



Improving lives around the world



Unifor
**Social
Justice
Fund**

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The **Unifor Social Justice Fund** is a fund that is negotiated at the collective bargaining table from employers. Money in the fund is used to support community groups, trade unions and workers organizations around the world in their efforts to strengthen democracy, improve labour and human rights promote equitable development, and contribute to poverty reduction, social justice and education reform.

The Social Justice Fund

A national priority at the bargaining table



Unifor is committed to improving the lives of workers and their families, in Canada and around the world.

Our dedication to social justice has meant that our efforts have reached beyond the confines of our workplaces and bargaining tables into the larger global community.

The Social Justice Fund (SJF) is a vital part of our union's fight to improve human rights and help create the conditions that enable workers to improve their own lives. The SJF strengthens our ties with workers in other countries. By sharing information and strategies we can work together on common issues and become stronger as a result of this collaboration.

Negotiating the SJF is a way for bargaining committees to ensure this important work continues. I encourage our bargaining committees right across the country to take on this challenge.

A handwritten signature in black ink that reads "Jerry Dias". The signature is fluid and cursive, with the first letters of the first and last names being capitalized and prominent.

Jerry Dias

National President
Unifor



The Unifor Social Justice Fund

The SJF is based on a core Unifor principle of social unionism



The Social Justice Fund is an expression of Unifor's philosophy of 'social unionism,' working to improve conditions for other workers, their families and communities, as we would our own.

Millions of people around the world live in grinding poverty and endure the repression of their most basic of human rights. Many are faced with terrible, often sudden, catastrophes: flood, famine, war, and disease. The SJF is one element of Unifor's efforts to provide humanitarian aid where it is needed most, as well as supporting the re-building and development efforts post-disaster. Part of our mandate is to support initiatives to push for full human and labour rights in countries where political repression exists.



The Unifor Social Justice Fund is the new entity, formed by combining the former CEP Humanity Fund and the CAW Social Justice Fund in 2015.



Each year, new employers sign on to contributing to the SJF.

30%

Up to 20 per cent of SJF money is used to support projects here in Canada.

1,100+

Projects supported around the world since the creation of the Social Justice Fund in 1990 and the Humanity Fund in 1992.



The SJF is governed by a Board of Directors consisting of nine appointees from the union, in addition to three leading Canadians from the social justice, international development and anti-poverty communities.

The SJF is a registered charity

Government has recognized the importance of the SJF's work domestically and internationally by granting it full charitable status. For more than 25 years, the SJF has proven itself to be a stable and viable institution. All employer contributions are tax-deductible on account of this charitable status.

SJF projects receive national and international acclaim

The humanitarian work of the SJF has been recognized by the Canadian media and by international bodies such as the Red Cross, Handicap International and OXFAM-Canada.

Our members recognize that our well-being is connected to workers in other countries

We can often take for granted what others struggle to achieve. It is easy to forget that democracy is fragile and hard-sought after. Supporting people in countries where political repression exists in their efforts to gain human rights helps strengthen democracy there and elsewhere.

Supporting strong human rights, higher wages and decent working conditions for workers in other countries means that extraordinarily low wages and difficult working conditions will not be factors in corporate investment decisions.

Our scope is global – including Canada

The SJF is not the only way we can help in Canada. Unifor and its members are generous contributors to Canadian charities such as the United Way and many local community groups. In addition, up to 30 per cent of the money generated by the SJF supports Canadian projects such as food banks, women's shelters, youth and community programs.





Example contract language:

The employer agrees to pay into the Social Justice Fund (*insert amount*) per hour per employee for all compensated hours, effective (*insert month, day and year*).

Such monies are to be paid on a quarterly basis into the Unifor Social Justice Fund (SJF), which is a registered charity established by Unifor. The employer is to forward the quarterly payment to the following address:

Unifor Social Justice Fund
205 Placer Court
Toronto, ON M2H 3H9

The employer will be issued a charitable receipt for each payment.

Selecting projects

SJF projects are screened and approved by the SJF's Board of Directors. Project partners must comply with the rigour of regular reporting. Projects are monitored by Unifor staff with expertise in international issues. Independent auditors examine the fund annually and the SJF is answerable to the Charities Division of Revenue Canada.

