

No Sweat Campaigns Across the Country

Includes:

**Final Research Report
Annotated Bibliography**

By Tanya Roberts-Davis

Completed for:

Ontario Public Interest Research Group
Professor Marg Hobbs, Trent University
Trent-Centre for Community-Based Education

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No Sweat Campaigns across the Country

Abstract:

This report is one portion of a larger project of which the primary purpose was to advance the "No Sweat" campaign against sweatshops at Trent University. This included raising awareness and support on the Trent campus, interacting with Trent administration in an attempt to pass a "Fair Trade for Apparel" policy, and following up to ensure implementation once the policy was passed. This report begins with information on "No Sweat" campaigns at several Canadian universities. It also includes an outline of a job description for a student who would work with OPIRG and Trent University to implement the anti-sweatshop policy, a record of a meeting between the author and Trent administrators to discuss this job description, and subsequent ideas for modifying the job description. Finally, there is an annotated bibliography of literature related to sweatshop and activist issues.

Keywords: "No Sweat", Ontario Public Interest Research Group, fair trade, policy development, activism, campaign, awareness, Maquila Solidarity Network, Trent University, apparel, factories, sweatshops, manufacturing, wages, employment standards, working conditions, labour practices, child labour, immigrant workers, third world, corporations

Please note:

There is additional material available from this project:

- Correspondence from campus activist activities.
- Published articles related to sweatshop labour.
- Letters of support and resolution.
- Copies of various labour and fair trade policies.
- Research on practices of the Trent bookstore.
- Campaign materials.

These items are located with the original copy of the project on the shelf marked "Extra Project Material".

INTRODUCTION

Over the past three years, students at universities across the country have been involved in anti-sweatshop campaigns that are aimed at raising awareness about the labour conditions in the garment industry and pressuring school administrations to pass ethical purchasing policies. The "No Sweat" university campaigns gained momentum after students at the University of Toronto were successful in negotiating the first ever comprehensive code of conduct for suppliers of university licensed apparel in Canada in May 2000. However, now that a number of universities have passed policies, many questions and challenges remain in terms of the practical implementation process. Universities are generally strapped for resources, and are not willing to--or do not have the money to--enforce the policies they have passed. Unfortunately, student activism on many of the campuses involved seems to have died down after a policy is passed, and there is little connection to ongoing local low-income and immigrant worker struggles. This link will have to be forged if students are serious about continuing their work against sweatshop conditions both here and abroad.

Since sweatshop abuses are the norm in the garment industry, it is clear that we cannot just trust companies to adhere to basic human rights and labour standards on their own or to voluntarily submit factory disclosure forms to our universities. If we sincerely want to ensure that these policies help to make meaningful changes in the day-to-day lives of workers, then greater co-ordination between Canadian universities will be needed. Since the university apparel market is dominated by a handful of companies, such as Dubwear, Hotline, Russel, Gildan and Fruit of the Loom, possibilities for joint implementation and pilot projects are feasible. However, it will take co-operation and resources--both human and financial--on the part of students, administrators, faculty and non-governmental organizations. Students on different campuses seem to be struggling with how to move forward, and thus it seems important to gain an overall picture of the current state of university anti-sweatshop campaigns. The following profiles are not complete, due to difficulties in communication, and therefore, they will need to be expanded in the coming months. Schools that have been included are Dalhousie University, McMaster University, Simon Fraser University, Trent University, the University of Guelph and the University of Toronto. In following pages, the victories that have been won by the No Sweat movement at these institutions, and the real challenges ahead are summarized.

DALHOUSIE UNIVERSITY (Halifax, NS)

A draft policy has been developed by students in co-ordination with the Law Students' Society and the Nova Scotia Public Interest Research Group (NSPIRG). However, it did not gain support by the student union. A corporate code of conduct is currently in place for clothing at the bookstore. It does not require public disclosure of factory locations or independent monitoring and the labour standards are weak. NSPIRG is looking at taking on the campaign for a No Sweat campus in September 2003.

Contact: NSPIRG | E-mail: nspirg@is2.dal.ca | Phone: (902) 494-662

MCMMASTER UNIVERSITY (Hamilton, ON)

In July 2002, after a two year negotiation process, McMaster University passed a comprehensive code of conduct for apparel suppliers and a policy requiring fair trade coffee to be available at food services outlets on campus. Recognizing that the institution does not have the capacity to monitor factory conditions, McMaster has affiliated with the Washington-based Workers' Rights Consortium. A Protocol Compliance Form for suppliers has been developed, but not formalized by the purchasing office as of yet. It is expected, however, that the compliance form will be sent to all clothing suppliers in the fall of 2003 and that soon after, information about the factory locations (from which finished garments are coming) will be available to the university. Although the eventual goal of the policy is to track companies' compliance throughout their supply chains through the mandatory disclosure of all manufacturing sites, it is initially expected that only the information on 'last tier' of production will be available.

An advisory committee of students, faculty, administrators and staff representatives has been set up to deal with non-compliant suppliers and will be developing annual reports to evaluate the university's progress on the implementation of the policy. A purchasing committee will also be established in order to provide prospective and current suppliers with information about code compliance and the forms that need to be completed.

Over the summer of 2003, students, supportive faculty members and OPIRG hope to prepare an education campaign, which will be two-pronged in order to raise awareness amongst clothing buyers as well as the university community.

Contacts: Prof. Don Wells | E-mail: wellsd@mcmaster.ca

OPIRG-McMaster | E-mail: opirg@mcmaster.ca

MEMORIAL UNIVERSITY (St. John's, NF)

After an extensive campaign by the Oxfam/No Sweat group at Memorial University (MUN), which involved sew-ins and marches through administrators' banquets, MUN passed an anti-sweatshop policy in December 2002. Over the summer and fall months of 2003, a committee of students, faculty, administrators and an Oxfam representative will be struck in order to facilitate the process of ensuring suppliers are compliant with the policy. Funding is currently being sought to develop a student position for the purposes of co-ordinating the initial stages of implementation.

Contact: Bill Hynd (Oxfam) | E-mail: billh@oxfam.ca

SIMON FRASER UNIVERSITY (Vancouver, B.C.)

In the fall of 2002, the Simon Fraser No Sweat group was formed to push for the adoption of an anti-sweatshop policy and educate students about labour conditions in the apparel industry. In July 2003, the SFU Board of Governors will vote on a resolution regarding the group's proposal to develop a university committee to draft a policy. Until then, students are attempting to build momentum in order to place pressure on the administration to agree to the resolution. Broad based support for the campaign at Simon Fraser is coming from the B.C. Ethical Purchasing Group, which is a coalition of representatives from the Canadian Labour Congress, Labour Councils, various local unions, Oxfam-Canada, the Maquila Solidarity Network and university students. Tentative discussions for a pilot project for code implementation have been initiated by a professor at Simon Fraser and Oxfam.

Contact: Tom Sandborn (Maquila Solidarity Network) | E-mail: tos@infinet.net

TRENT UNIVERSITY (Peterborough, ON)

In December 2002, Trent University passed the "Fair Trade For Apparel Policy" after a year of negotiation between representatives of Students Against Sweatshops, the administration and faculty. Code compliance and factory disclosure forms have been developed and mailed to current suppliers. So far, only a couple^{of} businesses have responded. It is expected that by October 2003, all businesses that intend on supplying the university with clothing will have returned their factory disclosure forms. To date, the administration will not commit resources to implementation and will

not agree to the development of a committee which could oversee the implementation process.

Contacts: Don Cumming (administrator) | E-mail: dcumming@trentu.ca

Marnie Eves(OPIRG) | E-mail: opirg@trentu.ca

UNIVERSITY OF GUELPH (Guelph, ON)

At the University of Guelph, a comprehensive ethical purchasing policy is in its the final stages of development, as university administrators consult with lawyers on the technicalities of wording. It has been a struggle to gain the attention of administrators, who passed a weak policy (no public disclosure or independent monitoring requirements and references to labour rights were vague), without consultation with student groups, the student government or faculty.

Contacts: OPIRG-Guelph | E-mail: opirg@uoguelph.ca

Central Student Association (External Affairs) | E-mail: csaextc@uoguelph.ca

UNIVERSITY OF TORONTO (Toronto, ON)

In May 2000, the University of Toronto became the first Canadian university to pass a code of conduct for the purchasing of licensed apparel. However, this victory didn't come easily.

Students had to first hold a 10 day sit-in at the university president's office to demand that the policy include a living wage clause, before administrators finally adopted a comprehensive policy. Since the U of T decision was groundbreaking in Canada, administrators and students at other universities continue to hope that this institution will also take leadership on pushing companies to become compliant. Unfortunately, to many people's disappointment, evidence of steps towards a serious implementation process has yet to emerge. So far, U of T administrators have committed to (but not taken action to) develop a website for disclosure information and to look into initiating an inter-university consortium to jointly implement anti-sweatshop policies for university apparel.

Contacts: Kyle Winters (administrator) | E-mail: kyle.winters@utoronto.ca

Kevin Thomas(former student, now at the Maquila Solidarity Network) | E-mail: kwt@interlog.com

Other Universities with Codes of Conduct:

- Carleton University
- Laurentian University
- University of Alberta
- University of Waterloo
- University of Western Ontario

IS TRENT COMMITTED TO BECOMING A "NO SWEAT" CAMPUS?

**Discussions regarding the implementation
of the "Fair Trade for Apparel" policy
in the coming years...**

**By Tanya Roberts-Davis
(Students Against Sweatshops-Trent)**

For:

**The Ontario Public Interest Research Group(OPIRG)-Peterbrough,
The Trent Centre For Community Based Education
&
Prof. Marg Hobbs**

April 2003

IS TRENT COMMITTED TO BECOMING

A "NO SWEAT" CAMPUS?

In order to implement the "Fair Trade Policy for Apparel at Trent University", both the administration and Students Against Sweatshops have agreed that someone will have to be hired to--at the very least--follow-up with suppliers and post the factory location information on the university's website. However, the ways in which this position is envisioned by SAS members (as well as OPIRG) and administrators are quite different. The SAS and OPIRG members who have been involved in discussing this position consider that the person hired should be cognizant of and sensitive to issues surrounding sweatshop conditions, labour rights and acting in solidarity with workers. Meanwhile, the administration asserts that this person needs to be sympathetic to business interests and to have good accounting skills in order to be effective in directing the purchasing dollars of the university. Also, OPIRG and SAS hold that it is absolutely necessary to develop a university committee made up of a broad range of people from the university (faculty, administrators, students, union representatives and the bookstore manager) in order for the person hired to have a basis of support/consultation when dealing with non-compliant businesses. Yet, the administration is adamant that such a committee does not make sense. Significantly, there is no agreement regarding whether the person should be reporting to OPIRG and the committee or to the purchasing director. A further difficulty is the lack of funding available, due to the administration's refusal to be responsible for any contribution to financing this position. Therefore, the existence and description of the job continue to be contested and will require ongoing meetings. The following pages outline the various drafts of the job description and describe some of my own reflections on this process.

ROUGH OUTLINE OF STUDENT POSITION

(Original draft, as proposed by SAS in Feb. 2003 to Don Cumming, Public Affairs Office)

Tasks that will need to be done:

RESEARCH

- corporate research about companies, keeping updated about their labour practices (e.g. Gildan, Fruit of the Loom, Russel, etc.)
- do preliminary research about factories by contacting local groups/unions/NGOs
 - Key people to consult: MSN, UNITE, WRC
 - Key Listservs: USAS, MSN, SAS-C

COMMUNICATION

- advising TCSA, college cabinets about which companies are compliant, which are not
- helping raise awareness on campus about policy
- helping to organize teach-ins, workshops on sweatshop issues

NETWORKING

- communication with Maquila Solidarity Network(Toronto) in order to remain updated on current labour situation in different countries, by different companies
- communication with Worker's Rights Consortium (U.S.) in order to remain updated on current labour situation in different countries, by different companies
- communication with other Canadian universities (admin and students at U of T, McMaster, Memorial University, Simon Fraser University) to find out where they are in implementation process, their strategies
- Work on developing inter-university consortium (contacting other universities, working with Don Cumming and Lorraine Hayes)

FOLLOW-UP ON DISCLOSURE

- post factory locations on website, make hard copies
- get to businesses that haven't complied-warning letters and phone calls

FOLLOW-UP ON ANNUAL REPORTS FROM COMPANIES

- post on website, make copies
- read reports
- get back to companies--request clarifications if necessary
- deal with remediation if it comes up--brought to committee*(e.g. could request labour inspections)

***Ad Hoc Committee**

To meet once a month (approx) to discuss proceduces for implementation

- student
- Don Cumming
- Barbara Reeves
- Lorraine Hayes
- Others?

DRAFT JOB DESCRIPTION

(As proposed by Don Cumming in March 2003 after reviewing SAS proposal and consulting with other administrators)

Draft

Outreach Coordinator "Fair Trade Purchasing Policy for Apparel"

The Outreach Coordinator for the "Fair Trade Purchasing Policy" will provide support to the University's Purchasing Office to implement the Fair Trade Purchasing Policy for Apparel at Trent University. This student position reports directly to the Manager of Purchasing and is responsible for tracking and monitoring the on-going implementation of the policy and reporting by suppliers to the University.

Duties

At the direction of the Manager of Purchasing, the Coordinator will assume lead responsibility for sharing information with prospective suppliers about the expectations contained in the University's policy, collect reports from suppliers to track suppliers, compliance, and initiate on-going public information campaigns to educate the Trent University community and apparel suppliers about the policy's intent. The Coordinator will prepare work plans as requested by the Manager of Purchasing and will play a vital role to ensure the successful implementation of the policy.

Requirements

- Strong written, verbal, report writing and presentation skills
- Knowledge of small business issues and an ability to serve as a resource to the business community
- Knowledge and ability to present a balanced perspective on the range of issues affecting the "Fair Trade Purchasing Policy for Apparel"
- Awareness of and interest in apparel industry trends
- Proven research skills and ability to synthesize large amounts of information concisely and professionally
- Cost accounting skills an asset
- Basic knowledge of Word and spreadsheet software, and HTML to create and manage a web page
- Ability to plan and execute special events
- Experience preparing communication plans and work plans to achieve stated goals
- Ability to consult with a wide range of groups including those with differing views
- Demonstrated ability to work independently and to take direction, a self starter who is diplomatic and flexible with strong interpersonal skills
- Other duties as assigned by the Manager of Purchasing

This position will work from the Ontario Public Interest Research Group (OPIRG) office and will be paid at the current rate provided to an OWSP student. The position is a limited term appointment from September 1, 2003 to April 30, 2004.

Draft

(Written by OPIRG and SAS in April 2003 in response to Trent administrators' proposal)

Research and Outreach Coordinator for the Fair Trade Purchasing Policy For Apparel

Preamble

In December 2002, Trent University passed the "Fair Trade Purchasing Policy for Apparel" and therefore, assumes responsibility for establishing protocols to ensure that the policy's provisions will be met. Since the initial stages of implementation will entail a considerable workload, the Ontario Public Interest Research Group-Peterborough has agreed to provide support through securing funding for and offering a space for a Research and Outreach Co-ordinator to oversee the implementation process. This will be a two year position, the first of which is to be a full-time placement and the second a part-time position. In the fall of 2003, an Advisory Committee will be set up with representation from students, administration, and non-administrative staff to establish protocols for code compliance and take proactive steps when problems or difficulties arise. During the next two years, certain tasks initially taken on by the Co-ordinator will be gradually shifted to university-employed staff. Afterwards, the Purchasing Manager will hire an OWSP student, who will do relevant research on issues of code compliance. This information will then be used by the Advisory Committee and Purchasing Office to make decisions regarding new and current clothing suppliers.

For the purposes of this project, issues related to sweatshops will be defined broadly, taking into account conditions that face low-wage workers both locally and around the world, including, but not limited to, living wage issues, discrimination and harassment in the workplace, unionization and forced overtime. Further, exploitative labour conditions will be recognized as being widespread--not just in the garment industry, but also in various work sites, on and off-campus, in Canada and further abroad.

Job Description

The Research and Outreach Co-ordinator will provide support to implement the Fair Trade Purchasing Policy for Apparel at Trent University. This staff person will report to OPIRG-Peterborough and to the Advisory Committee. She/He is responsible for tracking and monitoring the on-going implementation of the policy and reporting by suppliers to the University as well as for communication to the Trent community about the policy. The Co-ordinator will also take a lead role in facilitating the development of an inter-university consortium by communicating and working with other Canadian universities that have passed No

Sweat policies. She/He will additionally be involved in networking with other community and university groups doing related work.

Responsibilities

At the direction of OPIRG and with assistance from the Manager of Purchasing and the Advisory Committee, the Co-ordinator will work collaboratively with the Manager of Purchasing to share information with prospective and current suppliers about the expectations contained in the University's policy. She/He will be in charge of collecting factory disclosure forms and reports from suppliers to track their compliance, researching and investigating suppliers' labour practices through communication with knowledgeable groups (both in Canada and in other countries), initiating an on-going public awareness campaign to educate the Trent University community and apparel suppliers about the policy's requirements, and networking with community and university groups doing related work. The Co-ordinator will be responsible for monitoring the creation of a database management and data entry for the website. She/He will play a vital role to ensure the successful initial implementation of the policy, including the creation of materials and a management system. Further, this student will work with students and administrators at universities where similar policies have been passed to help facilitate the development of an inter-university consortium for joint-monitoring purposes. The Co-ordinator will supervise a Trent Centre for Community Based Education project for website development. Finally, she/he will be responsible for securing funding for the 2004-2005 part-time position.

Requirements

- Ability to integrate an anti-oppression analysis into all aspects of work
- Commitment to advancing the goal of increasing respect for workers' rights
- Sensitive to the issues surrounding acting in solidarity with sweatshop workers/warriors
- Strong written, verbal, report writing and presentation skills
- Proven research skills and ability to synthesize information concisely and professionally
- Basic knowledge of word processing and spreadsheet software
- Ability to consult and communicate with a wide range of groups, both on and off campus and to integrate their input into all aspects of the project
- Demonstrated experience preparing and using work plans to achieve project goals
- Demonstrated ability to work independently, a self-starter who is diplomatic and flexible with strong interpersonal skills
- Strong time management skills

Assets

- Knowledge of the Fair Trade Purchasing Policy for Apparel at Trent University
- Knowledge of ILO and UN conventions as well as Ontario labour laws
- A keen interest in the working conditions of garment sewers in Canada and internationally
- Knowledge of particular challenges facing these workers to become unionized and fair trade issues
- Awareness of the global apparel industry pyramid and the implications of free trade agreements for worker's rights, particularly in the garment industry
- Knowledge of HTML to create and manage a database on Trent's web page
- Experience in designing and co-ordinating special events for awareness raising purposes
- Experience working with committees and non-profit organizations
- Demonstrated willingness to connect "sweatshop issues" with local workers' concerns

This position will work from the Ontario Public Interest Research Group (OPIRG) office.
Attach OPIRG employment equity statement.

MORE DETAILED OUTLINE OF TASKS

Learn About the Policy

-Become familiar with the "Fair Trade Purchasing Policy for Apparel at Trent" and the process that led to its adoption

Facilitate the Establishment of the Advisory Committee

-In co-operation with the Public Affairs Office and Purchasing Office, draft the terms of reference for the Advisory Committee and co-ordinate regular meetings.

This Advisory Committee is to be composed of, but not limited to:

- Public Affairs representative
- Purchasing Director
- Representative from Vice-President (Administration)
- Trent faculty representative
- Trent Bookstore Manager
- Athletics Department representative
- OPIRG-Peterborough representative
- Trent Central Student Association representative
- Research and Outreach Co-ordinator
- CUPE and OPSEU representatives (highly recommended)

The purposes of the committee are to oversee the implementation of the policy, establish protocols for non-compliant suppliers and companies and make recommendations regarding new suppliers. The committee will be responsible for responding to problems, difficulties or issues of non-compliance that may arise and to assist in dissemination of relevant education materials to the Trent community. The Research and Outreach Co-ordinator will work with the Purchasing Director to set the format for and present an end of the year report to the Committee.

Research

-Conduct research about current as well as prospective suppliers and affiliated companies.

Research will involve keeping updated about company labour practices and about campaigns for solidarity with workers making this apparel. Using data from the factory disclosure forms, staff person will attempt to find out information about general factory conditions. This may be done through consulting with the Maquila Solidarity Network (MSN), the Worker Rights Consortium or groups identified to have knowledge/connections with workers in these areas. Listservs that

should be watched include that of MSN and Students Against Sweatshops-Canada.

- In the second year, develop the job description for the OWSP student and a hiring process that ensures the involvement of the Advisory Committee

Communication and Outreach

- In co-operation with groups working on related issues, co-ordinate ongoing awareness campaign on campus about the policy through developing and distributing materials that are relevant to the needs of different groups (students, teams, unions, etc.).

- In co-operation with the Trent Purchasing Office, co-ordinate communication with suppliers to ensure their understanding of the policy

- Provide the Trent Central Student Association and college cabinets with a list of compliant suppliers.

- Co-ordinate educational events on sweatshop issues (as outlined in the Preamble).

- Co-ordinate student participation in the implementation of the policy. For example, if specific suppliers are not in compliance with the policy, students could be encouraged to write letters urging them to take corrective actions.

- Co-ordinate and supervise the development of a website. This website would include:

- * The "Fair Trade Purchasing Policy for Apparel", background information and protocols for compliance

- *Information on suppliers and affiliated companies, including factory data and annual reports

- *Links to groups doing related work--in Canada and in other countries

- *Features on local labour issues and campaigns

Networking

- Consult regularly with the Toronto-based Maquila Solidarity Network in order to remain updated on the current labour situation in different countries and labour practices of different clothing companies.

- Communicate with the Washington-based Worker Rights Consortium in order to remain updated on the current labour situation in different countries and labour practices of different clothing companies--particularly with regards to companies supplying clothing to the Follett-owned university bookstores.

- Communicate with other Canadian universities (administrators, staff and students at U of T, McMaster, Memorial University, Simon Fraser University) to document their respective

processes of and strategies for implementation.

- In the second year of this position, help to co-ordinate the launching of an inter-university consortium for joint monitoring purposes.

Reviewing Factory Disclosure Forms

- Post factory locations on database on the website, make hard copies available in the OPIRG office, the Trent University Bookstore and the TCSA office

- When necessary, work co-operatively with the Purchasing Director to implement the protocol for non-compliant suppliers.

Reviewing Annual Reports of Suppliers

- Post suppliers' reports on website, make hardcopies available in the OPIRG office, the Trent University Bookstore and the TCSA office

- Read suppliers' reports and identify discrepancies or any sections which lack clarity, always keeping the policy's standards in mind

- Respond to companies and request clarifications if necessary

- In co-ordination with the Purchasing Office, facilitate a remediation process (as according to established protocols), if serious and/or consistent violations of workers' rights are uncovered

- Findings should first be presented to the Ad Hoc Committee. Possible next steps might include requesting an investigation by labour inspectors (if in Canada) or if elsewhere, contacting a local group capable of responding

MEETING WITH ADMINISTRATORS

REGARDING JOB POSITION FOR 2003-2004

April 10, 2003

Present: Don Cumming (Public Affairs), Lorraine Hayes (Purchasing Director), Tanya Roberts-Davis (Students Against Sweatshops)

- Meeting was tense and hostile, arguments became circular and meeting was abruptly ended after an hour and a half due to lack of progress and agreement

- Administrators generally frustrated and angry that job description has undergone extensive changes since their proposal

- Tanya frustrated at their unwillingness to see that Trent needs to contribute resources to implement policy

- also, surprised/angry at their assertion that the only reason the policy was passed was because an Ontario Work-Study Position (OWSP) was 'promised' by OPIRG and that this position would be solely responsible to and directed by Hayes in order to follow up with clothing suppliers on issues of compliance

- From OPIRG's and SAS's perspective, an OWSP position was not 'promised', it was suggested as an interim solution to the initial challenges of implementation

Other Major Concerns From Don and Lorraine

- reporting should be to Purchasing Director, not OPIRG

- in job description proposed by SAS and OPIRG, Purchasing Director merely seems like an 'after-thought', not the person who is directing the student

- it is a university policy, therefore person hired needs to be accountable to the university and must be careful when speaking with clothing businesses to ensure that Trent's position is 'properly' represented (Note: university has no resources, no extra workspace, nor staff time to offer)

- Presidential Executive Group only agreed to pass the policy because had the impression that a student would be hired through an OPIRG OWSP to work *for* Lorraine Hayes

- person hired needs to have 'balanced views' on business concerns, accounting knowledge to be wary of clothing costs involved

- ongoing outreach to Trent community should be done through SAS, not student position

- establishing an Ad Hoc committee is 'overkill'-student co-ordinator can speak with stake-

holders, but meetings are not realistic, nor worthwhile

- should be just focussed on Trent--do not have the time to worry about other universities
- since there needs to be communication with businesses and research on factories/ companies, there is the possibility that two OWSP students could be hired and tasks could be split

- stalemate with administrators because Tanya firmly forwarded the idea that the person hired should be knowledgeable about sweatshop issues, be able to integrate an anti-oppression analysis into their work, and should involve a committee when dealing with issues of non-compliance

- rationale for being sensitive to sweatshop conditions and solidarity strategies is that person will be working on ways to implement the "Fair Trade for Apparel Policy" to ideally help ensure workers making university apparel are supported in their struggles, and do not lose their jobs because of a decline in business

- McMaster and Memorial University have already set up advisory committees, so such a development would not be unprecedented

- also, her assertion that the university will eventually have to take most of the responsibility for the tasks related to implementing the policy (since it is a university policy) frustrated Lorraine and Don, as did her request for some financial commitment on the part of the university

Ways to Re-Envision Job (due to disagreements with administrators at Trent)

(Ideas from Tanya with input from representatives of the Maquila Solidarity Network and OPIRG)

- person could have a broader mandate to co-ordinate implementation of anti-sweatshop policies for Ontario universities

- would then need to be in constant contact with SAS groups and administrators at universities where similar policies have been passed

- would need to have a good enough relationship with administrators in order to obtain factory disclosure forms and reports

- could push companies to disclose factory data, do research on companies/factories as information becomes available

- develop a website where information could be published

- provide recommendations to university purchasing offices

Funding possibilities: contributions from participating universities and from unions

ANNOTATED BIBLIOGRAPHY OF
RESOURCES
FOR
STUDENT
ANTI-SWEATSHOP ACTIVISTS

By Tanya Roberts-Davis

Student #: 0117750

For: OPIRG-Peterbrough,

The Trent Centre For Community Based Education &

Prof. Marg Hobbs

Date: April, 2003

CONTENTS

•Context	1.
•What are the problems garment workers face and how are they struggling for change?	2.
•Interested in starting an anti-sweatshop campaign?	10.
•What does integrating an anti-oppression framework into campaigns mean?	14.
•What does a living wage mean in real people's every day lives?	18.
•What are North American and European activist opinions on anti-sweatshop campaigning?	20.
•What do garment workers think about anti-sweatshop campaigns and ethical codes of conduct?	24.
•What are North Americans and Europeans saying about codes of conduct for the apparel industry?	28.
•List of all resources (Quick Reference)	32.

Context

The resources in this bibliography have been selected on the basis of their applicability to student campaigns on sweatshops and to pressuring schools to adopt No Sweat purchasing policies. Each citation is identified by its perspective (e.g. feminist, labour, corporate), its style (e.g. popular, academic), a summary and its availability. They are divided into the following seven sections: sweatshop conditions in the garment industry and garment workers struggles for change, campaigning against sweatshops, developing an anti-oppression framework for campaigns, living wage debates, Northern perspectives on anti-sweatshop campaigns, garment workers' views on these campaigns and ethical codes of conduct, and finally, Northern opinions on the development of ethical policies for the purchasing of apparel.

Note on Access To Resources:

Most resources documented in this bibliography can be found at one of four locations:

***Maquila Solidarity Network**

606 Shaw St., Toronto, ON M6G 3L6

Ph: (416) 532-8584| E-mail: info@maquilasolidarity.org

***Ontario Public Interest Research Group (OPIRG) Library at Trent University**

Stratton House, 740 Water St.

Ph: (705)748-1767| E-mail: opirg@trentu.ca

***Internet**

Free Online Access in Peterborough at:

Peterborough Public Library

345 Aylmer N.

Ph: (705) 745-5382

Bata Library at Trent University

1600 West Bank Dr.

Ph: (705)748-1011*5174

***Bata Library at Trent University (see above for address)**

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***Ontario Public Interest Research Group (OPIRG) Library at Trent University**

Stratton House, 740 Water St.

Ph: (705)748-1767| E-mail: opirg@trentu.ca

***Internet**

Free Online Access in Peterborough at:

Peterborough Public Library

345 Aylmer N.

Ph: (705) 745-5382

Bata Library at Trent University

1600 West Bank Dr.

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What Are The Problems Garment Workers Face and How Are They Struggling For Change?

Around the world, the women sewing clothing face exploitative working conditions that include twelve to twenty hour workdays, verbal, physical and sexual harassment as well as abuse, the denial of the right to organize and wages far below subsistence level. However, they are also working together on a factory level and across borders to fight for their rights to be respected. The following resources document the conditions under which these women work, and the ways in which they are struggling for respect and dignity.

Louie, Miriam Ching Yoon. Sweatshop Warriors: Immigrant Women Workers Take on the Global Factory. Cambridge, MA: South End Press, 2001. 306pgs.

Perspective: social justice, activist, feminist, American

Style: popular, worker interviews

Summary: This book presents a powerful snapshot of the struggles of Latina, Chinese and Korean immigrant women working within the "global sweatshop pyramids" of the garment and restaurant industries in the U.S. The women are portrayed as neither victims nor 'superwomen' as their personal shifts from sweatshop workers to "sweatshop warriors" are documented. Worker testimonials at the end of each chapter and excerpts from worker interviews throughout the book provide valuable insights about oppressive working conditions, social pressures to not speak out against exploitation, and the successes in organizing collectively to stand up for justice. Background information on various waves of immigration, on inter-generational and inter-cultural relations in the 'ethnic enclaves' in U.S. cities, and on the agents as well as impacts of corporate-led globalization offers a context for the experiences of the women workers. Profiles of workers' centres, where women find support and space to develop strategies for resistance and education campaigns, demonstrate their determination ^{to} achieve justice and dignity. Although this book is not entirely focussed on the garment industry, it is an important resource for activists and researchers doing work on sweatshop issues because of its emphasis on heeding the words and directions of women who work at the bottom of the 'high fashion' economy.

Availability: Toronto Reference Library; ISBN 0-89608-68-0.

Maquila Solidarity Network. Labour Behind The Label: How Our Clothes Are Made. Toronto: MSN, 2000. 9pgs.

Perspective: labour, activist, feminist

Style: popular

Summary: This resource examines the restructuring of the garment industry in a global context--caused by companies searching for opportunities to make maximum profits by minimizing labour costs--and the consequential negative impacts on workers. The experiences of garment workers in China, El Salvador and Canada are profiled, revealing the parallels in their situations (e.g. job insecurity, low wages, long hours) and the differences, particularly in the severity of repressive circumstances. The brief section "Working for Change", provides information about garment workers and activists working together to challenge sweatshop abuses. Anti-sweatshop student activists would find this resource helpful as an overview of the apparel industry as well as the situation of garment workers. It can also be used as a basis for workshops on these topics due to its popular format.

Availability: Internet <<http://www.maquilasolidarity.org/resources/garment/labour-label.htm>>.

Maquila Solidarity Network. Lessons From Mexico's Maquilas: Dispelling the Myths of Free Trade. Toronto: MSN, 2001. 4pgs.

Perspective: labour, activist

Style: popular

Summary: By briefly looking at the development of the Mexican maquiladora zones since the 1960s, and in particular since the passing of North American Free Trade Agreement, this article argues that trade deals that prioritize the interests of multinational investors encourage and facilitate the development of unsafe, unhealthy and undemocratic working and living conditions. Case studies provide convincing evidence of the tragic effects of unregulated foreign investment on human lives and livelihoods. This resource is useful for anti-sweatshop activists as well as anyone concerned about or wanting to fight against corporate globalization and free trade.

Availability: OPIRG Library at Trent

Ng, Roxanna. Homeworking: Home Office or Home Sweatshop?. Toronto: Union of

Needletrades, Industrial and Textile Employees, 1999. 18pgs

Perspective: labour, academic, Canadian

Style: academic survey, excerpts of worker interviews

Summary: This report is based on interviews with immigrant women homeworkers in Toronto and highlights the working conditions and pressures they experience. Ng argues that for women sewing clothing in their homes, the notion that homeworking provides flexibility and freedom is a myth. Problems for workers that the report uncovers include low pay--as little as \$2.00/hour--late payment, no vacation pay, different types of repetitive strain syndromes, dust allergies, irregular and long working hours, and feelings of isolation. This paper links the oppressive situation of garment workers in Toronto to the exploitative nature of the global apparel industry. Ng emphasizes that a range of actors--including governments, retailers, consumers and the workers--need to be involved in making changes. This report is useful for activists and researchers who want information on the labour conditions of women sewing garments in Canada.

Availability: Internet <<http://www.oise.utoronto.ca/depts/sese/csew/nall/99HWAR~1.htm>>.

Traub-Werner, Marion and Lynda Yanz, eds. Women Behind The Label: Worker Testimonies

From Central America. Toronto: Maquila Solidarity Network, 2000. 42pgs.

Perspective: worker, labour, feminist

Style: popular, worker interviews

Summary: This booklet documents the voices of women workers who are union organizers in the maquilas and banana plantations of Guatemala and El Salvador. The women's accounts of the exploitative and degrading working conditions and of the challenges to as well as dangers of trying to organize a union, demonstrate the strength and determination needed to fight for their rights to be respected. Some of the interviews reveal that women struggling for improvements in the workplace are also working to undermine the patriarchal values embedded in family and community dynamics. These stories can help student activists overcome the patronizing notion that workers are simply victims, and simultaneously understand the serious barriers faced by women trying to form unions. The booklet also effectively conveys the fact that anti-sweatshop activists in the North need to listen to the views advanced by workers' organizations so that campaigns respect and respond to the demands of the women, themselves.

Availability: OPIRG Library at Trent

Victoria International Development Education Association. Behind The Swoosh: Facts About Nike. Victoria, BC: VIDEA, 2000. 32pgs.

Perspective: social justice, activist

Style: popular

Summary: Though this booklet focuses on the labour abuses at Nike supply factories, it readily acknowledges that other sportswear companies have similarly poor track records on the treatment of workers employed to make their products. It draws the link between consumers and the women stitching Nike goods and also connects the situation of sweatshop exploitation to the larger context of corporate-led globalization. The brutal treatment of women workers, the lack of survival level wages and the repression of organizing drives are highlighted. Additionally, this resource discusses the initiatives to "trip up Nike", as workers continue to fight for jobs with dignity and anti-sweatshop activists stage creative events to pressure Nike to improve the conditions in their factories. The information is helpful in campaigns to draw attention to the severe exploitation of women in Asian factories producing for sportswear companies, and for young people interested in staging actions targetting companies such as Nike, Adidas and Reebok.

Availability: OPIRG Library at Trent

Websites

Clean Clothes Campaign

Website: <http://www.cleanclothes.org>

Perspective: activist, social justice, European

Style: popular

Summary: This colourful and frequently updated website has a number of informative sections for anti-sweatshop activists. On the "Publications Page", reports on working conditions in garment and footwear industries around the world, can be found. Of particular interest, is the section entitled "Reports from the Factory Floor", which ^{has} links to a number of papers documenting the views of workers on garment factory conditions in countries such as Mauritius, Madagascar, India and China. On the "Companies Page", it is clearly stated that the Clean Clothes Campaign places responsibility for the conditions under which clothing is made on the companies driving the global 'race to the bottom'. From this page, ^{there} are links to research on over ten sportswear and clothing companies that have been explicitly linked to sweatshop abuses. The "Urgent Appeals"

section provides information on various ongoing solidarity actions to support garment workers around the world. While context for the struggles is provided by background information and worker testimonials, action is encouraged through the writing of letters and political advocacy.

Global Exchange

Website: <http://www.globalexchange.org/economy/corporations/>

Perspective: activist, American

Style: popular

Summary: Featured on Global Exchange's Corporate Accountability Campaign Page are facts about working conditions in the garment industry around the world and links to campaigns in support of workers in China, demanding the rights of workers in Saipan be respected, targetting the GAP and Nike and calling on universities to adopt anti-sweatshop policies. For each campaign, the "What's It All About" and "FAQ" sections give relevant background information about working conditions and workers' struggles for dignity. The "Tools For Action" pages provide sample letters and suggestions for putting consumer pressure on corporations. Background information on sweatshops, links to other organizations and information on fair trade are included on the "Socially Responsible Shopping Guide" page. Relevant articles and titles of books as well as videos can be accessed through the "Resources" site. This website is helpful for student activists wanting to launch anti-sweatshop campaigns or stage events with an anti-corporate focus.

Maquila Solidarity Network

Website: <http://www.maquilasolidarity.org>

Perspective: activist, social justice, Canadian

Style: popular

Summary: This frequently updated website has an informative Resources Page, which links to pages with articles on maquilas and export processing zones in Latin America, Mexico, Asia, Eastern Europe and Africa, on the garment industry and child labour. Their newsletter, the Maquila Network Update, which is also published online, provides current news about ongoing struggles and issues facing garment workers around the world. The Campaigns Page contains "Urgent Action Alerts" for those interested in writing solidarity letters or taking political action, and information on ongoing anti-corporate campaigns (which includes profiles and reports on

labour abuses in factories producing products for specific companies). The Students Against Sweatshops and No Sweat campaigns are also highlighted, providing activists with up-to-date information on the progress of these campaigns in communities across the country. This website is useful for student activists as well as anyone interested in the issues surrounding sweatshop abuses in the garment industry, and strategies to confront such exploitation.

Sweatshop Watch

Website: <http://www.sweatshopwatch.org/>

Perspective: activist, American

Style: popular

Summary: This website features a comprehensive “Common Questions” section, which covers basic background on sweatshops and exploitation in the garment industry, the breakdown of the pricing and profit of an average piece of clothing and the debate about boycotting, as well as informative “Garment Industry” pages on the structure of the industry, the systemic nature of sweatshops, as well as the wage gap between CEOs and workers. The “Sweatshop Lexicon” clearly spells out terms used in the anti-sweatshop movement and is a useful tool for education purposes. A section on “What You Can Do” suggests actions to support garment workers in the U.S., Burma, Saipan and elsewhere who are demanding their rights be respected. ^{This website is a} useful reference point for Stop Sweatshops activists, as it provides both issue-based information and ideas for building solidarity with the women ‘behind the labels’ of our clothing, particularly those in the U.S.

Thai Labor Campaign

Website: <http://www.thailabour.org/index.html>

Perspective: activist, labour, Thai

Style: popular

Summary: The TLC homepage features current urgent appeals to support garment, footwear and toy workers and related worker testimonials, giving both a broad snapshot of workplace exploitation and a ‘human face’ to the situation. Reports on migrant workers in ^{the} footwear and garment industries, combined with information provided on Thai labour law standards and core ILO conventions, demonstrate the gap between workers’ theoretical rights and their treatment in

reality. Information on current and past campaigns to support garment, toy and shoe workers provides a context for the conditions faced by women in these industries and their struggles for dignity. Addresses of various Thai organizations supporting workers and an open mailing list for receiving campaign information and updates offer further opportunities to support Thai workers fighting for their rights to be respected. Anti-sweatshop activists seeking information on the problems faced by workers in Thailand and looking for ways to offer support through solidarity will find this site particularly useful.

Transnationals Information Exchange-Asia

Website: <http://www.tieasia.org/index.html>

Perspective: social justice, labour, Asian

Style: popular

Summary: This webpage provides easy-to-understand and brief profiles of the situation of garment workers in Sri Lanka, Thailand, Bangladesh and Indonesia, as well as of selected workers support organizations in each of these countries. The "Documents" section contains reports (PDF format) published in late 2002 about multilateral trade agreements, some of which specifically look at the possible impacts of the phase out of the Multi-Fibre Agreement in 2005. In the Archives section are a couple of informative publications documenting garment workers' views and struggles in Sri Lanka and Thailand. Although not extraordinarily informative, this site is under construction and does provide a much needed Asian labour perspective on sweatshop issues. Both student activists and those conducting research on bilateral agreements and the garment industry will find the TIE-Asia webpage of interest.

Union of Needletrades and Industrial Textile Employees-Canada

Website: http://www.unite-svti.org/En/STOP_SWEATSHOPS/stop_sweatshops.html

Perspective: labour

Style: popular

Summary: This website is not frequently updated, but does give a brief outline of background information on sweatshops in the garment industry within the context of global economy and the 'race to the bottom'. At the "Resource Centre" site, a clear glossary of key terms and pages on child labour and codes of conduct provide information from UNITE's perspective (as the Canadian garment workers' union), which SAS activists may find useful to read through. An

informative section on homeworkers details not only common problems they face, but also their work to develop the Homeworkers' Association. Such a focus is significant for it draws attention to the fact that sweatshop conditions in the garment industry are not ^{merely} a problem 'over there' in the South, but are also found in our own neighbourhoods. This could help direct anti-sweatshop activists to reflect on strategies to support the struggles of homeworkers and others working under exploitative conditions here in Canada.

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Interested In Starting An Anti-Sweatshop Campaign?

This section is for student activists looking for resources on starting a campaign for a No Sweat policy at their school. Tools to educate themselves and others about sweatshops and the garment industry, particularly in relation to corporate rule and neoliberal globalization, are also listed to provide information for awareness raising activities.

Arengo, Elena and Raja Gopal. Globalization, Workers' Rights and Codes of Conduct: How Workers Can Use Codes to Further Their Rights. U.S.A.: Social Accountability International, 2002. 56pgs.

Perspective: liberal, industrial relations, American

Style: popular, workshop-oriented

Summary: This publication acts as a guide for workshops that raise awareness about transnational corporations, global supply chains, workers' rights under the UN and how workers can use codes of conduct to boost their efforts to improve working conditions. Throughout the document is the underlying argument that the SA8000 code and implementation process are superior to other code initiatives as well as the assumption that corporate globalization is inevitable. Though it is developed for workshops with workers, the easy-to-read format is useful because of its transferability as a tool to educate the public about sweatshops in the garment industry, workers' rights and codes of conduct.

Availability: Maquila Solidarity Network

Burke, Beverly and Suzanne Doerge. Starting with Women's Lives: Changing Today's Economy. Ottawa: Canadian Labour Congress, 2000. 94pgs.

Perspective: activist, feminist, labour, Canadian

Style: popular, workshop format

Summary: This manual acts as a guide for activists wanting to facilitate participatory workshops that engage participants in developing a gender analysis of the current economic and political context of neoliberal restructuring. Participants are to discuss and present their perspectives on changes occurring in the domestic, community and workplace spheres and then identify actions to work towards a more socially just future. The brief section describing popular education techniques would be useful for student activists developing participatory

workshops. In particular, the "Global Link" activity of identifying parallels and differences between women in Canada and garment workers in Central America is of relevance to Stop Sweatshops activists. The workshop steps and ideas could be creatively adapted for the purposes of having young people analyze impacts of the neoliberal agenda in Canada as well as corporate globalization on their lives and those of others.

Availability: OPIRG at Trent, Maquila Solidarity Network.

Canadian Lawyers Association For International Human Rights and Canadian Friends of Burma.

The Power of Purchase: Starting a Selective Purchasing Campaign in Canada. Ottawa:

CLAIR and CFOB, 1999. 45pgs.

Perspective: activist, labour, Canadian

Style: popular

Summary: Although this manual for economic advocacy strategies focuses on taking action to pressure companies to withdraw from doing business in Burma, it has a number of sections which pertain more generally to launching university and municipal campaigns for selective purchasing and investment policies. Specifically, the sections on possibilities for student activism are pertinent to university campaigns to pass No Sweat policies.

Availability: OPIRG Library at Trent

Clarke, Tony and Sarah Dopp. Challenging McWorld. Ottawa: Canadian Centre for Policy Alternatives, 2001. 158pgs.

Perspective: activist, youth, Canadian

Style: popular

Summary: Aimed at engaging young people, this book examines the impacts of corporate globalization on education at the university and high school levels, on communities, on the workplace, on Canadian society in general and on the emerging international order. The sections on the corporatization of campuses, trends towards flexible labour and the increasingly exploitative and dangerous characteristics of work available, particularly for young people, as well as chapters discussing international human rights abuses and exposing the workings of the World Trade Organization, the International Monetary Fund, the World Bank and transnational corporations, are helpful in providing a broader understanding of the political and economic system that is facilitating the expansion of sweatshop conditions throughout the world.

Suggestions in the "Activities and Workshops" chapter are relevant to the "Stop Sweatshops" movement and would be useful in education workshops.

Availability: OPIRG Library at Trent

Hale, Angela. Codes of Conduct in the Garment and Sportswear Industries. UK: Women Working Worldwide, 1997. 40pgs.

Perspective: feminist, labour

Style: popular

Summary: This information pack provides a grounding on the topic of corporate codes of conduct for activists and non-governmental organizations interested in devising ways to use them as tools to improve working conditions in the garment and fashion industry. Consumer campaigns in North America, Europe and the UK are profiled to show how some companies, specifically GAP and Nike, have been pressured to agree to adopt codes. Two multistakeholder initiatives (the Clinton Apparel Industry Partnership and the UK Ethical Trading Initiative) are also explained. Concerns about the lack of inclusion of workers' own perspectives in negotiating these policies are highlighted.

Availability: Maquila Solidarity Network

Maquila Solidarity Network. No Sweat Organizers Guide. Toronto: MSN, 2000. 12pgs.

Perspective: activist, labour

Style: popular

Summary: This booklet is designed to help high school and university students, teachers and concerned citizens become involved in pressuring institutions (schools, universities, municipalities, etc.) to adopt No Sweat policies for the bulk purchasing of apparel. It outlines what such a policy would look like, how to begin to organize a campaign and ideas for staging actions. Video and internet resources are suggested. The emphasis on organizing for the long haul through doing research, making connections with potential allies and making the campaign visible, is useful for anti-sweatshop student activists to keep in mind.

Availability: OPIRG Library at Trent

Maquila Solidarity Network. Stop Sweatshops: An Education/Action Kit. Toronto: MSN, 2000.

Perspective: activist, labour

Style: popular

Summary: This comprehensive resource kit includes a handbook on doing popular education workshops on sweatshops, articles on techniques for researching the conditions under which clothing is made, campaign action ideas and issue sheets on child labour, codes of conduct and the state of the garment industry. For anti-sweatshop activists wanting to raise awareness about sweatshop issues, the "Educators Handbook" and "Action Tools" sections are particularly helpful. The "Codes Primer" is highly relevant for those in the process of developing or negotiating a No Sweat policy. It is applicable to different contexts and targets (high schools, universities, general public).

Availability: Maquila Solidarity Network (Cost: \$12.50).

What Does Integrating An Anti-Oppression Analysis Into A Campaign Mean?

Often, student-run campaigns that are meant to benefit those who are systematically oppressed and exploited by the capitalist system are well-intentioned, but do not take into account the inherent power dynamics that are embedded in acting in solidarity with workers, people who live in poverty, or those in the South. The tendency to see people as victims, rather than as individuals who have their own priorities, aspirations and strengths, is patronizing, imperialistic and tinged by racism. Thus, it is imperative that education campaigns, actions and political advocacy efforts integrate an anti-oppression analysis. In the context of student anti-sweatshop campaigns, the goal must be to help open up spaces for workers to fight for their own rights to be respected.

Bannerji, Himani. Thinking Through: Essays on Feminism, Marxism and Anti-Racism. Toronto: Women's Press, 1995. 186pgs.

Perspective: academic, feminist, Marxist

Style: academic

Summary: Shifting from the highly theoretical to the intensely personal, the essays in this collection lucidly demonstrate the necessity to understand and analyze the impacts of historical as well as continuing relations of imperialism, colonialism/neo-colonialism, capitalism, and sexism. Emphasizing the need to integrate and weave together an analysis of race, gender and class relations, Bannerji highlights the ways in which (white) feminist movements and the academy have rendered the work, demands, knowledge and struggles of women of colour invisible. Three of the essays, "Introducing Racism: Notes Towards an Anti-Racist Feminism", "But Who Speaks For Us: Experience and Agency in Conventional Feminist Paradigms" and "Re: Turning the Gaze", are specifically relevant for students involved in anti-sweatshop and worker solidarity campaigns. Her focus on the role of power in defining what constitutes knowledge and who the 'other' is, as well as on the maintenance of relations of domination in a capitalist, imperialist society is particularly useful in developing an understanding of the multiple systems of oppression and domination that need to be confronted.

Availability: OPIRG Library at Trent.

Colours of Resistance. <<http://www.tao.ca/~colours/>>.

Perspective: activist, anti-capitalist, Canadian and American

Style: popular

Summary: Articles posted on this frequently updated website critically analyze the anti-globalization movement and summit protests through anti-imperialist, anti-capitalist, anti-racist and feminist perspectives. The material highlights the ongoing organizing and resistance in communities of colour, the avoidance by white, middle class (and often student-based) activist groups to develop an analysis of power as well as privilege, and the need for activist groups to become more inclusive. Articles which provide particular insights that are relevant to students who are organizing campaigns on issues of free trade and globalization, include Elizabeth Martinez's article "Where was the Colour In Seattle? Looking For Reasons the Great Battle Was So White", "Free Trade, Racial Oppression, and How We Can Respond" by Pauline Hwang, Sonja Sivesind's "Combatting White Supremacy In the Anti-Globalization Movement" and Helen Luu's "Discovering A Different Space of Resistance: Personal Reflections on Anti-Racist Organizing".

Availability: Internet.

hooks, bell. Killing Rage: Ending Racism. New York: Henry Holt & Co., 1995. 277pgs.

Perspective: activist, anti-racist feminist, American

Style: academic

Summary: Four essays in this book are highly relevant for students involved in working in solidarity with peoples of colour. "Refusing To Be A Victim: Accountability and Responsibility" speaks of the need for a feminist politics which draws attention to forms of racialized, class-based and gendered oppression, and opens spaces for agency and change. "Revolutionary Feminism: An Anti-Racist Agenda" develops hooks's conviction that an inclusive, radical 'feminist sisterhood' based on a mutual commitment to the anti-racist struggle has a transformative potential, that could engage women as well as men. "Beyond Black Only: Bonding Beyond Race" calls for coalition building between people of colour in ways which acknowledge people's differences and addresses the need to unite against white supremacy. In her essay "Where is the Love: Political Bonding Between Black and White Women", hooks describes the lack of past and present collaboration between black and white women. She, however, asserts that in order to end racism, collective and inclusive strategies to change society are imperative. Although hooks's work is more applicable to the American

context, it does reveal important lessons for developing an anti-racist feminist framework.

Availability: Bata Library at Trent.

Kivel, Paul. Uprooting Racism: How White People Can Work for Racial Justice. B.C.: New Society Publishers, 1995. 229pgs.

Perspective: activist, anti-racist, American

Style: popular

Summary: This book, written about the U.S. context of racism, is aimed specifically at educating white people about the privileges we/they have. It also implicates everyone in the replication of prejudiced, racialized discourses and relations. Kivel emphasizes that instead of feeling guilty about privilege, white people need to confront it and work as allies with people of colour. For white student activists involved in campaigns in solidarity with people/workers of colour, the chapters "What Colour is White?" and "Being Allies" are useful. They help to clarify the notion of whiteness and white privilege, while stressing that such a position does not invalidate our actions in support of the struggles of people of colour, but rather means that we all have a responsibility to take action towards achieving a racially just society.

Availability: OPIRG Library at Trent.

McIntosh, Peggy. "White Privilege and Male Privilege: A Personal Account of Coming To See Correspondences Through Work In Women's Studies". Race, Class and Gender: An Anthology. Eds. Margaret Andersen and Patricia Hill Collins. California: Wadsworth, 1992. pp. 70-81.

Perspective: activist, academic, feminist

Style: academic

Summary: This article lucidly exposes white privilege in terms of its impacts on people's day-to-day experiences and demonstrates that this type of racialized domination has become highly ingrained and 'normalized' in society. The listing of privileged conditions in one's life is useful for activists in SAS groups, and in particular for white activists in the university community, to read in order to examine our own privilege in relation to the workers with whom we stand in solidarity. McIntosh's brief exploration of the interplay of other forms of oppression and positions of unearned advantage is also helpful.

Availability: OPIRG Library at Trent.

Pantin, Emmy. Anti-Racism Workbook: Structural Change for Grassroots Organizations.

Peterborough: OPIRG-Peterborough, 2000. 121pgs.

Perspective: activist, academic, feminist

Style: popular

Summary: This workbook covers a range of issues which activists in anti-sweatshop groups would benefit from reading in order to clarify the concepts surrounding racism and privilege, develop an anti-racist policy, understand the interplay between different oppressions as well as to reflect on how to change organizational structures that are exclusive and reinforce societal patterns of marginalization.

Availability: OPIRG Library at Trent.

Ontario Public Interest Research Group. The Essential Guide to Student Action for Social

Change: Making the Links, Toronto: OPIRG. 13pgs.

Perspective: activist, student

Style: popular

Summary: This short booklet explores the themes of power, privilege and oppression by specifically examining First Nations issues, racism, anti-semitism, sexism, homophobia/heterosexism, classism and ablism. Importantly, it provides ideas for actions that expose and work to undermine these forms of systemic oppression in a non-patronizing manner. This resource could help anti-sweatshop activists examine their own assumptions and strategize for acting in support of garment workers in ways which integrate an anti-oppression analysis.

Availability: OPIRG Library at Trent.

What Does A Living Wage Mean In Real People's Every Day Lives?

There are debates within the anti-sweatshop movement about the living wage in terms of its definition, a technique for its quantification/evaluation and how it can be attained in reality. The resources in the following section provide an overview of the reflections made to date on these complexities.

Athreya, Bama and Natacha Thys. Empowering Workers Towards A Living Wage. U.S.A.: International Labor Rights Fund, 1999. 7pgs.

Perspective: social justice, labour, American

Style: discussion, popular

Summary: This document stresses that workers should decide for themselves what they need for a 'sufficient' wage and negotiate their rate of pay with their employer. The authors argue that enforcement guidelines for a living wage must be defined in a new ILO convention and social clauses in trade agreements. Their cautionary tone about Northern activists trying to define how much is 'enough' to be a living wage through formulaic calculations is important to integrate into Students Against Sweatshops campaigns.

Availability: OPIRG Library at Trent

Labour Behind The Label Coalition. Wearing Thin: The State of Pay in the Fashion Industry. UK: Labour Behind The Label, Nov. 2001. 54pgs.

Perspective: social justice, labour, European

Style: popular

Summary: This booklet reports that garment workers around the world are receiving wages below the amount specified by local minimum wage laws, which in themselves are far below subsistence levels. It is explained that Southern and Northern NGOs, academics and trade unions working to eliminate sweatshops have come to a broad consensus on the parameters of a living wage, but not on how it should be realized. The debate that is detailed on whether consumers or companies assume the associated costs of paying workers fair wages parallels similar discussions at universities passing anti-sweatshop policies. The sections on the severe inadequacy of the wages in the garment industry and the challenges related to pressuring companies to adhere to

codes of conduct that commit them to paying their workers a living wage, are of particular relevance to anti-sweatshop activists as well as academics conducting research on these issues.

Availability: Internet <http://www.cleanclothes.org/campaign/liwa01-11_wear_thin.htm>.

Steele, David. The "Living Wage" Clause in the ETI Base Code--How to Implement It? London: Ethical Trading Initiative, 2000. 14pgs.

Perspective: social justice, European

Style: discussion

Summary: This paper examines the challenges in implementing the provision of the Ethical Trading Initiative(ETI) policy on living wages. Steele documents the differences between a minimum wage, a fair wage and a living wage, and details options for quantifying a living wage through various formula approaches and the 'local negotiation' method. Arguing that the negotiated strategy provides more room for a bottom-up process and for the empowerment of workers, Steele suggests a possible framework of principles, definitions and a methodology for the ETI. The detailing of the positive and negative aspects of the formula and negotiated approaches, as well as the outlining of a methodology for implementing a living wage provision, is useful for Students Against Sweatshops in terms of developing a position on this issue.

Availability: OPIRG Library at Trent

What Are North American and European Activist Opinions on Anti-Sweatshop Campaigning?

Views of activists in the North on anti-sweatshop campaigns range from the highly congratulatory to the deeply critical, depending on whether or not there is an analysis of the limitations of the movement in terms of what it can realistically achieve within the inherently exploitative capitalist system and of the willingness to take direction from the workers themselves. The following resources provide examples of both types of viewpoints. One critique of the anti-sweatshop movement which is acknowledged within activist circles, but not articulated in any readily available articles is a critical look at how the agenda is shaped in such a way that has tended to exclude/marginalize activists of colour.

Appelbaum, Richard and Peter Dreier. "The Campus Anti-Sweatshop Movement". The American Prospect 46(Sept/Oct 1999) pp 71-78.

Perspective: activist, academic, North American

Style: popular, magazine article

Summary: This article celebrates the American anti-sweatshop movement by arguing that activists have facilitated the organization of garment workers and simultaneously successfully changed the way the collegiate licensing industry does business. After briefly explaining sweatshop conditions in the garment industry and outlining the goals of United Students Against Sweatshops and its connection to American unions, the authors conclude that the "anti-sweatshop campus crusade" has created considerable consumer awareness about sweatshop issues. If read with a critical eye, this article is a useful resource for student activists. Also, for those with little knowledge of sweatshop issues or the justifications for a "Stop Sweatshops" movement, this article could provide a helpful basis.

Availability: Internet <<http://www.prospect.org/print/V10/46/dreier-p.html>>.

Ascoly, Nina and Ineke Zeldenrust. Clean Clothes International Meeting 2001. Amsterdam: CCC International Secretariat, July 2001. 66pgs.

Perspective: feminist, labour, activist, European

Style: popular

Summary: This conference report details the strengths and weaknesses of different aspects of the European Clean Clothes Campaign, such as raising public awareness about sweatshop conditions in the garment industry, pressuring companies to improve the labour conditions in their factories and ^{launching} solidarity campaigns with workers. The issues and questions raised in this report parallel many of the ongoing debates within the anti-sweatshop movement in Canada, including the contradictions embedded in campaigning against corporations and working with other or even the same companies to implement codes of conduct. The detailing of the perspectives of and trends relating to apparel companies, workers, trade unions, NGOs and consumers is useful for anti-sweatshop activists and non-governmental organizations. Given the importance of co-ordinating the movement worldwide and learning from each other's strategies, the "Agenda For Action" provides helpful directions for activists.

Availability: Maquila Solidarity Network.

Delahanty, Julie. Global Industry/Global Solutions: Options for Change in the Global Garment Sector(Summary of Conference Discussion). Ottawa: North South Institute, 28 Sept. 1998. 21pgs.

Perspective: activist, Canadian

Style: formal report

Summary: This conference report helps to draw parallels between Asian, Canadian, Caribbean and Mexican working conditions in the garment industry. It also raises thought-provoking questions about how to ensure that workers' voices are included in not only discussions of multistakeholder codes of conduct but also their negotiation. The uncertainty of the industry trends in 2005 after the phase-out of the Multifibre Agreement is highlighted as needing more attention by the anti-sweatshop movement. The calls for international solidarity campaigning as well as to keep workers' perspectives in mind seems particularly relevant to remember when developing and conducting campaigns on sweatshop conditions in the garment industry.

Availability: Maquila Solidarity Network

Featherstone, Liza and United Students Against Sweatshops. Students Against Sweatshops.

New York: Verso 2002. 120pgs.

Perspective: student activist, American

Style: popular documentation of a movement

Summary: This book follows the development of the student anti-sweatshop movement on U.S. campuses, depicting it as a successful movement broadly challenging the corporatization of universities by linking large universities and the corporations that supply school clothing to labour abuses in the apparel industry. Featherstone contends that United Students Against Sweatshops has mobilized large masses of young people and has used such tactics as sit-ins, demonstrations and cross-country 'Truth Tours' to galvanize support for the adoption of anti-sweatshop policies and the formation of the Workers' Rights Consortium. Although the book examines challenges USAS faces, such as trying to build coalitions with groups of people of colour in the US and ensuring workers are not portrayed as victims, it tends to be highly American-centric, overestimating the success and influence of this highly organized, determined and largely privileged group of young people. It is useful for activists who are interested in reflecting on the future of the North American anti-sweatshop movement, and on changes that will need to happen for it to embody the values for which it purports to uphold, including justice, democracy, diversity and anti-corporatism.

Availability: Maquila Solidarity Network; ISBN 185984-32-6

Isaac, Jeffery. "Thinking About the Anti-Sweatshop Movement: A Proposal For Modesty".

Dissent Magazine Eds. Mitchell Cohen and Michael Walzer (Fall 2001) pp 100-112.

Perspective: activist, university based, American

Style: academic

Summary: This article critically examines the U.S. student anti-sweatshop movement by looking at its significance as a national campaign and its limitations. Isaac argues that although the movement responds to some of the injustices inherent in the process of capitalist globalization, it is neither truly challenging global capitalism, nor an "incipient form of radical political transformation". Yet, he believes that ultimately, the goals and results achieved by anti-sweatshop activists are worthwhile because at this point in time, only partial and modest changes to the system are possible. This analysis provides a productive form of skepticism with regards to the goals, strategies and potential of the anti-sweatshop movement that are useful for student

activists and non-governmental organizations in the "Stop Sweatshops" movement to consider.

Availability: OPIRG Library at Trent.

O'Rourke, Dara. Sweatshops 101: Lessons In Monitoring Apparel Production Around the World. 2001. Dollars and Sense Magazine (Sept/Oct. 2001) pp 14-17, 46-47.

Perspective: activist, university-based, American

Style: academic

Summary: This article looks critically at the challenges and opportunities for monitoring where the clothing bearing university logos is made and under what conditions. It is argued that the university clothing market provides an opening for investigating the labour behind the label and putting pressure on companies as well as factories to improve working conditions. O'Rourke documents the serious complications in monitoring factory conditions, such as the elusive and layered production chain inherent in global outsourcing, the unreliability of audits conducted by consulting firms, the high degree of mobility of the industry and the changes made in factories to impress monitors on specific 'visiting' days. However, he convincingly argues that universities have a distinct role to play in developing and evaluating different strategies for helping to improve labour conditions in the garment factories producing their clothing. Due to its clear illustrations of the difficulties of enforcing an anti-sweatshop policy and the importance of taking proactive steps, this article is a significant resource that No Sweat activists should read, and may want to share with administrators if in the process of negotiating a code of conduct.

Availability: Internet <<http://www.ethicalcorp.com/NewsTemplate.asp?IDNum=152>>.

activists and non-governmental organizations in the "Stop Sweatshops" movement to consider.

Availability: OPIRG Library at Trent.

O'Rourke, Dara. Sweatshops 101: Lessons In Monitoring Apparel Production Around the World. 2001. Dollars and Sense Magazine (Sept/Oct. 2001) pp 14-17, 46-47.

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Availability: Internet <<http://www.ethicalcorp.com/NewsTemplate.asp?IDNum=152>>.

