

The background of the slide features a grayscale image of draped fabric, possibly a curtain or a piece of art, with deep folds and highlights, creating a textured, three-dimensional effect.

2023 UNIVERSITY CAUCUS ANNUAL MEETING

March 24, 2023

Welcome

Year in Review

2022-2023

THE STAFF



11

HEADQUARTERS
STAFF



16

FIELD
STAFF



25

LANGUAGES SPOKEN



Julie Su Named to President Biden's Cabinet as Secretary of Labor



Non-university Partnerships



Council on Ethics for the
Norwegian Government
Pension Fund



City and County
of San Francisco



City of Los Angeles



U.S. Department of Labor

Q&A

Investigations at Collegiate Factories 2022 – 2023

**35 investigations
at collegiate
factories**

15 countries



23 licensees

25 additional buyers



**The WRC investigated worker complaints
at these licensees' factories**

ACCOLADE

ADIDAS

ALPHABRODER

CAMP DAVID

COLUMBIA

CUTTER & BUCK

FANATICS

FOUNDER SPORTS

GEAR FOR SPORTS

GORILLA MARKETING

GRAPHICALLY SPEAKING

IMAGE SOURCE

JOSTENS

KNIGHTS APPAREL

L2 / LEAGUE

LAKESHIRTS

LULULEMON

MV SPORT

NEW AGENDA

NEW BALANCE

NIKE

OUTERSTUFF

PETER MILLAR

UNDER ARMOUR

WRC Investigated Sexual Harassment and Retaliation

- Manager physically, verbally, sexually harassed women over 5-year period
- HR department knew—took no action
- Manager had women suspended, fired

Corrective actions:

- Manager fired, company-wide ban
- Rehiring, back pay, discipline expunged
- Professional counseling
- Labor-management anti-harassment committee, protocol

CENTEXSA
(GUATEMALA)



gear
FOR SPORTS.

Closure of Winners, SA:

- Sister factory to Centexsa, supplying non-collegiate apparel to Gap, others
- WRC investigation in 2020 led to remediation of workplace violence
- Factory closed for unrelated reasons in 2022—but without legal process

Corrective actions for unlawful closure:

- \$700,000 compensation settlement
- Legally binding priority hiring program for workers at Centexsa, 4 other factories—all disclosed for collegiate production by Under Armour, Gear for Sport, Fanatics

WINNERS, SA (GUATEMALA)



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



The background image shows a busy street scene. In the foreground, several people are walking. Some are wearing red shirts, and others are wearing yellow shirts. They appear to be workers or employees. In the background, there is a large, multi-story building with a sign that says "HONG SENG". There are also some smaller buildings and a blue structure on the right side of the street. The sky is blue with some clouds.

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



Hong Seng: Summary

- Events unfolded during pandemic
- Factory lost orders; wanted to reduce workforce
- In Thailand, workers temporarily laid off must be paid 75% of basic wage
- Hong Seng did not want to pay wages or pay severance
- So...Hong Seng pressured workers to sign documents “volunteering” to take unpaid leave
- Workers lost an estimated \$500,000 in wages
- Nike says workers genuinely consented; required back pay only for a few workers who filed legal complaints

Nike Protocol

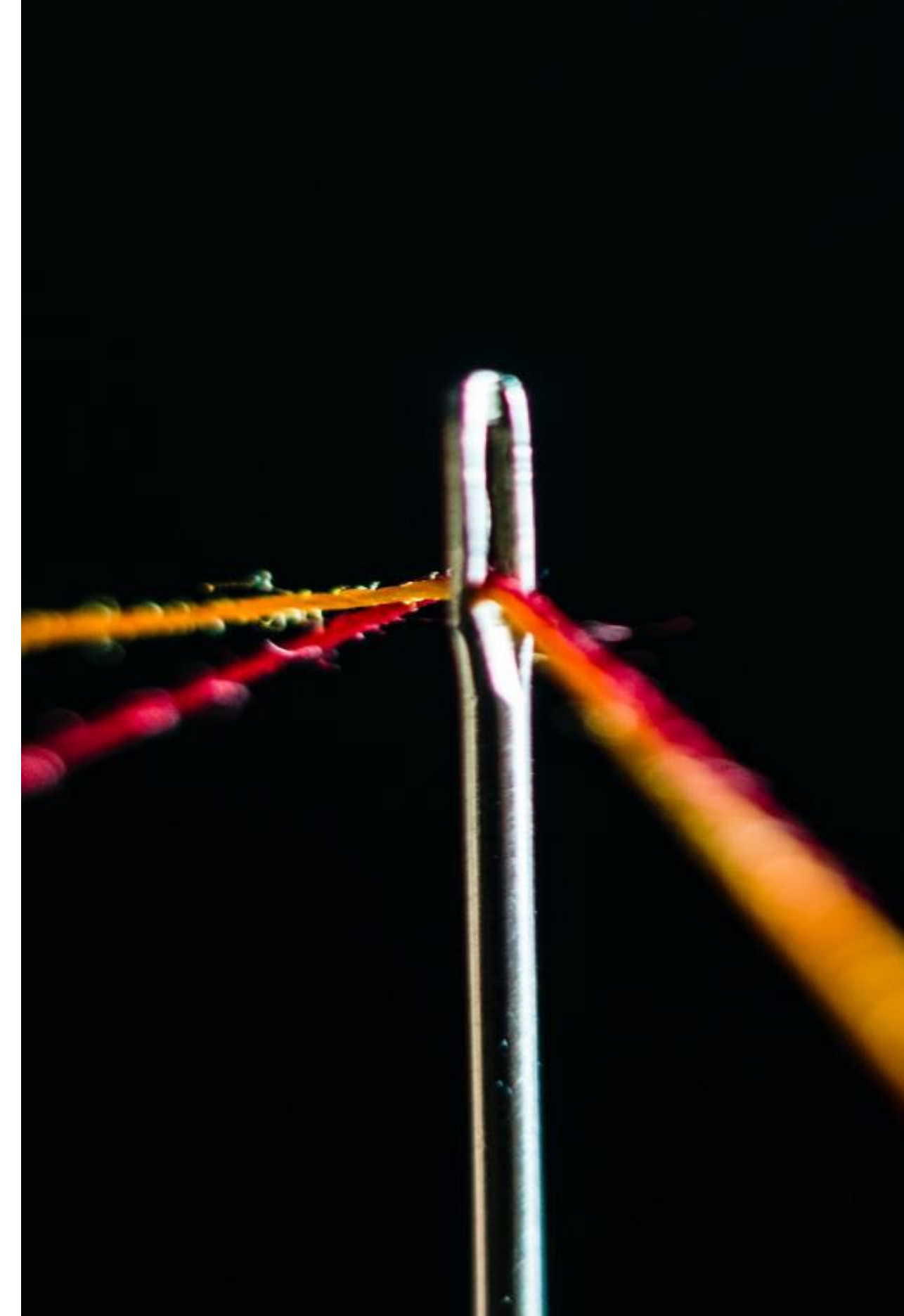
“To the extent possible, Nike will share records of audits that have been conducted at the factory by Nike’s staff, its agents, or other organizations.”





