



Guide to Ending Sweatshops

Choose a Sweat-Free Wardrobe

Vote with your dollars to support good, green, sweat-free businesses

Support a Fair Supply Chain

Learn about the sweatshop problem, and what you can do to stop it

Demand Responsibility

Take action and push corporations to protect workers' rights



Co-op America's

Guide to Ending Sweatshops

Note: In 2009, Co-op America changed its name to Green America. This publication predates that name-change.

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Danielle Peck



Molly Linda Dhan (foreground) and her apprentice, Hannah, stitch clothing for Global Mamas, a Fair Trade retailer and member of Co-op America's Green Business Network™. Molly employs three seamstresses in her workshop in Ghana. If you buy something she made for Global Mamas and you want to send a note of thanks, you can e-mail her through the Global Mamas Web site.



Co-op America's Mission

Our mission is to harness economic power—the strength of consumers, investors, businesses, and the marketplace—to create a socially just and environmentally sustainable society.

Co-op America's Vision

We work for a world where all people have enough, where all communities are healthy and safe, and where the wealth and beauty of the Earth are preserved for all the generations to come.

Co-op America's programs are supported almost entirely by contributions from our members. Individual memberships begin at \$20, business memberships at \$85. All members receive our publications and access to our services. Business membership, pending approval, also includes a listing in Co-op America's *National Green Pages*™.

As a national nonprofit 501(c)(3) membership organization, all contributions to Co-op America are tax-deductible. We welcome your membership and contributions.

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Toward a Fair Supply Chain

Our lives intersect with the lives of others in so many ways. We have our daily interactions with our families and our colleagues and our neighbors. Many of us meet weekly with members of a faith community, or with groups of peers, such as members of a sports team or club or support group. And many more of us can even stay in constant touch with friends and family around the globe through the technological communications miracles of the 21st century.

What if we look beyond the interactions we think about every day? We can find human connections everywhere. Imagine how many human hands have touched each one of the objects in our lives.

Every stitch of every T-shirt or jacket that we wear was put there by another human being located somewhere on the planet that we share. Someone placed every drawstring in every hooded sweatshirt, and someone stitched the sole onto every pair of running shoes. Someone pressed the hems of all the skirts and pants we have ever worn, punched the holes into every belt we have ever buckled, and someone's hands snapped the wheels onto every toy car we have ever given as a present to a child.

For seven years beginning in the late 1980s, one of those pairs of hands belonged to a teenager named Kalpona Akter.

In 1988, at the age of 12, Kalpona went to work at her first job in Dhaka, Bangladesh. Her youngest sister had just been born, and her father, a construction contractor, had become ill and unable to work.

"My family couldn't send me to school; we hadn't money for that," says Kalpona. "So my parents sent me to the garment factories."

Her first day in the factory, someone handed the 12-year-old Kalpona a pair of scissors and instructed her on how to cut fabric. Then she stood on her feet for the next 14 hours with the other workers, choking on the dust, hands cramping from the scissors, and stunned by the noise of the machines and her screaming supervisors. For this work she received 240 taka per month, which, at the time, equaled around six dollars.

"I was living with my parents and four sisters and one brother, and my wages hardly covered anything at all," Kalpona told Co-op America recently via telephone from Bangladesh. "It was a very poor salary, but I didn't know how much I should get. I hadn't any voice to say to the factory management that I should get more than this."



Kalpona quickly began looking for better work, and soon moved on to the Palmal Knitwear Factory, which promised a bit more money: 300 taka per month (around \$8). Though she received slightly higher wages, Kalpona's work hours also increased, and she found herself working up to 17 hours a day, taking breaks for lunch and dinner, but otherwise starting her days at 8AM, knowing that she wouldn't finish her shift until the next morning, around 3AM.

"I did that for 23 days," she says, meaning she worked constantly for 23 days at a time, without a day off, and then after a break, she would start the work cycle over again. It wasn't hard for the factory bosses to keep the workers at their machines for these long stretches, because at Palmal Knitwear, the workers never left. They slept on the production floor, with one floor for men and another for women, and got up together, as a group, to start their shifts in the morning.

