



**Just Now**

*a toolbox  
for teaching  
human rights*

# **Labor Rights**

JustNow timeline cards set

The “JustNow – A Toolbox for Teaching Human Rights” project is focused on the development of methodological-didactical materials relating to human rights education, combined with simulation games and diversity learning in non-formal and formal youth educational work.

**This set of timeline cards focuses on teaching about Labor Rights through history up until today, covering some key milestones, leading figures, events, legislation and organizations. The cards can be used in history or civic education, or in other non-formal education settings. It is advised that educators supplement the cards with local (history) examples.**

The cards were created using images and information researched online, with sources noted on the back of the cards. The cards are created for exclusively non-profit educational purpose and use, in classrooms or non-formal educational settings.

Created by: JustNow project team

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# Industrial Revolution

18th + 19th century

The Industrial Revolution began in Britain in the 18th century and transformed life for millions of people across Europe and North America in the centuries that followed. New machines and techniques such as the steam engine were invented and developed. This helped improve production and led to the creation of the factory system, followed by an increasing urbanization process and the mass production of goods, which continues to be important to this day.

Population migration from rural to urban settings was a defining feature of the Industrial Revolution. For example, in the mid-1800s, half the people in England lived in cities, and by 1900 this was also the case in much of Europe.

*If interested, watch a short educational video about the industrial revolution: [www.youtube.com/watch?v=ebs4cG20xkg](https://www.youtube.com/watch?v=ebs4cG20xkg)*





# Adam Smith & “The Wealth of Nations”

## 1776

In 1776, the philosopher and economist Adam Smith (1723 - 1790) published his seminal work "The Wealth of Nations." His ideas, known as laissez-faire capitalism, together with John Locke's ideas of classical liberalism became the dominant ideology of the Industrial Revolution.

Both of these systems promoted the idea that the government should play as little a role as possible in the economic lives of people. As such, there were very few government regulations in place at that time to protect workers and wealthy owners were allowed to exploit them in various ways.





# Working & Living Conditions during Industrialization

## 19th century

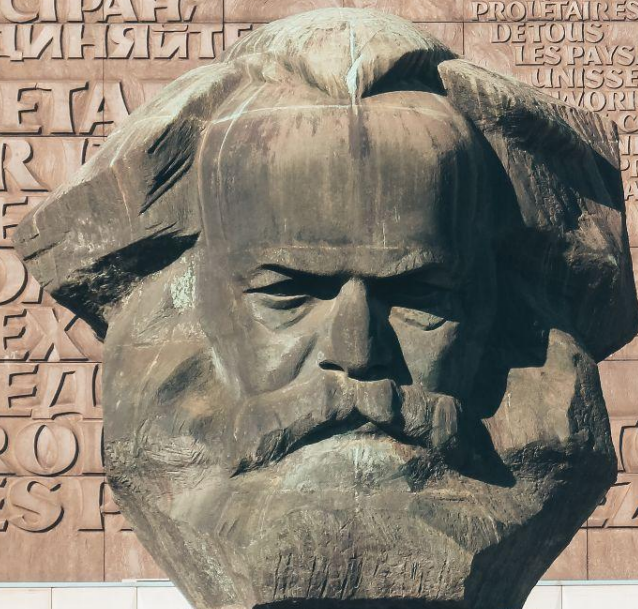
The dominant political and economic climate created a situation in which wealthy factory and mine owners were able to exploit working-class people. As a result, this led to very poor working conditions, such as: crowded and cramped workspaces, dirty and dangerous factory and mining operations, low wages, up to 14-16 hours of work per day, child labor, and a lack of basic healthcare, education and rights.

Social misery was also reflected in dilapidated housing conditions in fast growing cities: families of six or more lived in one or two rooms, many were undernourished, and hygienic conditions were poor. Diseases spread rapidly and the lack of medicine and medical care resulted in premature death for many.



UNITE!  
PROLETARIER  
ALLER IANDER,  
VEREINIGT EUCH!  
ПРОЛЕТАРИИ  
ВСЕХ СТРАН,  
СОЕДИНЯЙТЕСЬ!

PROLETA  
ALLER  
VERE  
ПРО  
ВСЕХ  
СОЕДИ  
ПРО  
LES



PROLETAIRES DE  
TOUS LES PAYS,  
UNISSEZ-VOUS!  
WORKING  
MEN OF ALL  
COUNTRIES,  
UNITE!  
PROLÉTAIRES  
DE TOUS  
LES PAYS,  
UNISSEZ-VOUS!  
WORKING MEN OF  
ALL COUNTRIES,  
UNITE!  
PROLETARIER  
ALLER IANDER,  
VEREINIGT EUCH!  
ПРОЛЕТАРИИ  
ВСЕХ СТРАН,  
СОЕДИНЯЙТЕСЬ!  
PROLÉTAIRES  
DE TOUS LES PAYS,  
UNISSEZ-VOUS!