**Hong Seng
threatened to fire
workers if they did
not “consent”**

**Hong Seng failed to
pay even workers
who refused to give
up their pay**



**Labor Ministry ruled
consent forms
legally invalid: same
forms were used for
the entire workforce**

**Hong Seng reported
worker to police for
opposing company’s
actions: he had to flee
the country**

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”

QUESTIONS

Why would 99% of workers voluntarily give up wages?

If workers agreed to forego pay to help the company survive, why wouldn't they ask for a commitment to be repaid *after* the pandemic?

If the process was truly voluntary, why was there any conflict at all?

University codes require licensees/factories to behave responsibly. Is there any way Hong Seng meets that standard?



Q&A



Trax Apparel (Cambodia)



REMEDICATION OF MASS DISMISSAL OF WORKER LEADERS

- **Nov. 2019:** Factory workers organize union to address unfair treatment
- **Jun. 2020:** Factory downsizes due pandemic, dismisses 10% of workforce, all 8 union leaders
- **Aug. 2020:** Factory rehires 200+ terminated workers, but 0 of 8 union leaders
- **Apr. 2022:** After WRC investigation, engagement with adidas, factory reinstates 4 union leaders, pays 50% back wages—refuses further remediation
- **Feb. 2023:** After WRC report, university outreach to adidas, factory offers reinstatement to remaining 4 dismissed union leaders, pays full 2.5+ years back wages to all 8 union leaders



Uyghur Forced Labor Prevention Act and the Tariff Act

Q&A

Break

The Pakistan Accord on Health and Safety in the Textile and Garment Industry



The Building Safety Crisis in the Bangladesh and Pakistan Garment Industries



Garib & Garib
Feb. 25, 2010
21 dead



That's It Sportswear
Dec. 14, 2010
29 dead



Ali Enterprises
Sep. 11, 2012
262 Dead



Tazreen Fashions
Nov. 24, 2012
113 Dead



Rana Plaza
Apr. 24, 2013
1,137 Dead

The Failure of Voluntary, Industry-Led Monitoring

Virtually every major mass fatality disaster in the region happened in a factory that had been repeatedly inspected by brand auditors





Garib & Garib — Feb. 25, 2010

Audited by H&M, WRAP



That's It Sportswear — Dec. 14, 2010

**Audited by PVH, Gap, Kohl's,
Target, Carter's**



Ali Enterprises
Sep. 11, 2012

**Audited by WRAP, UL
Responsible Sourcing, SA-8000**



Tazreen Fashions
Nov. 24, 2012

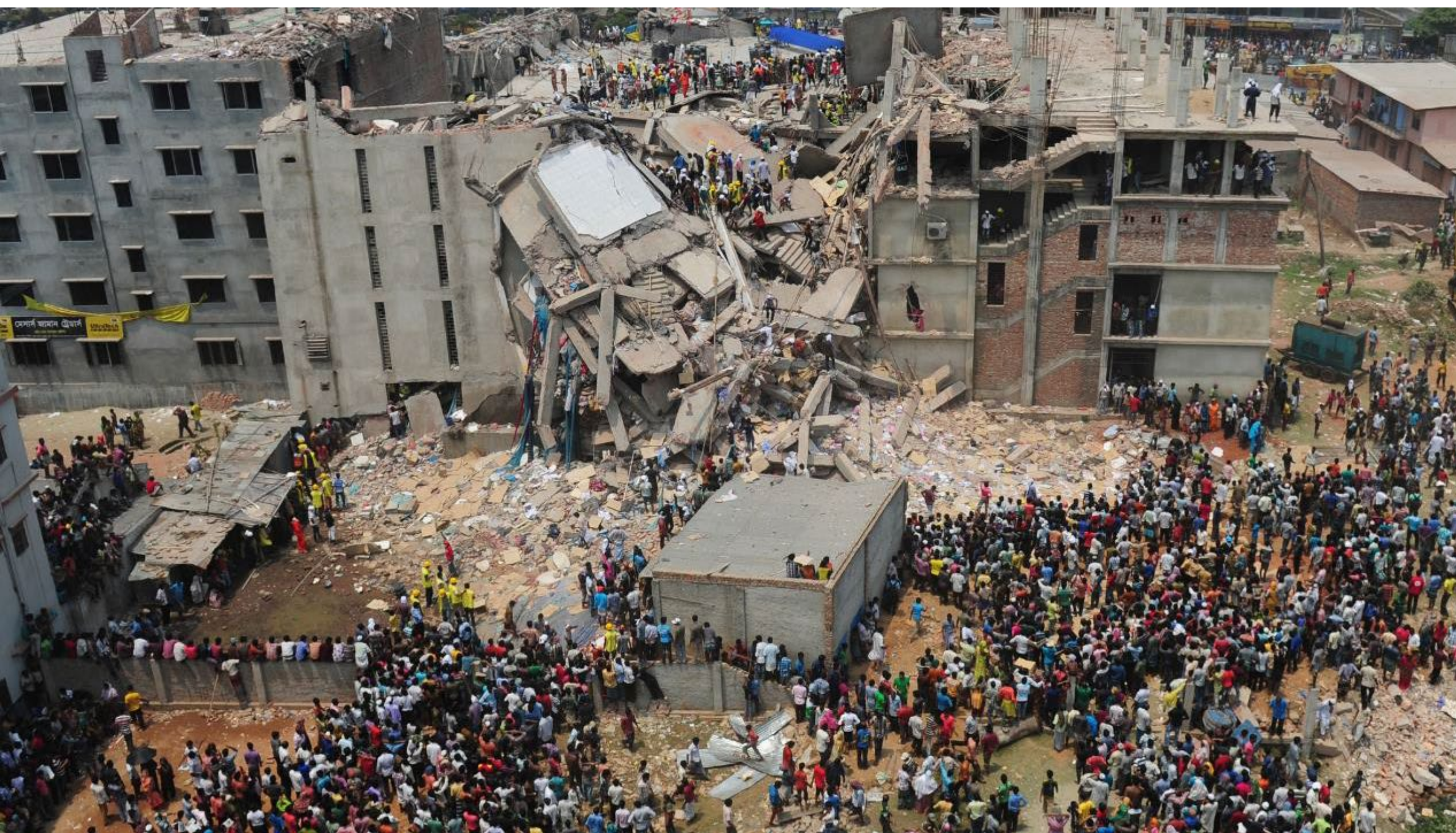
**Audited by Walmart, Sears,
Dickies, Kik, numerous others**



Rana Plaza
Apr. 24, 2013

**Audited by Children's Place,
Bennetton, Primark,
Bureau Veritas, BSCI,
numerous others**

Why were workers dying?



- **Lack of fire exits**
- **Structural failure**

Never included in industry audits:

- **Fire exits**
- **Structural Integrity**



Seeking an End to the Carnage

- WRC and others advocated for fundamental changes in brands' safety practices from 2006
- We recognized that an industry-wide program was the only means to make collegiate factories safe
- In December 2010, WRC developed first proposal for binding safety agreement; modeled on university codes
- In 2011, despite extensive discussions, no brand would sign...