What Do Garment Workers Think About Anti-Sweatshop Campaigns and Ethical Codes of Conduct?

If students are developing actions that help support the struggles of garment workers and open up spaces for them to fight for dignity and respect, then it is workers' voices and opinions which must be at the basis of campaigns. Unfortunately, workers' and their organizations' demands are often not central, as activists seek to garner attention by focusing on the big brands and the 'most' shocking types of exploitation (such as child labour), or by making the workers seem extremely pitiful and victimized. The following resources document some of the determined and courageous words of workers, specifically looking at their opinions on campaigns being waged on 'their behalf'.

Bendell, Jem and Marina Prieto. If You Want To Help Then At Least Start Listening To Us! From Factories and Plantations In Central America, Women Speak Out About Corporate Social Responsibility. UK: Department for International Development, 2002. 11pgs.

Perspective: feminist, labour

Style: formal report from worker interviews

Summary: This succinct and understandable research paper focuses on women workers' responses to codes of conduct in the maquilas and banana plantations of Central America. Key issues that are raised include rampant non-compliance with ethical standards, the lack of commitment towards and awareness about the implementation of the codes on the part of factory management and workers' own lack of knowledge about the standards outlined in codes. As a guide to possible future directions for improving the effectiveness of codes from 'the ground up', the section detailing recommendations to different stakeholders is useful for people considering developing an ethical purchasing policy.

Availability: Maquila Solidarity Network

Central America Women's Network and Women Working Worldwide. Women Workers and Codes of Conduct. Central America Workshop Report. Nicaragua: WWW 1999. 60pgs.

Perspective: feminist, worker, Central American

Style: workshop report

Summary: This report documents the perspectives of participants in workshops on company codes of conduct held in 1999 for workers in Export Processing Zones. The discussion of barriers for women workers with regards to their abilities to demand their rights be respected and a list of the rights they think a code should address, illustrate that in order to develop policies which are empowering, rather than patronizing, workers' views must be heeded. Although there are general commonalities in the working conditions in each country, there are wide differences in the level of organization of workers. Useful position papers are included on independent monitoring, various multistakeholder initiatives and current debates about codes. Prior knowledge about codes of conduct is helpful in order to understand the context in which this report is written. This booklet is appropriate for activists involved in campaigns to pressure companies in the garment industry to adopt codes of conduct and for researchers interested in the work of women's and workers' groups in Central America on codes of conduct.

Availability: Maquila Solidarity Network

Hadjipateras, Angela, Marina Prieto and Jane Turner. The Potential of Codes as part of Women's Organizations' Strategy For Promoting the Rights of Women Workers: A Central American Perspective. Unpublished paper. 2001.

Perspective: feminist, labour, Central American

Style: discussion

Summary: This paper explores the possibilities for women's organizations in Central America to use codes of conduct to fight for the rights of women garment workers to be respected in the maquiladoras. Excerpts of interviews with women workers' organizations and views expressed in workshops for workers on codes initiated throughout the region are included. Key concerns are that multinationals are simply using codes as a public relations exercise in order to improve their image without having to change workplace situations, and the lack of sensitivity to gender issues in the policies as well as verification processes. There is an emerging consensus by workers' and women's organizations that codes can be used as a basis from which to raise awareness about labour rights, to demand the enforcement of national legislation and to generate wider

international campaigns. Since many of the complex debates around codes are articulated from a gender perspective, but in understandable language, the paper is appropriate for activists, non-governmental organizations and feminist researchers.

Availability: Maquila Solidarity Network

Hale, Angela, Jenny Hurley and Diane Reyes. Company Codes of Conduct and Worker Rights: Report of an Education and Consultation Programme with Garment Workers in Asia. UK: Women Working Worldwide, 2002. 40pgs.

Perspective: feminist, worker, Asian

Style: workshop report

Summary: This report details the perspectives and analysis of Asian workers' and womens' organizations about codes of conduct and ^{documents} the work they are doing to raise awareness among workers about codes. Concerns are raised regarding the lack of applicability of codes to the situation of informal workers, the difficulty of tracing supply chains to try to make connections to companies that do have codes and the general lack of worker awareness about the contents of codes. The section "Are Codes a Tool For Workers' Rights?" is of particular interest for anti-sweatshop activists because of the acknowledgment from various womens' groups in different countries that though most codes are currently ineffective, inadequate, and do not correspond with the needs or demands of workers, there are nonetheless strategies that could be envisioned by workers and their allies to use codes to their advantage.

Availability: Maquila Solidarity Network.

Leung, Trini. How Workers Become Key Actors in Codes of Conduct on Labour Practices. Hong Kong: Labour Rights in China, 2000. 8pgs.

Perspective: feminist, activist, Hong Kong

Style: critical position paper

Summary: Clearly and strongly worded, this document critically examines the strategy of pressuring corporations to adhere to ethical codes of conduct by arguing that the current emphasis on independent monitoring of codes of conduct is disempowering workers and discouraging them from negotiating with their own employer. According to Leung, codes isolate the problems and solutions of labour rights abuses, rather than contextualizing them within the exploitative system of corporate globalization. Her emphasis on the necessity to see workers at

the forefront of the struggle for improving labour standards and to focus on facilitating independent union representation and negotiation at the factory-level, is important to integrate into the Students Against Sweatshops campus campaigns and to keep in mind when negotiating a No Sweat policy.

Availability: Maquila Solidarity Network

Ramos, Sandra and Thelma Del Cid. Codes of Ethics: Nicaragua and Guatemala. Transcript from the Meeting of the Ethical Trading Initiative Women's Group. London, UK. 10 Feb., 1998. 8pgs.

Perspective: feminist, activist, Central American

Style: verbal presentation

Summary: While Ramos discusses the grassroots campaign for a code of ethics to be applied to the companies operating maquilas in Nicaraguan free trade zones, Del Cid offers cautionary words about the lack of awareness of Guatemalan garment workers on their rights under the law and codes that their employers have signed, as well as about the often exclusionary methodology of code verification. The challenges being faced by women workers to learn about their rights and organize their workplaces are clearly articulated. For anti-sweatshop activists, their emphases on ensuring that codes act as a tool to facilitate the independent unionization of workers, and on building a civil society movement supportive of workers struggles is particularly relevant.

Availability: Maquila Solidarity Network

What are North Americans and Europeans Saying About Codes of Conduct for the Apparel Industry?

The usefulness, appropriateness, limitations and corporate-compatibility of codes of conduct are currently being debated within the anti-sweatshop movement as well as by other 'stakeholders', such as bookstores and clothing manufacturers. The following resources highlight these debates from different points of view in the North.

Forcese, Craig. Commerce with Conscience? Human Rights and Corporate Codes of Conduct.

Ottawa: International Centre for Human Rights and Democratic Development, 1997.

100pgs.

Perspective: economic, human rights, Canadian

Style: formal policy review

Summary: Forcese examines codes of conduct developed by US corporations (such as Levis) to address human rights abuses in their supply chain and documents a study on corporate codes of conduct in Canada. His findings show that codes developed by corporations generally have little impact at the factory level due to lack of implementation and monitoring. His questioning of the motives behind, and the effectiveness of, corporate codes of conduct is useful to keep in mind when attempting to draft a No Sweat policy that will hopefully be more than simply a statement of good intentions.

Availability: Maquila Solidarity Network

Galestock, Keith. "Sweat: Labor Standards and Codes of Conduct." The College Store

Magazine. Ohio: National Association of College Stores, July/August 1999 (pp 20-25).

Perspective: corporate, American

Style: magazine article

Summary: Written for American bookstore managers, this article explains that although the goal of student anti-sweatshop activists is "admirable", the university licensing industry, bookstores and activists will not likely be able to agree on how to work towards eliminating sweatshop abuses or even a standard code of conduct. He focuses on the Fair Labour Association (FLA) and the Worldwide Responsible Apparel Production Programme (WRAP), which have both been denounced by the anti-sweatshop movement as lacking in transparency and stringent standards.

This article is useful for student activists because it provides a skepticism that may be mirrored in the perspectives held by administrators as well as bookstore staff, and thus needs to be given consideration for the purposes of developing counter-arguments.

Availability: OPIRG Library at Trent.

Jeffcott, Bob and Lynda Yanz. What Can Workers Gain From Codes of Conduct? Toronto:

Maquila Solidarity Network, 2000. 10pgs.

Perspective: activist, labour, feminist, Canadian

Style: popular

Summary: This paper details current debates surrounding codes of conduct, including whether codes broaden acceptance of or undercut ILO standards, whether they could undermine or compliment government regulation, whether they will facilitate workers' efforts to organize or are a paternalistic alternative to genuine unionization, and how verification should be ideally conducted. The question as to how codes can be a tool to open up space for worker organizing is important to keep in mind when designing university No Sweat policies and associated student campaigns.

Availability: Maquila Solidarity Network

Maquila Solidarity Network. Codes of Conduct, Government Regulation and Worker Organizing.

Toronto: Ethical Trading Action Group, 2000. 22pgs.

Perspective: activist, labour

Style: popular discussion paper

Summary: This booklet highlights some of the current debates around codes of conduct, including the relationship to the neoliberal agenda to deregulate labour law and to the local legislation of countries, the implementation of independent monitoring of factories and consultation (or lack thereof) with workers about code contents. Further, it summarizes some code initiatives developed in the South by workers' groups and multistakeholder initiatives. The emphasis on codes as one possible tool amongst many to enforce workers' rights--rather than a comprehensive solution to sweatshops-- is important for anti-sweatshop activists to take into account when conducting their campaigns.

Availability: Maquila Solidarity Network, OPIRG Library at Trent

Steelworkers' Humanity Fund. Review of Codes of Conduct and Labels Relevant for A Proposed Canadian Task Force on Sweatshop and Child Labour. Toronto: SHF, 1998. 86pgs.

Perspective: social justice, labour, Canadian

Style: formal descriptive report

Summary: This report reviews a number of ethical sourcing codes, labels and fair trade initiatives with the purpose of clarifying and evaluating current developments in this field in preparation for a national task force on sweatshop and child labour in Canada (which never materialized). Of particular interest to campus anti-sweatshop activists are the sections dealing with the Ethical Trading Initiative in the UK, Guatemalan and Honduran experiments in independent monitoring, the Nicaraguan Code of Ethics developed by local women's groups, and the Australian code on wages and working conditions of homeworkers.

Availability: Maquila Solidarity Network

Stern-Dunyak, Alison. "No Sweat isn't Small Stuff". The College Store Magazine. National Association of College Stores. January/February 2002.

Perspective: corporate, American

Style: magazine article

Summary: This article, aimed at those in the bookstore and university licensing businesses, focuses on the pressure university clothing manufacturers have felt to improve the conditions of their factories as a result of universities joining either the Fair Labor Association (FLA) or the Workers' Rights Consortium (WRC). Stern-Dunyak argues that collegiate manufacturers are attempting to implement codes of conduct as mandated by the FLA and WRC, but because manufacturers have so many factories, they have a difficult time complying with the codes, particularly if they have to deal with more than one (e.g. the FLA and the WRC). However, Stern-Dunyak does note that if a company can boast of FLA or WRC compliance, it is positive for marketing purposes. The perspective raised in this article is important for anti-sweatshop activists to heed, because it is commonly raised by 'opponents' (administrators and bookstore managers), and can be disputed with thought-out arguments as well as research.

Availability: OPIRG Library at Trent

Utting, Peter. "Regulating Business Via Multistakeholder Initiatives: A Preliminary Assessment". Voluntary Responses to Corporate Responsibility: Readings and a Resource Guide. United Nations Non-Governmental Liaison Service. 2001. 46pgs.

Perspective: corporate social responsibility

Style: academic

Summary: This paper, commissioned by the UN, examines a number of multistakeholder initiatives, particularly those monitoring labour standards in the garment and footwear industries, to identify some of their strengths and weaknesses. Utting argues that although many of these initiatives overcome the lack of legitimacy surrounding codes of conduct unilaterally designed by corporations or industry associations, they have severe limitations, such as the small number of transnational corporations involved, the exclusion of workers and Southern non-governmental organizations, and the lack of strategies for monitoring as well as long-term sustainability. Of particular interest to campus anti-sweatshop activists are the evaluations of the Fair Labor Association, the Worker Rights Consortium, the Clean Clothes Campaign, SA8000 and the Ethical Trading Initiative as well as the discussion on 'corporate social responsibility'.

Availability: Internet

<[http://www.unsystem.org/ngls/documents/publications.en/develop.dossier/dd.07%20\(csr\)/5utting.htm](http://www.unsystem.org/ngls/documents/publications.en/develop.dossier/dd.07%20(csr)/5utting.htm)>

Wick, Ingeborg. Workers' Tool Or PR Ploy? A Guide to Codes of International Labour Practice. Germany: Friedrich-Ebert Stiftung and SUDWIND Institut für Ökonomie und Ökumene, 2001. 99pgs.

Perspective: social justice, European

Style: descriptive, popular

Summary: Aimed at a non-academic--but seriously engaged--audience, Wick's booklet introduces the ideas surrounding social labelling and ethical consumption within the socio-economic context of globalization as well as profiles five of the main multistakeholder codes of conduct in the apparel and sportswear sectors. The roles of trade unions and non-governmental organizations in promoting and using codes of conduct are also discussed. The author's emphasis on evaluating the codes in terms of their relevance to advancing the agenda for the respect of the rights to freedom of association and collective bargaining, and as one part of broader campaigns for international solidarity with workers, is of particular importance to people developing institutional ethical sourcing policies.

Availability: Maquila Solidarity Network

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No Sweat at Trent:
The campaign for an anti-sweatshop policy at Trent University

Includes:
Final Report

By Tanya Roberts- Davis

Completed for:

OPIRG

Supervising Professor: Prof. Marg Hobbs, Trent University
Trent Centre for Community-Based Education

Department: Canadian Studies

Course Code: CAST 481

Course Name: Community-Based Research Project

Term: Fall/Winter 2002-03

Date of Project Submission: April, 2003

Project ID: 570

Call Number: ~~570-Cha~~ 331 R 2b.

NO SWEAT AT TRENT

***The campaign for an anti-sweatshop policy
at Trent University***

Compiled by Tanya Roberts-Davis

April 2003

NO SWEAT BINDER

Project Description

Policy Process: Ad Hoc Presidential Committee on Apparel Labour Practices

- Terms of Reference
- Information Package for Committee developed by Students Against Sweatshops
- Agendas of meetings (Dec. '01-Nov. '02) and documents presented for discussion
- Records of meetings with Presidential Executive Group
- Reflections on meetings

Policy Development

- Model policies for Trent
 - No Sweat Model Purchasing Policy (Developed by the Maquila Solidarity Network)
 - Ethical Trading Initiative Base Code
 - Nicaraguan Code of Ethics (Excerpt from the Oxfam "No Sweat" Campaigner)
- Other university anti-sweatshop policies
 - Worker Rights Consortium code
 - University of Toronto Code of Conduct for Licensees
 - McMaster Code of Labour Practices for University Suppliers and Licensees
- Trent Ad Hoc Presidential Committee on Apparel Labour Practices work
 - Key Principles Document (drafts and final statement)
 - Policy drafts
 - Policy as presented to PEG
 - Policy approved by PEG
 - Supplier compliance forms and letters for suppliers

Outreach and Communication

- Contact Information:-At Trent University
 - In the Peterborough community
 - At other universities
 - In the anti-sweatshop movement
 - Media
 - Businesses supplying to Trent

- Correspondence:
 - Letters of invitation for input session
 - Trent Central Student Association
 - College Cabinets
 - Other student groups
 - Campus unions: CUPE, TUFA, OPSEU
 - Senate members
 - Chairs of Departments
 - PEG members
 - Anti-sweatshop activists at other universities
 - Businesses supplying clothing to Trent

Letters and Resolutions of Support

- Model letter of support
- Process of gathering support and collecting letters and reflections
- Statements of support from:
 - TCSA
 - College cabinets
 - Student groups
 - Campus Unions
 - Academic departments
 - Businesses supplying clothing to Trent

Presentations

- Input session for students and faculty
- Input session for businesses
- College Cabinet presentations
- CUPE presentations
- Presentation to Presidential Executive Group
- Seminars/workshops

News Clippings

- Arthur articles
- Trent and Peterborough news

Students Against Sweatshops Campaigning

- Research on the Trent University Bookstore
- Petition and reflections
- Anti-Sweatshop fashion show and reflections
- Handout
- Press Releases
- Does--or can--SAS Campaigning Reflect Anti-Oppression Principles?

INTRODUCING THE NO SWEAT CAMPAIGN AT TRENT

April 2003

In September 2001, Students Against Sweatshops (SAS) at Trent launched a campaign to pressure Trent University to adopt an anti-sweatshop policy for apparel bought by and sold at the university to ensure that it will be made under fair labour conditions. Approximately 200 universities in the United States have signed on to such policies after campaigns by United Students Against Sweatshops groups, and in the spring of 2001, the University of Toronto also passed a code of conduct for their licensees. At Trent, two members of SAS, Clayton Welwood and Tanya Roberts-Davis, approached the administration requesting that a committee be struck to develop an anti-sweatshop policy. By November, the Ad Hoc Presidential Committee on Apparel Labour Practices, which was made up of administrators, the bookstore manager, a faculty representative, Clayton and Tanya, was established. Meeting every other week to discuss and negotiate the code, the committee first developed a set of principles upon which they could agree and then went forward with writing a policy. Clayton and Tanya took the lead on wording the clauses, by basing them on models developed by anti-sweatshop organizations in Canada, the U.S., Central America and Europe, and using the conventions of the United Nations' International Labour Organization as a reference point. Within the committee, many differing points of view were represented and as a result, debates and discussions about the rights of workers as opposed to those of corporations and about the actual implementation of the policy dominated the agenda of the majority of the meetings.

The policy drafted by the committee had to be accepted by the Presidential Executive Group (PEG) and consequently, lobbying had to be done so that members of this group would understand its importance. In the spring of 2002, the policy was presented to PEG. Opposition was strong, as objections were raised that the policy would infringe on profit margins of businesses, and more generally that it would place a level of control on corporations that the university did not necessarily have the 'right' to impose. It was requested that the policy be re-submitted in December with revisions and after consultation with stakeholders (businesses, students, faculty, unions, etc.)

In September 2002, SAS initiated a campaign to place pressure on the senior administration by gathering widespread support for the anti-sweatshop policy so that it would be more difficult for them to reject it in December. To raise student awareness, representatives of SAS published Arthur

articles, held seminars and information sessions, made presentations to college cabinets and began a petition drive. Students in SAS recognized that it was necessary to have campus unions, the Trent Central Student Association, college cabinets, student groups and academic departments on board. Beginning a dialogue with local businesses supplying clothing to Trent was also seen as important. News coverage in Peterborough media would provide an extra pressure point. On December 3, 2002, the "Fair Trade Purchasing Policy for Apparel at Trent University" was accepted in principle by the Presidential Executive Group and was adopted on December 10, as a binding university policy.

Now the challenge is to implement the policy. This process will require a level of commitment on the part of administrators and students, as well as co-ordination with other universities that have passed similar codes of conduct. However, to date, Trent administrators have been unwilling to commit any resources to implement the "Fair Trade Purchasing Policy For Apparel" and are hostile to the idea of the development of a committee to oversee such a process. In the coming years, students will therefore have to be involved in pressuring the university to put the policy into practice.

The following pages document the process of developing the anti-sweatshop policy at Trent, the efforts to gather support from the university community and the activities as well as publicity to raise awareness on campus.



Trent University
Office of the President

**Ad Hoc Presidential Advisory Committee
Labour Practices – Apparel**

Terms of Reference:

Objective: After acquainting itself with the issues, and conducting such consultation as it deems appropriate, the ad hoc committee will provide advice to the President on

1. a "no sweat policy" that could be adopted during the life of the existing contract between Follett's Inc. and Trent, and
2. broader applicability of such a policy to apparel purchased officially by the University

Timeline: The ad hoc Committee will present a report to the President no later than April 30, 2002 at which time the Committee will be disbanded.

Composition: Members of the ad hoc Committee shall be:

Don Cumming, Senior Director, Public Affairs (Chair)
Tanya Roberts-Davis, Students Against Sweatshops
Clayton Welwood, Students Against Sweatshops
Barbara Reeves, Manager, Bookstore
Lorraine Hayes, Manager, Purchasing
Martha Hendriks, Executive Assistant, VP (Administration)
Julia Harrison, Faculty representative

Consultation with Follett's Inc. is expected. The Committee is free to add one additional representative of Follett's if it considers this feasible and desirable.

Approved: PEG, November 20, 2001

NO SWEAT

INFORMATION PACK FOR MEMBERS OF THE AD HOC PRESIDENTIAL ADVISORY COMMITTEE ON APPAREL LABOUR PRACTICES

Compiled by Students Against Sweatshops Team

Contents

News clippings

Excerpts from a binder on codes of conduct by the Maquila Solidarity Network

SASAC Base Code of Conduct

Enlight's Code of Conduct

Gear for Sports disclosure statement

Statement from student at American University

Wednesday, April 15, 1998

Harvard linked to sweatshop

Union, Dominican workers
ask institution for help

By Diane E. Lewis
GLOBE STAFF

Kenia Rodriguez, a 19-year-old sweatshop worker from the Dominican Republic who makes caps emblazoned with the insignias of top universities, came to Harvard University yesterday to pressure officials into adopting a code of conduct that would give workers like herself better wages and more rights.

"We want you to know that conditions where I work are very bad," she said through an interpreter. "The people who pay us 8 cents for the cap you are wearing won't even allow us to have clean water. Instead, it comes from a cistern ... and many people have become sick from it."

Sponsored by the Union of Needletrades, Industrial and Textile Employees, or UNITE, Rodriguez's visit was the first of a series of campus stops. Others include Georgetown University, Rutgers University, HARVARD, Page C5

Harvard is urged to improve sweatshop

■ HARVARD
Continued from Page C1

Cornell University, and the University of Illinois - all schools that benefit from the sale of \$20 to \$28 caps made by a Korean firm called BJ&B.

Harvard University, through a licensing agreement with the apparel company Champion, earns about \$500,000 per year from the sale of the caps, according to Rick Calixto, trademark program administrator for Harvard. He said all money from the sale of items made by BJ&B is used to fund student scholarships.

Calixto said Harvard called Champion recently to discuss conditions at the plant. "Champion claims that, as far as it is concerned, the conditions are not as deplorable as workers have described them," said Calixto. "But that is not necessarily our position. We'd like to have an independent monitor in place to make sure that conditions are safe for workers and that they are being paid appropriately."

Yesterday, Rodriguez told about 75 students in Harvard Yard that BJ&B employs mostly teenage girls and young women who work long hours and earn about \$28 per week.

According to a report released by UNITE, workers at BJ&B are paid one-third of what the Dominican government says is sufficient for a typical family. And, the union said, employees often work 56-hour weeks in violation of Dominican labor laws.

Last month, Duke University adopted a code of conduct, the first

US university to do so. On Monday, Brown University said it would assure consumers that products bearing the Brown symbol are manufactured by a plant that "respects labor law, workers' rights, environmental preservation, and a high standard of business ethics."

Earlier yesterday, Rodriguez, another Dominican worker, and union and student representatives met with Harvard officials.

"The easiest thing would be for us to take the Duke code and simply adopt it," said Calixto. "We felt we should study the matter and study it seriously. We want to make sure any code we adopt has teeth, that it's enforceable."

Garment work turns homes into sweatshops

IT'S HOME
The Globe and Mail

A sewing machine fills the basement of her Toronto home, Ching lunches over, stitching the waist on a pair of pants. The floor around her is littered with zippers, threads, labels and scraps of material.

On a busy day, she works from 8 in the morning until midnight, stopping only to make lunch for her children and to drop off her six-year-old daughter at school. She can't afford to have a slow day. If contractors don't call her, she calls them, going down a long list of numbers on the basement wall.

She sits on a black folding chair whose cushion does little to ease the pain in her neck and lower back produced by long hours bent over her machine. In the rush to finish an order, she often picks a finger. The wrist she sprained while lifting a heavy bundle is wrapped in an elastic bandage.

She is paid by the piece. By law the rate should work out to no less than \$7.54 an hour. In reality it's between \$5 and \$6.

"I know I'm being underpaid, but there is nothing I can do," said Ching, a pseudonym, because she fears reprisals. "If I don't do it someone else will. The boss knows where to get cheap labour."

An estimated 8,000 people in and around Toronto work as Ching does, with many thousands more eking out a living in Vancouver, Winnipeg and Montreal.

And their numbers are growing. A report released Thursday, based on a study of Ontario workers, says that global competition is forcing Canadian manufacturers to rely increasingly on clothing made in people's homes — and under working conditions more like the Third World than anything associated with the label Made in Canada.

In fact, Ching believes the conditions are worse in Canada than abroad. She sewed garments in factories and at home in China before emigrating in 1992 and said that, contrary to what most Canadians may think, her situation here is worse than it ever was back home.

"At least in China we had regular hours and we could go home to take a break. Here, you work day and night."

The report released last week, titled "Homeworking: Home Office or Home Sweatshop?" by University of

and Ng, says that many workers are being paid below minimum wage, that employers are regularly breaking Ontario's Employment Standards Act, and that the provincial government is not enforcing the act.

Prof. Ng interviewed 30 Chinese-speaking home workers and found that most were being paid below minimum wage, none were being paid overtime and only two were receiving vacation pay.

Some earned as little as \$2 an hour. The average was \$7 an hour — less than the \$7.54 minimum wage for home workers (which is 10 per cent higher than the normal minimum wage because home workers must provide their own sewing machines and pay for electricity). The wage gap was only slightly smaller than the 77 cents recorded in 1993, the last time home workers were surveyed.

The average piece rate is \$2, which has not risen since 1982. Ann, who arrived from Hong Kong in 1995, said in an interview that some employers reduce her rate when she starts producing faster. In one case it was cut from \$4 to \$3.

Ann said she often suffers back and neck pain, the most common of the work-related injuries that all home workers reported. Many also suffered from allergies to dust, chemicals and dyes, which home workers do not leave behind at a factory at the end of the day.

Two weeks ago, Ching, twisted her wrist, but she has kept working. "Last week, even though it was hurting me, I had to do the sewing," Ching said through a Cantonese interpreter. "It's really scary because if they ask you to do work and you don't do it, they'll find someone else and won't give you any more."

She cannot claim compensation for work-related injuries because home workers are explicitly exempt from the Workplace Safety and Insurance Act.

She also receives no benefits because her employers do not register her as an employee. She said she realizes this is illegal but she knows of no other way to supplement her husband's salary as a cook at a Chinese restaurant.

"I have to work to support the family. It's not about whether I like it or not. It's life, so that's why I do it," she said.

...



An unidentified woman is one of an estimated 8,000 garment industry home workers in Toronto. A recent report says that many of them are being paid below minimum wage and employers are regularly breaking Ontario's Employment Standards Act.

COST OF ETHICS

A 1998 survey of almost 3,000 consumers by the Montreal-based polling firm CROP found that most Canadians were willing to pay higher prices for ethically produced products: 55 per cent would pay 15 per cent more for coffee labelled as produced under conditions that respect human rights; 48 per cent said they would do the same for a \$100 pair of running shoes. The same poll found that Canadians expect the federal government to regulate human-rights compliance by Canadian firms doing business internationally. 22 per cent want the federal government to suggest voluntary guidelines and 60 per cent want it to establish laws and standards that must be observed by all Canadian companies.

If labour laws are violated, only the contractor directly employing a home worker is held accountable, Ms. Dang said many retailers and manufacturers escape liability because they claim they did not know what was happening so far down the subcontracting chain. She said it is a problem that signals the need for joint liability for retailers, manufacturers and contractors similar to the kind recently introduced by the state of California.

Home workers are not unionized

because they almost all work in isolation and many employers do not even declare them as official workers. Many do not know they are making less than the remuneration to which they are legally entitled.

Prof. Ng said roughly 60 per cent of the home workers in Toronto are of Chinese or Vietnamese origin, and many of them worked in the garment industry in their home countries.

Mr. Jeffcott said many do not complain because they are used to working in exploitative conditions. But as conditions deteriorate, he said many immigrants find the conditions so deplorable in Canada that they consider returning home.

Some are paid less than first promised, many are paid late, and sometimes they don't get paid at all.

Two years ago, a contractor refused to pay Ching because he claimed her work was "garbage." When she offered to correct any mistakes, he said the order was already gone. The contractor disappeared after closing his shop, but Ching went after him with the help of a member of the needle-trades union's Homeworkers Association.

The Toronto-based association, established in 1992, has a confidential hotline to report abuses, and offers a legal clinic, social activities, drug and dental benefits, home visits, English-as-a-second language classes, and workshops on human rights, health and how to repair a sewing machine.

After a three-month investigation, the association got Ching her money, although she declined to press charges because she did not want to make any more of a fuss.

...

Garry Mulligan, a legislation specialist who administers the home workers program for the Ontario Ministry of Labour, said workers need to be made aware of their rights and, if they want help, be encouraged to report any abuses. The ministry gets few complaints.

As for Prof. Ng's report, he said "lots of people can come out with figures and stories about how home workers are mistreated, and we'd be happy to investigate those."

"But it's unfair to put out information that they're being underpaid and working in bad conditions, and then say they can't give us the specifics," Prof. Ng said.

Prof. Ng said she promised her interview subjects anonymity. Another problem for labour inspectors is that they are mostly limited to factories. They cannot enter private homes if uninvited, so there is very little they can do to monitor home workers' conditions.

Inspectors checking wage complaints visited 70 factories in the 12 months to March, 58 of which were responses to complaints from employees, 19 of which were random. Inspectors look at payroll records and may interview employers and they usually warn employers and fine or prosecute them after further complaints.

Another set of inspectors enforces health and safety standards, which includes monitoring working conditions for such things as adequate lighting, space and ventilation. But they are limited to factories, if home workers are not covered by the Occupational Health and Safety Act. However, the Ministry of Labour is currently reviewing the act. There are also investigators with advisory committees that oversee the women's clothing and dress, coat and suit sectors. Altogether, they undertook 312 inspections in the past year.

But even when they manage to catch violators, many shops simply close, then reopen elsewhere under a different name, said Ms. Dang, who is also the union representative to the Advisory Committee to the Ladies' Dress and Sportswear.

"The work is more and more going underground," she said, adding that many contractors have stopped giving home workers the trace. She said factory employers keep two sets of books or claim to be self-employed to avoid making deductions.

But if workers are not declared employees, they are not legally entitled to the minimum wage, pointed out Bob Kirke, executive director of the Apparel Manufacturers Association of Ontario. He said the Ministry of Labour should be doing more to crack down on employers who are not declaring regular workers employees.

Report Says Global Accounting Firm Overlooks Factory Abuses

Steven Greenhouse

New York Times (From: www.corpwatch.org/trac/headlines/2000/340.html)

September 28, 2000

In a rare inside look at the auditing firms that inspect overseas factories to see whether they are sweatshops, an M.I.T. professor contends that the world's largest factory-monitoring firm does a shoddy job and overlooks many safety and wage violations.

The professor, Dara O'Rourke, said in a report to be issued today that inspectors from the firm, PricewaterhouseCoopers, had a pro-management bias, did not uncover the use of carcinogenic chemicals and failed to recognize that some employees were forced to work 80-hour weeks. He also said the firm overlooked other basic problems, including timecards that were falsified and machines that were missing safety guards to protect workers' fingers.

"PwC's monitoring efforts are significantly flawed," said Dr. O'Rourke, a professor of environmental and labor policy at the Massachusetts Institute of Technology. "PwC's audit reports glossed over problems of freedom of association and collective bargaining, overlooked serious violations of health and safety standards, and failed to report common problems in wages and hours."

Pricewaterhouse officials defended their monitoring, saying their inspectors often uncover violations of minimum wage, overtime and safety laws. But these officials acknowledged that the firm's inspectors occasionally missed things that an expert on industrial hygiene, like Professor O'Rourke, would uncover.

"I think we do very good work in this field, and we're contributing to improving conditions on behalf of our clients," said Randy Rankin, the partner in charge of Pricewaterhouse's global contractor compliance practice.

Many apparel companies and universities have hired factory-monitoring firms in recent years to reassure consumers who want to know that the clothes they buy were not made in sweatshops. Pricewaterhouse, which performs more than 6,000 factory inspections a year, is the world's leader in doing inspections for companies, like Nike, that want monitors to check on conditions in the factories they use.

Professor O'Rourke accompanied Pricewaterhouse inspectors and officials with Business for Social Responsibility, a nonprofit group in San Francisco, to factories in China and Korea after Harvard, Notre Dame and three other universities asked them and several other groups to review conditions at more than a dozen plants that make apparel with the universities' logos. That broader monitoring report was presented to the universities last week but is not scheduled to be released until early October.

Professor O'Rourke's report comes during a fierce debate in which many student groups, labor

unions and human rights groups are criticizing corporations and universities that rely on auditing firms to inspect their factories. These groups assert that the auditing firms often have a pro-corporate tilt, do not do thorough inspections and should work with nongovernmental organizations, like human rights groups, to gain a fuller picture of factory conditions overseas. Professor O'Rourke, who has inspected more than 100 Asian factories for the World Bank and various United Nations organizations, called on universities and companies to demand more rigorous monitoring efforts. He criticized Pricewaterhouse inspectors for failing to identify that workers in a garment factory in Seoul, South Korea, used a spot remover containing benzene, a carcinogen. When he visited a factory outside Jakarta, Indonesia, he found that the firm's inspectors had overlooked the same problem during an earlier inspection. He also faulted the firm's monitors for not noting that the labor union at a Shanghai garment factory was, like most Chinese unions, controlled by management. And he criticized the inspectors for failing to note that little information was given on chemicals used in the factory and that some workers did not wear proper gloves, masks or shoes while doing dangerous tasks or handling dangerous materials.

In addition, his report said Pricewaterhouse monitors received most of their information from managers, not workers, and did perfunctory interviews with workers inside the factory instead of in-depth interviews outside, where workers would probably talk more openly. His report questioned why Pricewaterhouse monitors found that the Shanghai employees worked 50 to 60 hours a week, while his inspection of time cards found that one employee worked 316.5 hours in a month, or 75 hours a week, and 20 consecutive days.

Pharis Harvey, executive director of the International Labor Rights Fund, a nonprofit group based in Washington, said, "The lesson to be drawn is that Pricewaterhouse has to learn how to monitor before it can claim it's doing a serious job."

Defending Pricewaterhouse, Mr. Rankin said his firm received information not just from managers, but by observing factories, examining their records and interviewing their workers. He accused Professor O'Rourke of bias and of failing to appreciate that his firm found many overtime and safety violations. "The allegation that we rely on management at the expense of all other things, that's absolutely wrong," Mr. Rankin said. He said the firm's inspectors might not have found some of the timecard problems that Professor O'Rourke found because they looked at only a sampling of timecards. And he acknowledged that his firm's inspectors might not have recognized that the spot remover was a benzene derivative because they were not trained industrial hygienists.

Allan Ryan, university attorney at Harvard, said he was not in a position to judge whether Professor O'Rourke's criticisms were valid. "We know monitoring has shortcomings," he said. "What Dara O'Rourke is saying is that it might have more shortcomings than we thought."

Clothes with a conscience

A MADE-IN-CANADA LABEL IS NO GUARANTEE THAT A PIECE OF CLOTHING WAS MADE BY WELL-PAID WORKERS

Warning: The stylish T-shirt you're sporting could have been sewn by an immigrant worker. That worker could have been subjected to 12-hour days at 65 per cent of minimum wage with no chance of overtime and little possibility of upward mobility. In order to keep the job, this worker may have had to work for free on Saturdays and quite possibly had to work an entire month without wages when they were first hired. Treated as a contract worker, despite being hired as an employee, this worker would not receive employment insurance, worker's compensation or health benefits. Warning: This worker could be your neighbour.

"PEOPLE often think that if a product is made in Canada then it must be okay," said Adine Mees, executive director of the Vancouver based Canadian Business for Social Responsibility, a not-for-profit, non-political collective of businesses committed to socially responsible practices.

"But the garment industry is probably one of the most problematic industries in Canada," she said.

MADE UP of small suppliers working on contract, to supply major clothing labels, the garment industry subsists on exploiting immigrants, most of them women, who work in conditions parallel to the infamous maquiladoras in Mexico and other low-wage export zones in Latin America and Asia.

Workers in Canada are typically paid about \$4.50 an hour - 65 per cent of the legal minimum wage. Their employers ignore other labour laws, as well.

IT'S AN industry that tends to disappear off the government's radar - all three levels of government.

"How do you monitor the practices of tens of thousands of small contractors?" asks Bob Jeffcott, a policy analyst with the Maquila Solidarity Network, an network of Canadian organizations that are helping groups in Mexico, Central America and Asia to improve working conditions.

"Add this to the number of inspectors cut by the provincial government and the growth of homeworkers and contractors due to free trade policies and deregulation and the task becomes quite daunting."



EMILIO FLORES/DALLAS MORPH

Many workers in North American sweatshops earn less than minimum wage and have no benefits or legal protection from exploitation. Even in Canada, garment workers usually immigrant women work long hours.

Student Sit-in Wins "No Sweat" Policy

(From: <http://www.maquilasolidarity.org/resources/update/Vol502.htm#Student>)

On May 11, the University of Toronto became the first Canadian university to adopt a code of conduct to ensure that apparel bearing the U of T name or insignia will be made under humane working conditions.

According to Sonia Singh, a member of U of T Students Against Sweatshops and a staff person with the MSN, the adoption of the "No Sweat" policy by the U of T's Governing Council was the result of an 18-month campaign that culminated in a ten-day sit-in at U of T president Robert Prichard's office.

Students Occupy Office

On March 15, when Singh and 19 other members of Students Against Sweatshops stormed the president's office, they had no idea that their sit-in would make national and international headlines, or that many of them would not emerge from the office until ten days later.

After months of delays by the university administration and with the end of the term quickly approaching, the students felt drastic action was needed to force the administration to finally approve a proposed code of conduct guaranteeing workers producing U of T merchandise a living wage and the right to organize and bargain collectively.

Support for Sit-in Grows

As the sit-in continued, Prichard was flooded with faxes and e-mail from across Ontario and North America. Rallies outside the second-story window of his occupied office were staged almost on a daily basis. Supporters, including students from York, Guelph and McMaster universities, cheered on the protestors and delivered food and supplies through a bucket-and-pulley system.

When U of T administrators defended their refusal to include a living wage clause in the code, arguing that academics and labour groups agree that a living wage is impossible to define, the students countered with an open letter signed by 17 prominent Canadian and US academics and labour rights advocates supporting the inclusion of a living wage clause.

Pop Torture Backfires

In an apparent attempt to deprive students of sleep and drive them out of Prichard's office, campus police played pop and heavy metal music at full blast day and night.

Their tactics backfired when the story of the Backstreet Boys being used as a form of sleep deprivation torture made national and international news headlines.

When the students emerged from the president's office after ten days with little sleep and no access to a shower, they were greeted with cheers and hugs from their supporters. They were joined by a second group of students who had occupied another office that morning in solidarity with their sit-in.

U of T Takes the Lead

According to Singh, the student occupation pushed the university to include in the code the principle that wages should meet workers' basic needs. "Without the sit-in, we might not have the code today," says Singh, "and we certainly wouldn't have any mention of the right of workers to a living wage." The code also includes provisions on child labour, forced labour, discrimination, hours of work, and freedom of association and the right to bargain collectively. It requires manufacturers to disclose factory locations and to accept independent verification that the code is being followed. "The adoption of the U of T code will provide an incentive for other universities and other public institutions to develop similar licensing and bulk-purchasing policies," says Singh. "As our movement grows, manufacturers and retailers will have no choice but to raise their standards and improve their labour practices."

Nov. 30, 10:18 EDT , 2001

Adopt no-sweatshop policy, group urges Guelph

GUELPH - A coalition of University of Guelph students, staff and faculty wants to revise rules for vendors to ensure that goods sold on the campus aren't made in sweatshops.

The university anti-sweatshop committee plans to draft a vendors code of conduct by March to ensure that all goods are produced by labourers earning living wages under fair conditions.

The group eventually wants to hold town hall meetings to get public input before submitting the paper to the university's board of governors for approval.

"This is a recognition that there are some serious labour issues on the international scene like child labour, slave labour and prison labour," said Mike Stephenson, chair of the anti-sweatshop committee.

"This didn't begin from something that happened on campus, it's proactive. To our knowledge, nothing that is sold on this campus comes from sweatshops."

The committee - which includes members of the Central Students Association, Ontario Public Interest Research Group and Students Against Sweatshops - is primarily concerned with the garment industry, which has been cited for its poor labour practices in the past.

And although the university group hopes that vendors will voluntarily sign the upcoming agreement, Stephenson said, enforcement may become part of the new code of conduct.

But that doesn't worry John Toth, who sells sweatshirts in the lobby of the University Centre.

"I don't really think about it, but I do ask other vendors about who the up-front suppliers are," said Toth, who sells Canadian clothes and wool sweaters from Ecuador.

"My guy in Ecuador is very, very up-front. When he's down there, he deals with a government-approved shop."

Still, the Maquila Solidarity Network, the anti-sweatshop group helping with the draft, says that even Canadian clothes can be made under conditions including long hours, sporadic pay and unsafe facilities.

"We negotiated over a year and put pressure on the University of Toronto before they adopted a similar plan and made it official policy," said Sonia Singh, a campaigner at the Maquila Solidarity Network.

"It hasn't led to a loss of business at the university, but it did allow the university to use leverage with suppliers if they value their business."

Torstar News Service

NYU plays a part in fight against sweatshop labor

Updated: Mon, Dec 03 12:00 PM EST
By Roger Thoman
Washington Square News
New York U.

(U-WIRE) NEW YORK — A panel of pro-labor activists and laborers from a recently unionized Mexican sweatshop met in New York City Saturday to discuss the success of their unionization campaign, and the effect of the campaign on university apparel, which has often been criticized for being manufactured by sweatshop labor. The panel consisted of members of the Workers' Rights Consortium (WRC), a group which spearheaded a campaign to put pressure on universities selling sweatshop-made apparel, and workers from a sweatshop in Kukdong, Mexico that produces Nike apparel.

Maria Roeper, senior program associate for the WRC, said that in recent years college students began protesting the sale of university apparel manufactured in Mexican sweatshops. The Kukdong plant was the focus of many protests, including those by NYU students. "The plant in Kukdong now has a code of conduct for workers' rights, which is a situation that has never happened before, anywhere," Roeper said. "It took the students to put pressure on the universities to join the WRC, which, in turn, put pressure on the production companies." NYU joined the WRC in the spring of 2000 in an effort to prevent University apparel from being manufactured by sweatshop workers. "There was nothing to indicate that sweatshop labor wasn't being used to make university apparel, and later we found out that it could have been the case with Nike," Roeper said.

NYU apparel is not produced in association with Nike, although Roeper said the company has contracts with many other universities. "We were proud to see that students were protesting in places like Niketown, exemplified by what NYU students did last year. At the same time, the workers in the Kukdong plant were bravely staging a food strike to try to improve their horrendous working conditions," Roeper said.

The Kukdong workers recently gained their right to unionize, and are already seeing improvements in working conditions, panel members said. The union triumph marks the first time that workers in a factory such as Kukdong have the right to protest. Scott Nova, executive director of the WRC, said he expects conditions to improve even further in coming years. "As soon as the business of the companies improves, the workers have a clause in their contract that says that the company must improve their conditions even more," Nova said. "The most important thing about this agreement is that many of the workers are even able to return to their jobs with support from the management. It just took the colleges and students to step in and support the workers."

WRC member Mary Kay said there are now 82 colleges that have agreed to put pressure on the clothing apparel industry in conjunction with the WRC, including NYU.

"Students in universities such as NYU began to recognize what an important issue [sweatshops] were, and began to ask questions of the universities," Roeper said.

Panel members said Kukdong is the first and only place where workers have gained a code of conduct that the management of the apparel plants must follow.

Marcela Muñoz Tepepa, a Kukdong worker and founder of the General Secretary of the Independent Union of Mexmode Workers, described the brutal treatment of the workers to the panel.

"Often, the food was making workers sick, because it was spoiled," Tepepa said through her translator. "There was brutal mistreatment of workers, both physical and verbal abuse. Also, the workers were paid very low salaries, not nearly enough for subsistence."

However, Tepepa said conditions are already improving following the unionization of the workers.

"The workers now have the ability to negotiate with the management, so we finally have some sense of control," Tepepa said. "The workers are healthier, more comfortable, happier and work with more energy than before, because the management realizes that they have to respect the workers." One of the provisions in the contract between Kukdong management and the union is a requirement that workers' conditions at the factory be independently monitored.

Professor Huberto Juárez Nuñez, a researcher in economics at the Autonomous University of Puebla, is one investigator who oversees conditions in Kukdong.

"In general, there have been official improvements in the workers' conditions. The problem now lies in some external elements, such as Mexico's unstable economy and the continuous transition ... to more involvement in industry," Nuñez said through his translator.

Nuñez also said that a significant amount of Mexico's economy is connected to the North American Free Trade Agreement (NAFTA). According to the NAFTA Secretariat, while Mexico is attempting to industrialize itself, many of the country's workers still live in poverty.

"It's things like that that we're trying to change," Roeper said. "We simply needed the support of student groups and universities."

1.1 Industry Restructuring and the Return of the Sweatshops

Materials in this section of the binder document major changes in the industry as a result of free trade policies, deregulation, technological change and restructuring, and the resulting deterioration of labour standards both domestically and internationally.

In summary, these changes have included:

- Outsourcing of a significant proportion of manufacturing to low-wage countries and to small contract shops and homeworkers in Canada;
- The increasing power of giant retailers and brand merchandisers to dictate the cost and terms of production to the actual manufacturers around the world;
- The closure of a significant number of large factories in Canada and the loss of unionized factory jobs, particularly in the women's wear sector;
- Increased competition between developing countries for investment and jobs, resulting in a lowering of labour standards and the failure to enforce existing national labour, health and safety and environmental regulations;
- The growth of export processing zones and spread of subcontracting facilities; and
- The weakening of the right and power of workers to organize and bargain collectively.

The result of these changes is an industry where violations are the norm, where piece rates fall below the minimum wage, where employment is precarious, and where sweatshop practices are spreading.

Common labour rights abuses linked to apparel products sold in Canada include the following:

- One-third of all imported apparel products by value are now made in China, much of it in special economic zones in southern China where Chinese labour laws are generally ignored. In February 2001, the Hong Kong Christian Industrial Committee released a report on labour practices in 12 Disney supply factories, at least one of which was producing for the Canadian Christmas market. According to the report, young women migrant workers were forced to work up to 16 hours a day, often seven days a week for as little as \$90/month. Workers in some factories were fined for talking at work, not wearing the factory ID properly, or forgetting to switch off dormitory lights. In one factory dorm, workers slept on triple-decker bunk beds, 14-21 women to a room.
- A growing percentage of apparel sold in Canada is produced in Mexico's maquiladora assembly-for-export factories, where independent unions are not tolerated. In Tehuacan, Puebla, the jean capital of Mexico, wages are \$25-\$50US a week, forced overtime is common, and workers in many factories must work unpaid extra hours to complete their quotas. Child labour is also a common



FEB 11 2002

TRENT UNIVERSITY

Peterborough, Ontario, Canada. K9J 7B8

Department of Athletics, Tel: (705) 748-1257, FAX: (705) 748-1447

MEMORANDUM

TO: Don Cumming
Senior Director Public Affairs

FROM: Sue Robinson
Department of Athletics & Recreation

DATE: February 7, 2002

SUBJECT: Adhoc Presidential Advisory Committee Labour Practices - Apparel

Thank you for including the Department of Athletics and Recreation in your recent Committee meeting. From this point forward, we would like to either receive minutes or be informed of the progress of this Committee, as the outcome will greatly affect our annual purchasing and suppliers.

I would like to pass on a few suggestions for your Committee:

- I believe a few local Trent suppliers should be invited to join this Committee as their input and knowledge would be of great assistance. As well, they potentially could start exploring the use of alternate manufacturers if needed.
- The TCSA should be well represented as they are the primary contact for an extremely large number of student groups and clubs who, independently, purchase inexpensive apparel every year. These groups and clubs answer to no one at the current time.
- I would recommend a closer examination of practices currently in place at other Ontario universities and colleges, as Cliff Ewert repeatedly listed facts, figures and practices for the USA (both retailers and colleges), but only minimally mentioned Canadian schools and retailers.
- In the long term, we should look at the required personnel and the accompanying cost value of that personnel who are going to ensure that these policies are in place for all Trent student clubs and groups, faculty, staff and departments.

In closing, we would like you to know that the Department of Athletics and Recreation supports your cause. Please let us know if we can be of any assistance.



Handwritten signature: Thanks SR

Agenda

Ad Hoc Presidential Advisory Committee
Labour Practices ^ Apparel

Thursday, January 24, 9 a.m. ^ President,s Meeting Room

1. Introduction of Guests
2. Sue Robinson ^ Issues from the Athletics Department perspective
3. Book bags/stuffed toys ^ Trent Bookstore - BR
4. Cliff Ewert, Vice President, Communications, Folletts ^ Q&A
Roundtable Discussion - All
5. CBC Disclosure ^ Report on Garment Industry ^ DC (repeat broadcast
of the program to be aired on CBC Newsworld, Thursday January 24 at 8
p.m. (http://www.cbc.ca/disclosure/archives/0222_gildan/story.html))
6. TCSA,s Dialogue with Clubs/Groups on Campus Re: Input ^ Update
Status ^ TRD
7. Next Meeting ^ February 14

LIVING WAGE CLAUSES: A COMPARISON

WRC Wording

Licensees recognize that wages are essential to meeting employees' basic needs. Licensees shall pay employees, as a floor, wages and benefits which comply with all applicable laws and regulations, and which provide for essential needs and establish a dignified living wage for workers and their families. [A living wage is a "take home" or "net" wage, earned during a country's legal maximum work week, but not more than 48 hours. A living wage provides for the basic needs (housing, energy, nutrition, clothing, health care, education, potable water, childcare, transportation and savings) of an average family unit of employees in the garment manufacturing employment sector of the country divided by the average number of adult wage earners in the family unit of employees in the garment manufacturing employment sector of the country.]....

SAS-C Wording

Suppliers, Licensees and all Contractors must provide wages and benefits that comply with, or better, all applicable laws and regulations, and which provide for essential needs and establish a dignified living wage for workers and their families. A living wage provides for the basic needs (housing, energy, nutrition, clothing, health care, education, potable water, child care, transportation) of workers and their families and provides some discretionary income.

U of T Wording

Licensees and their contractors must provide wages and benefits which comply with all applicable laws and regulations and which match or exceed the local prevailing wages and benefits in the relevant industry. It is the spirit and goal of this clause that wages should be sufficient to meet basic needs and to provide some discretionary income.

FLA Wording

Employers recognize that wages are essential to meeting employees' basic needs. Employers shall pay employees, as a floor, at least the minimum wage required by local law or the prevailing industry wage, whichever is higher, and shall provide legally mandated benefits.

***U of T initiative**

in May 2000, U of T passed a Code of Conduct that addressed SAS demands for full public disclosure, wages that meet basic needs, provisions on hours of work, health and safety.....

process: licensee applies by agreeing to code, company signs contract once approved when product shipped to uni, one sample is delivered to licensing office with signed declaration that product produced in compliance with code, includes factory name, address--to be posted on website with photo of product

at end of each yr, company required to submit report confirming compliance

so far, some of their vendors have agreed to the code

(Barbarian, Distinct Options, Russel Athletics, Its All Greek to Me, Life Outdoor Products, Peach Tree Marketing, Shaver Agencies)

suppliers are common in university market, means there is room for co-operation and collaboration between Canadian universities on how to develop and implement code compliance mechanisms

that is why bringing together univer. from across Can, or at a min. across Ont. is a good initiative!

And why we shouldn't be left behind--only responsible to pass a strong policy that will ensure Trent licensees are NOT profiting from exploiting workers

■ PRESENTATION TO COMMITTEE (Clayton & Tanya)

*Homeworkers

- 40 000 homeworkers in Canada, majority are immigrant women of colour
- also in small contract shops, majority of garment workers employed in workplaces with less than 20 workers

\$2 ^{has been recorded} \$4.50/hr is norm, rather than 10% above min wage that they are entitled to due to overhead costs

as many as 74hrs per week, other times no work, no benefits

- marginalized in part-time, insecure, poverty level jobs outside official economy
- many find that pay, hours worse than what they experienced in countries of origin
- reluctant and afraid to report labour abuses--might be blacklisted by contractors as a trouble maker

*US universities

activities on over 150 university campuses nationwide: University of Arizona, University of Michigan, North Carolina, Illinois

full public disclosure, independent monitoring, wages that meet basic needs

86 universities have joined the Workers Rights Consortium-organization to help enforce Codes by investigating factories in collaboration with local NGOs

*Case of Kukdong factory in Mexico

-maquila in Mexico, producing apparel for over 14 US universities with Codes

in Jan 2000 workers complaining about poor working conditions and working to set up a collective agreement were fired, 800 co-workers staged work stoppages

after being broken up by police, some strikers were not allowed to return to work

-local organizations, the WRC as well as other human rights monitoring bodies investigated the problems

-their reports formed the foundation of a surge of protests led by USAS, and NGOs across the US as well as Canada

Finally, three weeks ago, the workers have won an independent union and signed a collective agreement

this struggle could not have been won without the int'l solidarity, built specifically through links developed by codes of conduct

important lesson!!!

Lanya Roberts -
Davis

Agenda

Ad Hoc Presidential Advisory Committee Labour Practices – Apparel

Friday, December 14, 9 am – President's Executive Office Meeting Room

JIPSEU
TUEA

1. Introductions
2. Terms of Reference - Review
3. Information Kits – issue backgrounder
4. Goals: Start

Work plan – Meeting schedule – Goals - Timelines

Report to the President

info gathering

5. Proposed bi-weekly meeting schedule: December 14, January 10,
January 24, February 14, February 28, March 14, March 28, April 11, April 25
consultations *drafting*
6. Consideration to invite guests from Follets and University of Guelph to attend
future meetings
7. Next meeting – January 10, 2002 – Riverside Office Meeting Room

monitoring
Uof T code
collaboration
- Guelph

If you have to
go, I'll send
you an e-mail
about what goes on

sions for Follett

* TCSA – who comes to sell clothes?
- entrepreneurs
- college level
- child labour/discipline

POLICY NEGOTIATIONS

(Agendas, Documents Presented for Discussion, Notes and Reflections)

THE CASE OF AMERICAN UNIVERSITY

(Washington, DC)

American University has a contract with Follett to supply the merchandise in their bookstore. Students lobbied for a "No Sweat" code of conduct to be passed, a campus committee was formed which included administrators, faculty members, students and a representative from the community. According to student Rebecca Dewint, "Follett saw it as its responsibility to implement a code of conduct the university decided on" (Personal Communication). Now, American University is a member of the Worker Rights Consortium. Acceptance of third party monitoring facilities and the disclosure of all manufacturers is necessary upon becoming part of the WRC, the adoption of a code which includes adherence to basic ILO conventions as well as clauses addressing the issue of a living wage.

Contact Person:

Short-Hanson

Office of Student Affairs, American University

rh@american.edu

4.2 How does disclosure work at the University of Toronto?

In order to manage and catalogue disclosure information and document vendor compliance with the Code, the University of Toronto has established an accountability system for vendors and licensees that involves at least four steps:

Firstly, would-be licensees are required to sign an application form in which they agree that all products provided by them to the university will be produced in compliance with the attached U of T Code of Conduct for Licensees.

Secondly, if approved as a licensee, a company signs a contract with the university requiring it to comply with the Code.

Thirdly, when a product is shipped to the university, one sample of each product is delivered to the Marketing and Licensing office, along with a signed declaration affirming that the product was produced in compliance with the Code. In addition, the signed declaration includes the factory name and address where the product was manufactured.

Lastly, at the end of each year, every company authorized as a U of T licensee is required to produce an annual report detailing the products it has delivered to U of T and confirming its compliance with the Code and any steps taken during the year to ensure compliance.

Disclosure information provided in the third step is reproduced on a U of T website and accessible to the public. The website will include a picture of each article and details about its manufacture, which U of T believes will be an incentive for licensees by helping to advertise companies which are complying with U of T's Code provisions.

Developing internal documentation and management systems for the university is essential element in ensuring that the code is properly implemented and monitored.

DISCLOSING FACTORIES (GEAR For Sports)

Taking the lead, GEAR For Sports® was the first major supplier in the collegiate market to agree to public disclosure of factory production locations. The decision to release factory information was a relatively easy one, based on clear and decisive guiding principles of the business. It is the position of GEAR For Sports® that participation in public disclosure will give stakeholders confidence that the business operates in compliance with the highest ethical standards.

Universities have a right to know detailed information about where the products carrying their logo are produced, and that is why GEAR For Sports® supports factory disclosure for the collegiate industry. GEAR For Sports® now maintains a database that will allow for a specific school's merchandise to be matched to the actual factory producing the product. This means that when a consumer buys a piece of merchandise in a college bookstore, they will have the ability to access GEAR For Sports' factory database and see exactly which factory produced that product, as well as the location of that factory. Effective factory disclosure must be a dynamic process that continually tracks where each school's products are being manufactured.

In August of 1999, GEAR For Sports® helped to establish the Collegiate Industry Initiative for Responsible Manufacturing known as CIIRM. This industry-wide partnership was formed to investigate and evaluate existing human rights initiatives. GEAR For Sports believes that its commitment to factory disclosure will give other apparel manufacturers the confidence to follow suit. The human rights issue in the collegiate manufacturing industry is both multi-faceted and complex. It must be said that improving working conditions around the world demands collaboration between the university, manufacturers and factory owners to develop workable solutions.

As awareness of sweatshop labor conditions in some countries has increased, many industry participants are currently working to educate stakeholders about the reality of sweatshop labor in the apparel industry. GEAR for Sportsr applauds these efforts to uncover abuses and illegalities occurring in foreign production facilities. GEAR For Sports holds its business partners to the highest ethical standards and maintains a commitment to human rights, as affirmed in the GEAR For Sports® Code of Conduct.

Send mail to gearnosweat@gfsiinc.com with questions or comments about this web site.

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Last modified: March 28, 2000

From: <http://www.gearnosweat.com/>

B. Confidentiality: Any information requested or provided in section A above will be treated as confidential by Follett and Follett's external monitor. Said information will not be disclosed to other third parties unless Follett is required to do so by law or compelled to do so through legal process. Further, said information will be used solely to monitor, ensure and improve compliance with this Code of Conduct.

V. Vendor Remediation: All products, in whole or in part, sold to Follett must be manufactured in compliance with this Code of Conduct. If Follett, in its sole discretion, determines that a product has been made in violation of this Code, then Follett will consult with the vendor to examine the issues and determine the appropriate measures to be taken. The remedy will include the vendor taking steps necessary to correct such violations. If consultation and agreed upon measures fail to adequately resolve the violations within a specified time period, Follett shall remove the non-complying product from Follett's inventory, and return it to the vendor at the vendor's sole expense, for full credit.

VI. Employee Compliance: Any Follett Higher Education Group employee who knowingly purchases products to be sold by Follett that are in violation of this Code may be subjected to discipline up to and including discharge.

VII. Communication and Notification: Vendors must ensure that the management staff of each manufacturing facility has read and understood the requirements of this Code, and that the management staff effectively communicates the terms of this Code to the workers in the facility.

Name of Vendor _____
Please Type or Print

Name and Title of Individual
Authorized to Sign on Behalf
of Vendor: _____
Please Type or Print

Authorized Signature _____

Date: _____

Witnessed By _____

11. **Legal System:** Products and materials shall not be manufactured or produced in any country where the local legal system would prevent Follett, in its sole discretion, from adequately protecting its name, trademarks, images, or other interests or from implementing any provision of this Code.

12. **Political, Economic, and Social Environment:** Products and materials shall not be manufactured or produced in any country where the political, social or economic environment would threaten Follett's reputation and/or commercial or other interests

IV. **Verification:** It shall be the responsibility of each vendor to ensure its compliance with this Code and to verify that its business partners, subcontractors and others involved in the production or manufacture of products or materials for Follett are in compliance with this Code. Each vendor shall maintain on file such documentation as may be needed to demonstrate its compliance with this Code and shall make the documentation available for inspection upon request by Follett or Follett's designee

A. **Monitoring Compliance:** Follett recognizes that an effective and responsible monitoring mechanism is crucial to the successful implementation of this Code of Conduct. In order to provide a meaningful monitoring procedure, therefore, Follett has designated an independent third-party external monitor whose obligation it is to investigate compliance with this Code. Each vendor shall provide Follett's designated external monitor with physical access to all facilities where products are made, in whole or in part, whether by the vendor or by third parties with whom the vendor or its agent or representative contracts, in order to monitor and verify compliance with this Code of Conduct. Follett's designated external monitor shall be authorized to perform announced and unannounced visits to facilities for the purpose of monitoring compliance with this Code.

Upon request, and on January 1 of each year, every vendor shall promptly provide Follett's external monitor with the following information concerning each such facility where products to be sold by Follett are made: (1) the name, address, telephone number and facsimile number of the facility, (2) the name, address, telephone number and facsimile number of the owner(s) of the facility, (3) the name and job title of a contact person at the facility, (4) a detailed description of the type and quantity of all products made, assembled, or processed, in whole or in part, at the facility, (5) a summary description of the vendor's relationship to the owners and/or operators of the facility (e.g., company owned, contractual, etc.), and (6) any other information Follett's external monitor deems necessary to effectively monitor and verify compliance with this Code

It shall be the vendor's responsibility under this agreement to promptly notify Follett's external monitor whenever it creates or ends relationships with new entities or facilities for the manufacture or assembly of products, in whole or in part, to be sold to Follett. If the vendor fails to do so, and Follett incurs any expense as the result of the vendor's failure to notify Follett's external monitor pursuant to this paragraph, then the vendor shall reimburse Follett for all such expenses

- potential contribution
- we will provide to next level (the
- send out to suppliers/vendors
- vendors

Subject: Next meeting & Draft policy statement

Date: Tue, 12 Mar 2002 16:43:36 -0500

From: Sybil Nunn-Thorn <sthorn@trentu.ca>

Organization: Trent University, Communications Department

To: lhayes <lhayes@trentu.ca>, mhendriks <mhendriks@trentu.ca>,
dcumming <dcumming@trentu.ca>, jharrison <jharrison@trentu.ca>,
trobertsdavi <trobertsdavi@trentu.ca>, breeves <breeves@trentu.ca>,
grok88 <grok88@yahoo.ca>

CC: Sybil Nunn-Thorn <sthorn@trentu.ca>

Agenda

Ad Hoc Presidential Advisory Committee
Labour Practices – Apparel

Thursday March 14, **8:30** a.m. – President's Meeting Room
(Note: this meeting is being chaired by Martha Hendriks)

1. Discussion of Draft Principles (see below for updated version)
2. Agenda items for next meeting

Next meeting is March 28 in the Riverside meeting room at 8:30 a.m.
9am March 21st

INTRODUCING A NO SWEAT POLICY FOR TRENT UNIVERSITY

Currently, labour abuses are the norm in the apparel industry. Long hours, low wages, forced overtime, poor health and safety practices, the firing of workers who try to form unions and physical and verbal abuse as well as harassment are not uncommon. Yet, under the conventions of the International Labour Organization, an agency of the United Nations, workers are entitled to a number of basic rights, including the right to organize (Convention 87), the right to bargain collectively (Convention 98), freedom from forced labour (Conventions 29 and 105) and freedom from discrimination in access to employment, training and working conditions (Convention 111). As part of an international campaign to stop sweatshops, and in support of garment workers' demands for jobs with dignity, students, non-governmental organizations and unions are pressuring universities, school boards and municipalities to implement 'No Sweat' purchasing policies.