TOUS  
UNISSEZ-VOUS!

# Communist Manifesto

## 1848

In 1848, Karl Marx (1818 -1883) and Friedrich Engels (1820 - 1895) wrote the "Communist Manifesto" , in which they critically examined the economic and social conditions during the Industrial Revolution.

In an analysis of 19th century relations, the *Manifesto* refers to class struggle and the conflicts within capitalism and its form of production. They criticized those who owned the factories and machines, the so called *bourgeoisie*, who were getting richer by exploiting working class people, the so-called *proletarians*. The authors argued that proletarians should unite in a party against the propertied classes and violently overthrow the capitalist system and replace it with Marxist one.

The *Manifesto* starts with: "*A specter is haunting Europe - the specter of Communism*"; and ends with "*The proletarians have nothing to lose but their chains. They have a world to win. Proletarians of All Countries, Unite!*"

The *Manifesto* was later recognised as one of the world's most influential political documents.



 **STREIK!**

# Labor Movement & Trade Unions

## 19th century

Trade unions or labor movements originated in the 19th century in continental Europe and in the US as an organized movement. Smaller associations of workers started to appear in the 18th century, but they remained sporadic and short-lived.

Labor Unions formed because workers wanted to put a stop to long hours with little pay. They demanded more pay and fairer treatment. They did not want children to work in factories because of the dangers involved. Labor unions organized strikes and protests to create change. In some countries the movement engaged in political activism, which led to the formation of political parties such as the Social Democratic Workers' Party of Germany (SDAP) in 1869 or the British Labour Party in 1906.

Today, Labor Unions remain an important part of many modern democratic societies. They continue to fight for the same things that workers fought for during the Industrial Revolution, and have played a vital role in improving life for workers.





**FOOD** *for*  
**BRITISH WORKERS**  
**APPEAL**

*Our aim*  
**TO SEND**  
**A THOUSAND PARCELS!**

**CONTRIBUTIONS**

SUNSHINE	£411/6/-
N.S.W.	£59/10/-
Q'LAND	£30/4/-
S. AUST	£67/4/6
W. AUST	£203/4/-
TOTAL	£771/6/6

*Give Generously!*

# Workers' Self-Management

Workers' Self-Management (*autogestion* in French; *cooperativismo* in Spanish), first theorized by Pierre-Joseph Proudhon during the first part of the 19th century, became a key component of trade union organizations, in particular relating to revolutionary syndicalism.

It is a form of management that involves workers controlling their own workplaces, answering to nobody other than themselves, and also to their fellow workers. Everybody involved in making the workplace's decisions is on an equal footing: one person, one vote. This economic model is a version of market socialism, stemming from the notion that people should be able to participate in making the decisions that affect their well-being. It is sometimes referred to as a participatory economy, self-managed economy or cooperative economy.

With some variation, all the worker-members manage the enterprise directly through assemblies; in other forms, workers manage indirectly through the appointment of managers by election. Self-management is a characteristic of many models of socialism, with proposals for self-management having appeared many times throughout the history of the socialist movement.

Find out more at: <https://libcom.org/library/workers-self-management-faq>



**kein  
mensch  
ist  
illegal**

# German Social Laws

## 1880s

The so-called “Social Laws” were introduced in Germany by the 1st German Reich Chancellor Otto von Bismarck (1815-1898). Bismarck planned to improve the situation of the workers by means of these laws and to secure social and political security within the newly founded German state. He introduced two insurances that were completely new: health insurance (in 1883) and industrial accident insurance (in 1884). This was followed in 1889 by a state pension insurance.

With the establishment of these institutions, Germany became the world's pioneer in the development of the state social welfare system. Bismarck had created a model that was soon adopted by numerous other countries and still forms the basis of the welfare state today.

“The German social security system is unrivaled and unmatched anywhere in the world. 11 billion German Marks were spent in the German workers' insurance-social welfare system in the period from 1885 to 1913.”





Image source: Jaeyoung Geoffrey Kang on Unsplash

[https://unsplash.com/photos/a-man-wearing-a-hard-hat-and-safety-gear-walking-down-an-escalator-z3F2GuoUL\\_s](https://unsplash.com/photos/a-man-wearing-a-hard-hat-and-safety-gear-walking-down-an-escalator-z3F2GuoUL_s)

# May 1st - International Labor Day

## 1890

The first May Day took place on May 1st 1890 during the first international congress of socialist parties in Europe (July 14th 1889, Paris, France). It commemorated the Haymarket Square Riot that had taken place at a labor demonstration on May 4, 1886, at Haymarket Square in Chicago. It was a peaceful rally in support of workers striking for an eight-hour-work-day that ended with the death of a worker and several others being injured.