**Next to sign:
Tchibo in
August 2012**



**First to
sign:
PVH in
April 2012**

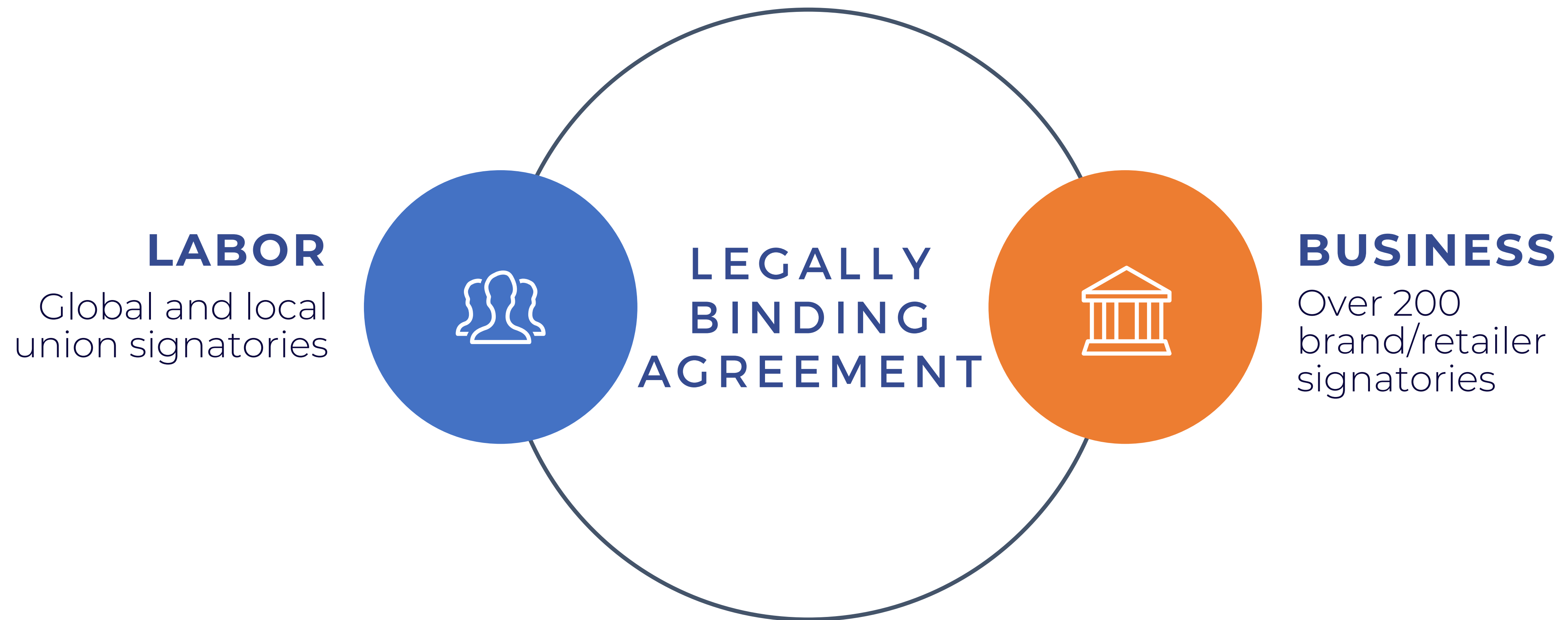


**Three weeks
after Rana
Plaza
collapse...**

- **H&M**
- **Abercrombie & Fitch**
- **Inditex/Zara**
- **adidas**
- **America Eagle**
- **Benetton**
- **Fruit of the Loom**
- **Marks & Spencer**
- **Tesco**
- **ASOS**
- **Esprit**
- **Lidl**
- **Hugo Boss**
- **Puma**
- **C&A**
- **Carrefour**
- **Dozens more...**



BANGLADESH ACCORD ON FIRE AND BUILDING SAFETY



KEY COMPONENTS OF AGREEMENT



INSPECTIONS

All factories producing for signatory brands are inspected by independent fire, electrical, and structural engineers



WORKER-CENTERED

Genuine worker participation in governance and implementation of safety program



ENFORCEABLE

All commitments are binding and enforceable



- 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

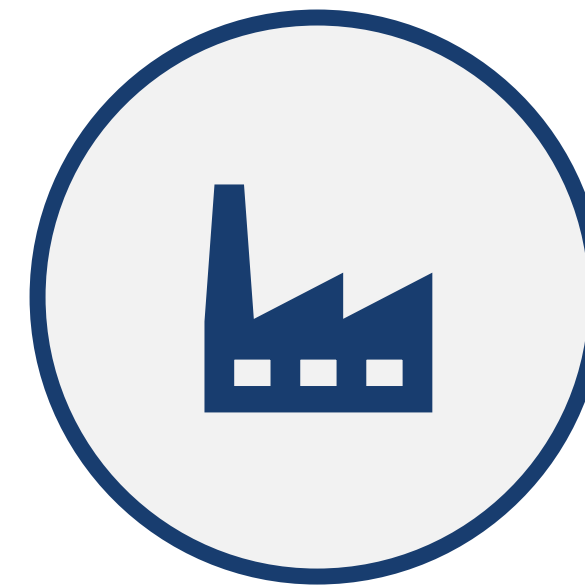


150,000+ SAFETY
HAZARDS IDENTIFIED

92% ADDRESSED



190+ COMPANY
SIGNATORIES



COVERS 1,600+
FACTORIES



2 MILLION+
WORKERS

LICENSEES THAT HAVE SIGNED THE INTERNATIONAL / BANGLADESH ACCORD

ADIDAS

DGN MARKETING

COLOSSEUM

NEW WAVE GROUP (CUTTER & BUCK)

FANATICS (TOP OF THE WORLD)

HALO

HANESBRANDS (GFSI, KNIGHTS APPAREL)

LAKESHIRTS/ ZEPHYR (ZEPHYR GRAF X)

MITCHELL & NESS

MV SPORT /THE GAME

PERRIN (NEW AGENDA)

OUTERSTUFF (TEAM ATHLETICS)

OURAY SPORTSWEAR

USCAPE APPAREL

W REPUBLIC APPAREL



42 Collegiate
Factories,
Employing 30,000+
Workers

More than 2,500
hazards Identified,
including a factory at
imminent risk of
collapse

Result: 95% of
hazards eliminated;
vastly safer
collegiate factories
in Bangladesh



Pakistan Textile & Garment Sector

- \$20 billion
- 60% of country's exports
- 30% to US
- Production split between Punjab and Sindh provinces

Safety Hazards in Pakistan

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

**Worst mass fatality fire in the global history
of apparel production**



The push for a safety Accord in Pakistan



Structure of the Pakistan Accord

- A country program established as part of commitments to the International Accord
- 3-year agreement
- All International Accord signatory brands sourcing from Pakistan are expected to sign
- Looking for more signatories among major US brands





Key Elements of Pakistan Accord

- Brands must:
 - require suppliers to implement all renovations deemed necessary by independent safety engineers
 - ensure that doing so is financially feasible for suppliers
 - cease business with any factory that fails to comply
- Also applies to complaint mechanism
- Full transparency of progress
- Legal enforceability of brand commitments

43 signatories:

- 450 factories
- 750,000 workers

AEO INC.