Funding model

Unifor bargaining committees negotiate contract language stipulating that employers pay into the Social Justice Fund for each Unifor member, an amount of money for every compensated hour. In smaller workplaces, innovative models have been negotiated that allow the employer to make a contribution to the fund on of behalf of its employees.



The Social Justice Fund is not about charity

It's a demonstration of solidarity with working people around the world. It's about supporting the important work taking place to strengthen democracy, improve labour and human rights, ensuring equitable development, poverty reduction, social justice and educational reform. The SJF gives material support to workers in other countries – used to strengthen workers' organizations through educational and community campaigns. Solidarity makes us all stronger.

You have a role in building and strengthening the Social Justice Fund

If your collective agreement does not currently have a SJF provision, talk to your bargaining committee about including it in the next round of negotiations. Use the sample language and let your bargaining committee members know that pennies an hour can make a big difference in the lives of others.

Follow SJF initiatives through Unifor's website: www.unifor.org/sjf

 @UniforHRInternational

 @UniforHR_INTNL

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The Social Justice Fund at work:

Our areas of focus

Human rights

Promoting stronger human rights is a cornerstone of the work of the SJF.

Examples of the initiatives we have supported are the International People Tribunal in Washington DC to expose the crimes against the Filipino people by the current Philippine government; the Rainbow Railroad, supporting persecuted LGBTQ people around the globe; the campaign to recognize human rights (and land rights) of Dalits in India; and the monitoring of human rights violations in Central America and the Romeo Dallaire Child Soldiers Initiative, to name a few of the wide range of initiatives. The SJF has a proud history of supporting projects that protect human rights, investigate human rights abuses and promote stronger human rights across the globe.

Labour rights

Protecting and promoting labour rights is a key priority for the Unifor SJF.

The SJF lends support to emerging unions and facilitates union-to-union exchanges, working with global union federations, emerging workers associations, independent trade unions and community-worker organizations. Examples of our work with partners includes: rehabilitation of child labourers; trade union renewal in Palestine; training women trainers to identify sexual harassment among sugar workers and help women to develop locally appropriate ways of tackling it in South Africa and Kenya; technology support for unions in Tanzania; education projects with maquila workers in Central America; providing safety for journalists in Mexico; supporting campaigns for workers' right to freedom of association in Bangladesh; and the list goes on.

WORK WITH PARTNERS



*Providing safety
for journalists
Mexico*



*Sexual harassment
training for women
South Africa*



*Educational projects
with maquila workers
Central America*

Women

The SJF works to empower women to take on leadership roles in their union and in their communities in many countries throughout the world.

Here at home and around the world we support gender-based projects that focus on anti-harassment education; anti-violence strategies; pay equity; employment programs; micro-credit loans for women; and leadership development. The SJF has actively supported legal clinics in the Khartoum area of Sudan that serve poor women experiencing violence while helping to build the skills of the lawyers representing these vulnerable clients, as well as supporting advocacy and education on child marriage and legal reform to end discrimination against women. The SJF has also supported the development of women's leadership programs with trade unions in Brazil and South Africa.

Peace and security

The SJF regularly funds projects aimed at strengthening democratic institutions and civil society.

The SJF supports the work of a number of non-governmental organizations that provide protective accompaniment, peace education, and independent observation and analysis of conflict situations. We provided post-conflict support in the Democratic Republic of Congo for training for those providing medical care to survivors of sexual violence.

