of all those living within its borders: All are equal before the law and are entitled without any discrimination to equal protection of the law All are entitled to equal protection against any discrimination in violation of this Declaration and against any incitement to such discrimination"

The protection of human rights has been the discursive cornerstone of U S foreign policy e have imparted a vision of human progress embraced throughout the world Vigilantly protecting human rights within our own

1. Types and Extent of Human Rights Abuses

Day laborers that we surveyed reported a wide range of hu

being intimidated at least once by strangers Often intimidation takes the form of taking pictures of the workers and the contractors and threatening to submit the pictures to law enforcement officials. One respondent spoke of an incident where a resident called the police on them when members of a church dropped by and gave them food

Failing to respect the dignity of the individual and insulting someone on the basis of their ethnicity or nationality violates Articles—of the Universal Declaration of Human Rights Moreover. Article—of the Declaration states that no one shall be subjected to arbitrary interference with his privacy. family, home or correspondence, nor to attacks upon his honor and reputation. Over—of respondents reported being targeted at least once for negative comments based on their race or nationality. As one respondent put it. There is a lot of racism and at times people say offensive things to you. Another day laborer was told we hate Hispanics here in the United States. Contractors were the most frequent perpetrators of ethnic slurs. followed by strangers, by merchants, and then by the police

Collectively the findings suggest that most day laborers on Long Island face a hostile social environment where their physical safety financial well being and dignity are threatened if not violated on a regular basis Nor does Long Island appear to be exceptional in this regard Based upon a national survey of day laborers working in states and the District of Columbia Valenzuela et al found that of all respondents had been insulted by merchants and insulted by strangers 8

Endangerment of Health and Safety Article Section of the Universal Declaration of Human Rights states that Everyone has the right to work to free choice of employment to just and favorable conditions of work and to protection against unemployment. Occupational health and safety hazards not only constitute unfavorable conditions of work but can also deprive workers of the right to life liberty and security of person" guaranteed by Article of the Declaration

Our research indicates that on a daily basis day laborers face a wide range of hazards that in many cases lead to injuries Over one quarter of respondents reported being injured in an accident on the job This rate is times higher than the New York State rate of non fatal occupational injuries and illnesses in the construction industry. The high percentage reflects a lack of proper safety protections required by the Occupational Safety and Health Administration Over half of respondents reported being required to use sharp tools without proper safety gear such as gloves or goggles A similar percentage of respondents reported working at tall heights without harnessing equipment. In responses to open ended questions several additional types of endangerment were reported including using jackhammers without eye or ear protection removing and installing insulation without ventilation masks working near walls that are about to collapse lifting extremely heavy objects without mechanical assistance using improper tools for the job being rushed to finish a job and being made to perform certain tasks that the workers indicated they were not qualified to perform

The disregard of contractors for the well being and basic safety of the day laborers often continued beyond the point of injury Of the survey respondents reporting injury only reported being taken by their contractor to receive medical attention On the contrary reported being pressured by their contractor to keep working after being injured The following incident illustrates how contractors use threats and intimidation to coerce day laborers into performing hazardous work: On one occasion the boss was treating me very badly He yelled at me and he insulted me even though I felt I was doing good work. It was then that I broke my arm and fractured my leg. Along with the physical injuries reckless endangerment also threatens the economic security of day laborers as illustrated by the following incident: I got hit in the mouth while working with cement and I split my lip open and loosened my tooth. My mouth was very swollen for weeks. My boss didn even give me and I couldn work for a days."

As with violence, intimidation, and harassment, other research suggests that the scope of the problem of reckless endangerment of immigrant workers goes far beyond Long Island. A nationwide day labor survey also found high levels of work related injuries and a similar disregard for the medical needs of the injured, with more than half of those being injured not receiving medical attention. A study by the Associated Press found that every day one Mexican born worker in the United States dies in an industrial accident. Mexican born workers are about 8 more likely to die than US born workers.

