more jobs.

Regarding the share of global employment in electronics industries, there is nothing new. Based on ILO data, the concentration is clearly seen in the remainder of Eastern Asia. 57.66% of total employment are located in this area, while almost half of it is in China. Taking a closer look at China, it's vital to note that it is women who are employed in these industries.

Next, Mr. Ivanou delved into the topic of semiconductors. Semiconductors are the beating heart of the digital economy. The largest foreign direct investments project in 2024 were overwhelmingly in semiconductor manufacturing. From the United States to Vietnam and India, the global race for chips is still reshaping industrial policy everywhere. The top semiconductor companies, by revenue, like TSMC, Samsung, Intel, and NVIDIA, are setting the tone not only for innovation but also for employment models. However, behind the headlines of technological progress are growing fragmentation of production and continued reliance on low-cost assembly in less unionized regions.

Big tech is trying to keep their leadership by monopolizing this market. Revenues are not yet as high, but market-capitalization figures, which is similar to an indication of trust of investors, are very high. The United States - known as the worst country in terms of the non-ratification of ILO conventions - is dominating this field in big tech, and thus still proliferating the crazy practice of union-busting in companies.

**...Behind the headlines of technological progress are growing fragmentation of production and continued reliance on low-cost assembly in less unionised regions.**

Electronics Manufacturing Services and Original Design Manufacturing (EMS and ODM) companies, employ over two million workers in the top 10 firms. Yet union density in this sub-sector remains extremely low.

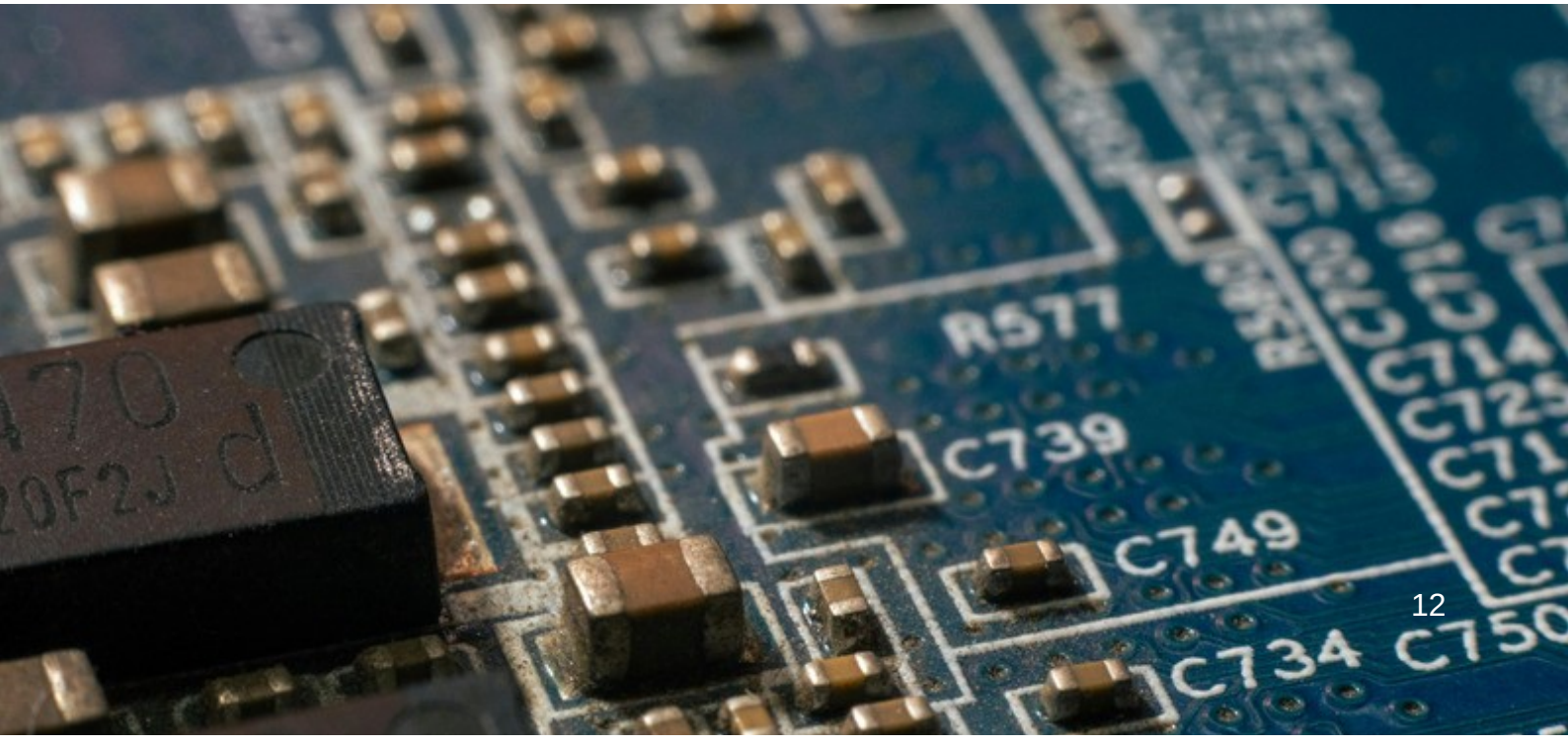
For IndustriALL, this is both a challenge and an opportunity, with IndustriALL and its affiliates organizing workers, building cross-border networks, and linking bargaining efforts to supply-chain leverage through global framework agreements (GFAs) and due-diligence mechanisms.

# Global Trends in the Electronics Industry and the Workers' Situation

Artificial intelligence is another segment Mr. Ivanou tackled where much work needs to be done in looking more specifically at what they can do, and the future of work. This is to say not just the future of artificial intelligence, but the general future of work. Artificial intelligence is transforming the electronics industry faster than any previous technological wave.

IndustriALL decided to look into it and find a way. They produced a special policy on how to approach artificial intelligence. It is clear for IndustriALL's strategic response that the workers must be put at the centre of this transformation. In their policy approach towards artificial intelligence, IndustriALL identified five priorities for union action. The first is including algorithmic management and data privacy. IndustriaLL demands transparency, accountability, and limits on workplace surveillance. Second is quality jobs and skills where every worker must have access to lifetime learning, inclusive reskilling, and just transition support. Third is occupational health and safety. AI should make workplaces safer and not introduce new psychological or economic risks. Redistribution of wealth and productivity is their fourth priority. The gains from AI must be shared fairly through progressive taxation and profit sharing, and stronger social protections. Lastly, workers' rights and collective bargaining. Digitalisation must not erode workers' fundamental rights to organise. In this digital era the goal is simple: technological progress must go hand-in-hand with decent work conditions, equality, and sustainability - including just transition.

Mr. Ivanou finally spotlights the distribution of female workers in electronics. ILO data clearly shows that in the top 10 exporting countries, the percentage of women working in the electronics industry is at 83.7 %. In China alone, 70 % of the electronics industry workforce are women. In Vietnam, Philippines, and Thailand, the percentage is also very high, within 65-68 % of their workforce in electronics represented by the women. In this context, IndustriALL moved for the development of a gender-responsive guide for trade unions on occupational safety and health in electronics for trade unions.



## OPEN FORUM

Mr. Lennon Wang of Serve the People Association (Taiwan) shared a reflection on Mr. Ivanou's report. Among the few points discussed about the works of IndustriAll, Mr. Wang noted that there wasn't any mention of migrant workers, suggesting that they should also be put as they play a central role in all the electronic sectors. At least in Taiwan and in many other countries, Mr. Wang called attention to the fact that factories hire a big number of migrant workers. Migrants have a very precarious status compared to local workers and it is important to raise awareness of the role of migrant workers and the value of unionizing them.

Ms. de Guzman responded in agreement to Mr. Wang's point, reiterating that the issue of migrant workers were also a part of the discussion at the forum during the Business and Human Rights Forum in Korea, wherein the testimonies highlighted the precarious situation of migrant workers in Taiwan, South Korea, and elsewhere.

A question on mineral extraction and its effects was raised by Mr. Kurniawan Sabar from the Institute for National and Democracy Studies (INDIES) based in Indonesia for Ms. de Guzman's presentation. The war between the two imperialist countries, the US and China, affects the mineral extraction from several countries, like Indonesia and the Philippines, where the nickel industry is growing rapidly for its use in electronics and electric vehicle production. Mr. Sabar asked how Ms. de Guzman sees the impact of the imperialist rivalry to the critical mineral extraction and industry in Indonesia or the Philippines.

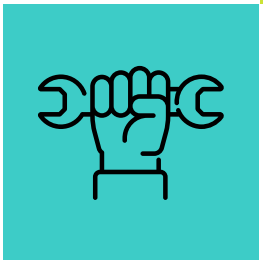
Ms. de Guzman acknowledged Mr. Sabar's insight, pointing out that nickel extraction is booming in Indonesia. She added that the metal feeds EV production, that other critical minerals (including rare-earths) are largely supplied by China and its trading partners, possibly Africa, though no data is available on hand. The Philippines, as a US ally, could see increased mining of these minerals. Ms. de Guzman invited further discussion on the topic in the following breakout session on environmental impact where mining will also be discussed.

# Parallel Sessions

## DIGNITY AND WORKPLACE SAFETY

**Freedom from Gender-based violence**

**Freedom from Chemical Hazards**



**Labor Rights in the Electronics Industry**

**Environmental Impacts of the Electronics Industry**

## PEOPLE AND PLANET

**A parallel session was held that opened up conversations covering four distinct topics:**

*Labor Rights in the Electronics Industry* was discussed by Gokhul Raj of Cividep India, while Shigeru Tanaka of Japan's Pacific Asia Resource Center (PARC) discussed the *Environmental Impacts of the Electronics Industry*.

*Freedom from Gender-based Violence* was delivered by Rochelle Porras of the Ecumenical Institute for Labor Education and Research (EILER) while simultaneously, Ted Smith of the International Campaign for Responsible Technology (ICRT) tackled *Freedom from Chemical Hazards.*

GOODELECTRONICS PUBLIC FORUM

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# Parallel Session 1

People and Planet:
Labor Rights in the Electronics Industry

Dignity and Workplace Safety:
Freedom from Gender-based Violence in the Workplace

# Labor Rights in the Electronics Industry

**Gokhul Raj, project coordinator for the electronics sector of Cividep India presented the labor and human rights in the electronic sector in India, particularly in Tamil Nadu. Tamil Nadu is one of the southernmost states and it is also one of the most industrialized states. Tamil Nadu also has the highest special economic zone out of over 50 special economic zones in India.**

Sriperumbudur, a special economic zone, used to be called the Detroit of India because it is also an automobile manufacturing hub. It is an electronics and automobile manufacturing cluster located 40 kilometers away from a metro and port city called Chennai. This distance makes it convenient for exports of goods across Europe and everywhere. This region houses 10 major electronics manufacturing companies such as Flex (Flextronics), Foxconn, Bharat Foxconn International Holdings (previously known as Rising Star, and a subsidiary of Foxconn), Samsung, Salcomp, Sanmina, Nokia Network Solutions (previously known as Nokia Siemens), Dell, Pegatron and BYD. These are assembling and testing and packaging units since they do not manufacture in India.

When it comes to the electronics sector, it is a highly import-dependent country. Despite the export value amounting up to billions in electronics, this is due to the fact that finished products are exported from India, hence the value of the goods would be high. However, the value-added in India is actually low because it is a low-value supply chain where only assembling, testing, and packaging takes place. Foxconn, Flex, Salcomp, and Bharat FIH are global suppliers majorly supplying brands like Apple. Original design manufacturers like Salcom and BYD supply some Android brands like Xiaomi, Oppo, and Realme, and so on.

Samsung and Dell are the two original equipment manufacturing units that are located in the Sriperumbudur region. This region employs as much as 75,000 workers in automobile and electronics. Overall, there would be close to 300,000 workers in that particular special economic zone. Around 80% of the workforce is employed on contract or temporary basis, while permanent workers make up only 15 to 20% of the workforce. Most are interstate migrants, mostly from rural pockets of the federal state called Tamil Nadu. There are no international migrants working in this region.

# Labor Rights in the Electronics Industry

Women make up more than 80% of the workforce in these ATP units. Young women between the ages of 18 and 24 are preferred and there are recruitment ads emphasizing this criteria. Gender-based discrimination happens at the recruitment on the shop floor as well as when the workers decide to quit. More than three-fourths of the workforce fall within the 19 to 26 age bracket, irrespective of gender and sex.

Cividep's recent study shows that 9 in 10 workers are unmarried and two-thirds are undergraduate degree holders. Majority of these workers are first-generation industrial workers who largely lack awareness of existing employment laws, hence unlikely to raise grievances or question unfair labor practices on the shop floor. Precarious work is the defining feature of the industry.

India also introduced a few neoliberal economic policies that have made it very difficult for an employee or worker to have a stable job in the industry. Due to the nature of these industries being low-value-added production units in the supply chain, it is difficult for a worker to upskill and stay in the industry for a long period of time.

The phenomenon of "informalization" is one of the issues plaguing the industry. Third-party contract agencies (also known as labor agencies or manpower agencies) play a huge role in this nexus of keeping the labor market flexible. They help source the workers from the rural pockets, bring them to the economic zone, and provide them to the factories. This large pool of workers are not given contracts. They are not entitled to paid leave. If they take leaves for more than two or three days consecutively, they are relieved from their position.