To date, over two hundred universities in the U.S. and Canada have adopted codes of conduct that address the problem of inhumane working conditions in the production of university apparel. Rather than a university changing its clothing suppliers, a code of conduct ^{is intended to} allow workers to keep their jobs under improved working conditions. To be effective, a code must require public disclosure and independent verification. For example, the Worker Rights Consortium (WRC), an initiative of United Students Against Sweatshops which has a membership of ninety-two U.S. universities, carries out investigations of factories producing for these institutions. Joint teams made up of WRC members and local NGO and labour organizations verify

*This code applies to the Trent bookstore, Trent Central Student Association and all departments at the university that procure clothing.

*Freedom of Association and Collective Bargaining Respected

Workers have the right to join or form trade unions of their own choosing and to bargain collectively. Where the right to freedom of association and collective bargaining is restricted under law, the employer facilitates (in consultation, as possible, with the relevant International Trade Secretariat), and does not hinder, the development of parallel means for independent and free association and bargaining.

workers reps

*Child Labour Prohibited

*Forced Labour Prohibited

*Hours of Work

A regular work week should not exceed forty-eight hours and workers shall be allowed one day off per week. Overtime shall be voluntary and will be compensated at a premium rate.

*Safe and hygienic working conditions

At all times, the workplace shall be kept clean, hygienic and safe. Safe handling information and training shall be provided regularly for relevant tasks and materials. Workers shall have access to clean toilet facilities and potable water.

*Nondiscrimination

There shall be no discrimination in hiring, compensation, access to training or retirement on the basis of age, sex, pregnancy, maternity leave status, marital status, race, nationality, country of origin, social or ethnic origin, disability, sexual orientation, religion, political ^{belief} opinion, or union membership.

maternity leave

*Harassment and Abuse Prohibited

Physical, sexual or psychological abuse, or verbal harassment or abuse, including the use of corporal punishment, shall not be tolerated. No employee shall be subjected to the involuntary use of contraceptives or pregnancy testing.

*Living Wage

Workers shall be provided with a wage or piece rate that meets their essential needs and ~~provide some discretionary income.~~

constitutes a dignified living wage. email addresses, photos

*Public Disclosure

The company names, owners, and/or officers, addresses, and nature of the business association, including the steps performed in the manufacturing process, of all the licensees' contractors and manufacturing plants which are involved in the manufacturing process of apparel shall be made public information.

*Code compliance and Independent monitoring

All garment suppliers and their contractors as well as subcontractors to Trent University shall accept the principle that the implementation of the code will be assessed through monitoring and independent verification. They shall co-operate with ministry of labour and other government-sanctioned investigations and audits of employer compliance with local labour and other relevant legislation. Workers whose work is covered by the code shall be made aware of the Code and implementation principles or procedures orally and through the posting of standards in a prominent place in the local languages spoken by employees and managers. Workers and interested third

Eight ILO "Core Labour Rights" Conventions

Convention 87

Freedom of Association and the Right to Organize (1948; Ratified by 124 states.)

The right of workers to form and join organizations of their own choosing without prior authorization, and without interference from public authorities.

Convention 98

The Right to Organize and Bargain Collectively (1949; Ratified by 141 states.)

The right to organize and bargain collectively, and protection against anti-union discrimination and employer interference.

Convention 29

Forced Labour (1930; Ratified by 150 states.)

Prohibits forced or compulsory labour in all its forms, with certain exemptions for military service, properly supervised convict labour and emergencies such as wars and national disasters.

Convention 105

Abolition of Forced Labour (1957; Ratified by 140 states.)

Prohibits the use of any form of forced or compulsory labour as a means of political coercion or education, punishment for the expression of political or ideological views, workforce mobilization, labour discipline, punishment for participation in strikes, or discrimination.

Convention 100

Equal Remuneration (1951; Ratified by 140 states.)

Requires equal pay and benefits for men and women for work of equal value.

Convention 111

Discrimination (Employment and Occupation) (1958; Ratified by 137 states.)

Calls for elimination of discrimination in access to employment and training and working conditions, on grounds of race, colour, sex, religion, political opinion, national extraction or social origin and to promote equality of opportunity and treatment.

Convention 138

Minimum Age Convention (1973; Ratified by 77 states.)

Establishes the minimum age for admission to employment (15, or 14 for countries meeting developing country exceptions, and not less than the age for completion of compulsory schooling), and stipulates the minimum age for admission to hazardous work (18).

Convention 182

Prohibition and Immediate Elimination of the Worst Forms of Child Labour (1999; Ratified by 6 states) Call for the immediate elimination of the worst and most hazardous forms of child labour; adds to, and does not supersede, Convention 138.



President's Executive Group Issues Documentation Sheet (IDS)

Issues that are identified for discussion/direction/resolution at the President's Executive Group shall be documented in an Issues Documentation Sheet (IDS). The IDS shall have wide application for issues requiring system wide implementation, including changes to existing procedures and implementation of new strategic directions. The IDS process will focus on greater planning and communication of decisions.

Date:

Note the date the submission was authored.

March 21, 2002

Submission Authored by:

Note which staff member(s) authored the IDS and their titles.

Author Name:	Don Cumming	Title:	Senior Director, Public Affairs
Author Name:	Ad Hoc Presidential Advisory Committee on Labour Practices - Apparel	Title:	
Author Name:		Title:	

Sponsored by:

List PEG member, and their title, who has sponsored and reviewed the submission prior to the PEG meeting.

PEG Member Name:	Bonnie Patterson	Title:	President and Vice Chancellor
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Issue:

Provide a succinct one-sentence description of the issue requiring discussion, direction, resolution.

On November 20, 2001 PEG approved terms of reference for an Ad Hoc Presidential Advisory Committee Labour Practices - Apparel. The committee was assigned the task to develop a 'no sweat' policy that could be adopted during the life of the existing contract between Follett's Inc. and Trent University.

Background:

Elaborate on the issue (two-three paragraphs) by providing factual background on the issue: what is the issue that PEG members need to be aware of; what are the risks/benefits; which stakeholders have been consulted to date; pertinent policies, procedures, guidelines, legislation; HR impacts; contracts; budgets, etc.

Discussion:

Explain implications around the issue including: finances/resources; space considerations; administration requirements; academic issues; governance issues, etc. Highlight possible options that are available to the university to best manage the issue. Note pros and cons, other considerations and factors that will lead to an informed decision by PEG.

INTRODUCING A NO SWEAT POLICY FOR TRENT UNIVERSITY

The conventions of the International Labour Organization, an agency of the United Nations, state that all workers are entitled to a number of basic rights, including the right to organize (Convention 87), the right to bargain collectively (Convention 98), freedom from forced labour (Conventions 29 and 105) and freedom from discrimination in access to employment, training and working conditions (Convention 111). Yet, labour abuses are too often the norm in the global apparel industry. Long hours, low wages, forced overtime, poor health and safety practices, the firing of workers who try to form unions and physical and verbal abuse as well as harassment are not uncommon. As part of an international campaign to stop such sweatshops, and in support of garment workers' demands for jobs with dignity, students, non-governmental organizations and unions are collaborating with universities, school boards and municipalities to implement 'No Sweat' purchasing policies.

To date, over 200 universities in the U.S. and Canada have adopted codes of conduct that address

the problem of inhumane working conditions in the production of apparel bought and used by universities. Rather than a university changing its clothing suppliers, a code of conduct is intended to allow workers to keep their jobs under improved working conditions. To be effective, a code must require public disclosure of factory locations and be independently verified. The Worker Rights Consortium (WRC), an initiative of United Students Against Sweatshops which has a membership of ninety-two U.S. universities, carries out investigations of factories producing for these institutions. Joint teams made up of WRC members, local NGOs and labour organizations verify whether the production sites are in compliance with the WRC code of conduct. Since the implementation of the WRC began in May 2001 and other multi-stakeholder initiatives pertaining to apparel in both Europe and the US are similarly recent, code compliance is still in an experimental stage. The Fair Labour Association (FLA) is another monitoring system that certifies companies that meet its standards. Although the WRC and the FLA have been developed to meet the needs of universities with codes of conduct, neither are designed to deal with the context of apparel manufacturing in Canada.

In May 2000, the University of Toronto became the first Canadian university to pass a code. At McMaster, a code of conduct is also expected to be passed by the end of March 2002. Negotiations are ongoing at Memorial University, Dalhousie University, the University of Guelph and Trent University. As of yet, there is no national body that has been developed to facilitate the collaboration between universities on code verification and implementation. Such an initiative will be necessary if universities in Canada are going to confront their connections to sweatshops. Resources will have to be pooled so that pilot projects to test independent verification processes can be implemented.

Trent University has formed a committee composed of students, administration, faculty and representatives from the bookstore to draft a code of conduct for clothing purchased by the Trent Central Student Association, student clubs, academic and athletic departments as well as the bookstore.

The committee's goal in implementing a code of conduct is to be sensitive to the uniqueness of local settings but also to promote universal rights as defined by the conventions of the International Labour Organization. It is of paramount importance that workers' rights to organize and bargain collectively are respected so that they can struggle to improve their own working conditions according to their own needs. Moreover, the code is not a substitute for union representation, and is not to be used as an alternative to union recognition or collective bargaining. Recognizing that much of the clothing at Trent is sewn in Canada and that homeworkers constitute a significant part of the garment workforce, a code of conduct should recognize their specific circumstances and needs.

Implementing a strong and effective code of conduct will be a long and gradual process which will take commitment on the part of students, apparel suppliers and university staff and administrators.

Key Principles For A No Sweat Code at Trent

*This code applies to the Trent bookstore, Trent Central Student Association, student clubs and all departments at the university that procure clothing.

*Freedom of Association and Collective Bargaining Respected

Workers have the right to join or form trade unions of their own choosing and to bargain collectively. Where the right to freedom of association and collective bargaining is restricted under law, the employer facilitates (in consultation, as possible, with the relevant International Trade Secretariat), and does not hinder, the development of parallel means for independent and free association and bargaining.

*Child Labour Prohibited

*Forced Labour Prohibited

*Hours of Work

A regular work week should not exceed forty-eight hours and workers shall be allowed one day off per

week. Overtime shall be voluntary and will be compensated at a premium rate.

***Safe and hygienic working conditions**

At all times, the workplace shall be kept clean, hygienic and safe. Safe handling information and training shall be provided regularly for relevant tasks and materials. Workers shall have access to clean toilet facilities and potable water.

***Nondiscrimination** } *Human Rights*

There shall be no discrimination in hiring, compensation, access to training or retirement on the basis of age, sex, pregnancy, maternity leave status, marital status, race, nationality, country of origin, social or ethnic origin, disability, sexual orientation, religion, political beliefs, or union membership.

***Harassment and Abuse Prohibited**

Physical, sexual or psychological abuse, or verbal harassment or abuse, including the use of corporal punishment, shall not be tolerated. No employee shall be subjected to the involuntary use of contraceptives or pregnancy testing.

***Living Wage**

Workers shall be provided with a wage or piece rate that meets their essential needs and constitutes a dignified living wage appropriate to local conditions.

***Public Disclosure** * - *Freedom of Info*

The company names, owners, and/or officers, addresses, contact information and nature of the business association, including the steps performed in the manufacturing process, of all the licensees' contractors and manufacturing plants which are involved in the manufacturing process of apparel shall be made publicly available.

***Code compliance and Independent monitoring**

All garment suppliers and their contractors as well as subcontractors to Trent University shall accept the principle that the implementation of the code will be assessed through monitoring and independent verification. They shall co-operate with ministry of labour and other government-sanctioned investigations and audits of employer compliance with local labour and other relevant legislation. Workers whose work is covered by the code shall be made aware of the Code and implementation principles or procedures orally and through the posting of standards in a prominent place in the local languages spoken by employees and managers. Workers and interested third parties shall be provided with a confidential means to report failure to observe the Code. Each supplier will submit annual compliance reports, which will include the information discussed under the Public Disclosure clause and a summary of the steps taken, and/or difficulties encountered, during the preceding year in implementing and enforcing the Code at each site. Contents of the compliance reports shall be considered public information.

Though Trent is a small university with limited resources, the university agrees to work in collaboration with other Canadian universities that have passed strong codes of conduct, such as the University of Toronto and McMaster University, with the goal of eventually forming a consortium that will work towards ensuring that apparel procured is produced under fair and ethical conditions.

Clearly, the trend among universities is to establish reasonable codes to guide their purchasing activities. It is inevitable that all institutions will be pressed to embrace the Students Against Sweatshop campaigns. Although the costs of implementation are not clear at this time and unanswered questions remain, it is anticipated that a consortium of universities will play a key role as a clearing house to monitor compliance and disclosure practices, and serve as a resource to universities. Additional cost considerations relate to the university's reputation: Trent's reputation could suffer if it were seen to be unsupportive of a broad effort in university communities to address this social issue.

Communications Strategy:

Highlight a proposed communication strategy that supports the communication of a PEG decision,

*respective from
unions*

Aramark

direction, resolution. Strategy should include: proposed key messages; process for communicating (including timelines); target audiences; medium to be used; interactions with Communications Office, if necessary.

With input from PEG on the current draft Key Principles, the committee will continue to finalize a policy document for completion by April 30, 2002. It is also recommended that a representative from Trent attend a meeting of university administrators, tentatively planned for May 2002 to learn about common approaches to No-Sweat campaigns.

The committee welcomes PEG's comments on the draft Key Principles (above) and proposes to continue its work by focusing phase two activities on: developing a communications strategy that promotes awareness of the issue and the committee's work within the Trent community and, over time, to local suppliers. It is proposed that much of this activity will resume in the fall, 2002.

In September, it is recommended that the committee be renewed with a blend of representatives from faculty and students to refine a communications strategy, in cooperation with the Follett's bookstore, and review implementation issues and procedures. Changes in the committee's composition will occur due to one graduation and one sabbatical. At the appropriate time, the committee wishes to share its finished work with members of the Board of Governors for information purposes only - to educate Board members and to demonstrate Trent's leadership in the anti-sweatshop movement.

Recommendations:

Provide recommendation(s) to PEG - there may be more than one recommendation for consideration. Draft the recommendation using language typically used in a motion format — e.g. *"That Purchasing be directed to pursue the contract with Company X within the following guidelines approved by PEG."*

That PEG amend the Ad Hoc Committee's Terms of Reference to allow the committee to continue its work on communication and implementation in September, 2002 with a reconstituted committee, that the committee prepare an update report for PEG by December 10, 2002 on its activities, and that the (amended) Key Principles become the basis for an administrative No-Sweat Code at Trent University, with operational guidelines to be defined and approved by PEG.

SWEATSHOPS. Principles developed to date by ad hoc cttee. dist. & discussed. Noted disclosure, compliance, audit to be worked out over time. PEG agreed to extend the committee's time frame as requested to Dec. '02. Draft policy to be brought back to PEG April 30th. Cttee to consult on principles with human rights advisor, Trent unions and exempt staff, HR department and subsequently more broadly per handout. Final policy expected back at PEG December '02.

Major concerns expressed at PEG meeting, March 26/02

Bonnie Patterson

- collective agreements that workers might already have might have lower standards, this code could be an imposition--eg say workers had agreed to work a 60hr work week, then the 48hr regular work week would go against what they want

Sally Young

- should include Aramark clothing
- disclosure clause--perhaps illegal under Canada's freedom of information act
- companies will not want to disclose this private information
- non-discrimination clause--too strongly worded? (stronger than Trent's Human Rights code)

Nancy Smith

- code promotes idea of unionization (which is not necessarily a good thing), problematic for women homeworkers who want jobs
- homeworking provides flexibility, will push out these women because code has high standards

Colin Taylor

- how much (financially) will Trent have to commit to the development of a national university consortium

Agreement to let committee continue working on ad hoc basis throughout next year, basically approved key principles (though contested hours of work, freedom of association, non-discrimination and public disclosure)

Requests

- *check freedom of info act
- *consult with unions(OPSEU, CUPE, TUFA) and private sector employees group
- *consult Human Rights Advisor on non-discrimination clause

Subject: Tomorrow's meeting of the Labour Practices -- Apparel Cttee

Date: Wed, 10 Apr 2002 14:10:09 -0400

From: Sybil Nunn-Thorn <sthorn@trentu.ca>

Organization: Trent University, Communications Department

To: lhayes <lhayes@trentu.ca>, mhendriks <mhendriks@trentu.ca>, dcumming <dcumming@trentu.ca>, jharrison <jharrison@trentu.ca>, trobertsdavi <trobertsdavi@trentu.ca>, breeves <breeves@trentu.ca>, grok88 <grok88@yahoo.ca>

CC: Sybil Nunn-Thorn <sthorn@trentu.ca>

AGENDA

Thursday April 11 @ 8:30 a.m., President's Meeting Room

1. Review code content (see draft copy below)
2. Timelines -- PEG presentation - April 30th
3. Committee Composition -- How?
4. First Meeting in September -- date TBD -

Next meeting Thursday April 18, 8:30 President's Meeting Room

No Sweat Policy (Draft)

Definitions:

The term ³code² means this document in its entirety.

The term ³supplier² shall include all persons or entities that have entered an agreement with Trent University to manufacture apparel to be sold or distributed by or on behalf of the University.

Apparel + other US universities?

The term ³licensee² shall include all persons or entities that have entered an agreement with the University to manufacture items bearing the name, trademarks, and/or images of the University.

The term ³contractor² shall include each contractor, subcontractor, vendor, or manufacturer that is engaged in a manufacturing process that results in a finished product for the consumer.

The term ³manufacturing process² shall include the assembly, packaging, and decoration of apparel.

The term ³homeworker² shall include all persons who are engaged in the manufacturing process of apparel sold or distributed on behalf of Trent University and work out of their own homes, using their own equipment.

The term ³child² means any person less than 15, unless local minimum age law stipulates a higher age for work or mandatory schooling, or less than 14 if minimum wage law is set at that age in accordance with developing country

exceptions under ILO Convention 138.

An "International Trade Secretariat" is a sector relevant, internationally organized, federation of trade unions (for example the International, Textile, Garment and Leatherworkers Federation) comprised of unions, which through their national labour central may also be affiliated to either the International Confederation of Free Trade Unions or the World Federation of Trade Unions.

Provisions

Legal Compliance: Suppliers, Licensees and Contractors must comply, at a minimum, with all applicable legal requirements of the country in which products are manufactured. Where this Code and the applicable laws of the country of manufacture conflict or differ, the higher standard shall prevail.

Living wages: Wages and benefits paid for a standard working week shall meet at least legal or industry minimum standards and always be sufficient to meet basic needs of workers and to provide some discretionary income.¹ Wages will be paid in a timely manner directly to the employee in cash, cheque or the equivalent. All workers shall be provided with written, verbal and understandable information about the conditions in respect of wages before they enter employment and of the particulars of their wages for the pay period concerned each time that they are paid. Deductions from wages for disciplinary measures shall not be permitted² nor shall any deductions from wages not provided for by national law be permitted without the expressed permission of the worker concerned.

Hours of Work: Hours of work shall comply with applicable laws and industry standards. In any event, workers shall not on a regular basis be required to work in excess of 48 hours per week and shall be provided with at least one day off for every 7 day period. Overtime work (more than 48 hours per week) shall be voluntary, shall not exceed 12 hours per week, shall not be demanded on a regular basis and shall always be compensated at a premium rate.

Child Labour: No person shall be employed at an age younger than 15 (or 14, where, consistent with International Labour Organization practices for developing countries, the law of the country of manufacture allows such exception). Where the age for completing compulsory education is higher than the standard for the minimum age of employment stated above, the higher age for completing compulsory education shall apply to this section.

~~Suppliers and Licensees agree to work in conjunction with labour,~~
governmental, human rights, and non-governmental organizations, as determined by the University, Supplier or Licensee, and workers, to minimize the negative impact on any child released from employment as a result of the enforcement of the Code.³ Workers under the age of 18 shall not be exposed to situations in the workplace that are hazardous, unsafe, or unhealthy.

Forced Labour: There shall be no use of forced labour, whether in the form of involuntary prison labour, indentured labour, bonded labour or otherwise. Workers shall not be required to lodge financial deposits or their original identity papers with their employers.

Safe and Hygienic Working Conditions: At all times, the workplace shall be kept clean, hygienic and safe, bearing in mind the prevailing knowledge of the industry and of any specific hazards. Safe handling information and training shall be provided regularly for relevant tasks, materials and equipment. Workers shall have access to clean toilet facilities and potable water. If appropriate, sanitary facilities for food storage shall be provided. Where workers are handling hazardous materials, safety showers shall be provided and accessible at all times in case of an accident.

Appropriate and sufficient first aid supplies shall always be on site.

Ready access to ^{available} Trained medical professionals shall be ^{present} to administer first aid, deal with emergencies and treat workers' occupational health problems.

Accommodation, where provided, shall be clean, safe, and meet the basic needs of the workers.

Nondiscrimination: There shall be no discrimination in hiring, salary, benefits, performance evaluation, discipline, promotion, retirement or dismissal on the basis of age, sex, pregnancy, maternity leave status, marital status, race, nationality, country of origin, social or ethnic origin, disability, sexual orientation, religion, political beliefs, or union membership. Workers will be permitted to take appropriate maternity leave and will be able to return to their former employment at the same rate of pay and benefits.

Footnote: re retirement separate from legal age of retirement
check Trent human rights code

Harassment and Abuse: Physical, sexual or psychological abuse, or verbal harassment or abuse, including the use of corporal punishment, shall not be tolerated. No employee shall be subjected to the involuntary use of contraceptives or pregnancy testing.

Freedom of Association and the Right to Bargain Collectively: The right of all workers to form and join trade unions, of their own choosing and to bargain collectively shall be recognised (ILO Conventions 87 and 98). Workers' representatives shall not be the subject of discrimination and shall have access to all workplaces necessary to enable them to carry out their representation functions (ILO Convention 135 and Recommendation 143). Employers shall not hinder or interfere with any attempts of the workers to organize a trade union. Where the right to freedom of association and collective bargaining is restricted under law, the employer facilitates (in consultation, as possible, with the relevant International Trade Secretariat), and does not hinder, the development of parallel means for independent and free association and bargaining.

Appendix of ILO
eo

Homeworkers: Homeworkers shall be given reasonable quotas such that the volume can be met in a regular work week and the piece rate or other form of remuneration shall constitute a living wage. Homeworkers shall be allowed to join and participate in workers' support organizations of their own

choosing. The employer shall provide training in relevant matters of occupational health and safety to homeworkers. The provisions of this code regarding wages, child labour, forced labour, nondiscrimination and harassment and abuse shall also apply to homeworkers. Employers shall keep adequate records of their employees' names, addresses, rate of pay and number of hours worked each week in order to make this information available for monitoring purposes (for example, ^{Ontario} Ministry of Labour audits).
provincial ministries

Pricing and Timelines: The Supplier or Licensee must assure that they are paying their Contractors a sufficient price to meet production costs while complying with this Code. In addition, the Supplier shall ensure that realistic production timelines are provided to Contractors and homeworkers to comply with this Code.

Public Disclosure: The company names, owners, and/or officers, addresses, contact information and nature of the business association, including the steps performed in the manufacturing process, of all the licensees' contractors and manufacturing plants which are involved in the manufacturing process of apparel shall be made publicly available,
accessible (for ex on Internet)

Code compliance and Independent Monitoring: All garment suppliers and their contractors as well as subcontractors to Trent University shall accept the principle that the implementation of the code will be assessed through monitoring and independent verification. They shall co-operate with ministry of labour and other government-sanctioned investigations and audits of employer compliance with local labour and other relevant legislation.

Workers whose work is covered by the code shall be made aware of the Code and implementation principles or procedures orally and through the posting of standards in a prominent place in the local languages spoken by employees and managers. Workers and interested third parties shall be provided with a confidential means to report failure to observe the Code. Each supplier will submit annual compliance reports, which will include the information discussed under the Public Disclosure clause and a summary of the steps taken, and/or difficulties encountered, during the preceding year in implementing and enforcing the Code at each site. Contents of the compliance reports shall be considered public information (*posted on Internet*).
who? defn
def? /consortium
compliance
Appendix with Perm

Remediation Procedure: Trent University commits, on the basis of knowledge gained from monitoring, to work with other Canadian universities and monitoring bodies to: negotiate and implement agreed schedules for corrective actions with suppliers failing to observe the terms of the Code, i.e. a continuous improvement approach, and where serious breaches of the Code persist, to terminate any business relationship with the supplier concerned. When abusive conditions at a production worksite are exposed to public view, the Supplier must endeavour to correct conditions and not to 'cut and run' from that site. Likewise, Suppliers, Licensees and all Contractors shall not shift orders from a production worksite in response to successful worker organization and collective bargaining.

Footnotes:

1. In defining wages that meet basic needs, factors that should be taken into account include the average number of dependents and the average number of wage earners per family in the sector in each country, local ³market basket² surveys of the cost of goods and services needed by an average family, as well as data from local governments, labour and human rights organizations, and UN agencies.

2. This clause does not apply to a formal legal and legitimate process of *discipline* suspension without pay for reasons such as proof of theft of materials. Illegitimate reasons for deductions or suspension, such as not meeting a quota on time, taking *(too many)*¹ bathroom breaks or participating in a union drive, shall not be permitted.

3. The process of minimizing the negative impact on child workers means adequate transitional economic assistance and appropriate educational opportunities shall be provided to any displaced child workers. The term ³adequate transitional economic assistance² means income no less than wages earned at the time the child is found to be working, to enable such children to attend and remain in school until no longer a child. The term ³displaced child worker² means any child worker who can be shown to have been regularly at work during the employers¹ relationship with the Licensee.] ?

- not that family income retained, adult hired -
in household

--

Sybil Nunn-Thorn

Communications Department (705) 748-1011 ext. 1218

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problem. The Canadian women's wear manufacturer, Nygard, has had products made in Tehuacan for export to the US and Canadian markets. The Canadian lingerie manufacturer, Vogue, has shifted production from Canada to the Yucatan. "Right now, the Americans are coming to Mexico in order to produce and we have to do the same," says a Vogue manager. "If, tomorrow, they go and produce in Bangladesh, we will have to do the same thing. We don't like unions, we don't want them."

- Between 1999 and 2000, there was a 170% increase in apparel imported to Canada from Burma, in direct violation of the Canadian government's policy urging companies not to do business with Burma. All forms of free association are prohibited in Burma, forced labour is common, and workers in the garment sector receive possibly the lowest wages (\$.04US/hour) for their sector in the world. Companies that have sold products made in Burma in the past few years include: Wal-Mart Canada, Reitmans, Saan Stores, La Senza, Cotton Ginny, etc.
- Studies of garment home-based work in Ontario in 1991, 1993 and 1999 show that the majority of homeworkers interviewed were making less than the legal minimum wage for their sector, worked 10-12 hour days without overtime pay, and were denied statutory holidays, vacation pay and employer contributions to EI and CPP. A UBC study in 1993-94 revealed that of the 70 homeworkers interviewed, only one was being paid the minimum wage.
- In June 2000, UNITE launched a \$1.5 million class action suit alleging that Venator (formerly Woolworth), J-Crew, and other companies were jointly liable for violations of Metro Toronto homeworkers' rights. The representative plaintiff, Fan Jin Lian allegedly worked up to 7 days a week, 15 hrs/day to make production deadlines. Between September-November 1999, she was reportedly paid \$675, and is owed \$5,000 in unpaid wages.

Already, university codes of conduct are playing an important role in calling companies to account for the worst abuses in the industry, and helping to improve conditions. In January 2001, as a result of pressure from US universities whose licensed products were being made at the Kuk Dong factory in Atlixco, Mexico, hundreds of workers who had been illegally fired for protesting unacceptable factory conditions were reinstated.

2.0 Issues for Universities to Consider

In this section, we provide an overview of what has been achieved to date at US and Canadian universities concerning ethical licensing and/or purchasing policies, and highlight general issues concerning the adoption and implementation of those policies. Attached materials include:

- A “Codes Primer” with general information on the benefits and pitfalls of codes;
- A report on what southern workers want from codes of conduct; and
- A summary of ILO Core Labour Rights and other relevant Conventions.

2.1 University Codes of Conduct

Universities license the right to use the school name and logo on all sorts of merchandise, from pens to caps to sweatshirts. In the United States, the campus “licensing” business is a \$2.5 billion industry. As major apparel industry customers, universities have found that collectively they possess the ability to influence industry practices. Some students, faculty and administrators have encouraged universities to take that responsibility seriously by adopting codes of conduct governing the labour practices of their suppliers and licensees.

After students at Duke University convinced their school to pass a code of conduct in March 1998 forbidding apparel companies from using the school’s name on items produced in sweatshops, similar campaigns sprung up around the United States and in Canada.

In 1998, US students created a national network called United Students Against Sweatshops (USAS), which helped spread student campaigns to hundreds of schools. In 1999, students at six Canadian universities formed Students Against Sweatshops - Canada (SAS-C), which then spread to other schools across the country.

In May 2000, the University of Toronto became the first Canadian university to adopt a substantial code of conduct regarding labour practices of its licensees. The code was approved by the university’s Governing Council after a protracted campaign by students, including a 10-day sit-in in the President’s office. That code has since become the baseline standard for other Canadian universities seeking to adopt similar policies.

As of August 2001, codes of conduct have been adopted at over 200 universities in the United States, as well as at the following Canadian schools: University of Toronto, Western, Guelph, Dalhousie, and the University of Alberta. Some universities, including the University of Guelph, are now considering changes and improvements to their codes.

In addition, the following Canadian schools are currently developing codes of conduct for their licensees or suppliers: McMaster, Waterloo, Queen's, Carleton, and Memorial.

Lastly, general codes have been adopted by the Eastern Association of Collegiate Stores and the US-based Collegiate Licensing Corporation.

In addition to the development of codes of conduct, students and university administrations have been deeply involved in issues of code implementation and monitoring. US multi-stakeholder code verification initiatives, such as the Fair Labor Association and the Worker Rights Consortium, have been seeking university participation in their respective programs. As well, the University of Toronto has shown interest in cooperating with other Canadian universities on code implementation, including external monitoring.

As of August 13, 2001, 155 universities are members of the FLA, including one Canadian university, the University of Alberta. As of June 21, 2001, 81 US universities are affiliated with the WRC. Thirty-four universities are members of both initiatives.

3.1 What are the areas generally covered in codes?

There is general agreement that voluntary codes should contain provisions based on what have become known as the core labour rights, as defined in various ILO conventions concerning:

- freedom of association and the right to bargain collectively (Conventions 87, 98, 135, and Recommendation 143);
- forced and bonded labour (Conventions 29, 105),
- child labour (Convention 138); and
- non-discrimination (Conventions 100, 111).

These are sometimes called the “enabling rights” conventions because they address workers’ ability to make improvements in their own situation. Since the adoption in 1998 of the ILO Declaration on Fundamental Principles and Rights at Work, all 174 ILO members states are obligated to respect, promote and realize the principles contained in the core labour rights conventions, whether or not they have adopted any or all of these conventions.

There is also general agreement on the need to include additional provisions in codes that go beyond what is currently defined as core rights, on issues such as:

- health and safety (Convention 155 and Recommendation 164);
- hours of work (Convention 1);
- harassment and abuse; and
- wages and other forms of compensation (Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy).

(Please note that there is some disagreement on how minimum wage standards should be applied in relation to the right to bargain collectively.)

The ICFTU Basic Code of Labour Practice and a number of European codes also contain a provision on security of employment, which prohibits the avoidance of labour and social security obligations through labour-only contracting arrangements or apprenticeship schemes “where there is not real intent to impart skills or provide regular employment.”

Very few codes contain provisions addressing the rights of home-based workers (Convention 177). Two important exceptions are the Australian Code of Practice for Homeworkers, which specifically addresses the situation of homeworkers in that country, and the SA8000 standard, which was recently amended to include homeworkers.

As well, Home-Net, the international network of homeworkers and groups advocating on their behalf, has recently initiated various discussions about the implications of codes for homeworkers, and is now involved in Ethical Trading Initiative (ETI), a multi-

stakeholder code initiative in the UK. In our view, the involvement of homeworkers' organizations and their advocates in debates around codes and monitoring is crucial.

SAS-C Base Code of Conduct for University Apparel Suppliers and Trademark Licensees

Introduction

This Code of Conduct shall apply to all apparel suppliers and trademark licensees of the University of ---. Throughout this Code, the term "University" shall apply to the University of ---, including all constituent colleges, associations, University-owned retail outlets, and other organisations. Throughout this Code the term "Supplier" shall include all persons or entities that have entered an agreement with the University to manufacture apparel to be sold or distributed by or on behalf of the University. Throughout this Code the term "Licensee" shall include all persons or entities that have entered an agreement with the University to manufacture items bearing the name, trademarks, and/or images of the University. Additionally, this Code shall apply to all of the Supplier's and Licensee's contractors. Throughout this Code, the term "Contractor" shall include each contractor, subcontractor, vendor, or manufacturer that is engaged in a manufacturing process that results in a finished product for the consumer or any component of a finished product. "Manufacturing process" shall include creation, assembly, packaging, and decoration.

As a condition of being permitted to produce products for the University, each Supplier and Licensee must comply with this Code and ensure that its Contractors comply with this Code. All current Suppliers, Licensees and their Contractors will be required to adhere to this Code within six (6) months of notification of the Code and as required in applicable agreements. Renewal of existing contracts will be contingent upon reporting and compliance. New Suppliers and Licensees will be required to demonstrate adherence to this Code before the University will enter into an agreement with them. Failure to implement the Code will result in contracts not being renewed. Where there is disagreement on interpretation of anything contained in this Code, and no standard has been established by an independent union of the workers' choice through collective bargaining, the interpretation of the University shall prevail.

1. Standards

The International Labour Organisation (ILO) has set forth conventions applicable to the production of items for the University. At a minimum, all Suppliers, Licensees and Contractors shall comply with all conventions and declarations of the ILO, including, without limitation, those listed in Appendix A to this Code.

- 1.1 **Collective Bargaining and Freedom of Association:** Nothing in this Code is intended to pre-empt or override standards that are set by a process of collective bargaining by independent unions and associations of the workers' choice.
- 1.2 **Legal Compliance:** Suppliers, Licensees and Contractors must comply, at a minimum, with all applicable legal requirements of the country in which products are manufactured. Where this Code and the applicable laws of the country of manufacture conflict or differ, the higher standard shall prevail. Such compliance shall include compliance with all applicable environmental laws.
- 1.3 **Ethical Principles:** The University is dedicated to vigilant protection for individual human rights, and a resolute commitment to the principles of equal opportunity, equity and justice. In addition, the University is committed to dealing with companies and individuals that do not engage in activities that give rise to social injury on consumers, employees, or other persons. Such activities would violate, or frustrate the enforcement of, rules of domestic or international law intended to protect individuals against the deprivation of health, safety, or basic freedoms. As a result, Suppliers, Licensees and their Contractors will commit to conduct their business according to a set of ethical standards which include, but are not limited to, honesty, integrity, trustworthiness, fairness, and respect for the intrinsic value of each human being and the environment.
- 1.4 **Employment Standards:** The University will only do business with Suppliers and Licensees whose workers, and whose Contractors workers, are present at work voluntarily, are not at undue risk of physical harm, are fairly compensated and are not exploited in any way. In addition, the following specific guidelines must be followed:

1.4.1 Wages and Benefits: Suppliers, Licensees and all Contractors must provide wages and benefits that comply with, or better, all applicable laws and regulations, and which provide for essential needs and establish a dignified living wage for workers and their families. A living wage provides for the basic needs (housing, energy, nutrition, clothing, health care, education, potable water, child care, transportation) of workers and their families and provides some discretionary income.

Wages will be paid in a timely manner directly to the employee in cash, cheque, or the equivalent, and information relating to wages shall be provided to employees in a form they understand.

All workers shall be provided with written and understandable information about their employment conditions with respect to wages before they enter employment and about the particulars of their wages for the pay period concerned each time that they are paid.

Arbitrary deductions from wages as a disciplinary measure shall not be permitted, nor shall any deductions from wages not provided by national law be permitted without the express permission of the worker concerned. All disciplinary measures should be recorded.

1.4.2 Regular Working Hours: Employees shall not be required to work more than the lesser of (a) 48 regular working hours and a maximum of 12 overtime hours per week, or (b) the limits on regular and overtime hours allowed by the law of the country of manufacture; and shall be entitled to at least one day off in every 7-day period, as well as holidays and vacations as required by the law of the country of manufacture.

1.4.3 Overtime: All overtime hours must be worked voluntarily by employees. In addition to their compensation for regular hours of work, employees shall be compensated for any volunteer overtime hours at a premium rate or as is legally required in the country of manufacture.

1.4.4 Piece Rates: Recognizing that most apparel production operates under a piece-rate system, Suppliers and Licensees will insure that the piece rate quotas are adjusted to what can reasonably be accomplished in an 8 hour period while ensuring that the workers earn a living wage.

1.4.5 Child Labour: No person shall be employed at an age younger than 15 (or 14, where, consistent with International Labour Organisation practises for developing countries, the law of the country of manufacture allows such exception). Where the age for completing compulsory education is higher than the standard for the minimum age of employment stated above, the higher age for completing compulsory education shall apply to this section. Suppliers and Licensees agree to work with governmental, human rights, and non-governmental organisations, as determined by the University, Supplier or Licensee, and workers, to minimize the negative impact on any child released from employment as a result of the enforcement of the Code.

1.4.6 Forced Labour: There shall not be any use of forced labour, whether in the form of prison labour, indentured labour, bonded labour or otherwise.

1.4.7 Health and Safety: Suppliers and Licensees must provide a safe and hygienic working environment, bearing in mind the prevailing knowledge of the industry and of any specific hazards. Adequate steps shall be taken to prevent accidents and injury to health arising out of, associated with, or occurring in the course of work, by minimizing, so far as is reasonably practicable, the causes of hazards inherent in the working environment.

Workers shall receive regular and recorded health and safety training, and such training shall be repeated for new or reassigned workers.

Access to clean toilet facilities and to potable water, and, if appropriate, sanitary facilities for food storage, shall be provided.

Accommodation, where provided, shall be clean, safe, and meet the basic needs of the workers.

The company observing the Code shall assign responsibility for health and safety to a senior management representative.

Suppliers and Licensees will comply with local and national health and safety laws, and health and safety standards established by the International Labour Organisation. Where there are conflicts or differences with these standards, the higher standard shall prevail.

1.4.8 Non-discrimination: Suppliers, Licensees and all Contractors shall employ individuals solely on the basis of their ability to perform the job. There shall be no discrimination in hiring, salary, benefits, performance evaluation, discipline, promotion, retirement or dismissal on the basis of age, sex, pregnancy, maternity leave status, marital status, race, nationality, country of origin, social or ethnic origin, disability, sexual orientation, religion, political opinion, or union membership. Workers will be permitted to take maternity leave without facing threat of dismissal, loss of seniority or deduction in wages, and will be able to return to their former employment at the same rate of pay and benefits within six weeks or the local legal requirement.

1.4.9 Harassment or Abuse: Every employee shall be treated with dignity and respect. No employee shall be subject to any physical, sexual, psychological or verbal harassment or abuse. "Harassment can be a remark or a gesture...that demeans, belittles, causes personal humiliation or embarrassment."¹ Physical abuse or discipline, the threat of physical abuse, sexual or other harassment and verbal abuse or other forms of intimidation shall be prohibited. Suppliers and Licensees will not use or tolerate any form of corporal punishment. No employee or prospective employee shall be subjected to involuntary use of contraceptives or pregnancy testing.

1.4.10 Freedom of Association: Suppliers, Licensees and all Contractors shall recognize and respect the right of employees to freedom of association, to freely form and join unions of their choice, and collective bargaining. Suppliers, Licensees and all Contractors shall allow worker representatives free access to employees in the workplace and will ensure they are not discriminated against. Suppliers, Licensees and all Contractors shall recognize the union of the employees' choice.

Where the right to freedom of association and collective bargaining is restricted under law, the employer facilitates, and does not hinder, the development of parallel means for independent and free association and bargaining.

Suppliers, Licensees and all Contractors shall comply with the International Labour Organisation conventions regarding collective bargaining and freedom of association (conventions 87, 98 and 135), with particular regard to Articles 2.3, and 4 of convention 87 as follow:

"Article 2: Workers and employers, without distinction whatsoever, shall have the right to establish and, subject only to the rules of the organisation concerned, to join organisations of their own choosing without previous authorisation.

"Article 3:

1. Workers' and employers' organisations shall have the right to draw up their constitutions and rules, to elect their representatives in full freedom, to organise their administration and activities and to formulate their programmes.

2. The public authorities shall refrain from any interference which would restrict this right or impede the lawful exercise thereof.

"Article 4: Workers' and employers' organisations shall not be liable to be dissolved or suspended by administrative authority."²

¹ Treasury Board of Canada Secretariat from its Brochure on Harassment

² International Labour Organisation, C87 Freedom of Association and Protection of the Right to Organise Convention, 1948.

1.5 **Environmental Standard Operations:** Suppliers and Licensees must comply with all applicable environmental laws and regulations.

1.6 **Pricing and Timelines:** The Supplier or Licensee must assure that they are paying their Contractors a sufficient price to meet production costs while complying with this Code. In addition, the Supplier must ensure that their production timelines allow Contractors to comply with this Code.

2. **Disclosure**

All current and potential Suppliers and Licensees will be required to submit an annual Compliance Report indicating such details of their operations as are required by the University or its nominee. This compliance report will require disclosure of all production facility locations and will be required within six months of receipt of the University's request for it. Contents of compliance reports will be considered public information.

Suppliers and Licensees shall be required to disclose the company names, owners and/or officers, addresses, phone numbers, e-mail addresses and nature of the business association, including the steps performed in the manufacturing process of all Contractors.

Suppliers and Licensees shall be required to immediately report to the University any changes in their business operations that materially affect the application of this Code, such as the selection of a new production facility or Contractor.

The annual Compliance Report will also contain a summary of the steps taken, and/or difficulties encountered, during the preceding year in implementing and enforcing the Code at each site.

3. **Monitoring of Compliance**

Although it is the responsibility of each Supplier to ensure its compliance with the Code and to verify that Contractors are in compliance with the Code, the University reserves the right to announced and unannounced examination of the practices, activities and work sites of its Suppliers, Licensees and all Contractors. This examination can be by University personnel or representatives of the University. The results of such examination shall be considered public information.

Contractors, subcontractors, Suppliers and Licensees shall undertake to support and cooperate in the implementation and verification of this Code by:

- permitting inspection at any time of their workplaces and operations by University-approved inspectors;
- maintaining records of the name, age, hours worked and wages paid for each worker and making these available to University-approved inspectors on request;
- informing the workers concerned, verbally and in writing in their own language, of the provisions of this Code, and;
- refraining from any disciplinary action, dismissal or otherwise discriminating against any worker for providing information concerning observance of this Code.

4. **Remediation**

If the University determines that any Supplier or Contractor has failed to remedy a violation of this Code, the University will consult with the Supplier or Licensee, and the union of the worker's choice, to examine the issues and determine the appropriate measures to be taken. The remedy will, at a minimum, include requiring the Supplier or

Licensee to take all steps necessary to correct such violations including, without limitation, paying all applicable back wages found due to workers involved in the manufacturing process, and reinstating any worker whose employment has been terminated in violation of this Code. If consultation and agreed upon measures fail to resolve the violations within a specified time period, the University and the licensee will implement a corrective action plan on terms acceptable to the University.

The University reserves the right to terminate its relationship with any Supplier or Licensee that continues to conduct its business in violation of the corrective action plan and this Code in accordance with the terms set forth in the applicable agreements. The University reserves the right to include this Code in all contracts with Suppliers and Licensees entered into after the effective date of the Code of Conduct for University of --- Apparel Suppliers and Trademark Licensees.

When abusive conditions at a production worksite are exposed to public view, the Supplier must endeavour to correct conditions and not to "cut and run" from that site. Likewise, Suppliers, Licensees and all Contractors shall not shift orders from a production worksite in response to successful worker organisation and collective bargaining or due to the Contractor meeting or exceeding the standards set in this Code.

VENDOR LABOR PRACTICE CODE OF CONDUCT
for
FOLLETT HIGHER EDUCATION GROUP

I. Introduction: Follett Higher Education Group is committed to conducting its business affairs in a socially responsible manner. Follett expects the same of its business partners. Follett, therefore, will sell only those products and goods that are manufactured in a manner consistent with this Vendor Labor Practice Code. When appropriate, Follett will seek to join educational institutions, vendors, agents, businesses, and human rights, labor and governmental organizations in demonstrating its commitment to socially responsible business practices by engaging in a periodic review of this Code of Conduct to ensure that it is consistent with evolving business and social standards.

II. Application: This Code of Conduct shall apply to all vendors providing products and services to Follett. Throughout this Code, the term "Vendor" shall include all persons or entities who have entered into written agreements with Follett, as well as their respective contractors, subcontractors, vendors, manufacturers, sublicensees, and any related entities throughout the world which produce or sell products or materials incorporated in products sold to and through Follett.

As a condition of being permitted to produce and/or sell products to Follett, each vendor must comply with this Code

III. Workplace Standards and Practices: Specifically, vendors must operate workplaces and contract with employers whose workplaces adhere to the following minimum standards and practices.

A. Legal Compliance: Vendors must comply with all applicable legal requirements in conducting business related to or involving the production or sale of products or materials to Follett

B. Environmental Compliance: Vendors must share Follett's commitment to the protection and preservation of the global environment and the world's finite resources and conduct business accordingly

C. Ethical Principles: Vendors must be committed in the conduct of their business to a set of ethical standards that are not incompatible with those of Follett. These include, but are by no means limited to honesty, integrity, trustworthiness, and respect for the unique intrinsic value of each human being

D. Employment Standards: Vendors will only do business with manufacturers whose workers are in all cases voluntarily present at work, not at risk of physical harm, fairly compensated, and not exploited in any way. In addition, the following specific guidelines must be followed

1. **Wages and Benefits:** Manufacturers must provide wages and benefits that comply with all applicable laws and regulations and match or exceed the prevailing local manufacturing industry practices.

2. **Working Hours:** Manufacturers shall not require workers to work more than the lesser of 48 regular working hours per week, or the limit on regular working hours under applicable local law, and shall provide workers with at least one day off in every 7-day period. With respect to appropriately compensated overtime, manufacturers shall not schedule overtime on a regularly scheduled basis in excess of the lesser of the standard work week plus 12 hours of overtime, or 48 standard hours plus 12 hours of overtime, unless extraordinary business circumstances exist.

3. **Child Labor:** The use of child labor is not permissible and will not be tolerated. Manufacturers must meet all applicable local laws regarding the minimum age of workers. Workers can be no less than fourteen years of age and not younger than the compulsory age to be in school in the country where the work is to be performed.

4. **Forced Labor:** Manufacturers shall not use involuntary labor, including forced, prison, bonded or indentured labor.

5. **Health and Safety:** Manufacturers must comply with applicable local law in providing workers with a safe and healthy work environment. If residential facilities are provided to workers, they must be safe and healthy facilities.

6. **Non-Discrimination:** While Follett recognizes and respects cultural differences, all workers must be employed on the basis of their ability to do the job, rather than on any personal characteristic. Manufacturers shall not discriminate in hiring, salary, benefits, performance evaluation, discipline, promotion, retirement or dismissal.

7. **Harassment and Abuse:** Manufacturers shall treat workers with dignity and respect. No worker shall be subject to any physical, sexual, psychological or verbal harassment or abuse.

8. **Disciplinary Practices:** Manufacturers will not use or tolerate corporal punishment or any other form of psychological or physical coercion.

9. **Freedom of Association:** Manufacturers shall recognize and respect the legal right of workers of freedom of association and collective bargaining. Employees should not be subject to intimidation or harassment in the peaceful exercise of their right to join or to refrain from joining any organization.

10. **Human Rights:** Products and materials shall not be manufactured or produced in any country where the human rights environment, as determined by Follett, in its sole discretion, would prevent the conduct of business activities in a manner that is consistent with this Code of Conduct.

May, 2002

NO SWEAT POLICY. Considerable feedback about language. Overall, management is concerned about making a policy commitment without a sense of potential management and financial costs, and real ability to enforce. Before the piece is finished, DC to get legal and CURIE reviews. After consultation with the university community via the no sweat committee, PEG will receive final policy recommendations (December, 2002).

Agenda

Ad Hoc Presidential Advisory Committee Labour Practices – Apparel

Wednesday, September 4, 8:30 am – Riverside Meeting Room

1. Welcome Back and Introduction of New Committee Member:

2. Updates:

- Aramark
- Follow-up communication with M. Naylor TCSA – *communication to clubs + groups*
- Oshawa Bookstore – Connections with Trent Bookstore
- Approaching Suppliers – *who are they (TCSA) using*
- Toronto meeting(s) – Licensing and Sweatshops – *New Athletics Dir.*

3. Review Draft Policy

4. Other items

N.B. DATES IN YOUR CALENDAR

Next committee meeting date - Wednesday, September 18, 8:30 am

Proposed Public Input Meetings

Trent Community – Tuesday, October 8 @ 6:30 pm

Suppliers – Thursday, October 17 @ 7 pm

*- what if clothing is
more expensive*

Nancy - 8
chole

Agenda

Ad Hoc Presidential Advisory Committee Labour Practices – Apparel

Wednesday, September 18, 9 am – Riverside Meeting Room

- 1 Alternative day for future committee meetings – group discussion → Oct. 3rd
- 2 News Clipping – McMaster University, CAUT Bulletin, September 2002
- 3 September 30 meeting @ U of T – Confirmation of attendees from Trent University

4 Public Input Meetings

- Students/Faculty/Staff – October 8 – Time (TBD) – *speakers prior to + after* – *send out*
- Suppliers – October 17, 7 pm – *5-7 pm*
- Process – *24th* – Location

Awareness

Posting of Draft Policy

Communication to academic/administrative depts.

Communication to student groups

Communication to suppliers

Communication with HR and Employee Groups

5. Review Draft Policy
6. Other items

N.B. DATES IN YOUR CALENDAR

Next committee meeting date - _____ October, _____ @ 9 am

Public Input Meeting

Trent Community – Tuesday, October 8 @ _____

Suppliers – Thursday, October 17 @ 7 pm

29th @ 7

- Fax Forms in

article in Arthur - case study info
- profile of committee
- get Arthur

- Draft of form
- Tues. 3-6
1.

draft by 27th → circulate over e-mail by 22nd
meeting 11 am on Wed. 2nd
to be held by 5th 10th
packages sent by 20th
- follow-up calls - 22nd 23rd
- meetings: Oct 22-23

*CAUT Bulletin
Sept 2002*

NE

brief

McMaster Goes No Sweat

Products carrying the McMaster University name or logo must meet labour standards set out in a new code of conduct unveiled by the university in July. McMaster's No Sweat policy requires apparel suppliers and licensees to abide by international labour standards and local labour laws, and to report annually on their progress towards compliance with these standards. Suppliers and licensees must also publicly disclose the names and addresses of all factories involved in the manufacture of McMaster products. The "Code of Labour Practices for University Suppliers and Licensees" was developed over a two-year period by administrators, staff and students, in cooperation with the Ethical Trading Action Group coalition and the Maquila Solidarity Network. The university has also affiliated with the Washington-based Workers' Rights Consortium, which collects information about working conditions at factories and investigates reports of labour rights violations. McMaster's recent contract with Nike Canada will be the first test for the code. This would be the first time Nike has been asked to publicly disclose factory locations as a condition of doing business with a Canadian institution. McMaster is the eighth Canadian university to implement a No Sweat policy, joining Alberta, Dalhousie, Guelph, Laurentian, Toronto, Waterloo, and Western Ontario.

Agenda

Ad Hoc Presidential Advisory Committee Labour Practices – Apparel

Thursday, October 3, 9 am – Riverside Meeting Room
Oct 17th

- 1) Brand Aid and No Sweat Meetings – Comments
- 2) Article – CBC Newsworld
- 3) Public Input Meeting – Notification
- 4) Students' No Sweat Meeting
- 5) Presentation – October 8
- 6) Other items

Budget
- memb. Fee
- OWSP
draft
Contract - 6 month disclosure
- contact - enforce policy
- college cabinets, TCSCA

N.B. DATES IN YOUR CALENDAR

Next committee meeting date - Thursday October, 17 @ 9 am

Public Input Meetings

Trent Community – Tuesday, October 8 @ 5 pm Smith Conference Room

Suppliers – Thursday, October 24 @ 7 pm Physical Resources Meeting room

Agenda

Ad Hoc Presidential Advisory Committee Labour Practices – Apparel

Thursday, November 14, 2002, 9 am – Blackburn Hall Meeting Room

1) Suppliers Meeting:

- Committee Background
- Policy
- Systemic Problems
- How Businesses Can Become Compliant
- Disclosure - expectations
- Responsibilities of Trent
- Discussion

- costs - up?
- awareness raising made - 1 yr
- communication
to supplier

2) Factory Disclosure Form

3) Phased Approach – definition

- implementation
- OPIRG job
- ongoing education
- Ed. in store
- consult with
- OPIRG Lorraine
to students -
- letters of support
- Dir. of Athletics
- Physical Res.

4) Folletts – Consultation with suppliers

- letters to vendors gone out

5) Update on discussions with student groups -

6) Other items

Next Meeting _____?

- fine tuning over couple of yrs - negotiation - respect for Lorraine who has developed
policy
- make commitment to policy, then
- make policy w/ it
- don't want OPIRG micromanaging it - over time greater body of resources

Name(print), Signature, Date

POSSIBLE FACTORY DISCLOSURE INFORMATION FORM (to be resubmitted on a six month basis)

DATE OF DISCLOSURE(Date when list was compiled or provided to Trent University)

COMPANY NAME, CONTACT PERSON, ADDRESS, PHONE, FAX, E-MAIL

PRODUCT SUPPLIED

FACTORY NAME, CONTACT PERSON, ADDRESS, EPZ* NAME, PHONE, FAX, E-MAIL

INTERMEDIARY(IES) (Vendors, contractors, etc. used in the process)

BUSINESS ASSOCIATION

- Licensee- Owned and operated by licensee
- Home-based- Home-based business
- Subsidiary- Subsidiary: (factory and licensee are owned by the same parent company)
- Manufacturer- Manufacturer: (independent, third party, direct producer of product for licensee)
- Agent- Agent: (independent, third party) contractor, supplier, vendor, manufacturer
- Other- Other type of business association(Please specify)

*EPZ-Export Processing Zone

Draft Sample Letter To PEG For Businesses To Sign

As the owner of _____, I am writing to inform you that I have read and am in support of the proposed 'Trent University Fair Trade for Apparel Policy' as developed by the Ad Hoc Presidential Committee on Apparel Labour Practices. I am ready to commit my business to providing assurances to the university that the clothing we supply will meet the standards outlined in the policy within a maximum of one year of its application. As soon as I am notified of the date on which it comes into effect, I am willing to communicate the policy's expectations to my suppliers. I will be able to provide list to Trent of the factories used by my suppliers as soon as they send me the appropriate information. Furthermore, I commit my business to submitting reports on an annual basis documenting how my suppliers are living up to the standards of the 'Trent University Fair Trade for Apparel Policy'. The passing of this policy is a worthy endeavour, and I encourage ~~the Presidential Executive Group to accept it in its current form~~. I look forward to continuing to do business with the university and the Trent community. *the opportunity to*

Sincerely,

Issue:

Sweatshops and inhumane working conditions for garment workers are systemic problems in the garment industry both in Canada and around the world. Commonly, working conditions include 12-20 hour work days, wages far below subsistence level, the denial of the right to organize, verbal, physical and sexual harassment, monitored bathroom breaks and mandatory pregnancy testing.

Background:

At over 200 university and college campuses across North America, students have mobilized and successfully lobbied their administrations to adopt anti-sweatshop policies. These 'No Sweat' policies require apparel suppliers to: ensure that the rights of the workers sewing the clothing, as outlined in the conventions of the ILO, are being respected; that workers are paid a living wage; that there is public disclosure of factory locations; and that monitoring of facilities is accepted.

At the University of Toronto, students ended up occupying the president's office to protest the initial refusal of the administration to pass an anti-sweatshop policy with a 'living wage' clause. Sweatshop policies were subsequently adopted by the University of Toronto, at McMaster, Waterloo, Western, Laurentian and Guelph universities. Negotiations for 'No Sweat' policies are underway at many other universities across the country. Other institutions including the Hamilton-Wentworth and Waterloo district school boards and the City of Toronto are in the process of adopting sweatshop policies.

In November 2001 Trent students representing Students Against Sweatshops approached administration with a request that the Board develop a policy to guide the purchase of apparel. After discussions with the student representatives, it was agreed that an administrative policy would be considered. In response, the PEG group directed that a committee be established to provide advice.

Since November 2001 the Ad Hoc Presidential Advisory Committee on Labour Practices met on a bi-weekly basis to develop a university policy on the purchase of apparel. The committee is composed of representatives of students, faculty, staff and Folletts bookstore and has fulfilled its mandate through a variety of activities.

Other universities best practices have been reviewed. A representative from Follett's corporate office in Chicago was invited and agreed to travel to Trent University to present background information on the company's procedures. Representatives of the Athletics Department and the TCSA attended meetings early on in the consultation process. The Alumni office, which purchases small quantities of apparel, requested that they be informed about the committee's progress.

Following the presentation of an initial draft of a policy to PEG in the spring 2002, the committee continued its work to finalize a draft. Committee members attended a conference at the University of Toronto, featuring two separate workshops focusing on Licensing/Trademarks and Sweatshops. At the conference there was general consensus among university representatives present that universities should seek to create a monitoring 'consortium,' a common body that could assist Ontario universities to monitor suppliers' compliance. The proposal was to join as a group onto US initiatives (the Workers' Rights Consortium and the Fair Labour Association) that have already begun the process of monitoring and implementing university anti-sweatshop policies.

In the fall the Student Affairs office presented preliminary information about the policy to Aramark. Trent's student newspaper published a feature about the issue of sweatshops and the committee's work, and the Communications Office published an update on its daily news service. As directed by PEG, the committee organized public input meetings for students, faculty and staff, and a separate meeting for suppliers. The TCSA provided an endorsement of the policy at the input session. All five college cabinets have received presentations on the proposed policy and have expressed their initial support. Six representatives of local companies attended the supplier session. A separate visit was made to another supplier unable to attend the meeting. Local suppliers are writing letters of support for the policy. Folletts initiated their own consultations with their suppliers. To date, Russell Athletics, one of Folletts' suppliers, responded by stating they had

Meeting with Chris Metcalfe, Research and Graduate Studies

I met with Metcalfe prior to the PEG meeting due to the fact that he had raised a number of concerns about the policy. I thought it would be important to try to deal with these reservations before the policy was brought formally to PEG on December 3rd.

He had two main questions/concerns:

- In some countries (Vietnam and China), the right to organize an independent union is against the law. In these contexts, how would the policy clauses on freedom of association and collective bargaining apply?

- Does independent monitoring of the factories supplying Trent clothing entail the flying of students and professors to different countries in order to check out factory conditions? If so, it could pose threats to their safety and could have legal implications for Trent.

*To clarify the first question, I went over the 'parallel means' clause¹ and provided examples on pilot projects in some footwear factories in China and Vietnam where workers' health and safety committees are directly negotiating for improved conditions with their employers, even though a union structure is forbidden.

*For Metcalfe's second concern, I explained that it is not intended that this anti-sweatshop policy be enforced by parachuting students and professors with little/no previous knowledge of health and safety or labour issues facing garment workers into factories. Instead, independent inspections would be done either through audits by the provincial ministries of labour (if the factory was located in Canada) or by organizations trusted by workers, and at this point only if violations of workers' rights are suspected.

¹ Clause reads as follows: "Where the right to freedom of association and collective bargaining is restricted under law, the employer will allow (in consultation, as possible, with affiliates of the International Textile, Garment and Leather Workers' Federation), and will not hinder, the development of parallel means for independent and free association and bargaining."

PRESIDENTIAL EXECUTIVE GROUP PRESENTATION

Don Cumming-introduced committee mandate, briefing package provided to PEG

-explained committee had been meeting for a full year, "running out of steam"

-other universities have already adopted policies, we are not the first

at same time, as anti-sweatshop movement sweeps across campuses in Canada, we are in position to be among a small group of universities taking the lead

Julia Harrison-spoke about learning experience of working on committee, of developing a policy based on ILO conventions

-stated that policy is not about initiating an immediate change to the economy, working with local suppliers in Peterborough to work on process of implementation

-explained that since the university is a place where students learn to develop critical analysis of the world around them, to think about ethics and justice, it would be "fundamentally embarrassing" if PEG refused to adopt the proposed code as a university policy

Lorraine Hayes-discussed the outcomes of the fall meeting at the University of Toronto, where administrators from over seventeen universities came together to talk about branding, licensing and the adoption of ethical purchasing policies for clothing

-recounted that consensus developed there that Canadian universities will soon have to join together as a group to work on the implementation phases of anti-sweatshop policies and perhaps join collectively onto the Worker Rights Consortium (U.S. based initiative)

-provided information that the university purchases approximately \$40 000 worth of clothing, much of it from Burnt Images

-even though at other universities where policies are being implemented, clothing costs do not seem to be rising, if the costs rose by a hypothetical 10%, Trent would then be paying \$4000 more

-stated that this amount is negligible and well worthwhile if it means workers will be paid a

decent wage and have their rights respected

-she anticipates that as U of T posts where they are sourcing from, McMaster, Trent and others can join with U of T to pool our resources and source from the same places

-expects that student from OPIRG will act as a researcher to assist in identifying common suppliers with other universities, posting disclosure data

Tanya Roberts-Davis: outlined responsibilities of university under policy, tasks to be done by student researcher at OPIRG, emphasized that no one from university directly monitoring conditions, but that university would have power to request independent audits

-importance of helping to develop and work within a consortium

-presentation of petitions, letters of support

-challenges for implementation are real, but would be tangible to collaborate with other universities to work towards ensuring garment workers win a measure of dignity in their lives

Questions/Concerns of PEG members:

Christine McKinnon: Is it realistic for a student researcher hired for 10hrs/wk to work with Lorraine on implementation of the policy?

LH: Yes, should be.

TRD: Definitely.

Chris Metcalfe: In many countries, garment industry is moving into women's homes. This presents major challenges to implementing a policy like this. How will this issue be dealt with?

TRD: This is true. Homeworking is becoming increasingly used in the garment industry in order to evade min. wage laws and other labour legislation. A specific clause in our policy deals with the situation of homeworkers, but it is possible that in the future more detailed and nuanced wording will have to be added to address this phenomenon.

