
Submitted by Siobán D. Harlow, Chair

Accomplishments of the Committee on Labor Standards and Human Rights
The University of Michigan’s long-standing interdisciplinary focus, the depth of our faculty scholarly expertise in areas relevant to and strong student interest in international labor standards and human rights places us in an exceptional position to contribute to and provide scholarly leadership towards the continued growth of the international labor standards effort. The Committee has completed the articulation of both a Code of Conduct and Procedures for their implementation, and now functions effectively in its effort to monitor complaints as they arise, provide intellectual guidance to our partner organizations (the Fair Labor Association (FLA), and the Worker Rights Consortium (WRC)), and to respond to relevant concerns of UM students. The University of Michigan is also in a position to provide scholarly leadership in advancing issues related to the intersection of human rights and labor standards. This issue is one that is highly relevant to the President’s interest in a potential Center for the study of ethical issues in the public domain and several of our activities can provide prototypes for campus engagement with such issues.

Engagement with FLA and WRC
The University continues to benefit from its memberships in both the Fair Labor Association (FLA) and the Worker Rights Consortium (WRC), two complementary organizations. While the FLA generally focuses on internal and external monitoring, developed in consultation with companies, the WRC focuses on addressing problems identified through complaints from workers.

The impact of the WRC and FLA was addressed in the 2003 report. FLA and WRC are now producing annual reports, with the WRC report developed in specific response to our request to provide an annual report to support the request for annual dues. The FLA report can be accessed at www.fairlabor.org/2004report. We will forward the WRC report upon receipt, which we expect within the next month. The chair of the Committee attended annual meetings for the University caucus of both organizations and consulted frequently with their leadership during the academic year.

The committee recommended unanimously at its April 16th meeting that the University renew its membership in both the FLA and the WRC for the 2005 fiscal year.

Procedural Guidelines for Acting on Complaints
A specific charge to the committee in 03-04 was to develop procedural guidelines for acting on complaints received by the committee. This activity occupied a considerable portion of the committee’s efforts of the 03-04 academic year. Procedures were developed (see attached), reviewed by relevant components of the University community, recommended to the President, and adopted.
Complaint Monitoring
As is true each year, the committee continued to monitor complaints, situations that might lead to formal complaints and to recommend actions as appropriate. During the 03-04 year, the committee:

- Recommended that the renewal of the contract with Lands End be postponed until satisfactory resolution of complaints regarding a factory in El Salvador was addressed. Renewal was postponed in December 2003 until satisfactory remediation of the situation was documented in April 2004.

- Other specific factory and larger contextual situations that were discussed and monitored during the year included:
  - Potential labor violations at CINTAS (laundries), referred to the Purchasing Task Force at the UM.
  - Bangladesh action failing to address lack of legal protection for freedom of association in the export-processing zones by the previously negotiated 2004 date.
  - Potential implications of the phase out of the Multi-Fibre Agreement.
  - Potential labor violations at Coca Cola in Columbia, referred to the Purchasing Task Force

Wage Transparency
On February 10th, SOLE sent a letter to President Coleman requesting that the UM add language to our code of conduct requiring wage disclosure and citing the current action of the University of Wisconsin in this regard. The letter was referred to the committee for recommendation. The question of wage disclosure had been discussed at the University of Wisconsin over the course of the year and that institution, which is a member of the WRC but not the FLA, decided on a particular course of action in coordination with the WRC.