FUNDED PROJECTS



*Legal clinics for women
experiencing violence
Khartoum, Sudan*

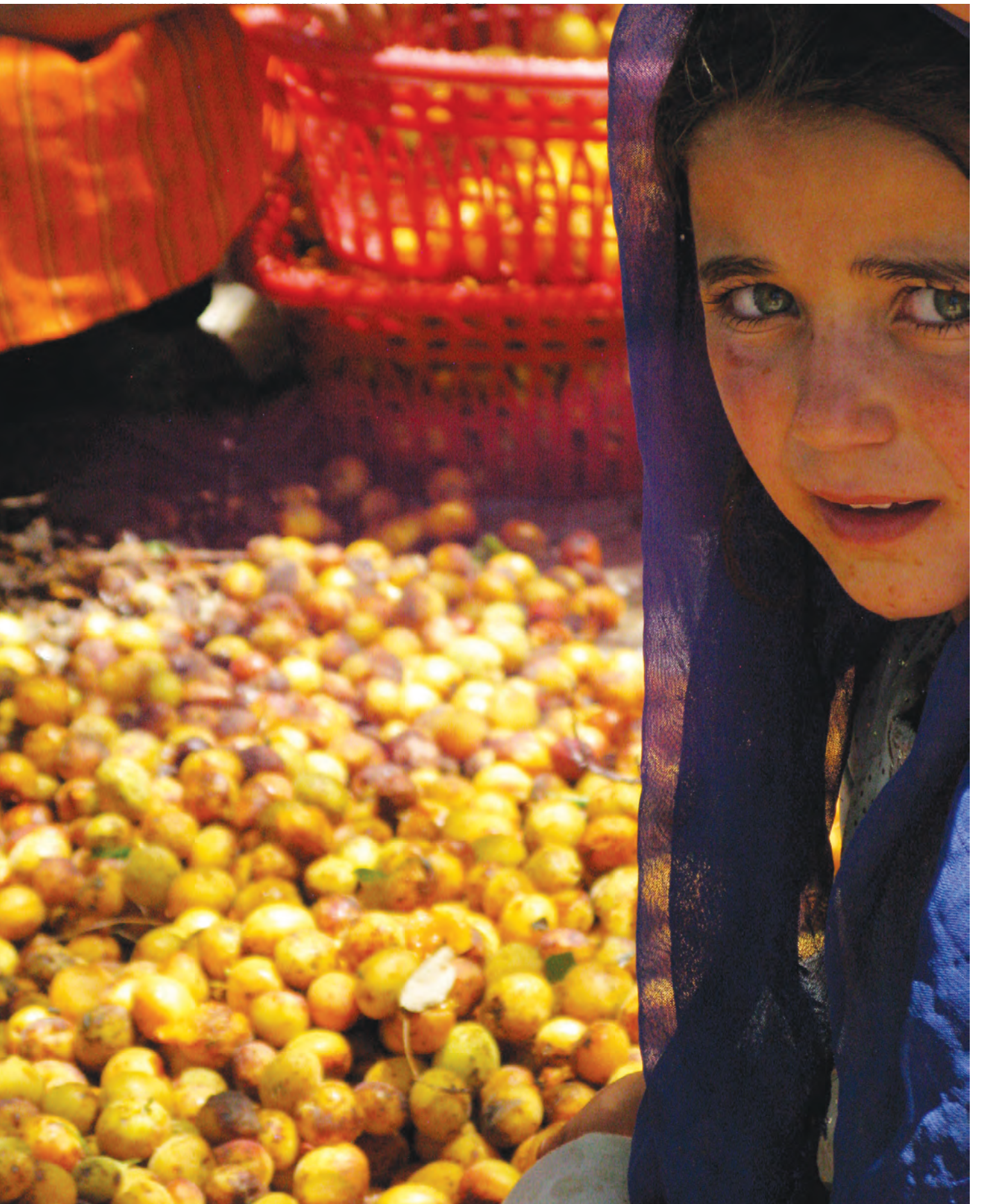


*Women's leadership
programs with trade unions
Brazil & South Africa*



*Micro-credit loans
for women*





Humanitarian aid

The SJF has sent aid to war victims around the world and to families suffering from floods, famine, tsunamis and other natural disasters.

Examples include offering support to agencies on the ground immediately after the earthquake in Indonesia; the Japanese Tsunami and subsequent nuclear fall-out and many other disasters where assistance can make the difference in lives lost or saved. We've also supported revolving loan projects which allow for small producers of goods and services to access loans for small businesses in both Ethiopia and in India to help impoverished communities rebuild.

Canada

Up to 30 per cent of SJF monies go towards projects here in Canada.

Unifor SJF projects in Canada have included support for youth, homeless people, refugees, food banks, and women's shelters. We are proud of our support for leadership development projects aimed at youth and young workers, such as internships for Aboriginal women, youth social justice camps, LGBTQ youth support, and programs such as Pathways to Education, a community-based program which helps youth in low-income communities graduate from high school and successfully transition to post-secondary education.

