

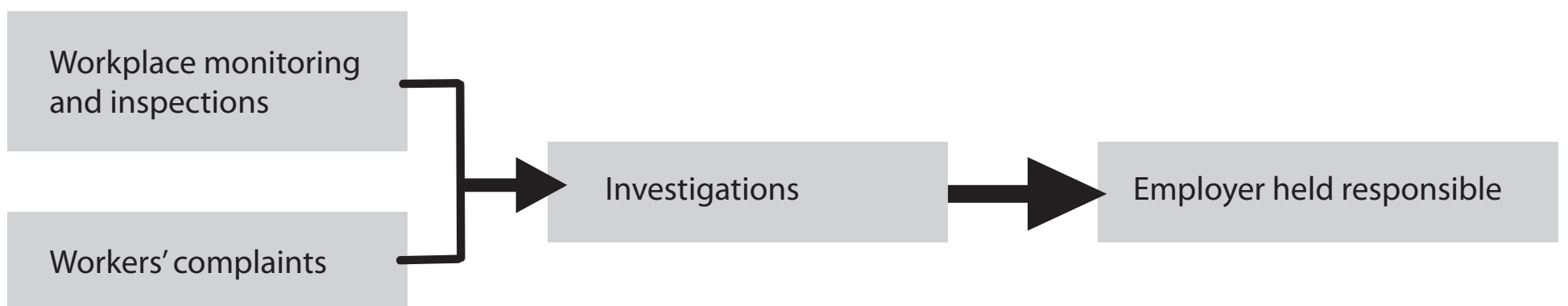
DENIED DIGNITY AT WORK

IN ILLINOIS: initial research findings

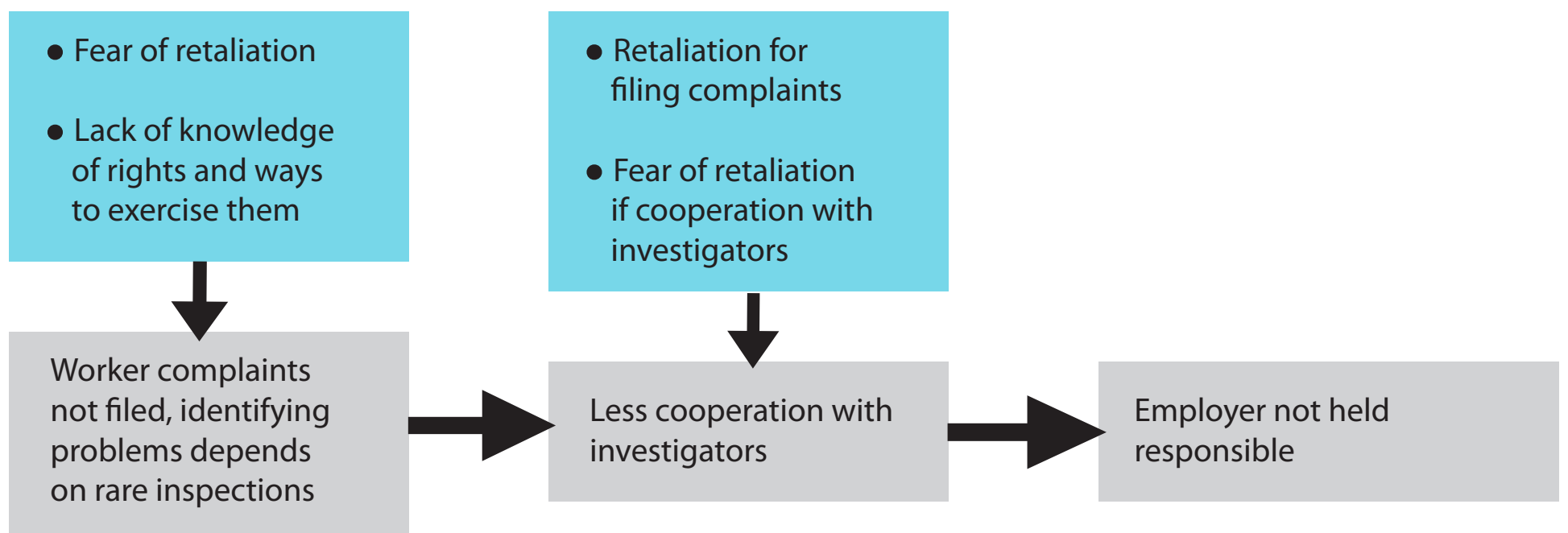
Chicago worker centers designed a survey to collect information about workers' experiences with problems on the job and what happens when they try to fix them or improve their jobs. Participating workers were employed in Illinois' manufacturing, warehousing and transportation, restaurants, retail, construction and other low-wage service industries. This research leverages their collective knowledge as a first step toward improving how all workers are protected when they defend the right to basic standards on the job.