Kalpona worked at Palmal for nearly seven years, and over time she educated herself about her rights as a worker. After a dispute with factory management over payment of night-shift overtime wages, a colleague of Kalpona's reached out for legal assistance from the American Center for International Labor Solidarity, an international labor organization affiliated with the AFL-CIO. From the Solidarity Center, Kalpona and her colleagues learned about their rights — including the right to form a union — and Kalpona concluded that together she and her colleagues could change the labor conditions at the factory. She started to investigate her fellow garment workers' interest in forming a union at Palmal Knitwear.

When factory management found out she was working to organize her fellow workers, Kalpona says she was threatened with violence and eventually fired. She filed suit against her former employer, and found herself subsequently blacklisted from the other garment factories, unable to find any more factory work in Dhaka.

As of press time of this guide, Palmal Knitwear Factory still does sewing for Wal-Mart, and has also in the past produced for Sears and J.C. Penney. In other words, garments sewn by Kalpona's hands may have made their way to a store near you.

Here at Co-op America, we focus on using the engine of the global economy to power social and environmental progress — so we can know that the things we buy are good for both people and the planet. We call this the "green economy," a system that always includes both social and economic justice, both community and environmental health.

In a globalized economy, the supply chain — all the steps that go into delivering a product from a factory worker's hands to yours — can be very hard to follow. While most of us would never want to buy products that depend on exploitation at the point of production, too often the evidence we have to go on at the point of purchase is slim.

Most large retailers order merchandise from dozens or even hundreds of subcontractors, who in turn

assign various pieces of production to different factories. All too often, someone at some point in the chain decides that maximizing profits is more important than upholding fair labor standards and requires workers to produce products in less time, for less money, or in less safe conditions.

That's why we've produced this guide. We want to make it easier for you to **avoid the worst companies, reward the best, and take action to keep sweatshop labor out of the supply chain.**

HOW YOU CAN HELP

Luckily for Kalpona, when she found herself blacklisted from the garment factories, her experience trying to organize her colleagues led her to find work with the Bangladesh Independent Garment Workers Union (BIGU). Through BIGU, she learned English, learned how to use a computer, and received a continued education on workers' rights and labor law.

Kalpona continues with her advocacy work for garment workers to this day, working for the Bangladesh Center for Worker Solidarity (BCWS), which offers the type of assistance Kalpona herself once needed as a young garment worker (advocacy for living wages and reasonable work hours, literacy classes, establishment of on-site child care, advocacy for maternity leave, and more).

As a full-time advocate of workers' rights, Kalpona says the right to organize a union is essential for workers seeking to improve conditions at their factories. She also makes it clear that there is a big role for consumers to play in advocating for living wages and safe working conditions, in stopping sweatshops worldwide. Her top three suggestions for responsible shoppers: **ask questions, demand transparency, and inform companies of the labor standards they must meet to earn your dollar.**

"Tell companies to stop cutting manufacturing costs, because with every year it's going down," says Kalpona. "Companies say, 'I don't care about worker rights; tell me how cheaply you can produce these coats.' People in your country should ask companies to provide transparent information about workers' rights – how they are living, how they're passing their days. Especially, you need to ask about wages. Demand the living wage; minimum wage is not covering our workers' daily needs, and sometimes workers don't even get that. Make it clear to companies that workers' rights matter."

This guide is designed to help you take Kalpona's advice toward the goal of transforming sweatshops into fair workplaces that pay a living wage in safe conditions.



Kalpona Akter, a former garment worker in Bangladesh, says there is a big role for consumers to play in ending sweatshops by demanding corporate responsibility from the companies where you do business. "Demand the living wage," she says. "Make it clear to companies that workers' rights matter."

In the following sections, we answer your frequently asked sweatshop questions (p.18), and give you *Five Ways to Take Action on Ending Sweatshops* (p. 4), offering tips and strategies to help you:

- **shift your spending to sweat-free companies**
- **demand corporate responsibility**
- **mobilize others to act against sweatshops, and**
- **join Co-op America in working for a green economy**

Then we introduce you to Co-op America resources that support these steps. Our Responsible Shopper Web site (p. 12) tracks sweatshop abuses tied to large retailers and apparel brands, keeping you informed about which companies aren't doing their part to keep exploitation out of the supply chain. Our Green Business Network™ (p. 16), by contrast, is filled with companies that *are* doing their part. They keep their supply chains short and transparent, so you can feel good about the human connections embedded in the products you buy.