The committee held several additional meetings in March, April and May to address this issue, consulted extensively with both the FLA and the WRC, and communicated with University of Wisconsin and a sample of our licensees in order to develop a set of recommendations regarding the University’s potential response. A set of recommendations were forwarded to the President on April 7th, and the President formulated her response on April 15th. The President affirmed the importance of transparent collection of accurate and verifiable wage data from licensees and charged the committee with developing comprehensive well documented recommendations for evaluating non-compliance with the compensation clause of the code of conduct. The committee chair continued discussions with the FLA and WRC during the spring and summer terms, and expect to see continued effort on this issue as a major focus of our work in the coming year.
Intersection with the University’s teaching and research mission
The committee continues to focus on the importance of bringing the strengths of the University’s teaching and research capabilities to advance knowledge and raise awareness of labor standards and human rights and to help stimulate productive synergies on campus. Towards this goal, the committee includes as a central part of its mission the organization and co-sponsorship of public symposia/workshops and continues to examine and initiate programs within the curriculum to expand understanding of these issues.

a. Programs
During this academic year, the committee continued to bring scholars and activists engaged in monitoring labor standards and advancing our understanding of the international labor standards movement to UM for educational symposia and workshops. In 03-04 the following activities were undertaken.

1) Kevin Kolben, UM Law School Alumnus
   “Improving the Conditions in Cambodia’s Garment Factories: Trade, Monitoring, and the ILO”
   November 13, 2003, 4:00-6:00 PM in 1636 SSWB
   Cosponsored by ILIR, CSAS, Law School

2) Marta Ojeda Dominguez, Coordinator for the Coalition for Justice in the Maquiladoras
   “Organizing Maquila Women in the US –Mexico Border”
   April 8, 2004, 6:00-8:00 PM, SSWB Conference Center
   Cosponsored by the International Institute, Hedrick-Jackman Fund for Business Ethics, Project on Global Corporations and Well Being at the Center for the Advancement of Behavioral Science, ILIR, School of Social Work
   This program also interfaced with the Global Feminisms Project, providing an opportunity for that project to formally interview Ms. Ojeda and contributed to the dissertation research efforts of sociology doctoral student and committee member Rosa Peralta.

3) With the Advanced Studies Center and the School of Public Health
   The Reproductive Rights of Globalized Workers: Integrating Labor Standards and Reproductive Health in Export-Processing Factories
   October 21 and 22, 2004
   Cosponsored by ILIR, IRWG, PSC, CEW, Schools of Social Work and Law, CSAS

   Following the success of the groundbreaking international conference on “The Labor of Reform: Employment, Workers’ Rights, and Labor Law in China” held March 21-22, 2003 (publication forthcoming), a joint effort of the committee, the Advanced Studies Center and the ILIR that highlighted UM researchers, this workshop will focus on advancing intersectorial collaboration between the fields of reproductive health, reproductive rights and labor standards, in concert with our corporate and monitoring organization partners.
b. Student Internships.
The committee continues to identify and post information on its website regarding internship opportunities for students who are interested in gaining experience with monitoring labor standards and human rights, such as the Verité Summer Internship Program, which is run in conjunction with the Fair Labor Association (FLA); internships at WRC; internships with International Labor Rights Fund; internships with National Labor Committee; and internships with Lawyer’s Committee for Human Rights.

c. Training
An opportunity that was identified during the tenure of Larry Root’s tenure as Chair of this committee has recently come to fruition at the Institute for Labor and Industrial Relations (ILIR). During the Winter 2004 semester, ILIR participated in a scholarly exchange program with labor experts from China's Ministry of Labor and Social Security. Organized by the National Committee on U.S.-China Relations (NYC) and funded by the U.S. Department of State, ILIR hosted the orientation session and was the study base for one of the four Chinese scholars. As a part of this exchange, Larry Root lectured on U.S. labor issues to academic and government groups in Beijing, Wuhan, and Shanghai. ILIR is also participating in a U.S. Department of Labor project seeking to develop the "rule of law" in Chinese labor relations. Dr. Jinyun Liu, in his role as Assistant Research Scientist at ILIR, has taken over major responsibilities in coordinating Chinese-U.S. interactions in pursuit of the goals of the project, particularly with regard to dispute resolution in the workplace. In our efforts to continue maximizing cross campus synergies, we will look to this engagement for opportunities to support ILIR in offering on-campus seminars or symposia for the wider university public.