ASOS

BESTSELLER

BLUE SEVEN



C&A



ICA



KappAhl



G-STAR RAW



H&M

hummel INDITEX



KappAhl



LPP

M&S

EST. 1884

MONOPRIX

NEXT

otto group

OVS Prénatal

PRIMARK



s.Oliver GROUP



TESCO

VARNER

V'VOICE



Timeline

- **December 2022:** Agreement reached between brands and unions on Pakistan Accord text
- **January 2023:** Brands received official invitation to sign
- **Early 2023:** Hiring Chief Safety Officer; ongoing stakeholder consultation; factory disclosure; pilot inspections
- **Mid-2023:** Up and running in Sindh
- **Later 2023:** Up and running in Punjab





COLLEGIATE SUPPLIERS IN PAKISTAN

- 48 LICENSEES
- 80 FACTORIES
- APP. 50,000+ WORKERS

- FIRST TO SIGN:



Licensees Sourcing from Pakistan

47 Brand
Antigua Group
Badger Sportswear/Founder Sports Group
Bend Active
CI Sport
College Concepts
Designs by Tracy dba NUYU
DGN Marketing
Eternal Fortune Fashion
Dyehard Fan Supply
Field Grade Supply Company
GFSI/Hanesbrands
Gold Country/Signature Concepts
Gorilla Marketing
Holloway Sportswear
HOX Sports Uniform Co

JimiHack
L2 Brands
Lakeshirts/Zephyr
Landway International
Lionheart Sports
Little Earth Productions
Little King
Malham
Maryland Screen Printers
Midwest College Marketing (MCM) Group/Scribe Opco
MV Sport/The Game
Netbandz
New Agenda/Perrin
Nike
Ohiopyle Prints
Ouray Sportswear

Outerstuff
Paladin Sports
Peace Collective
Pel Industries
Powell Lacrosse
Precision Sports Inc dba Labeda
Rebirth Sports
Rowing Blazers
Royce Apparel
Top Promotions
T-Shirt International
Uscape Apparel
Vantage Custom Classics

Bolded licensees are signatories to the International Accord

Q&A

The Pakistan Accord on Health and Safety in the Textile and Garment Industry

Brad Loewen

former Chief Safety Inspector of the Bangladesh Accord

March 24, 2023

Washington DC

- My Accord Story
- What has the Accord Accomplished in Bangladesh
- Exit Route Basics
- Update on Pakistan

ইন্টারফ্যাব শাট ম্যানুফ্যাকচারিং লিমিটেড পরিষ্কার পরিচ্ছন্নতা অভিযান ২০১৪

২৭ ও ২৮ জানুয়ারী

জনাব আব্দুল মান্নান

দায়িত্ব































Collapsible Gate vs. Fire-Rated Doors



Bangladesh Disasters

- 2005 Sun Knitting Fire (20 dead)
- 2005 Spectrum Sweater Collapse (64 dead)
- 2006 Phoenix Garments Collapse (21 dead)
- 2006 KTS Composite Textile Fire (65 dead)
- 2010 Garib and Garib Garments Fire (21 dead)
- 2010 Hameem Fire (29 dead)
- 2012 Tazreen Fashions Fire (112 dead)
- 2013 Smart Export Garments Fire (8 dead)
- 2013 Rana Plaza Collapse (1132 dead)
- 2013 Aswad Composite Mills Fire (10 dead)

- 2014 Mayer Doha Fire (1 dead)
- 2017 Multifabs Boiler explosion (13 dead)
- 2017 Plummy Fashions Fire (1 dead)