Mr. Raj echoed Mr. Alexander Ivanou's presentation, validating how wages have not increased as he presented between 2013 to 2023. Workers are not paid a living wage. The workers are paid US$180 per month, very little just above legal minimum wage. However, this is clearly not enough for workers to survive or lead a decent life.

Forced overtime and excessive working hours are quite common, especially during peak production periods. An example of peak production is the annual US Black Friday sale, or whenever Apple wants to introduce new iPhone models. There is a visible peak production period of three to four months prior brewing on the shop floor. In most cases, overtime work to meet the demands during peak production is forced, and only a handful of companies pay overtime wages.

Mr. Raj also reinforced data from Mr. Ivanou's presentation, particularly on union density seeming to be low or literally none, especially in the assembly testing and packaging units. It's evident not only in India but also across South Asia and Southeast Asia.

Mr. Raj wrapped up his presentation by illustrating the workers' home situation. Poor industrial housing is also one of the distinct characteristics of this economic zone. Similar to what is seen in China and Foxconn units with a closed loop system, restriction on workers' freedom of movement is high in this region. Workers are mandated to join these industrial housing or hostels during recruitment. They are not given the option of choosing their housing. After getting into these hostels, workers are not able to step out as they wish, limiting their movement to just the factory or in the hostel.

**Workers are not paid a living wage. The workers are paid $180 or 160 euros per month, just the mere legal minimum wage or just above legal minimum wage. However, these are clearly not enough for workers to survive or lead a decent life.**

Mr. Lennon Wang of Serve the People Association moderated the discussion and started it off by sharing reflections in relation to Mr. Raj's report. Mr. Wang relays that they are currently accommodating seven Indians from Tamil Nadu in their shelter in Taiwan, which caused within Mr. Wang an emotional connection to Mr. Raj's report. He shared that the Indian nationals came to Taiwan on a tourist visa. However, their real purpose was to work as they are actually brokers back in India. Each paid around 400,000 Indian rupees in India and another 100,000 rupees in Taiwan just to get a job. Some ended up working in a factory for some time. Once they got paid, they were then sent to other farms where they did not get paid for months. This is their second time receiving complaints like this, reflecting a sad situation for workers of Tamil Nadu.

Mr. Ray Cheng of Taiwan Transnational Corporation (TTNC) Watch asked a question regarding any difference in treatment of workers depending on the nationality of manufacturers in India. He cited an example that in South Asian countries, it's usually Japanese companies claiming to treat workers best, and the Chinese are the worst. Taiwanese and Korean companies are competing for second-worst in their treatment of workers.

Mr. Raj responded that there are definitely differences in how each nationality performs their labor management. He mentions having a huge Maruti Suzuki manufacturing unit in India, and is aware of the labor conditions there. Although Mr. Raj clarifies that his role in the discussion is not to qualitatively grade the different nationalities' labor management, he does confirm that there is a difference. For example, Nokia Network Solutions in the same region offers better social protection packages compared to Foxconn within the same region, such as offering a paternity leave which no other company in the region offers. Wages are also slightly better in European-owned Nokia than Taiwanese owned Foxconn. Recently, South Korean-owned Samsung had their workers successfully unionize and win a wage agreement. In conclusion, there are definitely differences in each company's handling of labor management practices.

Finally, Ms. Clarice Canonizado from the Initiatives for Worker Solidarity in Asia-Pacific (IWSAP) asked Mr. Raj about the ongoing campaigns and plans workers in Tamil Nadu might have in terms of forwarding their demands and overcoming their dire labor and livelihood situation.

Mr. Raj answered firstly giving context that the special economic zones are highly surveilled by the Indian state. This entails that any initiatives by civil society organizations or any impediments on economic development is considered a threat to national security and treated equal to sedition. Organizers' and workers' rights are being curtailed as they struggle to launch campaigns. Unions in the regions are exerting extra efforts to bring these workers together to organize them. However, there is low union density.

Prior to 2014, the region was bustling with a strong union presence when Nokia was present as it is one of Asia's biggest manufacturing mobile units. However, the region is currently facing a dip of low union density. Mr. Raj suggested connecting to unions within the region should Ms. Canonizado's organization want to make joint campaigns and solidarity efforts to amplify the voice of the workers.

Mr. Wang thanked Mr. Raj for answering the questions and invited the participants to head back to the plenary.

# Freedom from Gender-based Violence

**Rochelle Porras discussed gender rights in workplaces. The topic was specifically chosen to ensure that women's and the LGBTQI+ communities issues in the electronics industries are part of the main discussions. Ms. Porras explained that the discussion will also give insights on how the Philippines has ratified ILO C190 and how GoodElectronics member organizations played a key role in the ratification. The conversation hopes to encourage members to campaign for the ratification of ILO C190 in their own countries if it has not been done yet to amplify the issues of women workers in the supply chain.**

Women in the electronics industry are concentrated in the most basic tasks. As a result, they earn 16% less than their male colleagues on average. Women workers in the electronics and semiconductors industry are at a disadvantage. The ILO also reports that more than 26 million men and women work in the manufacturing and assembly of electronics hardware worldwide, contributing a large population of workers. More than half of that are women, and the statistics on LGBTQI+ remain practically invisible in this aspect because of so many layers of discrimination. It can manifest through fear of sharing gender preferences, or simply that the national statistics do not have any priority on counting them.

Ms. Porras explained that addressing their concerns remains a challenge. ILO reports explicitly document recurring issues on electronics workforce that include precarious contracts or non-regular work arrangements and long hours. Many countries in Asia and the Pacific region average up to 16 hours of work, including forced overtime. There's also exposure to chemical and ergonomic risks, and weak access to social protection. Ms. Porras emphasized that calls for stronger labor inspection, occupational health measures, and gender-sensitive policies must remain a priority, especially for Vietnam, the Philippines, Thailand, and Indonesia. These four of the top 10 countries in electronics production indicate that 63-68% of their workforce are women, a significantly large number. In China, there is more with up to 70% of the electronics industry workforce being women.

Many primary or tier one subcontractors of the global brands are actually located in China, which has not ratified fundamental ILO conventions. Thus, workers' fundamental rights are less guaranteed compared to other countries.

## Freedom from Gender-based Violence

Ms. Porras then directed the attention of the participants to view the report by SETEM Catalunya which featured working conditions in the electronics factories from a gender perspective. Ms. Porras lauded this endeavor as it is a good lens in understanding how workplaces, gender rights at work, and policies addressing challenges that women and LGBTQIA+ communities face are crucial in the work of civil society organizations.

Next, Ms. Porras delved into the significance of ILO C90. This was adopted in June 2019, but enforced only in 2021. This is a landmark convention in international labor rights, because it is the first fundamental labor convention that addresses gender-based violence in the world of work. The convention covers not just workers in the factory or in the offices, but in the world of work, meaning everywhere that work happens, everywhere that electronics and semiconductor workers do their jobs. It is a landmark convention in terms of ensuring that women workers who have less access to formal work are protected. Ending gender-based violence is crucial because it is also one of the reasons why women and LGBTQI+ communities are disproportionately affected. This means that women, girls, and LGBTQI+ communities are equipped to challenge harmful norms and advocate for their rights in the workplace.

In terms of addressing inequality, ILO C190 protects all individuals in the world of work regardless of status, including workers who have been terminated. So not just workers outside of the factory in their offices, but even workers who have been terminated can still have a chance for legal remedies. This is possible if a country has ratified the ILO Convention C190.

After six years of implementation, only 50 countries have ratified the convention. Even so, it is now the fastest ratified ILO convention of the past decade. Even as we say that it is positive, we can already see that this particular convention that addresses women and LGBTQI+ vulnerabilities still has not made it all over the world.

Ratification does not automatically mean full implementation. Countries ratifying still need to align their national legislation, adopt policies, set up mechanisms, train stakeholders, and monitor enforcement. Even if the Philippines is the first country in Asia to ratify ILO C190 in December 2023, the country has not yet come up with a harmonized national law on addressing the implementation of the convention.

The challenge of implementation remains, which is a key factor in understanding the role of trade unions and civil society organizations. Finally, Ms. Porras shared examples of how members of the GoodElectronics Network Philippines joined together in campaigning and mobilizing for the ratification. Acknowledging the global unions and civil society organizations which provided free training materials, EILER were able to translate the materials into the Filipino language and distribute these in workplaces, such as in Nexperia in Laguna, Philippines.

EILER also created advocacy and campaign materials for unions and labor leaders to wear, distribute, and amplify the call for the ratification.

## Freedom from Gender-based Violence

In 2022, EILER launched a signature campaign to garner support and signatories from workers, trade unions, and civil society organizations, and presented it to the Philippine Senate and House of Representatives. They also mobilized on the streets and trooped to government offices to call for the ratification. They also spoke on international spaces in order to demand immediate ratification, not just in the Philippines, but in the Asia Pacific region, where many manufacturing and distribution factories are located, not just in the electronics industry. This, in particular, played an important factor in the two years of campaigning in the Philippines.

By 2023, the Philippines was able to ratify it. This is one success story. Ms. Porras opened up the discussion to the participants asking how the Philippines can help amplify the demand in their country if it is not yet ratified or not yet fully implemented, because this is important in ensuring that workers across the global supply chain of electronics and semiconductors, particularly women and LGBTQI+ communities are protected.

> **...The real obstacle lies in implementation.... Protocols exist only on paper; women workers continue to encounter discrimination, intimidation, and unsafe conditions.**

Ms. Porras asked for insight from the other participants on what the situation for women workers is like in their respective countries. Globally, the GoodElectronics Network can campaign for this, but it is also encouraged to share how the Secretariat can learn to echo their demands in their workplaces. A third prompt was also asked by Ms. Porras, asking what campaigns and calls to action the network can uniformly take on to advance gender rights at work, especially if a member country has already ratified this convention.

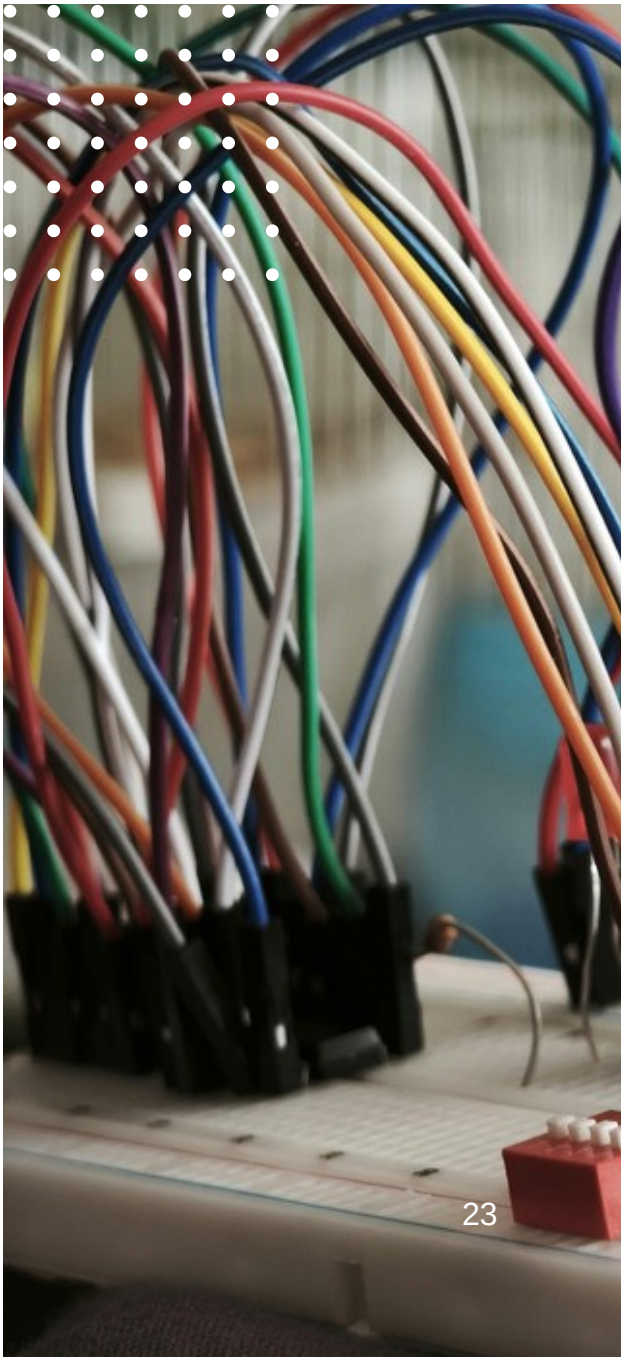
Ms. Claudia Bosch from SETEM Catalunya raises the point that the work they do is policy advocacy focused towards the European Union and the Spanish government on business and human rights. Ms. Bosch wanted to know if there are members of the network that work on producing countries. She also recalled what Mr. Alexander Ivanou of IndustriALL mentioned in his presentation during the plenary about just transition and was curious if the network shares the framework of supporting for a just transition that is strongly related to gender equality and the feminist agenda. She asked to clarify: when the network discusses the approval of the signing of ILO C190, does it mean they are seeing it from the same perspective or not?

On the question about just transition, Ms. Porras emphasized support while underscoring the need for contextualizing what sustainable and people-led industrial policy means for countries in the production regions. She explains that the conditions of developed countries in the Global North significantly differ from those in developing countries in terms of working conditions, social protection, and union representation. Just transition could then have very different meanings across contexts.

