

“ The Fair Labor Association gives colleges and universities an increasingly effective way to insist on fair treatment and improved working conditions in factories that manufacture products bearing their names.”

— ROBERT K. DURKEE, VICE PRESIDENT AND SECRETARY, PRINCETON UNIVERSITY

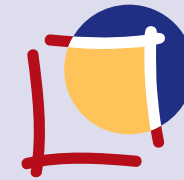
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**FAIR LABOR**  
ASSOCIATION™

**Collaboration, commitment and constructive action are critical to eradicating sweatshop labor**

The challenge of sweatshop labor is extensive and complex. It spans concerns about working conditions, human rights, freedom of association, as well as the need to encourage government enforcement of labor laws.

Unique among organizations committed to ending sweatshop labor and improving working conditions, the Fair Labor Association (FLA) is made up of colleges and universities, companies, and non-governmental organizations (NGOs) who share a commitment to protecting workers' rights around the world. The FLA's collaborative approach recognizes that the most effective solution is one that brings all concerned parties to the table to encourage dialogue and spur constructive action.

The FLA Workplace Code of Conduct, based on internationally recognized labor standards, provides a clear set of guidelines outlining fair labor practices for factories in the U.S. and overseas. By adopting the Code, FLA affiliates commit to rooting out and correcting unfair labor practices in the manufacturing supply chain.



**Colleges, universities and students can make a difference**

Higher education institutions and their students are a potent force for positive social change.

Goods bearing the logos of universities are manufactured in factories around the world. Universities affiliated with the FLA require that companies supplying their products comply with the FLA Workplace Code of Conduct. The Code is enforced through comprehensive, independent and unannounced audits of factories around the world.

Nearly 200 universities are currently affiliated with the FLA. All FLA university affiliates are encouraged to actively participate in the FLA's work through the University Advisory Council.



“ It has been a priority for us that products bearing our name are made in factories that treat workers fairly. That's why we affiliated with the FLA, because it has the expertise, understanding, and global reach required to hold companies and the factories they use accountable.”

— CRAIG WESTEMEIER,  
SPECIAL ASSISTANT TO THE VICE PRESIDENT,  
THE UNIVERSITY OF TEXAS AT AUSTIN

HELPING YOUR  
CAMPUS END  
SWEATSHOP LABOR

[www.fairlabor.org/oncampus](http://www.fairlabor.org/oncampus)

The Fair Labor Association brings together colleges and universities, NGOs, and socially responsible companies, represented equally on its policy-making board of Directors. The FLA has learned that the most effective way to curb labor abuses is through a process that involves all stakeholders. The cooperation, commitment and compliance of companies is especially important when national governments fail to adequately enforce labor laws. Companies, which are held accountable by the FLA to its Code of Conduct, have a strong influence on factory management and help to ensure that workers receive fair treatment from their employers.

## The Fair Labor Association *Workplace Code of Conduct*

- There shall be no **forced labor**.
- There shall be no **child labor**.
- No worker shall be subject to any form of **harassment** or **abuse**.\*
- No worker shall be subject to **discrimination** of any kind.
- Employers must provide a **safe and healthy working environment**.
- Employers must respect workers' rights to **freedom of association** and **collective bargaining**.
- Employers must pay workers **wages and benefits** in accordance with the law.
- Workers must not be required to work **excessive hours**.
- Workers shall be properly compensated for **overtime hours**.

\*These provisions include specific protections of women's rights.

" We believe that workers' rights are human rights. The Fair Labor Association's innovative, collaborative approach has created real, positive change and improved the lives of workers in all parts of the world."

—MICHAEL H. POSNER,  
PRESIDENT, HUMAN RIGHTS FIRST



### HOW DOES THE FLA PROTECT WORKER RIGHTS?

Fair Labor Association members adopt the **Workplace Code of Conduct**. By working with their suppliers to ensure implementation of the Code, member companies are improving the working conditions for hundreds of thousands of workers around the world.