Exits

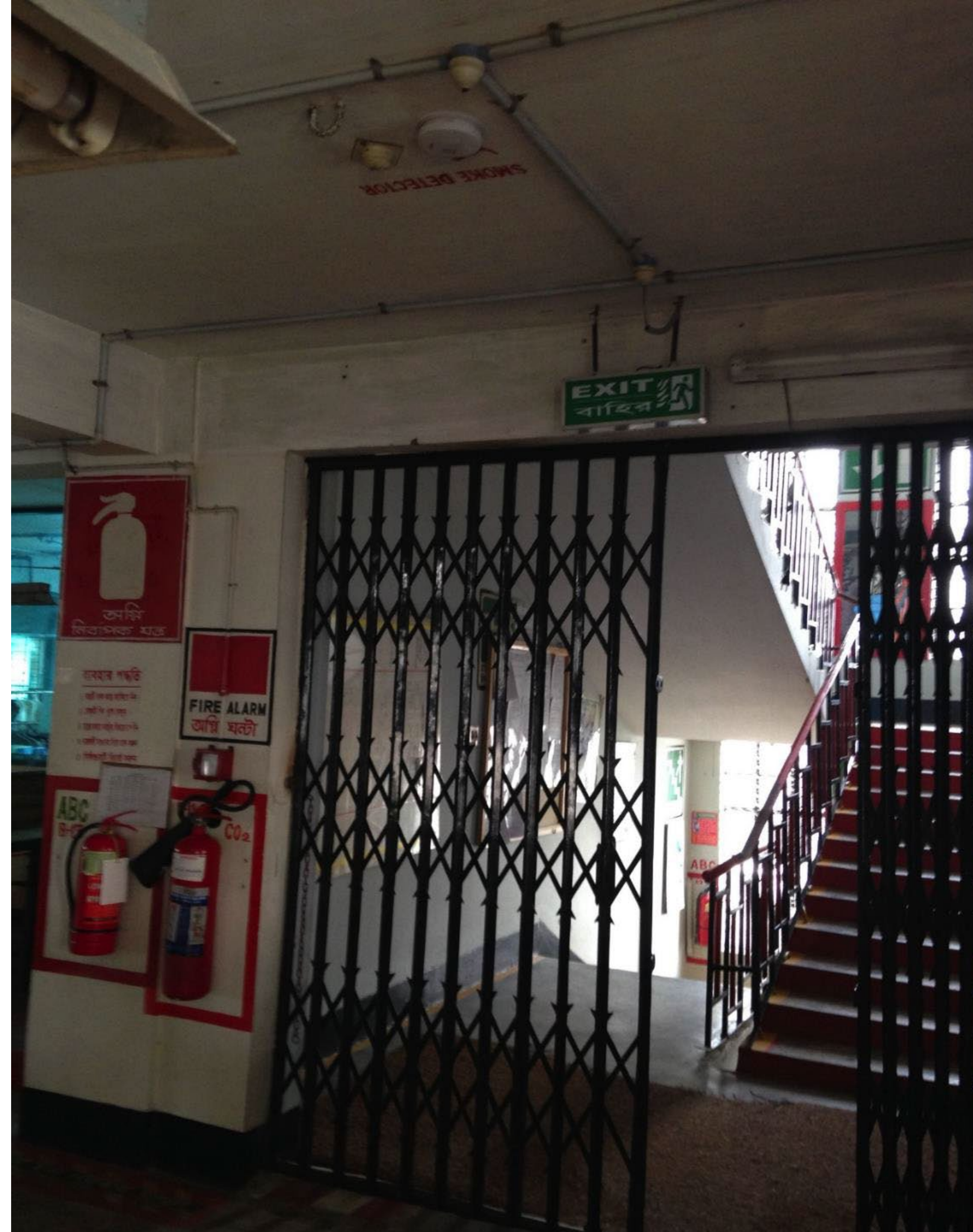


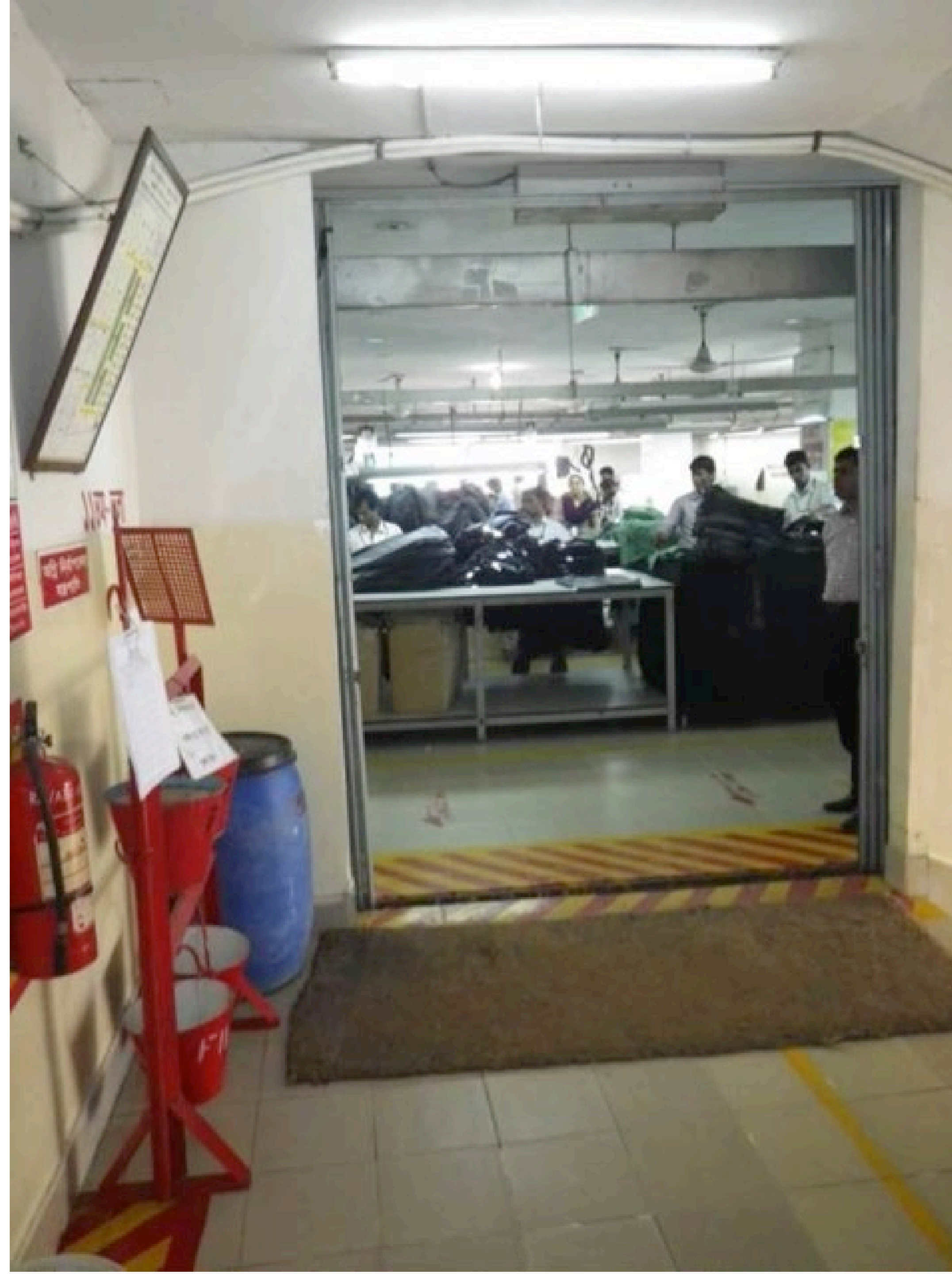


























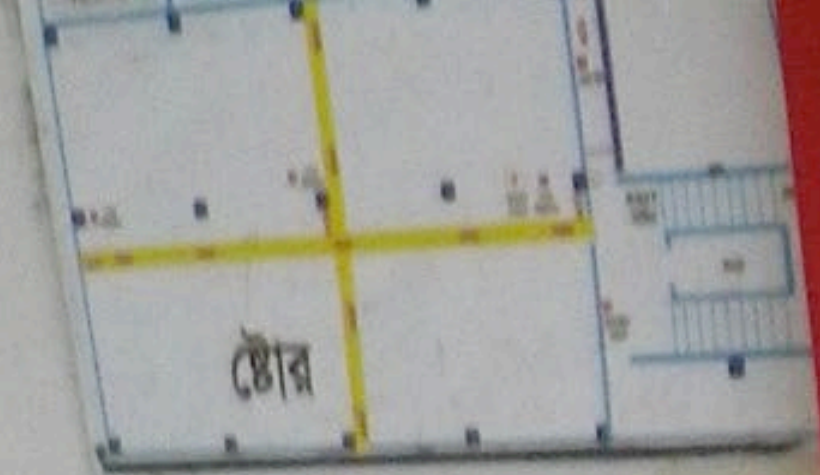












১৩-তমতলা EXIT



বাহির









Pakistan







Q&A

Lunch

Digging Deeper:

How the WRC Uncovers What Industry Auditors Miss

**Looking critically at the
employer story**

**Understanding how local
developments apply**

Offsite worker interviews



'Worst fashion wage theft': workers go hungry as Indian suppliers to top UK brands refuse to pay minimum wage

Shortfall of 16p a day leaves children living on just rice as suppliers to Nike, Zara and H&M in Karnataka underpay by estimated £41m



📷 A jean factory in Ballari, Karnataka. One garment worker said she only earned about half of what she needed to cover basic living costs, such as food and rent. Photograph: Bloomberg/Getty

Garment workers making clothes for international brands in Karnataka, a major clothing production hub in India, say their children are going hungry as factories refuse to pay the legal minimum wage in what is claimed to be the biggest wage theft to ever hit the fashion industry.

