

2022 UNIVERSITY CAUCUS ANNUAL MEETING

April 25, 2022



Welcome

WRC Investigations Have Produced \$106.3 Million in Back Pay for 470,000 Garment Workers



The failure of factories to obey minimum wage, overtime, and severance laws is a chronic problem in the garment industry. It is a priority issue in the WRC's factory monitoring work. Over the last 12 years, the WRC has secured more than \$100 million in back pay for nearly half a million workers. Most of these successful cases were at collegiate factories.

Back Pay Cases Successfully Resolved



78

By the Numbers

Countries



18

Number of countries where the WRC has won back pay for workers

Collegiate Cases



60%

Percentage of successful back pay cases that involved collegiate apparel

Collegiate Licensees



44

Number of licensees with wage violations identified and corrected through WRC monitoring

Back Pay Secured through WRC Investigations: Selected Cases*



Factory	Year	Total Back Pay	Number of Workers	Type of Legal Violation	Country
Brilliant Alliance	2022	\$8,300,000	1,388	Severance	Thailand
KGG Garment	2022	\$132,000	1,301	Severance	Ethiopia
Din Han Enterprises	2021	\$280,000	2,000	Minimum Wage	Cambodia
Elm S.A.	2021	\$896,000	377	Severance	Guatemala
Industrias Florenzi	2021	\$1,015,000	200	Severance	El Salvador
Premium Apparel	2020	\$84,600	47	Wrongful Dismissal/Back Wages	Haiti
PT Hansoll Hyun	2020	\$2,885,519	1,301	Severance	Indonesia
PT Pungkook Indonesia One	2020	\$106,000	2,543	Minimum Wage	Indonesia
Vega Textiles	2020	\$739,200	520	Minimum Wage	Jordan
CSA Guatemala	2019	\$1,347,505	669	Severance	Guatemala
Delta Apparel Honduras	2019	\$334,000	1,200	Minimum Wage	Honduras
Direct Ship Americas	2019	\$468,000	240	Severance	Honduras
Gildan Factories - multiple	2019	\$3,000,000	15,000	Minimum Wage	Honduras
Kanlayani	2019	\$110,000	29	Severance	Thailand
League Central America	2019	\$98,558	13	Wrongful Dismissal/Back Wages	El Salvador
PT Kahoindah	2019	\$4,500,000	2,001	Severance	Indonesia
Star S.A.	2019	\$1,573,595	1,200	Severance	Honduras
Hansae Vietnam	2017	\$700,000	10,000	Minimum Wage	Vietnam
Rio Garment	2017	\$1,345,000	530	Severance	Honduras
Cambo Yon Xing	2016	\$90,796	78	Severance	Cambodia
North Star	2016	\$180,000	300	Minimum Wage	Thailand
Han Embroidery	2015	\$72,157	168	Severance	Bangladesh
Manufacturas del Rio	2014	\$1,800,000	1,273	Severance	El Salvador
Kingsland	2013	\$200,000	200	Severance	Cambodia
PT Kizone	2012	\$2,592,071	2,664	Severance	Indonesia
Confecciones Gama	2011	\$200,750	239	Severance	El Salvador
Hugger and Vision Tex	2010	\$1,540,000	1,445	Severance	Honduras
June Textile	2010	\$2,600,000	4,000	Severance	Cambodia
Shahi Exports and other factories	2010	\$6,000,000	110,000	Minimum Wage	India
Estofel S.A.	2009	\$534,236	871	Severance	Guatemala
Jerzees de Honduras	2009	\$2,500,000	1,225	Wrongful Dismissal/Back Wages	Honduras

*Blue shading indicates a factory making university apparel.

Year in Review

2021-2022

THE STAFF



10

HEADQUARTERS
STAFF



13

FIELD
STAFF



22

LANGUAGES SPOKEN

Investigations at Collegiate Factories 2021–2022



The WRC investigated worker complaints at these licensees' factories

ADIDAS	COLLEGE VAULT	GEAR FOR SPORTS	CAPTIVATING HEADWEAR
FANATICS	NIKE	OUTERSTUFF	INFINITY HEADWEAR & APPAREL
ACCOLADE	NEW AGENDA	OURAY SPORTSWEAR	VANTAGE CUSTOM CLASSIC
CAMP DAVID	TAILGATE	COLUMBIA	GLOBAL SOURCING CONNECTION
ALPHABRODER	IMAGE SOURCE	PETER MILLAR	
UNDER ARMOUR	LAKESHIRTS	CUTTER & BUCK	
HYPE & VICE	MV SPORT	BADGER SPORT	

CASE INVESTIGATIONS—AMERICAS

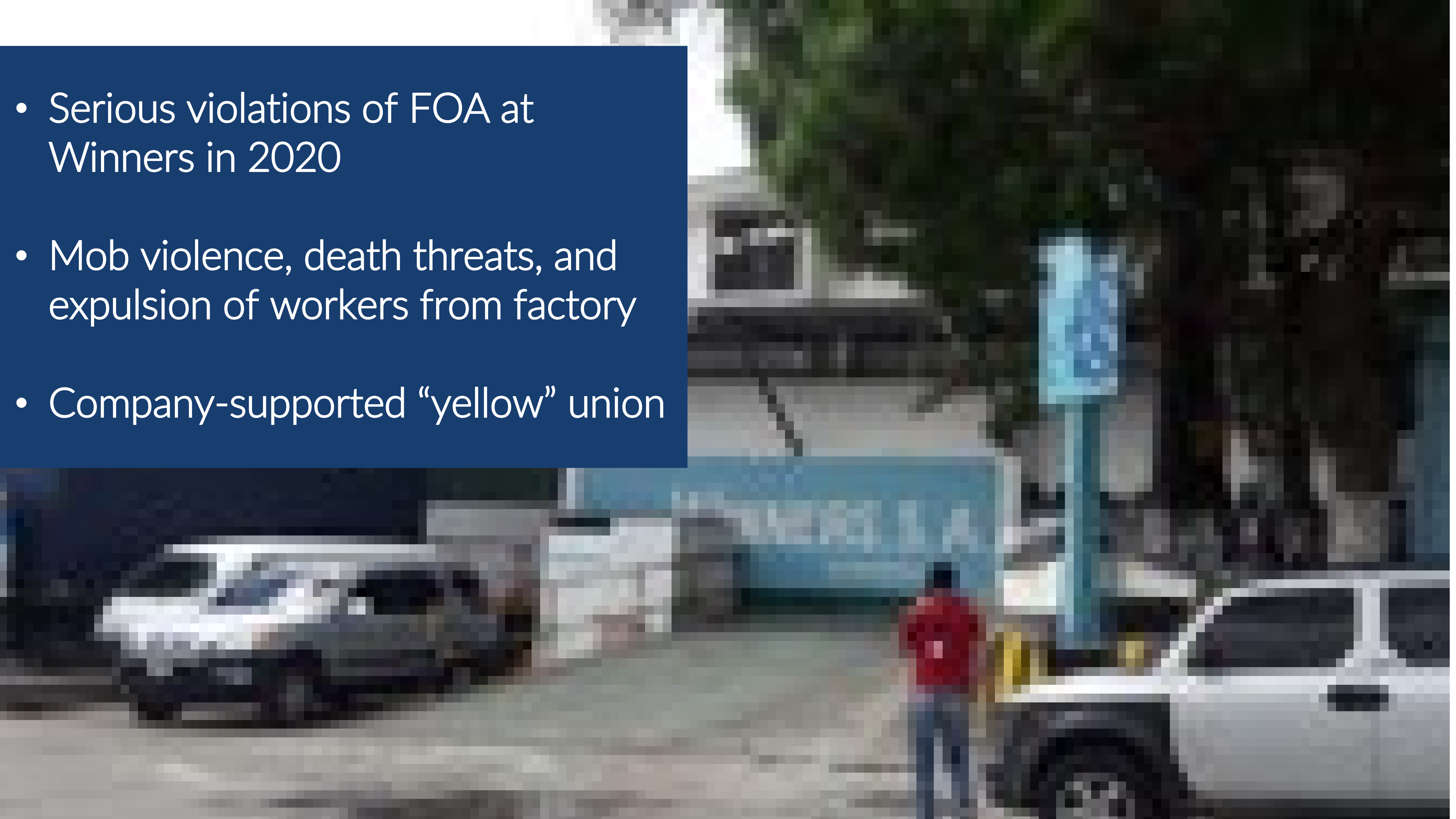
COUNTRY	FACTORY	VIOLATION(S)
Guatemala	[Redacted]	Unlawful dismissal
Guatemala	K P Textil	Worker death from Covid outbreak
Guatemala	Centexsa	Unlawful dismissal
Guatemala	Winners	Unlawful dismissal, mob violence, death threats
Haiti	Palm Apparel and Sewing International	Worker deaths related to failure to make healthcare contributions
Haiti	Premium Apparel	Retaliatory dismissal for protesting work conditions
Honduras	[Redacted]	Request to dismiss union leader
Honduras	[Redacted]	Violations of the CBA related to paid leave and annual salary increases
Mexico	[Redacted]	Freedom of association
United States	Pure Cotton	Nonpayment of minimum wage



- Nine workers fired after meeting about unionization
- WRC contacted SAE-A about investigation
- SAE-A reinstated workers and committed to other remedial actions



- Serious violations of FOA at Winners in 2020
- Mob violence, death threats, and expulsion of workers from factory
- Company-supported “yellow” union



CASE INVESTIGATIONS – SOUTHEAST ASIA

COUNTRY	FACTORY	VIOLATION(S)
Cambodia	B.D. (Cambodia) Sports Co.	Freedom of association, unlawful dismissal
Cambodia	Din Han Enterprises	Nonpayment of wages
Cambodia	[Redacted]	Freedom of association, unlawful dismissal
Indonesia	PT Dong A Decal	Nonpayment of wages
Indonesia	PT Hansoll Hyun	Unpaid severance
Indonesia	PT Pungkook Indonesia One	Nonpayment of wages
Indonesia	[Redacted]	Gender-based violence and harassment, verbal harassment, unlawful wage deductions
Thailand	Hong Seng Knitting Co.	Nonpayment of wages, retaliation
Thailand	Thai Garment Export	Unpaid severance
Vietnam	[Redacted]	Nonpayment of wages