SUPPORTED



Natural disaster agencies after the earthquake in Indonesia & Japanese Tsunami



Revolving loan projects for small business and producers of goods & services



LGBTQ youth, Aboriginal women, young workers, Pathways to Education



Canada

Aboriginal young women taking charge to shape their community



The Social Justice Fund supports projects in Canada and around the globe that build leadership and skills among youth, particularly those facing marginalization and challenges due to poverty, racism, sexism and a lack of opportunity.

Young Aboriginal women, especially those living on-reserve, face a number of challenges not faced by their non-Aboriginal peers, putting them at greater risk of sexual and physical assaults and abuse, alcohol and drug abuse, bullying, problems at school, lack of job readiness, unemployment and mental health challenges.



Thoughtful programming at the community level can make a great difference in the lives of these young women and girls.

That's why the Unifor Social Justice Fund gave its support to Walking with Wisdom: Leaders Now. Led by the girls themselves, the 18-month program empowered teens from the traditional territories of Lil'wat First Nation (Mt. Currie and Pemberton) and N'Quatqua First Nation (D'Arcy), both in a remote area of British Columbia. The program was set up by the Victoria International Development Education Association (VIDEA), a recognized leader in participatory gender analysis and training in schools and community groups across BC. VIDEA takes a rights-based approach to its work, with gender as a central component of all its programming.

The roots of the Walking with Wisdom program can be found in VIDEA's Zambian internship program, which sent 10 Aboriginal youth to Zambia on a four-month internship. One of the participants came home urging VIDEA to give girls from her community access to the same opportunities.

Walking with Wisdom was set up to help girls develop greater confidence and learn new skills, including important leadership skills.

The young women explored traditional Aboriginal culture, learned about their human and gender rights, effective advocacy, media literacy, photography, online skills, writing, community engagement and how they can become involved in shaping their communities.



"The young women who have participated in this group, bring what they have learned to their friends and family and have become positive role models in their communities."

Lisa Fisher,
T'Zil Learning Centre
Blog excerpt written during her field trip to Victoria



“This project has had a ripple effect in these communities and with these girls that is bigger than you will think. It gave the girls people who cared about them. It gave them links to other supports and the confidence to reach out.”

Tashayna Peters,
Local Program Co-ordinator & Former VIDEA intern in Zambia
Blog excerpt written during her field trip to Victoria

The activities were led by other strong, successful Aboriginal young women to whom the girls relate and regard as role models, having shared similar experiences and confronted the same barriers. Sessions also included meeting female community leaders, politicians and others making change in their communities so they could identify themselves as powerful change-makers, now and in the future.

The program involved trips to Victoria, home of the BC legislature and the University of Victoria, and to Whistler, where the girls learned more about local Aboriginal culture. The trips allowed the girls to explore the possibilities for their education and employment, opportunities they were not aware of previously.

The program began with a participatory needs assessment, in which the girls explored their lives and community and identified issues they wanted to work on, such as a lack of access to educational opportunities, early involvement in drugs and alcohol and teen pregnancy. This allowed the young women to take on difficult issues in a supportive learning environment and see themselves as making a difference in their own lives and the lives of others. The girls also hosted a blog and developed a newsletter that was sent out to their communities. This enabled them to communicate with other teens, family members and leaders about the positive influence the program was having in their lives, while learning practical skills they could apply later.

The success of the program was in the girl-led programming and consistency – 95 meetings over a year and a half with high levels of participation. This included outreach events in the community, where the young women talked about their experiences in the program and the benefits. Family members, Aboriginal leaders, friends, classmates and others were invited to a community dinner hosted by the girls. They were responsible for all elements of the dinner, from sending invitations to preparation and cooking – making it an important milestone in demonstrating the maturity, confidence and abilities that the program gave them, and the value that it brought the community as a whole.

The SJF provided some of the funding, making the sessions and field trips possible.

The program allowed the girls to see themselves as making a difference in their own lives and the lives of others.





Bangladesh

Providing aid to Rohingya refugees



In August 2017, systematic attacks against the minority Rohingya forced more than 745,000 refugees to flee their homes in Myanmar for safety in Bangladesh, joining roughly 200,000 others already displaced by previous cycles of violence.