May 1st is commonly associated as a commemoration of the achievements of labor movements in the 19th century. The holiday is also known as International Workers Day or May Day and is marked with a public holiday in over 80 countries.

Watch a 1-min video on the history of May Day: [https://youtu.be/i-ulhdrB\\_rE](https://youtu.be/i-ulhdrB_rE)





# Bloody Sunday Massacre in Russia

## 1905

On January 22, 1905, a group of workers led by the priest Georgy Apollonovich Gapon marched to the czar's Winter Palace in St. Petersburg, Russia and demanded the following: reducing the workday to 8 hours; increasing wages to keep up with inflation; improving working conditions and universal suffrage. Imperial forces opened fire on the unarmed demonstrators, killing and wounding hundreds. The massacre sparked the 1905 Revolution, during which angry workers responded with strikes and riots throughout the Empire.

Tsar Nicholas II issued the October Manifesto, and promised a constitution and the establishment of an elected legislature (Duma) that was the prerequisite of transforming Romanovs' Absolute Monarchy to a Constitutional Monarchy.





# Soviet Union

## 1922 - 1991

The Soviet Union, officially the Union of Soviet Socialist Republics (USSR), was the world's first socialist state, founded in 1922 with Vladimir Lenin as its first leader. The October Revolution in 1917 marked the beginning of a socialist revolutionary change of government in Russia after the Bolshevik Party (communist party) led by Lenin launched a nearly bloodless coup against the provisional government.

The USSR became a one-party state. The Communist Party ruled and no other parties were allowed. The government was based on the ideology of Marxist-Leninism. Marxist-Leninism holds that a two-stage communist revolution is needed to replace capitalism. The party would seize power "on behalf of the proletariat" and establish a communist party-led socialist state, meant to represent the "Dictatorship of the Proletariat". The state would control the economy and means of production, suppress the *bourgeoisie* and the opposition, promote collectivism in society and pave the way for an eventual communist society which would not have social classes, money or a state.







Image source: Hennie Stander on Unsplash

<https://unsplash.com/photos/a-group-of-people-standing-next-to-each-other-holding-shovels-p4jsgUB3F28>

# International Labour Organisation (ILO)

## 1919

In 1919 the ILO was created as a tripartite organization, bringing together representatives of governments, employers and workers in its executive bodies. The founders recognized the importance of social justice in securing peace and the need for cooperation to reach similar working conditions in countries competing for markets.

The preamble of ILO Constitution listed the following as goals: regulation of working time and labour supply; prevention of unemployment and the provision of an adequate living wage; social protection of workers, children, young persons and women.

In 1946, the ILO became a specialized agency of the newly formed United Nations. In 1969, the ILO received the Nobel Peace Prize.

For a short educational video about the ILO, please follow this link: <https://youtu.be/oGoP41DhH3A>



# International Labor Standards (ILS)

International labour standards are a legal instrument adopted by the ILO. They set out basic principles and labor rights with the aim to improve working conditions on a global scale. They are a set of Conventions (legally binding international treaties that may be ratified by member states) and Recommendations (non-binding guidelines). They include:

- ❖ Freedom of Association & the Right to Organise (No. 87)
- ❖ Right to Organise & Collective Bargaining (No. 98)
- ❖ Elimination of Forced Labour (No. 29) (and its 2014 Protocol)
- ❖ Abolition of Forced Labour (No. 105)
- ❖ Minimum Age (No. 138)
- ❖ Elimination of Worst Forms of Child Labour (No. 182)
- ❖ Equal Remuneration (No. 100)
- ❖ Discrimination (Employment and Occupation) (No. 111)



M	T	W	T	F	S
		1	2	3	4
6	7	8	9	10	11
13	14	15	16	17	18
20	21	22	23	24	25
27	28				



# 8 Hour Working Day

Working hour limits has been one of the main demands of the international trade union movement for many years. Already in the early 19th century it was recognized that working excessive hours posed a danger to the health of workers and their families.

The very first ILO Convention, adopted in 1919, limited working hours and provided for adequate rest periods for workers.

Today, ILO standards on working time provide the framework for regulated hours of work, daily and weekly rest periods, and annual holidays. These instruments ensure high productivity while safeguarding workers' physical and mental health. Standards on part-time work have become increasingly important instruments for addressing such issues as job creation and promoting equality between men and women.