Din Han Enterprise (CAMBODIA)

- **UNIVERSITY LICENSED APPAREL FOR ADIDAS**
- **APRIL 2021 OUTBREAK OF COVID-19** (affected 600 out of 2,800 workers)
- **PAYMENT OF WAGES DURING LOCKDOWN** Workers received 50% of their normal wage rates (May 2021)

CASE INVESTIGATIONS—EAST ASIA

COUNTRY	FACTORY NAME	VIOLATION(S)
China	Hetian Taida	Forced labor
China	South China Headwear	Excessive overtime, wage deductions, statutory benefits, health and safety



CASE INVESTIGATIONS—SOUTH ASIA

COUNTRY	FACTORY	VIOLATION(S)
Bangladesh	Posmi Sweaters	Underpayment of wages
Bangladesh	Uni Gears	Unpaid severance
Bangladesh	[Redacted]	Unpaid severance
India	[Redacted]	Health and safety, informal employment, nonpayment of overtime
India	Shahi Exports and other factories	Nonpayment of minimum wage



KGG GARMENTS (ETHIOPIA)

- UNIVERSITY LICENSED APPAREL FOR CUTTER & BUCK
- FORCED 1,300 WORKERS TO RESIGN TO AVOID PAYING SEVERANCE
- WORKERS WERE OWED \$135,000
- CUTTER & BUCK COMMITTED TO PAY WORKERS TO REMEDY THE VIOLATION





Hong Seng Knitting

- 
- **Located in Thailand**
 - **Supplies collegiate apparel to Nike**
 - **Workforce at time of violation: 3,360 production workers**
 - **Employs Thai and Burmese workers**

April 2020

Factory coerces
workers to sign
acceptance of unpaid
leave in May and June
2020

Almost all workers
acquiesce

What happened when workers refused to sign or pursued complaints with the Thai government?

- Threats of dismissal
- Threats of long-term unpaid suspension
- Company told workers that the company would never pay
- Threats that “problems may arise” if they speak with outside parties
- Workers transferred away from their usual work
- Threats of prosecution



Hong Seng Knitting
Co., Ltd.

@HongSengKnitting



Hong Seng Knitting Co., Ltd.

May 28, 2020 · 🌐

...

บริษัทสงเล้งการทอ จำกัด ขอแจ้งให้ทราบว่า การโพสต์ข้อความใด ๆ ก็ตามลงใน
สื่อ Social media (Facebook , Line)

ที่ทำให้บริษัทฯ เกิดความเสียหาย เสื่อมเสียชื่อเสียง ทางบริษัทฯ จะแจ้งความ
ดำเนินคดีตามกฎหมายถึงที่สุด

ปัจจุบัน ทางฝ่ายกฎหมายของบริษัทฯ ได้ติดตามการโพสต์ข้อความต่าง ๆ ลงใน
Facebook อยู่ตลอดเวลา

ฉะนั้นหากคิดจะโพสต์ หรือโพสต์ข้อความที่ทำให้บริษัทฯเสียหาย ขอให้ลบโพสต์
และยกเลิกการกระทำดังกล่าว... See More

See Translation

ທຸ້ມໂຮງຮຽນສະໜອງການສຶກສາສຳລັບນັກຮຽນທີ່ມີຄວາມສາມາດສູງ ສຳລັບນັກຮຽນທີ່ມີຄວາມສາມາດສູງ ສຳລັບນັກຮຽນທີ່ມີຄວາມສາມາດສູງ
- ກຸ່ມນັກຮຽນທີ່ມີຄວາມສາມາດສູງສຳລັບນັກຮຽນທີ່ມີຄວາມສາມາດສູງ ສຳລັບນັກຮຽນທີ່ມີຄວາມສາມາດສູງ ສຳລັບນັກຮຽນທີ່ມີຄວາມສາມາດສູງ
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สำนักงานตำรวจแห่งชาติ รายงานประจำวันเกี่ยวกับคดี

สถานีตำรวจ กองบังคับการ/ตำรวจภูธรจังหวัด
๒๕๖๓

ลำดับ	วัน เดือน ปี เวลา	
๖	๒๐.๕๐ น.	๒๗ พ.ค. ๒๕๖๓ ราชการ บริษัท สงเล้งการทอ จำกัด โดย

Department of Labor Protection and Welfare



Two workers received separate rulings that they should receive back pay

The unpaid leave form “cannot be used as an agreement to take leave without pay”

WRC Recommendations

- Provide full back pay to all workers who were placed on unpaid leave (estimated \$580,000 plus legally required interest)
- Provide compensation to Kyaw San Oo and his wife (travel costs, lost compensation)
- Adopt and implement a policy of respect for associational rights and nonretaliation

Partial Remedy

- Back pay provided to approximately 14 workers—less than 1% of the total
- Company has offered to rehire Kyaw San Oo, but it has not agreed to provide the recommended compensation

Nike Current Response

- Nike says workers volunteered to go unpaid
- Nike has not provided a clear explanation of why workers would make this choice
- Nike has declined to share its evidence with the WRC

Deaths Of Haitian Workers from Factories' Failure to Pay Healthcare Contributions



Failure of Haitian Factories to Make Legally-Required Healthcare and Pension Payments

✓ Widespread noncompliance with health and pension obligations at Haitian factories

✓ WRC investigation and engagement with university licensees sourcing from Haiti

PALM APPAREL GROUP

PALM APPAREL



SEWING
INTERNATIONAL (SISA)





Palm Apparel
and SISA failed
to pay workers'
healthcare
contributions

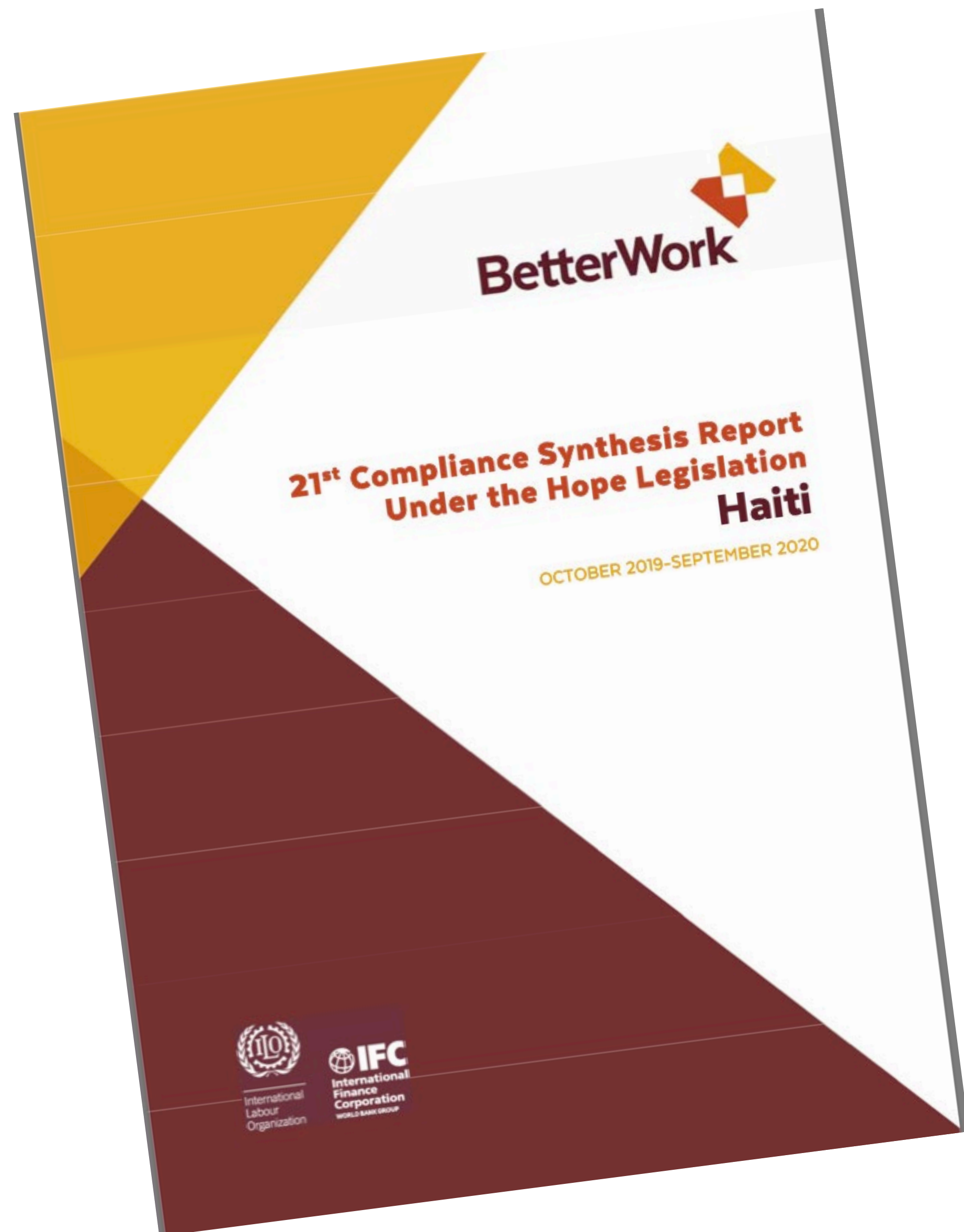
This meant
that workers did
not receive
lifesaving
medical treatment

ENGAGEMENT WITH GILDAN AND REMEDIATION

COMPENSATION
FOR FAMILIES
FOR LOSS OF
LIFETIME
EARNINGS

REIMBURSE
MEDICAL AND
FUNERAL
EXPENSES

HEALTHCARE
AND PENSION
COVERAGE
FOR OTHER
WORKERS



CHRONIC NONCOMPLIANCE WITH HEALTH AND PENSION PAYMENTS AT HAITIAN GARMENT FACTORIES

WRC FOLLOW-UP INVESTIGATION

- Licensees should require suppliers to provide documentation of compliance with healthcare and pension contribution requirements

COOPERATION FROM:

- College Concepts
- Gorilla Marketing
- Knights Apparel
- MV Sport
- New Agenda
- New Era Cap
- Top of the World by Fanatics
- Uscape Apparel