Somewhere on our planet, human hands performed real labor to manufacture the products that we buy. It is everyone's responsibility—in our roles as consumers, investors, retailers, and producers—to appreciate those human connections and ensure fair and humane treatment for everyone involved in the supply chain, from the beginning to the end.

—Andrew Korfhage

Photos, facing page, top to bottom:

- 1) Brenda, whose speciality is sewing sleeves, earns a living wage stitching eco-friendly bamboo clothing for Bamboosa[™] at the company's factory in South Carolina, where many of the workers are third-generation seamstresses.
- 2) Alvetta at Esperanza Threads[™] in Ohio prepares to cut fabric to be made into organic baby clothes and bibs for Chapter One Organics. Esperanza Threads pays a living wage and provides job training in downtown Cleveland.
- 3) Ari belongs to the union at the Indonesian factory where she makes sneakers for No Sweat Apparel[™]. No Sweat links you to documents online explaining Ari's wages and benefits, and includes similar information in shipments of the shoes.

5 Ways to Take Action and End Sweatshops

You can make a difference for workers around the world by taking action to transform sweatshops in the supply chain into fair and safe workplaces.

Everyday, concerned citizens, engaged shareholders, and responsible shoppers take small and large steps to transform the global marketplace into one built on the understanding that consumers won't tolerate sweatshop labor behind the products they buy.

For example, in 2007, after an action campaign led by the European-based Clean Clothes Campaign (which Co-op America supported through our Responsible Shopper Web site), workers at the Paxar factory in Turkey won recognition of their union and higher wages tied to the country's rate of inflation. The Clean Clothes Campaign urged consumers to write to the brand names produced at Paxar, including Nike, Adidas, Disney, and Levi-Strauss, and reported that the international consumer outcry "played a role in generating pressure for the final agreement."

Also, in 2007 alone, anti-sweatshop advocates in Schenectady, Austin, San Francisco, and Portland,

Oregon, persuaded their cities to adopt purchasing policies banning products made in sweatshops from being purchased by their cities. These four cities join dozens of other cities and states in pressing for sweat-free legislation at the state and local level, and at press time for this guide, campaigns were underway in Hawaii and Maryland to make those two states the latest to become sweat-free.

Below, we give you several steps for getting sweatshops out of the supply chain, including resources for finding sweat-free action campaigns, or finding local groups to help your city go sweat-free. Each step is important, and each one includes smaller steps that can help build a greener economy and better world.

If you're inspired to take a new step, we'd love to know about it. Send us an e-mail to sweatfree@coopamerica.org. If we use your story in an issue of our magazine, e-newsletter, or *National Green Pages*[™], we'll give you a free Co-op America gift membership.

What Workers Want

When these conditions are met, sweatshops will cease to exist. This is what you should demand for workers when confronting a company about the labor conditions in its supply chain:

A Living Wage and Healthy Workplace: Companies must pay workers a living wage — enough to meet their basic human needs and enable them to plan for a better future. Workplaces must be safe and clean.

Educational Opportunities: To advocate for better conditions, workers need to be educated about their rights, including local labor laws.

The Right to Self-Determination: Factory workers must be able to freely associate and advocate for rights and improvements to their working conditions without fear of reprisal. Outside of the factories, workers need the right to form cooperatives or worker-owned enterprises in their communities.

What You Can Demand

Together, workers, activists, and consumers have determined that the following elements are key to ending sweatshops. This is what you should demand of companies found sourcing from sweatshops:

Full Public Disclosure: Companies must disclose the treatment and pay of workers — how and where products were made.

Accountability: Full public disclosure must be backed with independent monitoring of working conditions and pay.

Responsible Actions: Violations discovered through independent monitoring must be corrected in a way that protects workers and their jobs. Such corrections include paying for education for child workers found in factories and paying adults a living wage.

