

**EXIGIMOS**

ELECCIONES  
LIBRES Y  
DEMOCRÁTICAS



# SOLIDARITY CENTER

Organizing and Mobilizing  
for Worker Power

# 2023 ANNUAL REPORT



# Our Mission

Empowering workers to raise their voice for dignity on the job, justice in their communities and greater equality in the global economy.

The Solidarity Center is the largest U.S.-based international worker rights organization. We partner with workers and their community-based organizations to promote and defend worker rights, and fight discrimination, exploitation and the systems that entrench poverty worldwide. We believe that worker rights are human rights.



*Labor leaders accept the AFL-CIO's George Meany-Lane Kirkland Human Rights Award on behalf of the Philippines labor movement. (L to R) PSLINK President Annie Enriquez Geron, ACT Secretary General Raymond Basilio, BIEN President Mylene Cabalona, FFW President Sonny Matula, KMU Chairman Elmer Labog, SENTRO Secretary General Josua Mata, ALU-TUCP National President Michael "Mike" Democrito C. Mendoza. Photo: AFL-CIO*

## Photo Captions

Cover: Workers rallying for democratic workplace representation and a fair election at global automobile metal parts company Teksid in Coahuila, Mexico, won representation for Los Mineros Local 32709.

Page 11: Front left to right: Kelly M. Fay Rodríguez, special representative for international labor affairs, U.S. Department of State; Keisha Toms, Lesotho deputy chief of mission, United States Embassy; Pitso Lesaoane, minister of gender, youth, sports, culture and social development, Kingdom of Lesotho; Samuel Ntsokoane Matekane, prime minister, Kingdom of Lesotho; Tseliso Ramochela, secretary general, Lesotho Federation of Trade Unions (LFTU); Zingiswa Losi, president, Congress of South African Trade Unions (COSATU); Shawna Bader-Blau, executive director, Solidarity Center. Back left to right: Paul Sematlane, general secretary, Lesotho Labor Council (LLC); Scott Nova, executive director, Worker Rights Consortium (WRC); Dr. Anna Montén-Küchel, first secretary, labor and social affairs, German missions in South Africa, Lesotho and Eswatini; Laura Gutierrez, global worker rights coordinator, AFL-CIO; Nellie Kahua, general secretary, Namibian Domestic and Allied Workers Union (NDAWU); Cecilia Cross, undersecretary for inclusion policies in the world of work, Argentina; Mpotjoane Lejone, minister of foreign affairs and international relations, Kingdom of Lesotho; Teboho Tolo, president, LFTU; Richard Ramoetsi, minister of public service, labor and employment, Kingdom of Lesotho; Crispin Rigby, international relations officer, U.S. Department of Labor; Marieke Koning, policy adviser, International Trade Union Confederation (ITUC); Christopher Johnson, Africa regional program director, Solidarity Center; Matthew Parks, parliamentary coordinator, COSATU; Nhlanhla Mabizela, field program specialist, Solidarity Center.

## Photo Credits

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# Letter from the Executive Director

Global wealth tripled in the last two decades. Sounds great, right? Except most of the people who helped generate that wealth through their work have reaped little in return. In fact, the lowest-earning 50 percent of the world claim only 2 percent of global wealth. This great imbalance consolidates not only economic power but also social and political power in the hands of a few, perpetuating inequality in our workplaces, communities, democracies and societies.

While the situation is daunting, workers this year defied the odds. In this report you will read about our work with partners who are taking on exploitative multinational companies and robot algorithms, demanding their governments tackle social ills and deliver on promises, and fighting for justice in environments increasingly dangerous to those who defend democracy and fundamental human rights. We are honored to have stood with our brave partners and supported their efforts to organize, mobilize and exercise their power to create change.

Around the world, we are winning justice on the job through innovative organizing approaches that grow power from the grassroots and by connecting common struggles across unions, organizations and regions.

We are also at the international policy table, advocating for global solutions to combat exploitation in supply chains and beyond. This year, we organized two high-level events in Africa in support of the U.S. government's historic M-POWER (Multilateral Partnership for Organizing, Worker Empowerment and Rights) initiative. In Lesotho, a summit brought together representatives of unions, governments and business to discuss their roles in addressing rampant gender-based violence and harassment in supply chains. And in Zambia, the first-ever Summit for Democracy event on the continent brought together dozens of union leaders from across Africa to highlight the labor movement's role in protecting and advancing democracy.