Workplace law enforcement process... in theory:



Breakdown in enforcement:

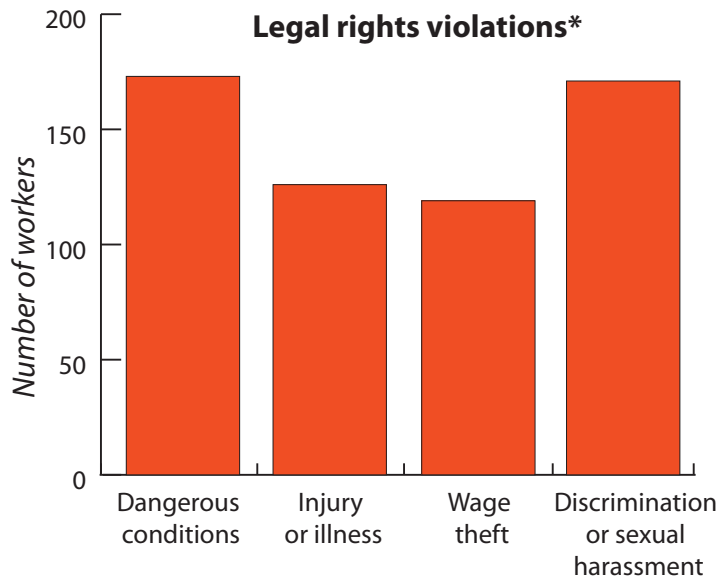


INITIAL RESEARCH TAKE-AWAYS:

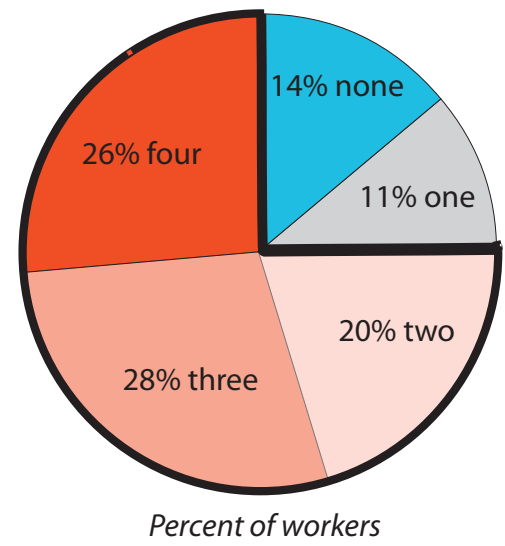
- To make sure basic standards are enforced at work, workers must be able to defend their rights.
- Out of control retaliation has led to a breakdown in rule of law at work.
- Improving conditions for workers will require a reliable way to get quick relief from retaliation.
- The process for getting legal protection from retaliation puts an unrealistic burden on workers.
- Training and support for workers as frontline partners in enforcement is needed.