For example, they may want to ratify ILO C190 for the protection of women unionists in a particular industry or across all industries, however the immediate problem of women is their visibility in the statistics and their access to regular and decent jobs with living wages - jobs that the production regions might not have in the moment, because industrial policies are profit-driven and majority of the women workers are in precarious working conditions. Positively, the GE Network does support demands for a just transition, with understanding that it may be defined differently in context.

Additionally, Ms. Porras highlighted the point that women, girls, and LGBTQI+, should not be rendered invisible in the agenda. The adoption of a new convention represents a positive development for gender rights advocates, even as its provisions have yet to be reflected in many national laws across production regions. In Southeast Asia, where a large proportion of workers are in the informal economy, one key just transition concern is ensuring access to social protection mechanisms that are currently available primarily to workers in the formal sector.

Ms. Kwon Young-eun from SHARPS shared their campaign next. They are currently coordinating two documentaries directed by Lee Eun-hee that bring women's occupational health and gender equity in the electronics industry into focus. The first film, ***Finger Alert***, traces the history of occupational diseases that have afflicted women working in electronics and is currently being screened at the Museum of Modern and Contemporary Arts in Korea. The second documentary, ***She***, examines the lives of women employed in mobile phone manufacturing and has already attracted international attention. Alongside the films, SHARPS runs a six-month seminar series devoted to gender issues within the technology supply chain, and the organization is preparing to publish **The Testimony of Women: 15 Voices from a Gender Perspective**, a collection of personal stories that will hopefully be available in English soon.

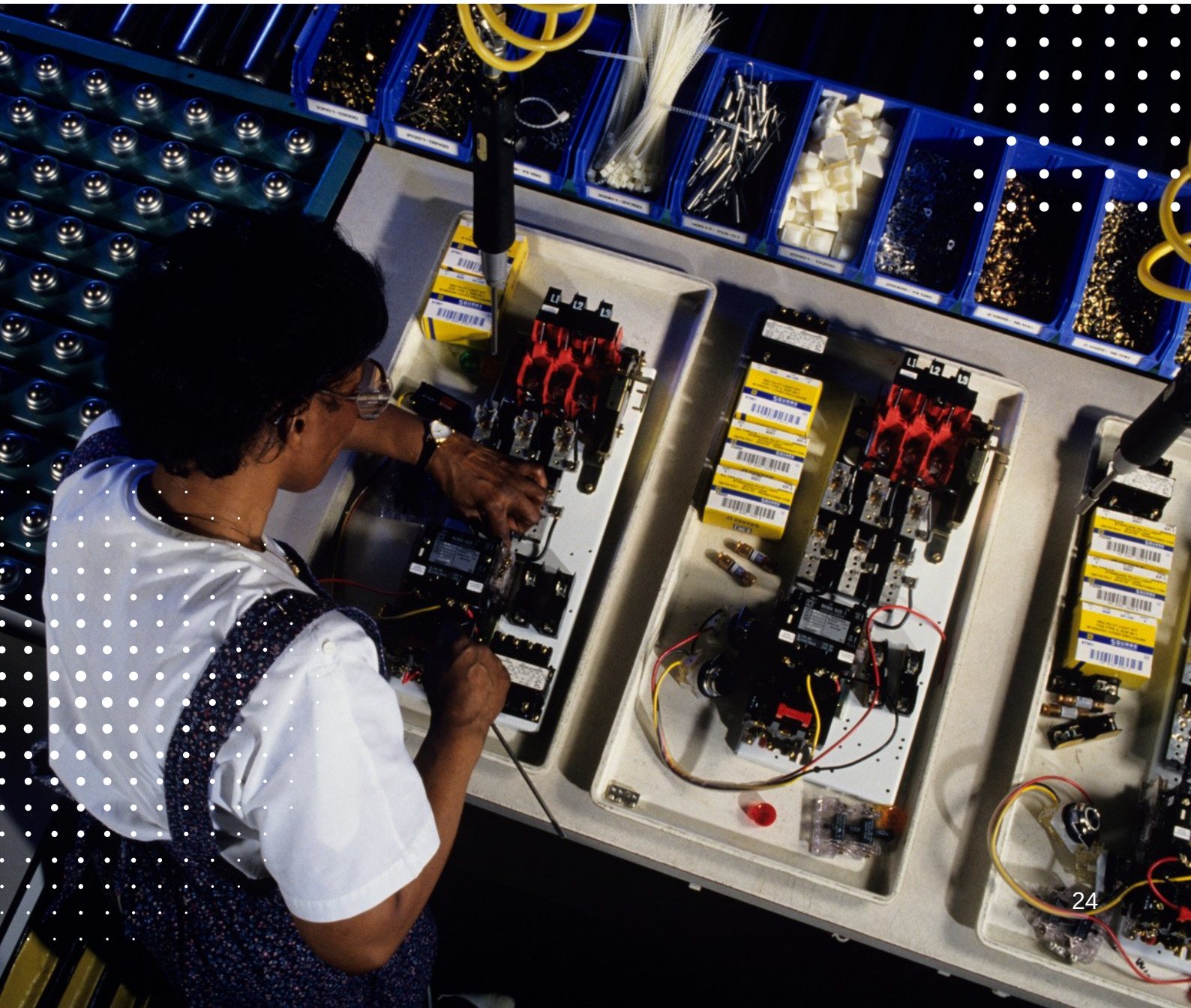


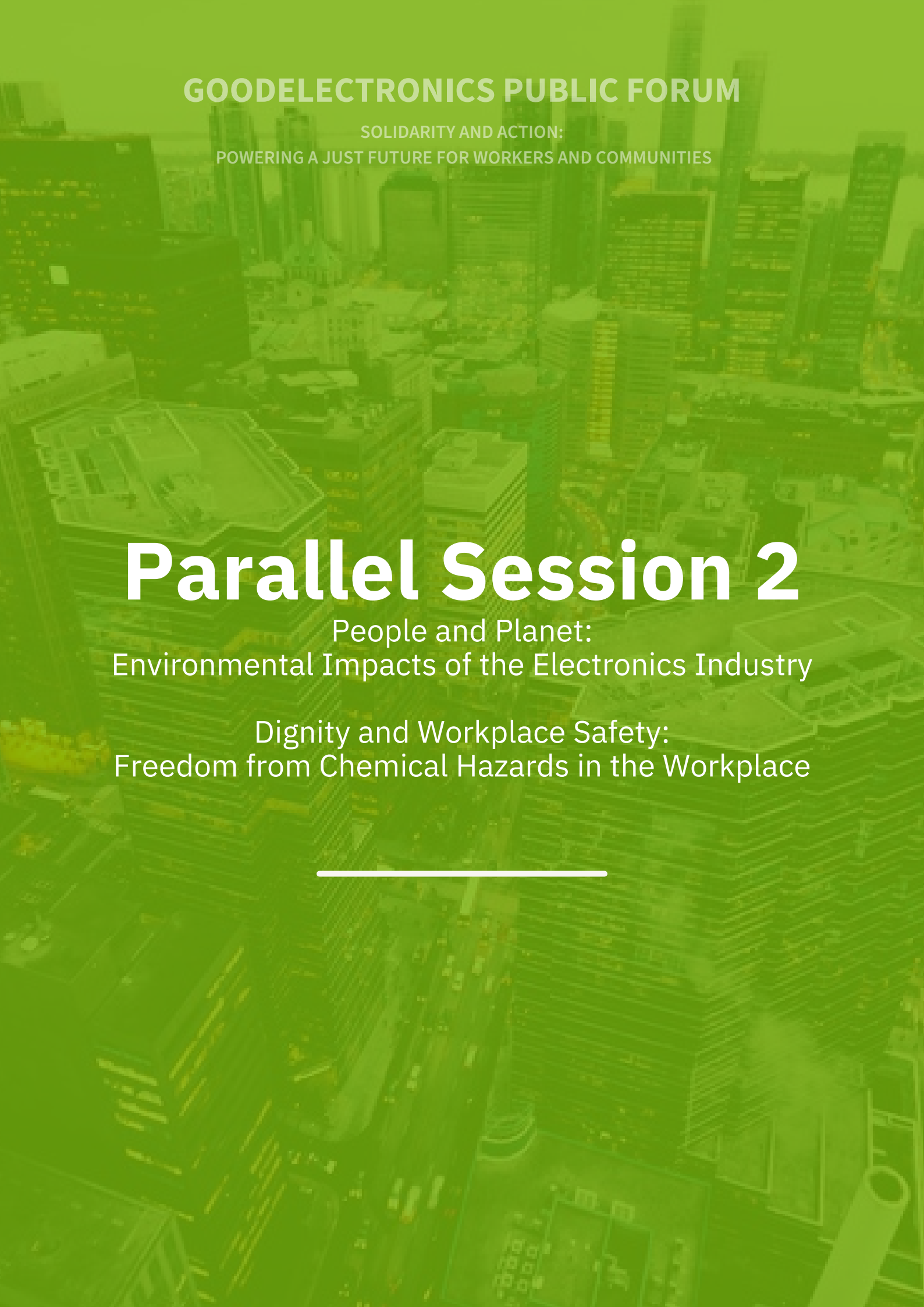
Ms. Rosy Trejo from Centro de Reflexión y Acción Laboral (CEREAL) shares next. She notes that Mexico has ratified the ILO convention 190 recognizing violence and harassment, and gender-based violence, yet the real obstacle lies in implementation. In factories across Jalisco, where CEREAL operates, protocols exist only on paper; women workers continue to encounter discrimination, intimidation, and unsafe conditions.

## Freedom from Gender-based Violence

Ms. Trejo emphasizes her openness to learning from successful experiences elsewhere, believing that sharing practical tools, training materials, and lessons learned can strengthen prevention and awareness in Mexico's electronics sector. She expresses willingness to adapt or promote proven resources so they fit local realities, helping workers, companies, and communities build workplaces free from violence and discrimination, and looks forward to collaborating on this important issue.

Ms. Porras and Ms. Patricia Santos of GE Philippines expressed their gratitude to all who participated, and took note of all information shared by the participants. Ms. Porras informed them that the inputs will be shared in the members' meeting the next day to recommend on what the network can collectively campaign for the women workers in the electronics industry.





GOODELECTRONICS PUBLIC FORUM

SOLIDARITY AND ACTION:
POWERING A JUST FUTURE FOR WORKERS AND COMMUNITIES

# Parallel Session 2

People and Planet:
Environmental Impacts of the Electronics Industry

Dignity and Workplace Safety:
Freedom from Chemical Hazards in the Workplace

# Environmental Impacts in the Electronics Industry

**Shigeru Tanaka of Japan's Pacific Asia Resource Center (PARC) opened the discussion by explaining the session's focus: the environmental impacts of mining. While mining is his primary area of expertise, he will also discuss its broader global implications for the electronics industry's environmental footprint.**

Mr. Tanaka presented the supply chain of the Pacific Metals Corporation. This is a Japanese mining company that has a subsidiary in the Philippines, which goes to Sumitomo Metal and Mining. (SMM is short for Sumitomo Metal Mining, not to be confused with many of the other Sumitomos.) Further, it goes to Panasonic, Tesla, and Toyota. The diagram he presented is publicly available as Sumitomo Metal Mining includes it as part of their annual report.

A characteristic of the electronics industry and its mineral supply chains is its quality assurance to investors and customers, that they are able to procure the minerals, and where these minerals come from. On the one hand, the mining companies like to say they have a deal with the electronics companies to prove that they already have a client base and therefore their minerals will entirely be sold. This is how they attract investments. In this sense, the electronics industry is the enabler of the mining activities. Before any commercial mining actually begins, they already have deals in place. Mr. Tanaka emphasized that because of this model, the electronics industry has a huge responsibility from the very beginning. As a matter of fact, they do not only release it in annual reports, they send out press releases boasting deals with known and trusted brands and companies like Panasonic, Toyota, or Tesla, and so on. Mr. Tanaka added that this process is precisely why they at PARC assert that the electronics industry is very much inseparable from the mining industry.

He then focused on the nickel mining situation in the Philippines, specifically in Palawan, an island on the southwest tip of the Philippines, close to Borneo. About 90% of nickel mined from the province is shipped to China, and the rest are mostly shipped to Japan.

# Environmental Impacts of the Electronics Sector

The characteristics of the mine in Palawan, Philipines is similar to the situation in Indonesia. Many of the environmental impacts are the same, primarily because the nickel ore that can be found in Indonesia and in the Philippines are very similar. Mr. Tanaka clarified that for the sake of time, he will not be discussing the context in Indonesia.

Nickel is also mined in Russia, Australia, New Caledonia, and other similar areas. The mines in Australia and Russia have similar types of ores, but the mines in Southeast Asia are separate types; they are found in very shallow deposits and in wider areas. Mr. Tanaka illustrates the situation through comparison with a fruit tart where the fruits are on top, symbolising vegetation such as the trees and grass. Below is a thin layer of topsoil, which is the degraded leaves and organic matter. Underneath it is where the mineral ore deposits are, and like in a fruit tart, the actual layer of ore is not very thick. A tart won't be three inches tall, less like a cake. A tart would be thinner, around an inch tall with the fruit on top. Essentially, one cannot possibly dig just the tart cream part without the vegetation falling over.

Lateritic ore, which is typical across Southeast Asia, necessitates open-pit mining for nickel extraction. While excavation can extend both deep and wide, depth alone does not guarantee access to nickel because of the way it forms geologically. Nickel is concentrated in a relatively thin near-surface layer, making surface coverage the critical factor, rather than deep tunneling.