Our advocacy with labor movement allies achieved success this year in the form of two groundbreaking agreements: the White House Memorandum on Advancing Worker Empowerment, Rights and High Labor Standards Globally; and the Partnership for Workers' Rights, signed between Brazil and the United States. Now, our work begins to make sure these historic commitments deliver on their promises to improve labor laws, increase employer accountability, reverse corporate- and government-supported exploitation of millions of working people and bolster democratic freedoms globally.

With our partners around the world, we are exiting 2023 energized, knowing we have helped increase worker power and confront inequities, and we are looking forward to building on the victories detailed in this annual report in the coming year.



A handwritten signature in black ink that reads "Shawna Bader-Blau". The signature is fluid and cursive.

**Shawna Bader-Blau**  
Executive Director

# Our Work and Reach

The Solidarity Center believes that every person who works should receive decent wages and expect safety, respect and fair treatment on the job. We believe that economic and social injustice around the world are neither intractable problems nor acceptable byproducts of a global economy where some can win at the expense of many. We know that democracy begins at work—where independent unions provide individuals the opportunity to elect and be leaders, and join in common cause for better wages, benefits and working hours. And we witness every day the power of ordinary people, having experienced workplace democracy, who then hold their governments accountable for upholding laws, protecting human rights and building more inclusive economies.



The Solidarity Center is dedicated to breaking down barriers so that workers living in some of the world's most challenging economic and political environments can raise their voices and exercise their power for positive change. Our staff in Washington, DC, and 35 field locations:

- Provide capacity-building grants and training to help partners bolster the communication and organizing skills they need to educate workers about their rights and build organizations that can effectively mobilize workers for change.
- Contribute organizing, technical and financial support to union partner campaigns for better wages, working conditions and respect and dignity at the workplace and in communities.
- Provide strategic, tactical and organizing support to connect worker movements across countries in campaigns for better employment and government policies.
- Train and assist partners to confront the discrimination and racism that prevents all workers, including women, LGBTQI people, people with disabilities and all those from marginalized communities from full inclusion at work.
- Deliver legal and advocacy expertise to support strategic litigation and advance labor law reform alongside our partners.
- Elevate worker voice and leverage 25 years of experience to influence conversations and public policy about worker rights, democracy and equitable economic development.

# Our Partners

The Solidarity Center is proud of our 25-plus years working directly with partners, from supporting independent worker organizations' first efforts to organize to helping them build collective worker power representing millions of workers across borders.

**1,000** Solidarity Center partners in **66** countries reach **70 million** people.  
**88** percent of our partners are grassroots groups fighting for worker rights; **500** are trade unions; **250** are civil society organizations.

# Where We Work



## AFRICA

Botswana	Nigeria*
Ethiopia*	Senegal
Eswatini	Sierra Leone
Gambia	Somalia
Ghana	South Africa*
Ivory Coast	Togo
Kenya*	Uganda
Lesotho*	Zambia
Liberia*	Zimbabwe
Malawi	

## ASIA

Bangladesh*	Nepal*
Cambodia*	Pakistan*
Indonesia*	Philippines*
Malaysia	Sri Lanka*
Myanmar/ Burma	Thailand*
Maldives	India

Solidarity Center's work in each country and region is determined by the workers themselves. Some of the issues and sectors where we focus include:

- Apparel
- App-Based Work
- Climate Justice
- Disability Rights
- Food and Agriculture
- Forced and Child Labor
- Gender Equity and Anti-GBVH\*
- Hospitality
- Informal Economy
- LGBTQI Rights
- Manufacturing
- Migration
- Mining
- Public Service
- Shipping, Ports and Fisheries
- Telecommunications

## EUROPE & CENTRAL ASIA

Albania*	Georgia*	North Macedonia
Armenia*	Kazakhstan	Serbia*
Belarus	Kosovo	Ukraine*
Bosnia- Herzegovina	Kyrgyzstan*	Uzbekistan*
	Montenegro	

## MIDDLE EAST & NORTH AFRICA

Algeria	Morocco*
Bahrain	Palestine*
Iraq*	Sudan
Jordan	Tunisia*
Kuwait*	

## LATIN AMERICA & CARIBBEAN

Brazil*	Guatemala*
Colombia*	Haiti*
Costa Rica	Honduras*
Dominican Republic	Mexico*
Ecuador*	Paraguay
El Salvador*	Peru*
	Venezuela

\*Gender-based violence and harassment

\*Solidarity Center staff

# Organizing for Decent Work



**Working people’s ability to exercise democracy in its most basic form—to vote for representation and act together for change—is critical to ensuring decent work.** The Solidarity Center is on the ground supporting worker education, organizing and collective action to deliver fairer compensation, benefits and working conditions for tens of thousands of workers. We helped elevate the voices and power of marginalized workers, including migrant, women, disabled and LGBTQI workers. And we partnered with unions and civil society organizations to combat forced labor, an extreme but common abuse.