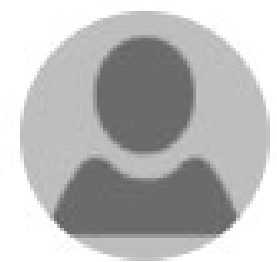
April–May 2020 Covid-19 Lockdown

- Factories temporarily closed
- Many workers not paid
- Layoffs
- Food insecurity
- 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



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: High Court Declares Postponement Illegal, Orders Employers to Pay

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

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A

A



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

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



Sent: Wednesday, October 6, 2021 3:30 PM

Subject: Re: [EXTERNAL][Request for Call] [Update] Widespread Wage Theft (Violation of Minimum Wage) by Brand Suppliers in Karnataka, India

Dear Ben,

The issue of worker compensation is of utmost importance to [BRAND]. Factories must follow local laws regarding wages to be in compliance with [BRAND'S] [Global Compliance Principles](#). Failure to pay legal minimum wages is a critical violation of our compliance program and leads to termination of business in as little as six months.

As we previously wrote, based on all available information, we understand that a stay order is in place for the 2020 dearness allowances. We are respectfully awaiting the decision by the court for a legally binding order which we will of course enforce. Based on your email, we are in the process of conducting a further legal review with our legal team in Asia and external counsel to confirm our understanding.

[In the spirit of collaboration, we very much welcome a phone call to discuss the matter in detail and share information.](#) As you've seen over the years, [BRAND] is an action-oriented company and we are committed to finding a solution to ensure that all workers are paid fairly while respecting the legal process.

We want to allow time for our legal review. [Please let us know some times that would work for you next week.](#) Our team from Asia will be joining the call so early in the morning or late afternoon would be best to accommodate their schedules. Thank you for contacting us and we look forward to our call.

Best Regards,

Karnataka Suppliers Defying Minimum Wage Laws

“HR Staff assaulted 12 workers for joining a union ... two of them ... were severely injured”

“Workers herded to a warehouse ... where they were callously thrashed.”

HR staff booked for beating workers over joining union

BENGALURU: The HR staff of a garment factory, who assaulted 12 workers for joining a union and fighting for their rights, were booked by the city police on Wednesday.

The Madanayakanahalli police said the HR staff of Shahi Exports Pvt Limited Unit-8 took away the 12 factory workers, said to have played a leading role in the union, to

a separate cabin and abused them. The workers said they were then herded to a warehouse area, where they were callously thrashed.

Two of them — Thayamma, a woman in her 40s, and Ameen, a production worker — were severely injured in the attack. A worker said Thayamma's spine was damaged and she was taken to hospital.

An activist of the Karnataka Garment Workers Union

(KGWU) Sebastian Devaraj told *DH* that Ameen, the complainant, was an elected member of the union.

On January 21, the union held a general body meeting for the factory workers of Shahi Exports Unit-8. The workers raised three major issues: drinking water, salary increment and transport facilities.

“The union drafted a letter to the Shahi management's general manager, requesting

his time to discuss the issues. Since the GM did not entertain the letter, the workers drafted a petition and gathered signatures of 800 to 10,00 employees, which irked the management,” Devaraj said.

The workers sent the letter to the management and to the labour department by registered post. A few management staff on Wednesday morning identified the workers who had played a leading role in the union, and attacked them.

Based on information, the police rushed to the factory, only to be deluded by the management, which said the issue was an internal matter and they would sort it out themselves.

However, nine workers, including Ameen, lodged a complaint with the Madanayakanahalli police after getting first aid at a hospital. *DH News Service*

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



Shahi Exports, an Indian woven apparel and textiles manufacturer. Photograph: Shahi Exports Pvt Ltd.

India's largest garment company has paid out an estimated £3m in unpaid wages to tens of thousands of workers, after two years of refusing to pay the legal minimum wage.

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 to engage top supplier, Shahi

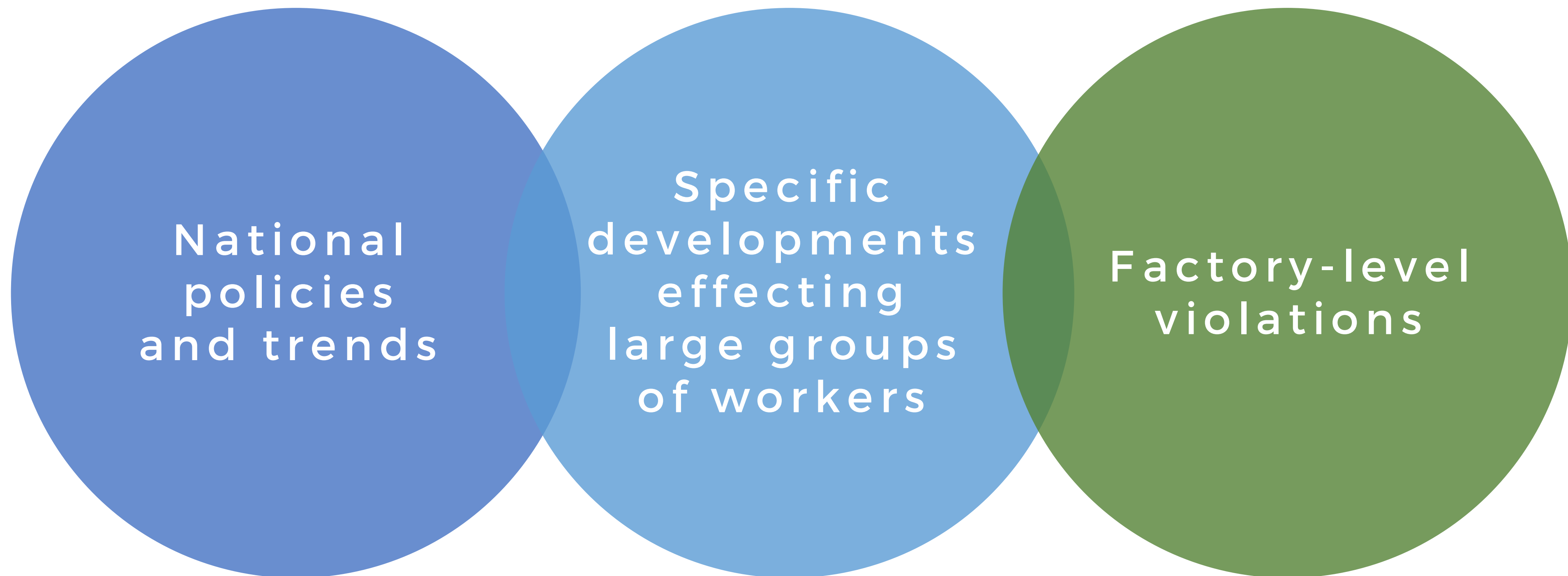
Outcome

- Complete payment of back pay to current workers—\$60 million to 400,000 workers
- Wage increase implemented



Tracking the Context

Through regular communication with labor groups, legal experts, civil society organizations, and workers in countries





WRC communicated with licensees sourcing in Pakistan

Implementation of wage increase from June 1, 2022

Payment of June wage arrears where required

DENIM CLOTHING COMPANY FACTORY CLOSURE



GARMENT WORKERS PROTESTING AGAINST THEIR EMPLOYER THE DENIM CLOTHING COMPANY, WHICH SUPPLIES FOR THE GLOBAL BRAND H&M, WERE ALLEGEDLY MET WITH BRUTAL POLICE FORCE IN KARACHI, PAKISTAN ON OCT 11. PHOTO: FANAD HAZAN

VICE World News

They Make Clothes for H&M. Pandemic Lockdowns Pushed Them Deep Into Poverty.