ONGOING NONCOMPLIANCE BY FACTORIES (ILO Better Work, December 2021)

Compliance Question	The number of factories found non-compliant (N=27)	NC Rate by Question
Does the employer collect and forward workers' contributions to ONA?	24	89%
Does the employer collect and forward workers' contributions to OFATMA?	24	89%
Does the employer pay 3% of workers' basic salary to OFATMA for maternity and health insurance?	24	89%
Does the employer pay the required employer contribution to ONA?	24	89%
Does the employer pay 3% of workers' salary to OFATMA for work-related accident insurance?	18	67%
Does the employer pay workers their annual salary supplement or bonus?	16	59%

Q&A



International Accord for Health and Safety in the Textile and Garment Industry

ACCORD

on Fire and Building Safety in Bangladesh



33,000 factory inspections



130,000+ safety violations addressed
in Accord covered factories



93% + remediation completed





- The Accord draws heavily from universities' binding labor standards for licensees
- Key elements include:
 - legal enforceability of brands' commitments
 - independent oversight of brand compliance
 - obligation to cease business with any factory that refuses to operate safely
 - transparency of factory remediation progress

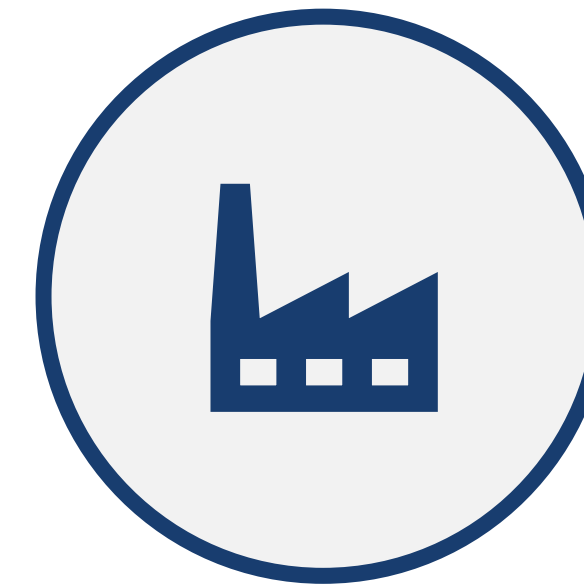
International
ACCORD
for Health and Safety in the Garment and Textile Industry



SEPTEMBER 1, 2021 –
OCTOBER 31, 2023



170+ COMPANY
SIGNATORIES



COVERS 1,600+
FACTORIES



COVERS OVER
2 MILLION
WORKERS

LICENSEES THAT HAVE SIGNED THE INTERNATIONAL ACCORD

ADIDAS

COLOSSEUM

NEW WAVE GROUP (CUTTER & BUCK)

FANATICS (TOP OF THE WORLD)

HALO

HANESBRANDS (KNIGHTS APPAREL)

MITCHELL & NESS

MV SPORT /THE GAME

PERRIN (NEW AGENDA)

OUTERSTUFF (TEAM ATHLETICS)

OURAY SPORTSWEAR

USCAPE APPAREL

W REPUBLIC APPAREL

ZEPHYR (ZEPHYR GRAF X)

LICENSEES THAT HAVE NOT SIGNED THE INTERNATIONAL ACCORD

ANTIGUA GROUP

GORILLA MARKETING



KEY PRIORITIES

- effective implementation in Bangladesh
- planned expansion to at least one more country
- ensuring continuation after 2023 expiration of Accord

INTERNATIONAL EXPANSION OF THE ACCORD

- 59 licensees currently in Pakistan
- 86 factories currently producing collegiate apparel



Ali Enterprises factory fire, Karachi, Pakistan
September 11, 2012 – 262 dead



Artistic Milliners Unit 5 Karachi, Pakistan

January 4, 2022 – 4 dead after gas leak

Brands:

Bestseller, Gap, G-Star, H&M, Levi's,
Kontoor Brands, Mango, PVH,
Reformation, Target



NP Cotton Mills Balochistan, Pakistan

January 24, 2022 – 11 injured in gas explosion

THE FUTURE OF THE INTERNATIONAL ACCORD



Q&A

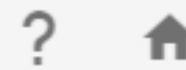


Factory Disclosure

SUPPLY CHAIN TRANSPARENCY

W R C

WORKER RIGHTS
CONSORTIUM



Factory Disclosure Search

Start Date
April 2022

End Date
June 2022

School

Licensee
Fanatics Apparel

Country
Guatemala

Factory

Group By
Factory

RESET

SEARCH

Filter

Factory



Acabados Y Serigrafia, S.A.

Disclosure Date: 04/01/2022

Factory: [Acabados Y Serigrafia, S.A.](#)

Licensee: Fanatics Apparel

Country: Guatemala

School

Boston College, College of the Holy Cross,
Columbia University, Cornell University, George
Washington University, University of Pennsylvania

Address & Contact Info

Products

Business Type

G&V CORPORACION S.A.

Disclosure Date: 04/01/2022

Factory: [G&V CORPORACION S.A.](#)

Licensee: Fanatics Apparel

Country: Guatemala

School

Address & Contact Info

Products

Business Type

Vendor/Supplier (Source of blank goods)

Hanah Trading

Disclosure Date: 04/01/2022

Factory: [Hanah Trading](#)

Licensee: Fanatics Apparel

Country: Guatemala

School

Address & Contact Info

Contact: Ivon Villatoro, Ivon
Villatoro, Ivon Villatoro

Phone: 502-2291-0700, 502-
2291-0700, 502-2291-
0700

Email: ivon.villatoro@fpstex.com
ivon.villatoro@fpstex.com



Non-university Partnerships



Council on Ethics for the
Norwegian Government
Pension Fund



City and County
of San Francisco



City of Madison



City of Los Angeles



U.S. Department of Labor



Covered California

Q&A

Worker Rights in a Time of Dictators:

**How the Growth of
Despotism Means
Higher Stakes and
Tougher Challenges for
Labor Code
Enforcement**

THE RISE OF AUTHORITARIANISM

- Created an enabling environment for labor violations
- Labor violations have increased in scale and severity
- Increased challenges for monitoring and remediation within shrinking civil society space





SAY NO! TO
ORBAN'S
DICTATORSHIP





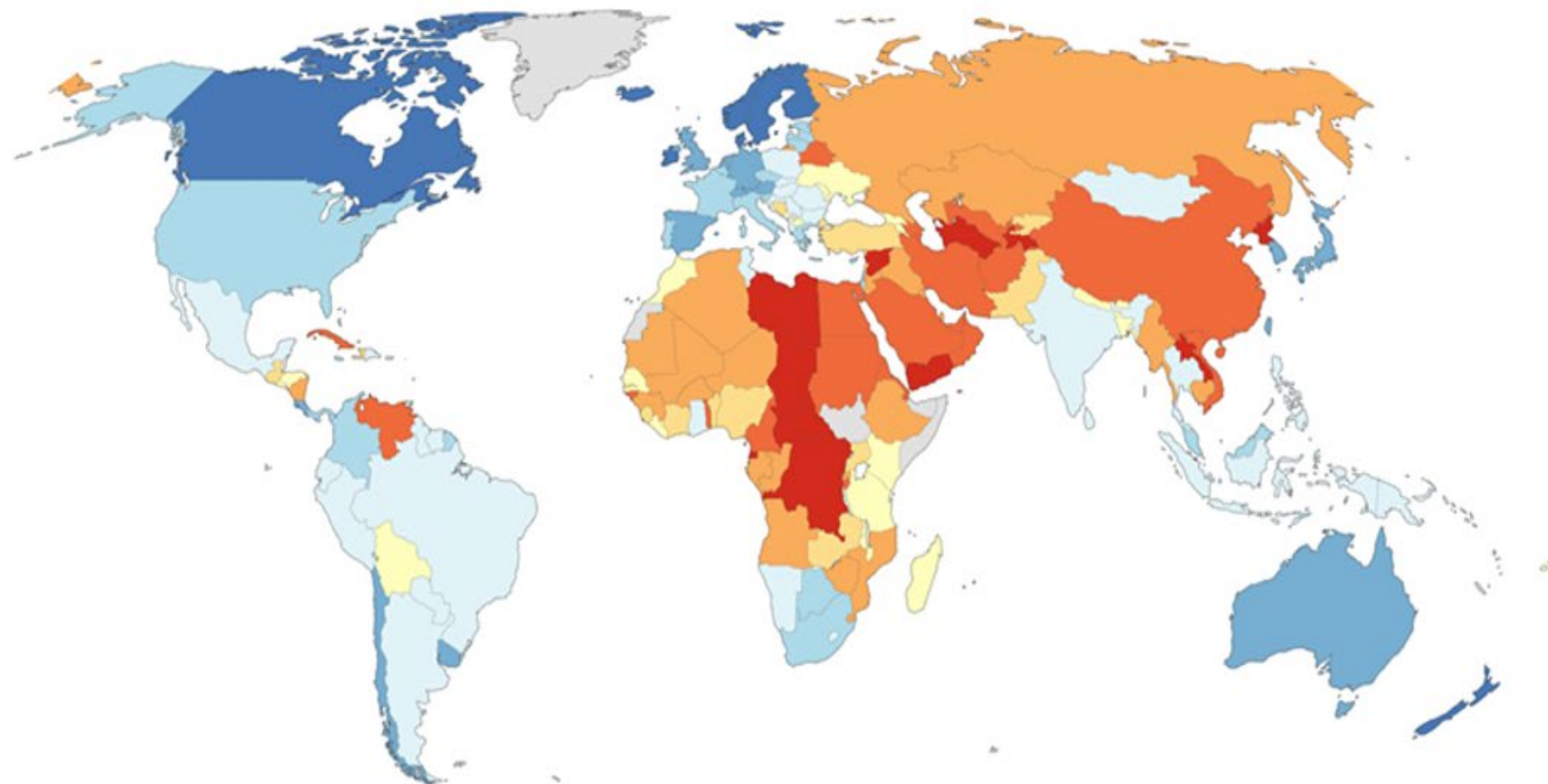
Daily chart

Global democracy has a very bad year

The pandemic caused an unprecedented rollback of democratic freedoms in 2020

FEB 2ND 2021

Global Democracy Index 2020



GLOBAL DEMOCRACY continued its decline in 2020, according to the latest edition of the [Democracy Index](#) from our sister company, The Economist

MADE BY HISTORY • Perspective

How democracies slide into authoritarianism

NATIONAL

Number of countries veering towards authoritarianism on rise: report

THE WALL STREET JOURNAL.

