

	Fair Labor Association (FLA) www.fairlabor.org	Worker Rights Consortium (WRC) www.workersrights.org
Founded	1999	2000
Headquarters and offices	Washington, D.C.; Geneva, Switzerland; Shanghai, China	Washington, D.C.
History	The FLA was created in 1999 out of the Apparel Industry Partnership (AIP), a Clinton administration-sponsored coalition of apparel and footwear companies, human rights, labor rights, and consumer advocates that worked for more than two years to draft a common Code of Conduct and Principles of Monitoring. Today the FLA is a collaboration of companies, civil society organizations, and colleges and universities.	The WRC was founded in April of 2000 by university administrators, students, and international labor rights experts. It was created to assist universities with the enforcement of their labor rights codes of conduct, which were adopted to protect the rights of workers producing apparel and other goods bearing university names and logos. At the time of its founding, the WRC had the support of 44 universities; since then, the total number of college and university affiliates has reached 188 and continues to grow.
Mission Statement	<p>The mission of the Fair Labor Association (FLA) is to combine the efforts of industry, civil society organizations, and colleges and universities to protect workers' rights and improve working conditions worldwide by promoting adherence to international labor standards.</p> <p>The FLA conducts independent monitoring and verification to ensure that the FLA's Workplace Standards are upheld where FLA company products are produced. Through public reporting, the FLA provides consumers and shareholders with credible information to make responsible buying decisions.</p>	<p>The Worker Rights Consortium (WRC) is an independent labor rights monitoring organization, conducting investigations of working conditions in factories around the globe. Our purpose is to combat sweatshops and protect the rights of workers who make apparel and other products.</p> <p>The WRC conducts independent, in-depth investigations; issues public reports on factories producing for major brands; and aids workers at these factories in their efforts to end labor abuses and defend their workplace rights.</p>

Charter/Bylaws	www.fairlabor.org/fla/go.asp?u=/pub/mp&Page=FLA Charter	www.workersrights.org/about/wrc_bylaws.asp
Funding	FLA funding comes from participating corporations, colleges and universities and their licensees, and grants.	WRC funding comes from participating colleges and universities and grants from the federal government, philanthropic foundations, and other organizations. It does not accept contributions from for-profit corporations or from labor unions.
Staff	38	14
College/University members	211* * 94 schools, including Cornell, are members of both organizations.	188* * 94 schools, including Cornell, are members of both organizations
Corporate members	34	0
Advisory Board members	N/A	24
NGO members	6+	11
Board Structure	19 members <ul style="list-style-type: none"> • Chair • 6 University reps: Texas, Penn State, Notre Dame, Washington U. (St. Louis), Princeton, U. of Washington 	15 members <ul style="list-style-type: none"> • Officers rotate from the following three representative groups and serve two-year terms. • 5 University Caucus reps: Cornell, Duke, Georgetown, Wisconsin-Madison, Rutgers

	<ul style="list-style-type: none"> • 6 corporate reps: Russell Brands, Patagonia, Syngenta, Hanesbrands, adidas-Group, Nike • 6 NGO reps: National Consumers League, Human Rights First, Global Fairness Initiative, Maquila Solidarity Network, Orville H. Schell, Jr. Center for International Human Rights, Educators for Socially Responsible Apparel Business 	<ul style="list-style-type: none"> • 5 WRC Advisory Council reps: San Diego State University, PowerPAC , <i>AFL-CIO</i>, University of California, Berkeley, Writers Guild of America • 5 United Students Against Sweatshops (USAS) reps: U of Washington, Yale, Wisconsin-Madison, Brown, Rutgers
Board Voting Protocol	Some issues require a simple majority vote to be approved. Others require a supermajority vote.	All issues require a simple majority vote to be approved.
Code of Conduct	www.fairlabor.org/fla/go.asp?u=/pub/mp&Page=FLACodeConduct	www.workersrights.org/university/coc.asp
Factory Audit and Remediation Protocols	<p>Companies that join the FLA commit to establishing internal systems for monitoring workplace conditions and maintaining Code standards, being part of a rigorous system of Independent External Monitoring (IEM), and public reporting on the conditions in their supplier factories.</p> <p>To ensure transparency, the results of the IEM audits are published on the FLA Web site in the form of tracking charts. Since 2002, the FLA has conducted approximately 1,300 unannounced assessments in</p>	<p>The WRC launches factory investigations in direct response to worker complaints and also initiates investigations on a proactive basis.</p> <p>When worker complaints are received, the WRC weighs several issues in deciding whether to launch an investigation. These include the severity of the alleged violations, the views of knowledgeable local NGOs about the credibility of the allegations and the amount of production done by the factory for WRC affiliate schools and/or other major U.S. apparel</p>

	<p>factories around the world used by affiliated companies. The FLA also publishes an Annual Public Report that provides a comprehensive overview of IEM data and offers insight into global labor rights trends.</p> <p>The FLA also responds to workplace labor violations through its Third Party Complaint mechanism. Anyone – a worker, advocate, company, or individual – can contact the Fair Labor Association to report Code violations at a factory supplying products to an affiliated company. Complaints are kept confidential and rigorously investigated. When violations are found, the Fair Labor Association publicly reports them and works with all stakeholders to find sustainable solutions.</p> <p>All independent external monitoring audits are unannounced and conducted by FLA-accredited independent external monitors. The FLA selects the accredited monitors and determines which factories will be monitored using a random sampling procedure. Neither the factory nor the brand has advance knowledge about the audit.</p> <p>When an audit discovers Code violations in a factory, the FLA requires that companies doing business in that factory work with the factory’s owners and managers to ensure that violations of the Code are corrected through the development and</p>	<p>brands.</p> <p>In deciding whether to launch any investigation, the WRC considers whether collegiate production is an important enough part of a factory's overall output to give licensees and universities real leverage to correct any violations that may be identified, or whether the factory has other major buyers who are likely to be responsive to findings of labor rights violations.</p> <p>In every investigation, the WRC works with knowledgeable representatives of the local community, including officials of local labor rights NGOs and/or local academic experts. Investigations are coordinated by a member of the WRC staff, who may or may not work on site. A central criterion in the selection of personnel to perform investigative work is an individual's capacity to assess the evidence objectively.</p> <p>WRC investigators conduct comprehensive interviews with workers in their homes and communities (where they are free to speak candidly). The WRC also interviews plant managers, local government labor authorities, relevant labor union officials, local academic and legal experts, and any other relevant parties and visually inspects the plant, if management allows. The WRC reviews relevant records and documents as well as scholarly and/or journalistic materials that bear on the</p>
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	<p>implementation of a remediation plan. The FLA reports on remediation efforts through tracking charts. In addition, the FLA conducts verification audits to confirm ongoing progress in a sample of audited factories.</p>	<p>situation. The WRC then analyzes all of the evidence gathered and makes findings as to whether there are any violations of applicable codes of conduct at the plant.</p> <p>When violations are identified, the WRC makes recommendations for remedial action to factory management. The WRC issues reports detailing the findings of its investigations, the evidentiary basis for the findings, recommended remedial steps, and the status of remedial action.</p>
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