Watch a short educational video about the 8 Hour Working Day: <https://youtu.be/zhywPtYYnTc>





# Mother Jones - “The Most Dangerous Woman In America”

## 1837-1930

Mary G. Harris "Mother" Jones was an Irish-born American schoolteacher and dressmaker who became a fiery orator and fearless organizer for Mine Workers during the first two decades of the 20th century. Her voice had great carrying power. Her energy and passion inspired men half her age into action and compelled their wives and daughters to join in the struggle.

Nearly everywhere in North America where, coal miners, textile workers or steelworkers were fighting to organize a union, Mother Jones was there.

Mother Jones' organizing methods were unique for her time. She welcomed African American workers and involved women and children in strikes. She organized miners' wives into teams armed with mops and brooms to guard the mines against 'scabs' (workers who break strikes and cross picket lines). Mother Jones was very concerned about child workers. In 1903 she organized children in mills and mines to participate in a “Children's Crusade” with banners demanding "We Want to Go to School and Not to the Mines." The march brought the issue of child labor to the forefront of the public agenda.

A large group of people is gathered outdoors for a protest or demonstration. In the foreground, a person holds a white sign with the text "TIME FOR CHANGE" in red, hand-painted capital letters. To the right, another person holds a white sign that reads "SILENCE IS VIOLENCE" in black, hand-painted capital letters. The background features lush green trees, a building with a sign that says "YUSU RESTAURANT", and a blue car with a yellow sign that reads "FOR HIRE AT RATE R HIRE". The scene is captured in bright daylight, suggesting a sunny day.

TIME FOR  
CHANGE

SILENCE  
IS  
VIOLENCE



Image source: Duncan Shaffer on Unsplash <https://unsplash.com/photos/people-standing-on-street-during-daytime-vyQiV31lq1Q>

# "We Can Do It!"

1942

"We Can Do It!" is an American World War II poster created by a Pittsburgh artist J. Howard Miller in 1942 for Westinghouse Electric Corporation. It was an inspirational image to boost female worker morale. His drawing portrayed a woman in a red bandana with her bent arm flexed, rolling up her shirtsleeve.

As women were encouraged to take wartime jobs in defense industries, they became a celebrated symbol of female patriotism. Rosie the Riveter was the star of a campaign aimed at recruiting female workers for defense industries during World War II, and she became perhaps the most iconic image of working women. The war significantly impacted women's employment.

Check out this popular song from 1943 called "Rosie the Riveter," written by Redd Evans and John: [www.youtube.com/watch?v=55NCElsbjeQ](https://www.youtube.com/watch?v=55NCElsbjeQ)

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GAMBIA

CENTRAL AFRICAN  
REPUBLIC

AUSTRIA

LIECHTENSTEIN

AFGHANISTAN

CHAD

BAHRAIN

CHAD

GERMANY

LITHUANIA



# The Universal Declaration of Human Rights

10 December 1948

## **Article 23.**

- (1) Everyone has the right to work, to free choice of employment, to just and favourable conditions of work and to protection against unemployment.
- (2) Everyone, without any discrimination, has the right to equal pay for equal work.
- (3) Everyone who works has the right to just and favourable remuneration ensuring for himself and his family an existence worthy of human dignity, and supplemented, if necessary, by other means of social protection.
- (4) Everyone has the right to form and to join trade unions for the protection of his interests.

## **Article 24.**

Everyone has the right to rest and leisure, including reasonable limitation of working hours and periodic holidays with pay.





# Maternity Protection

“Motherhood and childhood are entitled to special care and assistance” (Art. 25 UDHR)

- 1919 - 1st Gender Equality International Labor Standard, Convention on Maternity Protection was adopted. The convention recognised the right to paid leave with childbirth with employment protection. This major achievement was the result of strong advocacy (e.g. Women's Labour Congress in 1919).
- 1952 - 2nd Convention on Maternity Protection was created.
- 2000 - 3rd Convention on Maternity Protection was created.

The primary concerns of ILO relating to maternity protection: to enable women to combine their reproductive and productive roles successfully; to prevent unequal treatment at work due to their reproductive role and to promote equal opportunities and treatment in employment and occupation, without prejudice to health or economic security. Protective measures for pregnant women and women who have recently given birth include the prevention of exposure to health and safety hazards during and after pregnancy, entitlement to paid maternity leave and breastfeeding breaks, maternal and child health care, protection against discrimination in employment and occupation, including with respect to recruitment and dismissal, and a guaranteed right to return to the job after maternity leave. Watch a short animated, educational video about maternity protection: <https://youtu.be/fdxJTbteWqg>



WE MARCH FOR  
**JOBS FOR ALL NOW!**

WE MARCH FOR  
**JOBS FOR ALL NOW!**

WE DEMAND  
**VOTING RIGHTS NOW!**

UAW SAYS:  
**END SEGREGATED RULES IN PUBLIC SCHOOLS**

WE MARCH FOR  
**INTEGRATED SCHOOLS NOW!**

UAW SAYS: Community Council  
**WE DEMAND  
END SEGREGATED RULES IN PUBLIC SCHOOLS**