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LIFE & WORK | IDEAS | THE SATURDAY ESSAY

The Global Crisis of Democracy

As China and Russia attack free governments and push strongman rule, the U.S. has gone silent—and a new tide of authoritarianism is gathering.

In Focus

Democracy under threat: a case for coordinated action?

THE RISE OF AUTHORITARIANISM

- Silencing of dissent
- Manipulation of information
- Increased use of state violence and surveillance



IMPACTS ON OUR WORK

Increase in labor
violations

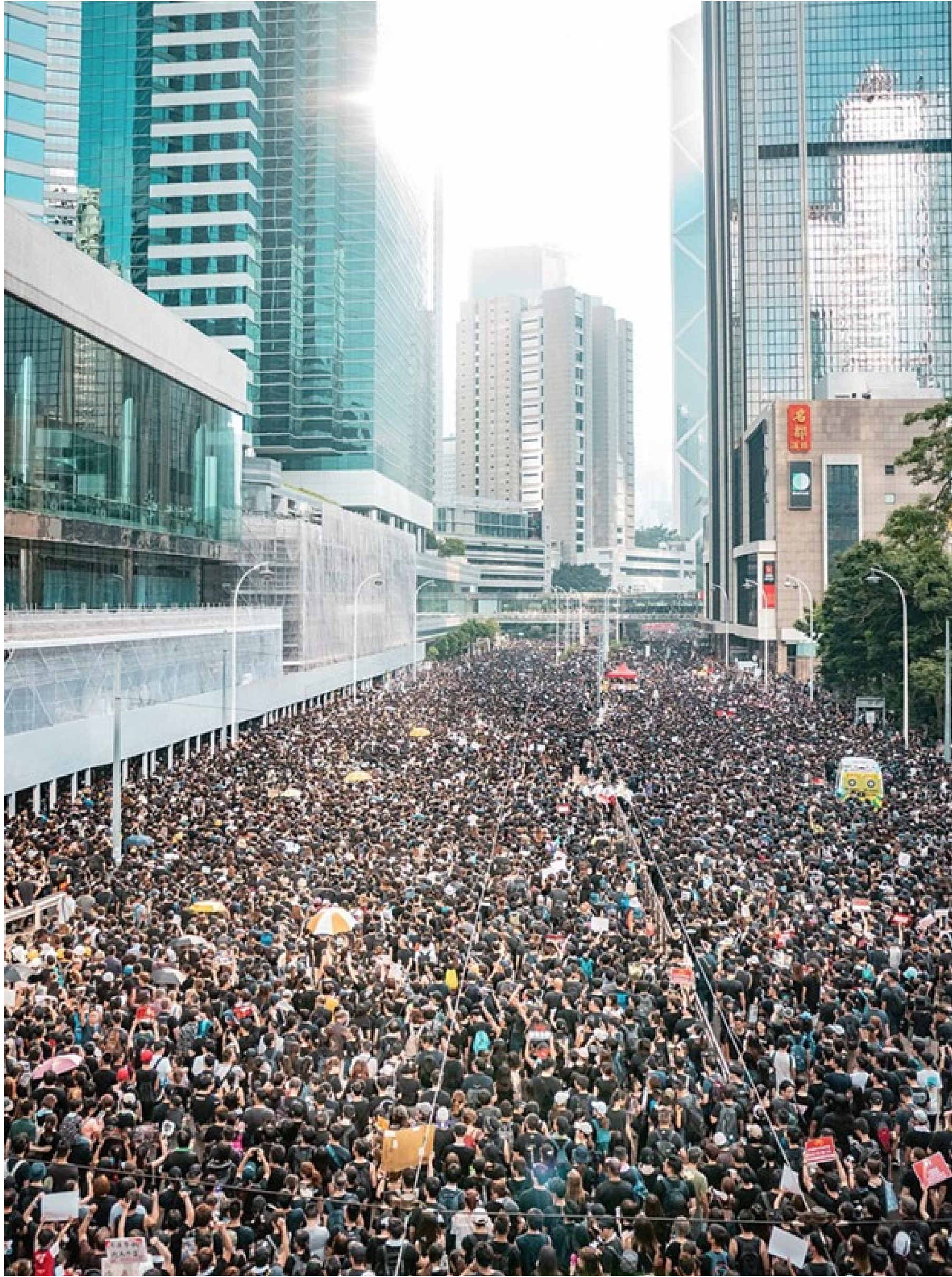
Decrease in efficacy
of instruments
and approaches
to resolve them

MYANMAR

- Coup in February 2021
- At least 1,723 protesters killed
- 10,000 currently under arrest









Number of labor disputes

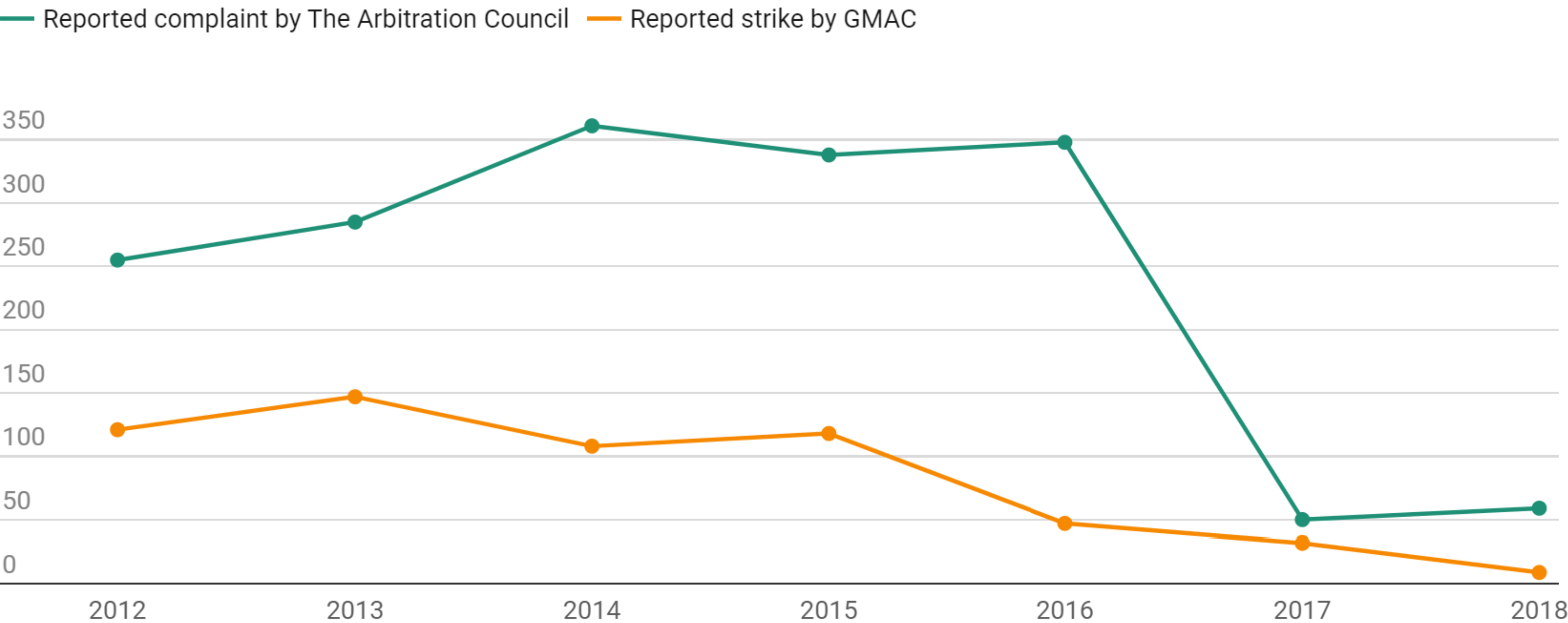


Chart: Open Development Cambodia on 21 August 2019 • Source: Arbitration Council and Better Factories Cambodia, 2018. • [Get the data](#)

Graph: Reported complaints by the Arbitration Council¹⁰ and reported strikes by GMAC¹¹



WHAT HAS THIS MEANT FOR OUR WORK?

Q&A

Presentation by Julie Su, Deputy Secretary of Labor

Q&A

The Worst Wage Theft and the Biggest Back Pay:

**Wrestling India's Top
Exporters over
\$60 Million in
Unpaid Wages**



Karnataka State:

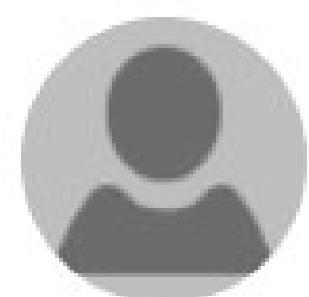
- Bangalore: “Silicon Valley of India”
- Major garment hub:
 - 1,000+ factories,
 - 400,000 workers
- Shahi Exports, top garment manufacturer:
 - 43 factories, 80,000 workers
 - Collegiate apparel for Columbia
 - Non-collegiate apparel for Nike, Gap, PVH (Tommy Hilfiger), H&M, Walmart, Zara, many others

Karnataka April–May 2020 Covid-19 Lockdown

- Factories temporarily closed
- Many workers not paid
- Order cancellations
- Layoffs, terminations
- Food insecurity
- Schools closed
- Workers go into debt to survive

KARNATAKA

Karnataka government defers payment of VDA for one year



Sharath Srivatsa

BENGALURU JULY 21, 2020 22:45 IST

UPDATED: JULY 21, 2020 22:45 IST

SHARE ARTICLE



PRINT



Variable Dearness Allowance, (VDA)—annual minimum wage increase based on cost-of-living, due April 1, 2020

“Shocking for the workers ... [t]he VDA payable from April 1, 2020, to March 31, 2021, has been postponed ... the demand for exemption from payment of VDA had come from industries.”