THE Rohingya Refugee CRISIS

The Rohingya had long faced discrimination and persecution within Myanmar, before the escalation of conflict and allegations of ethnic cleansing triggered a massive refugee crisis. Each day thousands more Rohingya arrived in Bangladesh, exhausted, hungry, and in urgent need of medical attention.

UN agencies and humanitarian partners sprang into action to respond to the vast needs of the refugees and the host communities.

To help alleviate the massive suffering the Unifor Social Justice Fund partnered with Doctors Without Borders/Médecins Sans Frontières (MSF), Food for the Hungry and the UNHCR to provide aid to the Rohingya. This support helped to provide life-saving assistance to refugees whose very lives hung by the thinnest thread.

The action spoke to the determination of the Social Justice Fund to embrace our shared humanity and to put solidarity into action.

The donation helped the UN Refugee agency provide shelters to women, children and the elderly who had trekked for weeks in the jungle, reunify separated children with their parents and deliver life-saving medical and nutritional treatment.

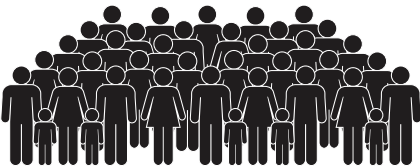
The Social Justice Fund contribution was used by Doctors Without Borders and Food for the Hungry to prevent a public health disaster as volunteers addressed the risk of potential outbreaks of cholera, measles and respiratory illnesses in the makeshift settlements in Bangladesh.





The UNHCR (The United Nations Refugee Agency) estimates that there are 68.5 million forcibly displaced people worldwide. Among them are more than 25 million refugees, over half of whom are under the age of 18. Shockingly, one person is forcibly displaced every two seconds as a result of conflict or persecution.

68.5 million
forcibly displaced people



25.4 million
refugees worldwide



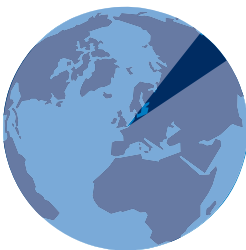
10 million
stateless people
denied access to a nationality and basic rights including education, healthcare and freedom of movement



3.1 million
asylum-seekers



57 per cent
of refugees worldwide come from three countries – South Sudan, Afghanistan and Syria



85 per cent
of the world's displaced people are hosted by developing countries



44,400
people a day
forced to flee their homes due to conflict and/or persecution



Indonesia

Picking up after the devastating earthquake and tsunami



The SJF provides support on the ground to agencies in cases of sudden disasters.

On September 28, 2018, a 7.5-magnitude earthquake struck Indonesia's Sulawesi region triggering a powerful tsunami. The combined disasters caused a massive loss of life and displaced tens of thousands of people as entire communities were destroyed. Relief efforts stirred into action to mitigate further tragedy and help survivors rebuild their lives.

The Unifor Social Justice Fund contributed a combined \$70,000 donation to Oxfam Canada and Save the Children Canada to provide medical care, shelter, food and clean water to the tens of thousands displaced by the devastating earthquake and tsunami.

While the Indonesian government blocked access to some foreign aid, both Oxfam and Save the Children were able to work with their Indonesian partners to immediately deploy relief staff to the hardest hit areas to provide vital aid, alleviate suffering and prevent further loss of life from spread of disease.

Oxfam and its local partners worked to reach survivors with emergency aid supplies, such as mobile water treatment, hygiene kits, and essential household items, including clothing.



Almost

27 million

liters of clean water

produced, distributed through
167 water points



Aquatabs distributed to

41,960

beneficiaries



120,005

beneficiaries received hygiene kits,

allowing populations in the target areas to practice safer hygiene. As a result, there are no significant diarrheal cases reported in Oxfam intervention sites.

Save the Children, operating through its local partner Yayasan Sayangi Tunas Cilik (YSTC), focused on efforts to provide care to orphans and reunite lost children, many of whom were forced to sleep on the street after being separated from their families.



Democratic Republic of Congo

Redefining gender roles for women, building opportunities



The Democratic Republic of Congo has been said to be one of the most dangerous places in the world to be a woman. Years of civil war and extreme violence have meant that families are displaced, separated or members of the family are killed.

Sexual gender-based violence has been used as a tactic of war and the continuing presence of armed militias can make women and girls' mobility and maintaining personal safety extraordinarily difficult.