Demand Corporate Responsibility

Ask questions when you shop – Whenever you shop, check that the company with which you are doing business can communicate knowledgeably with you about their supply chain. If a company is unwilling or unable to share specifics about how its products are made and where its products come from, then it is not doing enough to stop sweatshops. Ask questions like:

- **Does your business know** how the workers who made this product were treated?
- **Does your business guarantee** that the workers who made this product were paid a living wage, enough to support their families?
- **Do you have a list of all the factories** around the world that make your products? Does it include the wages and working conditions in each factory? Can you provide me with a copy of it?
- **Does your business have a code of conduct** that protects human rights and forbids child labor and unsafe conditions in your factories? How do you enforce these rules? Are your factories monitored by independent, third-party sources?
- **Are you providing development programs** in the communities where your workers live?

● **Are you working with others** in your industry to come up with truthful, meaningful labels so consumers can know exploited labor wasn't involved in making your products?

If a company does not have good answers for these questions, it is probably not doing enough to eliminate sweatshops from its supply chain, and it may be time to:

Speak Out – When you hear about sweatshop abuses, write to the offending companies and demand that they improve their supply chains. Let them know that you won't settle for goods made in sweatshops.

You can also **join targeted consumer action campaigns** to amplify the volume of your voice, and ensure that companies hear the demands of their customers loud and clear.

Co-op America frequently leads action campaigns demanding change, such as our campaign telling Wal-Mart and Hanes to recognize union organizers' rights at their producer factories. Find our action online at www.coopamerica.org/go/haneswalmart, and sign our petition demanding a comprehensive policy to end illegal union-busting practices and to pay a living wage to workers in their factories.

We also link you to other organizations' ongoing action campaigns like the Clean Clothes campaign against the Paxar factory, through our ResponsibleShopper.org Web site. Visit ResponsibleShopper often to learn about the latest abuses and to speak out, and see p. 12 for a digest of some of the latest sweatshop abuses found there.

2 Shift Your Purchasing

Buy green and sweat-free – Find responsible companies with transparent supply chains like those described on pages 8 - 11, and reward them with your business. Tell irresponsible companies why you are switching, and what they will have to do to earn your business back.

An acknowledgements page listing all of the responsible businesses that helped us put this guide together appears on page 20 — and that's just the beginning. Join Co-op America (call 800-58-GREEN or visit www.coopamerica.org) to receive your copy of the *National Green Pages*™ and find many more responsible sweat-free businesses listed there (and receive news and updates on sweatshop issues with your free subscription to our magazine and newsletter).

Remember that you can also buy used and vintage clothing, purchase directly from producers (at local fairs or when you travel), or make your own clothing yourself. You can find responsible producers of fabric, thread, yarn, and other sewing and knitting supplies in the *National Green Pages*™.



Co-op America buys sweatshop-free! At our San Francisco Green Festival, staff members Mohammed Alem, Ashley Erickson, and Shireen Karimi wear their sweat-free Co-op America T-shirts, provided by T.S. Designsm, a Green Business Network member based in North Carolina that screen-prints shirts made by fair wage workers in Los Angeles.

Use Your Shareholder Clout

When it comes to corporate America, money talks, and corporations listen when their shareholders make demands. As owners of corporate stock, institutional and individual shareholders use a variety of approaches to get the attention of corporate managers and boards, and to encourage them to make real progress on sweatshops.

For example, concerned shareholders submitted resolutions for the 2008 proxy season to Family Dollar Stores, Dollar Tree Stores, and Tellabs asking for greater transparency in their supply chains. These three companies were willing to engage in dialogue with their shareholders, and, in exchange for withdrawal of the resolutions, the companies have all agreed to share supply-chain information with investors and to engage in regular conversations on vendor standards.

If dialogues yield no progress, or if a company refuses to discuss issues with shareholders in the first place, concerned investors will often proceed with their shareholder resolutions—written requests to company management, which are voted on at shareholder meetings.

If dialogues and resolutions fail to get results, shareholders may divest, or sell off, their stock in the company in protest.

As an individual shareholder you can take part in this process.

First, you can place your investments in **socially responsible mutual funds** that are active on sweatshop issues. These funds use the full range of tactics to persuade manufacturers to monitor the labor that goes into their products. (Visit www.coopamerica.org/socialinvesting to find a fund.)