– *The Hindu*
July 21, 2020

September 2020—State High Court Declares Postponement Illegal on its Face

KARNATAKA

HC stays govt. order to defer payment of VDA employees in MSME sector



SPECIAL CORRESPONDENT

BENGALURU SEPTEMBER 11, 2020 14:37 IST

UPDATED: SEPTEMBER 11, 2020 14:37 IST

SHARE ARTICLE



PRINT



A | A | A



- State high court rules postponement illegal, issues stay rendering it inoperative and the VDA payable
- Other industries comply and pay their workers VDA and back pay
- Garment factories defy court order, deny workers minimum wage
- Cost of living continues to rise

KARNATAKA

Garment workers still waiting for VDA



Sharath S. Srivatsa

BENGALURU, OCTOBER 25, 2021 00:33 IST

UPDATED: OCTOBER 25, 2021 00:33 IST

SHARE ARTICLE



PRINT

A

A

A



The Clothing Manufacturing Association of India has justified non-payment of VDA using the turbulence caused by COVID-19 and the fact that the matter is pending in court. | Photo Credit: [File Photo](#)

The contention centres around variable dearness allowance fixed for 2020-21

By February 2022, factories owe workers \$58 million

Workers say refusal to pay affecting ability to feed families...

“Had I got the VDA in 2020, we could have at least eaten vegetables a few times in the month. Throughout the year we only ate rice with chutney.”

“We do not drink tea or coffee as we cannot afford that expense. We also never buy meat and fish and only eat vegetables and lentils, as we cannot afford the cost.”

Brands' Non-response to 'Worst Wage Theft'

April 2020–September 2021

- No recognition of court ruling that postponement was illegal
- No action on worker complaints to brands that factories defied court
- No scrutiny of factories' false claim that the legal issue was undecided



India Wage Theft 'Worst' Fashion Has Seen

By Jasmin Malik Chua



Indian workers stitch garments at Go Go International, a garment manufacturing company, in Bangalore, the capital of the Indian state of Karnataka, Thursday, June 1, 2017.

CREDIT: AP
Photo/Aijaz Rahi

WRC Engagement with Brands

September 2021–January 2022

- A&F
- adidas (non-collegiate)
- American Eagle
- ASOS
- Benetton
- C&A
- **Columbia (collegiate)**
- Gap
- H&M
- Levi's
- Marks & Spencer
- Michael Kors
- Next
- Nike (non-collegiate)
- Primark
- Puma
- PVH (Tommy Hilfiger)
- Target
- Tesco
- Uniqlo
- VF
- Zara

January 29, 2022

WRC Engagement, PVH and Gap Intervention, Brings Commitment by Collegiate Supplier Shahi Exports to Pay:

- **February 2022:**

- Full VDA (full minimum wage) going forward in February:
 - *\$446,000/month in increased wages going forward*
- Arrears for VDA from April 2021–January 2022 in February:
 - *\$4.5 million in back wages, annual bonus, and retirement contributions*

- **May 2022:**

- Arrears for VDA from April 2020–March 2021
 - *\$5.5 million in back wages, annual bonus, and retirement contributions*

February 2022

17 Top Factory Owners Commit to Pay Full VDA and Back Pay

- Immediate 5% Wage Increase
- \$28.6 million in back pay
- For 200,000+ Workers

Factory Group (# of factories in Karnataka)	Number of Workers Affected	Reported Major Buyers	Committed to Pay Minimum Wage Increase	Committed to Pay Back Wages for 4/2021 - 12/2021	Committed to Pay Back Wages for 4/2020 - 3/2021	Source of Information about Status of Commitment
Shahi Exports (47 factories)	80,000	Abercrombie & Fitch, Benetton, C&A, Carhartt, Columbia Sportswear, Gap, George (Asda), H&M, Inditex, Kmart Australia, Kontoor Brands, Levi's, Marks & Spencer, Nike, Primark, PVH, Target, Tesco, Uniqlo, VF, Walmart	Yes (starting 10 Feb 2022)	Yes (on 10 Feb 2022)	Yes (on 10 May 2022)	Employer letter, Brand confirmation, Worker testimony
Gokaldas Exports (22 factories)	24,220	adidas, Columbia Sportswear, Gap, H&M, Walmart	Yes	Yes	Yes	Brand confirmation, Worker testimony
Arvind (17 factories)	16,263	C&A, Gap, H&M, Levi's, Mango, Nordstrom, Tesco	Yes*	Yes*	Yes*	Brand confirmation, Worker testimony
Raymond (9 factories)	13,201	Amazon, Guess, Kontoor Brands, Levi's	Yes	Yes	Yes (in 3 installments, starting in May 2022)	Employer letter
Indian Designs (12 factories)	11,294	ASOS, Columbia Sportswear, H&M	Yes	Yes	Yes	Brand confirmation
Texport Syndicate (10 factories)	8,695	American Eagle Outfitters, Primark, PVH	Yes	Yes	Yes	Brand confirmation
Texport Industries (10 factories)	8,395	George (Asda), Kontoor Brands, Levi's, PVH, Robert Graham, VF	Yes	Yes	Yes (in installments starting in May 2022)	Worker testimony
Texport Overseas (7 factories)	7,796	Amazon, Ann Taylor, Ralph Lauren	Yes	Yes	Yes (in May and June 2022)	Brand confirmation
Aditya Birla (6 factories)	6,968	Marks & Spencer	Yes (in compliance since July 2021)	Yes (owed arrears for April - June 2021)	Yes (partial payment made in July 2021)	Worker testimony, Employer letter
Ciel Textile (Aquarelle, Laguna) (9 factories)	6,095	Bestseller, Carrefour, Dillard's, Levi's, Kontoor Brands, PVH, Ralph Lauren, Varner	Yes	Yes	Yes	Brand confirmation, Employer letter
Gokaldas Images† (7 factories)	4,070	adidas, Bestseller†, Columbia Sportswear, Marks & Spencer	Yes (Active Knits; others pending confirmation)	Yes (Active Knits; others pending confirmation)	Yes (Active Knits; others pending confirmation)	Brand confirmation
Richa Global (3 factories)	3,717	Ann Taylor, Marks & Spencer	Yes	Yes	Yes	Brand confirmation
AKR Industries (4 factories)	3,420	Desigual, OVS, Tom Tailor	Yes	Yes	Committed to finish paying by September 2022	Brand confirmation
MAF Clothing (2 factories)	2,970	Levi's, Next, Primark, Tom Tailor	Yes	Yes	Yes	Brand confirmation
Go Go International (1 factory)	1,615	Ann Taylor, Bestseller, George (Asda)	Yes (April 2022)	Yes (will complete in July 2022)	Yes (will complete in October 2022)	Brand confirmation
FFI Global (Jeans Knit) (2 factories)	1,200	G-Star, Kontoor Brands, VF	Yes	Yes	Yes	Brand confirmation, Employer letter
Creative Group (1 factory)	1,000	C&A, Matalan	Yes	Yes	Yes (in March 2022)	Brand confirmation



Key Elements for Securing Compliance

- Worker complaint based on High Court Order
- Legal analysis and consultation with local experts in India
- Assisting international media to document impact on workers
- Regular email, phone updates to 20+ major licensees, brands, other stakeholders
- Intensive collaboration with key customers—PVH, Gap—to engage top supplier, Shahi

Indian supplier to UK fashion brands agrees to pay £3m in unpaid wages

Shahi Exports, which makes clothes for the UK high street, has agreed to pay staff minimum wage and arrears

Next Steps

- Complete payment of back pay to current workers
- Outreach and distribution of back pay to former workers