WE MARCH FOR  
**JOBS FOR ALL A DECENT PAY NOW!**

WE MARCH FOR  
**JOBS FOR ALL NOW!**

WE DEMAND  
**EQUAL RIGHTS NOW!**

WE MARCH FOR  
**INTEGRATED SCHOOLS NOW!**



Image source: History in HD on Unsplash <https://unsplash.com/photos/men-in-suit-walking-on-street-holding-signages-39rGV19A6A0>

Text source: [www.huffpost.com/entry/this-labor-day-remember-that-martin-luther-kings\\_b\\_59ab51d4e4b0d0c16bb525a9](http://www.huffpost.com/entry/this-labor-day-remember-that-martin-luther-kings_b_59ab51d4e4b0d0c16bb525a9)

# Martin Luther King

## (1929 – 1968)

Reverend Martin Luther King Jr., one of the most important American civil rights activists, was killed in Memphis, Tennessee in 1968. King had gone to Memphis to support African American garbage workers, who were on strike to protest unsafe conditions, abusive white supervisors, and low wages — and to gain recognition for their union.

King went to Memphis to address a rally to pressure city officials to negotiate a compromise solution to the strike. The night before he was assassinated, at the Mason Temple — packed with over 10,000 black workers and residents, ministers, white union members, white liberals, and students — King delivered what would turn out to be his last speech. He emphasized the linked fate of the civil rights and labor movements:

*“Memphis Negroes are almost entirely a working people. Our needs are identical with labor’s needs — decent wages, fair working conditions, livable housing, old age security, health and welfare measures, conditions in which families can grow, have education for their children and respect in the community. That is why Negroes support labor’s demands and fight laws which curb labor. That is why the labor-hater and labor-baiter is virtually always a twin-headed creature spewing anti-Negro epithets from one mouth and anti-labor propaganda from the other mouth.”*

EQUAL RIGHTS  
FOR OTHERS  
DOESNT MEAN  
FEWER RIGHTS  
FOR YOU —  
ITS NOT PIE





# Equal Pay Day

## 1996

The Equal Pay Day is the symbolic day dedicated to raising awareness of the gender pay gap. It was first observed in 1996 in the US by the National Committee on Pay Equity, a coalition of women's and civil rights organizations, labor unions, professional associations and individuals working to eliminate sex and race- based wage discrimination and to achieve pay equity.

The goals of Equal Pay day are:

- To provide information about the reasons for pay inequality.
- To inform on equal pay and to raise awareness on the problem of unequal pay.
- To provide a platform to share knowledge about equal pay and it`s campaigns.
- To create awareness of the problem.
- To provide and create multipliers and supporters with helpful information.
- Identify implementation strategies for closing the wage gap.
- To show strategies on how to close the gender pay gap.
- To push towards the closure of the gender pay.

**Assignment:** Why does the gender pay gap exist? What is the current gender pay gap in your country? Find reliable information and discuss!

OUR  
Life-OUR  
Decision

Say  
No



# Esther Eggertsen Peterson

1906 - 1997

Esther Peterson was a US-American Labor, Commerce and Women's Rights Advocate. She became the driving force to make equal pay for equal work the law and she pushed the women's movement in the 1960s forward by documenting discrimination against women. Peterson also fought for truth in advertising, standardization in packing and pricing and consumer rights across industries.

During her lifetime, Peterson held the following positions:

- paid organizer for the American Federation of Teachers (labor union) in 1938
- first lobbyist for the National Labor Relation Board (political institution) in 1944
- head of the Women's Bureau in the Department of Labor under Kennedy in 1961, etc.

In 1981, Peterson received a Presidential Medal of Freedom, the highest US civilian award, to honor her more than 50 years of activism.

**Assignment:** Watch 4-min interview with Esther Peterson from 1969. Focus on her speech about women's role in society and the workplace. [www.youtube.com/watch?v=ET\\_kliwnqG4](https://www.youtube.com/watch?v=ET_kliwnqG4)





Image source: Paul Jai on Unsplash

<https://unsplash.com/photos/girl-in-purple-long-sleeve-dress-sitting-on-brown-sand-during-daytime-nley5R2BG-E>

# Iqbal Masih

1983 - 1995

Iqbal Masih was a Pakistani child who was sold into slavery as a carpet weaver at age 4, escaped at 10 and became an outspoken public advocate against child exploitation. He was tragically killed at the age of 12 in his native Pakistan by the country's "carpet mafia".