Call center workers in **Tunisia** employed by global giant Teleperformance Foundation won wage gains up to 13 percent, a May Day bonus and food subsidies during Ramadan in a contract negotiated by the Informational Technology and Services union, part of Solidarity Center’s partner, the Tunisian General Labor Union (UGTT).



Building on a Solidarity Center bargaining workshop, workers at the Yerevan Humanitarian-Technical college in **Armenia** negotiated a contract for better social guarantees than required under the country’s labor code and provisions to address and protect workers against GBVH.



More than 1,000 garment workers in **Haiti** won up to a full year of back wages and benefits through their unions, all Solidarity Center partners. The workers were left jobless when their factory suddenly closed in December 2022 and were denied severance pay required by law.



Our work with disability rights organizations and unions in **Kyrgyzstan** led to a significant win for workers at Coca Cola Bishkek Bottlers—a negotiated agreement to create an accessible restroom,

install a fire alarm system for people with hearing impairment, and install ramps and tactile tiles for people with visual impairment.



The Voice of Migrants Network, a 9,000-member group of unions and civil society organizations that we support, successfully advocated for a migrant worker representative in the **Sri Lanka** Bureau of Foreign Employment. More than 200,000 workers migrate from Sri Lanka each year fleeing poverty and unemployment.



We supported partners in **Morocco** who won a new agreement with the Ministry of Education that helps close the gap on working conditions, benefits and wages between contract and permanent teachers, impacting more than 55,000 teachers who had been hired on precarious contracts.



The Solidarity Center and union partners in **Morocco** and **Tunisia** concluded an unprecedented program on disability rights, training 670 people in unions, civil society, government and employers. and gaining 342 workers with disabilities as union members.



Click or scan to learn more on Youtube



## Ending Forced Labor in Uzbekistan Cotton Fields



The Solidarity Center launched a new program this year with the Center for International Private Enterprise (CIPE), “Enhancing Transparency and Accountability in Uzbekistan’s Cotton Industry.” Our work aims to strengthen worker voices, increase compliance with international labor standards and support more effective dialogue among stakeholders in Uzbekistan’s cotton cluster supply chains. This work is only possible because the Cotton Campaign—a global coalition of human rights, labor, responsible investor and business organizations, including the Solidarity Center—won reforms in Uzbekistan that brought an end to the country’s state-organized system of forced labor in cotton production. For years, teachers, medical professionals and other public employees had been compulsorily sent for weeks to work in the country’s cotton harvests. Monitors from the Uzbek Forum for Human Rights, a Cotton Campaign partner, worked at great personal risk to document the extent of forced labor and bring international pressure for change.

## Organizing to Ensure Mexican Workers Benefit from Groundbreaking Trade Agreement



In **Mexico**, the Solidarity Center worked with partners to reverse a century of repression of workers’ freedom of association by companies and the sham unions that protect them. Using a groundbreaking enforcement tool introduced by the 2020 U.S.-Mexico-Canada Agreement, the Rapid Response Labor Mechanism, and a recent mandate that every collective bargaining agreement be legitimated by the workers it covers, union partners are building worker power, creating unions that represent worker voices and winning better wages, benefits and working conditions. With our support, partners have negotiated strong contracts with historic wage increases covering more than 20,000 Mexican workers since 2022. Victories this year included:

- Workers at a Goodyear tire plant in San Luis Potosí voted out the longstanding protection union and formed an independent union that negotiated a contract increasing wages and benefits by as much as 30 percent.
- At a Saint Gobain auto glass factory, the recently elected Independent Union of Free and Democratic Workers negotiated a new contract, raising wages and benefits by 11 percent. The contract also established protections against discrimination and sexual harassment.
- The independent union representing mine workers at a Teksid Hierro of Mexico plant in Fontera negotiated a 15.8 percent increase in wages and benefits, and 36 workers who were unjustly fired were reinstated and paid lost wages.