246 Illinois workers shared their experiences with...

Rights abuse at work



Number of legal rights violations*



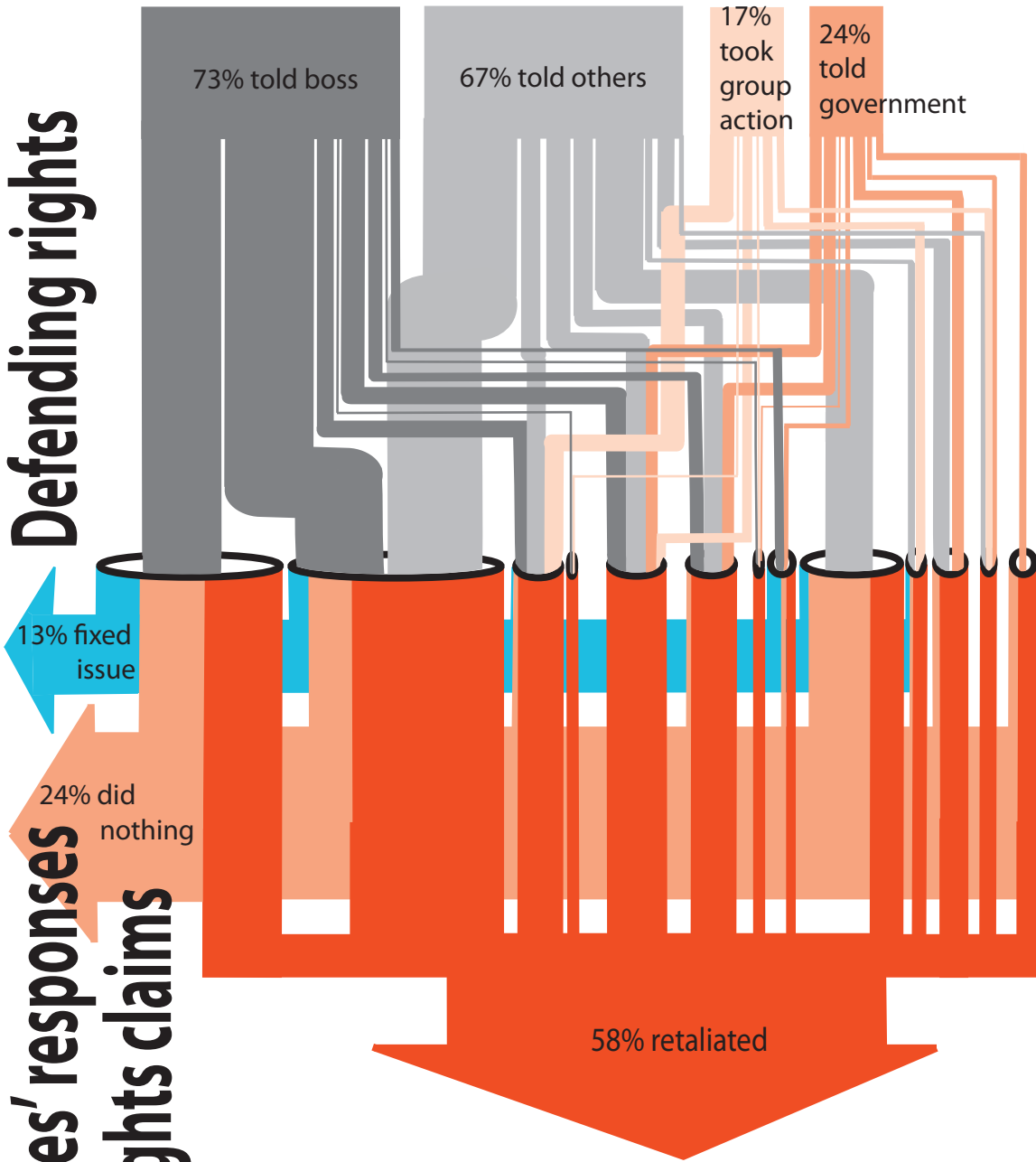
*At current or most recent jobs

Workers took action in one or more ways to defend rights and improve jobs:

NO way forward was free of retaliation

Defending rights

Bosses' responses to rights claims



178 workers at least sometimes avoid reporting problems because they fear retaliation

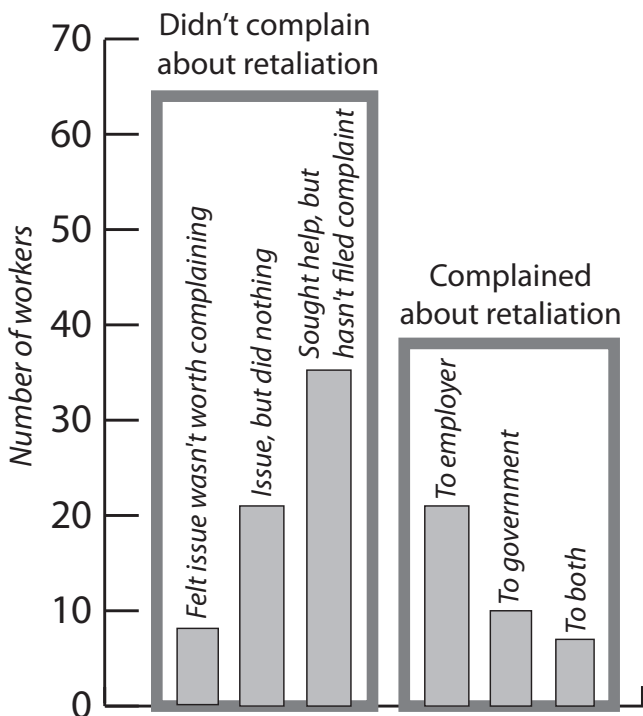
119 workers' bosses never encourage them to speak up about problems

Retaliation tactics used by Illinois employers

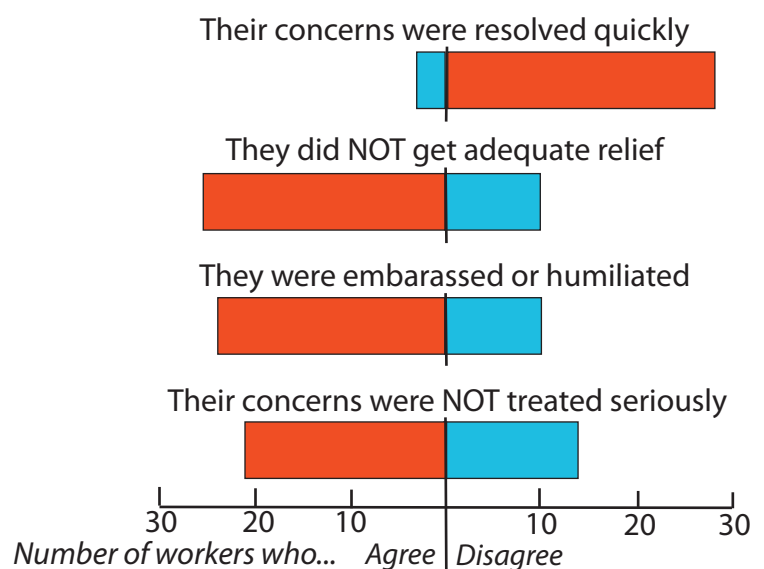


Workers shared **118 retaliation stories**

After retaliation, most workers didn't find a way to seek justice



Few workers who complained about retaliation found quick and adequate relief, reporting...



Search for justice after retaliation