Are poverty and police violence the price of fashion?

By **Rimal Farrukh**
ISLAMABAD, PK

October 22, 2021, 9:19am [Share](#) [Tweet](#) [Snap](#)

THE NAMAL

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Protest erupts after Denim Clothing Company Karachi fires hundreds of workers

By Web Desk Staff — On Jun 27, 2022 BUSINESS

DENIM CLOTHING COMPANY

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Karachi: Hundreds of workers staged a protest against Denim Clothing Company after they were sacked from their jobs.

DAWN

TODAY'S PAPER | MARCH 21, 2023

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Reinstatement of over 4,000 workers sacked by denim factory demanded

The Newspaper's Staff Reporter | Published July 4, 2022 [Facebook](#) [Twitter](#) [Print](#) [Email](#) [Comments](#) 3

KARACHI: The National Trade Union Federation Pakistan (NTUF) and Home-Based Women Workers Federation (HBWWF) on Sunday organised a protest to raise their voice against the dismissal of more than 4,000 workers of a denim manufacturing company, said to be one of the largest producers of garments for many international fashion brands.

Email from H&M prior to Investigation

- “During the checking of final settlement it is not revealed that facility is paying below the legal MW or benefits.”
- “The team has checked and verified that the factory informed the workers through a circular one month in advance as per the law, and that a total of 2400 workers were terminated from DCC unit 4 and the termination procedure is as per the law.”

Court keeps minimum wage at Rs25,000 in Sindh

Workers had demanded Rs30,000 a month

Usman Hanif | October 16, 2021



PILER Advocacy Manager Shuja Qureshi was of the opinion that the increase in minimum wage was inadequate compared to the high inflation rate in the economy. PHOTO: FILE

KARACHI: The Sindh High Court (SHC) on Friday upheld the government of Sindh's decision of keeping the minimum wage rate at Rs25,000 a month, citing that the provincial government was competent enough to fix, announce and declare the minimum wage.

Oct. 18, 2021, 12:42 PM

Pakistan Court Upholds Sindh Province Minimum Wage Increase

Emmanuel Elone

- Sindh High Court upheld province's minimum wage increase, effective July 1, 2021
- Sindh government must publish new minimum wage notification immediately

The Pakistani province of Sindh will raise its monthly minimum wage to 25,000 Pakistani rupees (U.S. \$146.03) per month, or 961 Pakistani rupees per day, according to a [judgment](#) issued by the Sindh High Court Oct. 15.

The minimum wage increase will apply to unskilled adult and juvenile workers in all industrial and commercial enterprises. Sindh's monthly minimum wage will be retroactively effective from July 1, 2021.

The Sindh government must publish a notification in the government gazette immediately regarding the minimum wage increase, under the terms of the judgment. The province's Minimum Wage Board has two months to consider ...



The Sindh Government Gazette

Published by Authority

KARACHI THURSDAY JUNE 9, 2022

PART-I

MINIMUM WAGES BOARD

Karachi dated the 08-06-2022

NO: MWB/R&S/US/1(1)/88-2022/01 The Prime Minister of Pakistan has announced to increase the minimum wages to Rs.25,000/- per month in his speech on the floor of the House on 11-04-2022.

Therefore, the following recommendations which the Minimum Wages Board proposes to make under Section 4 of the Sindh Minimum Wages Act, 2015 in respect of adult unskilled and juvenile workers employed in industrial / commercial establishments in the Sindh Province are hereby published as required under the said Act for information of persons likely to be affected by it. Notice is hereby given that the proposed rates together with objections and suggestions with respect thereto which may be received by the Minimum Wages Board Sindh, Karachi within a period of fourteen days from the date of publication of this notification in the official Gazette shall be taken into consideration by the said Board. Any objection, suggestion received after the expiry of said period of 14 days will not be considered.

Recommendations regarding fixation of minimum rates of wages for adult unskilled workers and juvenile workers employed in all the Industrial / Commercial establishments in the Province of Sindh on reference from Government of Sindh under Section 4 of the Sindh Minimum Wages Act, 2015.

- I. The recommended wages shall apply to all adult unskilled and juvenile workers employed in all Industrial / Commercial establishments of any sort (registered or unregistered) located in the Province of Sindh. The minimum rates of wages shall be applicable uniformly throughout the province.
- II. According to the judgment of Hon'ble Supreme Court of Pakistan dated 26-01-2022 in Civil Petitions No.5620, 5800 & 5959 of 2021 the minimum rate of wages of Rs.19,000/- per month shall be payable by the employers to workers w.e.from 01-07-2021 till 31-05-2022.
- III. The recommendations of minimum rate of wages Rs.25,000/- per month shall be applicable as per provisions of the Sindh Minimum Wages Act, 2015 and shall come into force with effect from 1st June, 2022 after their approval and notification by Government of Sindh under section 6 of the said Act.

Minimum wage implementation notice

Hansae Vietnam



- Located outside of Ho Chi Minh City
- 8,500 workers
- Produced collegiate licensed goods

WRC Investigation

- Initiated in response to worker strike
- Licensee refuses to facilitate on-site visit
- Off-site in-depth interviews reveal:
 - Excess production quotas and pressures
 - Verbal harassment
 - Restrictions on toilet access
 - Denial of sick leave
 - Forced overtime / fraudulent consent forms
 - Dismissal of pregnant workers
 - Excessive heat conditions & worker fainting
 - Prohibitions on yawning
 - Employer domination of union



On-site Investigation

- Findings corroborate / elaborate on initial WRC findings
- Additional findings include:
 - Physical abuse
 - Unpaid overtime
 - Illegal recruitment fees
 - Denial of pregnancy accommodations
 - Padlocking of exit doors
 - Heat regularly exceeding 90 F

Remediation

- Licensee commits to ensuring Hansae implement the WRC's recommendations
- Hansae and the WRC sign a Memorandum of Understanding committing Hansae to resolve all violations and implement measures and policies to ensure they will not reoccur

Q&A

**Presentation by
Special
Representative
Kelly Fay
Rodríguez**


Q&A

Open Discussion

Break

Challenges for University Code Compliance in Cambodia

Successes in Combating Gender-Based Violence and Harassment



1. Current context of
GBVH in the apparel
industry

2. WRC interventions in
Lesotho, Guatemala,
Indonesia

3. Q&A

- Women compose 80% of garment industry workforce
- More than 50% of Cambodian workers experience harassment
- Survey of Indian workers
- found that all had experienced or witnessed GBVH
- 90% of workers in WRC survey of Indonesian workers experienced or witnessed GBVH



- Pressure to meet production targets at lower rates creates high pressure work environments, in which male managers abuse, harass, and humiliate workers to increase work speed
- GBVH increased during the Covid-19 pandemic, due to reduction of workforce and increased targets
- Women leaders who speak out against their working conditions are likely to be targeted and further harassed

Male managers
widely employ
tactics like bullying,
abuse, and
harassment to
speed up the work
process and
'discipline' female
workers

“Many supervisors demand sexual favors and bribes from prospective employees. They promise jobs to the workers who are still on probationary contracts. [...] All of the women in my department have slept with the supervisor. For the women, this is about survival and nothing else. [...] If you say no, you won’t get the job, or your contract will not be renewed. [...] Nine out of ten women have said yes to the supervisor, even those who are married. He takes some of the women to a nearby guesthouse for sex.”