Second, you can support the **dialogue** process by writing letters to corporate management in support of shareholder campaigns.

Third, if you own stock in a company facing a shareholder resolution on sweatshop labor, you can **vote your proxies** in favor of this resolution.

Fourth, you can **attend a company's annual meeting** to raise your sweatshop concerns in front of management, the board, and other shareholders, and finally, if all else fails, you can **divest**.

Learn more about responsible investing at www.coopamerica.org/socialinvesting.

Also, Co-op America has recently partnered with one of our Green Business Network™ members and eBay to help launch an online marketplace called World of Good, dedicated to providing only sweatshop-free products. For an item to be listed on the World of Good site, it must be backed by a “trust provider” that vouches for the social responsibility of the company that makes the product. Co-op America serves as “trust provider” for all of our member businesses who appear among the sellers at World of Good. The site will go live in the fall of 2008, and will appear at www.worldofgood.com.

Buy Fair Trade – When you buy Fair Trade Certified™ products, or products from companies that belong to the Fair Trade Federation (FTF), you can be sure that your purchases aren’t funding exploitative labor practices either at home or overseas. FTF businesses offer fairly traded clothing of all kinds (hats, scarves, sweaters, dresses, skirts, pants, shirts, and even boxer shorts), as well as jewelry, artwork, accessories for the home like tablecloths and placemats, musical instruments, and much more. Also, you can support workers and reject “sweatshops of the field” when you purchase Fair Trade Certified™ commodities like rice, sugar, coffee, and fresh fruit. (See the box below for more information.)

Support Unions – Unions are key to protecting

workers’s rights (see article p. 15). Look for the union label when you shop, and visit union Web sites that link you to union-made goods. Check out www.unitehere.com/buyunion and www.shopunionmade.org.

3 Organize with Others

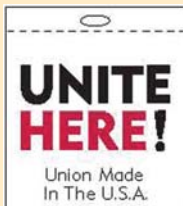
You can mobilize with others to help stop sweatshops in your community, at your university, or anywhere. See the facing page for the story behind one of the latest campaigns for a **sweat-free community**, and visit www.sweatfree.org to find more resources for mounting your own community campaign.

To take action for a **sweat-free university**, you can turn to the nonprofit United Students Against Sweatshops™ (USAS, www.studentsagainstsweatshops.org) for tips and resources on getting these big players in the apparel market on board with a sweatshop-free agenda.

According to USAS, the total labor cost for sewing a \$15 college T-shirt is less than 3 cents, or less than 0.2 percent of the total cost of the shirt.

In general, almost 75 percent of the price of a garment made in a sweatshop is devoted purely to profit for the manufacturer and retailer.

Labels to Look For



UNITE HERE — When in doubt, look for the union label. This label means the garment you’re looking at was made by workers who belong to the Union of Needletrades, Industrial, and Textile Employees (which has merged with the Hotel Employees and Restaurant Employees Union) creating UNITE HERE.

Union members have a voice in how their factory is run, and earn decent wages in healthy work environments. To shop for clothing with the union label online, try www.unitehere.com/buyunion and www.shopunionmade.org.



RugMark® — A global nonprofit organization working to end the use of illegal child labor in the rug industry, RugMark monitors carpet factories, and rehabilitates and educates the child workers it rescues from the looms. This label marks carpets certified by RugMark, so shoppers can know which carpets are guaranteed to be free from child labor. Visit www.rugmark.org to learn more.



Fair Trade Federation™ (FTF) — FTF is an association of businesses that are fully committed to providing fair wages and healthy working environments to artisans and producers worldwide. FTF member businesses are characterized by their work to develop close personal

ties with the workers along their supply chain, and they pledge to support a host of green principles, including: participatory workplaces, respect for producer groups’ cultural identity, environmental sustainability, and public accountability. Find FTF member businesses selling clothing, jewelry, housewares, and more at www.fairtradefederation.org.

Fair Trade Certified™ — TransFair USA™ (www.transfairusa.org), the only independent, third-party certifier of Fair Trade practices in the US, uses this label to certify commodities that are produced in accordance with Fair Trade guidelines.