*A weeklong celebration in Mexico City in May showcased 25 years of Solidarity Center efforts championing worker rights in the country.*

# Organizing for Worker Power in the Informal Economy



The Solidarity Center partners with unions, grassroots worker organizations and civil society groups to advocate for better public policies, build informal workers' capacity to organize and advocate, and develop innovative strategies to overcome unique challenges of organizing workers in the informal economy. Globally, 60 percent of workers support themselves and their families through informal jobs as street vendors, domestic workers, agriculture workers, taxi drivers and more, providing essential services for society. Most are low paid, with no job safety protections, social security or access to health care.



In **Sri Lanka**, the PROTECT union assisted nearly 350 domestic workers in joining unions and, with Solidarity Center support, developed a model employment contract for domestic workers to improve job stability and working conditions.



The Solidarity Center sponsored the second cohort of Leadership for Unity, reNewal and Amplification (LUNA), pictured above. Domestic workers representing 25 union organizations across 15 countries in **Latin America** graduated from this unique, months-long training focused on building leadership skills and developing strategies for healing deeply embedded trauma experienced on the job. Participants from the first program have gone on to be elected to executive boards of their unions, global federations and the Latin American and Caribbean Confederation of Domestic Workers.



In **Jordan**, women farm workers spoke out this year against low wages, lack of social security and healthcare, wage theft and harassment.

“

We staged a sit-in in front of the Ministry of Labor so they would pay attention to us. Overcrowding (on buses) leads to a kind of harassment as men and women are put together. A high percentage of agricultural workers are being robbed without their awareness because they cannot read. We have work injuries, such as snake bites and fractures. Women workers must pay for their own treatment.

— Basimah Ahmad Abu Romoh, member, Agricultural Workers Union, Jordan



Click or scan to learn more on Youtube

”

The Solidarity Center supports app-based workers, including delivery drivers who are challenging unfair employment models with innovative organizing strategies, joining together to form strong unions and championing reforms through legislation and the courts to win their fundamental rights, including the freedom to organize and get employer recognition for unions.



Drivers in **Nigeria** won recognition of the country's first union covering platform-based workers, a victory rooted in a years-long campaign by delivery drivers. The Amalgamated Union of App-Based Transporters of Nigeria (AUATON) worked with the Nigeria Labor Congress, a longtime Solidarity Center partner, throughout the campaign.



In the **Philippines**, Solidarity Center partner, SENTRO, is organizing app-based food delivery drivers through RIDERS-SENTRO. In just over a year, RIDERS-SENTRO established four chapters in multiple cities and is mobilizing drivers in another 15 cities.



In **Brazil**, we supported 23 app-based drivers and delivery workers from unions and worker associations to participate in the federal government's tripartite working group on regulating the digital platform sector, where they presented a unified platform of demands. We also supported delivery workers in a nationwide strike to protest companies' refusal to negotiate in good faith.



In **Mexico**, the Solidarity Center convened women delivery drivers from seven countries in Latin America. The eight unions represented developed and agreed to advocate together for inclusion of five key gender-focused points in the Convention on Decent Work on Digital Platforms being drafted for consideration by the ILO.



The Solidarity Center organized a side event at the UN Commission on the Status of Women (CSW67) featuring app-based drivers and organizers from **Colombia, Kyrgyzstan, Nigeria** and the **Philippines**. "Women Workers Organizing: Transforming the Gig Economy through Collective Action" was co-sponsored by the International Trade Union Confederation (ITUC).

## My Boss Is a Robot

This six-part podcast series exposes the practices of app companies that exploit delivery drivers and other workers in the global platform economy.



Click or scan to listen to the podcast



## Taken for a Ride 2: Accelerating Towards Justice

A report by the International Lawyers Assisting Workers Network, a Solidarity Center project, found that workers pursuing their rights through courts and legislation are often winning against platform companies like Uber and Glover that are intentionally misclassifying workers.



Click or scan to read the ILAW report



“

Our main effort now is to become recognized as employees so we are entitled to all the protections enshrined in the law, to make sure we make enough money for ourselves and our children.