- *Female garment worker, Lesotho*

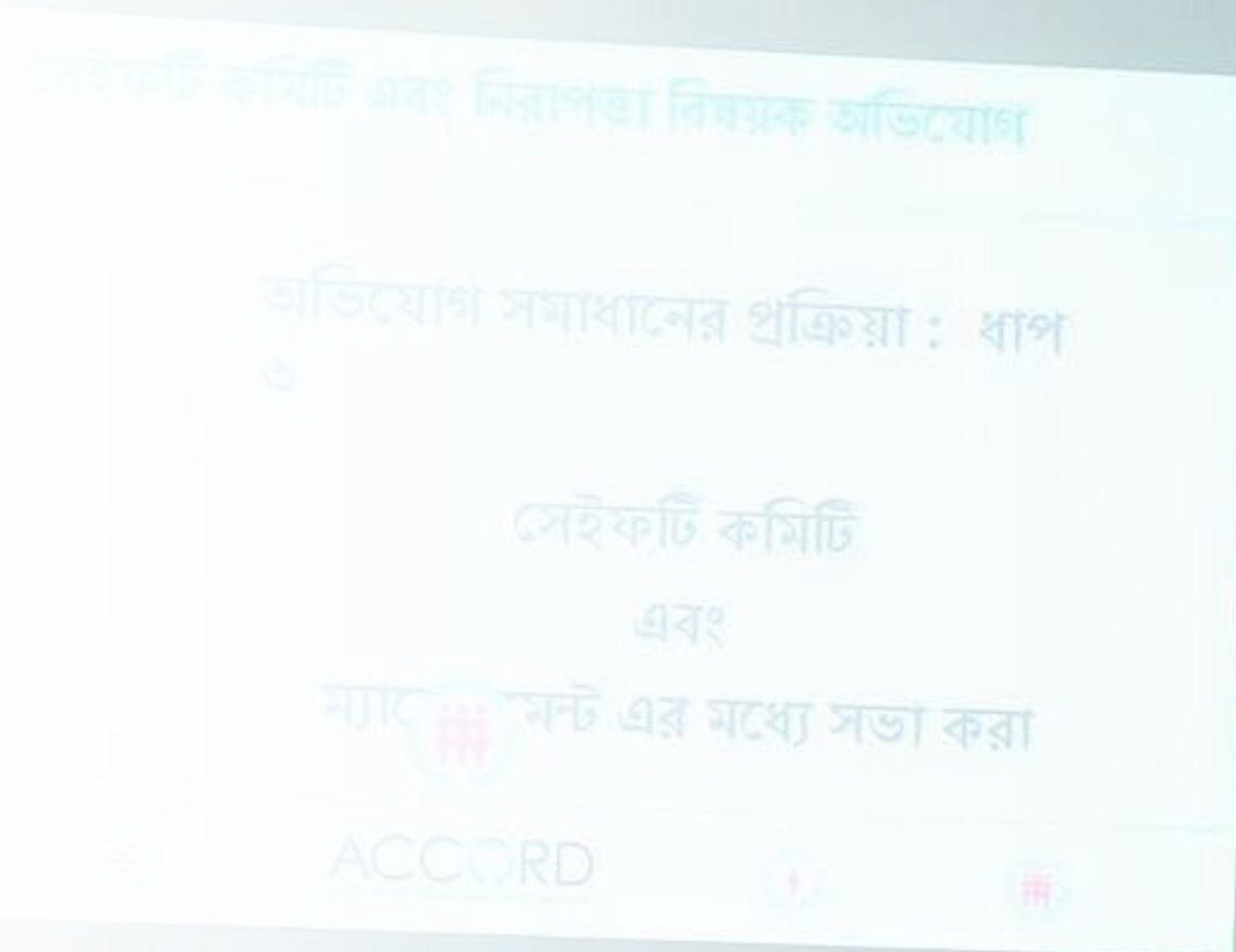
UNIVERSITY CODES AND LAWS

The WRC model code and the CLC code were among the first to acknowledge what many countries' legal system did not:

- There are particular violations that are specific to the circumstances of women; and,
- Women should enjoy specific legal protections

Most brands' codes now include similar language

Some improvements to laws





#MeToo

Has brought to light
workplace harassment
in garment factories

ILO Convention 190

A new international
standard to eliminate all
forms of violence in the
workplace

CHALLENGES TO UNCOVERING SEXUAL HARASSMENT

- Fear of retaliation
- Obtaining testimony
- Lack of knowledge and focus on gender issues by complainants







190 WOMEN. 190 REASONS.
RATIFY ILO C190

আমি আইএলও (ILO) ১৯০
চাই কারণ
'কর্মক্ষেত্রে চাই না
নির্নিয়ন্ত্রিত জীবন,
বিশেষ করে
ম্যাসারাল চুক্তির বিরুদ্ধে।'

END GENDER-BASED
VIOLENCE IN THE
WORLD OF WORK.





The agreement establishes a comprehensive program which includes:

A toll-free information line

Workers' Rights Watch: An independent monitoring entity to investigate complaints and issue determinations

Education and awareness activities, including workshops for all NH employees and dissemination of informational material

Protection against retaliation for complainants and witnesses

Education and Awareness

“Since the workshops conducted by the unions and women rights groups, our own supervisor has changed a lot.”

A worker at a Nien Hsing factory

Toll Free Information Line

Trained counselors provide Nien Hsing workers with information on the program and assist workers who report GBVH

Since the program launch, the Information Line has fielded more than 400 calls



Letsetsa Anti-GBVH
Information Line:

8000-4248

Workers' Rights Watch

"Imagine: The lady was fired for being harassed by this supervisor. There was nowhere to report such matters then.

"This is how the program is helping people like myself to report. I am still at work, and she is not. ... Now my rights are protected by this agreement."



WRC Investigated Sexual Harassment and Retaliation

- Manager physically, verbally, sexually harassed women over 5-year period
- HR department knew—took no action
- Manager had women suspended, fired

Corrective actions:

- Manager fired, company-wide ban
- Rehiring, back pay, discipline expunged
- Professional counseling
- Labor-management anti-harassment committee, protocol

CENTEXSA
(GUATEMALA)



gear
FOR SPORTS.



STOP
WOMEN
VIOLENCE

SUPPORT AN ILO CONVENTION
STOP
GENDER-BASED VIOLENCE
AT
WORK!

We are
generation
Equality

Q&A

Thank You!