Michael Bride

**Senior Vice President Corporate
Responsibility, Global Affairs**

PVH Corporation

Q&A

**The Forced Labor
Crisis in Xinjiang,
the Uyghur
Forced Labor
Prevention Act,
and the Impact on
University
Apparel**

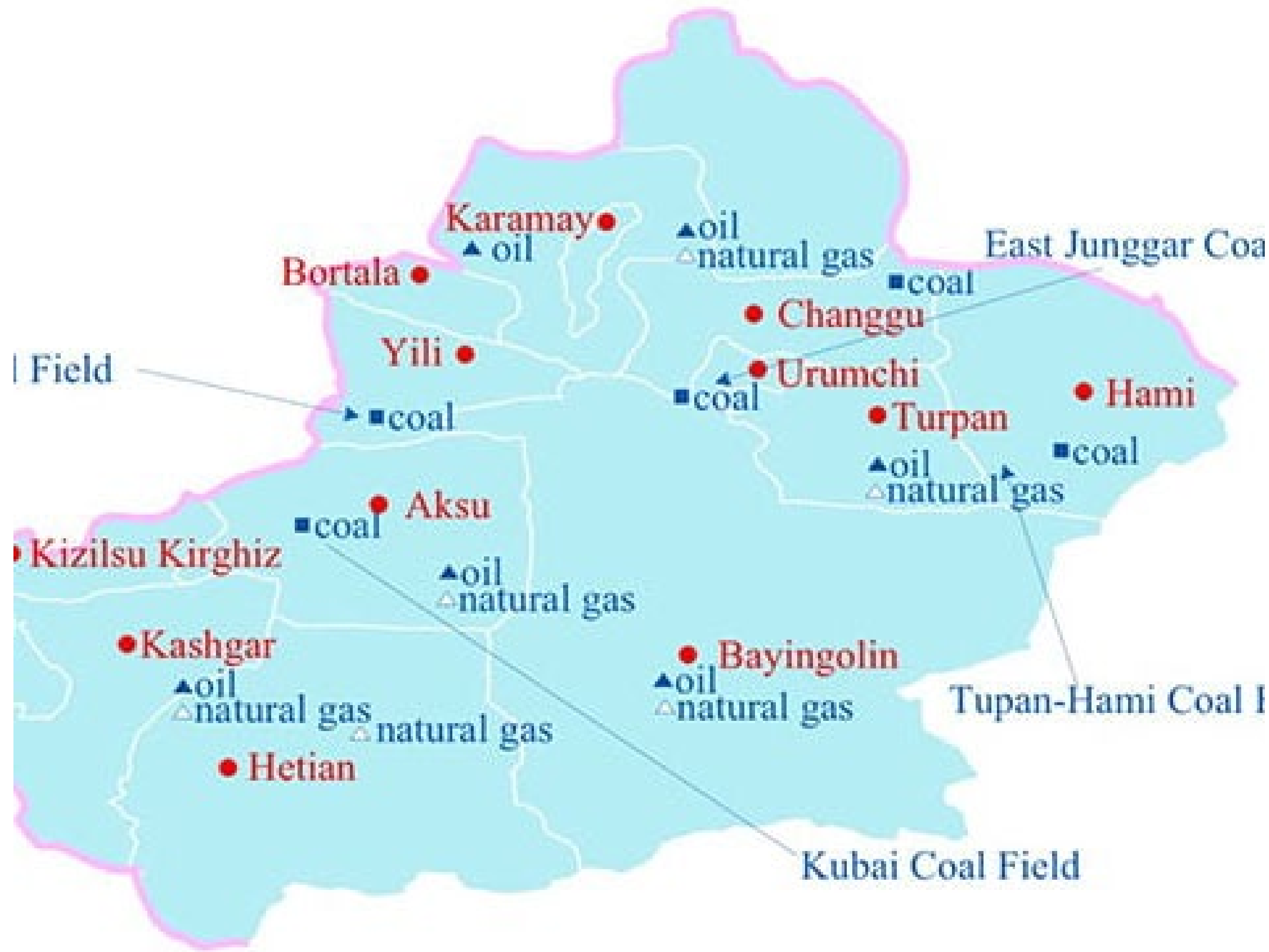
Xinjiang Uyghur Autonomous Region

شىنجاڭ ئۇيغۇر ئاپتونوم رايونى

新疆维吾尔自治区

Energy	Resource reserves	Proportions in China	Rank in China
Coal	2,190 billion t	38.00%	1st
Oil	23.4 billion t	21.50%	1st
Gas	13,000 billion m3	23.30%	1st

Total reserves of natural gas, coal, and other fossil resources in Uyghur Region account for more than 20% of China's energy reserves



This map shows the fossil energy distribution in the Uyghur Region

Source: Resources and Economy Atlas of Xinjiang Uyghur Autonomous Region



WIDESCALE EXTRAJUDICIAL DETENTION



FORCED POPULATION CONTROL



DESTRUCTION OF THE UYGHUR CULTURE

TRANSFORMATION OF THE UYGHUR REGION





Minarets have been taken down

Arabic scripts have been removed

Patriotic slogans in Chinese have been added





CHINESE GOVERNMENT'S SURVEILLANCE OPERATIONS



Checkpoints located every few blocks



**UYGHUR
SCHOLARS &
INTELLECTUALS**

**ARRESTED.
DISAPPEARED.
KILLED.**

Population Data Collection Form

人口信息采集表

基本信息	房屋地址			重点标签
	房屋性质	<input type="checkbox"/> 自购房 <input type="checkbox"/> 自建房 <input type="checkbox"/> 出租房 <input type="checkbox"/> 公租房	居住性质	<input type="checkbox"/> 业主 <input type="checkbox"/> 雇工
	姓名	性别		
	身份证号	出生日期		
	户号	与户主关系		照片
	户籍地址	户籍详细地址		
	文化程度	婚姻状况		
	职业	务工地址		
	流动人口婚育证明号	儿童是否预防接种	<input type="checkbox"/> 是 <input type="checkbox"/> 否	
	是否为学龄儿童	学校名称与班级		
宗教信仰	是否有医社保	医社保所在地	社保类型	
	联系方式	在	Foreign contacts? Relationship to foreign contacts?	
	来乌日期	来乌事由	流动轨迹	
	宗教信仰	<input type="checkbox"/> 无 <input type="checkbox"/> 伊斯兰教 <input type="checkbox"/> 佛教 <input type="checkbox"/> 基督教 <input type="checkbox"/> 其他	是否礼拜	<input type="checkbox"/> 是 <input type="checkbox"/> 否
	每日礼拜次数	<input type="checkbox"/> 1次 <input type="checkbox"/> 5次 <input type="checkbox"/> 2-4次	礼拜地点	<input type="checkbox"/> 家 <input type="checkbox"/> 清真寺 <input type="checkbox"/> 其他
	是否去清真寺	是否	是否主麻	<input type="checkbox"/> 是 <input type="checkbox"/> 否
	是否有宗教知识	是否	是否有教职	<input type="checkbox"/> 有 <input type="checkbox"/> 无
	是否持有护照	<input type="checkbox"/> 自持 <input type="checkbox"/> 统管 <input type="checkbox"/> 否	护照种类	<input type="checkbox"/> 因公 <input type="checkbox"/> 因私
	是否出过国	<input type="checkbox"/> 是 <input type="checkbox"/> 否	年内出境次数	近一次出境时间和国家
	出境事由	<input type="checkbox"/> 公务 <input type="checkbox"/> 探亲 <input type="checkbox"/> 求学 <input type="checkbox"/> 其他	是否有境外关系人	<input type="checkbox"/> 是 <input type="checkbox"/> 否
护照持有情况	境外关系人姓名	外关系人所在国家	与境外关系人关系	
	前往26国次数	国家名称	最近一次回国时间	
	是否为重点人员、特殊群体	<input type="checkbox"/> 是 <input type="checkbox"/> 否	被列类别	1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5 <input type="checkbox"/> 特 <input type="checkbox"/>
	是否被打击处理人员亲属	<input type="checkbox"/> 是 <input type="checkbox"/> 否	是否被收押人员亲属	<input type="checkbox"/> 是 <input type="checkbox"/> 否
	是否参加过集中教育转化	<input type="checkbox"/> 是 <input type="checkbox"/> 否	参加集中教育时间、地点	
	驾照类别	驾照类别	车辆用途	
	是否及	Person of interest or member of special population** Score from 1-6	Relatives in detention?	
	备注			
	采集人:	社区(村)民警	社区(村)领导	15岁以上
	审核签字:	审核签字:	审核签字:	被采集人签字:

What makes you end up in a camp?

- How many times do you pray?
- Do you have overseas contacts?
- Do you have a family member overseas?
- Which countries have you visited?
- Do you hold a passport?



Dec. 8, 2021

House OKs a bill barring imports of goods produced by forced labor of Uyghurs in China

The House of Representatives has approved legislation imposing economic sanctions on China for goods sold to Americans from the forced labor of Muslim Uyghurs. The Wednesday vote was overwhelming, 428-1.

As of 2020...

Making Cotton Garments
=
Using Uyghur Region Cotton

- 84% of Chinese Cotton
- 20% of Cotton Worldwide
- Higher % of Extra Long Staple