”

— *Gulmayram Batirbekova, platform taxi driver and union organizer, Kabylan Union, Kyrgyzstan*

# Organizing for Climate Justice

**The Solidarity Center is advancing a worker-driven, just and inclusive approach to combating the climate crisis.**

Climate change impacts like floods and extreme heat are worsening already dangerous and exploitative conditions for workers, pushing an increasing number of workers to migrate. At the same time, many transitioning industries are also among the most unionized, so workers are fighting to maintain their hard-fought gains while also achieving clean and sustainable futures. The Solidarity Center is elevating worker perspectives in climate justice discourse. We are supporting unions to effectively build and advocate for worker-driven, justice-oriented climate solutions at the local, national, regional and global level. We are building coalitions that connect labor and other movements. And, we are supporting legal research to bolster collective representation and bargaining that will protect and create decent, unionized jobs as economies transform.



For several years, unions in **Colombia** have been pushing for necessary climate actions while calling for just and equitable transitions for workers, yet hasty withdrawals and transitions without worker and union engagement have led to mass job loss and economic hardship in many mining communities. Seeing the need for unions and their communities to drive their own vision for just transition, this year, Solidarity Center worked with union partners on a community and coalition-based process with unions, academics and

other civil society groups in 12 coal mining communities to develop grassroots-driven research for what a just transition could truly look like in their communities. The coalition submitted the comprehensive just transition public policy roadmap to the Colombian government and continues to build this grassroots movement. In November, Colombian unions released a joint declaration for COP28 demanding ambitious climate action and a worker and community-centered just transition globally and in Colombia.



“It often happens that in a heat wave, it’s a hardship to meet the daily quota and so they can’t make the daily wage of 170 taka (\$1.55). If a worker can’t make their daily target, it’s difficult to survive.”

— Sreemati Bauri, union leader, Cha Sramik Union, Bangladesh



Click or scan to view the video

Workers in the **Bangladesh** Cha Sramik Union, a Solidarity Center partner, have lunch breaks and access to a medical facility—basic accommodations that workers at nonunion tea plantations do not enjoy. With Solidarity Center support, union leaders are continuing to address the effects of climate change on workers’ lives and livelihoods through union gains.



The Solidarity Center supported labor-led coalition building with Unified Workers Central (CUT) along the Tocantins Waterway in **Brazil’s** Amazon. A moving documentary we supported tells the story of the coalition’s efforts to protect livelihoods, the environment and democratic practice.



Click or scan to view the documentary

# Organizing to End Gender-Based Violence at Work

**Organizing at workplaces has helped shine a light on the fact that millions of workers—most of them women—face intimidation, humiliation, physical and verbal assault, and worse on the job.** The Solidarity Center supported unions and civil society organizations as they advocate for ratification of ILO Convention 190 to address GBVH in their countries; advance legislative reform in line with the convention, regardless of ratification status; negotiate GBVH clauses in collective bargaining agreements; and build diverse and inclusive cross-movement alliances.



We supported partners in **Bangladesh** and **South Africa** to interview workers about their experiences with violence and harassment. The participatory action research revealed widespread incidents of GBVH and underreporting because workers feared doing so would endanger their jobs and because there was an overall lack of information about what constitutes GBVH. Worker researchers



Click or scan to read the reports

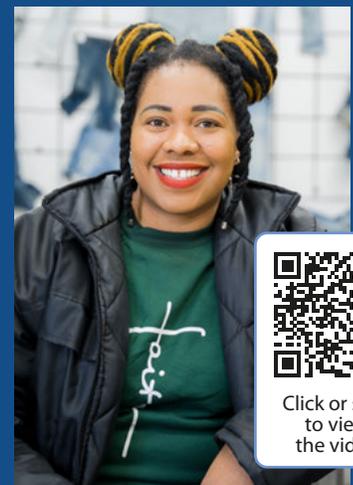
developed recommendations for unions, employers and policymakers that are informing advocacy campaigns.

The Solidarity Center supported four trade unions representing 3,200 young garment and textile workers in **Ethiopia** to negotiate two collective bargaining agreements utilizing model GBVH language for the development of collective bargaining proposals and contracts with employers.



The Solidarity Center organized an international summit, “Eradicating Gender-Based Violence and Harassment at Work in Southern Africa,” in **Lesotho** in July. Representatives from the governments of Argentina, Canada, Germany, Lesotho, Spain and the United States—along with dozens of leaders from unions, businesses and worker and women’s rights organizations—shared strategies to end GBVH in the world of work. The summit was hosted by the Multilateral Partnership for Organizing, Worker Empowerment and Rights (M-POWER), Lesotho Federation of Trade Unions and Lesotho Labor Council. The Solidarity Center is an M-POWER partner.