To eliminate “sweatshops of the field,” the Fair Trade label certifies that the workers at the beginning of the supply chain received a fair price for their product. For example, for Fair Trade Certified™ coffee, farmers generally receive a premium of \$1.31 per pound, while farmers in the conventional market can receive as little as 45 cents per pound. Currently, TransFair certifies the following products: coffee, tea, chocolate, sugar, fresh fruit, rice, vanilla, and cut flowers.

Co-op America is the country’s largest public educator on Fair Trade. Visit our Fair Trade Web site, www.fairtradeaction.org to learn more about Fair Trade and to download (or order print copies of) our *Guide to Fair Trade*, a companion piece to this *Guide to Ending Sweatshops*. Also, the Seal of Approval of our business network (at right) identifies the responsible members of our Green Business Network™ to help you make all of your purchases benefit people and the planet.



“Take a shirt that costs \$50 in the store,” says Zach Knorr, international campaigns coordinator for USAS. “If you doubled the worker’s wage, it would only raise the price by less than \$1.”

To support students’ efforts to shift their schools’ purchasing, USAS created the Workers’ Right Consortium (WRC), which runs the Designated Suppliers Program (DSP). When schools are ready to go sweat-free, the DSP helps them find university-apparel manufacturers who adhere to the sweat-free code of conduct.

DSP factories must show that employees are paid a living wage and have the right to form a union, and must demonstrate compliance with internationally recognized labor standards.

To find a Sweat-free Organizing Kit, learn about the DSP model, and start taking action with your school, visit www.studentsagainstsweatshops.org.

4 Share this Guide

You can also help stop sweatshops by simply **sharing your vision of a sweat-free world** with others, or by telling the sweat-free stories behind your own wardrobe. When someone compliments you and asks “Where did that come from?” you can respond with

much more than just the name of the store.

You can obtain copies of this guide to distribute at events, at your school, your place of worship, or anywhere. A downloadable PDF version is available on our Web site at www.sweatshops.org, or you can order multiple print copies for a small charge by calling 800-58-GREEN.

5 Join Co-op America

When you join Co-op America, you’ll receive the tips and resources you need to avoid the sweatshop supply chain, through our annual *National Green Pages*™ and through the regular updates in our *Co-op America Quarterly* magazine and *Real Money* newsletter.

What’s more, you’ll be supporting our work to help the responsible companies in our Green Business Network™ grow and thrive, and you’ll be helping us make our no-sweatshop resources like ResponsibleShopper.org (and this guide itself!) available to more and more people.

To join, call 800-58-GREEN, or visit www.coopamerica.org.

To receive our free weekly e-newsletter, visit www.coopamerica.org/signup.

—Andrew Korfhage, Todd Larsen, and Jessica Long

Portland, Oregon: The Nation’s Newest Sweat-free City

Around the country, citizens are taking a stand against city and government apparel produced in sweatshops. You can join with others in your community to do the same by working with the nonprofit organization Sweatfree Communities (www.sweatfree.org).

“We want to have our tax dollars spent to support a more just global economy,” explains Bjorn Claeson, executive director of Sweatfree Communities. “It’s our tax dollars at play, and we have the right to set the criteria for how our government makes purchases. It’s up to taxpayers to make sure our tax dollars are spent responsibly. We can use a combined leverage of cities, states, and their purchasing power to influence the way big companies are treating their workers.”

As of 2008, Portland, Oregon is the newest city in the country to follow the Sweatfree Communities model and become a sweat-free city. The new City of Portland Sweatshop-Free Procurement policy for uniforms and clothing purchases went into effect at the beginning of the year.

The policy will require disclosure of supplier factory names and locations, provide \$20,000 in funding for investigations and monitoring of supplier factories, and establish a committee to craft a code of conduct for the city’s contractors, subcontractors, and vendors.

A culmination of the efforts of one woman, Deborah Schwartz, the sweat-free community effort began September 2006, when Schwartz began her efforts to build a coalition in support of sweat-free purchasing. Over the course of a year, Schwartz gathered together more than 45 interested community organizations and business groups, and together her coalition began to pressure the city to include labor rights as part of the city’s “greening” efforts.