Bonnie Patterson: Who are the "independent vendors" that are referred to in the policy? And how would they be regulated to come under the policy?

DC: The independent vendors are the people with clothing that set up shop on the Podium and at OC. They get permission from Security.

LH: So, Security would have to be alerted of this policy and be sure that the vendors they allow on campus have signed on.

BP: I would like to see the idea that Trent will be working towards/in a consortia of Canadian universities with similar policies written more clearly into the policy. [Additional wording in Preamble suggested to address this concern].

BP: One concern I want to flag is the OPIRG connection to all of this. It is one thing to house a job in OPIRG, but quite another if they are in charge of hiring the student. We would need to make sure that the student works well with Lorraine and that Lorraine has a say in who she is working with. OPIRG could select three possible students, and from this group, Lorraine should have a final say as to who is chosen.

TRD: The details of hiring a student still need to be worked out, but clearly, since that student would be working for a full year with Lorraine, they would have to feel comfortable with each other. That does mean that Lorraine would have to have some say in who is hired for that position.

BP: Thanks to hard work put in by committee. Clear that you did try to address concerns we raised at the spring meeting where you presented the draft policy. This policy is much cleaner, clearer and more understandable, as there has been significant tightening of the language.

JH: Want to extend a special thank you to Tanya for all of her work in putting this together. Committee spent many hours on this, but Tanya was the driving force behind this.

PEG Decision: *To adopt the policy "in principle", requesting that Nancy Smith work with DC and TRD to make minor wording and grammatical changes before it is to be accepted as a final document on Dec. 10.*

Reflections on PEG meeting

- important to have had both Julia and Lorraine at PEG meeting because of the different perspectives they offered
- Julia provided strong moral reasoning for the adoption of the policy
- Lorraine presented convincing, pragmatic points about the possibilities of a Canadian university consortium, the negligible amount of costs to be incurred on university
- having them there meant I was not treated in the same patronizing manner as I had been in the spring
- evidence of broad based support (petitions, letters) critical to the avoidance of arguments that we had not consulted/talked with enough people in the university community
- in particular, letters from the businesses were crucial to convince people in PEG that this policy would in fact be feasible
- this gathering of support was extraordinarily time consuming and at times stressful, but was clearly a worthwhile effort
- surprising that Sally Young did not raise any objections, seeing as at the last PEG meeting she had been rather skeptical about the policy, at times even hostile and crucially, ideologically opposed to its implications for regulating business (BP and GT also expressed similar opinions in the spring)
- expected objections would be raised in response to the freedom of association and right to bargain collectively clauses, but none were
- PEG members seemed to feel sufficiently pressured from different angles (broad support and awareness about policy, purchasing director and businesses ready to adhere to it, a press conference to be held soon after, etc.) to accept the policy with little questioning
- satisfied that before minor wording changes made, both Don and myself will have chance to express our approval/disapproval and to help re-work the adjustments

Follow-Up With Nancy Smith (University Secretary)

negotiated wording changes with her so that it became acceptable to other PEG members, Don, her and myself

Minor changes to be made included

- Additional wording in the preamble to address BP's concern about clarifying that Trent intends to co-operate with an anticipated consortium of Canadian universities
- Elimination of "If appropriate" in the following sentence in the Safe and Hygienic Working Conditions clause: "If appropriate, sanitary facilities for food storage shall be provided."
- Elimination of "involuntary" in the sentence "No employee shall be subjected to the involuntary use of contraceptives or pregnancy testing."

VARIOUS CODES OF CONDUCT FOR APPAREL SUPPLIERS

Model Policies

Policies developed by other organizations

Policies developed by other universities

Corporate Policies

November 2000

No Sweat Model Purchasing Policy (Developed by the Maquila Solidarity Network)

Preamble

The purpose of the Code is to ensure that apparel and footwear manufactured for [Institution(s)] are made under humane working conditions in compliance with accepted international standards and local laws, and to promote greater respect for workers' rights and improve working conditions and labour practices in the apparel and footwear industries worldwide.

The Code applies to all apparel and footwear suppliers and trademark licensees of [Institution(s)] and its/their associations, departments, retail outlets owned by the [Institution(s)], and other organizations directly responsible to the [Institution(s)].

[Company] recognizes its responsibilities to workers for the conditions under which its products or services are made, and that these responsibilities extend to all workers producing products or services for [Company] whether or not they are employees of [Company].

[Company] will require all suppliers and subcontractors involved in the manufacture of products for [Institution(s)] to provide the conditions and observe the standards of the Code. [Company] will, prior to placing orders with suppliers, assess whether the standards of this Code will be met.

[Company] shall take steps outlined in the Code and in further agreements between [Institution(s)] and [Company] to ensure that its manufacturing facilities and those of its suppliers and their subcontractors producing for [Institution(s)] comply with national and other laws applicable in each workplace and shall respect this Code and the internationally recognized workers' rights and labour standards expressed in the following ILO conventions and recommendations: Forced and Bonded Labour (Conventions 29 & 105 and Recommendation 35), Non-Discrimination (Conventions 100 & 111), Minimum Age (Convention 138 & Recommendation 146), Concerning the Prohibition and Immediate Elimination of the Worst Forms of Child Labour (ILO Convention 182 and Recommendation 190), Freedom of Association and the Right to Collective Bargaining and Workers' Representatives (Conventions 87, 98, 135 & Recommendation 143), Health and Safety (Convention 155 & Recommendation 164), Vocational Rehabilitation and Employment of Disabled Persons (Convention 159), Homework (Convention 177), Maternity Protection (Convention 183); The Universal Declaration of Human Rights, and The United Nations Convention on the Rights of the Child.

Where national laws, other applicable laws, the Code or any other agreement to which [Company] subscribes address the same general right, benefit, or protection for employees, [Company] shall apply the right, benefit, term or condition of employment which provides the greater right, benefit or protection to employees.

This Code is not a substitute for union representation, and shall not be used or promoted as an alternative to union recognition, collective bargaining or a collective agreement.

Definitions

The term “Code” means this document in its entirety.

The term “Institution(s)” means all institutions or groupings of institutions that require compliance with the Code for their bulk purchasing, licensing and/or procurement activities.

The term “supplier” means any natural or legal person who provides [Company] with goods and/or services integral to, and utilized in/for, the production of the company’s goods and/or services.

The term “subcontractor” means any natural or legal person who, directly or indirectly, provides a supplier with goods and/or services integral to, and utilized in/for, the production of the supplier’s and/or [Company]’s goods and/or services.

The term “interested third party” means any individual or group concerned with or affected by the social performance of [Company].

The term “child” means any person less than 15, unless local minimum age law stipulates a higher age for work or mandatory schooling, or less than 14 if minimum wage law is set at that age in accordance with developing country exceptions under ILO Convention 138.

The term “adequate transitional economic assistance” means income no less than wages earned at the time the child is found to be working, to enable such children to attend and remain in school until no longer a child.

The term “displaced child worker” means any child worker who can be shown to have been regularly at work within six months of the commencement of the employers’ relationship with [Company].

The term “young worker” means any person under the age of 18 but over the age of a child.

Wages that meet “basic needs” by local standards are most effectively determined through free collective bargaining. In the absence of free collective bargaining, wages that meet “basic needs” should be defined as wages paid for a normal 48 work week that are sufficient by local standards to provide for the food, clothing, housing, health care, potable water, child care and transportation needs of the worker and his/her dependents. In defining wages that meet basic needs, factors that should be taken into account include the average number of dependents and the average number of wage earners per family in the sector in each country, local “market basket” surveys of the cost of goods and services needed by an average family, as well as data from local governments, labour and human rights organizations, and UN agencies.

Provisions

Without limiting the generality of the commitments set out in the Preamble and giving effect to its commitment to respect internationally recognized workers' rights and labour standards, to comply with applicable laws and to fulfill its social responsibilities, [Company] and all suppliers and subcontractors involved in the production and/or distribution of products for [Company] shall ensure that:

1. Forced Labour

- 1.1 There shall be no use of forced labour, whether in the form of involuntary prison labour, indentured labour, bonded labour or otherwise.
- 1.2 Workers shall not be required to lodge financial deposits or their original identity papers with their employers.

2. Child Labour

- 2.1 There shall be no use of child labour.
- 2.2 Adequate transitional economic assistance and appropriate educational opportunities shall be provided to any displaced child workers.
- 2.3 Workers under the age of 18 shall not be exposed to situations in or outside the workplace that are hazardous, unsafe, or unhealthy.

3. Harassment or Abuse

- 3.1 Physical, sexual or psychological abuse, or verbal harassment or abuse, including the use of corporal punishment, shall not be tolerated.

4. Discrimination

- 4.1 There shall be no discrimination in hiring, compensation, access to training, promotion, termination or retirement based on age, race, caste, national origin, religion, disability, gender, marital status, sexual orientation, union membership, or political affiliation.

5. Hours of Work

- 5.1 Hours of work shall comply with applicable laws and industry standards on working hours.
- 5.2 In any event, personnel shall not be required to work in excess of 48 hours per week and shall be provided with at least one day off for every seven-day period.

- 5.3 Overtime work (more than 48 hours per week) shall be voluntary, shall not exceed 12 hours per employee per week, will not be requested other than in exceptional and short-term business circumstances, and will always be remunerated at a premium rate.

6. *Freedom of Association and the Right to Bargain Collectively*

- 6.1 Workers, without distinction, have the right to join or form trade unions of their own choosing and to bargain collectively.

7. *Wages and Other Compensation*

- 7.1 Wages and benefits paid for a standard working week meet, at a minimum, national legal standards or industry benchmark standards, whichever is higher.
- 7.2 In any event wages paid for a standard working week should always be enough to meet basic needs of workers and their families and to provide some discretionary income.

8. *Health and Safety*

- 8.1 A safe hygienic working environment shall be provided, bearing in mind the prevailing knowledge of the industry and of any specific hazards.
- 8.2 Access to clean toilet facilities and to potable water and, if appropriate, sanitary facilities for food storage shall be provided. Accommodation, where provided, shall be clean, safe and meet the basic needs of the workers.

9. *Employment Relationship*

- 9.1 To every extent possible work performed must be on the basis of recognized employment relationship established through national law and practice.
- 9.2 Obligations to employees under labour and social security laws and regulations arising from the regular employment relationship shall not be avoided through the use of labour-only contracting, or through apprenticeship schemes where there is no real intent to impart skills or provide regular employment, nor shall any such obligations be avoided through the excessive use of fixed-term contracts of employment.

10. *Reproductive Rights*

- 10.1 No employee or prospective employee shall be subjected to the involuntary use of contraceptives or pregnancy testing.
- 10.2 Workers will be permitted to take maternity leave without facing threat of dismissal, loss of seniority or deduction in wages, and shall be able to return to their former employment at the same rate of pay and benefits.

Principles of Implementation

1. *Commitment*

- 1.1 [Company] gives the Code and its implementation an informed and explicit endorsement.
- 1.2 This commitment is communicated throughout the company and to the suppliers and subcontractors including closely associated self-employed staff.
- 1.3 [Company] will ensure that sufficient human and financial resources are made available to enable it to meet its stated commitments.

2. *Monitoring and Verification*

- 2.1 [Company] commits to assessing compliance with the Code through monitoring and independent verification.
- 2.2 [Company] commits to working with [Institution(s)] on pilot projects to identify good practice in monitoring and independent verification.
- 2.3 Drawing on this experience, [Company] commits to working with [Institution(s)] in the design and implementation of monitoring and independent verification systems and/or in a process for evaluating the acceptability of monitoring and independent verification systems under development by other code initiatives.
- 2.4 [Company] and [Institution(s)] will undertake to consult extensively with relevant local labour, human rights and non-governmental organizations regarding the Code and its implementation.
- 2.5 Workers covered by the Code and interested third parties shall be provided with a confidential means to report failure to observe the Code and shall be otherwise protected in this respect.
- 2.6 [Company] shall cooperate and require that all suppliers and subcontractors involved in the manufacture of products for [Institution(s)] cooperate with ministry of labour and other government-sanctioned investigations and audits of employer compliance with local labour and other relevant legislation.

3. *Reporting*

- 3.1 [Company] shall submit an annual compliance report to [Institution(s)]. Reports shall contain the names, owners and/or officers, addresses, phone numbers, e-mail addresses, location of all production facilities and nature of the business association, of all suppliers and subcontractors involved in the manufacture of products for [Institution(s)]. Reports shall also contain a summary of the steps taken, and/or difficulties encountered, during the preceding year in implementing and enforcing the Code at each site. Contents of compliance reports shall be considered public information.

4. *Awareness Raising and Training*

- 4.1 All relevant [Company] personnel are provided appropriate training and guidelines that will enable them to apply the Code in their work.
- 4.2 Suppliers and subcontractors involved in the manufacture of products for [Institution(s)] are made aware of the Code, and [Company's] commitment to sourcing from suppliers and subcontractors who observe the standards in the Code.
- 4.3 Workers whose work is covered by the Code shall be made aware of the Code and implementation principles or procedures orally and through the posting of standards in a prominent place in the local language(s) spoken by employees and managers. Whenever possible, [Company], in cooperation with [Institution(s)] and relevant local labour, human rights and non-governmental organizations, shall facilitate training of workers covered by the Code on their rights under the Code and local law.
- 4.4 With respect to Code provision #2: [Company] shall establish, document, maintain and effectively communicate to personnel, the [Institution(s)] and interested third parties policies and procedures for remediation of child labourers found to be working, or who can be shown to have been regularly at work, within 6 months of the commencement of the employer's relationship, with [Company].
- 4.5 With respect to Code provision #2: [Company] shall establish, document, maintain, and effectively communicate to personnel, the [Institution(s)] and interested third parties policies and procedures for promotion of education for children covered by ILO Recommendation 146 and young workers who are subject to local compulsory education laws or are attending school, including means to ensure that no such child or young worker is employed during school hours and that combined hours of daily transportation (to and from work and school), school, and work time does not exceed 10 hours a day.
- 4.6 With respect to Code provision # 8: Workers shall receive regular and recorded health and safety training, and such training shall be repeated for new or reassigned workers.

5. *Remedial and Corrective Action*

- 5.1 [Company] commits, on the basis of knowledge gained from monitoring, to:
- a.) require the immediate cessation of serious breaches of the Code, and;
 - b.) negotiate and implement agreed schedules for remedial action with suppliers failing to observe the terms of the Code, including requiring suppliers to pay all applicable back wages found due to workers and to reinstate all workers whose employment has been terminated in violation of this Code;
- 5.2 [Company] commits, on the basis of knowledge gained from monitoring, to:
- a.) negotiate and implement agreed schedules for corrective actions with suppliers failing to observe the terms of the Code, i.e. a continuous improvement approach, and;
 - b.) where serious breaches of the Code persist, to terminate any business relationship with the supplier concerned.

6. *Management Procedures, Pricing and Incentives*

- 6.1 In its negotiations with suppliers involved in the manufacture of products for [Institution(s)], [Company] shall ensure that prices negotiated for work performed and services provided are sufficient to allow for supplier compliance with the Code.
- 6.2 Understanding and implementation of company policy with respect to the Code shall constitute a positive performance measure when assessing appropriate personnel.
- 6.3 With respect to Code provision #3: All disciplinary measures shall be recorded.
- 6.4 With respect to Code provision #4: The employer shall not interfere with the exercise of the rights of personnel to observe tenets or practices, or to meet needs relating to race, caste, national origin, religion, disability, gender, sexual orientation, union membership, or political affiliation.
- 6.5 With respect to Code provision #6: The employer adopts an open attitude towards the activities of trade unions and their organizational activities.
- 6.6 With respect to Code provision #6: Workers representatives are not discriminated against and have access to carry out their representation functions in the workplace.
- 6.7 With respect to Code provision #6: Where the right to freedom of association and collective bargaining is restricted under law, the employer facilitates and does not hinder the development of parallel means for independent and free association and bargaining.
- 6.8 With respect to Code provision #7: All workers shall be provided with written and understandable information about their employment conditions in respect to wages before they enter employment and about the particulars of their wages for the pay period concerned each time that they are paid.

- 6.9 With respect to Code provision #7: Deductions from wages as a disciplinary measure shall not be permitted nor shall any deductions from wages not provided for by national law be permitted without the expressed permission of the worker concerned or his/her organizational representative bargaining agent.
- 6.10 With respect to Code provision #8: Adequate steps shall be taken to prevent accidents and injury to health arising out of, associated with, or occurring in the course of work, by minimizing, so far is reasonably practicable, the causes of hazards inherent in the working environment.

THE ETI BASE CODE

1. EMPLOYMENT IS FREELY CHOSEN

- 1.1 There is no forced, bonded or involuntary prison labour.
- 1.2 Workers are not required to lodge "deposits" or their identity papers with their employer and are free to leave their employer after reasonable notice.

2. FREEDOM OF ASSOCIATION AND THE RIGHT TO COLLECTIVE BARGAINING ARE RESPECTED

- 2.1 Workers, without distinction, have the right to join or form trade unions of their own choosing and to bargain collectively.
- 2.2 The employer adopts an open attitude towards the activities of trade unions and their organisational activities.
- 2.3 Workers representatives are not discriminated against and have access to carry out their representative functions in the workplace.
- 2.4 Where the right to freedom of association and collective bargaining is restricted under law, the employer facilitates, and does not hinder, the development of parallel means for independent and free association and bargaining.

3. WORKING CONDITIONS ARE SAFE AND HYGIENIC

- 3.1 A safe and hygienic working environment shall be provided, bearing in mind the prevailing knowledge of the industry and of any specific hazards. Adequate steps shall be taken to prevent accidents and injury to health arising out of, associated with, or occurring in the course of work, by minimising, so far as is reasonably practicable, the causes of hazards inherent in the working environment.
- 3.2 Workers shall receive regular and recorded health and safety training, and such training shall be repeated for new or reassigned workers.

- 3.3 Access to clean toilet facilities and to potable water, and, if appropriate, sanitary facilities for food storage shall be provided.
- 3.4 Accommodation, where provided, shall be clean, safe, and meet the basic needs of the workers.
- 3.5 The company observing the code shall assign responsibility for health and safety to a senior management representative.
- 4. CHILD LABOUR SHALL NOT BE USED
 - 4.1 There shall be no new recruitment of child labour.
 - 4.2 Companies shall develop or participate in and contribute to policies and programmes which provide for the transition of any child found to be performing child labour to enable her or him to attend and remain in quality education until no longer a child; "child" and "child labour" being defined in the appendices.
 - 4.3 Children and young persons under 18 shall not be employed at night or in hazardous conditions.
 - 4.4 These policies and procedures shall conform to the provisions of the relevant ILO standards.
- 5. LIVING WAGES ARE PAID
 - 5.1 Wages and benefits paid for a standard working week meet, at a minimum, national legal standards or industry benchmark standards, whichever is higher. In any event wages should always be enough to meet basic needs and to provide some discretionary income.
 - 5.2 All workers shall be provided with written and understandable Information about their employment conditions in respect to wages before they enter employment and about the particulars of their wages for the pay period concerned each time that they are paid.

- 5.3 Deductions from wages as a disciplinary measure shall not be permitted nor shall any deductions from wages not provided for by national law be permitted without the expressed permission of the worker concerned. All disciplinary measures should be recorded.

6. WORKING HOURS ARE NOT EXCESSIVE

- 6.1 Working hours comply with national laws and benchmark industry standards, whichever affords greater protection.
- 6.2 In any event, workers shall not on a regular basis be required to work in excess of 48 hours per week and shall be provided with at least one day off for every 7 day period on average. Overtime shall be voluntary, shall not exceed 12 hours per week, shall not be demanded on a regular basis and shall always be compensated at a premium rate.

7. NO DISCRIMINATION IS PRACTISED

- 7.1 There is no discrimination in hiring, compensation, access to training, promotion, termination or retirement based on race, caste, national origin, religion, age, disability, gender, marital status, sexual orientation, union membership or political affiliation.

8. REGULAR EMPLOYMENT IS PROVIDED

- 8.1 To every extent possible work performed must be on the basis of recognised employment relationship established through national law and practice.
- 8.2 Obligations to employees under labour or social security laws and regulations arising from the regular employment relationship shall not be avoided through the use of labour-only contracting, sub-contracting, or home-working arrangements, or through apprenticeship schemes where there is no real intent to impart skills or provide regular employment, nor shall any such obligations be avoided through the excessive use of fixed-term contracts of employment.

9. NO HARSH OR INHUMANE TREATMENT IS ALLOWED

- 9.1 Physical abuse or discipline, the threat of physical abuse, sexual or other harassment and verbal abuse or other forms of intimidation shall be prohibited.

The provisions of this code constitute minimum and not maximum standards, and this code should not be used to prevent companies from exceeding these standards. Companies applying this code are expected to comply with national and other applicable law and, where the provisions of law and this Base Code address the same subject, to apply that provision which affords the greater protection.

ETI BASE CODE PRINCIPLES OF IMPLEMENTATION

The purpose of the ETI is to identify, develop and promote good practice with respect to implementing codes of labour practice. Critical areas include monitoring and independent verification, and transparency and disclosure, to determine and communicate whether standards embodied in the code are being achieved. ETI members accept the following as general principles upon which to develop or refine their search for best practice.

1. COMMITMENT

- 1.1 The company gives its membership of ETI, the code and its implementation process an informed and explicit endorsement.
- 1.2 This commitment is communicated throughout the company and to its suppliers and sub-contractors (including closely associated self-employed staff).
- 1.3 A member of senior management is assigned responsibility for the implementation of compliance with the code.
- 1.4 The code and the implementation process is integrated into the core business relationships and culture.
- 1.5 The company will ensure that human and financial resources are made available to enable it to meet its stated commitments.

2. MONITORING, INDEPENDENT VERIFICATION, AND REPORTING

- 2.1 Member companies accept the principle that the implementation of codes will be assessed through monitoring and independent verification; and that performance with regard to monitoring practice and implementation of codes will be reported annually.
- 2.2 Companies will engage with other members in the design, Implementation and analysis of pilot schemes to identify good practice in monitoring and independent verification and share this experience with other members.

2.3 Company members will draw on this experience in establishing where relevant with other ETI members' work plans to implement programmes of monitoring, independent verification, and reporting, and will report progress against these programmes to and through the ETI in a format and timing to be agreed.

2.4 Workers covered by the code shall be provided with a confidential means to report failure to observe the code and shall be otherwise protected in this respect.

3. AWARENESS RAISING AND TRAINING

3.1 All relevant personnel are provided appropriate training and guidelines that will enable them to apply the code in their work.

3.2 Suppliers are made aware of the code, and the company's commitment to sourcing from suppliers who observe the standards in the code.

3.3 Workers whose work is covered by the code are, where possible, made aware of the code and implementation principles or procedures.

4. CORRECTIVE ACTIONS

4.1 Member companies commit themselves, on the basis of knowledge gained from monitoring to; (a) negotiate and implement agreed schedules for corrective actions with suppliers failing to observe the terms of the code, i.e. a continuous improvement approach; (b) require the immediate cessation of serious breaches of the code, and; (c) where serious breaches of the code persist, to terminate any business relationship with the supplier concerned.

5. MANAGEMENT PROCEDURES, PRICING AND INCENTIVES

5.1 Negotiations with suppliers shall take into account the costs of observing the code.

5.2 Understanding and implementation of company policy with respect to its code of labour practice shall constitute a positive performance measure when assessing appropriate personnel.

Globalization – who benefits?

“Many companies now bypass production completely. Instead of making the products themselves, in their own factories, they ‘source’ them, as corporations in the natural resource industries source uranium, copper, or logs.

They close existing factories, shifting to contracted-out, mostly off-shore manufacturing. And as the old jobs fly offshore, something else is flying away with them: the old-fashioned idea that a manufacturer is responsible for its own workforce.”

– Naomi Klein ¹

It was once safe to assume that if a company name was on a product then that company manufactured the product. Today, this is no longer the case. More and more brand name companies and giant retailers now contract the manufacturing end of the business out to other companies. As Nike's Phil Knight makes clear, “There is no value in making things any more. The value is added by careful research, by innovation and by marketing.”² A recent Status of Women research paper has determined that over the years, the garment industry has been turned on its head: Ten or fifteen years ago, it was the manufacturers – such as those in the old garment districts of Toronto or Montreal – who did the designing, marketing and producing.

Today, the garment industry is dominated by giant retailers and super-labels who design the clothes, dictate the price of production and the turnaround time. Contractors around the world then compete for the orders.³

The consequences of this restructuring are immense. For instance, Wal-Mart – the world's largest retailer – had \$166 billion in 1999 sales, larger than the economies of 100 countries including Portugal, Israel and Ireland. Clothing giant Liz Claiborne contracts out its LizWear and LizSport clothing lines to roughly 300 factories in 28 countries. Disney products are made in 18,000 factories around the world. Any concerns the retailers or super-labels



Members of UNITE at the Western Glove Works in Winnipeg (they make jeans).

might express for workers' rights are routinely tempered by their first priority, the pursuit of increased profit margins and the best return in investment.

Familiar names

Who benefits from the globalization of the garment industry? Not the workers in the industrialized north who have watched their jobs go south. And certainly not the workers in the south who are forced to work long hours for subsistence wages. How about the super-labels and retailers? Professor Andrew Ross argues that globalization has benefited the corporate sector both financially and from a public relations point of view:

“Pitting First World against Third World workers has been a highly serv-

¹ Naomi Klein, “No Logo” p.197

² Ibid., p.197

³ Yanz L., Jeffcott B., Ladd D., Atlin J., Maquila Solidarity Network, “Policy Options to Improve Standards for Garment Workers in Canada and Internationally”, Status of Women Canada. 1999, p. 9



Canadian textile workers fear a return to the low pay, low standards and few benefits of the sweatshops of the past. Being part of a union is the best protection garment workers have against exploitation and abuse.

a return to the standards that were all too common in the sweatshops of the past: low pay, reduced benefits and restricted rights.

Over 75 percent of clothes made in Canada are assembled in factories that employ fewer than 50 workers. In addition the industry has witnessed a great increase in home-based sewing workplaces, where homeworkers sew clothing on their own equipment. Homeworkers tend to be paid by the piece according to the number of garments they sew. As a result, they can end up earning less than our minimum wage law dictates. Some workers have even been paid as little as \$2.00 per hour. According to MSN, there are "at least 40,000 homeworkers in

Canada's garment industry, the vast majority are immigrant women of colour."

Just as troubling is the increasing globalization of the garment industry. With over 160 countries in the world producing apparel and textile products for export to some 30 countries there is now a race to the bottom. UNITE explains:

Large retailers and manufacturers, seeking greater profits in a highly competitive industry, contract production to a global network of contractors located wherever labour costs are low, whether in China or Honduras, the United States or Canada. Workers in different countries are pitted against each other in competition for industry jobs.

Sweatshops are a Canadian reality

Homeworkers, paid by the piece, can end up earning less than minimum wage — some as little as \$2 an hour.

Of over 40,000 homeworkers in Canada the vast

majority are immigrant women of colour.



UNITE members rally in support of immigrant workers trying to organize.

“Ironically, as we close in on the 21st century, the sweatshop conditions characteristic of the beginning of the 20th century are making a comeback.”

— John Alleruzzo, Canadian Director, Union of Needletrades, Industrial and Textile Employees (UNITE)

Canada's clothing industry goes through changes

In the early 1960s more imports from Japan, Hong Kong, Singapore and Taiwan began to enter the Canadian market. The impact on the domestic garment industry was dramatic: between 1980 and 1993 the number of unionized garment and textile workers in Canada dropped from 81,000 to 38,800.

Today our clothing industry employs over 100,000 Canadian workers in more than

2,000 establishments. Another 56,000 Canadians work in the textile industry. Together these industries produce about \$17 billion worth of goods for the Canadian market and for exports, mostly to the USA.

Workers are concerned

Canadians currently employed in the clothing and textile industry are troubled about future employment opportunities. Concerned about the loss of standard, full-time, union protected work, they fear

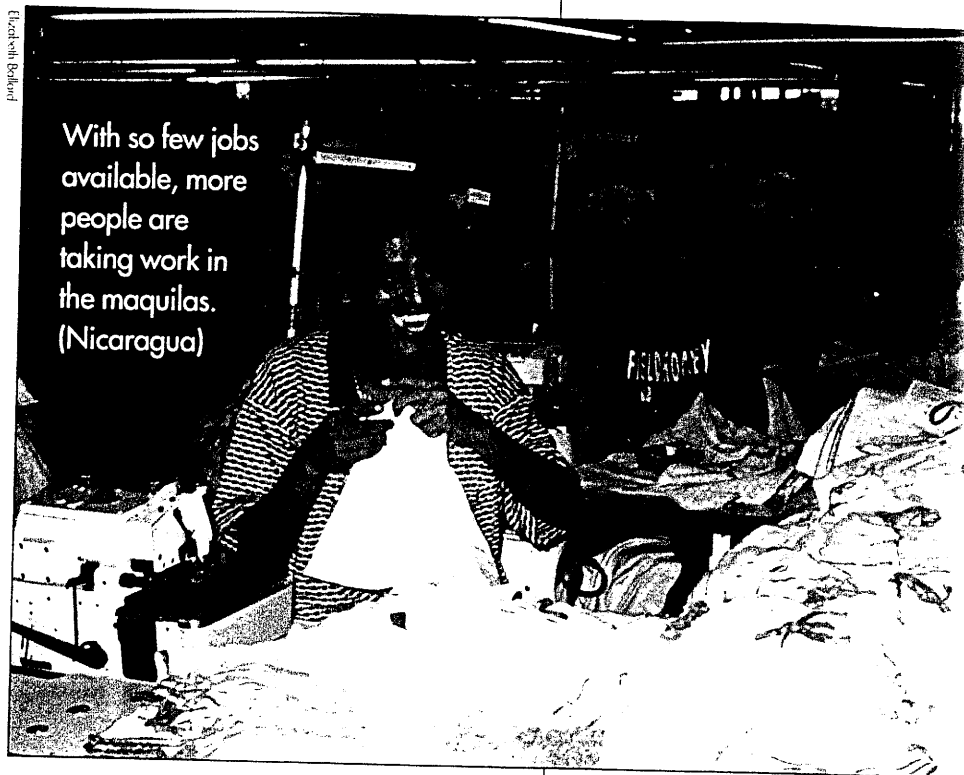
The Accord also allowed workers to organize in all ways legally permissible (and not just those permissible under Labour Law). It permitted the negotiation of collective agreements and banned child labour under 14 years of age. The MEC initiative led to improvements in four different areas of human rights: economic rights (right to a livelihood), labour rights (right to organize), individual rights (freedom from violence and harassment), and political rights (foreign companies must respect national laws).

Maquilas are a global phenomena where most workers are young women. They experience violations of their rights similar to those of the women in Nicaragua's Zona Franca. The MEC campaign helped return some dignity and respect to the workers that years of abuse had stripped away. This success has proven an inspiration elsewhere in the Americas. Other members of the Central America Network are now considering similar tactics in their struggles for justice for women workers.

A new vision

The campaign slogan, "Employment with Dignity", reflects a new long-term vision, based on the needs of women at the grassroots, who wanted their most pressing problems addressed without threat to their livelihoods. By targeting more than the employers, the initiative was broader than the traditional approach of Nicaraguan unions. Because the campaign included training in gender and human rights, many felt it helped them as women and as workers.

This success encouraged the MEC to launch a second campaign. Using simi-



lar strategies the MEC secured reforms to the Free Trade Zone Law on November 16, 1999. Many of these reforms have to do with guaranteeing health and safety. In the words of the President of the National Assembly "This is the first time in the history of the Nicaraguan Parliament that the very group to benefit from a law is the one that proposed it." In its arduous quest to improve the working conditions for the maquila workers, the MEC has recently launched a third Campaign: one to amend and reform the country's Labour Code. Although changes in legislation represent a tremendous step forward, the MEC's struggle to improve the working conditions in the maquilas is not over yet. Until fair laws and accords are passed by the government, adhered to and adequately enforced, the work for basic human rights must and will continue.

*The campaign
educates workers
on issues relating
to human rights,
labour rights,
gender and
self-esteem.*

The María Elena Cuadra campaign helped return some dignity and respect to the workers that years of abuse had stripped away.

Nicaragua: The María Elena Cuadra Movement

— continued from previous page

trade zone employers. A round of meetings then followed between representatives of the MEC, the Nicaraguan government, National Assembly members and company officials. This resulted in a process of negotiation with the Minister of Labour and the employers.

Support for the Code of Ethics grew as a petition drive resulted in 30,000 signatures being collected. At a public ceremony the petition was delivered to the Ministry of Labour, zone officials and the Catholic Church. The ceremony was then followed by a forum and debate on human rights in the free trade zones. Soon after the Minister of Labour drafted a Ministerial Accord based on the MEC's code of conduct.

On February 1st, 1998 in the presence of 500 women workers from the maquilas the Accord was signed. The next day, February 2, all the maquila companies signed on to the Accord which the MEC distributed to all maquila workers.

The Ministerial Accord established:

- an end to discrimination against women workers based on pregnancy, race, religion, age, disability, and sexual preference;
- that women workers be treated with respect and dignity and that no worker suffer any type of physical, psychological, verbal or sexual violence;
- a safe work environment to prevent accidents and injuries;
- a guarantee that workers receive the legal wage for overtime.

Codes of Conduct will help Nicaragua's Maquila workers, not only if they are enforced.



ement succeeds in Nicaragua

MEC's Executive Director, a litany of work-related health problems were documented. Arthritis, respiratory infections, wrist pain, shoulder and back pain, stress, allergies and irritations due to the dust from the fabrics, muscular and mental fatigue, and problems in the hands and eyes due to repetitive work were common.

While gathering information on life in the free trade zone the MEC asked the women why they put up with their situation. For the most part the women felt alone and at the mercy of their employers:

"Dignity we have, but the majority of us are single mothers with four or five children and we fear losing our jobs. Just imagine a woman who works at Baron: she is 40 years old, single, and has to provide for her family. She has to put up with it because another company is not going to hire her. Baron is the only company that hires you if you are older than 35".

"In other companies they only hire women between the ages of 18 and 23, the foreign owners say that a woman older than 25 does not produce as much as a younger one".

The Campaign is launched

The MEC launched the 'Employment With Dignity' campaign in December of 1996 following a meeting of the Central American Network of Women in Solidarity with Women Maquila Workers (composed of women's organizations from Nicaragua, Guatemala, Honduras and El Salvador).

The MEC campaign aspired to change public, government and industry opinions on the issues of human rights in the free trade zones in Nicaragua. With financial support from Oxfam Canada,

Elizabeth Baird



Oxfam Canada's Executive Director, Rieky Stuart (left) visits with maquila workers in Managua, Nicaragua.

CoDevelopment Canada and others, the MEC began by training some of its members in negotiating skills. But one of the first barriers the MEC had to overcome lay with the maquila workers themselves: many of the women workers had no idea what their rights were. The MEC decided that education and information must be a priority for the campaign. They held a series of workshops with the maquila workers taking the campaign inside the free trade zones. Workers became educated on issues relating to human rights, labour rights, gender and self-esteem.

Next, a group of MEC women drew up a Code of Ethics designed to protect the rights of workers. This code was then printed and distributed to all the maquila workers. Copies were also sent to National Assembly Members and free
(continued on next page)

"Dignity we have, but the majority of us are single mothers with four or five children and with fear of losing our job."

The María Elena Cuadra Movement

Managua, 2 February 1998.
Honourable Dr. Wilfredo Navarro
Minister of Labour, Nicaragua.

Dear Sir:

Hereby we wish to inform you that we have carefully studied the Ministerial Accord proposed in relation to work in the Free Trade Zones of Nicaragua, issued on the 23 of January.

We have decided, in a voluntary fashion, to adhere to such Ministerial Resolution because we share the criteria and consider that it will help to improve and harmonize relations between workers and employers.

Likewise, we wish to express our commitment to fulfill perfectly what is expressed in the cited document issued by the Minister of Labour.

— Signed the Free Trade Zones companies

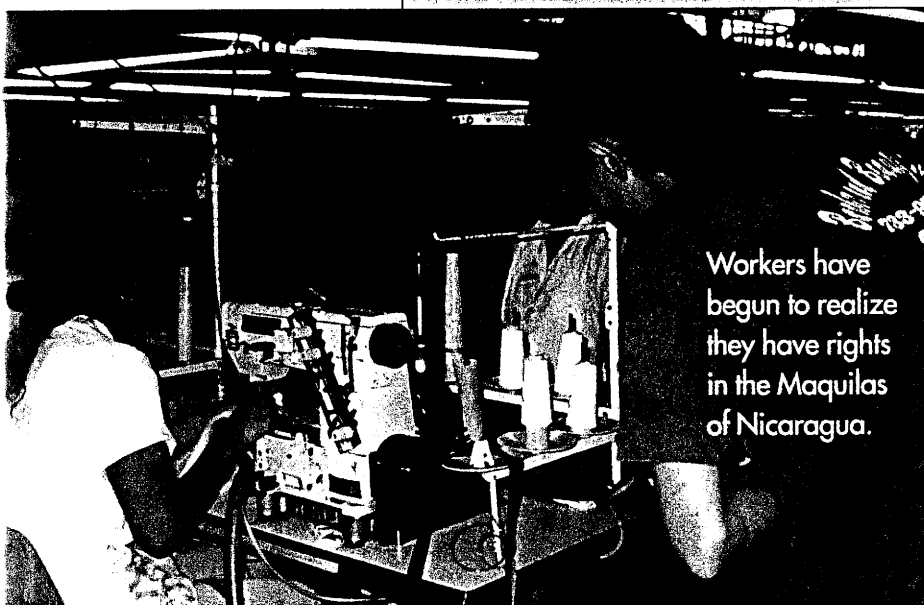
Four years of hard work and frustration eventually paid off for the **María Elena Cuadra (MEC) Movement of Working and Unemployed Women of Nicaragua**. On February 2, 1998, twenty five companies from the maquila industry operating at the Las Mercedes Zona Franca, or free trade zone of Nicaragua, signed a Ministerial Accord to adopt a Code of Ethics. The maquila companies agreed to guarantee and maintain respect for human and labour rights.

From the moment the free trade zone was established in Nicaragua in 1990, women maquila workers endured physical and psychological violence. Despite legislative reforms that guaranteed protection, there were serious violations of the country's Labour Code. Pregnant women were routinely fired and severance and overtime pay were frequently not paid.

Women of the Maquilas

Since 1994 the MEC worked on labour issues and human rights for women workers in Nicaragua's free trade zones. Given that 85 percent of the country's 15,000 maquila workers were women, the maquilas became a logical place for the MEC to be active. Most of the workers were between the ages of 15 and 28. Forty-eight percent were single mothers with an average of 4 to 5 children. Most had low levels of education with limited technical skills. 90 percent had finished grade eight or less, while 10 percent had either technical or university degrees.

Work in the maquilas is hard. However, prior to the Ministerial Accord long working hours with obligatory overtime was the rule. Women faced sexual harassment, physical violence, lack of union protection and a lack of health and safety regulations. In a study by Sandra Ramos, the



Workers have begun to realize they have rights in the Maquilas of Nicaragua.

Elizabeth Rolland

The stories of **Paloma** and **Eugenia**

working in the Zona Franca –
the free trade zone of Nicaragua

Paloma

In the company where I worked, one starts working by contract. Only after working three contracts are you able to get permanent work. When I asked for a sick day off during my first contract they fired me. They said my contract had expired. If a worker gets sick, they say that kind of person is not good for the company.

I started work in the free trade zone when I was very young and I have gone from company to company, but I have not considered leaving the zone because I can't. The economic situation forces us to remain stuck to the companies even when we know there is injustice. Where am I going to go if I can't do anything else? Where am I going to work if sewing is all I ever learned?

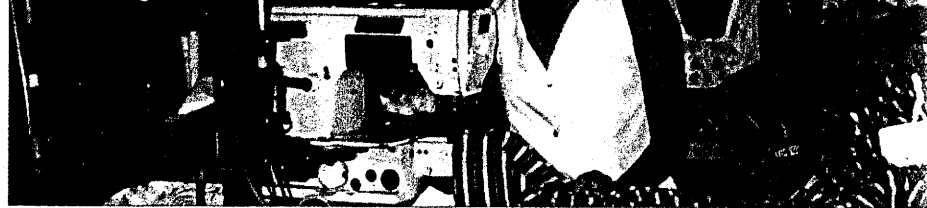
As an adult I studied small business administration on a scholarship from the Maria Elena Cuadra Women's Movement. I also learned commercial accounting at my own expense but in Nicaragua there are no work opportunities for older women.

In the free trade zone one faces humiliation. I can not speak of physical abuse because I have never had that problem, but overall one doesn't feel good. When for example you are humiliated for every mistake you make, you don't have the desire to continue.

I could start a small sewing business at home. I have the skills. However where I live people don't have any money to spend. ☹

Elizabeth Roldán

Sewing 'our' clothes in the Las Mercedes Free-Trade Zone, Nicaragua



Eugenia

I spent five years in the military. Many of us women who were in the military are now factory workers in the free trade zone. We had a military rank, but in the zone we had to start from the bottom as cleaners.

I started to work collecting garbage and carefully cleaning the buildings that housed the machinery. I felt inferior. I was mistreated by the supervisors; every time a piece of cloth got dirty they said it was my fault. Just imagine, after being in the military.

I worked well. I then became a machine operator sewing buttons for shirt sleeves. In 1996, I moved to another company and they trained me for fifteen days to do other tasks. I learned to do a lot of different things. I am now a good machine operator and do quality work. Now nobody is able to insult me.

If the company owners don't bring enough materials or the machines malfunction, we have no work. The operators don't earn anything if we don't produce.

I remain in the free trade zone because there is no other work in Nicaragua. I am forty years old. The job I have I must keep without protest. ☹

*"I remain in the
free trade zone
because there is
no other work in
Nicaragua. I am
forty years old.
The job I have
I must keep
without protest."*



WORKER RIGHTS CONSORTIUM

Model Code of Conduct

Member schools may adopt this code as the standard they will require of licensees. The Worker Rights Consortium will use this code of conduct as the basis for its investigations.

I. Introduction

- A. The Universities participating in the Worker Rights Consortium are each committed to conducting their business affairs in a socially responsible and ethical manner consistent with their respective educational, research and/or service missions, and to protecting and preserving the global environment.
- B. While the Consortium and the Member Institutions believe that Licensees share this commitment, the Consortium and the Member Institutions have adopted the following Code of Conduct (the "Code") which requires that all Licensees, at a minimum, adhere to the principles set forth in the Code.
- C. Throughout the Code the term "Licensee" shall include all persons or entities which have entered into a written "License Agreement" with the University manufacture "Licensed Articles" (as that term is defined in the License Agreement) bearing the names, trademarks and/or images of one or more Member Institutions. The term "Licensee" shall for purposes of the Code, and unless otherwise specified in the Code, encompass all of Licensees' contractors, subcontractors or manufacturers which produce, assemble or package finished Licensed Articles for the consumer.

II. Notice

- A. The principles set forth in the Code shall apply to all Licensees.
- B. As a condition of being permitted to produce and/or sell Licensed Articles, Licensees must comply with the Code. Licensees are required to adhere to the Code within six (6) months of notification of the Code and as required in applicable license agreements.

III. Standards

- A. Licensees agree to operate work places and contract with companies whose work places adhere to the standards and practices described below. The University prefers that Licensees exceed these standards.
- B. Legal Compliance: Licensees must comply with all applicable legal requirements of the country(ies) of manufacture in conducting business related to or involving the production or sale of Licensed Articles. Where there are differences or conflicts with the Code and the laws of the country(ies) of manufacture, the higher standard shall prevail, subject to the considerations stated in Section VI.
- C. Employment Standards: Licensees shall comply with the following standards:
 - 1. *Wages and Benefits*: Licensees recognize that wages are essential to meeting employees' basic needs. Licensees shall pay employees, as a floor, wages and

benefits which comply with all applicable laws and regulations, and which provide for essential needs and establish a dignified living wage for workers and their families. [A living wage is a “take home” or “net” wage, earned during a country’s legal maximum work week, but not more than 48 hours. A living wage provides for the basic needs (housing, energy, nutrition, clothing, health care, education, potable water, childcare, transportation and savings) of an average family unit of employees in the garment manufacturing employment sector of the country divided by the average number of adult wage earners in the family unit of employees in the garment manufacturing employment sector of the country.]

2. *Working Hours*: Hourly and/or quota-based wage employees shall (i) not be required to work more than the lesser of (a) 48 hours per week or (b) the limits on regular hours allowed by the law of the country of manufacture, and (ii) be entitled to at least one day off in every seven day period, as well as holidays and vacations.
3. *Overtime Compensation*: All overtime hours must be worked voluntarily by employees. In addition to their compensation for regular hours of work, hourly and/or quota-based wage employees shall be compensated for overtime hours at such a premium rate as is legally required in the country of manufacture or, in those countries where such laws do not exist, at a rate at least one and one-half their regular hourly compensation rate.
4. *Child Labor*: Licensees shall not employ any person at an age younger than 15 (or 14, where, consistent with International Labor Organization practices for developing countries, the law of the country of manufacture allows such exception). Where the age for completing compulsory education is higher than the standard for the minimum age of employment stated above, the higher age for completing compulsory education shall apply to this section. Licensees agree to consult with governmental, human rights, and nongovernmental organizations, and to take reasonable steps as evaluated by the University to minimize the negative impact on children released from employment as a result of implementation or enforcement of the Code.
5. *Forced Labor*: There shall not be any use of forced prison labor, indentured labor, bonded labor or other forced labor.
6. *Health and Safety*: Licensees shall provide a safe and healthy working environment to prevent accidents and injury to health arising out of, linked with, or occurring in the course of work or as a result of the operation of Licensee facilities. In addition, Licensees must comply with the following provisions:
 - a. The Licensee shall ensure that its direct operations and those of any subcontractors comply with all workplace safety and health regulations established by the national government where the production facility is located, or with Title 29 CFR of the Federal Code of Regulations, enforced by Federal OSHA (Occupational Safety and Health Administration), whichever regulation is more health protective for a given hazard.
 - b. The Licensee shall ensure that its direct operations and subcontractors comply with all health and safety conventions of the International Labor Organization (ILO) ratified and adopted by the country in which the production facility is located.

7. *Nondiscrimination*: No person shall be subject to any discrimination in employment, including hiring, salary, benefits, advancement, discipline, termination or retirement, on the basis of gender, race, religion, age, disability, sexual orientation, nationality, political opinion, or social or ethnic origin.
8. *Harassment or Abuse*: Every employee shall be treated with dignity and respect. No employee shall be subject to any physical, sexual, psychological, or verbal harassment or abuse. Licensees will not use or tolerate any form of corporal punishment.
9. *Freedom of Association and Collective Bargaining*: Licensees shall recognize and respect the right of employees to freedom of association and collective bargaining. No employee shall be subject to harassment, intimidation or retaliation in their efforts to freely associate or bargain collectively. Licensees shall not cooperate with governmental agencies and other organizations that use the power of the State to prevent workers from organizing a union of their choice. Licensees shall allow union organizers free access to employees. Licensees shall recognize the union of the employees' choice.
10. *Women's Rights*
 - a. Women workers will receive equal remuneration, including benefits; equal treatment; equal evaluation of the quality of their work; and equal opportunity to fill all positions open to male workers.
 - b. Pregnancy tests will not be a condition of employment, nor will they be demanded of employees.
 - c. Workers who take maternity leave will not face dismissal nor threat of dismissal, loss of seniority or deduction of wages, and will be able to return to their former employment at the same rate of pay and benefits.
 - d. Workers will not be forced or pressured to use contraception.
 - e. Workers will not be exposed to hazards, including glues and solvents, that may endanger their safety, including their reproductive health.
 - f. Licensees shall provide appropriate services and accommodation to women workers in connection with pregnancy.

IV. Compliance and Disclosure: Licensees (for themselves and on behalf of their contractors, subcontractors, or manufacturers) shall disclose to the Worker Rights Consortium, the University, and the public the information set forth in Sections A, B, and C below.

- A. Upon execution and renewal of the License Agreement and upon the selection of any new manufacturing facility which produces Licensed Articles, the company names, contacts, addresses, phone numbers, e-mail addresses, and nature of the business association for all such facilities which produce Licensed Articles;
- B. at least sixty (60) days prior to the end of each contract year of the License Agreement, written assurance that (i) Licensees are in compliance with the Code and/or (ii) licensees are taking reasonable steps to remedy non-compliance in facilities found not to be in compliance with the code;
- C. at least sixty (60) days prior to the end of each contract year of the License Agreement, a summary of those steps taken to remedy material violations, and/or difficulties encountered, during the preceding year in implementing and enforcing the Code at all of Licensees' facilities which produce Licensed Articles.

V. Verification: It shall be the responsibility of Licensees (for themselves and on behalf of their contractors, subcontractors, or manufacturers) to ensure their compliance with the Code. The WRC and its Member Institutions will undertake efforts to determine and clearly define the obligations associated with the development of adequate methods and training for independent external monitoring, as guided by the principles in the founding document of the Consortium.

VI. Labor Standards Environment: In countries where law or practice conflicts with these labor standards, Licensees agree to consult with governmental, human rights, labor and business organizations and to take effective actions as evaluated by the University to achieve full compliance with each of these standards. Licensees further agree to refrain from any actions that would diminish the protections of these labor standards. In addition to all other rights under the Licensing Agreement, the University reserves the right to refuse renewal of Licensing Agreements for goods made in countries where:

- A. progress toward implementation of the employment standards in the Code is no longer being made; and
- B. compliance with the employment standards in the Code is deemed impossible. The University shall make such determinations based upon examination of reports from governmental, human rights, labor and business organizations and after consultation with the relevant Licensees.

VII. Remediation: Remedies herein apply to violations which occur after the Effective Date of the Code.

- A. If a Licensee has failed to self-correct a violation of the Code, the University will consult with the Licensee (for itself and on behalf of its contractors, subcontractors, or manufacturers) to determine appropriate corrective action.
- B. The remedy will, at a minimum, include requiring the licensee to take all steps necessary to correct such violations including, without limitation:
 - 1. Paying all applicable back wages found due to workers who manufactured the licensed articles.
 - 2. Reinstatement of any worker found to have been unlawfully dismissed.
- C. If agreement on corrective action is not reached, and/or the action does not result in correction of the violation within a specified reasonable time period, the University reserves the right to
 - 1. require that the Licensee terminate its relationship with any contractor, subcontractor, or manufacturer that continues to conduct its business in violation of the Code, and/or
 - 2. terminate its relationship with any Licensee that continues to conduct its business in violation of the Code.
- D. In either event, the University will provide the Licensee with thirty (30) days written notice of termination. In order to ensure the reasonable and consistent application of this provision, the University will seek advice from the Worker Rights Consortium regarding possible corrective measures and invocation of options 1 and 2 above.



Code of Conduct for Licensees

I. Introduction

Rivi Frankie
Director -
Alumni &
Development

The University of Toronto ("University") is committed to conducting its business affairs in a manner consistent with its employee personnel policies and expects its licensees to conduct their business in a manner consistent with, and follow workplace standards that adhere to this Code of Conduct (the "Code"). The Code is subject to amendment to reflect any subsequently developed standards either by the University or a national higher education organization whose code the University chooses to adopt.

II. Notice

Tad Brown
Finance &
Development
Counsel

This Code shall apply to all trademark licensees of the University of Toronto. Throughout this Code the term "licensee" shall include all persons or entities who have entered a written licensing agreement with the University to manufacture products bearing the name, trademarks and/or images of the University. Additionally, this Code shall apply to all of the licensee's contractors.

Throughout this Code the term "contractor" shall include each contractor, subcontractor, vendor, or manufacturer that is engaged in a manufacturing process that results in a finished product for the consumer. "Manufacturing process" shall include assembly and packaging.

Kyle Winters
Associate
Director &
Executive
Manager
Corporate
Development
416 978 0151

As a condition of being permitted to produce and/or sell licensed products bearing the name, trademarks and/or images of the University, each licensee must comply with this Code and ensure that its contractors comply with this Code. All licensees and contractors are required to adhere to this Code within six months of notification of the Code and as required in applicable license agreements.

III. Remediation

David O. Wright
Assistant to the
Associate
Director
416 978 4410

If the University determines that any licensee or contractor has failed to remedy a violation of this Code, the University will consult with the licensee to examine the issues and determine the appropriate measures to be taken. The remedy will, at a minimum, include requiring the licensee to take all steps necessary to correct such violations including, without limitation, paying all applicable back wages found due to workers who manufactured the licensed articles, and reinstating any worker whose employment has been terminated in violation of this Code of Conduct. If consultation and agreed upon measures fail to adequately resolve the violations within a specified time period, the University and the licensee will implement a corrective action plan on terms acceptable to the University.

The University reserves the right to terminate its relationship with any licensee which continues to conduct its business in violation of the corrective action plan, in accordance with the terms set forth in the licensee agreement.

Chuck Chan
Licensing &
Product Brand
Manager
416 978 6564

IV. Standards

University licensees and their contractors must operate workplaces, and ensure that their contractors operate workplaces, that adhere to the following minimum standards and practices:

A. **Legal Compliance:** University licensees and their contractors must comply, at a minimum, with all applicable legal requirements of the country in which products are manufactured. Where this Code and the applicable laws of the country of manufacture conflict or differ, the higher standard shall prevail. Such compliance shall include compliance with all applicable environmental laws.

B. **Ethical Principles:** Licensees shall commit to conduct their business according to a set of ethical standards which include, but are not limited to, honesty, integrity, trustworthiness, and respect for the unique intrinsic value of each human being.

C. **Employment Standards:** The University will do business only with licensees whose workers are present to work voluntarily, are not at undue risk of physical harm, are fairly compensated, and are not exploited in any way. In addition, the following specific guidelines must be followed:



University of Toronto – Trademark Licensing Program

Division of University Advancement – Office of Marketing and Licensing

1. Wages and Benefits: Licensees and their contractors must provide wages and benefits which comply with all applicable laws and regulations and which match or exceed the local prevailing wages and benefits in the relevant industry or which constitute a living wage, whichever provides greater wages and benefits.

2. Working Hours: Except in extraordinary circumstances, employees shall (i) not be required to work more than the lesser of (a) 48 hours per week and 12 hours overtime per week, or (b) the limits on regular and overtime hours allowed by the law of the country of manufacture; and (ii) be entitled to at least one day off in every 7-day period.

3. Overtime Compensation: In addition to their compensation for regular hours of work, employees shall be compensated for overtime hours at such a premium rate as is legally required in that country, but not less than at a rate equal to their regular hourly compensation rate.

4. Child Labor: No person shall be employed at an age younger than 15 (or 14 where, consistent with International Labor Organization practices for developing countries, the law of the country of manufacture allows such exception). Where the age for completing compulsory education is higher than the standard for the minimum age of employment stated above, the higher age for completing compulsory education shall apply to this section. Licensees agree to work with governmental, human rights, and non-governmental organizations, as determined by the University and licensee, to minimize the negative impact on any child released from employment as a result of the enforcement of this Code.

5. Forced Labor: There shall not be any use of forced labor, whether in the form of prison labor, indentured labor, bonded labor or otherwise.

6. Health and Safety: Licensees and their contractors must provide workers with a safe and healthy work environment and must, at a minimum, comply with local and national health and safety laws. If residential facilities are provided to workers, they must be safe and healthy facilities.

7. Nondiscrimination: Licensees and their contractors shall employ individuals solely on the basis of their ability to perform the job. Licensees and their contractors may not discriminate against employees in subsequent personnel decisions. The pregnancy of an employee shall not be used as a basis for disciplinary treatment or termination of employment. Licensees and their contractors shall use their best efforts to reinstate workers who have taken maternity leave to the same or similar position at the same rate of pay and benefits. No employee or prospective employee shall be subjected to involuntary use of contraceptives or pregnancy testing.

8. Harassment or Abuse: Every employee shall be treated with dignity and respect. No employee shall be subject to any physical, sexual, psychological or verbal harassment or abuse. Licensees will not use or tolerate any form of corporal punishment.

9. Freedom of Association: Licensees and their contractors shall recognize and respect the right of employees to freedom of association and collective bargaining with bargaining representatives of their own choice. No employee shall be subject to harassment, intimidation or retaliation as a result of his or her efforts to freely associate or bargain collectively.

V. Compliance

Prior to the date of an annual renewal of a license agreement, the licensee shall be required to provide the following to the University, as set forth in the license agreement:

A. The company names, owners and/or officers; and addresses, phone numbers, email addresses and the nature of the business association of all the licensees' contractors and manufacturing plants which are involved in the manufacturing process of items which bear, or will bear, the name, trademarks and/or images of the University;

Rivi Frankle
Director -
Alumni &
Development

Tad Brown
Finance &
Development
Counsel

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416 978 4410

Chuck Chan
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Product Brand
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University of Toronto – Trademark Licensing Program

Division of University Advancement – Office of Marketing and Licensing

B. Written assurances that it and its contractors adhere to this Code (except that in the initial phase-in period, licensee must provide such written assurances within six months of receipt of this Code); and

C. A summary of the steps taken, and/or difficulties encountered, during the preceding year in implementing and enforcing this Code at each site.

Rivi Frankle
Director -
Alumni &
Development

VI. Disclosure

A. The company names, owners, and/or officers, addresses, and nature of the business association, including the steps performed in the manufacturing process, of all the licensees' contractors and manufacturing plants which are involved in the manufacturing process of items which bear, or will bear, the name, trademarks and or images of the university shall be made public information.

B. The Licensee shall be required to report immediately to the University any changes in its business operations which materially affect the application of this Code, such as the selection of a new factory. This information will also be made publicly available.

Tad Brown
Finance &
Development
Counsel

VII. Verification

It shall be the responsibility of each University licensee to ensure its compliance with this Code, and to verify that its contractors are in compliance with this Code.

Clearly defined methods of internal monitoring, training and independent external monitoring have not yet been determined by the University and licensee. The University and its licensees shall undertake efforts to determine and clearly define the obligations associated with the development of adequate training and monitoring methods, including establishment of a reasonable time frame within which compliance will begin. Compliance measures shall include internal monitoring, independent external verification, and an opportunity for employees to report noncompliance with this code in a manner that ensures they will not suffer retaliation for doing so.

The University reserves the right to announced examination of the practices, activities and work sites of its licensees and their contractors. This examination can be by University personnel or representatives of the University.

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Director &
Executive
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Not for public distribution

**Code of Labour Practices for University
Suppliers and Licensees**

- and -

**Fair Trade Purchasing Policy for University
Suppliers and Retailers**

**Prepared by the
McMaster Ad Hoc Code of Labour Practices Development
Committee**

**Chair:
Mary E. Keyes (PhD),
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June 13, 2002

TABLE OF CONTENTS

Committee Members	ii
Acknowledgements:	ii
CODE OF LABOUR PRACTICES FOR UNIVERSITY SUPPLIERS AND LICENSEES	1
Preamble	1
I. Introduction	1
A. Definitions	1
II. Scope of Application	2
III. Standards	3
A. Legal Compliance	3
B. Employment Standards	3
1. Wages and Benefits	3
2. Working Hours	4
3. Overtime	4
4. Child Labour	4
5. Forced Labour	5
6. Health and Safety	5
7. Nondiscrimination	5
8. Harassment or Abuse	6
9. Collective Bargaining and Freedom of Association	6
10. Women's Rights	7
11. Employment Relationship	7
IV. Compliance and Disclosure	8
A. Compliance Requirements	8
B. Disclosure	9
C. Principles of Implementation	10
V. Verification and Remediation	11
A. Verification	11
B. Remediation	11
C. Code of Labour Practices Advisory Committee	12
REFERENCES	14
FAIR TRADE PURCHASING POLICY FOR UNIVERSITY SUPPLIERS AND RETAILERS	16
I Fair Trade Purchasing Policy for Coffee Suppliers and Retailers	16
II Administration	16
MCMASTER AD HOC CODE OF LABOUR PRACTICES DEVELOPMENT COMMITTEE APPROVAL SIGNATURES	18

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Ian Thompson. Maquila Solidarity Network

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Sources: The wording, especially in Section III of the Code of Labour Practices (standards), is in large part adapted from the following sources: Worker Rights Consortium¹, Students Against Sweatshops Canada², and the International Labour Organization (ILO)³, with additional information added by the McMaster Committee.⁴ Codes from ICFTU⁵, CCC⁶, ETI⁷, ETAG⁸, FLA⁹, and SAI¹⁰ and codes from several universities were also consulted.

Code of Labour Practices for University Suppliers and Licensees

Prepared by the McMaster Ad Hoc Code of Labour Practices Development Committee

PREAMBLE

The International Labour Organization (ILO), of which Canada is a member, is committed to promoting an end to oppression, exploitation and abuse of workers worldwide. McMaster University recognizes and supports this commitment, and seeks accurate information from its suppliers concerning the working conditions related to the products and services McMaster purchases and licenses. Provided that ILO core labour standards²⁶ are met, nothing in this Code is intended to preempt or override standards that are set by a process of collective bargaining by independent unions and associations of the workers' choice. The standards of this Code are based on relevant ILO conventions as cited in the standards section.

While the scope of application, as defined in Section II, is currently restricted to a portion of the university operations, it is the intention that all suppliers, licensees, contractors and subcontractors be aware of this Code and strive to follow it. McMaster University intends to cooperate with university, student, and other organizations in monitoring working conditions, collecting information, and collectively negotiating with suppliers to ensure the provisions of this or similar Codes are enacted as widely as possible. For suppliers and subcontractors not currently included in the scope of this Code, McMaster University encourages voluntary disclosure of factory/business locations and working conditions. Relevant information may be a factor in awarding of future contracts and in purchasing decisions. Where multiple suppliers and/or equivalent products and services are available, and where other purchasing criteria are equal, McMaster University policy will be to favour suppliers or products in compliance with this Code.

I. INTRODUCTION

McMaster University is committed to conducting its business affairs in a socially responsible and ethical manner consistent with its educational, research and service missions, and to protecting and preserving the global environment. McMaster University seeks to achieve its aims through a variety of means including this Code of Labour Practices, which is a statement of minimum standards with respect to labour practices. Suppliers, subcontractors, and licensees of McMaster University that fall within the scope of this Code are expected to comply with this Code.

A. Definitions

The term *Code* (or *The Code*) refers to this document in its entirety.

The term *University* shall apply to McMaster University and affiliated retail outlets.

The term *Licensee* shall include all persons or entities that have entered into an agreement with the University to manufacture items bearing the name, trademarks, and/or images of the University.

For purposes of this Code, the terms *University Supplier* or *Supplier* shall include Licensees and

all persons or entities, including suppliers, vendors, contractors, contributors, and manufacturers, that have entered into an agreement with the University to provide products or services to be used, sold or distributed by or on behalf of the University.

The term *Subcontractor* shall include all suppliers, vendors, contractors, subcontractors, and manufacturers that have not entered into a relationship with the University but provide services or produce products or components of products to be used, purchased, or distributed to or by University Suppliers, other subcontractors, or Licensees. *Services and production* shall include, but not be limited to, creation, assembly, packaging, shipping, and receiving.

The term *Apparel* refers to clothing, uniforms and footwear.