#### The Fair Labor Association protects workers by...

**...Requiring internal monitoring.** With Fair Labor Association oversight and review, member companies must establish internal systems for monitoring working conditions and maintaining Code standards.

**...Conducting independent unannounced inspections.** Fair Labor Association-accredited independent monitors have conducted more than 600 unannounced inspections in the last four years throughout the world, including 146 last year alone. All violations are publicly reported and flagged for immediate corrective action.

**...Creating sustainable solutions.** When monitors find labor violations, the Fair Labor Association works with each company and factory to develop long-term solutions that promote continued compliance with the Code.

**...Verifying change.** To be sustainable, solutions must address root causes of labor problems. The FLA verifies that factory reforms remain in place, and FLA staff reviews each company's performance annually.

**...Issuing public reports.** Based on these independent inspections, the FLA publishes annual public reports detailing member companies' compliance with the *Workplace Code of Conduct*.

**...Addressing third party complaints.** Anyone—a worker, advocate, company, or individual—can contact the FLA to confidentially report Code violations at a factory supplying products to a member company. All third party complaints are rigorously investigated. When violations are confirmed, the FLA publicly reports them and works with all stakeholders to correct the problem.

### THE FLA'S LONG PARTNERSHIP WITH COLLEGES AND UNIVERSITIES

The public discovery in 1996 of sweatshop labor violations by American manufacturers spurred President Bill Clinton to challenge a group of apparel industry companies and others to address the problem. This group formed the Apparel Industry Partnership (AIP) and set about to meet his challenge for improving working conditions around the world and providing the public with information to make better informed purchasing decisions. The AIP continued to grow with the addition of more socially responsible companies, human and labor rights groups, consumer advocates, and universities and colleges. The group subsequently became the Fair Labor Association (FLA).

Higher education institutions, because of their connection to the manufacturing process for products bearing their logos and their students' concern for human rights, were active participants from the very beginning of the FLA. They play a central role in formulating policy and carrying out the mission of the FLA, requiring companies who manufacture goods bearing their names to participate in the FLA, and supporting the worldwide efforts of the FLA to improve working conditions and protect workers' rights.

### BANGLADESH: COMPENSATING WORKERS FAIRLY

As part of an FLA independent external monitoring (IEM) audit of a Bangladeshi factory, it was discovered that workers were denied a legally mandated wage increase. As a result, two FLA-affiliated companies manufacturing goods at the factory required that factory management recalculate wages for all workers. The factory subsequently developed a six-month plan to reimburse workers for miscalculated wages, and the workers received the back pay to which they were entitled.

To see an example of an FLA verification audit and documentation of these changes, go to [http://fairlabor.org/htdocs/all/transparency/charts\\_2004/36000502C\\_Puma\\_Bangladesh.pdf](http://fairlabor.org/htdocs/all/transparency/charts_2004/36000502C_Puma_Bangladesh.pdf)

### MEXICO: ENDING WORKPLACE ABUSE

FLA independent monitors conducting an audit at Kukdong, a Mexican factory contracted by Nike, uncovered verbal harassment of workers by supervisors and an employee. This led Nike to require the factory to conduct additional investigations, document the results, apply disciplinary sanctions, and provide training on non-harassment and abuse policy to both workers and management.

### CAMBODIA: ENFORCING COLLECTIVE BARGAINING AGREEMENTS

In 2006, the FLA received a third party complaint from the Cambodia Industry Union Federation alleging that provisions of the FLA Workplace Code of Conduct guaranteeing freedom of association and health and safety were being ignored at the Great Lancelot factory in Phnom Penh. On being notified by the FLA, Phillips-Van Heusen, the FLA-affiliated company sourcing from the factory, conducted an assessment and met repeatedly with factory management and workers, leading to a resumption of collective bargaining and a resolution of all other alleged violations in a manner satisfactory to the union.