At the summit, workers and their unions talked about the positive impact of the landmark enforceable Lesotho Agreements Solidarity Center helped negotiate to end GBVH at several Lesotho garment factories. The agreements established an independent organization, Workers’ Rights Watch, to investigate and address violations. We interviewed union leaders and workers to hear how the program has changed their workplaces and communities.



Click or scan to view the video

# Organizing for Democracy

**When workers vote for a union to represent them in negotiating with their employer over wages, benefits and work conditions, they are exercising the most basic form of democracy.** Unions and their members are at the forefront of defending democratic institutions and standing up to autocratic challenges. Union leaders, including Solidarity Center partners, face repression and persecution for actions like taking part in a peaceful rally or walking a picket line. The Solidarity Center speaks out against anti-union violence, works with partners at the grassroots and global levels to highlight the essential role of unions in strengthening democracy, and works with unions to advance democracy through one of its most essential components—worker rights.



In March, dozens of union leaders from across **Africa** gathered with government officials and civil society to emphasize the connection between strong unions and thriving democracies. The Solidarity Center organized the high-level Zambia convening, which was co-hosted by M-POWER and the Zambian Congress of Trade Unions. “Amplifying the Voices of Workers to Safeguard Democracy in Africa” was an official side event of the second Summit for Democracy, a U.S. global democracy initiative in coalition with countries worldwide.



Click or scan to view photo highlights



At a simultaneous democracy summit in Washington, D.C., we amplified partners’ messages of determination and hope in their fights for democracy and worker rights. Videos featured union leaders exiled from **Belarus, Eswatini** and **Myanmar** for forming unions, striking and trying to speak freely, and workers and union leaders standing up for democracy



and worker rights under challenging conditions in **Bangladesh, Bosnia and Herzegovina, the Philippines** and **Serbia**.



With solidarity from the forces inside and outside Belarus, we will revive the independent trade union movement in Belarus with the aim of creating a democratic society based on the principles of social justice and decent work.

— *Lizaveta Merliak, Chair, Solidarnast*



Click or scan to view democracy videos

This year marked the 10th anniversary of the Rana Plaza factory collapse that killed more than 1,000 **Bangladesh** garment workers.



Structural cracks had been discovered the previous day, but, earning less than minimum wage and with no union to represent them, Rana Plaza workers were forced back into the factory. Today, employer resistance and government roadblocks to forming unions continue, yet more than 9,500 workers formed 18 unions in Bangladesh this year.



When a trade union exists in a factory, the union committee, on behalf of the workers, can negotiate with management about the problems the workers face.”

— *Babul Akter, General Secretary, Bangladesh Garment and Industrial Workers Federation (BGIWF), a Solidarity Center partner*



Click or scan to view video

# Honoring Worker Rights Champions

The Solidarity Center stands with brave union leaders who risk their lives to achieve decent work and fundamental freedoms, like the right to bargain, be paid on time and in full, and be safe on the job. Labor rights are among the most frequently violated set of rights, as powerful forces push back against workers' efforts to benefit more equitably from their labor. The cost can be high: This year, trade unionists in more than **10 countries** were murdered.

According to the ITUC 2023 Global Rights Index:

- Workers experienced violence in **44 countries**
- **9 out of 10 countries** violated the right to strike
- **77 percent of countries** excluded workers from the right to establish or join a trade union
- The right to free speech and assembly was restricted in **42 percent of countries**, often resulting in protesting workers facing police brutality
- **8 out of 10 countries** violated the right to collective bargaining

In 2023, eight union leaders, close partners of the Solidarity Center, were murdered for standing up for worker rights. Solidarity Center partners in **Belarus, Burma, Cambodia, Eswatini** and the **Philippines** have been jailed, exiled or are in hiding from regimes that threaten their lives because they challenge entrenched power.



## Myrtle Witbooi, Fierce Advocate of Domestic Worker Rights

This year, our Solidarity Center family lost a beloved partner, Myrtle Witbooi, a tireless

champion of domestic worker rights from **South Africa** who founded and led the International Domestic Worker Federation. Myrtle's passion to ensure domestic workers are recognized as workers deserving the same rights and respect on the job as any other worker led, in part, to the International Labor Organization treaty covering the rights of domestic workers.