Inevitably, if companies are going to mine fast and more, it will mean more environmental degradation, especially of the pristine forests in island countries. Mr. Tanaka presents a map of some of the recent developments happening in Palawan, both a site map and some data on the kind of nickel mined, with Nickel Asia Corporation doing the actual mining on site.

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**...the electronics industry is the enabler of the mining activities. Before any commercial mining actually begins, they already have deals in place... because of this model, the electronics industry has a huge responsibility from the very beginning.**

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Nickel Asia Corporation explains that the ore extracted from its mine is used both for stainless steel production and for nickel cathodes. By emphasising its customer base in the electronics industry, the company highlights a key market segment. The accompanying map shows the location of the current mine which has been operating since the 1960s. Historically, the mine primarily supplied nickel for stainless steel applications such as pots, pans, and industrial steel.

# Environmental Impacts of the Electronics Sector

Now, because of the electronics industry's demand, Nickel Asia says that after 60 years of mining in the orange-brown part of the map, they are now going to quadruple the size of the mine and dig in a span of 20 years. That is one-third of the time it took to dig the current mine, and three times the amount of mining that would take place, totalling a ninefold increase in the pace of environmental degradation that will be happening in this mine.

Mr. Tanaka showed a Google Maps aerial view of the existing mine, noting that its footprint will soon be quadrupled as exploration begins on the mountain's western side. He explained that in the 2000s, the operation shifted focus from merely supplying stainless steel to targeting the electronics market—specifically, producing materials for batteries. In order to do this, the mine adopted high-pressure acid leach (HPAL) processing, a technique first deployed at commercial scale at the Palawan mine.

HPAL generates acidic waste, which meant the operation had to quarry limestone as well from nearby hills to neutralise the acid before disposal. Mr. Tanaka shared a series of photos illustrating how the landscape has transformed over the past three years.


Mr. Tanaka explained that nickel mining with HPAL processing (essential for the battery supply chain) creates additional peripheral projects beyond the core mine permit area, all of which contribute to environmental degradation. He showed a photograph, supplied by FOE Japan (a longtime PARC monitoring partner), of a river with an unusually red flow. In the image on the upper right, the river enters from the left, curves downward, and meets a clear-water tributary that descends from the top of the frame. The clear tributary represents the natural flow, while the left-hand branch passes through the mining-impact zone and turns a murky red, laden with sludge.

# Environmental Impacts of the Electronics Sector

PARC tested the water for hexavalent chromium, a known carcinogen regulated in workplaces. Their field kits turned visibly pink, indicating concentrations that exceed World Health Organization (WHO) drinking-water limits. Even a faint pink hue signals dangerously high levels of hexavalent chromium in the water downstream of the mine-affected area.

Hexavalent chromium is also associated with skin disease. PARC has monitored children and adults wading in the waters and getting rashes. The people are not warned of these impacts. The mining company says they are not adding these chemicals such as hexavalent chromium, but just that it is naturally flowing out. However, what this company does is taking all the vegetation from the top. These toxic substances were once in the earth and happy to stay there, and if it had stayed in the ground, all would be fine. It is only because they took the vegetation down that these substances are now flowing out into the rivers.

FOA Japan tested over 30 locations marked by the watermark point. The results show Togbon River is the only one that has a peripheral stream coming through the mining area. All the others, even the neighboring rivers, Gadzan and the Kinuron, have not shown any signs of hexavalent chromium. It is only in the Togbon River which runs through the impact area. This gives PARC the confidence to say that it is the impact of the mine. Despite this evidence, mining companies have not fail to admit their involvement. In addition, there are multiple rivers that will now be likely affected by the mining expansion for the production of mostly batteries.

From 2009 to 2022 and onwards, PARC's monitoring showed that in the dry season, the rates of chemical contamination tend to be low. Sometimes they do not even see traces of hexavalent chromium. In the wet season, it is the opposite. They see very high, even exceeding levels, every single year they are able to test. PARC has been in communications with Nickel Asia since 2009 exposing the problem. They have not been able to fix this, nor have they even admitted directly that it is their fault.

Rio Tuba isn't the only site experiencing these problems. Similar issues occur at the Taganito Mine in Surigao del Norte, Mindanao, Philippines. Veronico "Nico" Delamante, a young activist from the Mamanwa indigenous community, opposed the mine's expansion on his ancestral lands. On the day he was scheduled to present his formal objection to the Indigenous Peoples Ombudsman, he was assassinated. Eight years past, his killer remains uncaught. The affected community is small—only a few hundred to a couple thousand residents—yet the investigation has stalled despite the relatively limited scope of the search. This pattern of violence against human rights and environmental defenders mirrors what is happening at other mining sites.

In addition, Pacific Metals Co. (PAMCO), a mining company that has been involved in both of these mines, is now going to the deep sea.

PARC has been focusing on the issue of environmental degradation on land, as it is visible. Mining on land can be seen and monitored, and its health impacts on the people can be assessed, allowing for the documentation of evidence against the environmental impacts of mining. This gives proof for PARC to speak up about the subject.

However, PAMCO is now trying to help an American company mine the deep sea where it will not be as accessible to keep watch of, and impacts can only be monitored by the number of fish visible in the area. This leads to devastating impacts on the fisheries, coastal communities, indigenous cultural heritages, and so on.

PAMCO is trying to move forward with this kind of additional mining impact. They are going deep-sea for nickel, cobalt, and manganese - the minerals necessary for producing batteries. This validates the earlier statement on how the electronics industry has a big responsibility in environmental impacts. PARC proposes a global moratorium on deep-sea mining. However, only 40 countries are openly supporting a moratorium, there is an obvious need for more. There are over a thousand marine scientists from 70 countries that support the moratorium. Sixty-nine (69) companies, including some electronics companies, are in favor of this moratorium. The campaign needs more Asian involvement because except for Samsung, there is not a single Asian company that has signed a global moratorium on deep-sea mining. Unless more companies partake, it is not going to happen.

In conclusion, Mr. Tanaka stresses that responsible mining is something that one can easily explain; one can easily visualise it as a process with no human rights abuses and without environmental degradation. **However, he asks, has anyone actually seen responsible mining?** In his decades of experience looking in the mining sector, he has not yet seen a mine that he can positively say is responsible mining. This is not to say that it doesn't exist, but he merely lays on the table his experience that if there are no reported problems with mining, it simply means people are not looking hard enough.

Mr. Lennon Wang proceeded to facilitate the question and answer portion of Mr. Tanaka's presentation. He added, he is not an environmentalist but anyone can understand how terrible, how serious the environmental impact of mining is on the land and on the people. Mr. Wang invited reflections and questions from the group.

Ms. Rochelle Porras began by stressing the need for focused monitoring and advocacy in the Philippines, Vietnam, and Indonesia, because these countries bear the greatest burden of electronic-gadget production and consumption. When the Mining Act of 2005 was implemented in the Philippines, it was already too late. A lot of the colonial countries have already opened their mines in the Philippines. Until this moment, they have been operating in the Philippines for more than 100 years, mining gold, lithium, all for electric vehicles and renewable energy sources. She asks, what price do these countries have to pay for renewable energy and electric vehicles? Ms. Porras thanked Mr. Tanaka for focusing on the Philippines, and reminding the group that it is a similar situation in Indonesia and other mining regions in the world. Ms. Porras assured the group that they will take the mining situation up in the GoodElectronics Members Meeting as this is an important aspect in completing the whole life-cycle production of electronic gadgets in the campaigns of the network.

Mr. Wang thanked Ms. Porras and highlighted the heavy price people pay for resisting, which range from killings, attacks, and red-tagging to extrajudicial murders. All this combined with the severe environmental impacts of the mines presents a dire situation for any country.

## Environmental Impacts of the Electronics Sector

Marion Kulcyzycki of Point de M.I.R. asked Mr. Tanaka in relation to the first point he made on the companies securing their investments early on in the process, particularly about what role Eastern organisations may have over these finance firms. Ms. Kulcyzycki wondered if there were any initiatives or campaigns covering this as she is unaware that was how it worked in the early stages of the process.

Mr. Tanaka explained that this is a new strategy aimed at investors they are trying to bring forward. Investors play a crucial role because, before any mine can begin operations, a typical project spends at least ten years on research, development, and securing permits. It is the investors' capital that funds those activities. While existing mines must still be managed, a new wave of mines is now emerging across Southeast Asia. Investors wield strong leverage over mining companies anda are able to steer them toward or away from specific regions or practices. PARC's case studies and the numerous reports produced by its collaborators in the mining sector already contain valuable hints. Using those documents allows investors, and more importantly organisers, to anticipate and address potential issues before they become entrenched.

Mr. Wang asked if Mr. Tanaka can share any successes that campaigns have won against mining companies. Mr. Tanaka reminded the group that mining companies do not sell directly to consumers, and they really do not care much about reputation. However, brands do. This is why it matters to campaign from the electronics angle, because there are public buyers who buy in bulk with big quantities. There are big corporations that do the same. These big consumers can then put pressure on the brands which will then impact the mines. Otherwise, Sumitomo Metal Mining do not care about their reputation, and PAMCO, even less so. The connection between the big buyers, including many of the public buyers, to the brands, then to the mining company - this vertical chain of solidarity is what is really important. Mr. Tanaka includes the angle of just transition; that it is important to talk about the workers and their rights in the transition, but also to spare some thought for what just means for the communities that are being impacted by mining as well.

Mr. Wang adds the importance of the supply chain monitoring which is yet to be built stronger and stronger. Monitoring has been built in different countries, in different sector networks. He names ElectronicsWatch and Business Equal Electronics. They are doing similar things, but there is a need to strengthen the power, especially worker-centered power and monitoring.

Mr. Wang asked Mr. Tanaka how long he stayed in each community and if he had local partners working with them. Mr. Tanaka responded that in the Philippines, in Rio Tuba, PARC had local partners that are Filipino organizations that support local logistics.The monitoring team of PARC and FOE Japan try to go at least twice a year, once in the rainy season and once in the dry season, to make sure there are water samples from both seasons. Each time, they would stay roughly a week in the communities. When they first began monitoring, they would stay for longer. Now they know where to look and where to get the baseline assessments. Roughly, they would stay a couple of days to a week each, twice a year.

Mr. Wang thanked Mr. Tanaka and the whole group, afterwards leading them all back to the plenary room.

# Freedom from Chemical Hazards

**Mr. Ted Smith of the International Campaign for Responsible Technology (ICRT) headquartered in the USA, began his discussion with the objective to talk about chemical hazards in the electronics sector and why they matter profoundly. He asserted it is not only because they endanger workers and nearby communities, but also because they provide a common rallying point that can unify and energise organisers seeking change within the industry.**

As a native of San Jose, California, Mr. Smith has been witness to the rapid development of industries in the area. He and his team at ICRT put together a 50-year timeline of the development of health and justice movements. He opened the document up to the participants, calling for any suggestions or important information that they can add to the timeline. He began the presentation of their timeline in 1977, when Santa Clara Center for Occupational Safety and Health was formed and people began to organise workers as they saw people get sick on the job in the early semiconductor industry. An offshoot of that effort was in 1982. The Silicon Valley Toxics Coalition (SVTC) was formed when Mr. Smith and his team discovered that not only the workers inside the facilities were getting sick but that there was massive groundwater contamination from leaking tanks out of the semiconductor companies.

At that point, Mr. Smith put a spotlight on how there was a joining of occupational health and environmental health issues. SVTC led an effort to get the US Environmental Protection Agency to list pollution sites on the Superfund National Priorities List - their list of the worst pollution sites in the country. They responded by adding over 20 sites in Silicon Valley to the Superfund list, which meant California has greater pollution than anywhere else in the country. SVTC was able to get a local law passed to make sure that the leaks did not continue. It also had an important provision regarding a community's right to know. From the very beginning, Mr. Smith thought that transparency, and for people to have a right to know what chemicals are in their factories, was really important.

As early as 1985, Asia Monitor Resource Center (AMRC) published a booklet called Health Hazards in Electronics. At this time, the Silicon Valley Toxics Coalition was aware of the fact that the industry was already producing electronic components in Asia. They led the Superfund campaign in the US based largely on what happened in California and in other parts of the country. Once again, this contains a provision on the right to know which made was made a national right. Companies are required to publish all their chemicals and are later on made available online.

# Freedom from Chemical Hazards

Mr. Smith emphasized how important this breakthrough was. The Federal Occupational Safety and Health Agency began to get involved a little bit. In 1989, the United Nations ratified the Basel Convention to prohibit the export of hazardous waste, including e-waste. By 1990, Ted and his colleagues formed the Campaign for Responsible Technology (CRT) and focused on SEMATECH. SEMATECH at that time was a consortium of semiconductor companies getting plenty of federal subsidies. The organization noted that if SEMATECH is taking all that federal money, it was imperative they focus on developing safer technology and protecting workers.

In 1990, SVTC passed a toxic gas ordinance. The semiconductor industry uses huge amounts of extremely toxic gases which can harm a vast number of people. In 1992, CRT got Congress to earmark 10% of the federal subsidies to budget for environmental occupational health purposes. Studies by Johns Hopkins and UC Davis came out all concluding high rates of miscarriages among semiconductor workers. This prompted the Santa Clara Center for Occupational Safety and Health and Silicon Valley Toxics Coalition to form a **Campaign to End the Miscarriage of Justice** along with a number of other groups.