II. SCOPE OF APPLICATION

At present, this Code applies to McMaster Suppliers and Licensees involved in production, distribution, and/or sale of Apparel as well as Apparel and non-apparel products bearing the name, logo, image or trademark of the University. Additionally, this Code applies to all of the Subcontractors of these Suppliers and Licensees.

In the future, as the international and national capacity for monitoring expands beyond Apparel and licensed goods, McMaster University will reexamine this scope of application. This reexamination will include but not be limited to:

- a) All suppliers entering into contracts with the University that have a value of greater than \$50,000 and a duration of longer than one year.
- b) All donors giving goods and services (excluding monetary donations) to the University with a value of \$50,000 or greater. Donations of used goods by a person or supplier unrelated to the manufacturer are exempt.

In indicating their own compliance with the Code, suppliers accept responsibility for ensuring that all subcontractors in the supply chain are in compliance with the code. All suppliers are required to adhere to this Code, however, no supplier may represent that they have been certified as being in compliance with this Code. It is the intent of McMaster University to engage in constructive dialogue with suppliers to assist in their coming to compliance.

Where a product or service is essential to University activities or operations and cannot be obtained from a supplier in compliance with the Code (for example, only one supplier exists), exemptions will be granted on approval of the appropriate University authority as determined in consultation with the purchasing committee. Where a Supplier or Subcontractor operates at more than one manufacturing or production location (e.g., multiple factories for different product lines), those facilities NOT involved in the supply/production chain of services or products used, purchased, or licensed by the University are exempted from the Code. Consequently, the University's decision to enter into or maintain a contract with a supplier does not constitute an endorsement of labour conditions for the supply chain as a whole.

III. STANDARDS

The ILO Declaration on Fundamental Principles and Rights at Work¹¹ declares that all ILO members [175 member states/countries as of 2001] have an obligation arising from the very fact of membership in the Organization to respect, promote, and realize the principles of conventions concerning commonly accepted fundamental labour rights, namely freedom of association and the effective recognition of the right to collective bargaining,^{12, 13} the elimination of all forms of forced or compulsory labour,^{14, 15} the effective abolition of child labour,^{16, 17} and the elimination of discrimination.^{18, 19} University Suppliers and Licensees shall agree to operate workplaces and contract to companies whose workplaces adhere to these fundamental rights as well as the specific standards and practices described below. The University prefers that University Suppliers and Subcontractors exceed this Code.

A. Legal Compliance

University Suppliers and Subcontractors shall comply with all applicable legal requirements of the country(ies) of manufacture in conducting business related to or involving the production or sale of licensed articles and related to or involving the supply of goods and services to the university. Where there are differences or conflicts between the Code and the laws of the country(ies) of manufacture, the higher standards shall prevail.

B. Employment Standards

University Suppliers and Subcontractors shall comply with the following standards:

1. Wages and Benefits. University Suppliers and Subcontractors recognize that wages are essential to meeting employees' basic needs.
 - i. University Suppliers and Subcontractors shall pay employees wages and benefits that comply with, or better, all applicable laws and regulations, and which provide for essential needs and constitute a dignified living wage for workers and their families. In many countries a dignified living wage is often most effectively determined through free collective bargaining. In the absence of free collective bargaining, a living wage is calculated based on a *take home* or *net* wage, earned during a country's standard work week (excluding overtime), but not more than 48 hours. A living wage provides for the basic needs (housing, energy, nutrition, clothing, health care, education, potable water, child care, transportation, and savings) of an average family unit of employees in the relevant employment sector of the country divided by the average number of adult wage earners in the family unit of employees in the relevant employment sector of the country.
 - ii. Wages shall be paid in a timely manner (no more than one month after hours worked) directly to the employee in cash, cheque, electronic payment or the equivalent.
 - iii. All workers shall be provided with written and oral information about their

employment conditions including wages before they enter employment and written information about the particulars of their wages for each pay period. This information will be in a language and format understood by the worker.

- iv. Deductions from wages as a disciplinary measure shall not be permitted, nor shall any deductions from wages not provided by national law be permitted without the express permission of the worker concerned. All disciplinary measures should be recorded.
- v. Where production operates under a piece-rate system, University Suppliers and Subcontractors shall ensure that the piece rate quotas are adjusted to what can reasonably be accomplished in an eight (8) hour period while ensuring that the workers earn a living wage.

2. Working Hours. Hourly and/or quota-based wage employees shall:

- i. Not be required to work more than the lesser of (a) 48 hours per week or (b) the limits on regular hours allowed by the law of the country of manufacture, and
- ii. Be entitled to at least one day off in every seven day period, as well as holidays and vacations.

3. Overtime

- i. Except in cases of emergencies, all overtime hours shall be worked voluntarily by employees. Overtime hours shall not exceed 12 hours per week except in short-term unforeseen emergencies.
- ii. In addition to their compensation for regular hours of work, hourly and/or quota-based wage employees shall be compensated for overtime hours at one and one-half times their regular hourly compensation rate or the premium rate as is legally required in the country of manufacture, or as is negotiated in a collective agreement.

4. Child Labour^{16, 17}

- i. There shall be no new use of child labour and all current child labour shall be subject to Section III.B.4.ii. The term "child" means any person less than 15 (or 14 if local law sets minimum employment age at 14 consistent with developing country exemptions under the ILO Minimum Age Convention¹⁶), unless local laws stipulate a higher age for work or mandatory schooling, in which case the higher age shall apply.
- ii. Subject to Section III.B.4i, adequate transitional economic assistance, appropriate educational opportunities, a strict limitation of hours spent at work in a day and in a week, prohibition of overtime, and adequate time for work and study shall be provided to any displaced child workers to enable

such children to attend and remain in school until no longer a child.²⁰

- iii. Consistent with ILO Conventions 138 and 182 (Minimum Age Convention and the Worst Forms of Child Labour Convention) the minimum age for admission to any type of employment or work which by its nature or the circumstances in which it is carried out is likely to jeopardize the health, safety or morals of young persons shall not be less than eighteen (18) years.

5. Forced Labour^{14,15}

- i. There shall not be any use of forced prison labour, indentured labour, bonded labour or other forced labour.
- ii. Workers are not required to lodge deposits (financial or otherwise) or their identity papers with their employer and are free to leave their employer after reasonable notice.⁷

6. Health and Safety²¹

- i. Suppliers and Subcontractors shall provide a safe and healthy working environment bearing in mind the prevailing knowledge of the industry and of any specific hazards. Adequate steps shall be taken to prevent accidents and injury to health arising out of, associated with, or occurring in the course of work, by minimizing, so far as is reasonably practicable, the causes of hazards inherent in the working environment.
- ii. Suppliers and Subcontractors shall ensure that their operations comply with all building code and all workplace safety and health regulations established by the national and sub-national (including local) governments where the production facility is located, as well as all health and safety conventions of the International Labour Organization (ILO) ratified and adopted by the country in which the production facility is located. Exposure to chemicals and physical agents should not be at levels higher than those in the current or previous year's version of "TLVs and BEIs" (Threshold Limit Values for Chemical Substances and Biological Exposure Indices) as published by ACGIH Worldwide²².
- iii. Adequate access to clean toilet facilities and to potable water shall be provided. If appropriate, sanitary facilities for food storage and preparation shall be provided. Accommodation, where provided, shall be clean, safe and meet the basic needs of the workers.
- iv. Workers shall receive regular and recorded health and safety training appropriate to their workplace and specific job hazards, and such training shall be repeated for new or reassigned workers.

7. Nondiscrimination^{18, 19}

No person shall be subject to any discrimination in employment, including hiring,

salary, benefits, advancement, discipline, termination or retirement, on the basis of gender, race, religion, age, disability, sexual orientation, national origin, political opinion or affiliation, union activity, social or ethnic origin.

8. Harassment or Abuse

Every employee shall be treated with dignity and respect. No employee shall be threatened by or subject to any physical, sexual, psychological, or verbal harassment or abuse. University Suppliers and Subcontractors shall neither use nor tolerate any form of corporal punishment. All cases of discipline shall be thoroughly documented.

9. Collective Bargaining and Freedom of Association ^{12, 13, 23}

- i. University Suppliers and Subcontractors shall recognize and respect the right of employees to freedom of association, and the right of collective bargaining where not explicitly prohibited by national and local laws. Under such circumstances University Suppliers and Subcontractors shall recognize the union of the employees' choice.
- ii. No employee shall be subject to harassment, intimidation or retaliation in his or her efforts to associate freely or bargain collectively.
- iii. University Suppliers and Subcontractors shall allow union representatives free access to employees where sustained by local laws.
- iv. Where the right to freedom of association and collective bargaining is restricted under law, the employer will not hinder development of parallel means for independent and free association and bargaining.
- v. Where not explicitly prohibited by national laws, University Suppliers and Subcontractors shall comply with the ILO conventions 87, 98, and 135 (Freedom of Protection and Right to Organize Convention, Right to Organize and Collective Bargaining Convention, and the Workers' Representative Convention), with particular regard to Articles 2, 3, and 4 of convention 87 as follows¹²:

Article 2: Workers and employers, without distinction whatsoever, shall have the right to establish and, subject only to the rules of the organization concerned, to join organizations of their own choosing without previous authorization.

Article 3: 1. Workers' and employers' organizations shall have the right to draw up their constitutions and rules, to elect their representatives in full freedom, to organize their administration and activities and to formulate their programmes.

Article 4: Worker and employer organizations shall not be liable to be dissolved or suspended by administrative authority.

10. Women's Rights ^{18,19,24}

- i. Remuneration (including benefits), treatment, evaluation of the quality of their work, and opportunity to fill all positions shall be the same for male and female workers.
- ii. Pregnancy tests shall not be a condition of employment, nor will they be demanded of employees. Pregnancy or maternity leave status shall not be used as a basis for discipline/termination or reduced remuneration while working. Furthermore, workers who take maternity leave shall not face dismissal or threat of dismissal, loss of seniority or deduction of wages, and will be able to return to their former employment at the same rate of pay and benefits.
- iii. Workers shall not be exposed to hazards, including glues and solvents that may endanger their safety, including their reproductive health.
- iv. Workers shall not be forced or pressured to use contraception.
- v. University Suppliers and Subcontractors shall provide appropriate services and accommodation to women workers in connection with pregnancy.
- vi. Work hours for pregnant and nursing women shall be planned so as to ensure adequate rest periods.
- vii. Employment of a woman on work prejudicial to her health or that of her child should be prohibited during pregnancy and up to at least three months after childbirth and longer if the woman is nursing her child. Such work should include, but is not limited to: any hard labour involving heavy weight-lifting, pulling or pushing; undue and unaccustomed physical strain, including prolonged standing; work requiring special equilibrium, and work with vibrating machines²⁵.
- viii. A woman ordinarily employed at work that is prejudicial to health should be entitled without loss of wages to a transfer to another kind of work not harmful to her health. Such a right of transfer should also be given for reasons of maternity in individual cases to any woman who presents a medical certificate stating that a change in the nature of her work is necessary in the interest of her health and that of her child.²⁵

11. Employment Relationship

- i. To every extent possible work performed shall be on the basis of a recognized employment relationship established through national law and practice.
- ii. Obligations of employers under labour and social security laws and regulations arising from the regular employment relationship shall not be avoided through the use of labour-only contracting including home-worker and subcontracting arrangements, or through apprenticeship schemes where

there is no real intent to impart skills or provide regular employment, nor shall any such obligations be avoided through the excessive use of fixed-term contracts of employment.⁷

IV. COMPLIANCE AND DISCLOSURE

Compliance and Disclosure requirements apply to Suppliers falling under the Scope as outlined in Section II.

A. Compliance Requirements

In its negotiations with each University Supplier, McMaster University shall endeavour to ensure that the terms of the agreement are sufficient to allow for Supplier compliance with the Code. The University Supplier shall submit a completed confirmation of compliance form in order for the University to consider entering a relationship with that supplier. Furthermore, the University Supplier shall ensure that its Subcontractors comply with this Code by having each Subcontractor complete this form as well. Before commencement of any contract or agreement with the University, suppliers and Subcontractors in each supply chain are required to be in full compliance with the Code, except as detailed below for payment of a living wage, education/transitional assistance for under-age workers, monitoring and control of chemical exposure, and completion of health and safety training for all workers. For exceptions in these areas to be allowed, filing of action plans and achievement of compliance within the strict time frames, as outlined below, are required.

Allowable exceptions to the Employment Standards provisions of the Code (Section III.B) for the initial contract period are as follows:

1. Dignified Living Wage. Wages and benefits shall comply with, or exceed, all applicable laws and regulations at the commencement of any contract with the University. Suppliers and Subcontractors shall establish and implement policies and procedures that ensure workers and their families receive a dignified living wage (defined in Section III.B.1.i). These policies and procedures shall be documented, maintained, and effectively communicated to all personnel covered by the code and to other interested parties. University Suppliers and Subcontractors shall comply with the living wage provisions of the Code (see Sections III B.1.i; III B.1.v) and submit a report to the University demonstrating this compliance within 12 months of the commencement of the contract.
2. Child Labour. Hiring of new child workers, as defined in Section III.B.4.i, is not allowed. Currently employed child workers shall be kept employed and be given access to education and transitional economic assistance, as outlined in Section III.B.4.ii. Where a child worker must be displaced, adult family members should have the opportunity to assume the child's position in order to maintain family earnings. Suppliers and Subcontractors are expected to be in compliance with Section III.B.4.ii within twelve months of the commencement of the contract and shall provide a report to the University demonstrating compliance by the end of the twelve-month period. In

cases where full compliance is deemed to be temporarily unfeasible, University Suppliers and relevant Subcontractors are expected to provide a detailed action plan and to report every six months on their progress toward full compliance. In these latter cases, University Suppliers and relevant Subcontractors shall have a maximum of twenty four months from the commencement of the contract to achieve full compliance with Section III.B.4.ii.

3. Health and Safety. Suppliers and Subcontractors shall provide a safe and healthy work environment and meet all applicable government regulations at the commencement of the contract with the University. With respect to monitoring exposure to chemical and physical agents and ensuring the levels are lower than acceptable limits as defined in Section III.B.6.ii, Suppliers and Subcontractors have six months to ascertain and report their ability to comply by the end of the first year of the relationship. If the Supplier/Subcontractor has ascertained inability to comply with III.B.6.ii, the six-month report shall include reasons for noncompliance as well as detailed plans and expected dates for reaching compliance. Subsequent reports shall then be submitted to the University every six months indicating the progress toward compliance. Every reasonable effort shall be made to achieve compliance. The University reserves the right to determine what is a reasonable effort to reach compliance.

With respect to Section III.B.6.iv (Health and Safety training for workers), University Suppliers and Subcontractors have six months to achieve compliance.

B. Disclosure

McMaster University believes that members of the McMaster community and consumers of McMaster University products and services should know whether products and services are manufactured (supplied) in compliance with the Code. McMaster University therefore requests that University Suppliers and Subcontractors provide full disclosure as expeditiously as possible under existing contracts and as a condition of future contracts. Information based on this disclosure, particularly factory/facility locations, will be publicly accessible.

Please note, as indicated in Section II (Scope), that only facilities of Suppliers and Subcontractors involved in manufacture, production, packaging, distribution, or sale of products or services (including finished products and components at all stages of manufacture or assembly) purchased or licensed by the University are covered by the code and that information on other subcontractors or other locations/facilities of subcontractors not connected to this supply chain is not required.

Upon entering into a relationship or renewing a relationship with the University, the University Supplier shall provide the following to McMaster University and/or its designated representative:

1. Confirmation of compliance for the University Supplier's own facilities that manufacture, produce, distribute, or sell products or services purchased or licensed by the University and a list of all other factories/facilities in the supply chains that produce the goods or services sold/distributed by the University Supplier (including Licensees).

This list shall include, for each factory/facility/company, the name of each factory/facility/company, mailing address, physical location (i.e., street address) if different from the mailing address, contact person, telephone number(s), email address, nature of the business association (for example, factory, distributor, subsidiary), and products or services involved (only those of relevance to the University's purchases/contracts/licencing agreements are required). Additional information on labour standards of factories/facilities may be requested.

2. Written confirmation that all Subcontractors in the supply chains for products or services supplied to the University through the University Supplier or licenced by the University are in compliance with The Code. Confirmation-related information collected by the University Supplier from their Suppliers/Subcontractors shall be made available to McMaster University or its agents upon request. When all Subcontractors are not in compliance with the Code, the University Supplier will need to identify the Subcontractors and sections of the Code which are not being met, and provide a summary of any difficulties encountered in enforcing The Code, including remedial steps taken and planned. In particular, action plans and progress reports are required for areas temporarily noncompliant under Section IVA.
3. Information on any conflicts between this Code and the laws of the country of operation. Suppliers and Subcontractors are encouraged to consult with governments to find ways in which the suppliers and Subcontractors can comply with this Code. McMaster University reserves the right to refuse renewal of contracts and licensing agreements when it is deemed that compliance is not possible in the country of operation.

The University Supplier is responsible for notifying the University and/or its designated representative of any changes in the foregoing information within 60 days.

It is understood that failure to report, or the reporting of false or misleading information, constitutes grounds for a range of potential sanctions, including eventual termination of the University's relationship with the Supplier.

C. Principles of Implementation

Workers whose work is covered by the Code shall be made aware of the Code and implementation principles or procedures orally and through the posting of standards in prominent places easily accessible to the workers and in languages spoken by the employees and managers. Whenever possible, University Suppliers and Subcontractors along the supply chain, in cooperation with labour, religious, and non-governmental organizations, shall facilitate training of workers regarding their rights under the Code and local law.

Companies shall keep records of employee birth dates, hours worked, wages and benefits paid, discipline, accidents and injuries, chemical monitoring data (if applicable), calculations of a living wage, and any other data that may be required to evaluate compliance with the Code.

V. VERIFICATION AND REMEDIATION

A. Verification

It shall be the responsibility of each University Supplier to ensure its compliance with this Code and to verify that its Subcontractors are in compliance. McMaster University shall become an affiliate of the Worker Rights Consortium to facilitate monitoring and verification of University Supplier and Subcontractor compliance with this Code of Conduct. It is recognized that clearly defined methods of internal monitoring, training, and independent external monitoring have not yet been determined by McMaster University and its suppliers. The University and University Suppliers will agree to undertake efforts to determine and clearly define the obligations associated with the development of adequate training and monitoring methods.

While University Suppliers are expected to verify and monitor compliance, the University can be sufficiently confident of the results only if outside, credible sources confirm that the conditions are being met. The University, therefore, will join appropriate associations, consortia, or other groups that will work to ensure compliance through independent monitoring of Suppliers and Subcontractors. McMaster University will participate in the methods developed and agreed to by various independent organizations, provided that the selected organization has made a demonstrable commitment to independent external monitoring.

In this process, McMaster University will cooperate with the appropriate associations, consortia, or other groups to establish evaluation guidelines, criteria and processes for monitoring and ensuring compliance with the Code of Conduct. This would normally include creating and maintaining a database of information needed for monitoring, and making information regarding compliance freely available, and affiliating with external impartial and independent monitoring agencies to facilitate periodic unannounced visits.

In this process McMaster's Suppliers, and Subcontractors will provide access to the manufacturing facilities and information required to determine compliance with this Code by independent external monitors selected by McMaster or its designated representatives. Suppliers will cooperate with government-sanctioned investigations and audits of employer compliance with local labour and other relevant legislation. Results of such audits will be made available to the University.

B. Remediation

If McMaster University determines that any University Supplier or Subcontractor is not in compliance with any part of this Code, the University may require that the University Supplier or Subcontractor take corrective measures to bring about full compliance under a schedule to be approved by the University. The remedy, at a minimum, will include taking all steps necessary to correct such violations, including, without limitation, paying all applicable back wages found due to workers and, at the choice of the worker involved,

reinstating or reimbursing any worker whose employment has been terminated in violation of this Code. When a Subcontractor or work site is found to be in violation, the University Supplier will work to correct the situation rather than terminate the relationship. Failure to accomplish timely remediation of Code violations will constitute a violation of the University Supplier relationship, which may lead to sanctions, including termination of the contract or other sanctions, at the University's discretion.

The University shall join in appropriate research studies with sister institutions and governmental entities and international groups and organizations to determine guidelines that could create appropriate wage standards. Through these studies and in consultation with the Code of Labour Practices Advisory Committee, the University will work to identify wage levels for workers, employed by our Suppliers and Subcontractors, that are consistent with a living wage, human rights embodied in the Code, and our University values.

C. Code of Labour Practices Advisory Committee

McMaster University shall establish a Code of Labour Practices Advisory Committee with balanced representation by students, administration, and non-administrative staff, composed of, but not limited to:

- Associate Vice-President (Student Affairs) or designate;
- Athletics and Recreation representative;
- Hospitality Services representative;
- Titles Bookstore representative;
- University Purchasing representative;
- McMaster University Faculty Association representative;
- McMaster University Staff Association representative;
- Graduate Students Association representative;
- McMaster Association of Part-time Students representative;
- McMaster Students Union representative;
- CUPE Local 3906 representative; and
- Ontario Public Interest Research Group- McMaster representative.

Representatives will be appointed by their respective organizations. This advisory committee shall be mandated to:

1. Advise University administrators on issues related to this Code and its administration, the monitoring system, changes to Code appendices as well as Confirmation of Compliance procedures;
2. Sponsor forums, studies, or other educational or informational efforts related to labour practices;
3. Endeavour to establish an Inter-University Consortium on Codes of Conduct for University Suppliers, Licensees and their Subcontractors;
4. Submit an annual report to McMaster University. University departments shall inform the Advisory Committee, in writing, of any problems associated with the administration

of the Code as they arise.

5. Advise University administrators on issues related to the Fair Trade Purchasing Policy (see *Fair Trade Purchasing Policy for University Suppliers and Retailers*).

REFERENCES

1. Worker Rights Consortium (WRC), Washington, DC, USA. <http://www.workersrights.org/>
2. Students Against Sweatshops Canada (SAS-C) Base Code of Conduct for University Apparel Suppliers and Trademark Licensees, March, 2000.
3. International Labour Organization (ILO), Geneva. ILO Conventions are available from their website: <http://www.ilo.org/public/english/standards/>
4. McMaster Ad Hoc Code of Labour Practices Development Committee (Anti-sweatshop Committee), initiated by Dr Peter George, McMaster University President, June 2000.
5. International Confederation of Free Trade Unions (ICFTU) Basic Code of Labour Practice. Brussels, December 1997. <http://www.icftu.org/>
6. Clean Clothes Campaign (CCC). Code of Labour Practices for the Apparel Industry Including Sportswear. Netherlands. <http://www.cleanclothes.org/>
7. Ethical Trading Initiative (ETI) Base Code, London. UK. <http://www.ethicaltrade.org/>
8. Ethical Trading Action Group (ETAG) Proposal for a Canadian Base Code of Labour Practice. November 1999. c/o Maquila Solidarity Network (MSN), Toronto, Ontario. <http://www.maquilasolidarity.org/>
9. Fair Labor Association (FLA) Workplace Code of Conduct, Washington, DC, USA. <http://www.fairlabor.org/>
10. Social Accountability International (SAI) (formerly SA8000), Council on Economic Priorities Accreditation Agency (CEPAA), New York, NY, USA. <http://www.cepaa.org/>
11. ILO Declaration on Fundamental Principles and Rights at Work, 86th Session Geneva, June 1998.
12. ILO Convention No. 87. Freedom of Association and Protection of the Right to Organize Convention, 1948.
13. ILO Convention No. 98. Right to Organize and Collective Bargaining Convention, 1949.
14. ILO Convention No. 29. Forced Labour Convention. 1930.
15. ILO Convention No. 105. Abolition of Forced Labour Convention, 1957.
16. ILO Convention No 138. Minimum Age Convention. 1973.
17. ILO Convention No. 182. Worst Forms of Child Labour Convention, 1999.
18. ILO Convention No. 111. Discrimination (Employment and Occupation Convention, 1958.
19. ILO Convention No. 100. Equal Remuneration Convention, 1951.
20. ILO Recommendation 146. Minimum Age Recommendation, 1973.
21. ILO Occupational Safety and Health Convention No. 155 and Recommendation 164, 1981.
22. American Conference of Governmental Industrial Hygienists (ACGIH), Cincinnati, Ohio, USA.
23. ILO Convention 135. Workers' Representatives Convention, 1971.
24. ILO Convention 103 (revised as 183). Maternity Protection Convention, 1952 (revised 2000).
25. ILO Recommendation 95 (revised as 191). Maternity Protection Recommendation, 1953

26. Core or fundamental ILO conventions have been identified by the ILO's Governing Body as fundamental to the rights of human beings at work, to be implemented and ratified by all member states of the organization. Fundamental ILO conventions include: freedom of association (Conventions 87, 98); abolition of forced labour (Conventions 29, 105); non-discrimination (Convention 111); equal remuneration (Convention 100); and the elimination of child labour (Conventions 138, 182).

Fair Trade Purchasing Policy for University Suppliers and Retailers

Prepared by the McMaster Ad Hoc Code of Labour Practices Development Committee

I Fair Trade Purchasing Policy for Coffee Suppliers and Retailers

It is preferred that all coffee sold by retailers at McMaster meets the Fair Trade standard. At a minimum, each retailer shall provide its customers with a choice between coffee that meets “fair trade” standards and coffee that does not. In addition to retail coffee supplied directly by McMaster hospitality services, this policy shall apply to all new retail coffee contracts at McMaster. Certified Fair Trade coffee is coffee, sold by coffee retailers and roasters, that meets the standards set by TransFair Canada, a non profit monitoring organization that is a member of the Fairtrade Labelling Associations (FLO) headquartered in Europe. TransFair Canada’s basic guidelines for fair trade coffee are:

1. Coffee importers agree to purchase from the small farmers included in the FLO Fairtrade Coffee Register. The farmers listed in the register meet various criteria related to democratic organization, organic farming strategies, and commitment to a high quality product.
2. Farmers are guaranteed a minimum “fair trade price” for their coffee. (As of December 2001, this price was \$1.26 U.S./pound of coffee FOB). If the world price rises above this floor price, farmers will be paid a small premium above market price (As of April 28, 2000, this premium was \$0.05 US/pound).
3. Coffee importers provide a certain amount of credit to farmers against future sales, helping farmers to stay out of debt to local coffee ‘middlemen’ who may charge usurious rates of interest.
4. Importers and roasters agree to develop direct, long-term trade relationships with producer groups, thereby cutting out ‘middlemen’ and bringing greater commercial stability to an extremely unstable market.

A list of Canadian coffee importers and roaster/retailers that meet the TransFair Canada criteria is available from TransFair Canada, 323 Chapel St., 2nd floor, Ottawa, Ontario K1N 7Z2 (email: fairtrade@transfair.ca ; web: www.transfair.ca).

The coffee that meets “fair trade” standards shall be:

1. Clearly marked so that customers are aware of the “certified fair trade” standard that the coffee meets.
2. Available for sale by each retailer and by McMaster Hospitality Services. In other words, customers will have a choice.
3. Priced such that cost alone will not be an overriding factor in consumer selection.

II Administration

The Code of Labour Practices Advisory Committee (see *Code of Labour Practices for*

University Suppliers and Licensees) shall advise the University on issues related to the *Fair Trade Purchasing Policy for University Suppliers and Retailers*, including its administration. It is intended that over time this purchasing policy will be extended to other “fair trade” commodities (e.g. cocoa, tea) where this becomes feasible.

**McMaster Ad Hoc Code of Labour Practices Development Committee
Approval Signatures**

As a member of the McMaster Ad Hoc Code of Labour Practices Development Committee, I approve the **Code of Labour Practices for University Suppliers and Licensees and Fair Trade Purchasing Policy for University Suppliers And Retailers** dated June 4, 2002:

Glenn Fletcher, McMaster University Staff Association

Robert Hilson, Athletics and Recreation

Heather Grigg, User Services CIS

Tina Puchalski, McMaster Association of Part-time Students

Bryce Rudyk, McMaster Students Union

Donna Shapiro, Titles Bookstore

Sara Tedford, Ontario Public Interest Research Group- McMaster and Graduate Students Association

Don Wells, McMaster University Faculty Association

Administrative Protocol for McMaster University's Reporting of Factory Disclosure Information to the Worker Rights Consortium
July 2002

The following is a draft protocol for factory disclosure information to be sent by McMaster University to the Worker Rights Consortium.

1. Using the Worker Rights Consortium's Excel Format, University Suppliers who come under the scope of McMaster's Code of Labour Practices are asked to provide the required factory location information for each factory where apparel and licensed items are produced for sale to McMaster. Since the WRC requires McMaster to send the factory disclosure information in this format, this will mean less work for McMaster.

2. University Suppliers should send this information to **[name, address, email, fax and telephone numbers of staff person assigned to this task]**.

3. To make it easier to keep up with inputting this factory disclosure information and sending it to the WRC, particularly during the first year when there will be a larger flow of information from suppliers, it is recommended that McMaster hire a student to do much of this work.

Considerations:

- § a student could be hired to work 10-15 hours per week @ about \$10/hr for about 26 weeks (September to April) at an estimated total cost of about \$4-5000.
- § it might be possible to hire the student as part of a work study program (something that could be investigated)
- § it might be possible to get grant money from Human Resources Development Canada to hire a student to do this work next summer (something that could be investigated)
- § the student could be hired through OPIRG-McMaster, since students in this organization have been particularly supportive and active in relation to McMaster's Code of Labour Practices.
- § among other job requirements, the student could send monthly updates on progress in gathering factory disclosure information and code compliance information. Among others, these monthly updates could go to Donna Shapiro at Titles Bookstore, Robert Hilson at Athletics and Recreation, and Terry Galan as chair of McMaster's Purchasing Committee.

Policy Protocol Regarding Disclosure of Factory Locations and Compliance with McMaster University's Code of Labour Practices for University Suppliers and Licensees
July, 2002

University Suppliers and Licensees which provide items under the scope of application of McMaster University's Code of Labour Practices for University Suppliers and Licensees are responsible for providing McMaster University with the information required in 1) the Worker Rights Consortium's Factory Disclosure Information Form, and 2) McMaster University's Confirmation of Compliance Form.

1. McMaster University requires these University Suppliers and Licensees to distribute both of these forms for completion to all factories in the production chain that supply these items to the university.

2. McMaster University requires these University Suppliers and Licensees to provide a copy of each Factory Disclosure Information Form to McMaster University. McMaster University will send this information to the Worker Rights Consortium which will make this information publicly available, including on its website. It is preferable that this information be provide to McMaster University in the Excel spreadsheet format provided by the Worker Rights Consortium.

3. McMaster University requires these University Suppliers and Licensees to retain a copy of each completed Confirmation of Compliance Form from each factory in the supply chain for relevant items supplied to the university. These copies should be made available to the university on request.

4. McMaster University requires these University Suppliers and Licensees to supply the university with:

* \$ written confirmation that all Factory Disclosure Information Forms have been completed and sent to the university

look @ website
X \$ written confirmation that all factories in the supply chains for relevant items have completed Confirmation of Compliance Forms

\$ written notification of any areas of non-compliance and steps toward meeting compliance (see the McMaster University Code of Labour Practices for University Suppliers and Licensees for further information).

5. In cases where a University Supplier or Licensee reports inability to provide the above factory disclosure information and/or compliance information for all factories in a relevant production chain, McMaster University will require the University Supplier or Licensee to provide:

\$ an explanation and indication of plans to provide this information at a future time

§ disclosure and compliance information for as many relevant factories as possible. However, this information should be provided for a minimum of five factories in such a production chain. Where production chains are shorter than five factories, all factories should provide this information.

Note: Where University Suppliers cannot reasonably conform to any requirement of this section, the Purchasing Committee administering McMaster's Code of Labour Practices for University Suppliers and Licensees may make exceptions in particular cases for specified periods of time. Such exceptions and their rationales should be reported as information to McMaster University's Code of Labour Practices Advisory Committee.

6. McMaster University will conduct an annual review of this policy in relation to relevant benchmarks for such factory disclosure and compliance information. This annual review will be conducted in conjunction with McMaster University's Code of Labour Practices Advisory Committee.

INFORMATION ON FACTORIES PRODUCING PRODUCTS FOR RUSS BERRIE & COMPANY, INC.

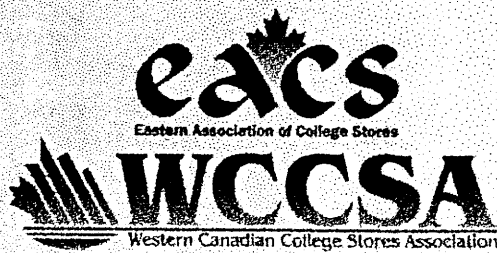
- RUSS does not employ illegal child labour in the production of their products. Every Letter of Credit issued stipulates this condition.
- RUSS does not employ prison labour, and our Letters of Credit also so stipulate.
- RUSS does not use state owned factories in China. Many of these factories are known to be illegal "sweatshops".

In general, the following is a broad description of RUSS' manufacturing operations in the Far east:

- Our average worker works 6 days a week, 10 hours a day. This is the normal standard for all factories in the Far East and is within the law.
- We do offer our employees overtime, for which we pay time and a half. Most workers only wish to work in factories that can offer overtime, so we try to arrange two days out of the week for overtime, a total of 8 hours.
- We give an extra 2 months salary as a bonus during Chinese New Year, usually in February.
- Our factories provide lunch for every worker, as well as dinner if overtime is required that day. We also provide dormitory arrangements for workers who live a distance from the factory. Since our factories are mostly located in industrial areas, there is strong competition to get, and to keep the best workers. Therefore, we try to provide as many benefits as possible in order to maintain a stable, high quality workforce.

May 20, 1997

**Bringing together
the Canadian
campus retail
community**



**EASTERN ASSOCIATION OF COLLEGE STORES (EACS)
- and -
WESTERN CANADIAN COLLEGE STORES ASSOCIATION (WCCSA)
VOLUNTARY CODE OF CONDUCT
STATEMENT**

Members are committed to educating University and College stores to promote contracting with suppliers, licensees and their contractors who will uphold just labour practices.

Members are committed to providing resource materials for institutions to work collaboratively with their campus SAS (Students Against Sweatshops) chapter.

Members are committed to educating vendor partners on the importance/compliance of just labour practices.

Members are committed to the minimum standards of basic labour rights set forth by the International Labour Organization (ILO).

Members embrace the following FLA (Fair Labour Association) Code of Conduct as a minimum set of standards.

- i. **FORCED LABOUR**
There shall not be any use of forced labour, whether in the form of prison labour, indentured labour, bonded labour or otherwise.
- ii. **CHILD LABOUR**
No person shall be employed at an age younger than 15 (or 14 where the law of the country of manufacture allows) or younger than the age for completing compulsory education in the country of manufacture where such age is higher than 15.
- iii. **HARASSMENT OR ABUSE**
Every employee shall be treated with respect and dignity. No employee shall be subject to any physical, sexual, psychological, or verbal harassment or abuse.
- iv. **NONDISCRIMINATION**
No person shall be subject to any discrimination in employment, including hiring, salary, benefits, advancement, discipline, termination, or retirement, on the basis of gender, race, religion, age, disability, sexual orientation, nationality, political opinion, or social or ethnic origin.
- v. **HEALTH AND SAFETY**
Employers shall provide a safe and healthy working environment to prevent accidents and injury to health arising out of linked with, or occurring in the course of work or as a result of the operation of employer facilities.

vi. **FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING**

Employers shall recognize and respect the right of employees to freedom of association and collective bargaining.

vii. **WAGES AND BENEFITS**

Employers recognize that wages are essential to meeting employees' basic needs. Employers shall pay employees, as a floor, at least the minimum wage required by local law or the prevailing industry wage, whichever is higher, and shall provide legally mandated benefits.

viii. **HOURS OF WORK**

Except in extraordinary business circumstances, employees shall (1) not be required to work more than the lesser of (a) 48 hours per week and 12 hours overtime or (b) the limits on regular and overtime hours allowed by the law of the country of manufacture or, where the laws of such country do not limit the hours of work, the regular work week in such country plus 12 hours overtime and (2) be entitled to at least one day off in every seven-day period.

ix. **OVERTIME COMPENSATION**

In addition to their compensation for regular hours of work, employees shall be compensated for overtime hours at such premium rate as is legally required in the country of manufacture or, in those countries where such laws do not exist, at a rate at least equal to their regular hourly compensation rate.

This Code of Conduct is a voluntary Code. The statements in this document do not enforce or preempt Codes of Conduct adopted by Member Schools.

**CODE OF CONDUCT QUESTIONS FOR SUPPLIERS, LICENSEES
AND THEIR CONTRACTORS**

- i. Does your business comply with all appropriate labour legislation as enacted by government(s) of the country where your business/operations are located?
- ii. Does your business currently sell to a University or College Store that has adopted a Code of Conduct Policy? If yes, provide the school name(s).
- iii. Do your suppliers comply with all appropriate labour legislation as enacted by the government(s) of the country where their businesses/operations are located?
- iv. Does your business statement include the Students Against Sweatshop (SAS) mandate?
- v. Is your business aware of the EACS and WCCSA Voluntary Code of Conduct Statement?

POLICY DEVELOPMENT AT TRENT UNIVERSITY

- 1 Key Principles Document (drafts and final statement)
- 2 Policy drafts
- 3 Policy as presented to PEC
- 4 Policy Approved by PEC
- 5 Supplier Agreement Document (drafts and final document)
- 6 Factory Disclosure Form

Introducing A No Sweat Policy For Trent University

→ ILO, UN, WRC

Throughout North America, universities are involved in drawing up and implementing codes of conduct that address the problem of inhumane working conditions in the production of university apparel. A code of conduct is an agreement between the university and its garment suppliers that requires the apparel manufacturers to abide by ethical labour standards. Rather than a university changing its clothing suppliers, a code of conduct allows workers to keep their jobs under improved working conditions. To be effective, a code must require public disclosure and independent verification. U of T became the first Canadian university to pass a code and negotiations are ongoing at fifteen other universities across the country.

U of T, Mac, Guelph

- ILO - UN affiliated
→ experimental stage

Trent University has formed a committee composed of students, administration, faculty and representatives from the bookstore to draft a code of conduct for clothing purchased by the Trent Central Student Association, academic and athletic departments and the bookstore. The aims of this committee are to present the draft policy to the President's Executive Group by the end of April and to initiate steps for implementation over the following year. In this process, the committee intends to work in co-operation with interested groups from the Trent and Peterborough communities as well as other universities.

Our goal in implementing a code of conduct is to be sensitive to the uniqueness of local settings but also to promote universal rights as defined by the conventions of the International Labour Organization. It's of paramount importance that workers' rights to organize and bargain collectively are respected so that they can struggle to improve their own working conditions according to their own aspirations. Moreover, the code is not a substitute for union representation, and is not to be used as an alternative to union recognition or collective bargaining. Recognizing that much of the clothing at Trent is sewn in Canada and that homeworkers constitute a significant part of the garment workforce, a code of conduct must address their specific circumstances and needs.

Implementing a strong and effective code of conduct will be a long and gradual process which will take commitment on the part of students, apparel suppliers and university administrators. Nevertheless, it is a worthwhile and necessary goal. Trent University can play a role in leading the way among Canadian universities in the development of sweat-free campuses.

Key Principles For A No Sweat Code at Trent

*Freedom of Association and Collective Bargaining Respected

→ parallel means

- problematic

- why do we have to say they need

*Child Labour Prohibited -

*Forced Labour Prohibited -

*Hours of Work

A regular work week should not exceed forty-eight hours and workers shall be allowed one day off per week. Overtime shall be voluntary and will be compensated at a premium rate.

ETI, ETAG, WRC

*Safe and Hygienic Working Conditions

↓ or at a rate at least one + one-half their regular hour compensation rate.
? (WRC)

At all times, the workplace shall be kept clean, hygienic and safe. Safe handling information and training shall be provided regularly for relevant tasks and materials. Workers shall have access to clean toilet facilities and potable water.

***Nondiscrimination**

There shall be no discrimination in hiring, compensation, access to training or retirement. No employee shall be subjected to the involuntary use of contraceptives or pregnancy testing.

***Harassment and Abuse Prohibited**

↳ sexual harassment, etc.

***Living Wage**

Workers shall be compensated with a wage or piece rate that meets their essential needs.

***Public Disclosure**

The company names, owners, and/or officers, addresses, and nature of the business association, including the steps performed in the manufacturing process, of all the licensees' contractors and manufacturing plants which are involved in the manufacturing process of apparel ^{This code applies to} for the Trent bookstore, Trent Central Student Association and academic as ^{all depts that} well as athletic departments, ^{procure} shall be made public information. ^{clothing.} ~~key principle~~

***Code compliance and Independent monitoring**

All garment suppliers and their contractors to Trent University will be subject to monitoring and independent verification.

Verification shall involve qualified ^{- clarify} local organizations. ^{for garment workers} Workers shall have a confidential means to report the failure of a supplier to observe the code.

ⁱⁿ - effective code compliance ^{if} + ind'l monitoring will include:

- Trent embrace/promote - in collaboration w. th

- won't be ^{achieved} done independently by Trent.

ILO C 177 Convention on Homework

Article 4

1. The national policy on home work shall promote, as far as possible, equality of treatment between homeworkers and other wage earners, taking into account the special characteristics of home work and, where appropriate, conditions applicable to the same or a similar type of work carried out in an enterprise.
2. Equality of treatment shall be promoted, in particular, in relation to:
 - (a) the homeworkers' right to establish or join organizations of their own choosing and to participate in the activities of such organizations;
 - (b) protection against discrimination in employment and occupation;
 - (c) protection in the field of occupational safety and health;
 - (d) remuneration;
 - (e) statutory social security protection;
 - (f) access to training;
 - (g) minimum age for admission to employment or work; and
 - (h) maternity protection.

ESA--Ontario

An employer shall record the following information with respect to each employee, including an employee who is a homemaker:

1. The employee's name and address.
2. The employee's date of birth, if the employee is a student and under 18 years of age.
3. The date on which the employee began his or her employment.
4. The number of hours the employee worked in each day and each week.
5. The information contained in each written statement given to the employee under subsection 12 (1) and clause 36 (3) (b).
6. All vacation time taken by the employee. 2000, c. 41, s. 15 (1).

INTRODUCING A NO SWEAT POLICY FOR TRENT UNIVERSITY

The conventions of the International Labour Organization, an agency of the United Nations, state that all workers are entitled to a number of basic rights, including the right to organize (Convention 87), the right to bargain collectively (Convention 98), freedom from forced labour (Conventions 29 and 105) and freedom from discrimination in access to employment, training and working conditions (Convention 111). Yet, labour abuses are too often the norm in the global apparel industry. Long hours, low wages, forced overtime, poor health and safety practices, the firing of workers who try to form unions and physical and verbal abuse as well as harassment are not uncommon. As part of an international campaign to stop such sweatshops, and in support of garment workers' demands for jobs with dignity, students, non-governmental organizations and unions are collaborating with universities, school boards and municipalities to implement "No Sweat" purchasing policies.

To date, over two hundred universities in the U.S. and Canada have adopted codes of conduct that address the problem of inhumane working conditions in the production of apparel bought and used by universities. Rather than a university changing its clothing suppliers, a code of conduct is intended to allow workers to keep their jobs under improved working conditions. To be effective, a code must require public disclosure of factory locations and be independently verified. The Worker Rights Consortium (WRC), an initiative of United Students Against Sweatshops which has a membership of ninety-two U.S. universities, carries out investigations of factories producing for these institutions. Joint teams made up of WRC members, local NGOs and labour organizations verify whether the production sites are in compliance with the WRC code of conduct. Since the implementation of the WRC began in May 2001 and other multi-stakeholder initiatives pertaining to apparel in both Europe and the US are similarly recent, code compliance is still in an experimental stage. The Fair Labour Association (FLA) is another monitoring system that certifies companies that meet its standards. Although the WRC and the FLA have been developed to meet the needs of universities with codes of conduct, neither are designed to deal with the context of apparel manufacturing in Canada.

In May 2000, the University of Toronto became the first Canadian university to pass a code. At McMaster, a code of conduct is also expected to be passed by the end of March 2002. Negotiations are ongoing at Memorial University, Dalhousie University, the University of Guelph and Trent University. As of yet, there is no national body that has been developed to facilitate the collaboration between universities on code verification and implementation. Such an initiative will be necessary if universities in Canada are going to confront their connections to sweatshops. Resources will have to be pooled so that pilot projects to test independent verification processes can be implemented.

Trent University has formed a committee composed of students, administration, faculty and representatives from the bookstore to draft a code of conduct for clothing purchased by the Trent Central Student Association, student clubs, academic and athletic departments as well as the bookstore.

Our goal in implementing a code of conduct is to be sensitive to the uniqueness of local

settings but also to promote universal rights as defined by the conventions of the International Labour Organization. It is of paramount importance that workers' rights to organize and bargain collectively are respected so that they can struggle to improve their own working conditions according to their own needs. Moreover, the code is not a substitute for union representation, and is not to be used as an alternative to union recognition or collective bargaining. Recognizing that much of the clothing at Trent is sewn in Canada and that homeworkers constitute a significant part of the garment workforce, a code of conduct should recognize their specific circumstances and needs.

Implementing a strong and effective code of conduct will be a long and gradual process which will take commitment on the part of students, apparel suppliers and university staff and administrators.

Key Principles For A No Sweat Code at Trent

*This code applies to the Trent bookstore, Trent Central Student Association, student clubs and all departments at the university that procure clothing.

*Freedom of Association and Collective Bargaining Respected

Workers have the right to join or form trade unions of their own choosing and to bargain collectively. Where the right to freedom of association and collective bargaining is restricted under law, the employer facilitates (in consultation, as possible, with the relevant International Trade Secretariat), and does not hinder, the development of parallel means for independent and free association and bargaining.

*Child Labour Prohibited

*Forced Labour Prohibited

*Hours of Work

A regular work week should not exceed forty-eight hours and workers shall be allowed one day off per week. Overtime shall be voluntary and will be compensated at a premium rate.

*Safe and hygienic working conditions

At all times, the workplace shall be kept clean, hygienic and safe. Safe handling information and training shall be provided regularly for relevant tasks and materials. Workers shall have access to clean toilet facilities and potable water.

*Nondiscrimination

There shall be no discrimination in hiring, compensation, access to training or retirement on the basis of age, sex, pregnancy, maternity leave status, marital status, race, nationality, country of origin, social or ethnic origin, disability, sexual orientation, religion, political beliefs, or union membership.

*Harassment and Abuse Prohibited

Physical, sexual or psychological abuse, or verbal harassment or abuse, including the use of corporal punishment, shall not be tolerated. No employee shall be subjected to the involuntary use of contraceptives or pregnancy testing.

*Living Wage

Workers shall be provided with a wage or piece rate that meets their essential needs and constitutes

a dignified living wage appropriate to local conditions.

***Public Disclosure**

The company names, owners, and/or officers, addresses, contact information and nature of the business association, including the steps performed in the manufacturing process, of all the licensees' contractors and manufacturing plants which are involved in the manufacturing process of apparel shall be made publicly available.

***Code compliance and Independent monitoring**

All garment suppliers and their contractors as well as subcontractors to Trent University shall accept the principle that the implementation of the code will be assessed through monitoring and independent verification. They shall co-operate with ministry of labour and other government-sanctioned investigations and audits of employer compliance with local labour and other relevant legislation. Workers whose work is covered by the code shall be made aware of the Code and implementation principles or procedures orally and through the posting of standards in a prominent place in the local languages spoken by employees and managers. Workers and interested third parties shall be provided with a confidential means to report failure to observe the Code. Each supplier will submit annual compliance reports, which will include the information discussed under the Public Disclosure clause and a summary of the steps taken, and/or difficulties encountered, during the preceding year in implementing and enforcing the Code at each site. Contents of the compliance reports shall be considered public information.

Though Trent is a small university with limited resources, the university agrees to work in collaboration with other Canadian universities that have passed strong codes of conduct, such as the University of Toronto and McMaster University, with the goal of eventually forming a consortium that will work towards ensuring that apparel procured is produced under fair and ethical conditions.

Subject: Revised Purchasing Policy

Date: Sun, 15 Sep 2002 22:24:37 -0400

From: Tanya RobertsDavis <troberts@trentu.ca>

To: dcumming@trentu.ca, lhayes@trentu.ca, mhendriks@trentu.ca, jharrison@trentu.ca, breeves@trentu.ca, dcumming@trentu.ca, sthorm@trentu.ca, kevintherickshaw@yahoo.com, troberts@trentu.ca

Don's COPY

EMPLOYER VS SUPPLIER VS MANUFACTURER

Hi all,

Here is the policy with revisions as discussed at our last meeting. The second excerpt from the ILO documents (Convention 135) may seem repetitive, so we can discuss whether it should remain or not.

See you soon,
Tanya

*SUPPLIER + MANUFACTURER
(+ CONTRACTOR)*

FAIR TRADE PURCHASING POLICY FOR APPAREL AT TRENT UNIVERSITY

Trent University recognizes the dignity and worth of every person and aims to create a climate of understanding and respect.
Trent University Policy on Discrimination and Harassment, Preamble

Preamble:

The purpose of this purchasing policy is to ensure that apparel manufactured for Trent University is made under humane working conditions in compliance with accepted international standards and local laws and to improve working conditions and labour practices in the apparel industry worldwide.

This policy applies to all apparel purchases made by Trent University Administrative and Academic Departments, Trent Athletics and its affiliated sports teams, the Trent Bookstore, the Trent food service provider, the Trent Central Student Association and its affiliated groups, the Graduate Students' Association and independent vendors selling apparel on the university campus.

The International Labour Organization (ILO), of which Canada is a member, has set forth internationally recognized conventions and recommendations outlining minimum standards of basic labour rights and other standards regulating working conditions. This code is based upon the conventions and declarations of the ILO, including, without limitation, those listed in Appendix A to this Code as well as the UN Universal Declaration on Human Rights and the UN Convention on the Rights of the Child.

Companies providing this apparel will require all suppliers and subcontractors involved in the manufacture of products for Trent University to observe the standards of this Code. Trent University intends to co-operate with university, student and other organizations in monitoring working conditions, collecting information and collectively negotiating with suppliers to ensure the provisions of this code are enacted. Effective implementation of this policy is a long-term process that will take commitment on the part of students, apparel suppliers and university staff and administrators.

This code is not a substitute for union representation, and shall not be used or promoted as an alternative to union recognition, collective bargaining or a collective agreement. Furthermore, nothing in this code is intended to pre-empt or override standards that are set by a process of collective bargaining by independent unions and associations of the workers' choice.

Definitions:

The term "code" means this document in its entirety.

The term "supplier" shall include all persons or entities that manufacture apparel sold or distributed by or on behalf of the University and its affiliated groups (as noted above).

The term "licensee" shall include all persons or entities that have entered an agreement with the University to manufacture items bearing the name, trademarks, and/or images of the University.

The term "contractor" shall include each contractor, subcontractor, vendor, or manufacturer that is engaged in a manufacturing process that results in a finished product for the consumer.

The term "manufacturing process" shall include the assembly, packaging, and decoration of apparel.

The term "homeworker" shall include all persons who are engaged in the manufacturing process of apparel sold or distributed on behalf of Trent University and work out of their own homes, using their own equipment.

The term "child" means any person less than 15, unless local minimum age law stipulates a higher age for work or mandatory schooling, or less than 14 if minimum age law is set in accordance with developing country exceptions under the ILO Minimum Age Convention (Convention 138).

The term "displaced child worker" means any child worker who can be shown to have been regularly at work during the employer's relationship with the Licensee.

The term "interested third party" means any individual or group concerned with or affected by the labour conditions of workers at the sites involved in the manufacturing process of apparel for Trent University.

Standards:

Compliance with Local Laws: Suppliers, Licensees and Contractors must comply, at a minimum, with all applicable legal requirements of the country in which products are manufactured. Where this Code and the applicable laws of the country of manufacture differ, the standard that provides the greater right, benefit or protection shall apply.

Living Wages: Wages and benefits paid for a standard working week shall meet at least legal or industry minimum standards of the applicable country and always be sufficient to meet basic needs of workers and to provide some discretionary income.¹ Wages will be paid in a timely manner directly to the employee in cash, cheque or the equivalent. All workers shall be provided with written and understandable information about their employment conditions with respect to wages before they enter employment and of the particulars of their wages for the pay period concerned each time that they are paid. Deductions from wages for disciplinary measures shall not be permitted² nor shall any deductions from wages not provided for by national law be permitted without the expressed permission of the worker concerned.

Hours of Work: Hours of work shall comply with applicable laws and industry standards in the applicable country. In any event, workers shall not on a regular basis be required to work in excess of 48 hours per week and shall be provided with at least one day off for every 7 day period. Overtime work (more than 48 hours per week) shall be voluntary, shall not exceed 12 hours per week, shall not be demanded on a regular basis and shall always be compensated at a premium rate.

Child Labour: No person shall be employed at an age younger than 15 (or 14, where, consistent with International Labour Organization practices for developing countries, the law of the country of manufacture allows for such an exception). Where the age for completing compulsory education is higher than the standard for the minimum age of employment stated above, the higher age for completing compulsory education shall apply to this section. Suppliers and Licensees agree to work in conjunction with labour, governmental, human rights, and non-governmental organizations, as determined by the University, Supplier or Licensee, and workers,

to minimize the negative impact on any child released from employment as a result of the enforcement of the Code.³ Workers under the age of 18 shall not be exposed to situations in the workplace that are hazardous, unsafe, or unhealthy.

Forced Labour: There shall be no use of forced labour, whether in the form of involuntary prison labour, indentured labour, bonded labour or otherwise. Workers shall not be required to lodge financial deposits or their original identity papers with their employers and shall be free to leave their employer after reasonable notice.

Safe and Hygienic Working Conditions: At all times, the workplace shall be kept clean, hygienic and safe, bearing in mind the prevailing knowledge of the industry and of any specific hazards. Safe handling information and training shall be provided regularly for relevant tasks, materials and equipment. Workers shall have access to clean toilet facilities and potable water. If appropriate, sanitary facilities for food storage shall be provided. Where workers are handling hazardous materials, safety showers shall be provided and accessible at all times in case of an accident. Appropriate and sufficient first aid supplies shall always be on site. Trained medical professionals shall be readily available to administer first aid, deal with emergencies and treat workers' occupational health problems. Accommodation, where provided, shall be clean, safe, and meet the basic needs of the workers.

Non-discrimination: There shall be no discrimination in hiring, salary, benefits, performance evaluation, discipline, promotion, dismissal, retirement or retirement benefits on the basis of age, sex, pregnancy, maternity leave status, marital status, race, nationality, country of origin, social or ethnic origin, disability, sexual orientation, religion, political beliefs, or union membership.⁴ Workers will be permitted to take maternity leave and will be able to return to their former employment at least at the same rate of pay and benefits.

Harassment and Abuse: Physical, sexual or psychological abuse, or verbal harassment or abuse, including the use of corporal punishment, shall not be tolerated. No employee shall be subjected to the involuntary use of contraceptives or pregnancy testing.

Freedom of Association and the Right to Bargain Collectively: The right of all workers to form and join trade unions of their own choosing and to bargain collectively shall be recognised (as per ILO Conventions 87 and 98). Particular regard is to be given to Articles 2, 3, and 4 of Convention 87 as follows:

Article 2: Workers and employers, without distinction whatsoever, shall have the right to establish and, subject only to the rules of the organization concerned, to join organizations of their own choosing without previous authorization.

Article 3: 1. Workers' and employers' organizations shall have the right to draw up their constitutions and rules, to elect their representatives in full freedom, to organize their administration and activities and to formulate their programmes.

Article 4: Worker and employer organizations shall not be liable to be dissolved or suspended by administrative authority.

Workers' representatives shall not be the subject of discrimination and shall have access to all workplaces necessary to enable them to carry out their representation functions (as per ILO Convention 135 and Recommendation 143). Particular attention is to be given to Article 1 of Convention 135 as follows:

Article 1: Workers' representatives in the undertaking shall enjoy effective protection against any act prejudicial to them, including dismissal, based on their status or activities as a workers' representative or on union membership or participation in union activities in so far as they act in conformity with existing laws or collective agreements or other jointly agreed arrangements.

Employers shall not hinder or interfere with any attempts of the workers to organize a trade union. Where the right to freedom of association and collective bargaining

is restricted under law, the employer will allow (in consultation, as possible, with affiliates of the International Textile, Garment and Leather Workersâ€™ Federation 5), and will not hinder, the development of parallel means for independent and free association and bargaining.

Homeworkers: Homeworkers shall be given reasonable quotas such that the volume can be met in a regular work week and the piece rate or other form of remuneration shall constitute a living wage. Homeworkers shall be allowed to join and participate in workersâ€™ support organizations of their own choosing. The employer shall provide training in relevant matters of occupational health and safety to homeworkers. The other provisions of this code shall also apply to homeworkers. Employers shall keep adequate records of their employeesâ€™ names, addresses, rate of pay and number of hours worked each week in order to make this information available for monitoring purposes.

Pricing and Timelines: The Supplier or Licensee shall ensure that prices negotiated for work performed are sufficient to allow for compliance with this code. In addition, the Supplier shall ensure that realistic production timelines are provided to Contractors and homeworkers to comply with this Code.

Principles of Implementation

Commitment: All university apparel suppliers and licensees shall give the code and its implementation an informed and explicit endorsement.

Awareness Raising: Suppliers and licensees shall be responsible for ensuring that contractors involved in the manufacture of the clothing for the university and affiliated groups (as identified in this policyâ€™s preamble) are made aware of the code.

Workers whose work is covered by the code shall be made aware of the code and implementation principles or procedures orally and through the posting of standards in a prominent place in the local languages spoken by employees and managers.

Public Disclosure: The company names, owners, and/or officers, addresses, contact information and nature of the business association, including the steps performed in the manufacturing process, of all the licenseesâ€™ contractors and manufacturing plants which are involved in the manufacturing process of apparel for the university shall be made publicly accessible (for example, on an Internet database).

Monitoring and Independent Verification: All university apparel licensees and suppliers and their contractors as well as subcontractors shall accept the principle that the implementation of this policy will be assessed through monitoring and independent verification. They shall co-operate with ministry of labour and other government-sanctioned investigations and audits of employer compliance with local labour and other relevant legislation. Workers and interested third parties shall be provided with a confidential means to report failure to observe the Code and shall be otherwise protected in this respect.

Reporting: Each university supplier and licensee will submit annual compliance reports to designated monitors and the university, which will include the information discussed under the Public Disclosure clause and a summary of the steps taken, and/or difficulties encountered, during the preceding year in implementing and enforcing the Code at each site. Contents of the compliance reports shall be considered public information (by posting it on the Internet and providing hardcopies upon request).

Remediation Procedure: Trent University commits to working with other Canadian universities and monitoring bodies to: negotiate and implement agreed schedules for corrective actions with suppliers, licensees or contractors failing to observe the terms of the Code, i.e. a continuous improvement approach, and where serious breaches of the Code persist, to terminate any business relationship with the supplier concerned. When abusive conditions at a production worksite are exposed to public view, the supplier, licensee or contractor must endeavour to correct

conditions and not to æ~cut and runæ~ from that site. Likewise, Suppliers, Licensees and all Contractors shall not shift orders from a production worksite solely in response to successful worker organization and collective bargaining.

Appendix A: International Labour Organization Conventions and Declarations of Particular Relevance *already covered by the Canadian government.*

The International Labour Organization (ILO), of which Canada is a member, has set forth internationally recognized conventions and recommendations outlining minimum standards of basic labour rights and other standards regulating working conditions. This code is based upon the conventions and declarations of the ILO, including, without limitation, those listed below. *which Canada is a signatory to.*

Convention 29 and Recommendation 35 on Forced Labour, 1929
 Convention 87 on Freedom of Association and Protection of the Right to Organize, 1948
 Convention 95 on Protection of Wages, 1949
 Convention 98 on the Right to Organize and Collective Bargaining, 1949
 Convention 100 on Equal Remuneration, 1951
 Convention 105 on the Abolition of Forced Labour, 1957
 Convention 111 on Discrimination (Employment and Occupation), 1958
 Convention 117 on Social Policy (Basic Aims and Standards), 1962
 Convention 122 on Employment Policy, 1964
 Convention 130 on Medical Care and Sickness Benefits, 1969
 Convention 131 on Minimum Wage Fixing, 1970
 Convention 135 and Recommendation 143 on Workers' Representatives, 1971
 Convention 138 and Recommendation 146 on Minimum Age, 1973
 Convention 148 on Working Environment (Air Pollution, Noise and Vibration), 1977
 Convention 155 and Recommendation 164 on Occupational Health and Safety, 1981
 Convention 159 on Vocational Rehabilitation and Employment of Disabled Persons, 1983
 Convention 174 on Prevention of Major Industrial Accidents, 1993
 Convention 177 on Home Work, 1996
 Convention 182 and Recommendation 190 on the Prohibition and Immediate Elimination of the Worst Forms of Child Labour, 1999
 Convention 183 on Maternity Protection
 Tripartite Declaration of Principles Concerning Multinational Enterprises and Social Policy, 1977
 Declaration on Fundamental Principles and Rights at Work, 1998

Endnotes

1. In defining wages that meet basic needs, factors that should be taken into account include the average number of dependents and the average number of wage earners per family in the sector in each country, local æ~market basketæ~ surveys of the cost of goods and services needed by an average family, as well as data from local governments, labour and human rights organizations, and UN agencies.

2. This clause does not apply to a formal legal and legitimate process of discipline without pay for reasons such as proof of theft of materials. Illegitimate reasons for deductions or suspension, such as not meeting a quota on time, taking æ~too manyæ~ bathroom breaks or participating in a union drive, shall not be permitted.

3. The process of minimizing the negative *by the manufacturer* impact on child workers means adequate transitional economic assistance and appropriate educational opportunities shall be provided to any displaced child workers. Adequate transitional economic assistance consists of a stipend to enable such children to attend and remain in school until no longer a child. Wherever possible, it is expected that the employer shall endeavour to hire an adult from the childæ~s household at an income level which complies with the Living Wage provision in this Code.

4. æ~Retirementæ~ in this context does not mean that a worker must be retained past the local legal age of retirement.

5. The International Textile, Garment and Leather Workersæ~ Federation is an

International Trade Secretariat bringing together 217 affiliated organisations in 110 countries, with a combined membership of over 10 million workers. eaks or participating in a union drive, shall not be permitted.

3. The process of minimizing the negative impact on child workers means adequate transitional economic assistance and appropriate educational opportunities shall be provided to any displaced child workers. Adequate transitional economic assistance consists of a stipend to enable such children to attend and remain in school until no longer a child. Wherever possible, it is expected that the employer shall endeavour to hire an adult from the child's household at an inc

by whom?

Apparel at Trent University

No Sweat Policy *Regarding Manufacturers of Apparel*

Preamble - scope - only apparel

purpose

Definitions:

The term "code" means this document in its entirety.

DRAFT

As presented to PEG
Tuesday April 30, 2002

The term "supplier" shall include all persons or entities that ~~have entered an agreement~~ with Trent University to manufacture apparel to be sold or distributed by or on behalf of the University. *→ student clubs, groups*

or on m and its affiliated groups as noted above

The term "licensee" shall include all persons or entities that have entered an agreement with the University to manufacture items bearing the name, trademarks, and/or images of the University.

