



DEVELOPMENT AND PEACE

Canadian Catholic Organization for Development and Peace

The International Development Agency
of the Canadian Catholic Church

35 years of North - South solidarity work
rooted in Catholic Social Teaching

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What can a school board do?

Develop a Uniform Policy which outlines the Board's expectations of its apparel suppliers regarding fair labour practices.

Resource: Maquila Solidarity Network and World Youth Day No Sweat Committee (Hamilton)

ALL Suppliers would be required to:

1. Fully publicly disclose manufacturing locations
2. Abide by local labour laws and international labour standards (UN's ILO)
3. Agree to Independent Monitoring

Has anyone done this before?

- Archdiocese of Newark
- School Boards in New York State
- Universities
 - e.g. University of Toronto, Western, Guelph, Dalhousie, University of Alberta, McMaster, ...
 - 200 + US Universities
- Hamilton Wentworth Catholic DSB

Why Public Disclosure?

Sweatshops thrive under a veil of secrecy surrounding the manufacturing sites.

Requiring disclosure:

- ensures that suppliers know exactly where and under what conditions their clothing is being made.
- links companies to their factories publicly so they have to take responsibility for conditions

At what point, should we request disclosure?

At the signing of the contract

Advantages

- ✗ Ensure receipt of information
- ✗ Treats all suppliers in an equal and fair manner
- ✗ Allows workers and international org's to report non-compliance to the School Board

How would a policy work?

1. Request and compile manufacturing location information disclosed by suppliers.
2. Receive information from NGO's and labour organizations when sweatshop abuses are exposed.

3. Contact the supplier if the sweatshop abuses appear to have occurred in a suppliers' factory. The supplier must demonstrate that the violation did not occur or that corrective measures have been taken.

The intent is not to change suppliers but to use buying power to improve working conditions.

What is the response of suppliers?

Two-thirds of U of T's suppliers signed on immediately to "No Sweat" Conditions

There are uniform suppliers currently supplying Catholic HS who are eager for Boards to adopt No Sweat policies with full public disclosure.

As well as the obvious benefits to the employees of these sweatshops, the elimination of sweatshops provides a more level playing field for manufacturers, such as myself, that follow government employment laws. I find it frustrating as a businessman to sometimes lose a contract to a manufacturer that I know does not follow the law, and as a result has an unfair advantage. - B. Bombardieri

What impact does a policy have?

supports fair and ethical suppliers,

ensures supplier reform &

creates a market for “clean”
clothes which spurs growth

Why don't we adopt a simple “Buy Canadian” policy?

A growing percentage of “Made in Canada” apparel is assembled in small sewing factories, here and abroad, and by homeworkers under sweatshop conditions. That is,
“Made in Canada” does not mean
“Sweatshop - free”

Who needs to be involved in developing an effective policy?

- Trustees
- Board Staff
- Students
- Teachers/Principals
- Resources - consult other Boards, NGO's (e.g Maquila Solidarity Network, Development and Peace, ...)

**An effective policy is one where
ALL Suppliers would be required to:**

1. Fully publicly disclose manufacturing locations
at the signing of the contract
2. Abide by local labour laws and international
labour standards (UN's ILO)
3. Agree to Independent Monitoring

Non-compliance would result in directive to
take corrective action. If non-compliance
continues, Board can terminate contract

How does such a policy make a difference?

Kukdong/Mexmode Factory - Mexico

Nike Subcontracted

\$32 US for a fifty hour week

Illegal firing of workers

Formed an independent union
Signed a collective agreement
Take home pay increase of 40%

A dramatic difference to these workers!

www.maquilasolidarity.org/campaigns/nike/kukdong.htm

Will uniforms cost more?

Labour is only one of many costs which determine final cost

Uniform from sweatshop manufacturer

Sweatshop Labour Costs	\$1.50
Other Manufacturing Costs	\$8.50
Mark-up by vendor	<u>\$15.00</u>
Total Retail Price	\$25.00

Uniform from law-abiding manufacturer

Labour Costs	\$4.50
Other Manufacturing Costs	\$8.50
Mark-up by vendor	<u>\$12.00</u>
Total Retail Price	\$25.00

What to watch out for?

💣 Some advocate full public disclosure only if there is reason for suspicion - this makes the whole process unfair, biased and complicated - what merits suspicion?

💣 Without an effective policy in place the following scenario could happen: violations exposed by other school board of one of your suppliers, but without a policy, you are left with no recourse, except to continue buying until the end of the contract.