In eastern Congo, years of conflict has led to women replacing men as the primary economic providers for the family, as men are absent due to displacement, death or may be unable to work or find employment.

The change has created the opportunity to renegotiate traditional gender roles, and an opening for women to participate in the formal economy through waged employment.

Unifor Social Justice Fund has partnered with War Child Canada to empower women so they can participate fully in their communities and provide for themselves and their children.

The goals of the project were to ensure that women have improved access to education and training; are supported by women worker-run associations as well as increasing support and respect for the rights of women – particularly their economic rights and role in the workforce.



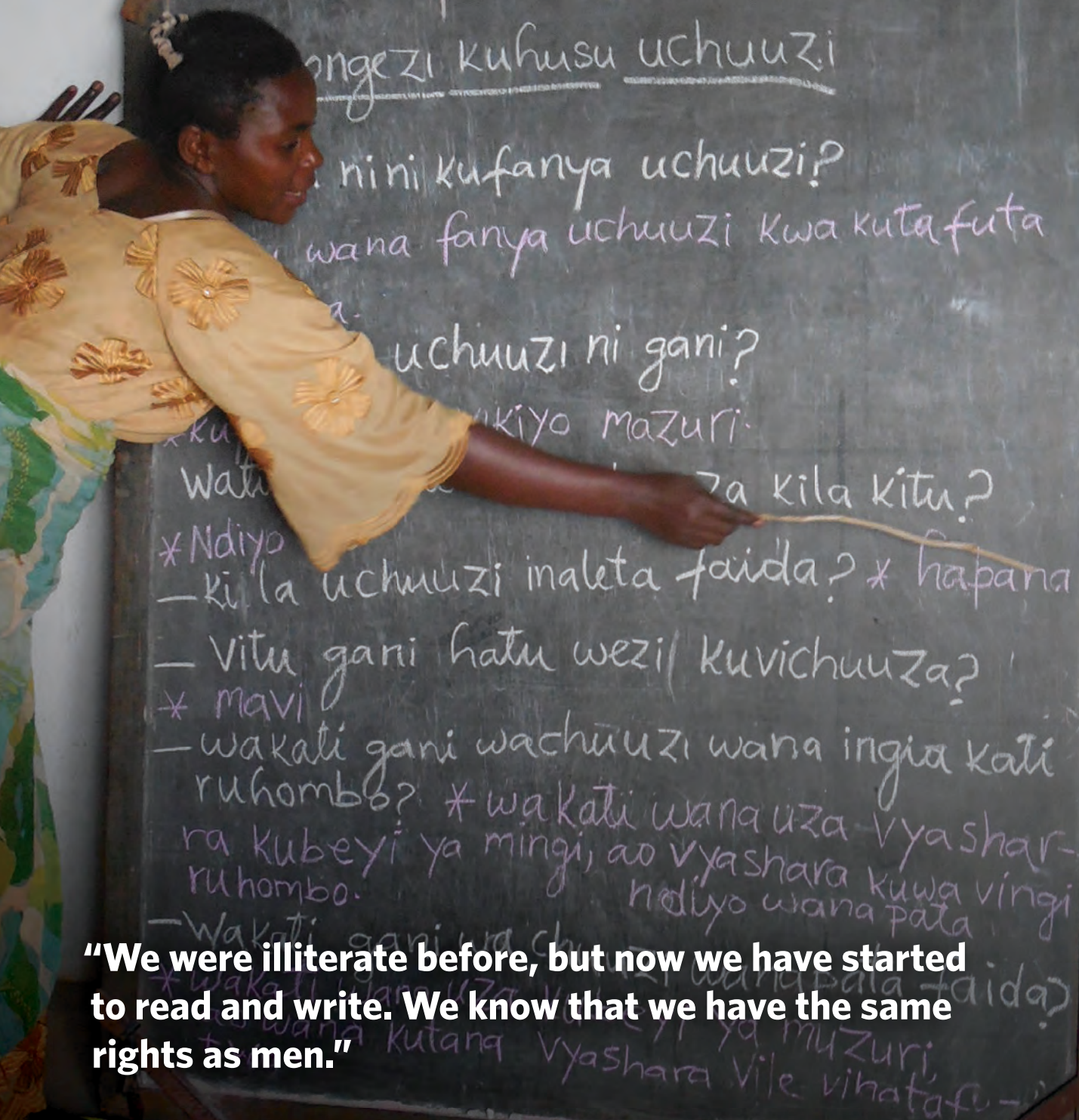
Women in the Congolese province of South Kivu have traditionally been employed in the informal economy, due to a lack of education, in combination with child rearing and family farming responsibilities. A lack of education for women and girls stands as a major barrier preventing women from moving into formal, waged employment. Nearly half of all women in DRC's eastern province of Kivu are illiterate. Only 28 per cent of girls are enrolled in secondary school, compared with 51 per cent of boys. Girls face the additional barriers to education of early marriage, domestic chores, child labour, poverty and the prioritizing of boys' education over girls.