In 1997, Mr. Smith and his colleagues began to branch out to some of the work that was going on in Europe with the Annual European Work Hazards Network. They met a group in Scotland and formed PHASE TWO, because National Semiconductor (Silicon Glen) was manufacturing in Scotland with the same kinds of occupational health problems happening there.

In 2000, the European Commission passed the Waste Electronic Equipment Restrictions and the Restriction on Hazardous Substances. Those were in place for 25 years now. The Campaign for Responsible Technology branched out to become the International Campaign for Responsible Technology. ICRT, along with SVTC went on a toxic tour of Taiwan in 2001 with the Taiwanese Environmental Action. They learned a lot of similar issues in Taiwan as in the U.S. In 2002, SVTC co-published a report with the Basel Action Network about the high-tech trashing of Asia. They found that so much of the electronics collected for recycling in the US were actually shipped off to Hong Kong, then to Guayu, China where they were causing harm.

In 2002, the International Campaign for Responsible Technology was founded, with the “Global Symposium for a Sustainable High-Tech Industry” as part of SVTC's 20th anniversary. In 2004, SVTC, ICRT, and the Basel Action Network were invited to a global forum in Beijing to address e-waste dumping in China. The Chinese government at that time was actually quite concerned. This initiative led to a cleaning-up of a lot of toxic recycling.

# Freedom from Chemical Hazards

In 2006, ICRT took on more work with the European Work Hazards Network, while increasingly starting to focus on international outreach. In the same year, ICRT published a book called *Challenging the Chip Labor Rights and Environmental Justice in the Global Electronics Industry* that brought together stories of people who had attended a key meeting in 2002. The main takeaway was that all over the world wherever there is electronics manufacturing, there is harm to workers in the communities, and people were increasingly organizing to address and try to prevent these harms. Greenpeace sponsored a book tour which allowed ICRT to travel around China, where they are able to energise large groups of students in several campuses in South China and Beijing.

WASTE NOT ASIA launched a conference that took the full message of the book to India. ANROEV and IOHSAD had a skill sharing workshop for ANROEV members and electronics workers from the Philippines in 2006.

In 2009, another ANROEV meeting was held in Cambodia and introduced presentations about SHARPS in Korea and the Samsung workers. That was where ICRT first learned about their situation and began an international campaign to support Samsung workers. *Challenging the Chip* was published in Korean in 2009. ICRT conducted another training with ANROEV in Bandung, Indonesia, once again with SHARPS presenting the issue in 2010. Another workshop was held in Batam, Indonesia in 2010, and in 2011 in Jaipur, India.

**SHARPS achieved a landmark victory when Samsung not only agreed to sit at the negotiating table but also issued an unprecedented apology for its conduct.** This breakthrough prompted involvement from several influential bodies, including the UN Human Rights Council, Electronics Watch, and IndustriALL.

ICRT tried to get the book out to people in as many places as possible. ICRT attended and organised for a number of persons to attend a UN conference in Geneva called the Strategic Approach to International Chemicals Management (SAICAM). It was one of the best international initiatives to have identified the problems and came up with solutions for many of them. The Waste Electronic Equipment Directive was adopted throughout Europe in 2011 which proved impactful to the work today.

In 2021, a strategy meeting took place in Korea, co-sponsored by SHARPS, Taiwanese groups, and ANROEV. That year, *Challenging the Chip* was published in Chinese. SHARPS achieved a landmark victory when Samsung not only agreed to sit at the negotiating table but also issued an unprecedented apology for its conduct. This breakthrough prompted involvement from several influential bodies, including the UN Human Rights Council, Electronics Watch, and IndustriALL. In Taiwan, the RCA Workers' Self-Help Association (RCA, 員工自救會) secured a major legal victory in the courts.

Mr. Smith concluded by underscoring the long history of organizing around chemical-hazard issues and the central role of the "right-to-know" principle. He noted that transparency has proven to be an effective catalyst for mobilizing workers and communities alike, fostering progress within the industry. While notable advances have been made, he cautioned that substantial work remains ahead.

Ms. de Guzman thanked Mr. Smith for his presentation and acknowledged SHARP's participation in the discussion group. She then opened the floor by asking Mr. Smith how secretive the information on chemicals and hazardous materials is within the manufacturing process, and why neither the workers nor the public are granted access to those details.

Mr. Smith reflected on the many years he has devoted to this issue, noting that the industry consistently strives to keep information hidden, often invoking trade-secret or national-security justifications, as others have reported. He and his groups challenged those claims, arguing that the real motive is to conceal the hazardous nature of the materials and the severe health impacts they cause. By keeping the facts out of public view, companies avoid embarrassment rather than genuinely protecting proprietary information. He highlighted that this obstacle was first overcome in 1983, when activists in Silicon Valley succeeded in passing the original ordinance that mandated greater transparency.

Mr. Smith argued that a legitimate trade secret, such as a unique "secret sauce" embedded in a chemical formulation that provides a real competitive advantage, could be protected. Nevertheless, even when a trade secret is claimed, emergency responders must be able to obtain the information in the event of a hazard. Accordingly, the secret must be disclosed to firefighters, a requirement that was eventually institutionalized. In practice, companies never actually invoked true trade-secret protections because they were never truly trade secrets to begin with.

The issues escalate further when, in some instances like an episode in Korea, the government framed the matter as one of national security, asserting that revealing chemical compositions could give China an advantage. Thus the debate has taken on an international dimension.

Despite these challenges, national or local "right-to-know" laws or policies are helpful. The movements began at the local level, and Mr. Smith observed that once community members and workers sign onto a campaign demanding transparency, it becomes a powerful unifying force. Almost everyone he has encountered, apart from corporate executives, believes that both the community and the workforce deserve to know what chemicals are being used, and they readily support such initiatives.

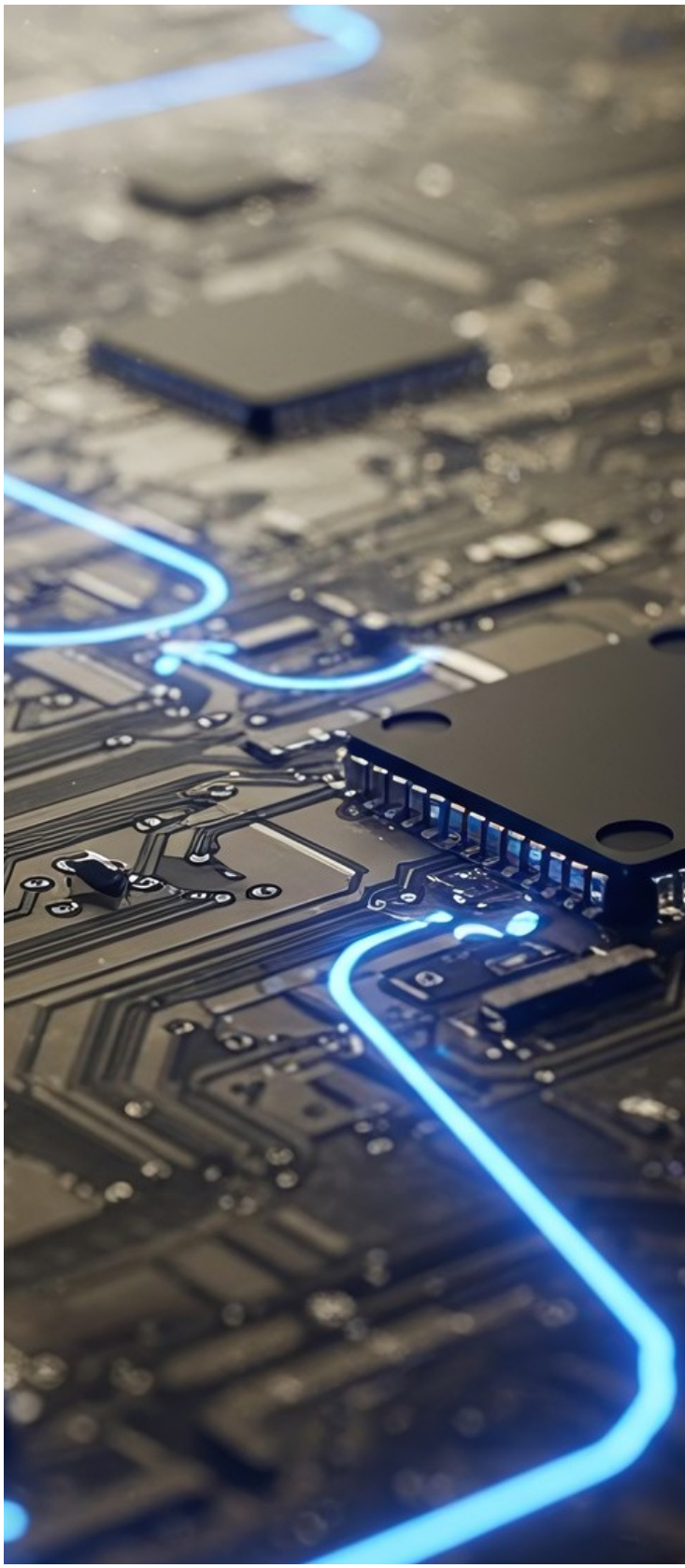
He had hoped that incorporating these disclosures into the PRTR (Pollutant Release and Transfer Register), an international treaty, would resolve the problem. Several Asian nations, including Thailand, have recently adopted PRTR frameworks, giving regulators additional leverage to compel companies to disclose chemical inventories. Yet, as he noted, significant challenges remain, and the struggle for full transparency continues.

# Freedom from Chemical Hazards

Ms. Rosy Trejo of Centro de Reflexión y Acción Laboral (CEREAL) shared the situation of the electronics industry in Mexico, noting that many women workers spend long hours handling solvents, soldering materials, and cleaning agents, often without full information about the risks involved. Ms. Trejo underlines their belief that the freedom from chemical hazard is not just a technical issue but matter of gender justice. Women are frequently assigned to tasks with hidden exposure while also facing barriers to speak out about health concerns. CEREAL believes that protecting workers from toxic exposures must go hand in hand with promoting gender equality and dignity at work. They are eager to learn from and collaborate with others who are developing gender-responsive approaches to occupational health, in hopes of collectively turning awareness into genuine protection for workers.

Ms. de Guzman highlighted IndustriALL's earlier discussion on a tool for occupational safety and health (OSH) and gender considerations in the context of chemical hazard exposure. This tool along with other collaborative platforms are being discussed by members for sharing and dissemination.

Mr. Bruno Pereira of the Electronic Industry Employees' Union Western Region Peninsular Malaysia recommended the book, **Chemical Safety in Electronics Industry**, jointly published by the Asia Monitor Resource Centre and IndustriALL Global Union, which examined chemical hazards, occupational health risks, and systemic gaps in chemical safety protection in the global electronics industry.



Mr. Pereira continued to praise the book. He has been involed in the industry for 40 years and knows what goes on inside, particularly about the stillbirths because it has happened to his family. He suggested putting pressure on IndustriALL for the updating and publishing of the book, and the necessity to translate it to different languages. He commends the work Mr. Smith has done.

Regarding what Mr. Smith mentioned about his activities in 1990 with a group of health NGOs and professors in Penang, Malaysia pushing for a safety and health act, Mr. Pereira pointed out that they did not have a safety and health act at the time. The context of Mr. Smith's visit was that the industry in Malaysia was free-for-all. Their initiative was an impetus that gave rise to the Safety and Health Act in 1994. Last year, the Malaysian government ratified the Convention on Safety and Health.

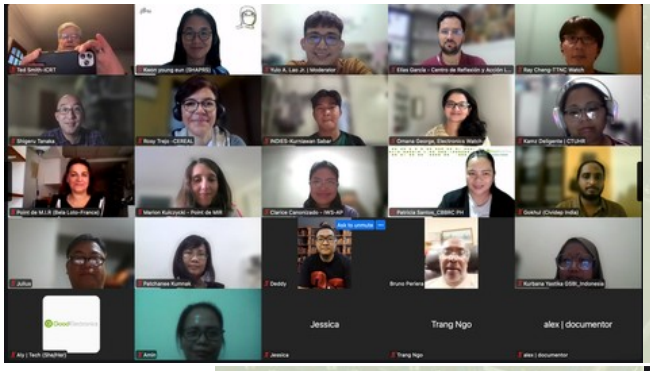
Mr. Pereira went on to share that since then, they have grown a lot, with things like Cleanroom environments and chemicals safety data known to the workers, yet there still more to be done. Workers have not been informed what to do with this new, accessible information. As far as initiatives go, there are chemical data sheets available, but workers do not know what it is about, and they are usually written in English. Helping the workers understand more about chemicals, hazards, and their safety is the current endeavor Mr. Pereira and his organization are working on, a lot of which Mr. Pereira gives credit to Mr. Smith for, thanking him for doing a humane job all these years.

Mr. Smith thanked Mr. Pereira and went ahead to address Ms. Trejo's comment. He gave her some additional resources available about things going on in Mexico, and he would be glad to get those to CEREAL. He reiterated that occupational health and particularly the harm to the women workers and their children is a really important issue. It is something that brings people together. He cited an example in Matamoros, Mexico, where they found a number of women who were having children born with serious birth defects. It was tied in with a number of the studies that were done in the US, and cases like these should be circulated more widely.