Click or scan  
to listen to the  
tribute

Nigeria Labor Congress (NLC) President Joe Ajaero was beaten and arrested as workers rallied to protest unpaid wages in Imo State, **Nigeria**. Police reportedly beat Ajaero and assaulted protesting workers with machetes.

IN MEMORIAM

## We Remember Our Partners

### Bangladesh

Shahidul Islam Shahid, union leader, Bangladesh Garment and Industrial Workers Federation  
Rasel Howlader, member, Sommilito Garments Sramik Federation  
Imran Hossain, garment worker at ABM Fashion

### Eswatini

Thulani Maseko, human rights lawyer

### Guatemala

Doris Lisseth Aldana, leader, SITRABI, the Izabal Banana Workers' Union  
Maria Del Rosario Rosa Ramos, member, SITRABI

### Honduras

Xiomara Beatríz Cocas, president, Sindicato de Trabajadores de Gildan Activewear San Miguel (SITRAGSAM), and her son, Eduardo Alexander Melendez  
Delmer Josue García, former president and current delegate, SITRAGSAM  
José Rufino Ortíz, delegate, SITRAGSAM  
Lester Arnulfo Almendarez, delegate, SITRAGSAM

### Philippines

Jude Thaddeus Fernandez, long-time leader and member, Kilusang Mayo Uno (KMU) union

# Our Leadership

## BOARD OF TRUSTEES

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Executive Director, United Domestic  
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Alvina Yeh  
Executive Director, Asian Pacific American  
Labor Alliance

*We mourn the loss of Thomas M. Conway, International President for United Steelworkers, who joined the Solidarity Center Board of Trustees in 2020 and served until he passed away this year.*

## OUR STAFF

Our diverse staff of over 400 based in Washington, D.C., and in 35 field locations, operate programs in 66 countries. Many of our staff are locally embedded activists within the grassroots labor movement and often share the experiences of the communities they work with and who benefit from our work, across five continents, multiple languages and the breadth of gender, racial and cultural identities and experiences.

## SENIOR LEADERSHIP

### Executive Director

Shawna Bader-Blau

### Executive Team

Ann Brown, Acting Executive Communications Director  
Al Davidoff, Organizational and Leadership Development Director  
Erika Fagan, Program Quality, Learning and Compliance Director  
Sarah McKenzie, Program Strategy and Innovation Director  
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Kate Conradt, Communications Director  
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Sonia Mistry, Climate and Labor Justice Director  
Hanad Mohamud, Program Coordination and Leadership Associate Director  
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Nghia Nguyen, Strategic Research and Campaign Development Director  
Robert Pajkovski, Asia Regional Program Deputy Director  
Sanjiv Pandita, Asia Senior Adviser  
Vanessa Parra, Campaign and Media Communications Director  
Marggie Peters Muhika, Africa Regional Program Deputy Director  
Rudy Porter, Europe and Central Asia Regional Program Director  
Sean Rudolph, Campaigns Director  
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Jeff Vogt, Rule of Law Director  
Stephen Wishart, Cross-Regional Programs and Learning Coordinator

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Joe Heckman, Information Technology Director  
Michael Lawrence, Controller  
Yosef Negasi, Human Resources Assistant Director  
Roberts Omolo, International Finance Manager  
Catherine Pajic, Organizational Development, Recruiting and Hiring Deputy Director  
Alaa Shelbaia, Program Quality, Learning and Compliance Deputy Director  
Darcy Wertz, Operations Director

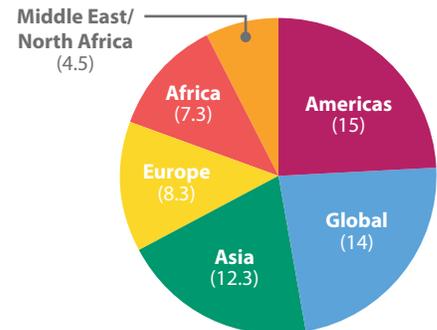
# Financials and Donors

## FINANCIALS

SUPPORT AND REVENUE	2022 (audited)	2023 (unaudited)
Federal awards	\$ 59,045,210	\$ 69,222,444
In-kind contributions for federal awards	\$ 401,794	\$ 365,000
Other contributions	\$ 2,445,613	\$ 1,862,176
Other revenues	\$ (986,795)	\$ 1,377,421
<b>Total support and revenue</b>	<b>\$ 60,905,822</b>	<b>\$ 72,827,041</b>