Iqbal's activism brought him international recognition and he was awarded a prize in Stockholm and Boston. He inspired the creation of organizations such as "Free the Children", in Canada, and the Iqbal Masih Shaheed Children Foundation, which has over 20 schools in Pakistan. The "World's Children's Prize for the Rights of the Child" was awarded to him posthumously in 2000. The United States Department of Labor's Bureau of International Labor Affairs (ILAB) has the annual "Iqbal Masih Award for the Elimination of Child Labor".

**NO SEXUAL  
SERVICES**

頭狂色情兔





# The Red Umbrella

## (2005)

The Red Umbrella is the worldwide symbol of the sex workers' rights movement.

It was first used in Venice, Italy in 2001, during the 49th Venice Biennale of Art. Slovenian artist Tadej Pogacar collaborated with sex workers to create the "Prostitute Pavillion" and CODE: RED art installation. Sex workers from different countries (Taiwan, Thailand, Italy, Cambodia, Germany, the USA and Austria) gathered and marched through the streets of Venice with red umbrellas. Activists organised video projections, exhibitions, performances, street theatre, and distribution of printed materials. Italian sex worker activist Pia Cove came up with the idea of using red umbrellas for the march to make protesters more visible in crowded Venice (also, red is the colour of love and the umbrella symbolises protection).

In October 2005 the International Committee on the Rights of Sex Workers in Europe (ICRSE) adopted the red umbrella as a symbol of resistance to discrimination. A march with almost 200 participants was organised as the closing event to the European Conference on Sex Work, Human Rights, Labour and Migration conference held in Brussels, Belgium.

*"A world where sex workers' rights are respected as human beings and as workers, so that all sex workers can live lives free from criminalization, stigma, and violence."* - redumbrellafund.org's vision





# Uber

## 2009

Uber Technologies Inc., commonly known as Uber, is an American technology company that was founded in 2009 in San Francisco. It is mostly a ridesharing company, but its services also include food and package delivery (like Uber Eats). Uber operates in about 70 countries and is estimated to have over 93 million active users per month worldwide.

Uber has been criticized for the treatment of drivers as independent contractors. As such, the company is not responsible for paying any minimum wage, holiday pay nor sick pay.

This has been challenged by its drivers in multiple countries over whether they should be classed as workers or self-employed. In 2016, former Uber drivers James Farrar and Yaseen Aslam took Uber to an employment tribunal in the UK, arguing they worked for Uber. On 19 February 2021 the British Supreme Court finally upheld the Employment Tribunal's decision in this case. It was held that Uber drivers are 'workers' and not self-employed. This means that in the UK Uber drivers got entitled to claim a minimum wage based upon their 'working day' (whenever they are logged on to the app). However, they do not have 'employee' rights such as the right to a redundancy payment or to claim unfair dismissal.



# Jasmine Revolution

## (2010)

On December 17, 2010 Mohamed Bouazizi, a 26-year-old greengrocer in the Tunisian town of Sidi Bouzid, set himself on fire in front of a local municipal office. It was a sign of despair from a citizen who was enraged when the local officials repeatedly demanded bribes and confiscated his merchandise.

Following this tragic act, popular uprisings broke out across the country, denouncing the growing inequalities both between social classes and interior and coastal regions. The demonstrations were caused by high unemployment, poverty, food inflation, corruption and poor living conditions. Socio-economic demands for dignity and decent jobs led to political protests, advocating for fundamental freedoms, respect for human rights and democratic principles, and rejecting all forms of dictatorship and censorship.

The Tunisian Revolution, also called the Jasmine Revolution, was an intensive 28-day campaign of civil resistance. The protests inspired similar actions throughout the Arab world, in a chain reaction which became known as the Arab Spring movement.





# ILO Report on Child Labor

## 2017

152 million children in child labor globally

73 million children in hazardous work that directly endangers their health, safety, and moral development

Age profile:

Gender:

Regional Prevalence

48% - 5-11 years old

58% - boys

Africa - 19.6%

Asia Pacific - 7.4%

28% - 12-14 years old

42% - girls

Americas - 5.3%

Europe & Central Asia - 4.1%

24% - 15-17 years old

Arab states - 7.4%

70.9% - Agriculture

11.8% - Industry

17.2% - Services







# Smartphone Industry and Current Day Exploitation

## 21st century

Tantalum is very rare material and is used in the memory storage of portable devices such as smartphones. It is extracted from mines in the Democratic Republic of Congo (DRC). Young miners are preferred because they tend to be more obedient. Their small size also allows them to move more easily within the mines. The children descend into hot, humid, and lightless areas at the lowest reaches of the mines. This work is incredibly dangerous, as children descend, without protection, into weak mines that occasionally cave in due to earthquakes. Because of this, a dozen children are buried alive each month.