The term "contractor" shall include each contractor, subcontractor, vendor, or manufacturer that is engaged in a manufacturing process that results in a finished product for the consumer.

The term "manufacturing process" shall include the assembly, packaging, and decoration of apparel.

The term "homeworker" shall include all persons who are engaged in the manufacturing process of apparel sold or distributed on behalf of Trent University and work out of their own homes, using their own equipment.

The term "child" means any person less than 15, unless local minimum age law stipulates a higher age for work or mandatory schooling, or less than 14 if minimum wage law is set at that age in accordance with developing country exceptions under ILO Convention 138.

The term "displaced child worker" means any child worker who can be shown to have been regularly at work during the employers' relationship with the Licensee.

The International Textile, Garment and Leather Workers' Federation is an International Trade Secretariat bringing together 217 affiliated organisations in 110 countries, with a combined membership of over 10 million workers.

The term "interested third party" means any individual or group concerned with or affected by the labour conditions of workers at the sites involved in the manufacturing process of apparel for Trent University ~~(such as the Toronto Homeworkers Association and the Mexican Workers' Support Centre).~~

Provisions Standards *→ preamble to disc. policy*

Standards: The International Labour Organization (ILO) has set forth conventions applicable to the production of apparel ~~for Trent University~~. This code is based upon the conventions and declarations of the ILO, including, without limitation, those listed in Appendix A to this Code as well as the UN Universal Declaration on Human Rights and the UN Convention on the Rights of the Child. This Code is not a substitute for union representation, and shall not be used or promoted as an alternative to union recognition, collective bargaining or a collective agreement. Furthermore, nothing in this Code is intended to pre-empt or override standards that are set by a process of collective bargaining by independent unions and associations of the workers' choice.

Compliance is process, long term goal

intended to pre-empt or override standards that are set by a process of collective bargaining by independent unions and associations of the workers' choice.

University
liable
if not
in compliance

questions from Sally

Legal Compliance: Suppliers, Licensees and Contractors must comply, at a minimum, with all applicable legal requirements of the country in which products are manufactured. Where this Code and the applicable laws of the country of manufacture differ, the standard which provides the greater right, benefit or protection to employees shall apply.

Living wages: Wages and benefits paid for a standard working week shall meet at least legal or industry minimum standards and always be sufficient to meet basic needs of workers and to provide some discretionary income.¹ Wages will be paid in a timely manner directly to the employee in cash, cheque or the equivalent. All workers shall be provided with written, verbal and understandable information about the conditions in respect of wages before they enter employment and of the particulars of their wages for the pay period concerned each time that they are paid. Deductions from wages for disciplinary measures shall not be permitted² nor shall any deductions from wages not provided for by national law be permitted without the expressed permission of the worker concerned.

Hours of Work: Hours of work shall comply with applicable laws and industry standards.^{of the production appl. country} In any event, workers shall not on a regular basis be required to work in excess of 48 hours per week and shall be provided with at least one day off for every 7 day period. Overtime work (more than 48 hours per week) shall be voluntary, shall not exceed 12 hours per week, shall not be demanded on a regular basis and shall always be compensated at a premium rate.

Child Labour: No person shall be employed at an age younger than 15 (or 14, where, consistent with International Labour Organization practices for developing countries, the law of the country of manufacture allows such exception). Where the age for completing compulsory education is higher than the standard for the minimum age of employment stated above, the higher age for completing compulsory education shall apply to this section. Suppliers and Licensees agree to work in conjunction with labour, governmental, human rights, and non-governmental organizations, as determined by the University, Supplier or Licensee, and workers, to minimize the negative impact on any child released from employment as a result of the enforcement of the Code.³ ~~Workers under the age of 18 shall not be exposed to situations in the workplace that are hazardous, unsafe, or unhealthy.~~ eliminate? (redundant)

Forced Labour: There shall be no use of forced labour, whether in the form of involuntary prison labour, indentured labour, bonded labour or otherwise. Workers shall not be required to lodge financial deposits or their original identity papers with their employers.

Safe and Hygienic Working Conditions: At all times, the workplace shall be kept clean, hygienic and safe, bearing in mind the prevailing knowledge of the industry and of any specific hazards. Safe handling information and training shall be provided regularly for relevant tasks, materials and equipment. Workers shall have access to clean toilet facilities and potable water. If appropriate, sanitary facilities for food storage shall be provided. Where workers are handling hazardous materials, safety showers shall be provided and accessible at all times in case of an accident. Appropriate and sufficient first aid supplies shall always be on site.

Trained medical professionals shall be readily available to administer first aid, deal with emergencies and treat workers' occupational health problems. Accommodation, where provided, shall be clean, safe, and meet the basic needs of the workers.

Non-discrimination: There shall be no discrimination in hiring, salary, benefits, performance evaluation, discipline, promotion, dismissal, retirement or retirement benefits on the basis of age, sex, pregnancy, maternity leave status, marital status, race, nationality, country of origin, social or ethnic origin, disability, sexual orientation, religion, political beliefs, or union membership.⁴ Workers will be permitted to take ~~appropriate~~ maternity leave and will be able to return to their former employment at least at the same rate of pay and benefits. *Clarity paid? in*

Harassment and Abuse: Physical, sexual or psychological abuse, or verbal harassment or abuse, including the use of corporal punishment, shall not be tolerated. No employee shall be subjected to the involuntary use of contraceptives or pregnancy testing.

Freedom of Association and the Right to Bargain Collectively: The right of all workers to form and join trade unions of their own choosing and to bargain collectively shall be recognised (as per ILO Conventions 87 and 98). Workers' representatives shall not be the subject of discrimination and shall have access to all workplaces necessary to enable them to carry out their representation functions (as per ILO Convention 135 and Recommendation 143). Employers shall not hinder or interfere with any attempts of the workers to organize a trade union. Where the right to freedom of association and collective bargaining is restricted under law, the employer will ^{allow (?)} accommodate (in consultation, as possible, with ~~local~~ ^{ITS} affiliates of the International Textile, Garment and Leather Workers' Federation), and will not hinder, the development of parallel means for independent and free association and bargaining. *G.T. discrimination what pay later, all groups are better*

*subversion
law,
employer
was told this*

Homeworkers: Homeworkers shall be given ^{reasonable} quotas such that the volume can reasonably be met in a regular work week and the piece rate or other form of remuneration shall constitute a living wage. Homeworkers shall be allowed to join and participate in workers' support organizations of their own choosing. The employer shall provide training in ^{example} relevant matters of occupational health and safety to homeworkers. The provisions of this code regarding wages, child labour, forced labour, nondiscrimination and harassment and abuse shall also apply to homeworkers. Employers shall keep adequate records of their employees' names, addresses, rate of pay and number of hours worked each week in order to make this information available for monitoring purposes (e.g. audits done by Canadian provincial Ministries of Labour). *Footnote*

Pricing and Timelines: The Supplier or Licensee must assure that they are paying their Contractors a sufficient price to meet production costs while complying with this Code. In addition, the Supplier shall ensure that realistic production timelines are provided to Contractors and homeworkers to comply with this Code.

Public Disclosure: The company names, owners, and/or officers, addresses, contact information and nature of the business association, including the steps performed in the manufacturing process, of all the licensees' contractors and manufacturing plants which are involved in the manufacturing process of apparel shall be made publicly accessible (for example, on an Internet database). *"no company can do this!"*

Code compliance and Independent Monitoring: All garment suppliers and their contractors as well as subcontractors to Trent University shall accept the principle that the implementation of the code will be assessed through monitoring and independent verification. They shall co-operate with ministry of labour and other government sanctioned investigations and audits of employer compliance with local labour and other relevant legislation. Workers whose work is covered by the code shall be made aware of the Code and implementation principles or procedures orally and through the posting of standards in a prominent place in the local languages spoken by employees and managers. Workers and interested third parties shall be provided with a confidential means to report failure to observe the Code. Each supplier will submit annual compliance reports to designated monitors and the university, which will include the information discussed under the Public Disclosure clause and a summary of the steps taken, and/or difficulties encountered, during the preceding year in implementing and enforcing the Code at each site. Contents of the compliance reports shall be considered public information (by posting it on the Internet and providing hardcopies upon request).

Remediation Procedure: Trent University commits, on the basis of knowledge gained by monitoring, to work with other Canadian universities and monitoring bodies to: negotiate and implement agreed schedules for corrective actions with suppliers failing to observe the terms of the Code, i.e. a continuous improvement approach, and where serious breaches of the Code persist, to terminate any business relationship with the supplier concerned. When abusive conditions at a production worksite are exposed to public view, the Supplier must endeavour to correct conditions and not to "cut and run" from that site. Likewise, Suppliers, Licensees and all Contractors shall not shift orders from a production worksite in response to successful worker organization and collective bargaining.

Footnotes:

1. In defining wages that meet basic needs, factors that should be taken into account include the average number of dependents and the average number of wage earners per family in the sector in each country, local "market basket" surveys of the cost of goods and services needed by an average family, as well as data from local governments, labour and human rights organizations, and UN agencies.
2. This clause does not apply to a formal legal and legitimate process of discipline without pay for reasons such as proof of theft of materials. Illegitimate reasons for deductions or suspension, such as not meeting a quota on time, taking "too many" bathroom breaks or participating in a union drive, shall not be permitted.
3. The process of minimizing the negative impact on child workers means adequate transitional economic assistance and appropriate educational opportunities shall be provided to any displaced child workers. Adequate transitional economic assistance consists of a stipend to enable such children to attend and remain in school until no longer a child. Wherever possible, it is expected that the employer shall endeavour to hire an adult from the child's household at an income level which complies with the Living Wage provision in this Code.
4. "Retirement" in this context does not mean that a worker must be retained past the local legal age of retirement.

need to be clear that it is a process

too punitive
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for good
corps's opp

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corps to do
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this

Appendix A: International Labour Organization Conventions and Declarations of Particular Relevance

Convention 29 and Recommendation 35 on Forced Labour, 1929

Convention 87 on Freedom of Association and Protection of the Right to Organize, 1948

Convention 95 on Protection of Wages, 1949

Convention 98 on the Right to Organize and Collective Bargaining, 1949

Convention 100 on Equal Remuneration, 1951

Convention 105 on the Abolition of Forced Labour, 1957

Convention 111 on Discrimination (Employment and Occupation), 1958

Convention 117 on Social Policy (Basic Aims and Standards), 1962

Convention 122 on Employment Policy, 1964

Convention 130 on Medical Care and Sickness Benefits, 1969

Convention 131 on Minimum Wage Fixing, 1970

Convention 135 and Recommendation 143 on Workers' Representatives, 1971

Convention 138 and Recommendation 146 on Minimum Age, 1973

Convention 148 on Working Environment (Air Pollution, Noise and Vibration), 1977

Convention 155 and Recommendation 164 on Occupational Health and Safety, 1981

Convention 159 on Vocational Rehabilitation and Employment of Disabled Persons, 1983

Convention 174 on Prevention of Major Industrial Accidents, 1993

Convention 177 on Home Work, 1996

Convention 182 and Recommendation 190 on the Prohibition and Immediate Elimination of the Worst Forms of Child Labour, 1999

Convention 183 on Maternity Protection

Tripartite Declaration of Principles Concerning Multinational Enterprises and Social Policy, 1977

Declaration on Fundamental Principles and Rights at Work, 1998

From: Tanya Roberts-Davis <tanya_rd@attcanada.ca>
To: <dcumming@trentu.ca>
Date: Monday, October 21, 2002 10:13 PM
Subject: Letter to suppliers

Hi Don,

Here is the first draft of the letter to the suppliers. It should probably be shortened and you may have suggestions about details I have omitted. I wasn't sure if we wanted to sign the letter jointly, and then have it Trent letterhead? Are we were actually going to meet on Wednesday, was I just going to phone you? Let me know what you think is necessary.

Also, if you are able to arrange a meeting with anyone on PEG this week, I'm free on Tues., Wed. and Thurs. You can give me a call if needs be. 748-5584

Hope you had a good break,
Tanya

Dear.....,

We are writing on behalf of the Trent University Ad Hoc Presidential Committee on Apparel Labour Practices to inform you that the university will be adopting a Fair Trade Policy for the purchase of apparel. This policy, a copy of which is enclosed, is the result of one year of careful deliberation on the part of the Ad Hoc Presidential Committee on Apparel Labour Practices, which is made up of administrators, students and faculty. The policy will apply to providers of the clothing bought by teams, academic departments, physical resources and student groups. Thus, as a valued supplier of clothing to Trent, we are inviting you to voluntarily commit to following this policy. Since it has not been finalized, we are open to answering your questions and willing to consider your concerns.

Trent's decision to develop fair trade standards for the purchasing of clothing is driven by the recognition that sweatshop conditions--which include twelve to twenty hour workdays, wages far below survival level, the denial of the right to organize and verbal, physical as well as sexual harassment-- are so widespread throughout the garment industry that no company can truly claim to be "sweat-free". Therefore, we are not boycotting any company or immediately severing contracts with current clothing suppliers. Many other universities in Canada, including McMaster and the University of Toronto, as well as over two hundred in the U.S. have already adopted similar purchasing guidelines. The policy contains our expectations for the production of the clothing we purchase from you.

At a basic level, it covers standards which correspond to those in the conventions of the UN's International Labour Organization. It requires you to communicate to your clothing suppliers the standards with which they must comply, to disclose the locations of the factories where the clothing is being produced to the university (for publication on our website), to submit annual reports to the university and to accept that independent monitoring, or audits by provincial Labour Ministries, may be carried out at your supplier factories to verify whether the code's standards are being met.

We understand that ensuring the factories producing your clothing are not exploiting workers is a long term process, and thus expect that once you have signed the Commitment by Suppliers form, you will work towards implementing the Fair Trade policy, rather than be able to immediately comply. However, if your suppliers and/or contractors fail to fulfill this requirement, groups at the university covered by this code may decide to move their orders to a different company.

We are willing to answer your questions regarding this policy by e-mail, phone or at personal meetings arranged at your convenience. Furthermore, an information session is planned for you and other suppliers to ask us questions directly on November 7th, 2002 at 6:30 pm at the Blackburn Hall Meeting

Trent University Supplier Agreement

Legal Business Name

Trade Name

Authorized Officer

Address

City, Prov., Postal Code

Telephone

Fax

Email

Website

- ☐ I have read the Trent University's *Fair Trade for Apparel Policy* and shall only supply apparel to the University that is code compliant.

Within six months of signing this Supplier Agreement:

- ☐ I shall ensure that my operations, and those of my suppliers and subcontractors, manufacturing University apparel are in compliance with the *Fair Trade for Apparel Policy*.
- ☐ I shall inform my personnel, suppliers and subcontractors of the *Fair Trade for Apparel Policy*, and request that all workers manufacturing products for Trent University have the code verbally explained to them and posted in their workplaces.
- ☐ I shall complete Factory Disclosure Information Forms and submit them to Trent University.

Prior to the annual renewal of this Supplier Agreement:

- ☐ I shall submit an annual compliance report, as outlined in the *Fair Trade for Apparel Policy*.

I understand that the University reserves the right not to do business with any company that operates in violation of this Supplier Agreement.

Name (print)

Signature

Date

- Subsidiary- Subsidiary: (factory and licensee are owned by the same parent company)
- Manufacturer- Manufacturer: (independent, third party, direct producer of product for licensee)
- Agent- Agent: (independent, third party) contractor, supplier, vendor, manufacturer
- Other- Other type of business association(Please specify)

*EPZ-Export Processing Zone

☐ I have read the Trent University's Fair Trade for Apparel Policy but currently cannot commit to compliance and therefore understand that the Trent University community reserves the right to select alternate suppliers to work with.

Within six months of signing this Supplier Agreement:

☐ I shall take appropriate steps to ensure that my operations, and those of my suppliers and subcontractors, manufacturing University apparel are compliant with the Fair Trade for Apparel Policy.

☐ I shall inform my personnel, suppliers and subcontractors of the Fair Trade for Apparel Policy, and request that all workers manufacturing products for the Trent University community have the code verbally explained to them and posted in their workplaces.

☐ I shall complete Factory Disclosure Information Forms and submit them to Trent University.

Prior to the annual renewal of this Supplier Agreement:

☐ I shall submit an annual compliance report, as outlined in the Fair Trade for Apparel Policy.

I understand that the University reserves the right to only do business with those companies that operate in compliance of this Supplier Agreement.

Name(print), Signature, Date

POSSIBLE FACTORY DISCLOSURE INFORMATION FORM (to be resubmitted on a six month basis)

DATE OF DISCLOSURE(Date when list was compiled or provided to Trent University)

COMPANY NAME, CONTACT PERSON, ADDRESS, PHONE, FAX, E-MAIL

PRODUCT SUPPLIED

FACTORY NAME, CONTACT PERSON, ADDRESS, EPZ* NAME, PHONE, FAX, E-MAIL

INTERMEDIARY(IES) (Vendors, contractors, etc. used in the process)

BUSINESS ASSOCIATION

-Licensee- Owned and operated by licensee

-Home-based- Home-based business

From: Tanya Roberts-Davis <tanya_rd@attcanada.ca>
To: <dcumming@trentu.ca>
Date: Friday, October 25, 2002 11:42 AM
Subject: Supplier forms

Hi Don,

As I said in the phone message, I have worked on revising the supplier form and am pasting it below. One assumption that is in it is that orders would be renewed on a one year basis (rather than long term contracts) and therefore, for the bookstore, there might have to be slight wording changes. Let me know what you think.

Tanya

Trent University Supplier Agreement

Legal Business Name

Trade Name

Authorized Officer

Address

City, Prov., Postal Code

Telephone

Fax

Email

Website

☐ I have read the Trent University's Fair Trade for Apparel Policy and shall only be supplying apparel to the University that is code compliant within a maximum of one year.

PR

Awareness Raising

(b) Communicate to your suppliers and contractors the standards outlined in Trent University's Fair Trade Apparel policy

☐ Yes ☐ No

(c) Request that those suppliers verbally communicate and post Trent's code in all workplaces producing apparel for the university community

☐ Yes ☐ No

Reporting

(d) Comply with the reporting clause of the Trent Fair Trade for Apparel policy within a maximum of one year

☐ Yes ☐ No

The university community reserves the right to use only those supplier(s) who demonstrate good faith and willingness to comply with the public disclosure and reporting requirements contained in the university's policy.

Tanya: feel free to provide any last comments on the draft statement if you wish.

Don

From: Don Cumming <dcumming@trentu.ca>
Organization: Trent University
To: Tanya Roberts-Davis <tanya_rd@attcanada.ca>
Date: Thursday, October 17, 2002 3:44 PM
Subject: Schedule & Draft Statement

Tanya:

Draft schedule below. Pasted in copy of statement also enclosed.
Will ask Sybil to format later into a more formal looking document

FYI.

Don

Schedule - draft:

- Meet with Tanya to discuss draft letter to suppliers and package -
Wednesday, October 23, 10 am
 - Packages sent to suppliers Friday, October 25
 - Follow-up calls to suppliers completed by Tanya/Kevin by October 31
 - Nov 6
 - Meeting times set aside to meet individual suppliers October 31 to
November 6
 - Reminder - N.B. Don on holidays Friday, October 18, and Monday
October 21)
 - Suppliers information meeting MOVED TO Thursday, November 7, 6:30 pm
 - Physical Resources Meeting room location being confirmed by Sybil
-

Commitment by Suppliers:

1 (a) I have read the Trent University's Fair Trade for Apparel policy
and can agree to comply with its provisions within a maximum of one
year of signing this declaration () please check

or

(b) I have read the policy but currently cannot commit to compliance
and therefore understand that the Trent University community reserves
the right to select alternate suppliers to work with. () please check

2 As the proprietor of your company do you agree to:

Public Disclosure

(a) Complete the factory disclosure information form and send a signed
copy to Trent University within six months of signing this declaration
() Yes () No

Commitment by Suppliers:

- 1 (a) I have read the Trent University's Fair Trade for Apparel policy and can agree to comply with its provisions within a maximum of one year of signing this declaration ()

or

(b) I have read the policy but currently cannot commit to compliance and therefore understand that the Trent University community reserves the right to select alternate suppliers to work with. ()

- 2 As the proprietor of your company do you agree to:

Public Disclosure

- (a) Complete the factory disclosure information form and send a signed copy to Trent University within six months of signing this declaration

Awareness Raising

- (b) Communicate to your suppliers and contractors the standards outlined in Trent University's Fair Trade Apparel policy
- (c) Request that those suppliers verbally communicate and post Trent's code in all workplaces producing apparel for the university community

Reporting

- (d) Comply with the reporting clause of the Trent Fair Trade for Apparel policy within a maximum of one year

The university community reserves the right to use only those supplier(s) who demonstrate good faith and willingness to comply with the public disclosure and reporting requirements contained in the university's policy.

From: Tanya Roberts-Davis <tanya_rd@attcanada.ca>
To: <dcumming@trentu.ca>
Date: Monday, September 23, 2002 11:46 PM
Subject: Compliance forms for businesses

Hi Don,

I haven't been able to come up with example forms yet, though I am told U of T has devised something. The parts that were discussed as being possibly included at our meeting are:

[] I have read the policy and endorse its principles.

[] I have read the policy but at the current time, I am not interested in/cannot commit to compliance. I understand that this decision will result in the termination of the business I do with Trent University.

[] I commit to ensuring that all of my suppliers, contractors and subcontractors that supply clothing to the university will come into compliance with the policy over the next year. At the end of the year, I will submit a report to the university as required in the Reporting clause of this document.

[] I will report information required in the Public Disclosure section to the university within two months(?) of signing this agreement. I understand that this information will then be made public.

I think this is all we had. I know we said we would try to circulate a draft form by today (but I think that was unrealistic, to say the least!!!). If you want to run something by me on Wednesday or Thursday, you could e-mail me something and then I could send it back so Sybil could forward to everyone by Friday. How does that sound?

Tanya

PS We're meeting next Wed., not this coming one, right?

SUPPLIER COMPLIANCE FORM DRAFTS

Endnotes

1. In defining wages that meet basic needs, factors that should be taken into account include the average number of dependents and the average number of wage earners per family in the sector in each country, local 'market basket' surveys of the cost of goods and services needed by an average family, as well as data from local governments, labour and human rights organizations, and UN agencies.
2. This clause does not apply to a formal legal and legitimate process of discipline without pay for reasons such as proof of theft of materials. Illegitimate reasons for deductions or suspension, such as not meeting a quota on time, taking 'too many' bathroom breaks or participating in a union drive, shall not be permitted.
3. The process of minimizing the negative impact on child workers means adequate transitional economic assistance and appropriate educational opportunities shall be provided to any displaced child workers. Adequate transitional economic assistance consists of a stipend to enable such children to attend and remain in school until no longer a child. Wherever possible, it is expected that the employer shall endeavour to hire an adult from the child's household at an income level which complies with the Living Wage provision in this code.
4. 'Retirement' in this context does not mean that a worker must be retained past the local legal age of retirement.
5. The International Textile, Garment and Leather Workers' Federation is an International Trade Secretariat bringing together 217 affiliated organisations in 110 countries, with a combined membership of over 10 million workers.

Appendix A:
**International Labour Organization Conventions and Declarations of Particular
Relevance**

The International Labour Organization (ILO), of which Canada is a member, has set forth internationally recognized conventions and recommendations outlining minimum standards of basic labour rights and other standards regulating working conditions. This code is based upon the conventions and declarations of the ILO, including, without limitation, those listed below.

Convention 29 and Recommendation 35 on Forced Labour, 1929
Convention 87 on Freedom of Association and Protection of the Right to Organize, 1948
Convention 95 on Protection of Wages, 1949
Convention 98 on the Right to Organize and Collective Bargaining, 1949
Convention 100 on Equal Remuneration, 1951
Convention 105 on the Abolition of Forced Labour, 1957
Convention 111 on Discrimination (Employment and Occupation), 1958
Convention 117 on Social Policy (Basic Aims and Standards), 1962
Convention 122 on Employment Policy, 1964
Convention 130 on Medical Care and Sickness Benefits, 1969
Convention 131 on Minimum Wage Fixing, 1970
Convention 135 and Recommendation 143 on Workers' Representatives, 1971
Convention 138 and Recommendation 146 on Minimum Age, 1973
Convention 148 on Working Environment (Air Pollution, Noise and Vibration), 1977
Convention 155 and Recommendation 164 on Occupational Health and Safety, 1981
Convention 159 on Vocational Rehabilitation and Employment of Disabled Persons, 1983
Convention 174 on Prevention of Major Industrial Accidents, 1993
Convention 177 on Home Work, 1996
Convention 182 and Recommendation 190 on the Prohibition and Immediate Elimination of the Worst Forms of Child Labour, 1999
Convention 183 on Maternity Protection
Tripartite Declaration of Principles Concerning Multinational Enterprises and Social Policy, 1977
Declaration on Fundamental Principles and Rights at Work, 1998

Principles of Implementation

Commitment: All university apparel suppliers and licensees shall give the code and its implementation an informed and explicit endorsement.

Awareness Raising: Suppliers and licensees shall be responsible for ensuring that contractors involved in the manufacture of the clothing for the university and affiliated groups (as identified in this policy's preamble) are made aware of the code.

Workers whose work is covered by the code shall be made aware of the code and implementation principles or procedures orally and through the posting of standards in a prominent place in the local languages spoken by employees and managers.

Public Disclosure: The company names, owners, and/or officers, addresses, contact information and nature of the business association, including the steps performed in the manufacturing process, of all the licensees' contractors and manufacturing plants which are involved in the manufacturing process of apparel for the university shall be made publicly accessible (for example, on an Internet database).

Monitoring and Independent Verification: All university apparel licensees and suppliers and their contractors as well as subcontractors shall accept the principle that the implementation of this policy will be assessed through monitoring and independent verification. They shall co-operate with ministry of labour and other government-sanctioned investigations and audits of employer compliance with local labour and other relevant legislation. Workers and interested third parties shall be provided with a confidential means to report failure to observe the code and shall be otherwise protected in this respect.

Reporting: Each university supplier and licensee will submit annual compliance reports to designated monitors and the university, which will include the information discussed under the Public Disclosure clause and a summary of the steps taken, and/or difficulties encountered, during the preceding year in implementing and enforcing the code at each site. Contents of the compliance reports shall be considered public information (by posting it on the Internet and providing hardcopies upon request).

Remediation Procedure: Trent University commits to working with other Canadian universities and monitoring bodies to: negotiate and implement agreed schedules for corrective actions with suppliers, licensees or contractors failing to observe the terms of the code, i.e. a continuous improvement approach, and where serious breaches of the code persist, to terminate any business relationship with the supplier concerned. When abusive conditions at a production worksite are exposed to public view, the supplier, licensee or contractor must endeavour to correct conditions and not to 'cut and run' from that site. Likewise, suppliers, licensees and all contractors shall not shift orders from a production worksite solely in response to successful worker organization and collective bargaining.

Freedom of Association and the Right to Bargain Collectively: The right of all workers to form and join trade unions of their own choosing and to bargain collectively shall be recognised (as per ILO Conventions 87 and 98). Particular regard is to be given to Articles 2, 3, and 4 of Convention 87 as follows:

Article 2: Workers and employers, without distinction whatsoever, shall have the right to establish and, subject only to the rules of the organization concerned, to join organizations of their own choosing without previous authorization.

Article 3: 1. Workers' and employers' organizations shall have the right to draw up their constitutions and rules, to elect their representatives in full freedom, to organize their administration and activities and to formulate their programmes.

Article 4: Worker and employer organizations shall not be liable to be dissolved or suspended by administrative authority.

Workers' representatives shall not be the subject of discrimination and shall have access to all workplaces necessary to enable them to carry out their representation functions (as per ILO Convention 135 and Recommendation 143). Particular attention is to be given to Article 1 of Convention 135 as follows:

Article 1: Workers' representatives in the undertaking shall enjoy effective protection against any act prejudicial to them, including dismissal, based on their status or activities as a workers' representative or on union membership or participation in union activities in so far as they act in conformity with existing laws or collective agreements or other jointly agreed arrangements.

Employers shall not hinder or interfere with any attempts of the workers to organize a trade union. Where the right to freedom of association and collective bargaining is restricted under law, the employer will allow (in consultation, as possible, with affiliates of the International Textile, Garment and Leather Workers' Federation ⁵), and will not hinder, the development of parallel means for independent and free association and bargaining.

Homeworkers: Homeworkers shall be given reasonable quotas such that the volume can be met in a regular work week and the piece rate or other form of remuneration shall constitute a living wage. Homeworkers shall be allowed to join and participate in workers' support organizations of their own choosing. The employer shall provide training in relevant matters of occupational health and safety to homeworkers. The other provisions of this code shall also apply to homeworkers. Employers shall keep adequate records of their employees' names, addresses, rate of pay and number of hours worked each week in order to make this information available for monitoring purposes.

Pricing and Timelines: The Supplier or Licensee shall ensure that prices negotiated for the goods supplied are sufficient to allow for compliance with this code. In addition, the supplier shall ensure that realistic production timelines are provided to contractors and homeworkers to comply with this code.

be required to work in excess of 48 hours per week and shall be provided with at least one day off for every 7 day period. Overtime work (more than 48 hours per week) shall be voluntary, shall not exceed 12 hours per week, shall not be demanded on a regular basis and shall always be compensated at a premium rate.

Child Labour: No person shall be employed at an age younger than 15 (or 14, where, consistent with International Labour Organization practices for developing countries, the law of the country of manufacture allows for such an exception). Where the age for completing compulsory education is higher than the standard for the minimum age of employment stated above, the higher age for completing compulsory education shall apply to this section. Suppliers and Licensees agree to work in conjunction with labour, governmental, human rights, and non-governmental organizations, as determined by the University, Supplier or Licensee, and workers, to minimize the negative impact on any child released from employment as a result of the enforcement of the Code.³ Workers under the age of 18 shall not be exposed to situations in the workplace that are hazardous, unsafe or unhealthy.

Forced Labour: There shall be no use of forced labour, whether in the form of involuntary prison labour, indentured labour, bonded labour or otherwise. Workers shall not be required to lodge financial deposits or their original identity papers with their employers and shall be free to leave their employer after reasonable notice.

Safe and Hygienic Working Conditions: At all times, the workplace shall be kept clean, hygienic and safe, bearing in mind the prevailing knowledge of the industry and of any specific hazards. Safe handling information and training shall be provided regularly for relevant tasks, materials and equipment. Workers shall have access to clean toilet facilities and potable water. Sanitary facilities for food storage shall be provided. Where workers are handling hazardous materials, safety showers shall be provided and accessible at all times in case of an accident. Appropriate and sufficient first aid supplies shall always be on site. Trained medical professionals shall be readily available to administer first aid, deal with emergencies and treat workers' occupational health problems. Accommodation, where provided, shall be clean, safe, and meet the basic needs of the workers.

Non-discrimination: There shall be no discrimination in hiring, salary, benefits, performance evaluation, discipline, promotion, dismissal, retirement or retirement benefits on the basis of age, sex, pregnancy, maternity leave status, marital status, race, nationality, country of origin, social or ethnic origin, disability, sexual orientation, religion, political beliefs, or union membership.⁴ Workers will be permitted to take maternity leave and will be able to return to their former employment at least at the same rate of pay and benefits.

Harassment and Abuse: Physical, sexual or psychological abuse, or verbal harassment or abuse, including the use of corporal punishment, shall not be tolerated. No employee shall be subjected to the use of contraceptives or pregnancy testing.

The term 'licensee' shall include all persons or entities that have entered an agreement with the University to manufacture items bearing the name, trademarks, and/or images of the University.

The term 'contractor' shall include each contractor, subcontractor, vendor, or manufacturer that is engaged in a manufacturing process that results in a finished product for the consumer.

The term 'manufacturing process' shall include the assembly, packaging, and decoration of apparel.

The term 'homeworker' shall include all persons who are engaged in the manufacturing process of apparel sold or distributed on behalf of or to Trent University and work out of their own homes, using their own equipment.

The term 'child' means any person less than 15, unless local minimum age law stipulates a higher age for work or mandatory schooling, or less than 14 if minimum age law is set in accordance with developing country exceptions under the ILO Minimum Age Convention (Convention 138).

The term 'displaced child worker' means any child worker who can be shown to have been regularly at work during the employers' relationship with the Licensee.

The term 'interested third party' means any individual or group concerned with or affected by the labour conditions of workers at the sites involved in the manufacturing process of apparel for Trent University.

Standards

Compliance with Local Laws: Suppliers, Licensees and Contractors must comply, at a minimum, with all applicable legal requirements of the country in which products are manufactured. Where this Code and the applicable laws of the country of manufacture differ, the standard that provides the greater right, benefit or protection to the worker shall apply.

Living Wages: Wages and benefits paid for a standard working week shall meet at least legal or industry minimum standards of the applicable country and always be sufficient to meet basic needs of workers and to provide some discretionary income.¹ Wages will be paid in a timely manner directly to the employee in cash, cheque or the equivalent. All workers shall be provided with written and understandable information about their employment conditions with respect to wages before they enter employment and of the particulars of their wages for the pay period concerned each time that they are paid. Deductions from wages for disciplinary measures shall not be permitted² nor shall any deductions from wages not provided for by national law be permitted without the expressed permission of the worker concerned.

Hours of Work: Hours of work shall comply with applicable laws and industry standards in the applicable country where the work takes place. In any event, workers shall not on a regular basis

FAIR TRADE PURCHASING POLICY FOR APPAREL AT TRENT UNIVERSITY

"Trent University recognizes the dignity and worth of every person and aims to create a climate of understanding and respect".

--Trent University Policy on Discrimination and Harassment, Preamble

Preamble

The purpose of this purchasing policy is to ensure that apparel manufactured for Trent University is made under humane working conditions in compliance with accepted international standards and local laws and over the long term to improve working conditions and labour practices in the apparel industry worldwide.

This policy applies to all apparel purchases made by Trent University administrative and academic departments, Trent athletics and its affiliated sports teams, the Trent bookstore, the Trent food service provider and independent vendors selling apparel on the university campus.

The International Labour Organization (ILO), of which Canada is a member, has set forth internationally recognized conventions and recommendations outlining minimum standards of basic labour rights and other standards regulating working conditions. This code is based upon the conventions and declarations of the ILO, including, without limitation, those listed in Appendix A to this code as well as the UN Universal Declaration on Human Rights and the UN Convention on the Rights of the Child.

Companies providing this apparel will require all suppliers and subcontractors involved in the manufacture of those products for Trent University to observe the standards of this code. Trent University intends to co-operate with other universities through an anticipated Canadian consortium as well as student and other organizations in monitoring working conditions, collecting information and collectively negotiating with suppliers to ensure the provisions of this code are enacted. Effective implementation of this policy is a long-term process that will take commitment on the part of students, apparel suppliers and university staff and administrators.

This code is not a substitute for union representation, and shall not be used or promoted as an alternative to union recognition, collective bargaining or a collective agreement. Furthermore, nothing in this code is intended to pre-empt or override standards that are set by a process of collective bargaining by independent unions and associations of the workers' choice.

Definitions

The term 'code' means this document in its entirety.

The term 'supplier' shall include all persons or entities that manufacture apparel sold or distributed by or on behalf of the university and its affiliated groups (as noted above).

FAIR TRADE PURCHASING POLICY FOR APPAREL

AT TRENT UNIVERSITY

Approved by the Presidential Executive Group on Dec. 10, 2002

Appendix A

International Labour Organization Conventions and Declarations Of Particular Relevance

The International Labour Organization (ILO), of which Canada is a member, has set forth internationally recognized conventions and recommendations outlining minimum standards of basic labour rights and other standards regulating working conditions. This code is based upon the conventions and declarations of the ILO, including, without limitation, those listed below.

Convention 29 and Recommendation 35 on Forced Labour, 1929
Convention 87 on Freedom of Association and Protection of the Right to Organize, 1948
Convention 95 on Protection of Wages, 1949
Convention 98 on the Right to Organize and Collective Bargaining, 1949
Convention 100 on Equal Remuneration, 1951
Convention 105 on the Abolition of Forced Labour, 1957
Convention 111 on Discrimination (Employment and Occupation), 1958
Convention 117 on Social Policy (Basic Aims and Standards), 1962
Convention 122 on Employment Policy, 1964
Convention 130 on Medical Care and Sickness Benefits, 1969
Convention 131 on Minimum Wage Fixing, 1970
Convention 135 and Recommendation 143 on Workers' Representatives, 1971
Convention 138 and Recommendation 146 on Minimum Age, 1973
Convention 148 on Working Environment (Air Pollution, Noise and Vibration), 1977
Convention 155 and Recommendation 164 on Occupational Health and Safety, 1981
Convention 159 on Vocational Rehabilitation and Employment of Disabled Persons, 1983
Convention 174 on Prevention of Major Industrial Accidents, 1993
Convention 177 on Home Work, 1996
Convention 182 and Recommendation 190 on the Prohibition and Immediate Elimination of the Worst Forms of Child Labour, 1999
Convention 183 on Maternity Protection
Tripartite Declaration of Principles Concerning Multinational Enterprises and Social Policy, 1977
Declaration on Fundamental Principles and Rights at Work, 1998

public view, the supplier, licensee or contractor must endeavour to correct conditions and not to 'cut and run' from that site. Likewise, suppliers, licensees and all contractors shall not shift orders from a production worksite solely in response to successful worker organization and collective bargaining.

Endnotes

1. In defining wages that meet basic needs, factors that should be taken into account include the average number of dependents and the average number of wage earners per family in the sector in each country, local "market basket" surveys of the cost of goods and services needed by an average family, as well as data from local governments, labour and human rights organizations, and UN agencies.

2. This clause does not apply to a formal legal and legitimate process of discipline without pay for reasons such as proof of theft of materials. Illegitimate reasons for deductions or suspension, such as not meeting a quota on time, taking 'too many' bathroom breaks or participating in a union drive, shall not be permitted.

3. The process of minimizing the negative impact on child workers means adequate transitional economic assistance and appropriate educational opportunities shall be provided to any displaced child workers. Adequate transitional economic assistance consists of a stipend to enable such children to attend and remain in school until no longer a child. Wherever possible, it is expected that the employer shall endeavour to hire an adult from the child's household at an income level which complies with the Living Wage provision in this Code.

4. "Retirement" in this context does not mean that a worker must be retained past the local legal age of retirement.

5. The International Textile, Garment and Leather Workers' Federation is an International Trade Secretariat bringing together 217 affiliated organisations in 110 countries, with a combined membership of over 10 million workers.

Pricing and Timelines: Suppliers and licensees shall ensure that prices negotiated for work performed are sufficient to allow for compliance with this code. In addition, the supplier or licensee shall ensure that realistic production timelines are provided to Contractors and homeworkers to comply with this Code.

Principles of Implementation

Commitment: All university apparel suppliers and licensees shall give the code and its implementation an informed and explicit endorsement.

Awareness Raising: Suppliers and licensees shall be responsible for ensuring that contractors involved in the manufacture of the clothing for the university and affiliated groups (as identified in this policy's preamble) are made aware of the code.

Workers whose work is covered by the code shall be made aware of the code and implementation principles or procedures orally and through the posting of standards in a prominent place in the local languages spoken by employees and managers.

Public Disclosure: The company names, owners, and/or officers, addresses, contact information and nature of the business association, including the steps performed in the manufacturing process, of all the licensees' contractors and manufacturing plants which are involved in the manufacturing process of apparel for the university shall be made publicly accessible (for example, on an Internet database).

Monitoring and Independent Verification: All university apparel licensees and suppliers and their contractors shall accept the principle that the implementation of this policy will be assessed through monitoring and independent verification. They shall co-operate with ministry of labour and other government-sanctioned investigations and audits of employer compliance with local labour and other relevant legislation. Workers and interested third parties shall be provided with a confidential means to report failure to observe the Code and shall be otherwise protected in this respect.

Reporting: Each university supplier and licensee will submit annual compliance reports to designated monitors and the university, which will include the information discussed under the Public Disclosure clause and a summary of the steps taken, and/or difficulties encountered, during the preceding year in implementing and enforcing the Code at each site. Contents of the compliance reports shall be considered public information (by posting it on the Internet and providing hardcopies upon request).

Remediation Procedure: Trent University commits to working with other Canadian universities and monitoring bodies to: negotiate and implement agreed schedules for corrective actions with suppliers, licensees or contractors failing to observe the terms of the Code, i.e. a continuous improvement approach, and where serious breaches of the Code persist, to terminate any business relationship with the supplier, licensee or contractor concerned. When abusive conditions at a production worksite are exposed to

Harassment and Abuse: Physical, sexual or psychological abuse, or verbal harassment or abuse, including the use of corporal punishment, shall not be tolerated. No employee shall be subjected to the involuntary use of contraceptives or pregnancy testing.

Freedom of Association and the Right to Bargain Collectively: The right of all workers to form and join trade unions of their own choosing and to bargain collectively shall be recognised (as per ILO Conventions 87 and 98). Particular regard is to be given to Articles 2, 3, and 4 of Convention 87 as follows:

Article 2: Workers and employers, without distinction whatsoever, shall have the right to establish and, subject only to the rules of the organization concerned, to join organizations of their own choosing without previous authorization.

Article 3: 1. Workers' and employers' organizations shall have the right to draw up their constitutions and rules, to elect their representatives in full freedom, to organize their administration and activities and to formulate their programmes.

Article 4: Worker and employer organizations shall not be liable to be dissolved or suspended by administrative authority.

Workers' representatives shall not be the subject of discrimination and shall have access to all workplaces necessary to enable them to carry out their representation functions (as per ILO Convention 135 and Recommendation 143). Particular attention is to be given to Article 1 of Convention 135 as follows:

Article 1: Workers' representatives in the undertaking shall enjoy effective protection against any act prejudicial to them, including dismissal, based on their status or activities as a workers' representative or on union membership or participation in union activities in so far as they act in conformity with existing laws or collective agreements or other jointly agreed arrangements.

Employers shall not hinder or interfere with any attempts of the workers to organize a trade union. Where the right to freedom of association and collective bargaining is restricted under law, the employer will allow (in consultation, as possible, with affiliates of the International Textile, Garment and Leather Workers' Federation ⁵), and will not hinder, the development of parallel means for independent and free association and bargaining.

Homeworkers: Homeworkers shall be given reasonable quotas such that the volume can be met in a regular work week and the piece rate or other form of remuneration shall constitute a living wage. Homeworkers shall be allowed to join and participate in workers' support organizations of their own choosing. The employer shall provide training in relevant matters of occupational health and safety to homeworkers. The other provisions of this code shall also apply to homeworkers. Employers shall keep adequate records of their employees' names, addresses, rate of pay and number of hours worked each week in order to make this information available for monitoring purposes.

deductions from wages not provided for by national law be permitted without the expressed permission of the worker concerned.

Hours of Work: Hours of work shall comply with applicable laws and industry standards in the applicable country. In any event, workers shall not on a regular basis be required to work in excess of 48 hours per week and shall be provided with at least one day off for every 7 day period. Overtime work (more than 48 hours per week) shall be voluntary, shall not exceed 12 hours per week, shall not be demanded on a regular basis and shall always be compensated at a premium rate.

Child Labour: No person shall be employed at an age younger than 15 (or 14, where, consistent with International Labour Organization practices for developing countries, the law of the country of manufacture allows for such an exception). Where the age for completing compulsory education is higher than the standard for the minimum age of employment stated above, the higher age for completing compulsory education shall apply to this section. Suppliers and Licensees agree to work in conjunction with labour, governmental, human rights, and non-governmental organizations, as determined by the University, Supplier or Licensee, and workers, to minimize the negative impact on any child released from employment as a result of the enforcement of the Code.³ Workers under the age of 18 shall not be exposed to situations in the workplace that are hazardous, unsafe, or unhealthy.

Forced Labour: There shall be no use of forced labour, whether in the form of involuntary prison labour, indentured labour, bonded labour or otherwise. Workers shall not be required to lodge financial deposits or their original identity papers with their employers and shall be free to leave their employer after reasonable notice.

Safe and Hygienic Working Conditions: At all times, the workplace shall be kept clean, hygienic and safe, bearing in mind the prevailing knowledge of the industry and of any specific hazards. Safe handling information and training shall be provided regularly for relevant tasks, materials and equipment. Workers shall have access to clean toilet facilities and potable water. If appropriate, sanitary facilities for food storage shall be provided. Where workers are handling hazardous materials, safety showers shall be provided and accessible at all times in case of an accident. Appropriate and sufficient first aid supplies shall always be on site. Trained medical professionals shall be readily available to administer first aid, deal with emergencies and treat workers' occupational health problems. Accommodation, where provided, shall be clean, safe, and meet the basic needs of the workers.

Non-discrimination: There shall be no discrimination in hiring, salary, benefits, performance evaluation, discipline, promotion, dismissal, retirement or retirement benefits on the basis of age, sex, pregnancy, maternity leave status, marital status, race, nationality, country of origin, social or ethnic origin, disability, sexual orientation, religion, political beliefs, or union membership.⁴ Workers will be permitted to take maternity leave and will be able to return to their former employment at least at the same rate of pay and benefits.

The term “licensee” shall include all persons or entities that have entered an agreement with the University to manufacture items bearing the name, trademarks, and/or images of the University.

The term “contractor” shall include each contractor, subcontractor, vendor, or manufacturer that is engaged in a manufacturing process that results in a finished product for the consumer.

The term “manufacturing process” shall include the assembly, packaging, and decoration of apparel.

The term “employer” shall include all persons or entities that employ the workers sewing, assembling, packaging or decorating apparel sold or distributed on behalf of Trent University.

The term “homeworker” shall include all persons who are engaged in the manufacturing process of apparel sold or distributed on behalf of Trent University and work out of their own homes, using their own equipment.

The term “child” means any person less than 15, unless local minimum age law stipulates a higher age for work or mandatory schooling, or less than 14 if minimum age law is set in accordance with developing country exceptions under the ILO Minimum Age Convention (Convention 138).

The term “displaced child worker” means any child worker who can be shown to have been regularly at work during the employers’ relationship with the Licensee.

The term “interested third party” means any individual or group concerned with or affected by the labour conditions of workers at the sites involved in the manufacturing process of apparel for Trent University.

Standards

Compliance with Local Laws: Suppliers, Licensees and Contractors must comply, at a minimum, with all applicable legal requirements of the country in which products are manufactured. Where this Code and the applicable laws of the country of manufacture differ, the standard that provides the greater right, benefit or protection shall apply.

Living Wages: Wages and benefits paid for a standard working week shall meet at least legal or industry minimum standards of the applicable country and always be sufficient to meet basic needs of workers and to provide some discretionary income.¹ Wages will be paid in a timely manner directly to the employee in cash, cheque or the equivalent. All workers shall be provided with written and understandable information about their employment conditions with respect to wages before they enter employment and of the particulars of their wages for the pay period concerned each time that they are paid. Deductions from wages for disciplinary measures shall not be permitted² nor shall any

FAIR TRADE PURCHASING POLICY FOR APPAREL AT TRENT UNIVERSITY

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--Trent University Policy on Discrimination and Harassment, Preamble

Preamble:

The purpose of this purchasing policy is to ensure that apparel manufactured for Trent University is made under humane working conditions in compliance with accepted international standards and local laws and to improve working conditions and labour practices in the apparel industry worldwide.

This policy applies to all apparel purchases made by Trent University Administrative and Academic Departments, Trent Athletics and its affiliated sports teams, the Trent Bookstore, the Trent food service provider, the Trent Central Student Association and its affiliated groups, the Graduate Students' Association and independent vendors selling apparel on the university campus.

The International Labour Organization (ILO), of which Canada is a member, has set forth internationally recognized conventions and recommendations outlining minimum standards of basic labour rights and other standards regulating working conditions. This code is based upon the conventions and declarations of the ILO, including, without limitation, those listed in Appendix A to this Code as well as the UN Universal Declaration on Human Rights and the UN Convention on the Rights of the Child.

Companies providing this apparel will require all suppliers, licensees and contractors involved in the manufacture of products for Trent University to observe the standards of this Code. Trent University intends to co-operate with university, student and other organizations in monitoring working conditions, collecting information and collectively negotiating with suppliers and licensees to ensure the provisions of this code are enacted. Effective implementation of this policy is a long-term process that will take commitment on the part of students, apparel suppliers and university staff and administrators.

This code is not a substitute for union representation, and shall not be used or promoted as an alternative to union recognition, collective bargaining or a collective agreement. Furthermore, nothing in this code is intended to pre-empt or override standards that are set by a process of collective bargaining by independent unions and associations of the workers' choice.

Definitions:

The term “code” means this document in its entirety.

The term “supplier” shall include all persons or entities that manufacture apparel sold or distributed by or on behalf of the University and its affiliated groups (as noted above).



TRENT UNIVERSITY
COMMUNICATIONS OFFICE

Don Cumming

Senior Director, Public Affairs

1600 West Bank Drive Peterborough ON K9J 7B8

Tel: (705) 748-1011 ext. 1224 Fax: (705) 748-1029

email: dcumming@trentu.ca

Monday March 10, 2003

Grant Seabrooke
Leisurewear Wholesale Distributors
2345 Whittington Drive
Peterborough ON K9J 7H6

Dear Mr. Seabrooke,

We are writing on behalf of the Trent University to inform you that the University has adopted the "Fair Trade Policy For Apparel". This policy, a copy of which is enclosed, is the result of one year of careful deliberation on the part of the Ad Hoc Presidential Committee on Apparel Labour Practices, which is made up of administrators, students and faculty. The policy applies to providers of the clothing bought by the bookstore, athletic teams, academic departments, Physical Resources Department and some student groups. Thus, clothing suppliers that wish to do business with the University need to provide assurances that the clothing to be purchased will meet the standards outlined in the policy.

A number of small Peterborough businesses which supply clothing to Trent have notified the university that they are purchasing clothing from your company. Since these businesses will be required to publicly disclose the locations of factories producing this clothing and submit public annual reports recording steps being taken to ensure supplier factories are in compliance with the policy, your co-operation in facilitating access to factory information and communication further down the supply chain will be necessary.

At a basic level, the policy covers standards which correspond to those in the conventions of the UN's International Labour Organization. It requires businesses communicate to their clothing suppliers the standards with which they must comply and accept that independent monitoring, or audits by provincial Labour Ministries, may be carried out at your supplier factories to verify whether the code's standards are being met. Many other universities in Canada, including McMaster and the University of Toronto, as well as over two hundred in the U.S. have already adopted similar purchasing guidelines.

We understand that ensuring the factories producing your clothing are not exploiting workers is a long term process, and thus expect that once businesses make an initial agreement to following the policy, they will work towards implementing the "Fair Trade For Apparel" policy, rather than being able to immediately comply. However, if there is evidence that this process is not being followed, groups at the university covered by this code may decide to move their orders to a different supplier. Enclosed you will find a copy of a publication entitled "What Can Your Company Do To Ensure Your Clothing Is Made Under Humane Conditions?", which is meant to help provide you with more information about the process involved in working to eliminate sweatshop abuses in your supply chain.

We would appreciate it if a meeting could be arranged in order for us to go over the policy with you and to address any questions you may have. We look forward to working and meeting with you in the near future.

Sincerely,

Don Cumming
Chair

Tanya Roberts-Davis
Student Representative

Ad Hoc Presidential Committee on Apparel Labour Practices

enclosures

We understand that ensuring the factories producing your clothing are not exploiting workers is a long term process, and thus expect that once you have signed the "Commitment by Suppliers" form, you will work towards implementing the "Fair Trade for Apparel" policy, rather than be able to immediately comply. However, if your suppliers and/or contractors fail to fulfill this requirement, groups at the University covered by this code may decide to shift their orders to a different company. To help you with the process of implementing this policy, a copy of a publication entitled "What Can Your Company Do To Ensure Your Clothing Is Made Under Humane Conditions?" is enclosed.

If you have questions or concerns, please feel free to contact us. We look forward to working with you and to receiving your response.

Sincerely,



Don Cumming
Chair
Ad Hoc Presidential Committee on Apparel Labour Practices



Tanya Roberts-Davis
Student Representative

enclosures



TRENT UNIVERSITY
COMMUNICATIONS OFFICE

Don Cumming

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email: dcumming@trentu.ca

Monday March 10, 2003

Owner / Manager
Adzy's World Wear *
172 Simcoe Street
Peterborough ON K9J 3H2

To Whom It May Concern:

We are writing on behalf of Trent University to inform you that the university has adopted the "Fair Trade Purchasing Policy For Apparel". This policy, a copy of which is enclosed, is the result of one year of careful deliberation on the part of the Ad Hoc Presidential Committee on Apparel Labour Practices, which is made up of administrators, students and faculty. The policy applies to providers of the clothing bought by the bookstore, athletic teams, academic departments, Physical Resources Department and some student groups. Thus, clothing suppliers that wish to do business with the university need to provide assurances that the clothing to be purchased will meet the standards outlined in the policy.

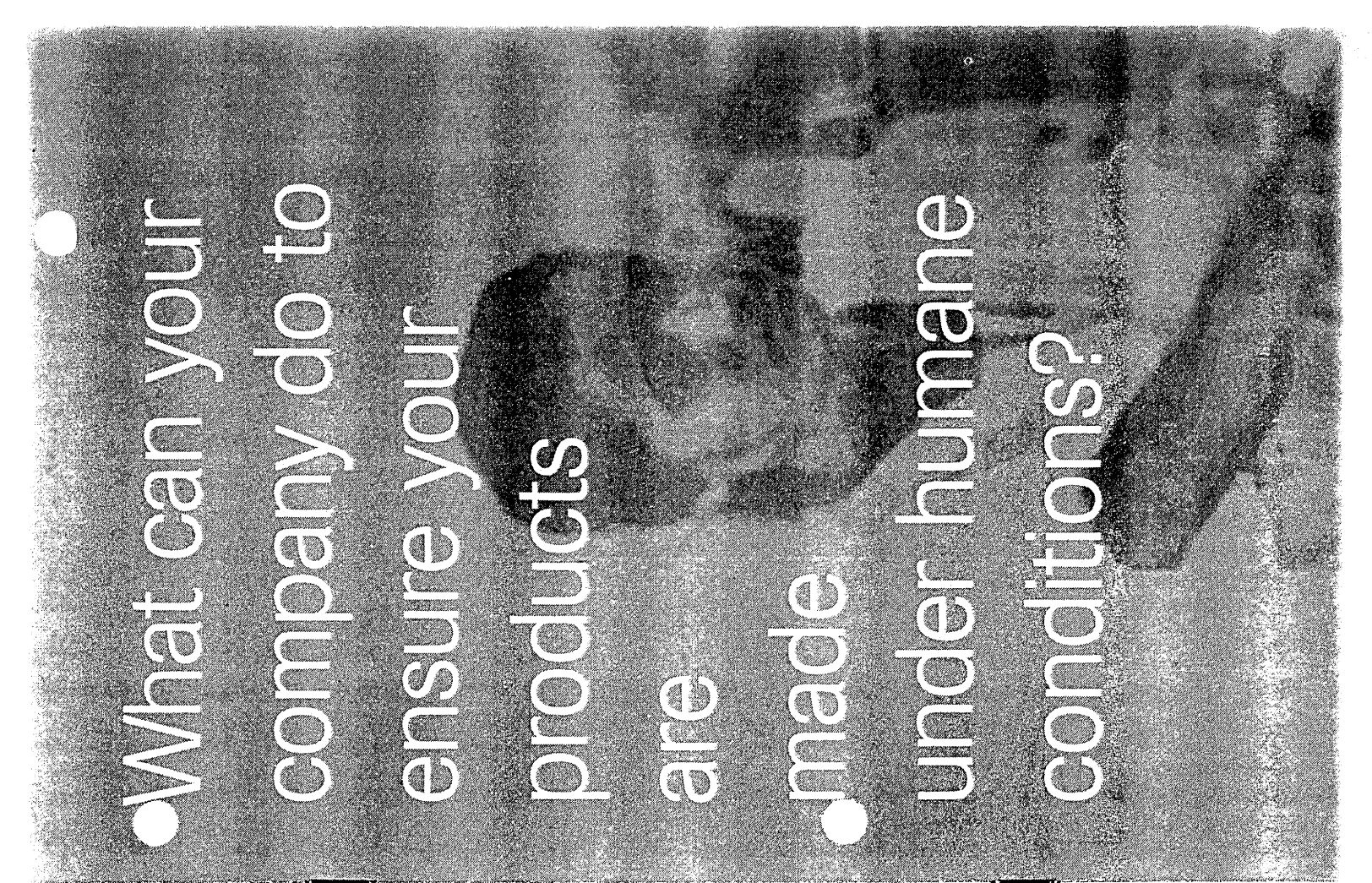
Trent's decision to develop fair trade standards for the purchasing of clothing is driven by the recognition that sweatshop conditions — which include twelve to twenty hour workdays, wages far below survival level, the denial of the right to organize and verbal, physical as well as sexual harassment — are systemic in the garment industry. We are not boycotting any company or immediately severing contracts with current clothing suppliers. Many other universities in Canada, including McMaster and the University of Toronto, as well as over two hundred in the U.S. have already adopted similar purchasing guidelines.

At a basic level, the policy covers standards which correspond to those in the conventions of the UN's International Labour Organization. It requires you to communicate to your clothing suppliers the standards with which they must comply and to accept that independent monitoring, or audits by provincial Labour Ministries, may be carried out at your supplier factories to verify whether the code's standards are being met. You will also have to disclose the locations of the factories producing the clothing purchased by the university and provide annual reports documenting your work to implement the policy.

If you intend to apply to be a supplier to the University during the 2003-2004 school year, we are requesting that you fill out the "Commitment by Suppliers" contract by April 14, 2003. Once you have signed this form, you will be required to disclose the locations of the factories where your clothing is produced to the university by October 1st, 2003. By March 28th, 2004, you will have to provide the university with the report recording steps you are taking to ensure your supplier factories are in compliance with the policy. Annual reporting to Trent will also be required in the future. The Commitment form is attached. We have provided you with this extensive timeline to acknowledge that in order to access this information, you will have to be in communication with various levels of your supply chain. The information you provide will then be posted on Trent's Web site.

... 2

* All current suppliers received this letter



What can your company do to ensure your products are made under humane conditions?

The Ethical Trading Action Group (ETAG) is a coalition of faith, labour and non-governmental organizations advocating for government policies, voluntary codes of conduct and purchasing policies that promote humane labour practices based on accepted international labour standards. ETAG promotes great public access to information on where and under what conditions clothes, shoes and other consumer products are made, and greater transparency in monitoring and verification of company compliance with international labour standards and local laws. The Maquila Solidarity Network acts as the secretariat for ETAG.

ETAG includes: Canadian Council for International Cooperation, Canadian Labour Congress, Canadian Auto Workers, KAIROS Canadian Ecumenical Justice Initiatives, Maquila Solidarity Network, Ontario Secondary School Teachers Federation, Oxfam Canada, Steelworkers Humanity Fund, Students Against Sweatshops-Canada, and Union of Needletrades, Industrial and Textile Employees.

To contact ETAG, write to: info@maquillasolidarity.org.

Ethical Trading Action Group (ETAG)

c/o Maquila Solidarity Network

606 Shaw Street

Toronto Ontario M6G 3L6

info@maquillasolidarity.org

www.maquillasolidarity.org

Special thanks to the Ontario Public Service Employees Union (OPSEU)

for printing this pamphlet at no cost

Growing public concern about allegations of "sweatshop" practices in factories producing apparel and other consumer products has prompted retailers and manufacturers to take various steps to provide their customers, shareholders and stakeholders assurances that their products are made under humane working conditions.

Many companies are developing codes of conduct and internal monitoring programs. Others are going further and contracting external monitors to carry out "social audits" of workplaces to verify compliance with codes and local laws.

Through industry associations, retailers and manufacturers are also developing industry-wide codes and compliance verification procedures. However, many of these industry initiatives, such as the Retail Council of Canada's "Responsible Trading Guidelines" and the Worldwide Responsible Apparel Production Certification Program (WRAP) of the American Apparel and Footwear Association, have been criticized for taking a lowest common denominator approach on labour standards to gain buy-in from their less committed members.

Several leading companies are engaging with faith, labour, student and non-governmental organizations in the development of company or multi-stakeholder code compliance verification systems, such as SA8000, the Fair Labor Association (FLA), and the Ethical Trading Initiative (ETI).

In this pamphlet, the Ethical Trading Action Group (ETAG) offers suggestions on what companies can do to better assess and verify compliance with labour standards in their supply chains, and to eliminate abuses where and when they arise.

Sweatshop abuses are a systemic problem - there are no totally clean or dirty companies. Every company that sources globally has problems to face and correct. Nor are there any quick-fix solutions. Continuous improvement is the guiding principle.

Eight Steps to Cleaner Clothes

Step 1: Code of Conduct

Does your company have a code of conduct? Is it comprehensive and credible?

Step 2: Putting the Code into Practice

Is the code available to all stakeholders?

Step 3: Internal Monitoring

How does your company monitor code compliance?

Step 4: Remediation

What does your company do when violations are discovered?

Step 5: External Verification

Is code compliance verified by reputable third-party organizations?

Step 6: Reporting

Is your company's monitoring and verification program transparent?

Step 7: Worker Rights Training

Does your company cooperate with worker rights training?

Step 8: Complaints Process

Does your monitoring and verification program include a complaints process?

Step 1: Code of Conduct

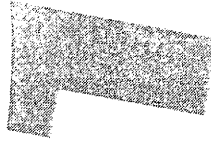
Does your company have a code of conduct?
Is it comprehensive and credible?

If your company is developing a code of conduct, resist the temptation to reinvent the wheel. Internationally recognized minimum labour standards have already been established by the tripartite (business, labour and government) International Labour Organization (ILO), an agency of the United Nations. If you already have a code, review its provisions to ensure they are in line with relevant ILO Conventions.

To be credible, your code should include provisions based on the ILO Core Labour Rights Conventions on child labour, forced labour, discrimination, and freedom of association, which all ILO member states are obligated to respect, promote and realize, whether or not they have adopted the individual conventions. It should also address other important workplace issues, such as harassment and abuse, hours of work, wages, health and safety, and security of employment. The code should also require compliance with all relevant local labour laws.

ETAG has developed a model code of conduct that is based on ILO Conventions. For a copy, visit: www.maquilasolidarity.org.

If your company outsources production of some or all of your branded or private label products, the code should apply to supply factories as well as to your own manufacturing operations.



Step 2: Putting the Code into Practice

Is the code available to all stakeholders?

To be a useful tool, your company's code should be circulated to your employees, available to the public on request, and accessible on your company's website. Senior management personnel should be knowledgeable about the code and how it is being implemented.

More importantly, your suppliers must be knowledgeable about the code, and make a written commitment to fully comply with its provisions. The code should be posted in a prominent place in the workplace in the first language(s) of the workers. Copies of the code should also be made available to the workers who make your products.

Step 3: Internal Monitoring

How does your company monitor code compliance?

To have a real impact on your company's operations, a senior management person should be made responsible for the implementation of the Code, and company personnel or other designated parties should be adequately trained to carry out the actual monitoring of supplier compliance with the code and local law.