The Committee continues to discuss the possibility of developing different kinds of educational programs at the University of Michigan. In the past, the committee played a key role in the successful launch of the Labor and Global Change program, an effort to understand and explore labor issues in the context of a global economy, at the Institute of Labor and Industrial Relations which is lead by ILIR director and former chair of this committee, Larry Root, and Ian Robinson, assistant research scientist. Among the activities of this program were support for faculty-student research projects. These involves individuals from many parts of the University, including LS&A/Rackham, Public Health, Business, and Law. Topics included a range of issues, from the impact of globalization on employment in Alaska’s salmon industry, to cross-national models of organizing, ecological aspects of forest labor in Madagascar impacts and workers’ rights in Kenya.

Again in concert with the President’s interest in engaging the University of Michigan more prominently in the study of ethical issues in the public domain we have identified the following possible examples of future programs that the University might be interested in pursuing:

a. Certificate program for students (international labor relations and human rights);
b. Summer program (for example, a two-week intensive program for monitors); and

c. Program to sensitize corporate managers.

Expected Activities for the 04-05 Academic Year
In the upcoming year evaluating non-compliance with the compensation clause of the code of conduct will be a major focus of the committee. We anticipate that the issue will continue to be a point of particular concern to UM students, and among the list of priority concerns of other relevant parties and of our peer institutions this academic year.
In addition to reviewing and monitoring complaints that are received, another issue that will likely be a major point of discussion will be the impacts of the ending of the Multi-fibre Agreement and the particular challenges of ensuring adherence to our code of conduct in China. We are particularly well suited to contributing to the efforts of the FLA and the WRC on these issues given the expertise of UM faculty on China generally and the specific expertise of committee member Mary Gallagher who will return from her field work in China in December.

In October 2004, the Committee will host the above mentioned workshop on the intersection of reproductive health and labor standards. Additional academic programming activities will be defined once the committee meets, although as mentioned above, we are likely to take advantage of ILIR’s engagement in training in China and of Professor Gallagher’s expertise to coordinate and/or cosponsor relevant symposia this academic year. We will also continue with its efforts to secure internship opportunities for students and to develop educational programming.

We are also working to add information to our website that will outline the faculty who conduct research of direct relevance to the committee’s interest to help foster opportunities for students interested in these issues to identify and engage with faculty who share their interests.
APPENDIX A

THE REPRODUCTIVE RIGHTS OF GLOBALIZED WORKERS: INTEGRATING LABOR STANDARDS AND REPRODUCTIVE HEALTH IN EXPORT-PROCESSING FACTORIES

October 21st and 22nd, 2004, at the University of Michigan
With the International Institute, the School of Public Health, and the Advisory Committee on Labor Standards and Human Rights

The dependence of globalized economies and development models on the labor of women workers often evades notice. While women represent the vast majority of the workforce in global export-processing factories, their specific legal and health needs are not sufficiently addressed. International codes of conduct include anti-discrimination and women's health clauses; however, monitoring and training activities do not adequately consider the demographics of the workforce or the specific approaches required to effectively monitor, for example, reproductive-based discrimination or the intersection of wage discrimination and sexual harassment. Similarly, the reproductive health agenda does not give adequate attention to the role of women in the labor force and the health needs of factory workers, who are often adolescents.

The health of women and workers and the economic health of their countries cannot be separated. Improving reproductive and sexual health is crucial to continued progress towards attaining the World Bank’s Millennium Development Goals (MDGs). Four of the eight MDGs—the promotion of gender equity and the empowerment of women, the improvement of maternal health, reduction of infant mortality and the building of a global partnership for development—are intrinsically linked to this intersection of labor, health, and law.

This seminal one-and-a-half-day workshop, through a combination of presentations, case studies, and group discussions, will identify the issues that practitioners and scholars of human rights, public health, and labor rights must consider when addressing the needs of women working in export-manufacturing factories.