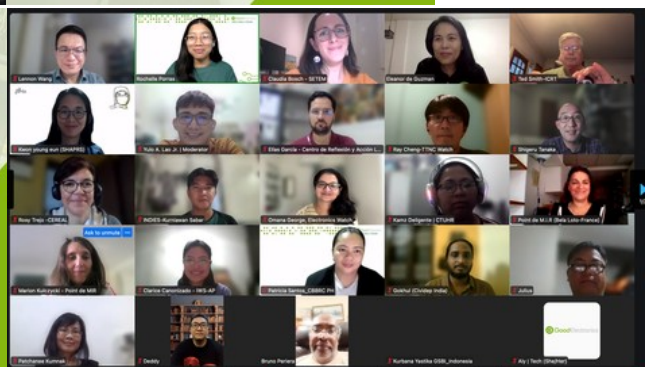
Ms. de Guzman wrapped up the session offering up more resources and opportunities to be shared. One was the sharing of Mr. Smith's book *Challenging the Chip* to the participants, and secondly, she would open up this topic in the Members Meeting. Ms. Kwon Young Eun of SHARPS shared the film ***Colorless, Odorless*** which is screening at a modern art museum in Taiwan for over a month. She mentioned that it might be difficult to freely share the film to colleagues but if they secure the director's permission, Ms. Kwon is offering to hold an online screening, perhaps in tandem with another film called ***Finger Alert.*** Ms. de Guzman suggested planning for a closed room online screening before directing everyone back to the online plenary room.

> **Freedom from chemical hazard is not just a technical issue, it is a matter of gender justice. Women are frequently assigned to tasks with hidden exposure, while also facing barriers to speak out about health concerns.**

# GoodElectronics
## Public Forum





### CLOSING REMARKS

Ms. Eleanor de Guzman wrapped up the public forum with gratitude to all who attended, to the speakers who presented, and the staff and volunteers who came together to facilitate the event. Ms. de Guzman reiterated that should there be any follow-up questions to any of the presentations or discussions, participants may send these over through e-mail.

# Participating organizations in the GoodElectronics Network Public Forum:

| Organization from Southeast Asia | Country |
|---|---|
| Gabungan Serikat Buruh Indonesia (GSBI) | Indonesia |
| Institute for National and Democracy Studies (INDIES) | Indonesia |
| Federasi Serikat Pekerja Metal Indonesia (FSPMI) | Indonesia |
| Federasi Lomenik | Indonesia |
| Lembaga Informasi Perburuhan Sedane (LIPS)<br>*Sedane Labour Resource Center* | Indonesia |
| Electronic Industry Employees' Union Western Region Peninsula Malaysia | Malaysia |
| Workers Hub For Change (WH4C ) | Malaysia |
| Health and Safety Advisory Centre | Malaysia |
| Center for Trade Union & Human Rights (CTUHR) | Philippines |
| Crispin B. Beltran Resource Center (CBBRC) | Philippines |
| Ecumenical Institute for Labor Education & Research (EILER) | Philippines |
| Institute for Occupational Safety & Health Development | Philippines |
| Metal Workers Alliance of the Philippines (MWAP) | Philippines |
| Nexperia Workers Union | Philippines |
| MEC Workers Union | Philippines |
| Members of GoodElectronics Thailand | Thailand |
| Center for Development & Integration (CDI) | Vietnam |
| **Organization from South Asia** | **Country** |
| Civil Initiatives for Development and Peace (CIVIDEP) | India |
| Public Services United Nurses Union (PSUNU) | Sri Lanka |
| **Organization from East Asia** | **Country** |
| Pacific Asia Resource Center (PARC) | Japan |
| Supporters for Health and Right of People in Semiconductor Industry (SHARPS) | South Korea |
| Serve the People Association | Taiwan |
| Taiwan Transnational Corporations Watch (TTNC) | Taiwan |
| **Regional Organization in Asia & the Pacific** | |
| Asia Monitor Resource Centre (AMRC) | |
| Asian Network for the Rights of Occupational & Environmental Victims (ANROEV) | |
| Initiatives for Workers Solidarity in Asia Pacific (IWSAP) | |

| Organization from Europe | Country |
|---|---|
| Point de M.I.R | France |
| Center for Research on Multinational Corporations (SOMO) | the Netherlands |
| 2impact | the Netherlands |
| SETEM Catalunya | Spain |
| The Restart Project / Right to Repair Coaliation | United Kingdom |
| **Organization from North America** | **Country** |
| Centro de Reflexión y Acción Laboral (CEREAL) | Mexico |
| International Campaign for Responsible Technology (ICRT) | United States |
| **Global Organization** | |
| IndustriALL Global Union | |
| ElectronicsWatch | |
| Public Services International | |

Designated representatives from the organizations listed in this report actively participated in the discussions and sessions. In addition to organizational representatives, independent advocates without declared affiliations also joined the public forum.

The GoodElectronics Network Global Secretariat, the Steering Committee, and members would like to thank **Yulo Lao, Jr.** of Public Services International (PSI) Asia Pacific for moderating the Public Forum. Likewise, the GE Network is grateful for the translation services provided by **Emelia Yanti** of Gabungan Serikat Buruh Indonesia (GSBI).

GOODELECTRONICS MEMBERS MEETING

SOLIDARITY AND ACTION:
POWERING A JUST FUTURE FOR WORKERS AND COMMUNITIES

# Annual Members Meeting

# GoodElectronics Members Meeting

## REPORTS ON THE TRANSITION PERIOD AND COMMENCEMENT OF NEW HOST

The session opened with Ms. Rochelle Porras, the GoodElectronics Network Regional Coordinator for Asia, also representing the Ecumenical Institute for Labor Education and Research as the new host organization, with an overview of the transition process that began after the 2023 Annual Meeting in Bogor, Indonesia. Ms. Porras also highlighted the importance of this transition for network members, noting that reporting to the Steering Committee has been ongoing throughout the period.

**2023**

### NOVEMBER

1. **Decision to Appoint a New Host Institution:** The network resolved to select a new host organization. A Transition Committee was established, comprising of a transitioning Steering Committee and designated individuals tasked with developing the capacity of the incoming host and preparing it to assume full responsibility for the network.
2. **Initial Discussions:** Planning between the outgoing host, SOMO and the prospective host, EILER.

**2024**

### OCTOBER - DECEMBER

1. **Key Appointments:**
   a. Transition Coordinator: Ms. Laarni Empreso
   b. Campaign & Advocacy Staff: Ms. Anna Patricia Santos
   c. Project Manager cum Regional Coordinator: Ms. Rochelle Porras
   d. Administrative support provided by EILER
2. **Capacity Development Activities:** A series of training sessions, orientations, and briefings were conducted covering:
   a. Financial obligations and reporting procedures
   b. Physical and Digital security trainings
   c. Operational readiness for hosting the network and coordinating the global campaign effort.

## Reports on the Transition Period and Commencement of New Host

**2025**

### JANUARY - JUNE

**Agreement-Building Period:** Despite encountering several challenges, SOMO and EILER mutually agreed on a Terms of Reference for the hosting of the GoodElectronics Network.

### AUGUST

**Leadership Change:** Due to academic commitments, Ms. Laarni Empreso stepped down as Transition Coordinator. Ms. Eleanor de Guzman assumed the role of Global Coordinator.

### PRESENT

As of November 2025, the network now has a fully functioning global secretariat with Ms. Rochelle Porras as project manager representing EILER (in partnership with SOMO) and Regional Coordinator for Asia, Ms. Eleanor de Guzman as the Global Coordinator, and Ms. Anna Patricia Santos as the Campaigns & Advocacy staff.

Through the project, the network has one technical support person who is in charge of ensuring that all the digital assets and infrastructures of the hosting will be transferred eventually to EILER as the new host, as well as providing systems maintenance.

# CAMPAIGNS & ADVOCACY ACTIVITES

Ms. Anna Patricia Santos, Campaigns & Advocacy staff, presented a comprehensive overview of the network's key achievements over the past year, focusing on website campaigns, public statements, and outreach publications.

Throughout October 2024 until the present, the network has published several news articles on the freedom of association and union activities, on occupational health and safety, on labor conditions around the globe, and news and legislations that affect workers, on migrant workers, tariff and chip wars as this has been gaining momentum recently because of the ongoing power struggle between US and China in controlling chips and manufacturing. There are also news releases on the activities of GoodElectronics members.

## Reports on the Transition Period and Commencement of New Host

### ON FREEDOM OF ASSOCIATION AND UNION ACTIVITIES

- **December 17, 2024** | Nexperia Workers File Strike Notice Amid CBA Stalemate and Union Repression,
- **March 6, 2025** | Nexperia workers in the Philippines, on strike
- **July 22, 2025** | Victory in Unity: Fuji Electric Workers Secure Major Gains in New CBA
- **July 29, 2025** | Flextronics Workers Union Face Intimidation and Union-Busting
- **August 3, 2025** | Turkey Bans Mineworkers' Strike at State-Owned Eti Maden, Drawing International Condemnation
- **August 28, 2025** | Kawasaki Workers Hit 100 Days on Strike as Deadlock Continues
- S**eptember 24, 2025** | Electronics Workers Join Nationwide Anti-Corruption Protests; Condemns Police Violence

### ON OCCUPATIONAL SAFETY AND HEALTH

- **January 7, 2025 |** Workers Waiting to Die in Morowali: The Risks of Occupational Diseases in One of the World's Largest Nickel Industrial Zones
- **August 24, 2025** | The Hidden Cost of Electronics: Workers and Communities at Risk
- **September 8, 2025** | The Toxic Underbelly of AI's Shiny New Hardware

### ON LABOR CONDITIONS

- **April 30, 2025** | UK bans solar imports linked to forced labor in Xinjiang
- **May 15, 2025** | Forced labor risks persists in tech supply chains
- **May 30, 2025** | Brazil sues BYD over labor abuses in EV supply chain
- **July 1, 2025** | Workers pay the price for Samsung's race to the bottom
- **August 15, 2025** | ASMPT to Close Shenzhen Plant, 950 Workers Affected
- **October 9, 2025** | China Labor Watch Exposes Labor Rights Violations at Foxconn iPhone 17 Factory
- **October 19, 2025** | Dutch Seizure of Nexperia Deepens US-China Tech War
- Report on the Human Rights and Environmental Impact of Taiwanese Businesses in Indonesia

### ON LAWS AND LEGISLATIONS

- **June 6, 2025** | France and Germany call for repeal of EU Supply Chain Law
- **July 9, 2025** | Workers at Risk as EU Considers Rolling Back Key Corporate Sustainability Protections
- **July 20, 2025** | Millions of Indian Workers Strike Against Anti-Labour Reforms
- **July 31, 2025** | The Illusion of Progress: Why the Energy Transition Isn't Enough

### ON MIGRANT WORKERS

**June 6, 2025 |** Exploitation of migrant workers persist in Taiwan's semiconductor industry

## Reports on the Transition Period and Commencement of New Host

### ON TARIFF AND CHIP WARS

- **June 12, 2025** | Trump tariffs hits Philippine electronics
- **July 12, 2025** | US Semiconductor Expansion Tightens Grip on Global Electronics Global Supply Chain
- **July 17, 2025 |** PH Semiconductor Industry Moves to Boost Competitiveness Amid Global Trade Risks
- **August 11, 2025** | Global Chip Race: What it Means for Workers in Mexico, Malaysia, and India
- **September 10, 2025** | Trump to Impose 100% Tariff on Semiconductor Imports from Firms Not Investing in US
- **October 27, 2025 |** Trade Deal Raises Concerns Over US Dominance
- **November 5, 2025** | China's Tightening Grip on Rare Earths and the Struggle for the Global Supply Control

### NETWORK UPDATES

- **June 6, 2025** | IndustriALL's 4th Congress strengthens commitment to gender equality
- **July 7, 2025** | Welcome our new host and global secretariat!
- **September 17, 2025** | Workers' Safety and Chemical Rights at the Forefront: RE+Act Capacity Sessions in Manila
- **September 30, 2025** | Gen Z Inspires Global Protests across the Globe as Digital Activism Spills into the Streets

A total 35 distinct news articles have been published to date, providing members and stakeholders with up-to-date, evidence-based information on the issues most relevant to the electronics supply chain.

The network was also able to release statements such as a network statement in time for the World Day for Decent Work last October 7 as well as a solidarity statement for network member, Center for Trade Union and Human Rights' 40th anniversary. The Secretariat has adopted a regular cadence of issuing formal statements that articulate the network's campaign priorities and positions on emerging industry challenges. These statements serve to amplify the collective voice of the network, shape public discourse, and influence policy debates within the electronics sector.

The Secretariat aims to institutionalize statement releases as a core communication tool, ensuring consistent visibility and impact.

The network amplified a recent research publication from SOMA, ***No Union, No Voice: Nine Ways the Electronics Industry Cracks Down on Labour Rights***, showcasing the Secretariat's role in promoting scholarly work. Ms. Santos encouraged members to submit links or copies of their own research for inclusion on the GoodElectronics website, thereby expanding the repository of peer-reviewed resources available to the community.

## Reports on the Transition Period and Commencement of New Host

Campaigns & Advocacy urges network members to share their campaigns and statements, emphasizing that broader collaboration will amplify each initiative and strengthen collective solidarity. Ms. Santos added that all submissions will continue to be screened to ensure they align with the network's overarching campaign agenda.

Lastly, since July 2025, the network consistently published monthly newsletters which have been distributed, summarizing recent articles, statements, and member activities. Four editions have been released so far, reaching the entire membership base and external partners.