**"We learned a lot of things and now are convinced
that the world cannot develop without women."**

Literacy Level 3 participant in Baraka



KUSOM a na kuandika

Neno "uchuuzi"

le04-10-2014

ongezi kuhusu uchuuzi

nini kufanya uchuuzi?

wana fanya uchuuzi kwa kutafuta

uchuuzi ni gani?

kiyo mazuri.

Watu... za kila kitu?

* Ndiyo
— kila uchuuzi inaleta faida? * hapana

— Vitu gani hatu wezi kuvichuuzi?

* mavi
— wakati gani wachuuzi wana ingia kati
ruhombo? * wakati wana uza vyashara
ra kubeyi ya mingi, au vyashara kuwa vingi
ruhombo. ndiyo wana pata

— wakati gani wachuuzi wana bala faida?
* wakati wana uza vyashara vile vihatifu
kutana vyashara vile vihatifu

"We were illiterate before, but now we have started to read and write. We know that we have the same rights as men."

Literacy Level 1 participant in Baraka

The project used literacy as a starting point, engaging with community leaders about who would most benefit from the program, as well as for the hiring of local trainers to carry out the educational sessions, rooting it firmly in the community to gain local support.

The project focused on the most vulnerable women in the community: widowed, impoverished or caring for many children with no means of providing for them. The project also addressed local community leaders, as well as men and boys, with the goal of increasing awareness of women's rights and to ensure they understand the importance of supporting women's economic advancement.

Working with local community partners, War Child set up eight literacy centres in eight different neighbouring communities, serving 154 women and two men.

Women were also referred to and supported by local women-run worker associations, providing a secure environment to learn from other women entrepreneurs, with the intention of later accessing micro-financing or a village loan. War Child works to strengthen local organizations already operating in the project area so that gains are sustainable.

Shifting attitudes in the community about women's rights, particularly women's economic rights is vital to the success of any project intended to help empower women. War Child first held sensitization training for three local partners, who later assisted in the delivery of more than 20 community sessions in the eight towns where literacy training took place.

The sessions attracted 5,300 people, a mixture of men, women, boys and girls who learned about human rights, women's rights – in particular the right to education, security and participation in the workforce, as well as the benefit to the family when women are involved as breadwinners. Dialogues were also held with nearly 600 community leaders with a similar focus, in hopes of gaining their support for women's economic rights.

The **Social Justice Fund** supports development with a focus on equity, believing that social justice, equality and human rights must be a core part of any development, with a particular emphasis on improving the lives of women.



Bangladesh

Medical services and health and safety training for shipbreaking workers



The Social Justice Fund is committed to working with unions and other worker-led organizations around the world to improve people's lives at work.

It is estimated that more than 100,000 people globally are employed in the shipbreaking sector, mostly in Bangladesh, India, Pakistan, China and Turkey. Once highly mechanized, today shipbreaking is very dangerous and grueling work. Workers dismantle giant sea vessels so the steel can be re-sold and re-purposed. In Bangladesh, large shipbreaking yards line the coast of the Bay of Bengal.

THE OSHE Clinic

In Bangladesh, where health and safety and environmental regulations are lax and it is difficult to find paid employment, workers, including children, are frequently badly injured or killed on the job.

Workers lack adequate health and safety protections and can be exposed to toxic substances, which are also released into the water from the shoreline.