During this program, we will:
- Identify the critical gaps in discourse, knowledge and action that limit effective engagement across the labor standards, reproductive rights, and reproductive health movements.
- Identify potential gaps in reproductive health services provided to women factory workers in various world regions.
- Identify the knowledge and training needs of workers and factory monitors regarding the intersection of reproductive and labor rights.
- Establish priorities for each sector as well as a joint agenda for future research and integrated action that will help ensure that the needs of women working in export manufacturing factories specifically, and working women generally, are more effectively addressed.
- Identify needs for network-building
Reproductive Rights of Globalized Workers
Draft Program

Location: Educational Conference Center
School of Social Work Building
1080 S. University
Ann Arbor, MI 48109
Telephone: (734) 764-3309

Thursday, October 21 – Public Event

8:30 AM Coffee

9:00 AM Welcome and Introductions

9:15 AM Goals and Objectives for the Workshop: Emphasizing Gender in the Export-Processing Industry
Sioban Harlow, Associate Director of the International Institute
Chair, President’s Advisory Committee on Labor Standards and Human Rights

9:45 AM Overview of the International Codes of Conduct (20 minutes, with 10 minutes for questions)

10:15 AM Break

10:30 AM Overview of the Intersection of Labor and Reproductive Rights (20 minutes, with 10 minutes for questions)

11:00 AM Overview of Reproductive Health Concerns and Service Needs of Factory Workers (20 minutes, with 10 minutes for questions)

11:30 AM Morning summary: Articulating gaps in intersections and knowledge; formulating an agenda for research and action

12:00-1:00 PM Lunch

1:00 PM Case Study I: Reproductive rights and health issues in the code of conduct movement (20 minutes, with 25 minutes for discussion)

1:45 PM Case Study II: A rights-based case on reproductive discrimination (20 minutes, with 25 minutes for questions)

2:30 PM Case Study III: Monitoring Factories, Informing Workers (20 minutes, with 25 minutes for questions)

3:15 PM Afternoon summary: articulating gaps in intersections and knowledge agenda for research and action
3:40 PM Coffee
4:00 PM Mary Robinson, former President of Ireland and former UN High Commissioner for Human Rights, University of Michigan School of Law
6:30 PM Dinner

Friday, October 22 – Working Meeting, Draft Recommendations and White Paper

Organizing Committee

Juliet Feibel, Program Associate, International Institute, University of Michigan

Siobán Harlow, Professor of Epidemiology, University of Michigan, Associate Director, International Institute, Chair, Committee on Labor Standards and Human Rights

Kristin McRay, Undergraduate Representative, Committee on Labor Standards and Human Rights

Richa Mittal, Regional Coordinator, Fair Labor Association

Rosa Peralta, Doctoral Candidate in Sociology, and Graduate Student representative, Committee on Labor Standards and Human Rights

Ruth Simmons, Professor of Health Behavior and Health Education, University of Michigan

Patty Skuster, Research Scholar, University of Michigan Law School.

Rachel Snow, Associate Professor of Health Behavior and Health Education, University of Michigan

Veronica Wilkerson-Johnson, Director, University of Michigan-Lansing Service Center
Participants

Ellen Chesler, Senior Fellow/Program Director, Program on Reproductive Health and Rights, Open Society Institute.

Lorraine Clewer, Field Director (Latin America), Workers Rights Consortium. The Workers Rights Consortium assists in the enforcement of Codes of Conduct adopted by colleges and universities in the manufacturing of their licensed goods.

Jane Cottingham, Technical Officer for Women’s Perspectives and Gender Issues at the Department of Reproductive Health and Research at the World Health Organization in Geneva.

Caren Grown (invited), Director, Poverty Reduction and Economic Governance, International Center for Research on Women. Dr. Caren Grown leads ICRW’s work in conducting research, formulating policy advice, and providing technical assistance to reduce poverty and gender inequality and expand women’s economic rights and opportunities.