Ms. Claudia Bosch, representing SETEM Catalunya, expressed her appreciation for these initiatives. She noted that the articles and newsletters are invaluable for staying informed about sector developments and for keeping abreast of fellow GoodElectronics members' activities. Ms. Bosch also encouraged all members to share relevant information with the GoodElectronics coordinators, helping to enrich both the website and the newsletters with high-quality, timely content.

# GoodElectronics
# Members Meeting

## PRESENTING THE GE NETWORK HOSTING ACTION PLAN AND DRAFTING THE SHORT-TERM STRATEGIC DIRECTION

**Ms. Eleanor de Guzman proceeded to present the following 6-months to 1 year Action Plan of the GoodElectronics Network.**

- Strengthen the mutual cooperation of GE Philippines and the GE Network Steering Committee
  - Introduce Eleanor de Guzman as Global Coordinator of the GoodElectronics Network
  - Regular written reports (monthly) of GE Global Coordinator to the Steering Committee (SC) and regular SC calls (quarterly)
- Complete the transition of the GE Network Hosting
  - Provide the GoodElectronics Network Regional Coordinator (completed)
  - Onboarding of the transition team *(completed)*
  - Integrate Computer Professionals Union (CPU) as GoodElectronics IT Infrastructure *(completed)*
- Initiate the Implementation of the Bread for the World Project

### AS THE HOST OF THE GE NETWORK

- Regular coordination call with Jeroen and Susane from SOMO and Mandy, Laarni, and Leleng from EILER focused on project monitoring and compliance for Bread for the World (BftW)
- GE Philippines will organize a members' meeting in the coming months (as outlined in the calendar) and begin exploring funding possibilities - with support from the GE Steering Committee - for a face-to-face meeting in 2026
- EILER, as a registered entity, can apply as the lead or coordinate the application process, along with other GE Philippines members
- Upon commencement of hosting, all relevant news and campaigns should be posted on the GE website to show support for workers' engagements in their respective companies
  - Primary focus: Current developments
  - Secondary focus: Past activities (to be backdated on the website for documentation purposes, especially member-related activities)
- The GE host should prioritize developments in the electronics industry, particularly workers' struggles

## Presenting the GE Network Hosting Action Plan and drafting the Short-Term Strategic Direction

- **The GE Host should contribute to**
  - Joint public statements/letters/petitions with civil society recommendations, supported by a communications strategy

- **First Actions of the Global Coordinator**
  - Compile all institutional documents of the GoodElectronics Network, update the membership list, and identify potential new members
  - Submit regular monthly written reports
  - Conduct regular meetings of the GE Network Steering Committee
  - Maintain regular contact and consultation with the Steering Committee
  - Prepare an annual plan and discuss it with the Steering Committee
  - Check and clear the info@goodelectronics.org email inbox once per week
  - Organise the transition of the website and other IT infrastructure (from SOMO to GE Philippines)
  - Identify and follow up on fundraising opportunities on an ongoing basis
  - Ensure monthly publication of the GE Network Newsletter and bi-weekly updates to the website
  - Send frequent messages including news updates, interesting reports, upcoming webinar, solidarity requests, etc. on the GE Email List
  - Provide support to members as requested. This may include drafting or coordinating solidarity statements or supporting other collective action as needed

## PROPOSED TIMELINE OF GE HOSTING

- **June 2025**
  - Project Onboarding
  - GE SC Meeting
  - Monthly GE Philippines coordination for hosting
- **July 2025**
  - EILER as host will release ILO C190 publicity materials
  - Monthly GE Philippines coordination for hosting
- **August 2025**
  - GE SC Meeting to plan for the members meeting
  - Announcement of online members meeting in September 2025
  - Monthly GE Philippines coordination for hosting
- **September 2025**
  - Completion of the GE IT Infrastructure Transfer
  - Monthly GE Philippines coordination for hosting
- **October 2025**
  - Members General Assembly
- **November 2025 - December 2025**
  - Publication of Newsletter

*No recommendations were put forward at this stage. The network members unanimously approved the action plan, confirming their consent via virtual reactions in the Zoom session.*

## Presenting the GE Network Hosting Action Plan and drafting the Short-Term Strategic Direction

# NETWORK CAMPAIGN SHARING

**The network members provided updates on their current activities and outlined their on-the-ground campaign plans for the remainder of the year, as well as their prospects for 2026. This information will feed into the development of Good Electronics' global strategy for 2026.**

### Supporters for Health and Right of People in Semiconductor Industry (SHARPS)

Ms. Kwon Young-Eun of SHARPS shared their organization's 2026 agenda, beginning with an international forum on the challenges confronting the semiconductor industry, scheduled for October in South Korea. To lay the groundwork, SHARPS will host an online forum between March through August 2026, focusing on worker-related issues such as gender equity, environmental impact, and related topics. The GoodElectronics Network has been invited to contribute speakers to these sessions.

Having secured funding to launch the forum, SHARPS is also calling on other members with fundraising capacity to join the initiative, offering the platform for deeper collaboration across the network.


### Ecumenical Institute for Labor Education and Research (EILER)

Ms. Rochelle Porras, representing EILER, highlighted the network's current focus on mitigating heat-related risks for workers. Through its partnership with the Clean Clothes Campaign, EILER has already taken concrete steps to address heat stress among garment workers. On the World Day for Decent Work last October 7, the institute submitted a position paper to the relevant government agency, urging a review of existing heat-exposure protocols and calling for mandatory protective policies.

EILER lauded the effort of fellow GoodElectronics member IOHSAD, which led the drafting of proposed amendments to occupational and environmental safety regulations in the Philippines. Building on the momentum generated in the garment sector, EILER plans to shift its advocacy in the coming months toward heat-safety measures for workers in the electronics industry.

Ms. Porras invited any members who share an interest in heat-safety advocacy to join the effort, emphasizing the opportunity for coordinated action across the network.

## Presenting the GE Network Hosting Action Plan and drafting the Short-Term Strategic Direction

### SETEM Catalunya

Ms. Claudia Bosch of SETEM Catalunya announced the organization's annual Mobile Social Congress, scheduled for the first week of March 2026. The congress will serve as a platform for advocacy, with this year's primary theme focusing on the extractive industry and the situation in the Democratic Republic of Congo. While the main focus is clear, the program remains open to additional topics as the agenda is currently being finalized.

With this, Ms. Bosch welcomes from the network any suggestions for sessions, speakers, or case studies that would enrich the congress agenda. Proposals for joint fundraising initiatives that could benefit the Good Electronics network are also encouraged. Ms. Bosch sent over a link to provide the members a background of the past Mobile Social Congresses.

SETEM Catalunya aims to broaden the congress' reach beyond its current national and regional audience. By attracting international media and participants, the event could achieve a significantly larger impact. The organization seeks advice from any network members with experience in international event promotion and media relations.

If funding is secured, SETEM Catalunya plans to conduct field research in Senegal and Ghana later in 2026, focusing on end-of-life impacts of electronic products. Ms. Bosch concluded by inviting the GoodElectronics community to collaborate on shaping the congress, strengthening its advocacy thrust, and contributing expertise that will help maximize their efforts both locally and globally.

## Presenting the GE Network Hosting Action Plan and drafting the Short-Term Strategic Direction

### Institute for Occupational Health and Safety Development (IOHSAD)

Ms. Nadia de Leon of IOHSAD detailed the organization's current occupational safety and health (OSH) agenda, which currently centers on three inter-linked priorities:

First, IOHSAD is pushing for a legislative amendment in the Philippines that would criminalise violations of OSH rights and standards, thereby imposing tougher penalties on companies whose negligence leads to serious injury or death. She cited South Korea's Serious Injuries Act (2021/2022) as a regional benchmark and resurfaced a joint resolution, developed with ANROEV and GoodElectronics in Bogor last 2023, to map existing criminalisation provisions across the respective countries of each member of the network.

Second, their agenda addresses climate change impacts on workers. Building on a 2024 heat-safety campaign with MEC Electronics, IOHSAD is calling for the institutionalisation of paid calamity leave for employees affected by extreme weather such as typhoons.

Third, as the current coordinator of the Asian Network for the Rights of Occupational and Environmental Victims (ANROEV), IOHSAD highlighted a successful joint skills-sharing workshop with GoodElectronics held last September. That workshop produced a key resolution to undertake a chemical mapping documentation activity that will create a "chemical workers situationer" for each country, cataloguing hazardous substances, existing regulations, and protection gaps.

Ms. de Leon emphasized that this partnership amplifies the impact of testimonies and research, and she invited all GoodElectronics members to contribute data on OSH criminalisation, share best practices on heat-safety and extreme-weather leave, and participate in the chemical mapping effort to strengthen regional advocacy for safer workplaces.

## Presenting the GE Network Hosting Action Plan and drafting the Short-Term Strategic Direction

### Point de M.I.R.

Speaking on behalf of colleague Ms. Bella Lotta, Ms. Marion Kulczycki introduced the *"Digital in the Spotlight"* campaign. Point de MIR is organizing a two-day film festival at the end of the month to showcase stories that highlight human-rights impacts. They are soliciting films, documentaries, and interview pieces that explore chemical hazards and the digital lifecycle. Ms. Kulczycki shared a press release and trailer in the Zoom chat box and indicated that Point de MIR hopes to replicate the festival model and is extending the invitation to all member organisations.

### Serve the People Association

Mr. Lennon Wang of Serve the People Association (SPA) recapped the organization's recent organizing work among migrant workers. Over the past two years SPA helped establish a company-wide union for migrant employees at ASCII, and this year a second union was created at the med-tech firm TAIDOC, whose global brand FORA manufactures products such as blood-sugar meters and COVID-19 test kits. Through the TAIDOC union, SPA uncovered a striking number of labour violations, ranging from punitive cleaning duties for minor policy breaches to severe gender discrimination cases: pregnant female migrant workers are forced to resign, face contract termination penalties, and risk deportation.

SPA recently staged a protest outside Taiwan's Ministry of Labour; a second mediation meeting is scheduled for the following Monday. Anticipating that the company will reject their demands, SPA is preparing a strike vote. Mr. Wang highlighted overt union-busting tactics, noting that the HR manager publicly ordered all union members to resign by December and threatened loss of livelihood for non-compliance.

Looking ahead, SPA intends to continue unionizing migrant workers, including those in the electronics sector. Mr. Wang proposed that the GoodElectronics network adopt an action point to spotlight and build solidarity on migrant-worker unionization, emphasizing that migrants constitute a substantial share of the industrial workforce worldwide yet frequently endure exploitation and abuse.

Ms. Anna Patricia Santos of the GoodElectronics Global Secretariat confirmed with Mr. Wang if these issues were mentioned in a press release he forwarded in the groups' WhatsApp channel. She assured Mr. Wang that an upcoming GoodElectronics article would feature their story.

### Crispin B. Beltran Resource Center (CBBRC)

Ms. Anna Patricia Santos, who leads the Crispin B. Beltran Resource Center (CBBRC) while also serving as the Campaigns & Advocacy staff for Good Electronics, outlined the centre's recent and upcoming work. In the Philippines, CBBRC has been publishing research papers and policy recommendations; its first major output, a book co-authored with SOMO, examined the situation of unions operating in special economic zones (SEZs). Since that publication, many of the featured unions have either been dismantled by their employers or have seen the companies close and re-open under new names.

## Presenting the GE Network Hosting Action Plan and drafting the Short-Term Strategic Direction

For 2026, CBBRC plans to update its research on SEZs, focusing specifically on the electronics sector, where the majority of firms are foreign-owned. Within these zones, workers' rights to organize, form associations, and strikes are often severely restricted or outright prohibited. CBBRC is preparing briefing documents and project proposals that would aid them in their efforts to update their research, ultimately contributing in the campaign to protect and advance labour rights for electronics workers in these economic zones.

## Restart Project / Right to Repair Europe

Mr. Ugo Vallauri, the Right-to-Repair Coalition's representative, provided an update on the coalition's legislative work aimed at making electronic and electrical products more repairable and longer-lasting. By strengthening durability standards in Europe, the coalition hopes to curb the "throw-away" culture of fast tech devices and generate a ripple effect that improves product design worldwide.

Mr. Vallauri explained that the European Commission remains the primary driver of environmental legislation on product durability and repairability, but progress has slowed amid a shifting political landscape. Nevertheless, earlier successes have secured the possibility of secondary legislation that can survive these changes. Building on that foundation, the coalition is now seeking to expand the scope of EU secondary acts to cover a broader range of products, which should raise repairability requirements and, consequently, exert a greater global influence on future manufacturing.

By collaborating with the newly formed Good Electronics network, the Right to Repair Coalition sees an opportunity to amplify each other's work: not through direct overlap, **but by creating complementary coalitions that reinforce campaigns across the entire supply-chain spectrum.**

While the coalition's focus is largely upstream in the supply-chain, Mr. Vallauri acknowledged a disconnect from workers' struggles on the shop floor. He emphasized the importance of keeping dialogue open with fellow network members whose work focuses directly with the workers, using the current system's abuses as motivation to push for legislation that reduces the need for constant product replacement. This way, governments and companies could better allow focus to shift instead on improving both working and environmental conditions because of the fewer items that must be produced.

Mr. Vallauri also highlighted the coalition's regular contribution to the global initiative, *International Repair Day*, and as a member of the GE Network, sees the opportunity for outreach to include more organizations outside the usual organization. By collaborating with the newly formed GoodElectronics network, the coalition sees an opportunity to amplify each other's work: not through direct overlap, but by creating complementary coalitions that reinforce campaigns across the entire supply-chain spectrum.