4

clinic staff members

The Unifor Social Justice Fund has partnered with the Bangladesh Occupational Safety, Health and Environment Foundation (OSHE) to help set up a medical clinic in the city of Sitakunda in the Chittagong district in an effort to help provide much-needed medical services to injured workers.

1,250+

clinic patients in 2 years

The OSHE/Unifor Workers Health Clinic provides basic medical health services, physiotherapy support and knowledge about occupational health and safety rights at work.

30-40

workers and their family
members per day

The clinic runs study circles where workers can learn about basic occupational health and safety rights, as well as how to apply existing labour laws. These classes teach workers their rights, how to enforce them, and how to encourage others to do the same. With the necessary tools of education and health and safety protections, workers are empowering themselves in the sector.

In two years, the clinic received more than 1,250 patients, with up to 30 to 40 workers and their family members a day. The clinic provided services including but not limited to basic health care, special physical therapy, pain relief and referral to specialists. There are four people working at the clinic: a doctor, a nurse, a part time accountant and an executive director.

OSHE regularly hosts special health care seminars for union leaders and members and provides basic information about disease prevention in the workplace. The Foundation also raises awareness by providing educational materials about health and safety at work. In addition, OSHE supports and assists the families of deceased members.



Nezam Uddin, 34

Injured two years ago in an accident at work when a heavy iron plate fell on him from atop a ship. Nezam has been off work since then and has six dependents at home. The shipyard owner only paid for the immediate emergency medical support, while refusing to pay any compensation and much-needed long term medical assistance. Thanks to medical support at the clinic, Nezam is no longer laid up in bed. The clinic is playing an important role in Nezam's recovery.

“Medical support from the clinic was really helpful during this time of crisis. Now I feel more confident than I was before – the clinic helped me to get connected with the leaders of the shipbreaking workers union and now I've become a member of that union, and hope to get back to work again.”



Rajibul Islam, 35

In 2013, he badly burnt his right hand while cutting metal on a scrapped ship, inside the shipyard. The yard management did not provide any personal protective equipment for the job. After the accident, the shipyard management sent Rajibul to a local hospital and refused to provide any follow-up treatment. He found out about the clinic from a friend and was able to access medical treatment and joined the study circle on health and safety and also learned about labour rights.

“The medical support and services I received from the OSHE's Workers Health Clinic for shipbreaking workers were very much timely and helped me to recover from my burn injury and build new hope for the future. Now I am more aware about health and safety issues and my basic rights at work. I have been asking my fellow colleagues to demand for safer workplaces at shipbreaking sites and the necessity of using protective equipment at work.”



The Philippines

Rebuilding together



The SJF also makes a meaningful contribution to rebuilding and development efforts post-disaster, always with the lens of social justice and improving human rights.

In 2018, Typhoon Mangkhut was reported to be the strongest storm on earth that year. The typhoon left a swath of destruction as it swept across the Philippines, Guam, Vietnam, Taiwan, Mariana Islands, Hong Kong and South China. In the Philippines alone Mangkhut left over 2.9 million people affected in 31 impacted provinces, eight of which declared a state of calamity.

In September 2018, Typhoon Mangkhut, known in the Philippines as Typhoon Ompong, caused widespread damage across the country. Equivalent to a Category 5 hurricane the 150 mph winds flattened structures while the accompanying precipitation led to flooding and devastating landslides. In Itogon 40 gold miners, operating an illegal mine, lost their lives when a mudslide swept away the bunkhouse where they sheltered.

The Unifor Social Justice Fund donated to support Canadian Red Cross Typhoon Mangkhut relief efforts in the Philippines. Red Cross teams immediately sprang into action to open 130 evacuation centres, quick action saved hundreds of people from rising flood waters and provided more than 75,000 survivors with shelter, hot meals and blankets.



Additionally, the Red Cross provided services including search and retrieval in landslide-hit areas and distribution of relief items including water containers, sleeping mats, blankets, mosquito nets and hygiene kits.

In the immediate aftermath, the Red Cross served 18,700 hot meals, over 207,000 litres of safe water, psychosocial support to 11,680 and hygiene promotion to 5,010.

Longer term goals to support those impacted by the typhoon focus on shelter, livelihood and basic needs, health, water, sanitation, hygiene, protection and gender inclusion, migration, and disaster risk reduction.





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