“Workers’ rights started to become a part of sustainability,” says Schwartz, “and we were able to challenge the rules of the global economy that make it possible for sweatshops to exist.”

The campaign, of course, had its share of hurdles to overcome. “There were times when it felt like we were never going to win and never have the political capital,” states Schwartz, but in the end they prevailed. “It was the broad-based coalition that helped us get this passed. It was all about the volunteers working day after day and the continuous meetings we had with city officials; it was the thousands of postcards and letters we collected and the phone calls from our constituents. The campaign proved to me that a small group of people really can make a difference.”

Portland has now become one of the 38 U.S. cities to move forward with the Sweatfree policies. What is Schwartz’s advice? “Hold the long-term goal in sight and have perseverance to make it happen. It is possible.”

—Jessica Long



Kate Lore, Social Justice Director of First Unitarian Church of Portland, speaks out in support of a proposed sweatfree purchasing ordinance at a rally in front of City Hall in 2007.

Building a Sweat-free Wardrobe

Sweatshop-free clothing is **easier to find than ever before**. The Internet has placed hundreds of sweat-free clothing companies as close to you as your nearest computer.

Co-op America gives you the tools to build a sweatshop-free wardrobe. Visit our www.greenpages.org to access Co-op America's directory of socially and environmentally responsible businesses, and join Co-op America to receive a print copy of this directory (more information appears in the box below).

You can find sweat-free clothing for every age group, for men and women, for children — for everyone.

What's more, sweatshop-free clothing can be a truly **economical part of your wardrobe**. Consider our model's layered sweaters on the next page. Tim wears a turtleneck that cost \$16.50 and was made by a company that sources from unionized factories, but does not pay exorbitant CEO salaries, or spend money on massive advertising campaigns. Tim's turtleneck is high-quality and affordable. His alpaca sweater, while more expensive at \$126, carries a highly competitive price-tag when compared to name brands — and unlike famous name brands, you can feel good about the sweater's price. It was handmade by expert knitters in South America who produce high-quality garments meant to last a long time. They sheared the alpacas themselves, and produced the garment in an eco-friendly way, while earning a wage that can sustain their community.

Piece by piece, some sweatshop-free clothing may seem more expensive than conventional clothing,

simply because we've become used to artificially cheap goods, while the true cost of manufacturing under unfair labor conditions is paid by others.

Holistically, a comprehensive sweatshop-free wardrobe is very affordable. Buy new, sweat-free clothing for a portion of your wardrobe, then keep your average cost low overall by adding pieces purchased with other green strategies. For example, clothing swaps, buying used or vintage clothing, and making clothing yourself can all save you money while avoiding sweatshops. Here at Co-op America, our annual staff clothing swap is a popular way to build community, save resources, and go sweat-free all at the same time. Our *National Green Pages*[™] provides you with responsible sources for fabrics, thread, buttons, and other sewing supplies.

There's no price you can place on being personally connected to the source of the items that make up your life, whether because you made them yourself by hand, or because you're shopping from a responsible company that discloses to you who made your clothing, and where, and under what conditions.

All of the clothing on the models in our photo shoot meets these criteria. Each garment was obtained from a member of our Green Business Network[™] that is proud to present a transparent supply chain to its customers. You can find contact information for each of the businesses in the "Acknowledgements" section of this guide on page 20, and you can find hundreds more by turning to our *National Green Pages*[™], where you can find sweat-free clothing for men, women, and children.

Enjoy our sweatshop-free fashion show, and enjoy knowing that **you too can shop sweatshop-free**.

Get a free directory of socially and environmentally responsible businesses, and stay informed about sweatshops by joining Co-op America.

Co-op America's publications, including the *National Green Pages*[™], our quarterly magazine, our bi-monthly newsletter (*Real Money*), and our weekly e-newsletter give you regular updates on ways to go sweatshop-free, new sweat-free companies, new campaigns against the worst sweatshop offenders, and real news you can use from all facets of the green economy. Get these updates delivered right to your mailbox, and stay up to date with Co-op America.

● **Join Co-op America** by visiting www.coopamerica.org or calling 800/58-GREEN to receive our print publications by mail.