Internal monitoring by designated personnel should cover all provisions of the code and relevant local laws. Suppliers should be required to keep adequate and accurate records, and monitors should have access to suppliers' records, management personnel and workers. Special efforts should be made to ensure that workers interviewed are selected on a random basis, without management interference, that workers' anonymity is protected, and that there are no management attempts to influence what workers say in interviews or to punish workers for reporting violations.

Step 4: Remediation

What does your company do when violations are discovered?

If your monitoring program is effective, you will no doubt discover some violations of the code and local laws. Few, if any, factories are free of violations. Cutting off suppliers is therefore not the way to deal with reported violations. A cut and run approach will only encourage suppliers to hide abuses.

The constructive approach is to work with suppliers to correct problems when they are identified. Suppliers should be given sufficient time, opportunities and support to achieve compliance. A corrective action plan with reasonable deadlines should be developed and followed. Cutting off a supplier is the last resort when serious problems persist and the supplier is unwilling to correct them.

Step 5: External Verification

Is code compliance verified by reputable third-party organizations?

To be credible and effective, your company's code compliance program should also include verification by a reputable social auditing organization. Compliance verifiers include commercial firms, non-profit organizations, and in some countries, local independent monitoring groups.

Questions you should consider when selecting a compliance verification organization:

- Does it have a good track record with other companies?
- Has it been accredited by one or more multi-stakeholder code initiatives (see below)?
- Does it have credibility with labour, faith, women's and non-governmental organizations?

- Are the auditors knowledgeable of relevant local laws and the social, economic and political context, and fluent in the local language(s)?

Is the process comprehensive?

As with internal monitoring, the verification process should address all elements of the code and relevant local laws. The auditors must have access to all company records, management personnel and workers.

The verification process should include interviews with workers, as well as management personnel. It should also include periodic consultation with local human rights, women's and labour organizations about common problems in the industry in this specific country/region, as well as reported problems in specific workplaces.

Is the process secure and effective?

As with internal monitoring, workers chosen for interviews should be representative of the workforce, and there should be no management interference in the selection or interview process.

In many cases, off-site interviews by local non-governmental organizations (NGO) that the workers trust might be more effective than in-plant interviews by outside commercial auditing firms. For instance, European monitoring pilot projects have combined book audits by commercial auditing firms with worker interviews by local NGOs.

In either case, interviews with workers should be carried out in a manner that engenders trust, protects their identities, and avoids management retaliation.



Step 6: Reporting

Is your company's monitoring and verification program transparent?

To be credible, your code monitoring and verification program should also include reporting to customers, shareholders, stakeholders, the public, and the affected suppliers and workers.

Information should be made available to all interested parties on how your monitoring and verification system works, and what is expected of the various parties involved.

Your company should also provide periodic public reports on the results of Code compliance verification, including the identities of the auditing organization(s), areas of compliance and non-compliance in specific countries and regions, and steps taken to achieve compliance. Reports should be signed off by the auditor(s).

What additional information does your company make public?

Some companies have gone further in providing information to institutional buyers, shareholders and/or the general public on the names and addresses of production facilities. Other companies have declared their support for ETAG's proposal for changes in regulations under the Textile Labelling Act to require all companies to disclose factory locations, thus creating a level playing field.

Step 7: Worker Rights Training

Does your company cooperate with worker rights training?

Since the ultimate purpose of codes and monitoring is to improve conditions and protect the rights of the workers who make your company's products, those workers must have an active role in the day-to-day monitoring process. In order to do so, they must be aware of their rights under the code, ILO Conventions and local laws. To encourage a cooperative relationship in the workplace, management personnel also need to be aware of and committed to respecting worker rights.

Worker rights training for workers and management personnel is most effective if carried out by trusted local human rights, women's, and/or labour organizations. Social Accountability International (SAI), which administers the SA8000 Standard, also offers worker rights training in a number of countries. Because workers are often reluctant to express their views in front of management personnel, training for workers should be carried out separately.

Your company should strongly encourage suppliers to cooperate with worker rights training programs by allowing workers and management personnel to attend on work time.

Step 8: Complaints Process

Does your monitoring and verification program include a complaints process?

To be credible with workers and human rights organizations and to identify problems when they occur, your monitoring and verification program should also include secure means for workers and interested third parties to register complaints.

For workers, this means providing secure mechanisms at the workplace for them to make anonymous complaints when they believe their rights are being violated.

For interested third parties, it means providing clearly defined procedures for receiving and investigating complaints, and for reporting back on the results. Your company should respond to all legitimate complaints in a timely manner with information on your findings and steps being taken to address areas of non-compliance.

Beyond Company Codes: the Multi-stakeholder Initiatives

Is your company a member of a multi-stakeholder initiative?

In recent years, a number of European and US retailers and manufacturers have joined multi-stakeholder code compliance verification initiatives, in which companies, unions and NGOs are working together to promote improved labour practices through codes and monitoring.

Multi-stakeholder code initiatives in the garment and related consumer products sectors include the Fair Labor Association (FLA) in the US, the Ethical Trading Initiative (ETI) in the UK, the Fair Wear Foundation in the Netherlands, and Social Accountability International's SA8000 initiative, which involves both European and US companies.

Another US initiative, the Worker Rights Consortium (WRC), applies solely to university-licensed apparel and includes university students and administrators, academics, unions, and NGOs, but not companies, in its governance bodies.

Companies have decided to participate in one or more of the above initiatives in order to:

- Gain consistency in code provisions and monitoring and verification practices;
- Avoid duplication in monitoring of factories producing for more than one company;
- Draw upon a pool of accredited compliance verification organizations;
- Share costs associated with compliance verification;
- Create mechanisms for receiving and resolving complaints;
- Achieve buy-in from faith, labour and non-governmental organizations.

While there is not currently a similar multi-stakeholder initiative in Canada, such an initiative could be developed in the future. Meanwhile, a few Canadian companies and universities are working with the FLA, SAI or the WRC.

While ETAG continues to campaign against sweatshop abuses, we are also working with companies on positive steps they can take to ensure that their products are made under humane working conditions. We are ready and willing to work with your company.

For further information on codes of conduct and monitoring and verification systems, visit: www.maquilasolidarity.org.

For information on the multi-stakeholder initiatives, visit the following sites:

www.ethicaltrade.org

www.fairlabor.org

www.fairwear.nl

www.sa-intl.org

www.workersrights.org

PRESENTATIONS AND REFLECTIONS

- * Input session for students and faculty
- * Input session for businesses
- * College Cabinet presentations
- * CUPE presentations
- * Presentation to Presidential Executive Group
- * Seminars/workshops

COPY

OVERHEADS FOR
"NO SWEAT"
TRENT COMMUNITY MEETING

A.J.M.SMITH ROOM
TUESDAY October 8, 2002
5 – 7 p.m.

THE LABOUR BEHIND THE LABEL (1)

In the garment industry, sweatshop conditions are common throughout the world -- from Toronto and Los Angeles to Bangkok and Managua.

WORKERS SEWING OUR CLOTHING ARE SUBJECT TO:

- long hours to meet unrealistic quotas (such as 18-20 hour days)
- wages far below subsistence level
- physical, sexual and/or verbal harassment
- poor working conditions (e.g. health and safety hazards, poor ventilation)
- extreme job insecurity
- denial of the right to organize

THE LABOUR BEHIND THE LABEL (2)

IN MANY CASES, THEY ALSO EXPERIENCE:

- pregnancy testing
- timed/restricted toilet breaks
- forced overtime
- penalties for not working “fast enough” or making “too many” mistakes

WHAT IS BEING DONE? (1)

Despite repression and challenges, workers are forming support groups and attempting to organize unions in their factories so that they can face their employer as a collective.

The main demands that are common throughout the industry are:

- The right to a living wage
- The right to collective bargaining and freedom of association
- Employment, but with respect and dignity

To support garment workers' struggles, an anti-sweatshop movement has emerged.

WHAT IS BEING DONE? (2)

Across the continent, students, non-governmental organizations and unions are pressuring universities, municipalities and school boards to adopt "No Sweat" purchasing policies.

Current clothing suppliers to the institution are not to be immediately cut off. Instead, they will be required to ensure that workers who are currently sewing clothing for the university keep their jobs--but under improved conditions.

To date, over 200 universities in North America, including U of T, McMaster, Dalhousie, Duke and MIT have adopted such policies.

WHAT'S IN A NO SWEAT POLICY?

- ❖ Compliance with local labour laws and with basic standards set out by the conventions of the International Labour Organization
- ❖ Living Wage Provision
- ❖ Public Disclosure
- ❖ Independent Monitoring

HOW ARE NO SWEAT POLICIES IMPLEMENTED?

- ❖ In the U.S., over one hundred universities with strongly worded purchasing policies have come together under the Worker Rights Consortium (WRC). The WRC compiles factory data obtained from the public disclosure requirements and investigates the working conditions at sites where clothing is being produced.
- ❖ To date, there is no system of external monitoring developed for Canadian universities. However, a number of universities are looking at the possibility of forming a national consortium and at the idea of joining onto the WRC as a group.
- ❖ The process of implementing of No Sweat policies is ongoing. There are no easy answers for how to get "Sweat-Free" clothing. But the first step is to have all businesses supplying our clothing publicly disclose the locations and addresses of their sites.

HAVE THERE BEEN ANY VICTORIES?

The Case of the Kuk Dong factory in Atlixco, Mexico

January, 2001: 800 workers at the plant staged a work stoppage to protest the firing of 20 co-workers who complained about low wages (\$US 32 for a 50 hour week) and rotten food in the cafeteria

Workers' demands to their employer:

- 1) Reinstate the 20 workers;
- 2) Accept an independent union at the factory

January-September, 2001: Brutal repression of workers International solidarity campaign launched

September, 2001: Workers won the right to organize a union

January, 2002: Workers won an increase in wages

TRENT DEVELOPS A NO SWEAT POLICY (1)

- ❖ At the beginning of last year, Students Against Sweatshops --Trent requested the development of a committee to look at passing a No Sweat policy at the university.
- ❖ *In November 2001, a committee was mandated by the Presidential Executive Group to develop and propose a policy for the purchasing of apparel at the university by December 2002.

The members included:

Don Cumming, Communications Office
Prof. Julia Harrison, Faculty representative
Lorraine Hayes, Purchasing manager
Martha Hendriks, Executive Assistant to the V.P.
Barbara Reeves, Trent Bookstore Manager
Tanya Roberts-Davis, Students Against Sweatshops
Clayton Welwood, Students Against Sweatshops (2001-2002)
Kevin Young, Students Against Sweatshops (2002-2003)

TRENT DEVELOPS A NO SWEAT POLICY (2)

*Since November, the committee has been discussing and writing the policy document now entitled, "Fair Trade Purchasing Policy For Apparel at Trent University". At all times, the context that other universities have already passed codes of conduct has been kept in mind. As a result, the policy that we are presenting is in fact quite similar to those which have been agreed upon at other institutions in North America.

Main Sections of the “Fair Trade Purchasing Policy For Apparel at Trent University” (1)

STANDARDS:

- Compliance with Local Laws
- Living Wages
- Hours of Work
- Child Labour
- Forced Labour
- Safe and Hygienic Working Conditions
- Non-discrimination
- Harassment and Abuse
- Freedom of Association and the Right to Bargain Collectively
- Homeworkers
- Pricing and Timelines

Main Sections of the “Fair Trade Purchasing Policy For Apparel at Trent University” (2)

PRINCIPLES OF IMPLEMENTATION:

- Commitment
- Awareness Raising
- Public Disclosure
- Monitoring and Independent Verification
- Reporting
- Remediation Procedure

Main Sections of the “Fair Trade Purchasing Policy For Apparel at Trent University” (3)

Who will hopefully be following the policy?

- Trent Administrative and Academic Departments
- Trent Athletics and its affiliated sports teams
- Trent Bookstore
- Trent Food Service Provider
- Trent Central Student Association and its affiliated groups
- Trent Graduate Students' Association
- College Cabinets
- Independent vendors selling apparel on campus

ONCE WE HAVE A POLICY IN PLACE... (1)

Will we be boycotting certain companies?

No. Hopefully, the university and the groups which come under the policy will keep buying from the same businesses. Only now, those companies must commit to ensuring that the women sewing the clothing have their rights respected.

Will the clothing costs rise?

Although it is possible that the cost of clothing could rise minimally, the change will likely not be noticeable. Research shows that of the final retail price of clothing, less than 1% goes towards paying the worker who sewed it. If workers were paid a living wage rather than a starvation wage, the difference in pricing should be insignificant.

ONCE WE HAVE A POLICY IN PLACE... (2)

What are the responsibilities of student groups?

To communicate to the university which companies you are buying from.

Once companies have signed on to the policy, their names will be publicly available so that you will know where you can continue to buy from.

ONCE WE HAVE A POLICY IN PLACE... (3)

What are the responsibilities of the university?

- To publish the disclosure data on the university website.
- To compile the annual reports from the businesses.
- To work with other Canadian universities to develop effective monitoring systems.

If violations of the policy are reported, to follow up and decide whether to work with the supplier or terminate business with them.

WHO WILL PAY FOR THE MONITORING?

The Ad-Hoc Presidential Committee will be recommending that we join other Canadian universities in a group that could align itself with the Worker Rights Consortium. A nominal fee (such as \$1000.00) to be paid by the university would likely be required.

Since much of our clothing is made in Canada, hopefully, audits can be done by the provincial Ministries of Labour.

Public Input Session

Presentation of the issues and policy by Tanya Roberts-Davis and Don Cumming

Many concerns raised during session about the implementation of the policy, good conversation throughout the hour and a half

However, discussion unfortunately dominated by administrators, specifically those who are actually on the Presidential Advisory Committee, who were questioning complexities surrounding the implementation of the policy

Other vocal attendees included representatives from the TCSA and college cabinets

Much discussion focussed on aspects of public disclosure, on whether suppliers feel enough pressure to sign onto the policy and about suppliers that violate the policy

Some questions were difficult to answer, though most had been discussed at length during committee meetings over the past year

Another time....

Before setting the time, could have talked to students and faculty because the early evening did not necessarily seem the most convenient

Should have done more outreach to students because only about ten were in attendance

Should have spent more time co-ordinating what I was saying with overheads, because of my lack of experience with this technique, as opposed to more popular formats

Be aware of 'ums' and 'likes' inserted in my answers and try to eliminate them, work on making my answers in full sentence form

Think about ways of facilitating discussion to try to encourage more people to talk, rather than being dominated by two or three people

Find ways of integrating people's knowledge at the beginning (more popular presentation when audience is small--i.e. under 25 people)

Positive aspects...

Raised awareness about the policy through posters and mass e-mails announcing the event

Began process of dialogue with broader university interests (TUFA representative, TCSA, college cabinets)

People in attendance raised good questions, which made me mindful of assumptions that I have, gaps that I tend to leave in my explanations and issues that would be good to raise with students

at other universities that have passed policies (such as the question of including independent vendors that sell their wares on campus)

Good practice for more difficult questions that can be expected from suppliers

Received follow-up e-mails from interested students and supportive faculty, who couldn't attend (some of whom also had questions)

INFO SESSION FOR TRENT CLOTHING SUPPLIERS

(Tanya)

Introduction

- introduce Committee and reason for meeting--adoption of policy by end of the year
- sweatshop abuses are systemic in the garment industry--no completely clean or dirty company
- every company has problems to face and correct
- no quick-fix solutions, thus approach of continually improving conditions is the only way to work

How Your Business Can Become Compliant With Trent's Policy

- all of your suppliers need to be made aware of policy, make a written commitment to fully comply with provisions
- all manufacturing facilities used in supply chain need to be reported to Trent every 6 months
- copy of the policy needs to be posted in workplace in first language of workers, made available to them in written format and they need to be told verbally of its provisions
- senior management person and/or company personnel should be responsible for making sure suppliers are in compliance
- suppliers need to keep adequate and accurate records, when company personnel visits should have access to these records and to workers
- if this system is effective, will no doubt discover some violations of policy and local law
- few, if any, factories are free of violations
- cutting off suppliers is not acceptable, because suppliers will then have more incentive to hide abuses
- instead, suppliers should be given time and opportunities to achieve compliance--e.g. through development of a corrective action plan
- under policy, must submit annual public reports on the results of this internal compliance verification--including describing areas of compliance and non-compliance and corrective steps being taken

Overview of Expectations from Trent

1. Provide updated list of supplier factories every 6 months
2. Communicate standards to personnel, suppliers and subcontractors and request all workers have the code verbally explained to them and posted in the workplace in their first language.
3. Submit annual compliance report to Trent.

Corresponding Responsibilities of the University

- To publish the disclosure data provided by clothing suppliers on the university website.
- To compile the annual reports from the clothing suppliers, have them for public upon request.
- To work with other Canadian universities to develop effective monitoring systems.
- If violations of the policy are reported (from company or a reliable third party), to follow up and decide whether to work with the supplier or terminate business with them.

Questions for suppliers:

What is your level of knowledge of sweatshop conditions in the garment industry?

Are you in constant contact with your suppliers?

Are they generally long term relationships or short term contracts?

What would be your plan to communicate to your suppliers about the policy?

Do you have a system of internal monitoring to ensure your supply factories are not violating workers' rights? If so, what is it?

Have you considered looking into external verification systems?

Do you have any your major concerns about this policy? What are they?

Do you think you can realistically implement this policy over the next year?

If provided with a sample letter, would you express your commitment in writing so that it could be presented to PEG?

Possible Questions from suppliers:

How far down supply chain does public disclosure apply to?

Will Trent be willing to continue to purchase clothing if it is more expensive?

Is Trent boycotting any companies?

How will Trent administer external monitoring?

REFLECTION ON BUSINESS INFORMATION NIGHT

Thurs. Nov. 7th, 2002

- Three clothing companies represented (2-3 representatives from each were present): Imprinted Apparel, PMD and Reaction Sports
- Don introduced committee and policy, Tanya described systemic nature of sweatshop abuses, expectations of suppliers
- listening to expectations under policy, some business representatives seemed to be skeptical, rolling their eyes and making uncomfortable facial expressions
- many questions raised by them about how much influence they would have over practices of large companies they buy from (Gildan, Fruit of the Loom, Russel), and the possible rise in pricing of garments if workers are paid fair wages
- strategically, Tanya put emphasis on fact that other universities are developing or already have policies, therefore these companies are currently having to deal with compliance issues
- overall, suppliers incredibly engaged in asking questions, wondering about how policy will be implemented in the long term
- it was indicated by the businesses that they sometimes buy union-made shirts and could therefore offer these to the university as "sweat-free" garments
- answer to this needed to be crafted carefully by Tanya because from SAS point of view, buying only Canadian union-made apparel is not answer to sweatshop problems, is protectionist solution and could in long term cause garment workers in other countries to lose their jobs
- however, Lorraine Hayes (committee member) pointed out that in practical terms, if company could prove they are compliant by providing union-made, they would win the tendering bid over others who couldn't prove their adherence to the standards
- questions raised by businesses about whether companies that already have manufacturing codes of conduct are acceptable as "sweat-free"

-Tanya highlighted differences between stringent university policy based on ILO conventions and corporate codes that do not address workers' rights as thoroughly

-eventually, all declared that since they have long term contracts with their suppliers, they could communicate policy "overnight" and simultaneously submit request for disclosure of factory locations

-all three brought up fact that it would be easier for them to approach companies they are buying from if Canadian universities had a common code as a consortium

-after over two hours of discussion, PMD representative declared policy was not "super unreasonable or impossible to implement"; representatives from the other two companies agreed

-since they seemed to have become convinced that they could work towards implementation of the policy, Tanya asked them whether they would agree to sign a letter supporting the policy and declaring their willingness to comply which would be addressed to PEG

-all three agreed on the condition that Don and Tanya provide a sample letter

General observations:

- Imprinted Apparel representatives open, flexible and willing to praise the committee for developing policy

- Reaction Sportswear representatives skeptical, unsure of practicalities of implementation down the entire supply chain

- PMD representatives fairly open, interested in implementation stages, ready to provide union-made shirts on request

Follow up:

Don and Tanya to draft letter, send off to three suppliers

Finalize factory disclosure form and send out to suppliers (Don and Tanya, committee approval)

Meeting with Burnt Images

Thurs. Nov. 14th, 2002

Burnt Images--a small local business, 80-90% of sales to university community (teams, student groups, academic departments, etc.)

- screening done in store itself, embroidery contracted out to local agent

- bulk of clothing bought from Russel, Fruit of the Loom, coming from Leisure Wear Wholesale Distributors

- conscious attempt to avoid Gildan because of CBC's expose

- increasingly buying from American Apparel, a company which owns one large factory in California, where workers are paid above minimum wages and provided] with health and dental benefits, daycare for their children, proper health and safety training, etc.

- since they have been supplying some clothing to US universities, have already had to request disclosure information from their suppliers, and therefore knew about premises

No Sweat policies

Results of discussion:

- meeting (Barry and Hodge from Burnt Images, Don and Tanya from Ad Hoc Committee) was extremely informal, friendly and productive

- Barry and Hodge expressed keen interest in following policy and in ethical sourcing overall

- they were willing to send letter of support to President Patterson

- concerns they raised--lack of influence over Leisure Wear, lack of ability to do much other than communicate policy to their suppliers

- requested that we contact Leisure Wear, put pressure on them to be communicating policy to their suppliers (larger clothing companies)

reality--business being sold in next few months, but Hodge will be staying on, so continuity of him as a contact person should not be a problem

PRESENTATIONS TO COLLEGE CABINETS

Presentation Outline:

Explanation of SAS, Ad Hoc Committee on Apparel Labour Practices

Overview of policy (ILO standards, public disclosure, annual reporting, monitoring system)

Logistics of policy--OPIRG work/study position, businesses and bookstore willing to comply

Movement across continent, not just at Trent

Working towards presentation to Presidential Executive Group in December

TCSA support (motions and possible operating policy)

Why student support is needed

Questions/Concerns about policy

Role of College cabinet:

-communicate to students about policy

-motion/letter to support policy

Reflections

Peter Robinson College

Nov. 11, 2002

-communicating with the president and getting on the agenda for the meeting was done quickly

and easily due to the president's openness and interest in the issues

-cabinet is small, and with only five people in attendance, discussion was fairly informal

-students were welcoming of presentation, seemed genuinely interested, though did not raise many questions/concerns

-voted to pass a motion in support of the policy

Lady Eaton College

Nov. 11, 2002

- president willing to give space in agenda for discussion about policy
 - large cabinet of about 30 students
 - productive and meaningful questions raised about the principles behind the policy, the implementation process and the way the policy would be applied to different groups on campus
 - before passing a motion in support of policy or writing a letter, wanted to hear report back as to the response of Burnt Images
- with such a large cabinet, presentation was more formal than at Peter Robinson, had a more of a bureaucratic atmosphere

Otonabee College

Nov. 14, 2002

- president harder to get in touch with, meetings are not regular and thus dates of a possible presentation were uncertain
- about 15-20 students were present
- apparently, at a previous meeting, motion had been passed to support the "development of an anti-sweatshop policy", and thus after the presentation, cabinet decided to think about revising motion in light of the fact that a policy had already been developed
- a few questions raised about implementation of policy but generally group raised few concerns
- wanted to go over policy thoroughly before passing a supportive motion/letter

Champlain College

Nov. 17

- president open to putting presentation on agenda
- 10-15 students present

- at a previous meeting, had discussed policy, and apparently had many concerns and reservations
- after presentation, a rather hostile tone was adopted as students raised questions about technicalities in the provisions of the policy, concerns about the policy being “forced” upon the university, frustration because of their perception that there had been a major lack of publicity about the policy on the part of Students Against Sweatshops (i.e. that SAS had done virtually “nothing” to inform students about the policy and campaign)
- thought that the info session in October and petition campaign had not been enough to facilitate communication to students
- suggested a student referendum (concerns as to why we hadn’t already done this), workshops for students, more pamphlets
- expressed willingness to help get word out to Champlain students
- voted to approve a letter written at their previous meeting stating their support for the “process” of developing a policy, but “rejecting the specific draft policy”

Traill College

Nov. 24

- at first, students on cabinet difficult to get in touch with, but eventually able to secure a space on their agenda
- students (between 20 and 30 present) were receptive, had some questions about awareness raising process that SAS is initiating
 - passed a motion of support and committed to writing a letter in support of the policy
 - a number of students seemed willing to personally lend their support and enthusiasm for the policy and SAS campaign

Reflections on CUPE Unit One presentation

Nov. 12, 2002

- presentation at CUPE AGM was useful as it facilitated outreach to members of the union and had significance endorsement purposes
- Tanya presented policy, went over committee process and results of spring presentation to PEG, emphasized need to gather support from Trent community
- questions were asked in order to clarify requirements of companies supplying clothing to Trent, also about other universities that have passed similar policies
- group was sympathetic and supportive of cause, amiable discussions about the frustrations with dealing with the conservative and anti-labour perspectives of Trent senior administrators, particularly the president and vice-presidents
- CUPE Unit 1 Vice-President David Berger motivated a motion in support of policy, calling on the university to adopt it
- passed unanimously
- at AGM, made personal contact with the president of CUPE Unit 2, which was beneficial because to date have not been able to get in touch with her

PRESENTATION TO THE PRESIDENTIAL EXECUTIVE GROUP

(Tanya)

Context of policy:

-similar policies passed by over 200 universities

at its core, is the outlining of UN Conventions, which appear as appendix as a reference pt (e.g. if there were to be a dispute)

-what workers want

under policy, responsibilities of university (i.e. purchasing director and hired student)

*To publish the disclosure data on the university website (to be updated every three to six months).

*To compile the annual reports from the businesses (and if this or the disclosure data is not submitted, to follow up with the company).

*To work with other Canadian universities to develop appropriate, feasible and effective monitoring systems for such policies.

*If violations of the policy are reported, to follow up and decide whether to work with the supplier or eventually terminate business with them (last resort).

Compliance of Businesses

-student in charge of compiling the reports from suppliers and putting up the factory disclosure information on the website

together in charge of negotiating with suppliers who did not submit this information or if some workers' rights abuses were to be exposed, then they would have to work with the suppliers to put pressure on their contractors to follow the policy.

no one directly going into factories to monitor working conditions, but the OPIRG student would have the responsibility to be contacting groups in the areas identified by the factory address information to understand the general working conditions which the people sewing Trent's clothing would experience. If problems were to be suspected or identified, then the student and purchasing director would have the responsibility to call for an audit of the factory by an independent monitoring group or Min of Labour.

-ex of Gildan

students and administrators are indirectly monitoring and responding to what is going on in the supply factories, as well as negotiating with suppliers to put in place corrective action plans.

Since Trent small, have a much better chance at doing this when universities from across Ontario

join as a consortium to work together on implementing their ethical purchasing policies. Although this group hasn't been formalized, it is currently in early formation stages.

Consultations and presentations:

Input session with faculty and students

TCSA (letter and motion of support)

College Cabinets (letters/motions of support from four of them)

CUPE Units (letter and press release)

TUFA (letter)

Letter from TISA, support from HOLA and TACSU

Classes (majority of first yrs)

letter from some staff members (TIP, ASC)

Businesses (input session and support letters)

Petitions (1200 signatures)

Letters from Departments (Canadian Studies, Cultural Studies, Environmental Resource Studies, International Development Studies, Physics, Philosophy, Politics, Women's Studies)

Letter from Peterborough Social Justice Coalition

Dara O' Rourke, health and safety expert from MIT: "In US, passing an anti-sweatshop policy has set the bar of what an ethical university is."

Obstacles to trying to implement and monitor these policies abound, present major challenges-- but this isn't something Trent would face alone. It is tangible to envision us working with other univ. in Canada to work towards ensuring workers are treated with dignity. Not only is this something that we can do, it is something we must do.

From: Tanya Roberts-Davis <tanya_rd@attcanada.ca>
To: Feyzi <fbaban@trentu.ca>
Date: Monday, September 30, 2002 11:47 PM
Subject: Re: [Fwd: Guest Lecture on Sweatshops]

Hi,
Yes, doing a seminar/workshop sounds great. I think it should fit in quite well with the 220 course.
Thanks for the request!
What kind of a date are you looking at?
Perhaps it would make sense for us to meet during your office hours to chat about the details of the presentation (focus, time length, etc.)?

Tanya

on 9/30/02 10:22 AM, Feyzi at fbaban@trentu.ca wrote:

>
> Hi Tanya,
>
> I hope the new academic year is going well so far.
>
> I think that it would be a good opportunity for 220 (Global Politics)
> students to learn more about working conditions in sweatshops. So if you
> are still organizing seminar/workshop sessions, we may be able to schedule
> them into 220 seminar hours. Please let me now what you think.
>
>
>

> on 4/26/02 9:33, politics at politics@trentu.ca wrote:
>
>>
>>
>> --

>> *****
>> Dept. of Political Studies Tel: 705-748-1430
>> Trent University Fax: 705-748-1047
>> 1600 West Bank Drive E-mail: politics@trentu.ca
>> Peterborough, Ontario K9J 7B8 URL: www.trentu.ca/politics
>>
>> *****

>> From: Tanya Roberts-Davis <tanya_rd@sympatico.ca>
>> Date: Friday, April 26, 2002 8:51
>> To: canadianstudies@trentu.ca, cds@trentu.ca, womenst@trentu.ca,
>> politics@trentu.ca, ids@trentu.ca
>> Subject: Guest Lecture on Sweatshops
>>

>> Please pass this on to faculty members in your respective departments. Thank
>> you.
>>

>> *****
>>

>> Dear Faculty Members,
>

>> Next school year, representatives from Students Against Sweatshops-Trent are
>> prepared to do guest lectures/seminars on sweatshops in Canada, and around
>> the world, specifically in the garment industry. A typical 1 - 2 hour
>> lecture(or seminar facilitation) would include background on the garment
>> industry in the context of a globalized economy, conditions experienced by
>> workers who sew the clothes we wear, the struggles of garment sewers to win
>> a measure of dignity and better conditions in their workplace as well as
>> ways students can support these women. This final section will focus on
>> actions being taken by students at Trent and other universities across
>> Canada. Films will also be used as visual aids. Depending on the class size,
>> various popular education methods would also be drawn upon. These lectures
>> would be flexible and thus could be changed to suit particular subject
>> concentrations and course levels.

>>

>> If you are interested in scheduling such a presentation into your course
>> outline or if you would like to adapt some of our resources for your own
>> lecture, you can contact Tanya Roberts-Davis at trobertsdavi@trentu.ca for
>> more information. Thank you.

>>

>> We look forward to hearing from you.

>>

>> Sincerely,

>>

>> Tanya Roberts-Davis

>> Students Against Sweatshops-Trent

>>

>> *****

>>

>> Students Against Sweatshops-Trent is a TCSA affiliated group which is
>> working to raise awareness on campus about sweatshop issues. We are in the
>> process of developing a "No Sweat" policy with the Trent administration to
>> apply to apparel purchases made on behalf of the university. It will
>> pressure suppliers to ensure that their clothing is made under fair labour
>> conditions.

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SEMINAR WORKSHOPS FOR GLOBAL POLITICS

Thurs. Oct. 31/02

Three sessions: 11:00-12:00pm, 3:00-4:00pm, 4:00-5:00pm

Format:

Sweatshop Brainstorm

Discussion of industry by linking in ideas brought up during brainstorm:

- long subcontracting chains

- sweatshops systemic and not isolated to certain brands, go over main sweatshop conditions

- homeworkers and sweatshops in Canada

- wage issues (minimum wage v.s. living wage)>link to global race to the bottom, system of free trade and neoliberal globalization

- discussion of export processing zones/free trade zones

Film Clip: Peace, What Peace? (maquilas in El Salvador, unionization attempt and formation of local independent monitoring group)

Questions from film

Discussion of women organizing around the world--examples: Maria Elena Cuadra Movement (Nicaragua), Factor X (Mexico), Homeworkers Association (Toronto)

Cross border efforts to support workers' struggles--students, womens' groups, NGOs

One strategy: pressuring public institutions to adopt No Sweat policies

Explain policy process at Trent, why we need support

Distribute petition

Questions/Participatory Discussion (to be integrated throughout)

REFLECTIONS

First session

Facilitated by Tanya, with help from Naomi

- felt slightly disorganized and discussion a little disjointed because of high degree of participatory discussion that was directed by student questions/concerns
- students had high level of knowledge of issues, most of seminar was spent addressing students' questions about what we can do, situation in Canada, niche branding for 'Sweat-Free', trying to understand that all apparel, including from Mountain Equipment Co-op could be made in sweatshops
- students seemed highly interested in campaign at Trent

Second session

Co-facilitated by Hala and Tanya

- productive discussion sparked by brainstorm and problems in Canada, seemed to flow better than first session
- many questions surrounding fact that at least women are working, is this just a necessary development phase in South, privilege of being students and not understanding conditions on first hand basis
- countered by discussion that women themselves are campaigning on the demand "Jobs, yes, but jobs with dignity" and that sweatshops are global, not just Southern phenomenon, therefore root of problem is in global system of turbocapitalism

Third Session

Facilitated by Tanya, with help from Jen

- levels of knowledge in class diverse, meant some time was spent going over basics of sweatshop conditions, EPZs, global race to bottom
- good conversation about homeworkers in Canada and elsewhere--strategy to isolate workers, evade regulations and avoid union organizing
- first hand account of successes of Maria Elena Cuadra Movement from Jen was helpful and engaged students
- out of seminar came productive critique of global system of free trade

LETTERS
&
RESOLUTIONS OF SUPPORT

• Model letter of support

• Process of gathering support and collecting letters and resolutions

• Statements of support from:

• Trent Central Student Association

• College cabinets

• Student groups

• Campus Unions

• Academic departments

• Businesses supplying clothing to Trent

ATTN: Presidential Executive Group

Dear President Patterson,

On behalf of _____, I am writing to declare our support for the "Fair Trade Purchasing Policy For Apparel at Trent University" as proposed by the Ad Hoc Presidential Committee on Apparel Labour Practices and urge the university to accept it in its entirety. We believe this policy must include the following provisions:

- Workers shall be paid a living wage allowing them to meet their basic needs.
- Workers shall be free from all forced overtime, harassment, abuse and discrimination.
- Workers shall have the right to a safe and healthy work environment.
- Workers shall have the right to freedom of association and collective bargaining.
- Trent University shall require all clothing suppliers to publicly disclose the names and addresses of all factories or contractors used to make Trent University apparel.
- Trent University shall expect clothing suppliers to accept monitoring and independent verification of production facilities.

Since we support the proposed policy, when/if _____(group) purchases clothing, we would use those businesses that have agreed to adhere to its standards. _____(group) believes that by having an ethical purchasing policy for clothing, Trent can demonstrate our commitment to working towards a more just and fair society for everyone. We hope the Presidential Executive Group will heed the demand of students, faculty and others in the Trent community to pass the "Fair Trade Purchasing Policy For Apparel at Trent University" in its entirety.

Sincerely,

Letters of support from Academic Departments

- developed a sample letter and sent out to a number of department chairs (Anthropology, Canadian Studies, Cultural Studies, Environmental Resource Studies, International Development Studies, Native Studies, Politics, Philosophy, Physics, Women's Studies)
- some chairs decided to write letter as individuals, while others consulted with faculty and decided to write letters on behalf of the entire department
- in many cases, not only spoke with chairs over the phone, but also had to send a number of follow-up e-mails and call by phone in order to remind them of need to have the letters written by Dec. 2nd
- when picking up letters, often took time to speak with chairs about the policy and explain possible objections that may be raised at PEG

Collecting letters of support from Campus Unions

- made presentations to CUPE Unit 1 AGM and CUPE Unit 2 meeting
- while CUPE Unit 1 put out a press release to announce their support for the policy, the president of CUPE Unit 2 wrote a supportive letter
- TUFA more difficult to get in touch with, even though had contact (Morgan Tamplin) from input session in October (possibly because of their own ongoing negotiations with the administration)
- had to send a number of reminder e-mails, but eventually, Tamplin drafted a letter, circulated it amongst the executive and faxed it to SAS
- meanwhile, OPSEU seemed almost impossible to contact
- their office was hardly ever open
- when finally did get the president in, he agreed to write a letter, but unfortunately never responded to the chain of e-mails and phone calls I made to try to follow-up

Collecting letters of support from Student Groups

- able to contact Trent International Students' Association and at one of their meetings, a sample support letter was presented as a way they could show their support
- executive agreed to sign it, and a motion made for associated student groups to sign similar letters
- only able to get in touch with students from the Hispanic Organization for Latin Awareness and the Trent African and Caribbean Student Association
- made presentations at both of their meetings, members signed petition and executive agreed to write letters based on SAS sample letter
- however, even though did follow-up with e-mails, only TISA executive ended up signing the letter
- challenges in getting letters from students could have been due to time constraints and fact that it was being done during an extremely busy time of the school year

Collecting letters of support/records of supportive motions from College Cabinets

- gathering the letters or minutes of the minutes from the college cabinets was fairly straightforward, only requiring the sending of one or two e-mails
- this process was facilitated by the fact that during presentations done for each of the cabinets, there had been an agreement made that such a record of support would be written and sent to me as soon as possible

Collecting Letters of Support from Local Businesses

- drafted and sent a sample letter to each of the businesses that had attended the info session
- followed up with phone calls in order to ensure that they faxed the letters back
- these letters were key for the purposes of convincing PEG members that the policy is a feasible endeavour (even though each was merely the print up of the sample letter)

REFLECTIONS ON ATTEMPTS TO GATHER SUPPORT FROM SENATE

- received advice from the TCSA on how to promote the policy as an 'academic issue' which would fit within the mandate of Senate (i.e. that academic departments are potential bulk purchasers of clothing and would be covered under policy) and on contacts in Senate Executive
- spent a number of hours communicating with students and professors on the Senate Executive to try to have the policy raised as an agenda item for the meeting of November 26th
- had to find people on the executive willing to be briefed on the issue and to take a stand at the executive meeting on November 12th
- also, had to secure a student and professor willing to motivate and second a motion on the 26th (Alissa from PR College or Graeme Parke from OC College and Jim Struthers) in order to ensure that this would be a viable agenda item
- Senate Executive declined the proposal for raising the policy as an agenda item because concerns were raised by President Patterson
- apparently, she did not think the policy to date was the final draft to be presented to PEG and that it did not necessarily fit within the mandate of Senate
- follow-up done with Jim Struthers and Graeme Parke to see if they would be willing/comfortable to bring up the motion anyway
- both were willing, and suggested the policy be circulated through Diane Choate (Senate secretary) to the Senate members
- after long conversation with Diane Choate, she was not willing to circulate the document because she did not think that it should go to Senate (not technically in their mandate¹) and did not want it to be discussed prior to its approval at PEG on December 3rd

¹ Senate Mandate (Nov. 2002, from Trent website):

"The Regulations of the Senate shall be those rules governing the regulation and determination of the educational policy of the University, of the courses of study, standards of admission, qualifications for degrees and diplomas, the conduct of examinations and appointment of examiners, the award of fellowships, scholarships, bursaries, medals, prizes and other awards, and the conferring of degrees and diplomas."

TRENT CENTRAL STUDENT ASSOCIATION



2151 East Bank Drive
Suite W102 - Otonabee College
Peterborough Ontario K9L 1Z8
Tel: (705) 748-1000
Fax: (705) 748-1002

Email: tcsa@trentu.ca
Web: www.trentu.ca/tcsa

October 8, 2002

An Open Letter to the Administration of Trent University,

I would like to write in support of Students Against Sweatshops group and encourage you to adopt the Fair Trade Purchasing Policy For Apparel At Trent University as presented by this group. It is my understanding that many American Universities have adopted similar policies as well as the University of Toronto here in Canada. In this light, it is important that Trent help lead wave of social change. It is not enough to merely follow the bandwagon - being safe - but rather we have the responsibility to be pro-actively improving the standard of living both in our own country and abroad.

Specifically, we as a University should know and be concerned about which organisations we are dealing with. It is our duty to acknowledge the legitimacy of watch-dog organisations such as the *International Labour Organization* with regard to our suppliers compliance with labour standards, living wage provision, public disclosure, as well as their accountability to independent monitoring.

The key to this policy is the commitment to work with other universities and responsible retailers to move toward change in suppliers' practice. The larger the movement grows, the easier the load on each individual member of the coalition. Also, by encouraging suppliers to disclose their factory locations and subsidiary suppliers it allows other groups to do the footwork of enforcement of workers' rights.

All workers deserve basic respect as human beings. Their humanity should not be diminished merely because they happen to have been born in a developing country. These rights include: freedom of association and collective bargaining, and the right to a living wage, to mention a few.

For our part, the Trent Central Student Association Board of Directors will be developing our own policy reinforcing the importance of all members of the community to work for change. While we cannot all go into the developing nations ourselves, it is important for everyone to employ what weight they have to encourage employers to adopt the necessary standards.

Sincerely

Matt Naylor
President
Trent Central Student Association

TRENT CENTRAL STUDENT ASSOCIATION



2151 East Bank Drive
Suite W102 - Otonabee College
Peterborough Ontario K9L 1Z8

Tel: (705) 748-1000

Fax: (705) 748-1002

Email: tcsa@trentu.ca

Web: www.trentu.ca/tcsa

NOTICE OF MOTION

Policy Resolution

Opposition to Sweatshop Labour

The Trent Central Student Association is opposed to the use of sweatshop labour.

The Trent Central Student Association supports and encourages all post-secondary education institutions to adopt stringent and adequate "no sweat" policies that reflect, but are not limited to:

- a) full disclosure principles*
- b) the declarations and conventions of the International Labour Organisation*

The Trent Central Student Association will, at minimum, act in accordance with any such "no sweat" policy passed by Trent University.

Resolution Approved: December 2002

COLLEGE CABINETS OTHER STUDENT GROUPS AT

TRENT

Students Against Sweatshop
Trent University
Peterborough, ON

Champlain College Cabinet
1770 West Bank Dr.
Peterborough, ON
K9L 1Z7

To whom it may concern,

At our meeting on October 27, we reviewed and discussed your proposed policy on sweatshops. A motion was passed in support of the process you are undertaking, but rejecting the specific draft policy you have presented.

While we view the essence of the policy as good, we are concerned about several issues including the concentration of power to determine which companies meet the specified standards being left in the hands of a few people even if it is based on a list provided by an external organization. There does not seem to be a way for other concerned students to become involved in this process of determining which companies are deemed unfit to sell merchandise at Trent.

We feel that this issue is important enough to be brought to a campus-wide referendum as the issue is not simple enough to be decided to a few members of the student body, elected or otherwise. Not only would a referendum gauge the view of the entire student population, but a successful vote would also strengthen your proposal.

We wish you luck in your continued pursuit,

Piet Funnekotter
President, Champlain College Cabinet

Catharine Parr Traill College Cabinet

310 London Street
Peterborough, Ontario
K9H 7P4

November 24, 2002

Attn: Presidential Executive Group

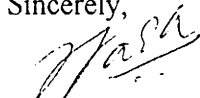
President Patterson,

I am writing on behalf of the Catharine Parr Traill College Cabinet to give official endorsement to the "Fair Trade Purchasing Policy for Apparel at Trent University" as proposed by the Ad Hoc Presidential Committee on Apparel Labour Practices. Members of our Cabinet, including the executive, believe that Trent University should accept this policy as it is becoming an ever-increasing problem. The policy that we urge the university to approve must include the following points:

- Workers shall be paid a living wage allowing them to meet their basic needs.
- Workers shall be free from all forced overtime, harassment, abuse and discrimination.
- Workers shall have the right to a safe and healthy work environment.
- Workers shall have the right to freedom of association and collective bargaining.
- Trent University shall require all clothing suppliers to publicly disclose the names and addresses of all factories or contractors used to make Trent University apparel.
- Trent University shall expect clothing suppliers to accept monitoring and independent verification of production facilities.

Traill College Cabinet, through our support for this policy, have agreed to purchase all clothing affiliated with the college from a business that is willing to adhere to this much needed and long overdue policy on fair labour practices. Traill Cabinet believes that by having an ethical purchasing policy for clothing, Trent can demonstrate our commitment to working towards a more just and fair society for everyone. We hope the Presidential Executive Group will heed the demand of students, faculty and others in the Trent community to pass the "Fair Trade Purchasing Policy for Apparel at Trent University" in its entirety.

Sincerely,



Riaz J. Kara
Vice President
Catharine Parr Traill College Cabinet



Lady Eaton College Cabinet

Trent University, Peterborough, Ontario, Canada. K9J 7B8

November 28, 2002

President Patterson:

On behalf of Lady Eaton College Cabinet, we are writing to show our support for the Fair Trade Purchasing Policy For Apparel at Trent University as proposed by the Ad Hoc Presidential Committee on Apparel Labour Practices. We urge the university to accept into its governing policies this document which must include the following provisions:

- Workers shall be paid a living wage allowing them to meet their basic needs.
- Workers shall be free from all forced overtime, harassment, abuse and discrimination.
- Workers shall have the right to a safe and healthy work environment.
- Workers shall have the right to freedom of association and collective bargaining.
- Trent University shall make all clothing suppliers publicly disclose the names and addresses of all factories or contractors used to make Trent University apparel.
- Trent University shall expect clothing suppliers to accept monitoring and independent verification of production facilities.

As we support the proposed policy, when Lady Eaton College Cabinet or its affiliates purchase clothing, we will use those businesses that have agreed to adhere to its standards. Lady Eaton College Cabinet believes that by having an ethical purchasing policy for clothing, Trent can demonstrate our commitment to working towards a more just and fair society for everyone. We hope the Presidential Executive Group will heed the demand of students, faculty and others in the Trent community to pass the Fair Trade Purchasing Policy For Apparel at Trent University.

Sincerely,

Shawn Brown
Cabinet Chair

Matt Hopkins
Cabinet President

From: Todd Parker <aquatintedchimp@fastmail.ca>
To: <tanya_rd@attcanada.ca>
Date: Saturday, November 30, 2002 12:35 PM
Subject: Re: OC Motion on the anti-sweatshop policy

Tanya:

This is the official motion from Otonabee College Cabinet regarding the Fair Trade Purchasing Policy for Apparel:

- > Motion that Cabinet recommends the Fair Trade Purchasing Policy
- > for Apparel as it stands and recommends that the administration
- > adopt it in its entirety.
- >
- > Approved Unanimously

Our minutes are not yet typed out, but hopefully this will help.

Thanks a lot for coming in and presenting to us.

Todd Parker
President, Otonabee College Cabinet

<http://fastmail.ca/> - Fast Secure Web Email for Canadians

From: Alissa <willow_starr@sympatico.ca>
To: Tanya Roberts-Davis <tanya_rd@attcanada.ca>
Date: Tuesday, November 19, 2002 2:05 PM
Subject: Re: SAS presentation

3) Presentation by Students Against Sweatshops (guest - Tanya)
.. Trying to pass policy for fair trade in apparel at Trent (labour rights)
.. More info at www.trentu.ca/sweatshop
.. Need student support for policy
.. Motion: Alissa moves for the Peter Robinson College Cabinet to support the sweatshop policy at Trent.
Seconded by Steph.
All in favour. None Opposed. Motion carries unanimously.

----- Original Message -----

From: "Tanya Roberts-Davis" <tanya_rd@attcanada.ca>
To: "Alissa" <willow_starr@sympatico.ca>
Sent: Sunday, November 10, 2002 11:21 PM
Subject: SAS presentation

> Hey Alissa,
> Thanks for letting me come in and for passing the motion. That was really
> helpful! I think at this point, it would be best if you could forward me
the
> relevant part of the minutes, and then it can be used when we go to PEG.
> Take care,
> Tanya
>
>
>

ATTN: Presidential Executive Group

Dear President Patterson,

On behalf of TISA, we are writing to declare our support for the "Fair Trade Purchasing Policy For Apparel at Trent University" as proposed by the Ad Hoc Presidential Committee on Apparel Labour Practices and urge the university to accept it in its entirety. We believe this policy must include the following provisions:

- Workers shall be paid a living wage allowing them to meet their basic needs.
- Workers shall be free from all forced overtime, harassment, abuse and discrimination.
- Workers shall have the right to a safe and healthy work environment.
- Workers shall have the right to freedom of association and collective bargaining.
- Trent University shall require all clothing suppliers to publicly disclose the names and addresses of all factories or contractors used to make Trent University apparel.
- Trent University shall expect clothing suppliers to accept monitoring and independent verification of production facilities.

Since we support the proposed policy, when/if TISA purchases clothing, we would use those businesses that have agreed to adhere to its standards. TISA believes that by having an ethical purchasing policy for clothing, Trent can demonstrate our commitment to working towards a more just and fair society for everyone. We hope the Presidential Executive Group will heed the demand of students, faculty and others in the Trent community to pass the "Fair Trade Purchasing Policy For Apparel at Trent University" in its entirety.

Sincerely,

Jaya Chamas
co-chair
H. Chamas
co-chair

PENAR MUSARAJ
J. B.
NIRMAL Patel - Treasurer
N. Patel
Matey Matev - Junior Public
Coordinator
M. Matev

ATTN: Presidential Executive Group

Dear President Patterson,

On behalf of W4SC, I am writing to declare our support for the "Fair Trade Purchasing Policy For Apparel at Trent University" as proposed by the Ad Hoc Presidential Committee on Apparel Labour Practices and urge the university to accept it in its entirety. We believe this policy must include the following provisions:

- Workers shall be paid a living wage allowing them to meet their basic needs.
- Workers shall be free from all forced overtime, harassment, abuse and discrimination.
- Workers shall have the right to a safe and healthy work environment.
- Workers shall have the right to freedom of association and collective bargaining.
- Trent University shall require all clothing suppliers to publicly disclose the names and addresses of all factories or contractors used to make Trent University apparel.
- Trent University shall expect clothing suppliers to accept monitoring and independent verification of production facilities.

Since we support the proposed policy, when/if W4SC (group) purchases clothing, we would use those businesses that have agreed to adhere to its standards. W4SC (group) believes that by having an ethical purchasing policy for clothing, Trent can demonstrate our commitment to working towards a more just and fair society for everyone. We hope the Presidential Executive Group will heed the demand of students, faculty and others in the Trent community to pass the "Fair Trade Purchasing Policy For Apparel at Trent University" in its entirety.

Sincerely,

Daniel Morrison

Trent Local Committee Coordinator for W4SC

CAMPUS UNIONS



TRENT UNIVERSITY FACULTY ASSOCIATION

Trent University
Peterborough, Ontario K9J 7B8



2 December 2002

Bonnie Patterson, President
Trent University

Dear President Patterson,

On behalf of the Trent University Faculty Association (TUFA), I am writing to declare our Association's support for the Fair Trade Purchasing Policy For Apparel at Trent University. The policy was proposed by your Ad Hoc Presidential Committee on Apparel Labour Practices and we strongly recommend that Trent University adopt the proposals in their entirety.

Such a policy must include the following working conditions for workers who manufacture apparel purchased by or sold at the university:

- Workers shall be paid a living wage allowing them to meet their basic needs.
- Workers shall be free from all forced overtime, harassment, abuse and discrimination.
- Workers shall have the right to a safe and healthy work environment.
- Workers shall have the right to freedom of association and collective bargaining.
- Trent University shall require all clothing suppliers to publicly disclose the names and addresses of all factories or contractors used to make Trent University apparel.
- Trent University shall expect clothing suppliers to accept monitoring and independent verification of production facilities.

These minimal working conditions are modelled after those adopted by the World Trade Organization. Any perception that Trent University does not support such internationally endorsed standards could cause irreparable harm to our academic reputation in the International Development Community and possibly even to the Trent International Program.

Since we support the proposed policy, if and when TUFA purchases clothing for its members, we would use only those businesses that have agreed to adhere to its standards. We believe that by having an ethical purchasing policy for clothing, Trent can demonstrate our commitment to working towards a more just and fair society for everyone.

We hope the Presidential Executive Group will follow the example of other Canadian universities, the recommendation of your own ad hoc Presidential Committee, and the wishes of the entire Trent community by accepting the Fair Trade Purchasing Policy For Apparel at Trent University in its entirety.

Sincerely,

Peter Dawson
President, TUFA

November 29, 2002

Presidential Executive Group
Trent University
c/o Ms Bonnie Patterson

Support to the Fair Trade Purchasing Policy for Apparel at Trent University

Dear Ms Patterson,

The purpose of this letter is to inform you that CUPE 3908 Unit 2 supports the initiative proposed by Students Against Sweatshops entitled 'Fair Trade Purchasing Policy for Apparel at Trent University'.

Keeping in mind that one of the Canadian Union of Public Employees' objectives is "The utilization of our world's natural and human resources for the good of all the world's people while promoting the respect and conservation of the environment and the creation of sustainable communities and jobs" (CUPE Constitution, art. 2.1(g)), we wish to remind the Presidential Executive Group of the urgency to adopt such a policy. Such an action would demonstrate a renewed commitment to one of Trent University's goals as an institution:

"To encourage intellectual and cultural sensibility, adaptability, leadership, mutual respect, an ethical conscience, global (or international) perspectives and environmental sensitivity among all members of the Trent community" (Trent University, Academic Calendar 2002-2003).

We hope that our support will be considered and that this very important policy will be adopted and implemented in the shortest delays.

Sincerely,

Marie-Joie Brady
President
CUPE 3908 Unit 2

**Trent University
Part-time Instructors
CUPE Local 3908 Unit 1**

Thursday, November 28, 2002

For Immediate Release:

**CUPE Local 3908-1 Votes *Unanimous Support* for
the Trent University Fair Trade Apparel Policy**

CUPE Local 3908-1, representing part time faculty at Trent University, voted unanimously to support the "Trent University Fair Trade Apparel Policy" at its annual meeting on November 12th. Members of the local think it is time Trent joined other universities in supporting and monitoring fair labour practices by reflecting this conviction in its purchasing policies.

From the minutes:

CUPE Unit 1 supports the proposed "Trent University Fair Trade Apparel Policy" as developed by the Ad Hoc Committee on Apparel Labour Practices and urges that it be adopted in its entirety by the Presidential Executive Group as a binding university policy.

For information contact:

Box 9 CC, Trent University, Peterborough, ON, K9J 7B8 / Ph: 705.748.1101 (ext. 1759) / Fax:
705.748.1134

cupe@trentu.ca <<mailto:cupe@trentu.ca>> / www.trentu.ca/cupe

ACADEMIC DEPARTMENTS



Trent University

310 London Street

Peterborough, Ontario, Canada K9J 7B8

Canadian Studies Program/Programme d'études canadiennes

Tel: (705) 748-1817, Fax: (705) 748-1715

Email: Canadianstudies@trentu.ca

2 December, 2002

Bonnie Patterson
President
Trent University

Dear President Patterson:

As Chair of the Canadian Studies Program, I am writing to declare my support for the 'Fair Trade Purchasing Policy for Apparel at Trent University' as proposed by the Ad Hoc Presidential Committee on Apparel Labour Practices and urge the university to accept it in its entirety. I believe this policy must include the following provisions:

- Workers shall be paid a living wage allowing them to meet their basic needs.
- Workers shall be free from all forced overtime, harassment, abuse and discrimination.
- Workers shall have the right to a safe and healthy work environment.
- Workers shall have the right to freedom of association and collective bargaining.
- Trent University shall require all clothing suppliers to publicly disclose the names and addresses of all factories or contractors used to make Trent University apparel.
- Trent University shall expect clothing suppliers to accept monitoring and independent verification of production facilities.

I believe that by having an ethical purchasing policy for clothing, Trent can demonstrate our commitment to working towards a more just and fair society for everyone. I hope the Presidential Executive Group will heed the demand of students, faculty and others in the Trent community to pass the 'Fair Trade Purchasing Policy for Apparel at Trent University' in its entirety.

Yours sincerely,

Jim Struthers
Chair



TRENT UNIVERSITY

Peterborough, Ontario, Canada K9J 7B8

Cultural Studies Program, Tel: (705) 748-1771, Fax: (705) 748-1826

Dec 2 '02

ATTENTION: PRESIDENTIAL EXECUTIVE GROUP

Dear President Patterson,

On behalf of many of my colleagues in Cultural Studies, I am writing to declare my support for the "Fair Trade Purchasing Policy for Apparel at Trent University" as proposed by the Ad Hoc Presidential Committee on Apparel Labour Practices. I urge the university to accept it in its entirety; it is important that the specific provisions not be watered down. It is essential that those businesses that benefit from their privileged relationship with the university be required to abide by an ethical purchasing policy for clothing, so that Trent can demonstrate to the public its commitment to a more just and fair society for all workers, regardless of the jurisdiction they find themselves under.

Yours truly,

Professor Schan



Sat, Dec 7, 2002 10:25 AM

From: Alan Slavin <aslavin@trentu.ca>
Organization: Dept. of Physics, Trent University
To: Tanya Roberts-Davis <tanya_rd@attcanada.ca>
Date: Friday, November 29, 2002 11:02 AM
Subject: Support for Trent's anti-sweatshop policy

Tanya,

I am writing to give my personal support to the Trent's proposed anti-sweatshop policy "Fair Trade Purchasing Policy For Apparel at Trent University". It seems that this policy is entirely consistent with the following Trent goal and so deserves to be supported.

7. "To encourage intellectual and cultural sensibility, adaptability, leadership, mutual respect, an ethical conscience, global (or international) perspectives and environmental sensitivity among all members of the Trent community."

I also polled members of the Physics Department by email. All those who replied were in favour of the policy, but I am not presenting this as Departmental support as one member believed that it should be left to members to reply personally.

Wishing you success,

Alan Slavin

Dec. 2, 2002

ATTN: Presidential Executive Group

FROM: Andreas Pickel, Political Studies

Dear Bonnie, our dept. fully supports the below petition. We believe that relatively small-scale actions like this have proven to have large effects in the past. Thanks for giving it serious consideration. Andreas

Dear President Patterson,

On behalf of the Department of Political Studies, I am writing to declare our support for the "Fair Trade Purchasing Policy For Apparel at Trent University" as proposed by the Ad Hoc Presidential Committee on Apparel Labour Practices and urge the university to accept it in its entirety. We believe this policy must include the following provisions:

- Workers shall be paid a living wage allowing them to meet their basic needs.
- Workers shall be free from all forced overtime, harassment, abuse and discrimination.
- Workers shall have the right to a safe and healthy work environment.
- Workers shall have the right to freedom of association and collective bargaining.
- Trent University shall require all clothing suppliers to publicly disclose the names and addresses of all factories or contractors used to make Trent University apparel.
- Trent University shall expect clothing suppliers to accept monitoring and independent verification of production facilities.

Since we support the proposed policy, when/if the Department of Political Studies purchases clothing, we would use those businesses that have agreed to adhere to its standards. We believe that by having an ethical purchasing policy for clothing, Trent can demonstrate our commitment to working towards a more just and fair society for everyone. We hope the Presidential Executive Group will heed the demand of students, faculty and others in the Trent community to pass the "Fair Trade Purchasing Policy For Apparel at Trent University" in its entirety.



TRENT UNIVERSITY

Department of Philosophy

Peterborough, Ontario K9J 7B8 CANADA

(705)748-1011, ext. 1814; FAX: (705)748-1131; E-mail: PHILOSOPHY@TRENTU.CA

December 2, 2002

ATTN: Presidential Executive Group

Dear President Patterson:

As Chair of the Philosophy Department, I am writing to declare my support for the "Fair Trade Purchasing Policy for Apparel at Trent University" as proposed by the Ad Hoc Presidential Committee on Apparel Labour Practices and urge the university to accept it in its entirety. I believe this policy must include the following provisions:

- Workers shall be paid a living wage allowing them to meet their basic needs.
- Workers shall be free from all forced overtime, harassment, abuse and discrimination.
- Workers shall have the right to a safe and healthy work environment.
- Workers shall have the right to freedom of association and collective bargaining.
- Trent University shall require all clothing suppliers to publicly disclose the names and addresses of all factories or contractors used to make Trent University apparel.
- Trent University shall expect clothing suppliers to accept monitoring and independent verification of production facilities.

I believe that by having an ethical purchasing policy for clothing, Trent can demonstrate our commitment to working towards a more just and fair society for everyone. I hope the Presidential Executive Group will heed the demand of students, faculty and others in the Trent community to pass the "Fair Trade Purchasing Policy For Apparel at Trent University" in its entirety.

Sincerely,

Constantin V. Boundas
Acting Chair



TRENT UNIVERSITY PETERBOROUGH ONTARIO CANADA

K9J 7B8

Women's Studies Program

E-mail: womenst@trentu.ca

Phone: (705) 748-1436

Tuesday December 3, 2002

Professor Bonnie Patterson
President and Vice Chancellor
Trent University

Dear President Patterson,

On behalf of the Women's Studies Program Committee, I am writing to declare our support for the Fair Trade Purchasing Policy For Apparel at Trent University as proposed by the Ad Hoc Presidential Committee on Apparel Labour Practices and urge the university to accept it in its entirety. We believe this policy must include the following provisions:

- Workers shall be paid a living wage allowing them to meet their basic needs.
- Workers shall be free from all forced overtime, harassment, abuse and discrimination.
- Workers shall have the right to a safe and healthy work environment.
- Workers shall have the right to freedom of association and collective bargaining.
- Trent University shall require all clothing suppliers to publicly disclose the names and addresses of all factories or contractors used to make Trent University apparel.
- Trent University shall expect clothing suppliers to accept monitoring and independent verification of production facilities.

Since we support the proposed policy, if the Women's Studies Program were to purchase clothing, we would use those businesses that have agreed to adhere to its standards. We believe that by having an ethical purchasing policy for clothing, Trent can demonstrate our commitment to working towards a more just and fair society for everyone. We hope the Presidential Executive Group will heed the demand of students, faculty and others in the Trent community to pass the Fair Trade Purchasing Policy For Apparel at Trent University in its entirety.

Sincerely,

M. Charmaine Eddy
Chair, Women's Studies Program



**COMPANIES SUPPLYING
CLOTHING TO TRENT**

HD • BROWN *enterprises ltd.*

November 22, 2002

Trent University
Barb Reeves
Re: Trent Fair Trade Apparel Proposal

Dear Barb,

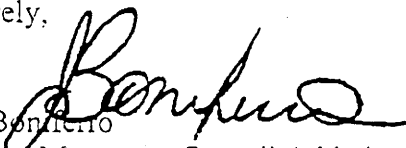
I have reviewed your Fair Trade Apparel Proposal and would like to provide my feedback. I applaud your committee's commitment to implement a code of conduct for all suppliers to Trent University. As Division Manager for Russell Athletic I have been working for over five years with the majority of Universities and Colleges on ensuring Russell Athletic is sweatshop free. We were closely involved with the University of Toronto in developing their code of conduct. Our commitment to this University as well as others will make the effort to comply with your request very easy. Any supplier to the University or College bookstore supply chain should have a process in place by now.

I appreciate your committee's approach to requesting information. It is very important to remember most suppliers are willing to work with the committee on this common goal. Russell Athletic has our own Code of Conduct that we must adhere to. We are a member in good standing of the Fair Labour Organization as well as a strong partner in all major University across Canada and the United States. Your committee's realistic approach to requesting information is very much appreciated. The very nature of the request can bog down this process at times. It is important to remember at all times we have a common goal. Your committee appears to have done this.

I look forward to working together on your Fair Trade Apparel Proposal. Any information I cannot supply from my office, I will forward the request to Russell Athletic in the USA. I am confident you will find Russell Athletic a very co-operative supplier to work with.

Good Luck on your very important project.