China: more than half of the employees of smartphone companies Huawei and Wiko are children under the age of 16. These children work more than 13 hours per day, and sometimes into the night, for a salary of only 160€ per month, or about 40 cents per hour.

For more information, read: [www.humanium.org/en/exploited-children-build-smartphones-pocket/](http://www.humanium.org/en/exploited-children-build-smartphones-pocket/)



# Fashion Industry & Fundamental Labor Rights

## 21st century

On 24 April 2013, the collapse of the Rana Plaza building in Dhaka, Bangladesh, which housed at least five garment factories, killed at least 1,132 people and injured more than 2,500. Only five months earlier, at least 112 workers had lost their lives in another tragic accident, trapped inside the burning Tazreen Fashions factory on the outskirts of Dhaka. These disasters made the world aware of the poor labour conditions faced by workers in the ready-made garment sector in Bangladesh.

For some of the lowest wages of the world (€53 a month, or €68 for more skilled workers), more than 4 million mostly female workforce are exposed every day to an unsafe work environment with a high incidence of work- related accidents and deaths, as well as occupational diseases. Most of the factories do not meet standards required by building and construction legislation.

The National Garment Workers Federation (NGWF) in Bangladesh's garment sector started campaigning to end inhumanely long hours and overtime (workers routinely worked 14 hours a day), ensure safe working conditions, maternity leave, child care centres in factories, adequate housing and a living wage. In the wake of these disasters, several big companies agreed to sign up to a legally-binding code requiring them not just to meet minimum fire and building safety standards, but also to pay for them. (H&M, Tesco, Primark, C&A, etc.)





Text source: <https://time.com/5748267/bombshell-true-story-fox-news/>

Image source: Denise Jans on Unsplash <https://unsplash.com/photos/a-close-up-of-a-reel-of-film-tV80374iytg>

# Bombshell (movie)

## 2019

Bombshell is an American drama movie that tells the true story of the sexual harassment scandal that took down Roger Ailes, the head of Fox News.

In 2016, a sexual harassment lawsuit was brought against Ailes by former Fox journalist Gretchen Carlson that kickstarted an internal investigation at the news network. Carlson accused Ailes of “severe and persistent sexual harassment” and moving her shows to lower-profile time slots after she refused his “suggestions”. She confronted him and got fired eventually. He denied the accusations and claimed that he let go of Carlson because of her poor ratings.

When Carlson took her job at Fox News, she signed a non-disclosure agreement and a mandatory arbitration agreement that barred her from talking about her experiences publicly. Even when women risk professional consequences by coming forward with claims of abuse, these legal measurements ensure that bad behavior will remain a secret, allowing perpetrators to remain in power. In total, more than 20 women accused Ailes of sexual harassment. Ailes was forced to resign from his position in July 2016.

# WE CAN.

just imagine





# Dolores Huerta

## (Born in 1930)

After her parents divorced when she was three years old, Huerta's mother worked two jobs to support the family. Huerta, in turn, went to work as a grammar school teacher, but soon left the job. *"I quit because I couldn't stand seeing kids come to class hungry and needing shoes,"* she said. *"I thought I could do more by organizing farm workers than by trying to teach their hungry children."*

In 1955, she helped start an Arizona chapter of the Community Service Organization (CSO), which battled segregation and police brutality, pushed for improved public services, led voter registration drives and fought to enact new legislation for the benefit of Hispanic communities. In 1962, she co-founded the National Farm Workers Association (NFWA) with Cesar Chavez, and in 1965, Huerta directed the national boycott during the Delano Grape Strike, a strike of over 5,000 farm workers. In 2011, President Obama awarded her the Medal of Freedom, the United States' highest honor. His 2008 campaign slogan, "Yes, we can!" was derived from Huerta's protest chant: "Si, se puede!"

See the article "Weekend Warriors: 10 Labor Movement heroes who helped pave the way for our right to rest" <https://littlevillagemag.com/weekend-warriors-10-labor-movement-heroes-who-helped-pave-the-way-for-our-right-to-rest/>



#STAYHOME

Image source: Yohann LIBOT on Unsplash <https://unsplash.com/photos/grayscale-photo-of-man-walking-on-tunnel-SX177tIQu7Q>  
Text source: [www.thelancet.com/journals/lancet/article/PIIS0140-6736\(20\)31200-9/fulltext](http://www.thelancet.com/journals/lancet/article/PIIS0140-6736(20)31200-9/fulltext)

# COVID-19 pandemic

## 2020

The COVID-19 pandemic has revealed how much society depends on essential workers. At the same time, those same workers were left unprotected by governments and systems at the beginning of the pandemic, failing to provide them with enough personal protective equipment (PPE) , supplies, and resources to do their jobs. Many were infected, and many died as result of this lack of protection.