US sportswear traced to factory in China's internment camps

By DAKE KANG, MARTHA MENDOZA and YANAN WANG December 19, 2018

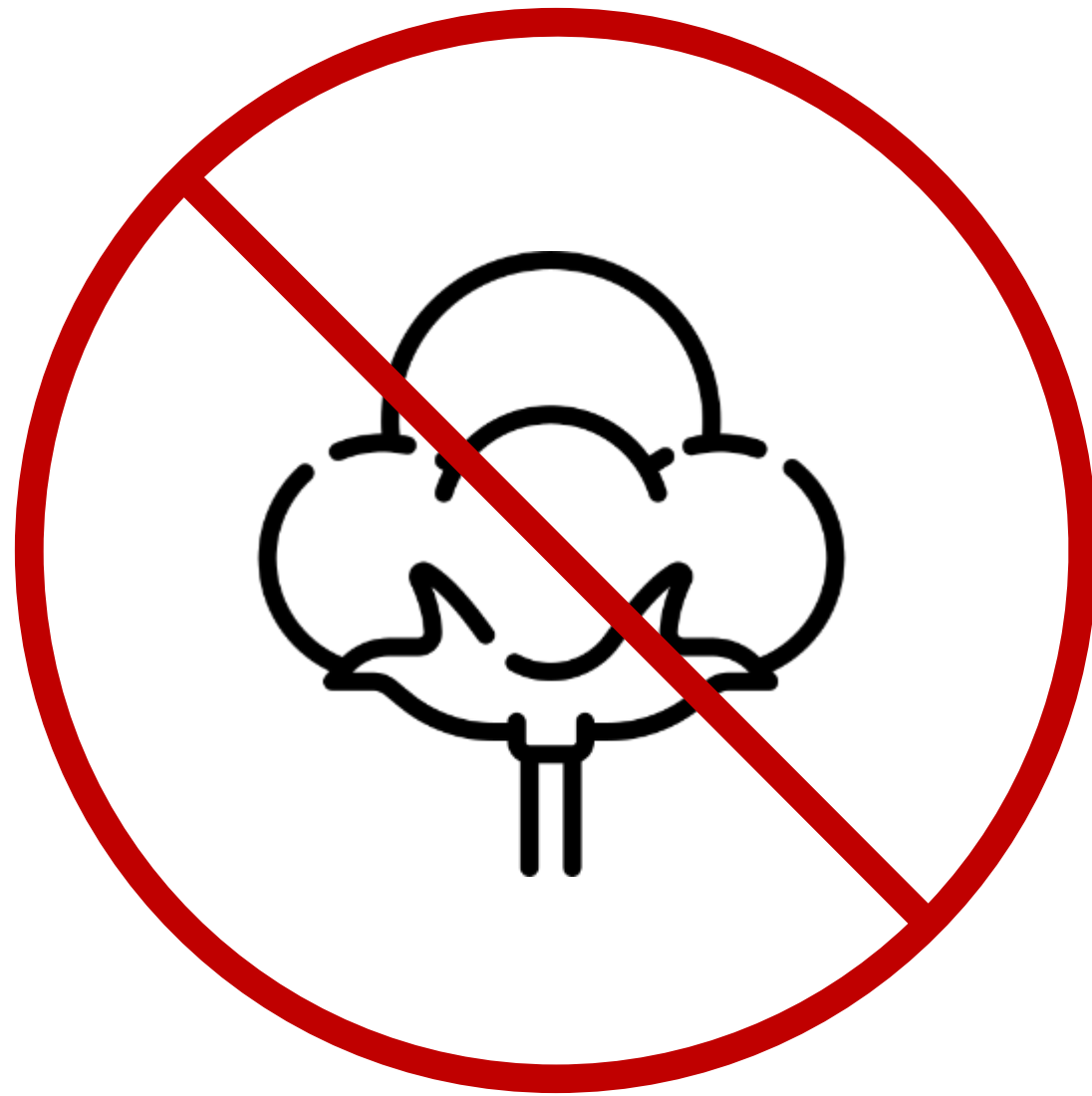


Badger Sport | Hetian Taida

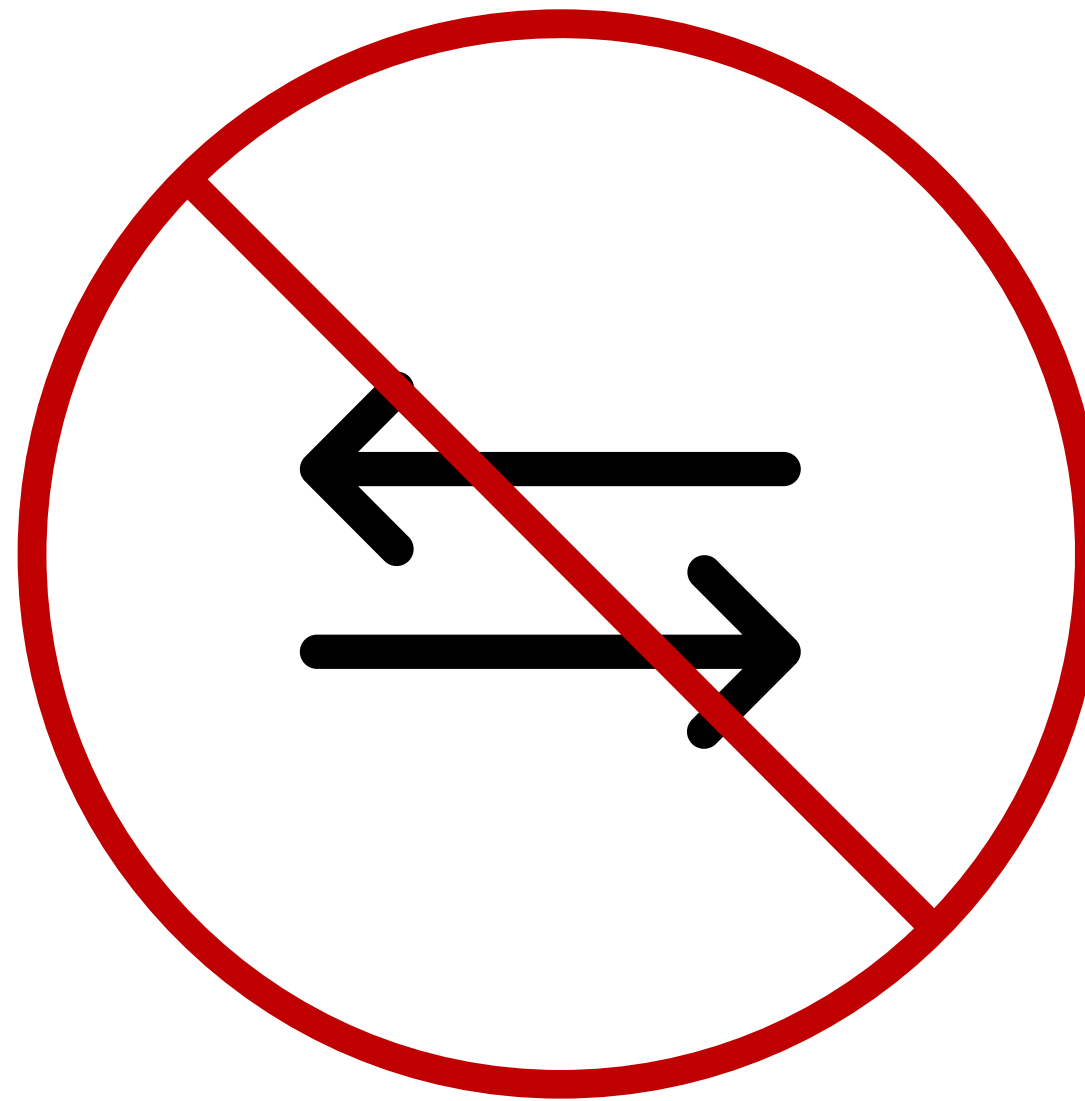
University Logo Goods Made in
an Internment Camp

WRC Findings and Remedies

WRC's Guidance to All Licensees, July 2020, on Ensuring Compliance with University Codes



Cease all use of
Uyghur Region Cotton
(as well as yarn, fabric, and
finished goods)



Bar suppliers from using
transferred Uyghur labor



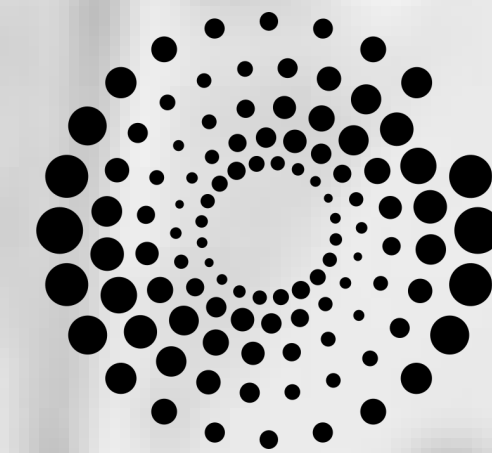
Cease business with
companies implicated in
forced labor

The New York Times

**House Votes to Impose Forced Labor
Ban on Goods Made in Xinjiang**
December 8, 2021

THE WALL STREET JOURNAL.

**Senate Passes Bill Banning Imports From
Chinese Region Over Treatment of Uyghurs**
December 16, 2021



REUTERS

**Biden signs bill banning goods from
China's Xinjiang over forced labor**
December 23, 2021

Uyghur Forced Labor Prevention Act (UFLPA)

Representative Jim McGovern
Senator Marco Rubio

Passed by House and Senate in
December

Signed by President Biden on
December 23

Full Effect: June 22, 2022



Key Provisions of UFLPA

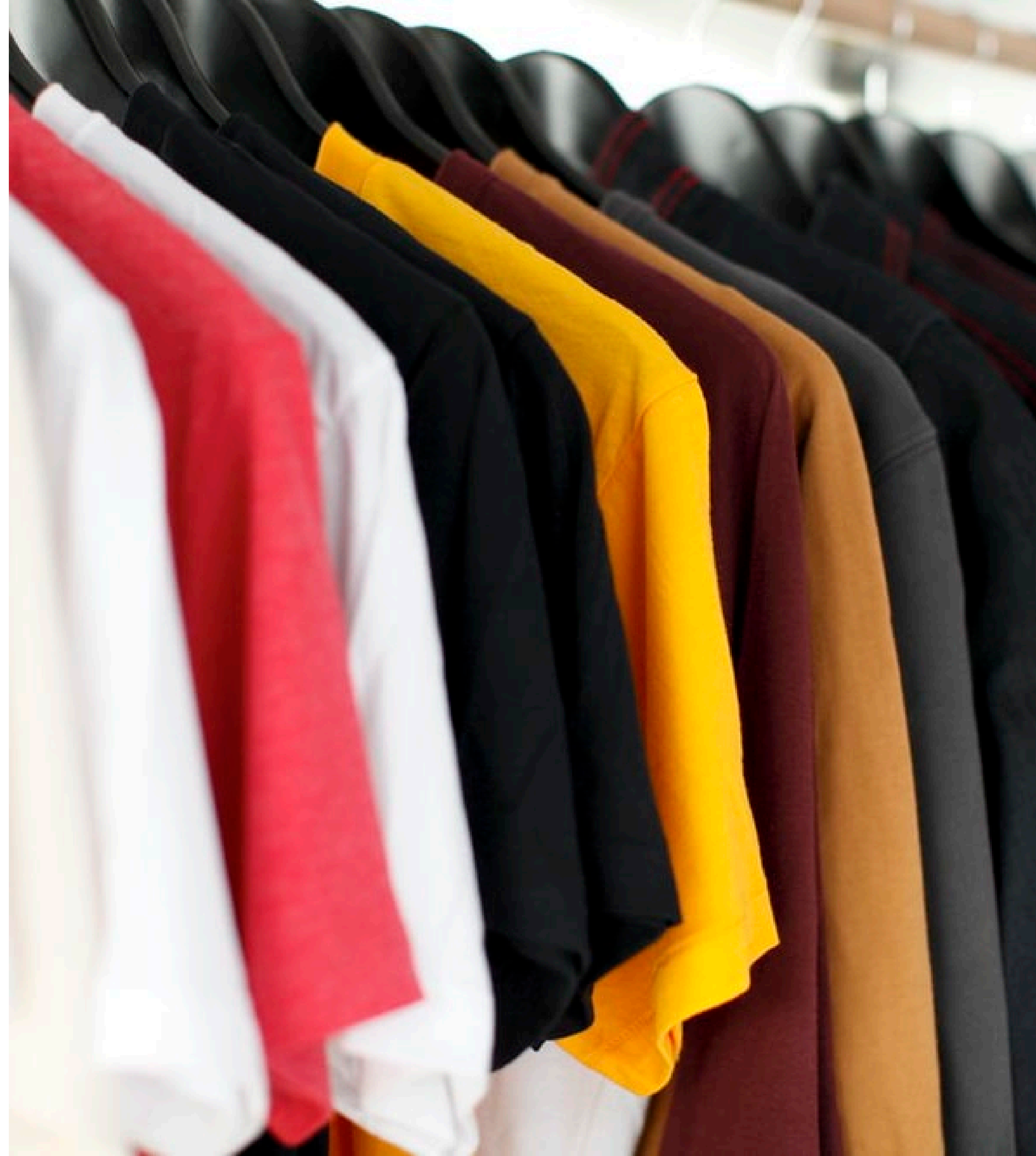
Importers must:

- Cease all use of Uyghur Region inputs, including cotton
- Ensure suppliers are not using transferred Uyghur labor
- Cease business with companies implicated in forced labor

Scope: All products, from all countries



**The US government
is now enforcing
licensee
compliance with
university codes**



UFLPA: How It Will Work in Practice

- Puts burden of proof on importer: goods with Uyghur Region content are *presumed* to be tainted, unless proven otherwise
- Sets high evidentiary standard and requires public disclosure of exceptions
- Directs USG to:
 - Develop/implement comprehensive enforcement strategy
 - Create and update lists of Chinese companies implicated in forced labor



UFLPA Enforcement

Key Government Bodies:
CBP and FLETF

Resources:
CBP Plans to Add 300 Staff Positions, to Start

Likely methods of enforcement:
Extensive supply chain mapping
Examination of commercial records
Use of new tracing technologies



Government Will Presume Forced Labor Is Involved

Starting on June 21, 2022, US Customs and Border Protection (CBP) will apply a presumption that any goods produced in whole or in part in XUAR are produced with forced labor and prohibited from importation. This broad prohibition includes products that were made with raw materials produced in XUAR, but was finished in third countries or in other regions of China. The law does not provide for any *de minimis* exception. The exception to this presumption will only apply if the importer can demonstrate by "clear and convincing evidence" that forced labor was not used and that:

- It has sufficiently performed due diligence, effective supply chain tracing, and supply chain management measures to ensure that goods are not manufactured wholly or in part with forced labor from XUAR;
- The type, nature, and extent of evidence demonstrate that goods originating in the PRC (including goods detained or seized) were not manufactured wholly or in part in the XUAR.