Sincerely,


John Bonifacio
Division Manager – Russell Athletic
H.D. Brown Enterprises Ltd.



Tel: (705) 748-0673
Fax: (705) 748-2254
Toll free 1-888-688-6675
Northcrest Plaza, Unit 16
184 Marina Blvd, Peterborough
Ont, K9H 6M9

November 25, 2002

Don Cumming
Senior Director, Public Affairs
Trent University 1600 West Bank Drive
Peterborough, Ontario
K9J 7B8

REACTION Sportswear
Northcrest Mall
184 Marina Blvd. Unit 16
Peterborough, Ont. K9H 6M9

Dear Don:

As the owner of , I am writing to inform you that I have read and am in support of the proposed 'Trent University Fair Trade for Apparel Policy' as developed by the Ad Hoc Presidential Committee on Apparel Labour Practices. I am ready to commit my business to providing assurances to the university that the clothing we supply will meet the standards outlined in the policy within a maximum of one year of its application. As soon as I am notified of the date on which it comes into effect, I am willing to communicate the policy's expectations to my suppliers. I will be able to provide list to Trent of the factories used by my suppliers as soon as they send me the appropriate information. Furthermore, I commit my business to submitting reports on an annual basis documenting how my suppliers are living up to the standards of the 'Trent University Fair Trade for Apparel Policy.' I look forward to the opportunity to do business with the university and the Trent community.





DAVE LAVALLEE

184 Marina Blvd.
Northcrest Plaza Unit 16,
Peterborough, ON K9H 6M9

TEL 705.748.0673

FAX 705.748.2254

TOLL FREE 888.688.6675

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www.promotionmarketing.ca



Wednesday, November, 27, 2002

12:24 PM

Don Cumming

- ☐ For Your Information
☒ As Requested
☐ For Approval
☐ Please call

FAX No. [705] 748-1029

REF #	RE
	Letter of Support

DETAILS

Hi Don,

Please accept the attached fax as confirmation of our support for your "Fair Trade for Apparel Policy". My apologies on the presentation - I will forward a formal copy via mail.

Our position regarding this matter is somewhat different from some of the other vendors - we are not currently supplying Trent with garments, but do hope for the opportunity to bid on any such tenders. We work with approx. 100 different vendors from both the U.S and Canada, and therefore would have a difficult time approaching our entire supplier base with this initiative - without a track record of supplying Trent with garments, we are unaware of the current product/suppliers Trent utilizes.

However, we are committed to this program, and will ensure as Trent moves forward, we will ensure our potential supply of products meets this criteria.

Thank you again for allowing us the opportunity to be a part of this process - and we look forward to working with you in the near future.

Sincerely,

Ken Pipher
President, PMD-Cooney

Suggested Draft Letter - Please feel free to adapt

Fax your final letter to 748-1029 by no later than
Wednesday, November 27, 2002:

November __, 2002

Don Cumming
Senior Director, Public Affairs
Trent University 1600 West Bank Drive
Peterborough, Ontario
K9J 7B8

Dear Don:

President PMD/Cooney

As the owner of _____, I am writing to inform you that I have read and am in support of the proposed 'Trent University Fair Trade for Apparel Policy' as developed by the Ad Hoc Presidential Committee on Apparel Labour Practices. I am ready to commit my business to providing assurances to the university that the clothing we supply will meet the standards outlined in the policy within a maximum of one year of its application. As soon as I am notified of the date on which it comes into effect, I am willing to communicate the policy's expectations to my suppliers. I will be able to provide list to Trent of the factories used by my suppliers as soon as they send me the appropriate information. Furthermore, I commit my business to submitting reports on an annual basis documenting how my suppliers are living up to the standards of the 'Trent University Fair Trade for Apparel Policy.' I look forward to the opportunity to do business with the university and the Trent community.

(Insert your name and signature)

Ken Pipher

KEN Pipher
President,
Promotion, Marketing & Design Inc.

11/25/02 10:01 FAX 1 705 748 1029

COMMUNICATIONS

002/002

Suggested Draft Letter – Please feel free to adapt**Fax your final letter to 748-1029 by no later than
Wednesday, November 27, 2002:**

November __, 2002

Don Cumming
Senior Director, Public Affairs
Trent University 1600 West Bank Drive
Peterborough, Ontario
K9J 7B8

Dear Don:

As the owner of *Imprinted Apparel*, I am writing to inform you that I have read and am in support of the proposed 'Trent University Fair Trade for Apparel Policy' as developed by the Ad Hoc Presidential Committee on Apparel Labour Practices. I am ready to commit my business to providing assurances to the university that the clothing we supply will meet the standards outlined in the policy within a maximum of one year of its application. As soon as I am notified of the date on which it comes into effect, I am willing to communicate the policy's expectations to my suppliers. I will be able to provide list to Trent of the factories used by my suppliers as soon as they send me the appropriate information. Furthermore, I commit my business to submitting reports on an annual basis documenting how my suppliers are living up to the standards of the 'Trent University Fair Trade for Apparel Policy.' I look forward to the opportunity to do business with the university and the Trent community.

(Insert your name and signature)

Jennifer Truex C.E.O.
Imprinted Apparel *Nov 26/02*

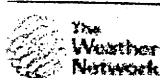


Trent University

daily news

Peterborough, ON

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Oc

Anti-Sweatshop Movement Gathers Momentum

For just over one year there has been a committee hard at work creating a University policy regarding garment purchases and fair labour. The goal is to ensure all garments and apparel purchased at Trent have been made under fair and equitable working conditions and not in factories where workers are exploited.

The committee involved is called the Ad Hoc Presidential Committee on Labour Practices Apparel.

"Trent's policy will address the purchase of clothing," explains Tanya Roberts-Davis, a member of the ad hoc committee and also of Trent's Students Against Sweatshops group. "The whole garment industry is full of sweatshop issues, in Canada and elsewhere - from long hours to the harassment of women in factories."

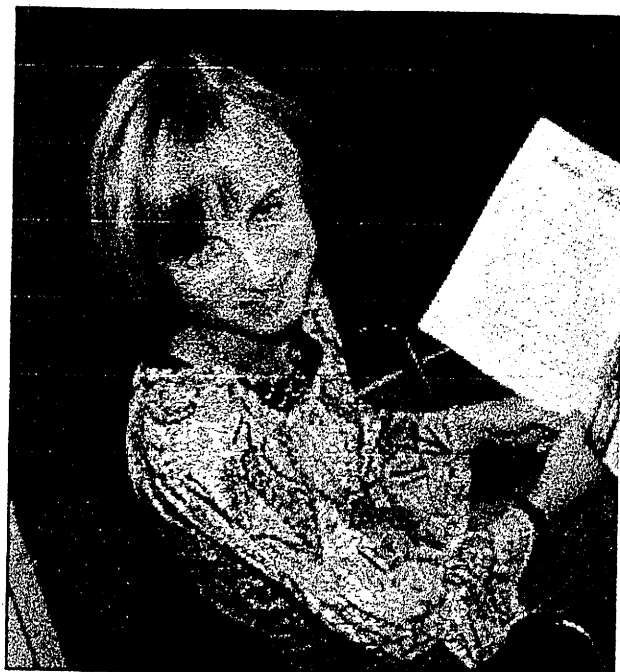
While Tanya says it is difficult to regulate the garment industry and support workers, she is pleased that Trent is moving towards an official policy. "By getting public institutions to pass policies a window on the issues," she comments, adding that many companies have been forced to disclose locations of their factories because of recent policies created by U.S. universities. The availability of information makes it easier for purchasers to identify which factories are violating basic workers' rights.

"In the U.S. there is more momentum around this. There are about 200 universities that have policies, only a few have picked it up," says Tanya. Trent, therefore, is ahead of many other Ontario universities and can be able to serve in a leadership/modelling role for other institutions.

A public information session is being held on Tuesday, October 8, from 5 - 7 p.m. in the A.J.M. Smith Room. Input will be gathered about the draft policy developed by the committee. The committee plans to fine-tune the policy and present a final version to the President's Executive Group by December.

(A copy of the draft policy can be viewed at www.trentu.ca/sweatshop. For more information about Against Sweatshops at Trent, e-mail Tanya Roberts-Davis at tanya_rd@attcanada.ca or Senior Dir. of Affairs, Don Cumming at dcumming@trentu.ca.)

Photo: Tanya Roberts-Davis, a member of the Ad Hoc Presidential Committee on Labour Practices of Trent's Students Against Sweatshops group, authored a book called in 2001 called "We Need to Go to School: Voices of the Rugmark Children." The book centres on children from Nepal who were able to work in carpet factories and go to school. Child labour, long hours, forced overtime, unsafe working conditions, issues of abuse are all factors which affect the creation of labour policies, at Trent and elsewhere.



No sweat shop sweats for Trent

By JACK MARCHEN
Examiner Staff Writer

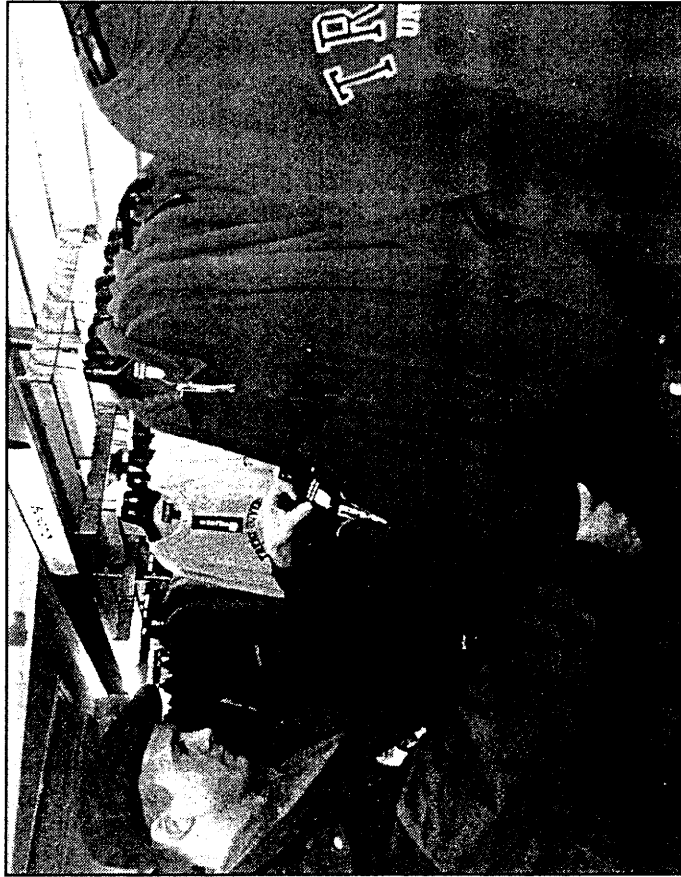
The global cry against sweat shops in the clothing industry got louder yesterday.

Tonya Roberts-Davis and her counterparts in the Students Against Sweat Shops group and Trent University officials reached common ground in the battle to get some clothing manufacturers to respect the rights of garment workers.

University administration approved in principle a policy, formed by Trent students and faculty, to apply pressure to Trent's suppliers in the garment industry to ensure workers are free from forced overtime, harassment, abuse and discrimination.

Roberts-Davis said the action, which has been done at other Canadian universities too, adds more power to the growing movement against such practices.

She said that along with being found in developing countries, sweat shops exist in Canada and the United States too.



Students Against Sweatshops member Kevin Young, from Trent University, shops for clothing yesterday afternoon at Trent's Book Store.



Tonya Roberts-Davis

Often, she said, workers, usually immigrant women, are hired to work in their homes or in factory settings for pay less than the minimum wage. They tend to work in unsafe and unhealthy conditions and are prohibited by employers from joining or forming a labour union.

Peterborough
This Week
Peterborough County's Community Newspaper

'No Sweat' for Trent

Trent University yesterday announced its new anti-sweatshop policy, making it the third university in Canada to monitor and police clothing manufacturers.

"It's a real precedent we're setting here," says Tanya Roberts-Davis, co-ordinator of Students Against Sweatshops.

"The bulk purchasing of the university allows us a window on the clothing industry to put pressure on companies to ensure workers are treated with dignity."

The "No Sweat" policy applies to all clothing sold at the bookstore, and within academic, administrative and athletic departments -- such as uniforms used by varsity teams. This year, Trent's department of purchasing spent about \$40,000 on clothing and apparel.

Don Cumming, the chair of the "No Sweat" committee, said clothing prices won't go up because of the new policy.

"We have had no hard evidence that the prices are going to increase dramatically," he adds.

Trent joins McMaster and the University of Toronto and more than 200 U.S. colleges that monitor clothing manufacturers. The new purchasing policy forces Trent to buy only from clothing companies with good labour and human rights records.

The policy calls on companies to disclose the locations of companies for independent monitoring. Also, it demands clothing manufacturers follow the conventions of the International Labour Organization, which sets out labour standards.

Students Against Sweatshops approached Trent about a year ago, pointing out the university had no ethical purchasing policy.

Trent formed a committee to look at the issue, made up of two students, faculty, administrators and the manager of purchasing.

Administration realized it was time to take action, says Mr. Cumming.

"The real issue is that there is a trend out there in universities in North America, where universities are directing policies and addressing the issues of sweatshops," says Mr. Cumming.

"It was important to respond to this very important social issue."

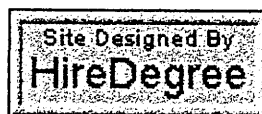
Independent student clubs should adopt a similar policy, he said.

After a year of consultation, research and writing the report, the policy was given first

approval Dec. 3 by the President's Executive Group. It will come back for final approval Dec. 10.

"I'm just really pleased to be working with the students to make positive change happen," says Mr. Cumming.

Blair Edwards/This Week



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TRENT UNIVERSITY
BOOKSTORE RESEARCH

Follett

A ranking of 143 out of 500 in the 1999 Forbes listing of the largest private companies in the United States.

A ranking of 18th in Crain's Chicago Business 1999 listing of the largest private firms in Illinois.

With over 625 stores, we are the largest operator of college bookstores in North America. Stocking over 100,000 titles, we are the industry's largest wholesaler of used books to higher education.

Follett pioneered selling textbooks online in 1995 and introduced efollett.com in 1999, which now serves more than 1,000 campuses nationwide.

Through Follett's "click and mortar" approach to products and services, more than 4 million students and 375,000 faculty are annually served.

Clothing vendors

- * Jansport
- * Champion
- * Legacy Athletic
- * Jones & Mitchell

Hoover's Online

2001 Sales (mil.): \$1,554.0

1-Yr. Sales Growth: 10.9%

2001 Employees: 8,000

1. Follett Corporation

River Grove, IL USA

Ultimate Parent

This is a parent company

2. Follett Higher Education Group

3. Follett Library Resources

4. Follett College Stores Corp.

5. Follett Educational Services

6. Follett Software Company

Follett

operates college bookstores; wholesales educational prods & svcs

CEO: Kenneth J Hull

BS Southern Illinois University

CFO: Kathryn A Stanton

rank

1999 2000

143 138

revenues (\$mil)	revenue change (%)	assets (\$mil)	profits (\$mil)	
			operating	net
1,401	13.00	517.00	55	17

River Grove, Ill.-based Follett Corp. is currently organized into three market groups serving a wide range of educational needs. The Higher Education Group serves colleges and

universities by operating 600 bookstores on campuses and supplying used college textbooks. The Library Group serves schools and public libraries with children's and young adults' books, A/V and CD products, and related processing services. The Elementary and High School Group delivers automation to elementary and high school libraries as well as used textbooks for classroom use.

BRAND	GARMENT	CA NUMBER	MADE IN
Rugby Wear	shirt	15192	Canada —
Bruzer	shirt	27713	Canada —
DW Authentic	shirt	24012	Canada —
DW Authentic	shirt	25700	Canada —
DW Authentic	shirt		Mexico —
Hotline	shirt	21397	Canada —
Specialty House	shirt		St. Catherine's
DW Authentic	shirt	18345	El Salvador
DW Authentic	shirt	29523	Canada
DW Authentic	shirt	25181	Canada
✓ Dubwear	shirt	29523	Canada
✓ Barbarian	shirt	15192	Canada
Impact	shirt	34349	Canada
✓ Russel Athletic	shirt	WPL 7232	Mexico
✓ Russel Athletic	shirt	WPL 7232	USA
Misty Mountain	jacket	CA00818	Canada
Attraction	jacket	CA05542	Canada
AJM International	hat	CA08123	China
Legacy Athletic	hat		USA
Rugged Wool	hat		USA
Big It Up	hat	34065	Canada
* New Age (KNP Headgear)	hat	19587	Bangladesh
DW Authentic	hat	29523	China
Misty Mountain	hat	CA00818	China
E*X	hat	34534	China

Burnt Images - Leisure Wear (?) → Canada - tennis
 - Gildan
 -

Fruit of the Loom (Reaction Sports) - Shinerama, Trail, Champlain
 ↓
 Honduras

From: Barbara Reeves <breeves@trentu.ca>
To: <trobertsdavi@trentu.ca>
Date: Tuesday, November 19, 2002 8:12 AM
Subject: Apparel Vendor List

Hi Tanya,

Here is the current list of clothing vendors, bag vendors and Amram
(Russ) plush toy supplier:

Dubwear (clothing)
Bruzer (we are going to be dropping this company)
Hotline (clothing)
HD Brown (Russell Athletic Wear)
Specialty House (kids clothing)
Westhall (clothing)
World Famous (coats, backpacks, hats, gloves)
Holiday Luggage (roots backpack supplier)
Amram (Russ product)

Regards,

barb reeves

CAMPAIGN MATERIALS

(Petition, Handouts, Press Releases, Reflections)

Appeal to Make Trent Sweat-Free

Whereas Trent University apparel may be made under sweatshop conditions in factories, workshops and homes where workers' rights are regularly violated;

Whereas standards have been developed by the International Labour Organization on workers' rights which are applicable worldwide;

Whereas the university community has the moral responsibility to ensure the working conditions under which Trent University apparel is sewn are fair;

Therefore, we, the students and faculty of Trent, demand the University adopt the "Fair Trade Purchasing Policy For Apparel at Trent University" as proposed by the Ad Hoc Presidential Committee on Apparel Labour Practices. When adopted, this policy must include the following provisions:

- Workers shall be paid a *living wage* allowing them to meet their basic needs.
- Workers shall be *free from all forced overtime, harassment, abuse and discrimination*.
- Workers shall have the right to a *safe and healthy* work environment.
- Workers shall have the right to *freedom of association and collective bargaining*.
- Trent University shall make all clothing suppliers *publicly disclose* the names and addresses of all factories or contractors used to make Trent University apparel.
- Trent University shall expect clothing suppliers to accept monitoring and independent verification of production facilities.

Name (print)	Signature	Student Number/Department	E-mail
1. _____			
2. _____			
3. _____			
4. _____			
5. _____			
6. _____			
7. _____			
8. _____			
9. _____			
10. _____			
11. _____			
12. _____			
13. _____			
14. _____			
15. _____			

For more information, contact Students Against Sweatshops: tanya_rd@attcanada.ca

PETITION CAMPAIGN

(Description and Reflection)

- people from SAS tabling outside of Bata Library over the course of three weeks, actively speaking with students passing by, sometimes handing out free fair trade hot chocolate
- made presentations in a number of first year classes (Anthropology, Cultural Studies, Environmental Studies, International Development Studies, Native Studies, Politics, Women's Studies), as well as some second, third and fourth year classes before handing around petition
- students not hostile, though many declined to sign
- ended up with 1200 signatures
- though number of signatures did not amount to half the student body (approximately 2000), SAS members satisfied that we had a significant enough number to make it a useful pressure point at the Presidential Executive Group meeting

Fashion Show Script

Announcer 1:

Welcome to our Sweatshop Fashion Show. You are going to see models displaying some of the latest fashions made around the world. However today we've included something you don't often see, something the big clothing companies don't want us to know- information about the conditions under which the clothes are made. So sit back, relax and enjoy the show.

Trent

Announcer 1: Our first model, _____ is wearing the stylish Trent University t-shirt. This shirt was made in Canada. With that inspirational slogan "Shaping Tomorrow's Leaders", doesn't she look great!

Announcer 2: This shirt was made in Canada. But as for under what conditions it was made, your guess is as good as mine. That's because Trent does not yet have a code of conduct to make the suppliers disclose their production sites or open them up to independent monitoring. But by negotiating with the administration, Students Against Sweatshops at Trent is working to change that!

Thank you, _____.

Roots

Announcer 1:

And up next, is _____ sporting that fashionable Roots _____, made in Mexico. As proud outfitter of the Canadian, American and British Olympic Teams, Roots' claim to fame is its humble beginnings in Toronto.

Announcer 2: When asked which factories they subcontract to in Canada, Mexico and elsewhere, Roots said it was a secret. Just what does Roots want to hide behind closed doors?

Thank you, _____

Announcer 1

Our next model _____, is wearing a spiffy Wal-Mart sweater made in Myanmar. This bargain buy was made by workers paid an average of four cents an hour, the cheapest wage around the world. What a deal!

Announcer 2

After denying that they sourced from this military regime and then becoming targetted by activists in solidarity with the Burmese people and media-exposees, Wal-Mart was forced to make public statements assuring its customers that no shipments from Burma were being made after June 2000. However, despite this tough talk, Wal-Mart clothing still

appears to be coming from Myanmar. When will Wal-Mart realize that no amount of outright lying can bandage up blatant labour abuses?

Great work, _____.

Announcer 1

Our next model is _____. She's wearing a Gap shirt made in El Salvador.

Announcer 2: Even though this shirt was sold for over thirty dollars here, the workers who made _____'s shirt were paid only 27 cents to sew it. In 1995, an international campaign was mounted in solidarity with Mandarin workers. The result? Fired union supporters were re-instated, and the Gap agreed to accept independent monitoring of the Gap code of conduct. While the Gap gets points for accepting independent monitoring at some of its factories in Central America, it is still refusing to make any of the reports public.

Guess

And our last model is _____. She is wearing a body-hugging Guess T-shirt.

Wearing this brand, she can look hot and sexy.

Announcer 2:

Actually, "hot and sexist" is probably a better description of working conditions for the women sewing Guess products. Hot as in sweatshops, and sexist as in supervisors.

In the US, Guess has become notorious for its use of sweatshop contractors in California. Chasing the benefits of NAFTA, and running from allegations of sweatshop practices in the US, in 1997 Guess moved much of its production to Mexico.

Announcer 1:

And now I'd like to call on all our models back on stage. We believe apparel retailers must respect international labour and human rights and pay workers a living wage.

We have a right to know where our clothes are made and under what conditions. That's why organizations like Students Against Sweatshops are demanding public disclosure of all production locations. With that information we can investigate and eliminate sweatshop abuses.

Announcer 2:

Don't think we are asking you to boycott any of the products displayed in this fashion show. Factories should not be shut down, but sweatshop abuses must be eliminated. Workers throughout the world want and need their jobs. Please join us in supporting the efforts of garment workers worldwide to win employment with dignity.

FASHION SHOW ACTION

(Description and Reflection)

SAS members performed a number of anti-sweatshop fashion shows over lunch hour on Nov. 28th in the different college cafeterias and outside.

-show staged on stairway outside of Wenjack Theatre did not seem to catch peoples' attention because of the surrounding noise level (announcers' voices drowned out) and ad hoc way it seemed to be presented

-in contrast, when show was performed in the OC cafeteria, able to use large numbers of students taking lunch break to our advantage by focussing their attention on us

-performance proceeded in a fairly orderly way, providing a sense of purpose and meaning

-music worked well, able to engage some students and gather some signatures on petition

-performing a couple of shows outside the library by the bus stop was not as well received because of cold weather; not enough people to fill roles of models

Suggestions for future actions:

-need to have more visual props

-need to have effective advertising before event

-if action is to include theatrical or performed aspects, needs to be well thought-out in terms of location, acoustics of space, order of performers, and possibilities of engaging student onlookers

MAKE TRENT A SWEAT - FREE CAMPUS!

**Join Students Against Sweatshops in
urging the university to pass a
No Sweat Policy.**

A No Sweat Policy requires companies
supplying clothing to the university to:

- Respect the rights of garment workers to:
 - Be free from forced overtime, harassment,
abuse and discrimination
 - Work in a safe and healthy environment
 - Join the union of their choice
 - Be paid a living wage
- Publicly disclose the locations of factories
- Accept independent monitoring of factories

Why A No Sweat Policy?

In the garment industry, sweatshop abuses are systemic. A No Sweat Policy uses the power of bulk purchasing to pressure clothing companies to respect workers rights. Already over 200 North American universities have No Sweat Policies!

For more information, contact
troberts@trentu.ca

MEDIA RELEASE

STUDENTS AGAINST SWEATSHOPS-TRENT

Nov. 27th, 2002

FOR IMMEDIATE RELEASE

GETTING SWEATY AT TRENT

Symons Campus, Trent University--In preparation for the upcoming decision on the adoption of a "No Sweat" policy at Trent University, Students Against Sweatshops (SAS) will be staging anti-sweatshop fashion shows on November 28th on campus. At 1:45pm outside Bata Library, a fashion show will be performed, during which student representatives will be prepared to make statements to and answer questions from the media. This event is meant to raise awareness about the proposed "Fair Trade Policy For Apparel at Trent University". The policy has been developed over the last year by a committee of students, faculty, administrators and the university bookstore manager. SAS is gathering broad support for the policy as it is to be presented to and hopefully accepted by the senior administration on December 3, 2002.

Student models will sport familiar brand name apparel and Trent logoed gear to expose the sweatshop conditions under which this clothing was produced and raise awareness about campaigns to support the struggles of garment workers. The event will highlight the fact that the only way to work towards purchasing 'sweat-free' clothing at Trent would be for the university to adopt a strongly worded anti-sweatshop policy. If the proposed "No Sweat" policy is accepted, Trent would join a group of approximately 200 other universities across the continent, including McMaster and the University of Toronto that have already committed to implementing such codes of conduct for apparel purchases.

-30-

For more information, please contact Tanya Roberts-Davis

Ph: (705)748-5584 | E-mail: troberts@trentu.ca

MEDIA RELEASE

STUDENTS AGAINST SWEATSHOPS-TRENT

Dec. 2, 2002

FOR IMMEDIATE RELEASE

TRENT UNIVERSITY RULES ON "NO SWEAT" POLICY

Peterborough, ON--On December 3rd, the Trent senior administration is deciding on whether to adopt an ethical purchasing policy for its clothing suppliers. The policy being discussed has been developed over the past year by a multistakeholder committee made up of students, faculty, administrators and the university bookstore manager. This process was set in motion by Trent Students Against Sweatshops (SAS) and has entailed extensive negotiation within the committee as well as consultation sessions with students and student organizations, faculty, campus unions, administrative staff and businesses supplying clothing to Trent.

To date, support for the proposed "Fair Trade for Apparel at Trent University Policy", which is based on the conventions of the UN's International Labour Organization, has been gathered from various academic departments, the Trent Central Student Association, student cabinets and organizations, campus unions and local university clothing suppliers. In addition, members of SAS have been actively informing students about the policy and have circulated a petition calling on the university to adopt the anti-sweatshop policy. This petition has been signed by over one thousand students and professors.

If Trent University adopts a strongly worded ethical purchasing policy, it would join with two hundred universities across the continent, including McMaster and the University of Toronto, that have already committed to trying to ensure that the clothing bought by the institution is being made under fair labour conditions. According to student committee member Tanya Roberts-Davis, "We are urging the university to heed the demand of students, faculty and others in the Trent community to pass the 'Fair Trade Purchasing Policy For Apparel at Trent University' in its entirety. Now is the time for Trent to demonstrate a commitment to working towards a more just and fair society for everyone."

At noon on December 3rd, a press conference will be held in the basement of Bata Library to announce the decision made by the university regarding the adoption of the anti-sweatshop policy.

-30-

For more information, please contact Tanya Roberts-Davis

Ph: (705)748-5584 | E-mail: troberts@trentu.ca

DOES (OR CAN) SAS
CAMPAIGNING
REFLECT PRINCIPLES OF
ANTI-OPPRESSION?

(A paper by Tanya Roberts-Davis critically documenting SAS campaign strategies
and two groups that do reflect anti-racist feminist principles)

BREAKING CHAINS

&

BUILDING BRIDGES:

ANTI-RACIST FEMINIST PRAXIS IN ACTION

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“[S]olidarity is...crucial in this era of globalization, characterized by a neoliberal/neoconservative regressive climate which militates against anti-racist feminist change.”--Calliste and Dei, 2001, p. 167.

As American missiles bombard Iraq in the name of ‘democracy’, women and men of colour seeking asylum in Canada are deported or detained in jail-like conditions, poverty amongst women, particularly those of colour, is on the rise and low-wage, unjust jobs are becoming the norm, there is a clear necessity for those of us working for social change to develop an anti-racist, anti-imperialist, feminist consciousness. Without an analysis that recognizes differences and commonalities in struggles, relative privilege and the “matrix of domination” (Zinn and Dill 2000), the bonds of hegemonic power relations will not be broken. Solidarity across race, class, gender and national divisions will need to be built if we are to challenge the injustices which stem from patriarchy, capitalism, (neo)colonialism and racism as well as from neoliberal restructuring. Unfortunately, many have become struck by the TINA syndrome, or the belief that There Is No Alternative, which is an “impositional claim” (Brodie 1995: 80) that has been spread by mainstream media and political institutions. To move beyond this paralysis, we have to become convinced that there are thousands of possible alternatives. Though resistance has been ongoing in marginalized communities both in the North and the South, it has been largely invisible in the media and is frequently unrecognized by left-leaning white activists. If we are aiming to develop and build an anti-imperialist, anti-capitalist world that does not reproduce the oppressions and injustices of our current system, then organizing strategies must not only be creative, but also inclusive and participatory, at the grassroots level and beyond. This extended struggle will require multiracial, multi-issue movements that can be sustained over the long haul, not just a single one-of-a-kind mobilization. If we are to fully interrupt hegemonic discourses as well as power relations and work towards progressive social change, activist groups will need to reflect an anti-oppression framework, engage in critical self- and collective reflection and forge

meaningful bridges of solidarity.

Many community activist groups are grappling with alternative approaches to social change, particularly those which either include and/or work in solidarity with peoples of colour. When members are willing to explicitly and collectively engage in anti-racist, anti-imperialist and feminist praxis, groups are able to be more inclusive and act in non-patronizing ways to subvert dominant power relations. However, if such an analysis is not central, then systems of domination can continue to be perpetuated. In order to highlight how different activist methodologies can reflect ideals of participatory democracy and challenge “white supremacist capitalist patriarchy” (hooks 1995: 107), the efforts of two groups in Toronto which reflect anti-racist feminist politics, the heads up collective and Justice For Workers, will be discussed in contrast to the more mainstream activist work of Students Against Sweatshops.

Grounding The Grassroots

To carry out this research, it is necessary to articulate a working conceptualization of anti-racist feminist activism. I did not want to limit my scope to exclusively female groups, in order to recognize diverse genders and that everyone can cultivate a feminist consciousness. Nor did I choose to only focus on groups of people of colour, for I strongly believe that white activists have a responsibility to confront our privilege and learn to work as allies in struggles for social justice. It is also necessary to acknowledge that within a collective, members have varying degrees of political consciousness, and different levels of confidence in terms of verbally articulating such a framework. Importantly, the women I interviewed emphasized that developing an anti-oppression framework is an ongoing process of learning. This spectrum within the group, as well as individual differences, have implications for the overall way in which the group acts collectively and develops materials. Furthermore, identities are fluid, relationally constituted and

constantly negotiated (Briskin 2002: 83). Thus, just as the category of 'women' must be problematized and not essentialized, 'women of colour' and 'white women' are not monolithic, unified positionalities (Mathur 1995: 285-286). As Calliste and Dei indicate, anti-racist feminism raises the "possibility of taking up 'difference' more subjectively in terms of human agency and creativity to recreate and occupy multiple, shifting, alternate socio-political and cultural positions" (2001: 12). Therefore, political strategies need to move beyond addressing one-dimensional identities and instead understand the "intersection of anti-racist, anti-imperialist and gay and lesbian struggles" (Mohanty 1992: 87). In focussing on the interplay of race and gender, it is also important for activists to not lose sight of class-based privilege/ oppression.

Drawing on both Gluck and hooks, I have defined feminist politics as one in which the members of the group act to end sexism and sexist oppression both within their own collective as well as in society at large. In this research, I conceptualize feminism as more than merely addressing the rights and needs of women, and instead see it as a politics which needs to engage in "questioning and trying to change the world as we know it,...to rethink a whole number of issues in new ways: Civil liberties, human rights, 'terrorism', imperialism..." (Arat-Koc: 2002: 63).

Anti-racist activism is understood in this paper as a method that seeks to work "towards the elimination of racism, by challenging ourselves and our society which has created and perpetuated it" (Student Action For Social Change n.d.: 5). This approach requires identifying and confronting 'common sense' racism, or the "diffused normalized sets of assumptions, knowledge, and so-called cultural practices" (Bannerji 1995: 45). For as Bannerji suggests, "It is entirely possible to be critical of racism at the level of ideology, politics and institutions...and yet possess a great quantity of common sense racism" (45). Pulling these two sets of anti-oppression frameworks together is crucial, for too often, feminism has been constructed as an exclusive

project of white, middle-class women(Bannerji: 42). According to Gluck, many of the activist women of colour that she interviewed, “resented what they perceived as ‘the’ women’s movement’s single-minded focus on gender and the gender separatism”(1988: 51). One way of combining an understanding of racial and gender oppressions is articulated by Zinn and Dill, in their vision of a multiracial feminism that treats “race as a basic social division, a structure of power, a focus of political struggle and hence a fundamental force in shaping women’s and men’s lives” (2000).

Many white activists, including Canadian feminists, merely pay lip service to anti-racist feminism (Carty 1993: 13), treating race as just an issue, “not a fundamental form of social organization”(Findlay 1993: 210), or as merely a question of representation. Therefore, much can be learned from collectives which are integrating an analysis of the “way race and gender function together in structuring social inequality” (Dua 1999: 7). Kike Roach, a feminist community organizer, explicitly articulates the need for feminist activists to address racism:

I think the danger in not declaring racism a feminist issue and fighting to end it is that we kill feminism’s vision of liberation for all women. But when we become anti-racist...we can help create a women’s movement that makes democracy real(1996: 122).

Additionally, as Enakshi Dua explains, if we contest racism and sexism, we also begin to challenge the very foundations of Canadian society(1999: 14). If we understand the deep roots of these oppressive relations and structures, we need to confront white privilege, the subjugation of Aboriginal People and systematic discrimination against immigrants and people of colour. For white people, coming to terms with white privilege involves not only “challeng[ing] the apparent invisibility or neutrality of whiteness”(Frankenberg 1993: 82), but also taking a stand against this unequal power relation in all of its manifestations. Recognition of whiteness as a “position of structural advantage, associated with privileges of the most basic kind...[and as a] set of ways of

being in the world”(Frankenberg 1993: 54) is crucial, though too often overlooked by white activists who build alliances with people of colour. Without this consciousness, the current structures of oppression remain unchallenged and perpetuated, and the “notion of the marginalized as quintessential victim” (Calliste and Dei: 14) is (re)enforced. It is also crucial to be cognizant that “there is no place to stand ‘outside’ racism, any more than we can stand ‘outside’ sexism” (Frankenberg: 80). Yet, this lack of an escape route does not render injustice based on race and gender inevitable. It also does not mean that those with privilege should feel burdened and paralyzed by a sense of guilt. Instead, we need to be working towards dismantling all forms of oppression by building multiracial movements against neoliberal capitalist globalization that are anti-imperialist, anti-racist and feminist.

Resistance With A Conscience and Consciousness

As a white woman in university, I am approaching this research from a relatively privileged standpoint. Further, from my position as a participant in social justice work both locally and internationally, I find myself questioning how to more thoroughly integrate anti-racist, anti-imperialist, anti-capitalist and feminist politics into activism. Over the last eight years, during which I have been involved in organizations working on issues of exploitative child labour, sweatshops and fair trade, I have been consistently frustrated and disappointed with the lack of willingness of many of my activist peers to problematize their positions of relative privilege in comparison to those with whom they claim to be building solidarity. Yet, I have also come to gain an extraordinary respect for--and draw inspiration from--the courageous few who do pursue a much more sensitive and politically conscious approach. One of the groups in which I have been highly involved is Students Against Sweatshops-Trent (SAS). This small group of four women (three of whom are white) and two (white)men, actively campaigned for an anti-sweatshop policy to cover clothing bought in bulk by the university. The “Fair Trade Policy For

Apparel” was passed in December 2002, and although this was a major victory, I believe that there are many aspects of SAS that need to be critically analyzed and deconstructed. In particular, the lack of a clear anti-racist, anti-imperialist and feminist analysis has implications for the direction in which the group has moved, and the ways in which our efforts not only are understood by others in the Trent community, but also relate to garment workers. Some activists in Students Against Sweatshops, both here in Peterborough and across the country are concerned about the overall approach of the group and are dedicated to shifting the political grounding of their local groups. This work is difficult, but necessary, and can be accomplished if we are willing to learn from other groups that more seriously engage in a politics of anti-oppression. It is from this perspective that I am exploring the development of anti-racist feminist activist strategies.

In Toronto, a city with diverse ethnic and racial communities and a broad spectrum of progressive politics, there seems to be more opportunities for activists to engage in anti-racist feminism than in Peterborough. As Dionne Brand explains, Toronto “has a life that white folks, at least the ones that run things and the ones that write letters to the editor, don’t know about and can’t talk about because they’re too busy reading their newspaper for the latest validation of their stereotypes”(1994: 79). Having grown up in Toronto and currently working there, I am also familiar with some women who are involved in labour rights and anti-corporate campaigns. Therefore, I have chosen to highlight the work of the Toronto-based heads up collective and Justice For Workers. The intention is neither to champion these groups as unproblematic or all-knowing, nor to isolate them from the rest of the broader activist culture in Toronto. Instead, for me, the point is to understand their strategies as lessons in anti-oppression praxis, from which members of Students Against Sweatshops--as well as many other progressive individuals--can learn.

The heads up collective is dedicated to exposing racism in Toronto in the context of the war(s) against 'terrorism'. They publicize the events and views of community groups responding to the wars, are linking with these communities and have an "ultimate goal of [helping to build] a multiracial movement"(Luu 2003). Meanwhile, Justice For Workers is a coalition of low-wage, immigrant and young workers, women, community groups and union members campaigning for an increase of the Ontario minimum wage to ten dollars an hour. For members of Justice For Workers, this work necessitates both an anti-racist and a feminist perspective, since "workers of colour are earning three, four, even six times less than white folks, and low-wage workers are disproportionately women" (Wilmot, Personal Communication, March 2003). Justice For Workers' longer term goal is to build a movement of low-income workers who will continue to fight for their own rights. Both of these groups, as well as Students Against Sweatshops, aim to forge links with different communities, particularly with people of colour, and contribute to a larger, more sustained movement against neoliberal capitalist globalization. Without a clear anti-racist, anti-imperialist and feminist analysis, solidarity actions and movement-building can construct a conception of people--specifically women-- of colour as 'others', who are essentialized, victimized and need to be saved (Arat-Koc: 56, 58). According to hooks, an "antiracist agenda must be at the core of the feminist movement if solidarity is to be built between women and effective cross-racial coalitions are to be built"(101). In the interviews I conducted with activists, discussions primarily centred around solidarity organizing and efforts to sow the seeds of a larger movement. To me, these questions are of critical importance for activists who are seeking to work across class, race and national divisions as well as to build long-term, effective and inclusive movements for change. Students Against Sweatshops, the heads up collective and Justice For Workers are not explicitly allied with a particular 'strand' of feminism, and engage in "work across racial-ethnic and class lines"(Gluck: 54), thereby evading static labels based on identities. However, their materials and the members whose views are included here,

express a commitment--albeit with differing degrees of critical engagement and awareness--to challenging current social, economic and political inequalities and systems of oppression.

Listening and Learning

The individual activists whose perspectives are included in my analysis have provided an interpretive story of their work. They have been careful to position themselves as members, not as spokespeople, thereby emphasizing the non-hierarchical organizational structure for which they are striving, and recognizing that one person cannot speak for the entire collective. Yet, such a refusal to be seen as a 'leader' does not deny the importance of their voice, for the heads up collective and Justice For Workers are clearly in the process of finding ways to ensure that all members' views are heard and respected. Thus, the question raised by Sherna Berger Gluck of whether it is correct to use the individual experience to represent the group (52) lacks relevance. Ultimately, the perspectives that are presented by these women can only be seen as partial, but nonetheless vital, stories of struggles not yet won. Furthermore, one of the women interviewed was involved in both groups as well as Students Against Sweatshops-Toronto, which means that she has added a particularly insightful perspective to this research. My position as a member of Students Against Sweatshops, and general familiarity with the racial, gender and international politics of a number of the groups on campuses across Canada mean that I am able to reflect critically on this group's organizing strategies. Due to restrictions in time, the critique of SAS draws on discussions with activists in Toronto, Vancouver and St. John's, but is mostly based on my own thoughts. In all cases, it would have been ideal if more members' voices could have been incorporated, and thus I see this paper as an opening of a dialogue, rather than an end in itself.

To Reflect Visions Of Change

Students Against Sweatshops-Trent, the heads up collective and Justice For Workers

have a membership of mostly women and all use a collective meeting process. Facilitation and minute-taking are rotated amongst members, decisions are made by consensus and outreach materials are designed and approved by the group. According to Adamson, Briskin and McPhail, these principles are characteristic of grassroots feminist organizing (1988: 234). The underlying purpose of such organizational practices is to “reflect as nearly as possible...[a] vision of what might be” (qtd. in Adamson 1995: 270-71) within the group itself. While the heads up collective functions as a group of women of colour, with other members being white allies, the Justice For Workers campaign is also directed by women, most of whom are non-white. Students Against Sweatshops in Peterborough is generally seen (by members as well as non-members) to be led by a white woman and is mostly made up of white members. This pattern of whiteness and internal hierarchy is not unique to Trent, for it is one which is apparently consistent in most SAS groups across Canada.

The group composition is integral to understanding how inclusivity is addressed, how agendas are expressed, as well as to how solidarity with other communities is conceptualized. For instance, one SAS member, who is a woman of colour and has moved from a mostly white anti-sweatshop campus group to a collective which is almost entirely women of colour, explained that her white co-activists thought that “we enable others to fight” (Tharmendran, Personal Communication, March 2003). Meanwhile, the women of colour felt that “the patronizing sense of ‘helping’ [sweatshop workers/warriors] was bizarre” (Tharmendran, Personal Communication, March 2003). Clearly, then, group membership that is representative of multiple communities can help to facilitate a situation in which an anti-racist and anti-imperialist analysis is more openly articulated. Crucially, the class positionalities of members also often influence the way in which ‘poor’ women are viewed. The point is not that representation within the group must be simply diverse. To be inclusive, the agenda of the group needs to be shaped in such a way that

does not reproduce whiteness and universalize white and bourgeois experiences (Carty: 9). For both heads up and Justice For Workers, integrating an anti-oppression perspective has led to the development of an agenda which explicitly sees people of colour, particularly women, as leaders, and to the interruption of power relations that cause their resistance to be marginalized or invisible. Students Against Sweatshops members often sincerely see themselves as taking direction from women garment workers to fight against poor working conditions (in the South). However, the language employed usually packages their work as a consumer-based effort to pressure companies to stop exploiting workers in the South. This goal is not exclusive to white people or the middle-class, but can easily end up locating oppression overseas and positioning group members as saviours rather than allies. As Mohanty suggests, "The definition of the citizen-consumer depends to a large degree on the definition and disciplining of producers/workers on whose backs the citizen-consumer gains legitimacy." (1997: 5) Thus, though it is low-wage women of colour with whom SAS members are attempting to build solidarity, in the process of focussing their agendas on mobilizing consumers, we can alienate students--particularly women-- of colour as well as working-class people, who may have a more nuanced and locally grounded perspective on oppression.

Building Ladders To Climb or Bridges To Cross?

Different approaches to and conceptualizations of solidarity are indicative of the depth of understanding anti-oppression analyses and willingness to apply such a framework in practice. According to Mohanty, "a feminist solidarity model..is really about bringing the transnational and the national in very close dialogue with each other...and about how the local and the global are simultaneously present in all contexts"(qtd. in Dua and Trotz 2002: 76). This type of an alliance is not about conceptualizing 'ourselves' as saviours of passive 'others', nor should it be unidirectional or unilateral. Instead, such a link entails recognizing that marginalized peoples have

agency and are leading their own struggles, confronting power dynamics and structures, and working to transform oppressive social relations and systems. Without a concrete understanding that bridges of solidarity must be grounded in an anti-imperialist, anti-racist feminist framework, grassroots groups can become isolated and unable to avoid reinforcing hegemonic systems of domination in local, national or international contexts.

According to one member of heads up, the collective “privileges making connections to different community groups and publicizing their events”(Personal Communication, March 2003). Initially, this work was done primarily through the publication of Community Action Notes. It details events, forums and conferences initiated by groups as diverse as the South Asian Women’s Centre, the Latin American Committee Against Racism, the Riverdale Immigrant Women’s Centre, the Coalition Against War and Racism, the Jewish Women’s Committee to End the Occupation, and Black Youth United (heads up collective 2001-2002). One member of heads up describes the newsletter as:

an experiment which came from our discomfort with the frenzy that came after September 11th. There was an assumption that no organizing was happening in communities affected. Some of us recognized that we needed to support the work already happening in these communities. (Personal Communication)

Beyond providing a space for announcements, Community Action Notes progressively evolved into a more politicized publication which documents the struggles of immigrants, refugees, the Palestinians and Aboriginal people as well as provides analyses of current foreign policy changes due to the threat of ‘terrorism’ (heads up collective). Yet, members are also constantly re-evaluating their strategies of solidarity by engaging in forms of self- and collective critical analyses. Through this process, they have come to realize that, “actively supporting these groups is much more than just going to a meeting or getting the word out. You also need to get

involved.”(Member, Personal Communication).

Another aspect of their work to support the struggles of immigrants and refugees against systemic racism and discriminatory foreign policies is their efforts to organize against the unjust detainment of immigrants in Toronto. Visiting the Celebrity Budget Inn--a jail-like holding centre for detained asylum seekers-- about once a month, members are attempting to connect and build relationships with the men and women there. This work is neither charity-oriented, nor designed to offer maternalistic forms of sympathy. Instead, the “idea is to be taking the lead from people who have been detained”(Member, Personal Communication) so that protest actions can be directed by the immigrants, themselves. This undertaking was prompted by members’ frustrations with other activist groups. They found that many people doing advocacy on immigrant rights were not problematizing the ways that having the privilege to speak out can create a situation in which activists “take away leadership from the people you are organizing ‘on behalf of’”(Member, Personal Communication). The heads up strategy is explicitly grounded in an anti-oppression analysis which identifies the need to heed the voices of those in the margins and take actions according to their suggestions. This approach contrasts with the more mainstream activist assertion that ‘we’ on the outside know how to best organize protests against government policies. By developing alternative models of solidarity, heads up is contributing to challenging colonial, imperialist, racist and sexist tendencies to gaze at ‘others’ as victims in need of aid, rather than as capable leaders and agents of social change. Instead of reproducing cynical and patronizing assumptions about marginalized peoples, their approach to solidarity is much more hopeful and empowering, asserting an understanding of how to offer support in ways which refuse to reinscribe hegemonic power relations.

Meanwhile, women in Justice For Workers have sought to articulate notions of solidarity

which destabilize stereotypes of the poor as lazy and apolitical. Within the coalition, low-wage workers are seen as the 'movers and shakers'. According to white ally Sheila Wilmot, "If we believe we have an anti-racist feminist strategy, the most important political relationship that needs to be built is with low-wage workers; with women workers of colour." (Personal Communication, March 2003) Rather than pouring energy into gaining media attention and the support of progressive politicians or large social agencies, activists in Justice For Workers made the conscious decision to build long-term relationships with low-wage workers. This process began with the development of objectives that are based on the concerns that workers, themselves, have expressed. The target of their efforts is the Ontario government, and although members of the group speak of neoliberal/neoconservative restructuring and the gutting of employment standards as being part of a global pattern, their actions and materials are generally Toronto-specific. This focus has been important because it has meant that Justice For Workers has been able to engage a variety of groups "grounded in the [Toronto]community that have a politicized approach" (Wilmot, Personal Communication). Within the group, solidarity is fostered across class and racial lines. For those in positions of relative privilege, working together has entailed becoming comfortable with the contradictions of one's position and realizing that, "There is work to be done and you don't need to feel like shit" (Wilmot, Personal Communication). This mentality means constantly self-analyzing in order to ensure that it is the women of colour who are directing the group, and building trust so that members can be critical of one another. Wilmot suggests that, "You have to start from the perspective that it is from the labour of women of colour that wealth is created." (Personal Communication) Then, the injustice faced by women workers as well as the agency that they do have can be acknowledged as a basis from which to move forward.

In contrast, Students Against Sweatshops in Peterborough, Toronto and nationally, has

not put an emphasis on making connections to other groups on campus, in local communities or internationally. Primarily focussed on pressuring university administrations to pass anti-sweatshop policies, SAS members seem to become caught up in the negotiating process. Though direct links to student, women's and workers' organizations may be identified as ideal, few members see it as a priority. Thus, SAS campaigners have not generally engaged in thinking about ways to directly act in tandem with garment workers' organizations--either in Canada or elsewhere, community groups fighting for the rights of the poor and working class, Latin American and Asian student groups, campus staff unions, or student groups in other countries acting in solidarity with garment workers. Working to end sweatshop abuses in the garment industry is important, but in doing so, students need to "develop a critical perspective on the racial and gender politics of downsizing and flexibilization in the campus economy" (Silvey 2002: 204), as well as in our own communities and in the broader national context. Without such a recognition of the interconnectedness of people, issues and power structures, students can end up initiating a patronizing relationship with women factory workers in the South. Then, we/they tend to 'forget' local labour rights violations and "largely overlook questions of domestic racism in favor of internationally flavored anti-corporate activism"(Klonsky and Larimore-Hall 2000). Taking on the exploitation embedded in global industries is crucial if we are to challenge the neoliberal vision of globalization. Indeed, it will require strong transnational links between workers and other citizens around the world. As Mohanty articulates:

The end of the twentieth century may be characterized by the exacerbation of the sexual politics of global capitalist domination and exploitation, but it is also suggestive of the dawning of a renewed politics of hope and solidarity. (1997: 29)

However, when linking across borders, "we need to address the fact that groups in the North and the South don't have the same kind of power to define transnational organizing," or to publicize their views(Mohanty qtd. in Dua and Trotz 2002: 73). Thus, as struggles are shared, local

differences--in terms of power relations as well as material realities--need to be acknowledged and alliances must be built on shared agency(Brisken 2002: 86). As Deena Ladd, a member of Justice For Workers, explains:

international campaigns that link to women who do the work in different countries are critical...The challenge is to...make sure that the people who are doing the work and the ones affected by the policies, are the ones that are leading the struggles.
(qtd. in Robertson 1999: 329)

The different approaches to solidarity taken by heads up, Justice For Workers and Students Against Sweatshops appears to be dependent on priorities chosen in terms of the issues and relationships addressed as well as the discourses used. Heads up and Justice For Workers are publicizing and supporting the struggles of people of colour, particularly women, through taking direction from the community organizations. Meanwhile, SAS members often view the exploitative working conditions of sweatshop workers/warriors as a fundamental problem which can be changed by directing the choices and 'power' of consumers. This strategy is pragmatic, but is a much more top-down approach to solidarity. Furthermore, while the two Toronto-based groups are organizing around the immediate needs of people of colour, the SAS agenda is oriented towards worker exploitation overseas. Though this latter issue is no less urgent, it can be 'sexy' and 'safe' because it occurs in distant places. Too often viewed by students as a somewhat exotic undertaking, and sometimes approached with a missionary-like mentality, this prioritization of supporting women in the South, can serve to "obscure the ways that students are complicit in perpetuating parallel oppressions in their own local economies" (Silvey: 204). Though the challenges of building long-term feminist forms of solidarity across racial, class and gender lines is not a simple step-by-step methodology, its significance cannot be underestimated. As Haraway suggests, the current context of neoliberal globalization makes "cross-gender and race alliances on issues of life support necessary, not just nice"(qtd. in Brodie: 79). However, these bridges will

entail struggle, negotiation and an understanding of political agency (Briskin: 85).

Taking Careful But Firm Steps Forward

In order for activists to integrate a feminist anti-racist approach into our work, critical self- and collective reflection that involves a constant evaluation and adjustment of goals, achievements and future directions is crucial. This flexibility and fluidity of strategies involves re-visioning and de-centring ways of “working across difference and negotiating alliances”(Briskin: 82). Then, multiple voices can be taken into account, and privilege can be confronted and interrupted. Sustaining momentum and energy is difficult under such situations, for members are constantly questioning the manner in which they act. Therefore, there is a certain level of uncertainty and transformation required. This model of a ‘temporality of struggle’ “disrupts and challenges the logic of linearity, development and progress”(Mohanty 1992: 87), and thus can be difficult to accept. Nevertheless, such a notion of political agency is necessary to adopt in order to tackle the multiple layers of oppression and domination that are embedded in our society. The challenge is to simultaneously work towards the fostering of broad, participatory and inclusive democratic movements for social change. In this context, there are strikingly different ways of addressing concerns that appear to be highly urgent and demand immediate action.

In Students Against Sweatshops campaigning, the urgency of winning a policy requires an organized planning process and an impressive, but often temporary, show of support from others on campus. Thus, short-term links are made with academic departments, campus union presidents, professors, student club leaders and the student government to gain letters and statements of endorsement. The administration can then be assured that the consumers of university clothing want garment workers to be treated with respect. Becoming caught up in the frenzy of negotiations and the generation of wide-spread support, SAS members tend to eschew

reflective processes as 'too time-consuming', 'irrelevant', or an 'activity' that can be 'completed' later. This type of an attitude has unfortunate consequences, for as one professor involved in supporting an anti-sweatshop campus group observed, "the lack of critical self-reflection on the part of students undermined their capacity for anti-racist feminist action"(Silvey 2002: 203). Thus, even though SAS activism is "pro-labour, pro-woman"(Silvey 2002: 203), it frequently does not confront issues of racial and class privilege, or work towards building an inclusive movement for improving labour conditions.

The ways in which SAS members carry out "No Sweat" campaigns seem to reflect Mohanty's criticism that grassroots organizations may "employ strategies around mass mobilization, but don't necessarily have a very complex notion of how political education and conscientization are central to mobilization"(qtd. in Dua and Trotz: 71). As a result, once the primary goal is accomplished, the group can lose direction and may disintegrate. Certainly at Trent, as well as at the University of Toronto, students have found that once an anti-sweatshop policy has been passed, popular mobilization and interest comes to a startling halt. Reasons for this rapid decline in involvement are multiple, including the framing of sweatshop issues as 'global' (i.e. far-away), only pertaining to the garment industry (i.e. not in food services, or other low-wage, unstable work), not related to local low-wage women workers' struggles, and not explicitly linked to broader questions of neoliberal capitalist restructuring. Though the narrow definition of sweatshops can be strategic because it helps to focus activists' energies, it can nevertheless be problematic and, in the end, counter-productive. Also in terms of practical realities, SAS organizing is connected to the fluctuating pressures of school work, the short span of the school year and the relatively privileged class background of many members. However, these academic 'constraints'/privileges do not preclude the necessity for students to incorporate a feminist, anti-racist analysis into all aspects of their work and contribute to a more sustainable

movement that is based on genuine links of solidarity with groups addressing related issues. Importantly, the strategies and work of heads up as well as Justice For Workers provide insightful lessons for tackling these questions.

Members of the heads up collective see themselves as engaged in a “long-term reflective process,” in which they are constantly learning (Member, Personal Communication). Extending their intentions to actively build bridges of solidarity that are grounded in actual ‘flesh and blood’ relationships (Arat-Koc 2002: 56), members are involved in a number of ongoing struggles, such as supporting and joining in actions for Algerian non-status people and the Grassy Narrows First Nations as well as against the First Nations Governance Act, in addition to taking the time to visit and hear from the detainees in the Celebrity Inn. With regards to doing detention-related work, the members of heads up are cautious and unassuming, asserting that they are just becoming familiar with the situation of the incarcerated refugees and immigrants (Luu 2003). Respecting the vulnerable position of the asylum seekers, and simultaneously asserting the necessity to let the detainees’ voices direct the actions and demands of those on the outside, has entailed an intense “questioning [of] what we have achieved and what the next step is”(Member, Personal Communication). Recognizing that their process “doesn’t resolve things quickly,”(Member, Personal Communication) one woman reports that some other activist groups view their collective as unproductive. Significantly, the perception that to be an ‘activist’, one must be involved in direct action and mass mobilizations, seems to be highly related to the tendency of many activists to view critical reflection for action as frivolous and overly time-consuming.

Members of the heads up collective whose views are included in this paper acknowledge that they are working on issues which urgently need to be addressed. However, they have chosen

to adopt an approach which recognizes the interconnectedness of the 'global' and 'local' and that their "ultimate goal of a multiracial movement"(Luu 2003) will be a long-term struggle. As members have asserted, an integral part of movement-building is engaging in reflective processes. This undertaking does not demand debilitating guilt, but instead, requires the courage to confront systems of oppression and privilege.

Similarly, the Justice For Workers campaign has an objective to initiate the development of a movement. Although their articulated goal is to raise the minimum wage, there is also a sense that there is a need "to leave something in place--a structure; a local capacity to take on other issues"(Member, Personal Communication, March 2003). Members have a conviction that building a movement will be a lengthy project that requires taking the lead from low-wage women workers, facilitating their "political education and conscientization" (Mohanty qtd. in Dua and Trotz: 71) and letting them direct the organization. As one woman explains, the approach used by the group "recognizes how problematic it is to speak or work on behalf of people"(Personal Communication, March 2003). Concretely, this methodology for self-organization was enacted in the development of the Jane-Finch Justice For Workers group. At an open community gathering of about 140 people, participants were encouraged to develop ideas for the campaign to raise the minimum wage(Wilmot, Personal Communication). From that initial participatory planning session, a "small group of older women of colour formed. Ever since, they have been taking the Justice For Workers petition [to the Ontario government] around their neighbourhood, to their church and other places in their community." (Wilmot, Personal Communication) In the process, these women are engaging with other people in the community, discussing the issues and raising support for the campaign. This popular model is explicitly grounded in notions of empowering women to take control over their own lives and struggle for social change. Without a doubt, this undertaking is an uphill battle. Neither the neo-conservative provincial government, nor either of

the opposition parties officially support the demand for raising the minimum wage to the poverty line. Justice For Workers is also neighbourhood-based, which reinforces the idea that if this campaign is to be sustained over the long-term, it must be carried out by low-income workers and rooted in their communities. The need for raising the minimum wage is urgent, for as the materials of Justice For Workers indicate, in Ontario, 38% of women of colour and 31% of all women are currently earning poverty wages (Justice For Workers 2002: 1). Yet, the challenging goal of facilitating a movement of low-wage workers and the hostile political climate in Ontario, means that "it's hard to sustain support and it [the organizing work] feels repetitious, uncertain, with no end point." (Wilmot, Personal Communication).

Members in the heads up collective are also experiencing difficulties in sustaining energy and levels of participation. Reflecting on this common problem, Ladd suggests that:

One of the challenges is how to do that organizing which, as women of colour, as activists or organizers, gives us a strength to continue in our own work, organizing which...provides an opportunity to participate in and organize within the broader movement. (qtd. in Robertson: 325)

Working on multiple fronts, including in one's local community, within coalitions, and across borders can be overwhelming and draining. As members in heads up and Justice For Workers emphasize, we must be prepared for the long haul. While the neoliberal capitalist agenda has been deliberately consolidated over decades, sexism, racism and other oppressive relations have become embedded in social, political and economic systems over centuries. Asserting the conviction that fighting for social change reaches beyond one's life time, Sojourner Truth explained:

I have been here forty years a slave and forty years free, and would be here forty years more to have equal rights for all. I suppose I am kept here because

something remains for me to do; I suppose I am yet to help to break the chains.
(1973: 570)

Clearly, "equal rights for all" is not a reality yet. It is important to affirm the possibilities of--and the necessity to begin--breaking down the multiple systems of oppression. Yet, simultaneously, as members of Justice For Workers and the heads up collective maintain, we need alternatives that are rooted in anti-racist, anti-imperialist and anti-capitalist feminist frameworks. In the words of the Combahee River Collective, "We have a very definite revolutionary task to perform and we are ready for the lifetime of work and struggle before us" (1983: 215). Indeed, we must find ways to avoid exhaustion and cynicism. By developing collectives which embrace "a common politics of inclusion" (Carty: 14), reflecting principles of participatory democracy, engaging in critical analysis and acknowledging "local knowledges and the intersection of race, gender, class, sexuality, ethnicity, culture and different abilities" (Calliste and Dei 2000: 15), activists can begin to work towards developing movements for broad social change.

Asserting Alternatives

Amongst activists in the mainstream 'anti-globalization' movement in Canada, a critical gender and race analysis, as well as an anti-imperialist perspective are sorely lacking. As Mohanty points out, "there is a latent masculinism which just keeps reproducing itself" (qtd. in Dua and Trotz : 68). Arguably, there seems to be a similar reinscribing of white domination as well as privilege in too many activist circles. Students Against Sweatshops groups, which have sprouted on campuses across the country, exemplify this form of well-intentioned activism that generally continues to reinforce hegemonic power relations. Yet, by understanding the trail-blazing, uphill and difficult work of groups such as the heads up collective and Justice For Workers, alternative ways of developing alliances of solidarity and building participatory,

democratic social movements become more tangible. Crucially, interrupting mainstream discourses which deem the marginalized as agencyless victims and naturalize power structures can only be accomplished if activism reflects-and does not merely pay lip service to--principles of anti-oppression. Rather than simply "working to end somebody else's oppression"(Combahee River Collective: 212), we all have a responsibility to contest systems of domination and link together as allies, in ways which allow those in the margins to be in the lead, not the shadows. As Aboriginal educator and activist Lilla Watson eloquently demands:

If you have come to help me, you are wasting your time;
But if you've come because your liberation is bound up with mine,
Then let us work together. (Action For Aboriginal Rights 2003)

Hearing from a couple of members of heads up and Justice For Workers, I find myself inspired and optimistic about the future of organizing for social change. Despite the difficulties both are encountering, their efforts demonstrate that integrating an anti-oppression analysis into all aspects of activism is a necessarily an ongoing process, but nevertheless, possible. The attempts of women in heads up and Justice For Workers to forge bridges of solidarity and open multiple paths for inclusive forms of resistance provide lessons that members of Students Against Sweatshops--as well as many other North American activists--cannot afford to ignore. The question of how to sustain energy and involvement remains unresolved, and will be an ongoing challenge as activists struggle to confront neoliberal corporate globalization and the destructive, discriminatory wars on 'terrorism'. Moving forward is neither a clear-cut nor simple undertaking, and requires critical self- and collective reflection. Yet, without a doubt, an inclusive, anti-racist, anti-imperialist and feminist praxis is necessary if we are serious about building movements for genuine social change.

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