Essential work extends beyond health care. Although some people have been able to shift their jobs to their homes, millions of workers have jobs that cannot be done from home—not only custodial staff and orderlies in hospitals, but also teachers and child-care workers, grocery clerks and supermarket workers, police officers, firemen, delivery people, factory and farm workers, and restaurant staff, often without adequate PPE. These people leave their homes to help maintain a semblance of normality for others, at great risk to themselves and their families.





# Qatar World Cup 2022

In 2022 FIFA assigned Qatar, a country in the northeastern coast of the Arabian Peninsula, to host the 2022 Football World Cup. Since then, Qatar has undertaken a massive construction program to prepare for the World Cup, including building seven stadiums, a new airport as well as a modernized public transportation network.

The country has been plagued by allegations of human rights abuse and labour violations for years, especially in the way migrant laborers are treated. Amnesty International discovered that construction workers on the €770m Al Bayt Stadium had worked for up to seven months without pay. Moreover, an investigation led by the British newspaper *The Guardian* found out that more than 6,500 migrant labourers from five countries in South Asia had died in Qatar from 2011 until 2020. While only 37 deaths were directly attributed to stadium construction work, the most common causes were “natural deaths” such as heart or respiratory failure which can be linked to Qatar’s harsh climate.

Concerns over ongoing human rights issues in Qatar have been growing among football supporter groups in a number of countries, with some calling for a boycott.







Image source: Nik on Unsplash <https://unsplash.com/photos/tiny-model-construction-workers-working-on-a-mobile-phone-screen-umFPf301OjQ>  
Text source: [www.hrw.org/topic/womens-rights/domestic-workers](http://www.hrw.org/topic/womens-rights/domestic-workers)

# Domestic Workers Abuse & Exploitation

Tens of millions of women and girls around the world are employed as domestic workers in private households. They clean, cook, care for children, look after elderly family members, and perform other essential tasks for their employers. Despite their important role, they are among the most exploited and abused workers in the world. They often work 14 to 18 hours a day, seven days a week, for wages far below the minimum wage. They may be locked within their workplace and subject to physical and sexual violence. Children and migrant domestic workers are often the most vulnerable. An international treaty – the Domestic Workers Convention – was adopted in June 2011, providing the first global standards to protect domestic workers.

Many people end up as domestic workers as result of human trafficking. The modern slavery figures for 2022 estimate that around 50 million people are trapped in forced labour and forced marriage situations. For more information, see: [www.endslaverynow.org](http://www.endslaverynow.org)



Image source: Ricardo Arce on Unsplash <https://unsplash.com/photos/a-row-of-police-officers-standing-next-to-each-other-HIUyQ5Pn5rw>  
Text source: <https://pulitzercenter.org/projects/death-stalks-colombias-unions>

# Labor Union Activists Murders in Colombia

Between 1986 and 2013, more than 2,800 labor leaders and union members have been killed in Colombia. More than 9 out of 10 of these cases remain unsolved. As a result of attacks on unions and other pressures, the percentage of unionized workers in Colombia has dropped from 15 percent 20 years ago to about 4 percent by 2013. Teachers have suffered along with others largely because they were seen as social activists and community organizers.

The dangers faced by union members and human rights activists mirror a long-lasting vortex of violence propelled by guerrillas, right-wing paramilitaries, drug cartels, criminals, and, according to human rights groups and others, military and government officials as well.

Labor leaders and trade union activists face many risks - threats, beatings, kidnapping and risk to their lives, all for advocating and fighting for better working conditions.





Image source: Good Free Photos on Unsplash <https://unsplash.com/photos/aerial-view-of-graduates-wearing-hats-YZsvNs2GCPU>

Text source: [www.euronews.com/next/2022/10/15/teachers-pay-which-countries-pay-the-most-and-the-least-in-europe](https://www.euronews.com/next/2022/10/15/teachers-pay-which-countries-pay-the-most-and-the-least-in-europe)

# Teachers Strikes

The role of teachers is essential and indispensable in any society, yet in many countries, teachers are unhappy about their wages and working conditions.

Teachers often protest and strike for the improvement of their working conditions: for example, in September 2022 thousands marched in Budapest calling for higher teacher salaries. Even though the work they do is the same, there are high discrepancies between teacher salaries in different countries in Europe: for example, teachers in France and Italy earn half what they do in Germany.

Moreover, many countries in Europe experience teacher shortage as many teachers leave their positions to pursue better paid jobs. As of 2022, more than 30,000 teacher positions remained unfilled in Germany at the beginning of the academic year; 20,000 in Poland; 16,000 in Hungary.