Any exception to the presumption must be submitted to Congress and made publicly available, likely resulting in few exceptions.

Impact on Apparel Industry

Assuming Effective Enforcement...

- Brands must find alternate cotton sources
- Brands must sever ties with important suppliers
- Brands must improve supply chain policing/control
- Brands must provide more disclosure



Other Sectors:

Solar

Automotive

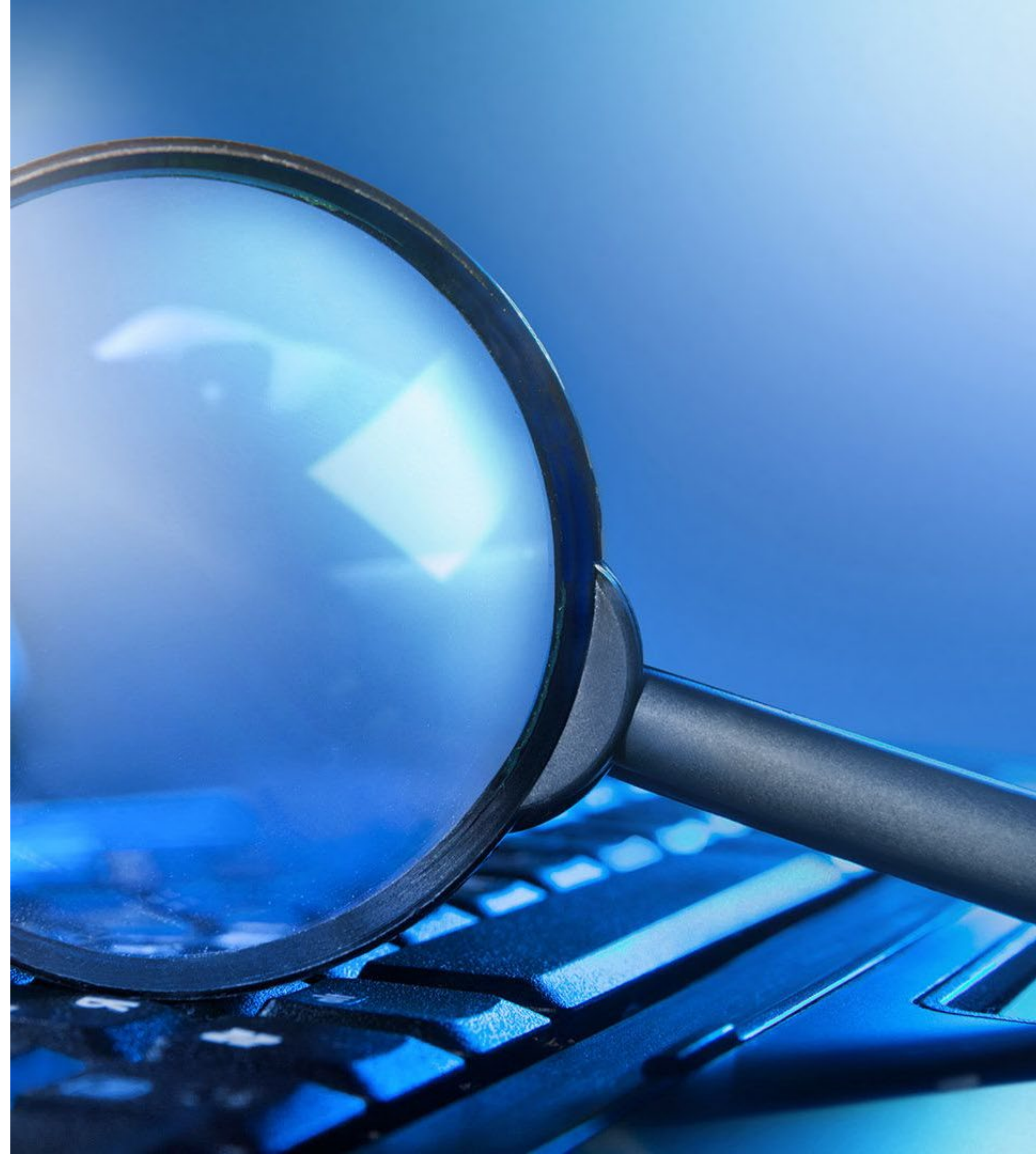
Food

Others



The Biggest Questions...

- How will CBP identify inputs from the Uyghur Region in finished goods?
- How will the USG determine which suppliers will be banned?
- What evidence will be considered when brands seek exceptions?



Q&A

Paid in Full:

**How the WRC's
Work Has
Transformed the
Apparel Industry's
Response to
Severance Theft**

Severance Theft Has a Devastating Impact on Workers and Families

- Hard-earned and legally owed
- Stolen when workers need it most
- Equivalent to life savings or pension
- No other safety net for families





Unpaid Severance: A Wage Theft Pandemic for Garment Workers



**Half a Billion in Severance:
Laid-Off Garment Workers Still
Waiting on Wages**

Forbes

**Garment Workers Were 'Robbed' Of
Millions In Benefits. Which Brands
Are Stepping In?**



WORKER RIGHTS CONSORTIUM

Before universities required full payment of severance...

From: Scott Nova [mailto:nova@workersrights.org]

Sent: Thursday, January 04, 2007 1:26 PM

Subject: Update: Hermosa (El Salvador)

... [A]n “emergency fund” [has been created] for the former employees of the Hermosa factory in El Salvador, with money contributed primarily by Hermosa’s former customers, including adidas and Nike. As you know, **Hermosa closed in May of 2005 without paying back wages and severance to 260 employees.**

The purpose of the emergency fund is to pay the workers part of the \$825,000 they are owed. The value of the fund is \$36,000. Reports from El Salvador indicate that \$33,000 of this amount was distributed on December 29, to **57 of the workers.**

... I wish that we could report to you that the disbursement of these funds constitutes adequate remediation of the code violations at Hermosa, but unfortunately it does not. **The funds paid represent 4% of the total owed to the 260 former Hermosa workers.**

Full Payment of Severance in Factory Closures: A University-Led Precedent

UW NEWS

UNCATEGORIZED

April 2, 2009

Guatemalan workers get severance pay, thanks to UW student efforts

[Bob Roseth](#)

News and Information



UW students tour a Guatemalan factory as part of a task force led by Associate Professor of International Studies Angelina Godoy. The students learned that employees of a recently closed plant had not received their severance pay.

A discovery by a UW student task force about the treatment of workers being laid off from a Guatemalan apparel factory in February 2008 has finally led to legally due severance payments for most of those workers.

The New York Times

Pressured, Nike to Help Workers in Honduras

 Give this article    34

By **Steven Greenhouse**

July 26, 2010

Facing pressure from universities and student groups, the apparel maker Nike announced on Monday that it would pay \$1.54 million to help 1,800 workers in Honduras who lost their jobs when two subcontractors closed their factories.

Nike agreed to the payment after several universities and a nationwide group, United Students Against Sweatshops, pressed it to pay some \$2 million in severance that the two subcontractors had failed to pay.

The University of Wisconsin, Madison terminated its licensing agreement with Nike over the Honduran dispute, and Cornell warned that it would do the same unless Nike resolved the matter



Adidas settles with Indonesian workers over PT Kizone

Updated: Apr. 24, 2013, 3:31 p.m. |

By Allan Brettman |
Adidas announced an agreement Wednesday that may put to rest an ongoing dispute with a group of Indonesian factory workers who lost pay when the factory owner closed the plant and fled the country.

Adidas said it will contribute additional aid to workers in Indonesia displaced by an unethical apparel factory closure.

Workers' rights groups had been pressuring Adidas to pay what they called \$1.8 million in unpaid severance.

Today, Ensuring Full Payment of Severance Is a Recognized Standard of Good Practice

Brands that have contributed to or required remediation of unpaid severance since 2010:

- adidas, Cutter & Buck, Dallas Cowboys, Disney, Fanatics, FOTL, Gap, Gildan, Hanes, Levi's, Marc Jacobs, New Era, Nike, PVH, Tailgate (American Eagle), Under Armour, Victoria's Secret, Walmart

Countries where WRC has secured unpaid severance since 2010:

- Bangladesh, Dominican Republic, Cambodia, El Salvador, Ethiopia, Guatemala, Haiti, Honduras, Indonesia, Thailand

An Industrywide Severance Fund is Long Overdue

Adidas calls for summit meeting on paying displaced factory workers

Updated: September 28, 2012, 11:58 p.m.

By Allan Brettman | The Oregonian/OregonLive



Adidas on Friday said it would host a meeting of manufacturers, financing institutions, insurance experts and others to discuss how to compensate workers when a contract factory closes unexpectedly.

Adidas is proposing that participants consider creating a private insurance fund to pay contract workers who are owed money when a factory closes.

The meeting hosted by the German company, which has its North American headquarters in Portland, will take place in late October in Switzerland..

Global Severance Guarantee Fund

260+ Endorsing Organizations, 40+ Countries



Q&A

Open Discussion

Thank You!