Exploitation by Contractors Article Section of the Universal Declaration of Human Rights states that Everyone who works has the right to just and favorable remuneration ensuring for himself and his family an existence worthy of human dignity and supplemented if necessary by other means of social protection. To measure the extent to which contractors were violating Article we asked day laborers a series of questions related to work intensity and work compensation. The results suggest that contractors regularly take advantage of the vulnerable status of day laborers to maximize the revenues generated by the workers while minimizing costs in terms of payment and provision of transportatio

ticket "

Our research experience suggests that government repression may change the location size and stability of local day labor markets but does not remove them enti

Table 1
Unstandardized Coefficients for Bivariate Regressions of
Selected Dependent Variables on Repression and on Official Hiring Sites:
Long Island Day Labor Markets

Independent Variable:	Repression	Official Site
	Reg Coeff	Reg Coeff
Dependent Variables:	Std Error	Std Error
Violence Intimidation >	98	197
and Harassment Index	Ü	
Physical Assaults	9'	777
Robberies	• 77	9,1
• Threats		8
Ethnic Slurs	8-27	
Endangerment Index	11	8
Injuries on Job	,,	(19) (89)
Sharp tools without protect	9 '	ļ
Tall heights without harness	897	9,9,
Exploitation Index	,,	•

7

Respondents reporting higher levels of threats ines and arrests were significantly more likely to report that relations had worsened with all other segments of the community Demonstrating the connection between human rights protection and community relations repression was also negatively related to the perception of just treatment by others in the community Repression however is not the only public response available as will be discussed in the next section

3. Human Rights Impact of Official Hiring Sites

A growing number of communities in the United States are creating official hiring sites legally recognized by the local government and funded through public private partnerships. Often referred to as worker centers, the sites usually provide sheltered facilities with bathrooms. By providing resources and a stable, physical site for organizing, regulated hiring sites can assist day laborers in building the collective capacities to effectively resist oppression. Rather than driving down wages by competing with one another for employment as typically happens at unregulated sites, official hiring sites typically select day laborers in order of arrival and enforce minimum wage standards. Moreover, contractors using official hiring sites are often required to produce identification or have their license plate numbers written down. This monitoring process should result in fewer instances of employers taking the wages owed to laborers for services rendered. Lastly, hiring centers run by immigrant rights groups provide education, skills training, an

protection signaling acceptance by community leadership and building the organizational capacities of immigrant workers official hiring sites do in point of fact reduce hate crimes against day laborers on Long

Official hiring sites increase the likelihood that day lab

Strengthen and enforce hate crimes laws protecting day laborers

Central American Multilateral Inves	n countries also sh stment Fund concl	ould not be overloudes that remittan	ooked A study by	the Inter American	Development Bank central to the social

On the municipal level we recommend that officials enact the following policies:

- 1. Refrain from ticketing and arresting day laborers for seeking employment
- 2. Refrain from using housing codes to exclude day laborers from communities
- 3. Strengthen and enforce hate crimes laws protecting day laborers
- 4. Assign code enforcement officers to check contractor licensing and blatant health and safety violations at homes that are under renovation or construction
- 5. Fund official hiring sites in their communities
- 6. Publicize and make more visible the location of the official hiring site to contractors
- 7. Pass sanctuary resolutions in response to restrictive Federal immigration policies

In an era of global interdependence the universal protection of human rights becomes indispensable to the well being of all nations including our own. This article has shown that even local governments have the power to enact policies that improve the human rights status of the most marginalized and vulnerable workers within the global economy e call upon policy makers to use good sense and to act in good conscience by exercising this power.

APPENDIX: SURVEY METHODOLOGY

The design of the study involved randomly selecting day laborers at the eight major day labor sites identified by the national day labor survey herein NDLS conducted in These sites include Farmingdale Farmingville Franklin Square Freeport Glen Cove Huntington Station Roslyn Heights and estbury Three of these communities have official sites Freeport Glenn Cove and Huntington Station allowing for assessment of the human rights impact of a policy response often proposed by immigrant rights advocates Figures for the maximum number of workers recorded at sites counted by the NDLS were combined with our survey findings for the number of days workers were hired in the last days to estimate the population e estimate that persons actively participate in Long Island day labor markets. The estimate may be on the low side given the recent emergence of large hiring sites in other municipalities along with the likelihood that the maximum number of workers observed at a site is less than the total number of workers who sought work at a particular site. On the other hand the estimate may be on the high side given that the NDLS was conducted during July and August the peak months for day labor demand. Moreover rather than increasing the day laborer population the company of the peak months for day labor demand. Moreover rather than increasing the day laborer.