## Presenting the GE Network Hosting Action Plan and drafting the Short-Term Strategic Direction

### International Campaign for Responsible Technology (ICRT)

Mr. Ted Smith, who has coordinated the International Campaign for Responsible Technology (ICRT) since 2002, introduced the organization's incoming leadership. Mr. Sanjeev Pandita of the Solidarity Center will assume the role of ICRT director, while Fahmi Panambang from Indonesia will become the new Asia Coordinator. Ted announced that he will transition to a board-member position within ICRT.

During yesterday's breakout session, Mr. Smith traced a fifty-year chronology of the development of hazards in the electronics industry. The workshop discussion highlighted how demands for transparency and the "right to know" have repeatedly clashed with corporate claims of trade secrecy and, at times, invoked national-security arguments. He underscored the necessity of launching targeted campaigns to counter these actions. The "Right to Know" movement originated in the United States as a local ordinance, progressed to a state law, then to national law, and is now embedded in the emerging international framework of the Pollution Release and Transport Registry—though adoption remains uneven worldwide.

In response to the proposal for a joint repository of chemical-hazard information, Mr. Smith offered ICRT's extensive database and expressed willingness to collaborate with other stakeholders to develop a shared, accessible repository.

Ms. Kwong Young Eun commented that if chemical substances are considered trade secrets or classified as national core technologies, it has become dangerous for SHARPS activists to use the chemical information provided by victims to prove occupational diseases. Under a new law in South Korea, the "Samsung Law," Koreans could even face fines or penalties. SHARPS is now campaigning to revise this law so that workers' right to know won't be rolled back. Mr. Smith responded reiterating the need to connect about strategies to resist the Samsung law that makes the Right to Know illegal.

### Civil Initiatives for Development and Peace India (CIVIDEP)

Mr. Gokhul Raj proposed two concrete actions to deepen the network's impact. First, he urged the establishment of trans-national solidarity mechanisms that connect workers' struggles across borders. He cited the recent coordination between the Samsung Workers Union in South Korea and its counterpart in Tamil Nadu, India, as well as a similar exchange of support among Nexperia workers, illustrating how solidarity can amplify pressure on multinational employers.

## Presenting the GE Network Hosting Action Plan and drafting the Short-Term Strategic Direction

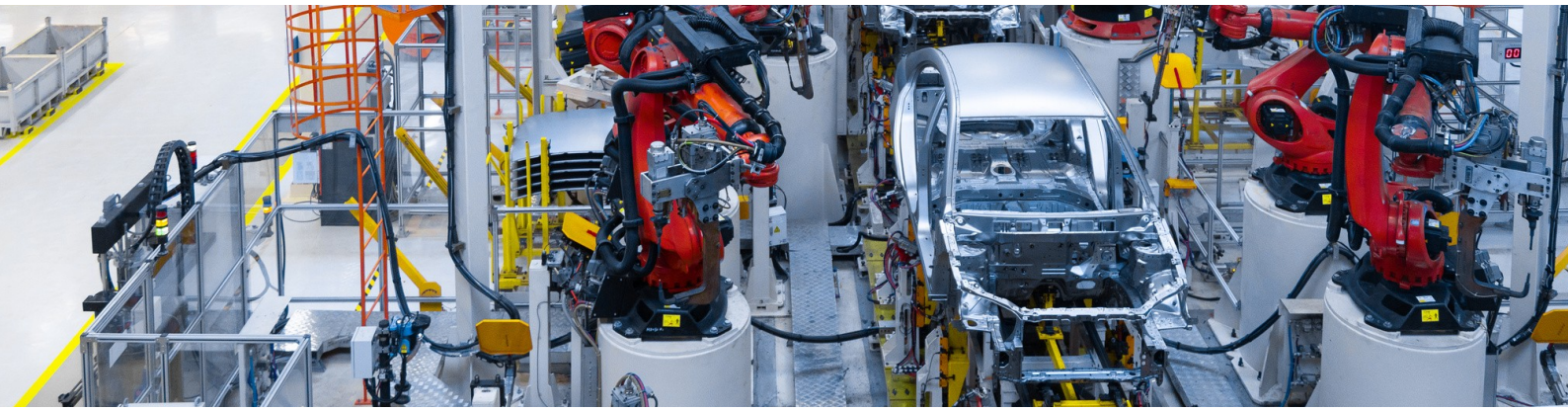
CIVIDEP voiced strong support for the chemical-mapping initiative, noting that it is already carrying out a parallel effort to map out chemicals and associated hazards across India. The organization offered to contribute its research findings, which will enrich the network's overall compilation and help create a more comprehensive database.

Mr. Raj added that CIVIDEP has been documenting workers' experiences of heat stress and heat-wave impacts in Indian electronics and manufacturing factories. The anecdotes and case studies they have gathered could be valuable inputs for the Philippines-based network's heat-safety campaign, providing concrete evidence to strengthen advocacy and policy recommendations.

Ms. Kwong Young Eun affirmed Mr. Raj's statement by sharing that during last year's electronics industry strike in India, the Korean National Samsung Electronics Labor Union issued a solidarity statement. SHARPS also made a proposal. Although the current situation of the National Samsung Electronics Labor Union is unstable, SHARPS continues to pay attention to the situation to ensure solidarity can continue.

## Center for Reflection and Action on Labor Rights (CEREAL)

Mr. Elìas Garcìa of CEREAL notes that trade relations with the United States have become increasingly complex. Several initiatives were halted after USAID shut down, including one of their projects that was a U.S. Department of Labor-funded project in the electronics sector promoting gender equality and women's participation in unions. To continue its mission, CEREAL shifted to a due-diligence effort now concluding with support from the German government and Mexico. This latest project, linked to the German automotive industry's supply chain in Mexico, revealed the substantial environmental and health impacts of automotive manufacturing.



Mr. Garcìa highlighted that many companies dump chemical waste into rivers such as the Santiago River near Guadalajara, Jalisco, where high concentrations of heavy metals have been detected. The resulting pollution jeopardizes the health of nearby workers and residents, contributing to cancers, kidney disease, and other serious ailments. Moreover, firms responsible for river contamination often face labor and union disputes. CEREAL has been actively supporting workers who seek to dismantle company-controlled unions.

## Presenting the GE Network Hosting Action Plan and drafting the Short-Term Strategic Direction

Looking ahead, CEREAL is pursuing initiatives that address both environmental and labor challenges. Following the automotive-industry project, its next priorities include empowering women workers, mitigating the environmental damage caused by polluting enterprises, and strengthening unions as a pathway to better working conditions and improved social conditions for communities surrounding these companies. He adds, it would be important to create a global map of the chemicals used by companies, the diseases they cause, and the environmental pollution they generate.

Ms. de Guzman affirmed Mr. Garcìa's input, connecting it to a previous discussion the day before raised by the Indonesian participants on destructive mining due to the rising demand for materials used in the electronics sector.

## Additional Input

Ms. Rochelle Porras highlighted points from her breakout session on gender. She noted that, although the ILO Convention C190, aimed at eliminating gender-based violence in the world of work, has been ratified by several countries, its national implementation remains a significant challenge. Sharing best practices across nations is essential so that electronics workers, especially women and members of LGBTQI+ communities, can negotiate policies to end gender-based violence. Ms. Porras emphasized that safety encompasses not only protection from chemical hazards but also freedom from violence, harassment, and trade union repression.

Finally, Ms. Porras relayed the Global Secretariat's stance on the Gaza conflict. The GoodElectronics Network has yet to issue a formal statement, although individual members such as SOMO, have already published research-based evidence of complicity and related statements. These reports, including the UN Special Rapporteur Francesca Albanese's findings and investigations by the Business & Human Rights Resource Centre, document the complicity of major tech firms such as Microsoft, Google, and Amazon, among others in supplying technologies that facilitate warfare. Ms. Porras proposed that the GoodElectronics Network develop a coordinated response and issue a collective statement.

Ms. Bosch of SETEM commented in agreement, sharing how SETEM has already been working a round table where they invited No Tech for Apartheid. They also organized a mobilization action and advocacy campaign to kick Israel and Israeli tech companies from the Mobile World Congress. This Black Friday, SETEM will campaign against Amazon, which also collaborated with the government of Israel.

Meanwhile, Mr. Vallauri of the Right to Repair expressed his solidarity and intent to collaborate with the network in this initiative in support of Palestine.

# **GoodElectronics** Members Meeting

## APPROVAL OF ACTION POINTS

- **Governance and Membership Guidelines**
  - Registration options provided:
    - Registration with an international body
    - Registration in the country of the host organization or institution
    - **No resolution was forwarded by the body. Current practice stands.**
  - **Membership Fee**
    - No membership fee is the current practice.
    - **No resolution was forwarded by the body. Current practice stands.**
  - **Membership**
    - Application process currently starts with sending intent to the Global Secretariat
    - General Assembly approves membership
    - This year, there are 4 applications for membership received by the secretariat coming from the registration held last October until 11 November 2025.
    - **No resolution was forwarded by the body. Current practice stands.**

## NEW MEMBERSHIP APPLICATIONS

**Taiwan Transnational Corporations Watch**
A Taiwan-based advocacy and research organization that monitors the operations of Taiwanese and global corporations, particularly their labor, environmental, and human rights impacts across borders. It focuses on exposing corporate abuses in global supply chains - especially in the electronics, manufacturing, and logistics sectors - and supports workers, civil society groups, and unions in pushing for accountability and just business practices consistent with international human rights standards.

**Public Service United Nurses Union**
A trade union representing nurses and allied healthcare workers in Sri Lanka's public sector. It advocates for fair wages, safe working conditions, adequate staffing, and professional recognition for nurses, while also defending public healthcare as a social right. The union actively engages in collective bargaining, public campaigns, and solidarity actions to strengthen labor rights and improve healthcare delivery nationwide.

**Institute for National and Democracy Studies**
A research and advocacy institute dedicated to promoting democracy, social justice, and human rights through critical scholarship and civil engagement. It conducts policy analysis, education, and documentation on political participation, governance, and social movements, often working in partnership with grassroots and academic networks to advance democratic transformation and people's empowerment.

- *Ms. Porras noted the significance of having an applicant both representing nurses and the healthcare profession as well as coming from Sri Lanka as both are currently underrepresented in the network.*
- *The fourth applicant was Point de M.I.R., however, the Global Secretariat clarified that Point de M.I.R. is already a member of the network.*
- ***Network members approved the three applications by way of sending reactions through Zoom.***

# **GoodElectronics** Members Meeting

## APPROVAL OF ACTION POINTS

- **Steering Committee Members**
  - The existing steering committee members will remain in place until new guidelines are adopted for expanding or modifying the committee's composition.
  - To expedite the process, Ms. de Guzman suggested creating a working group within the steering committee. This group will draft a concise set of guidelines governing the selection and membership of the steering committee. Once the draft is completed, it will be submitted for approval at the next network annual meeting.
  - **No resolution was forwarded by the body. Current practice stands.**

- **Date of the 2026 Annual General Meeting**
  - Ms. Bosch of SETEM raised the opportunity to look to coincide the GE annual meeting with ANROEV's annual members meeting as was done in the past to make planning and financing more strategic.
  - Ms. de Leon of IOHSAD and current coordinator of ANROEV volunteered to bring up the possibility of a joint conference with ANROEV as suggested earlier.
  - **Proposal is November 2026 with hope for collaboration among ICRT, ANROEV and GE Global Secretariat in Taiwan or Thailand or Spain (Barcelona).**

## OTHER MATTERS

Ms. Trejo of CEREAL commented that as one of the co-founders of GoodElectronics, CEREAL is very interested in exploring a stronger collaboration with the network. They believe there is a great opportunity for CEREAL to act as a regional contact point, helping to connect, share experiences, and bring forward the realities of workers in the electronics industry in our region. CEREAL would be very glad to explore a pilot collaboration, perhaps around occupational health and gender, that could strengthen GoodElectronics' presence in Latin America and open new ways to work together in the future.

# Acknowledgments

## Steering Committee Members

**Hugo Mendoza**
Centre for Reflection and Action on Labour Rights (Mexico)

**Julius Carandang**
Metal Workers Alliance of the Philippines

**Alexander Ivanou**
IndustriALL Global Union (Switzerland)

**Gokhularaj Ramchandar**
Civil Initiatives for Development and Peace (India)

**Rochelle Porras**
Ecumenical Institute for Labor Education & Research (the Philippines)

**Charles Hector**
Workers Hub for Change (Malaysia)

**Ted Smith**
International Campaign for Responsible Technology (USA)

**Lennon Wong**
Serve the People Association (Taiwan)

**Claudia Bosch**
SETEM Catalunya (Spain)

**Jeroen Merk**
Centre for Research on Multinational Corporations or SOMO (the Netherlands)

## GoodElectronics Philippines

**Julius Carandang**
Metal Workers Alliance of the Philippines

**Nadia De Leon**
Institute for Occupational Health & Safety Development

**Anna Patricia Santos**
Crispin B. Beltran Resource Center

**Rochelle Porras**
Ecumenical Institute for Labor Education & Research

**Kamille Deligente**
Center for Trade Union & Human Rights

**The GoodElectronics Network brings together networks, organizations and rights advocates that are concerned about human rights and sustainability issues in the global electronics supply chain.**

GoodElectronics

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