## REGIONAL SPENDING

(FY 2022, \$ in millions)



## SPECIAL THANKS TO OUR DONORS

### Individuals

Anonymous  
DM Anderson  
Keith Bolek  
Frank Brown  
Kate Doherty  
Sarah Fox  
Jeff Grabelsky  
Peter Greenberg

Mark Hankin  
Jennifer Hyman  
Harry Kamberis  
Michael Lawrence  
Desiree LeClercq  
Glenn Lesak  
Leonardo Magrelli  
Prenda Mercado

Jamie Morvitz  
Elisabeth Schiffbauer  
Max Schulze  
Emily Spieler  
Michael Sprinker  
Betty Szudy  
Joan Welsh

### Foundation & Trusts

Anonymous  
Ford Foundation  
FORGE Funder Collaborative  
Humanity United  
Laudes Foundation, formerly C&A  
National Endowment for Democracy  
Open Society Foundations  
Porticus  
Sage Fund  
Wellspring Advisors

### Labor Union & Institutional Donors

Amalgamated Bank  
American Federation of Labor and Congress  
of Industrial Organizations (AFL-CIO)  
International Union of Bricklayers and Allied Craftworkers  
National Education Association  
United Domestic Workers of America  
United Food and Commercial Workers Union  
United Steelworkers

### Government Donors

U.S. Agency for International Development (USAID)  
U.S. Department of State  
U.S. Department of Labor

The Solidarity Center Education Fund is a registered charitable organization tax-exempt under Section 501(c)(3) of the Internal Revenue Code. Contributions are tax-deductible to the extent of applicable laws. A summary of activities for 2023 and financial highlights for the year ending December 31, 2023, are described in this report. For more information or to make a contribution, please contact Arina Lester, Global Lead, Resource Development & Planning, at [alester@solidaritycenter.org](mailto:alester@solidaritycenter.org).

# 2023 Publications and Podcasts

## THE SOLIDARITY CENTER PODCAST HOSTED BY SHAWNA BADER-BLAU

- Update: Kill a River, Kill Our Livelihoods: A Brazilian Community's Fight for Survival (March 2023)
- Exiled Union Leader: Workers 'Demanding Democracy' in Eswatini (March 2023)
- Talk, Not Chalk! Kosovo Teachers Urge Dialogue with Government (March 2023, English, Albanian)
- Workers Speak Out: Unions Are Essential to Democracy (March 2023)

## My Boss is a Robot Series

- 21st Century Workplace: Exploitation by App (August 2023)
- App Workers Seek Level Playing Field (September 2023)
- Gaming the System: App Workers Rarely Win (September 2023)
- Tech Discrimination: The New Way We Work? (October 2023)
- Tips to Help Delivery Drivers Form Unions (October 2023)
- Driving Toward a Fair Future @ Work (November 2023)

## PUBLICATIONS

- Securing Equal Access to Decent Work in Nigeria: A Report by Workers with Disabilities (December 2022)
- Taken for a Ride 2: Accelerating Towards Justice (ILAW, December 2022, English, Spanish)
- Telework in Ukraine (ILAW, December 2022)
- Telework in the Republic of Moldova (ILAW, December 2022)
- Mapping Domestic Work and Discrimination in Africa (ILAW, March 2023)
- An Assessment of the Teleworking Legal Framework in the Republic of Mauritius (ILAW, March 2023)
- Addressing Gender-Based Violence and Harassment in the World of Work: An Analysis of Nigeria's Legal Framework for Conformity with ILO Convention 190 (ILAW, April 2023)
- Global Impact Report: Eradicating Gender-Based Violence and Harassment at Work (June 2023) Teleworking in South Africa: Laws and Challenges in an Unequal Society (ILAW, July 2023)
- In Our Own Words: Workers Address Gender-Based Violence and Harassment in Garment Factories in Bangladesh (August 2023, English, Bangla)
- Fighting for Lives and Livelihoods: Workers, the Pandemic and the Law (ILAW, August 2023)
- In Their Own Words: Workers Address Gender-Based Violence & Harassment in South Africa's Garment Factories and Clothing Retail Stores (November 2023)

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## JOIN THE LABOR MOVEMENT

**Join a union. Support union-made products. Educate others about unions and worker rights.**

Support the solidarity Center with a birthday fundraiser, host events or organize a race to inspire your local community.



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