Sofia Gruskin, JD, MIA, is the Director of the Program on International Health and Human Rights at the François-Xavier Bagnoud Center for Health and Human Rights, and Associate Professor on Health and Human Rights in the Department of Population and International Health at the Harvard School of Public Health.

Sylvia Guendelman, Professor of Health Policy & Management, University of California-Berkeley. Dr. Guendelman studies the reproductive health of immigrant women, health along the U.S./Mexico border, and access to health care for disadvantaged populations.

Sonali Gunasekera, freelance consultant to the garment industry, based in Sri Lanka. Ms. Gunasekera has extensive experience auditing factories and building the capacity of local NGOs.

Surayia Haque, Executive Director and Founder, Phulki. Phulki is an innovative NGO that pioneered high quality day-care for the children of women employed in Bangladesh businesses, with a primary focus on the garment industry.

Siobán Harlow, Professor of Epidemiology, University of Michigan, Associate Director, International Institute, Chair, Committee on Labor Standards and Human Rights. A reproductive epidemiologist, Dr. Harlow’s research focuses on the adverse effects of environmental and occupational exposures on pregnancy outcome and women’s health with a focus on health of women who work in export processing zones.

Fukumi Hauser, Cross-Cultural/Human Resources Trainer, Nike. Ms. Hauser has sixteen years experience in human resources, and oversees training for all field personnel on Nike’s Code of Conduct.

Mihai Horga, President, East European Institute of Reproductive Health, Targu-Mures, Romania. Dr. Horga trained as an obstetrician/gynecologist and founded the EEIRH, a NGO focusing on reproductive health research. He has served on numerous expert committees and as a consultant for WHO.

LaShawn Jefferson, Executive Director, Women’s Rights Division, Human Rights Watch. Ms. Jefferson is the author of two major reports on pregnancy discrimination in Mexican export-processing factories and has researched labor rights violations against female factory workers in Guatemala.
**Kevin Kolben**, Rutgers Business School, Business Environment Program. Mr. Kolben is a labor lawyer with expertise in international labor law and trade agreements, and has worked on labor rights issues in Cambodia.


**Reyna Montero**. Ms. Montero has extensive experience working for the reproductive and legal rights of women factory workers in the *maquiladoras* on the US/Mexico border.

**Maria-Isabel Plata**, Executive Director, Profamilia-Columbia. Profamilia-Columbia provides reproductive and family health care throughout Columbia, providing approximately 70% of family planning services in the country.

**Gregg Nebel**, Head of Social and Environmental Affairs, adidas-Salomon (the Americas). Mr. Nebel manages regional field operations, compliance activities and stakeholder engagement with the Group's footwear, apparel, and accessories supply chains. His global management responsibilities include monitoring systems development, stakeholder verification processes and representing adidas Salomon on the Fair Labor Association Board of Directors.

**Ruth Simmons**, Professor of Health Behavior and Health Education, University of Michigan. Dr. Simmons' research interests include the organization of public sector family planning and related reproductive health services with special emphasis on the interface between users and programs and quality of care.

**Rachel Snow**, Associate Professor of Health Behavior and Health Education, University of Michigan. Dr. Snow's expertise lies in gender, human rights, sexually transmitted infections, and contraceptive technology development.

**Linda Yanz**, Coordinator, Maquila Solidarity Network. The MSN is a Canadian network of groups in Mexico, Central America, and Asia organizing in maquiladora factories and export processing zones. Ms. Yanz works closely with NGOs and activist groups in Central America and Mexico.

**Wu Hong**, Program Coordinator (China), Global Alliance. Ms. Hong's responsibilities include identifying the needs of supply-chain factory workers and designing programs to help factories become more socially responsible corporate citizens.

**Zheng Zhenzhen**, Professor, Chinese Academy of Social Sciences, Institute of Population and Labor Economics. Dr. Zheng is a demographer with particular expertise in the reproductive health of Chinese migrant workers.