● **Subscribe to our free e-mail newsletter** online at www.coopamerica.org/signup to receive weekly news and actions to advance the green economy.



Tim's **turtleneck** was made in the USA for Justice Clothing^m at the Life-wear factory in Pottstown, PA, which is represented by UNITE!HERE Local 1148. It is made from cotton grown in the Southeast US, and information about factory workers' wages and benefits appears on the Justice Clothing Web site.

Tim's **belt** (not visible) was made from recycled materials by Splaff^m. Materials for the belt are cleaned, sorted, and cut at Splaff headquarters in San Diego, with final assembly at Splaff's Baja, Mexico factory, 20 miles away, where all the workers have full medical coverage, receive four paid weeks of vacation annually, and receive a fair living wage. (Plus, the assembly process recycles or reuses 100 percent of its waste!)

Tim's **boxers** were sewn in Ghana by Global Mamas^m, a Fair Trade Federation business that guarantees a living wage for all of its seamstresses — more than ten times Ghana's legal minimum. Global Mamas Web site includes a function allowing you to send e-mail to the seamstresses who made your garment, to thank them for a job well done.

Tim's **socks** were made for Maggie's Organics^m in the US at family-owned and -operated mills. Maggie's also sells apparel stitched by the Nueva Vida women's sewing cooperative in Nicaragua. Maggie's was instrumental in establishing the 100-percent worker-owned cooperative as a way to provide work for those displaced by Hurricane Mitch in 1998.



Tim's alpaca **cardigan sweater** was hand-knitted in Bolivia by native Quechua and Aymara women who are members of independent knitting cooperatives. It was imported by Kusikuy^m, a Vermont-based member of the Fair Trade Federation which keeps close personal ties with the knitters.

Tim's **blue jeans** were made in the USA for the Certified Jean Co. The Certified Jean Co. sources its cotton in California, mills the fabric in North Carolina, and manufactures the jeans in Texas. The company finishes dyeing the jeans in its hometown of Seattle. Certified Jean pays a premium to its supplier factories to ensure that anyone sewing their jeans is making a living wage.

Tim's **shoes** come from Traditions Fair Trade^m in Olympia, Washington. Traditions imports the shoes from an Argentinean cooperative working with the nonprofit organization The Working World. At the Working World Web site, you can see exactly how much of the purchase price of each pair of shoes went to what part of the supply chain.

Talibah's cotton **blouse** was handwoven under fair labor conditions in Bangladesh by Artisan Hut for Fair Industry™, a member of the Fair Trade Federation. Handweaving employs traditional artisans who might not otherwise be able to find work, and avoids the greenhouse gas pollution of running weaving machines.

Talibah's **jacket** was made in the USA for private-label organic fashion house Ecoganik™, which specializes in garments made from organic cotton in naturally grown colors, hemp, recycled fabrics, and other natural fabrics colored with worker-friendly, low-impact dyes.

Talibah's **high-heeled shoes** were made for Fair Indigo™ at a family-owned and -operated factory in Alicante, Spain, where many of the workers have had jobs for more than 15 years, with a clean, comfortable workplace, and generous pay and benefits.



Talibah's **hat** was made in Michigan by BaaBaa Zuzu™, a small woman-owned manufacturer that makes clothing from recycled sweaters collected from Goodwill Industries of Michigan.

Talibah's **jewelry** was all locally handmade. Her daughter beaded the necklace, and a local nonprofit organization that provides work for homeless women made her earrings.

Talibah's **scarf** was sewn in the Himalayas for World of Good™ by Cheppu Himal, a Fair Trade Federation business that employs local artisans. A portion of the proceeds funds a local school for 200 students.

Talibah's silk/hemp **pants** were made in Ohio by Esperanza Threads™ by workers earning a fair wage. Esperanza Threads collaborates with its parent nonprofit organization, The Grassroots Coalition for Economic and Environmental Justice, by teaching sewing and entrepreneurial skills to incarcerated women in downtown Cleveland. Since beginning the class in 2006, two women from the class have been released and hired as seamstresses by Esperanza Threads.

Carter's warm and cozy **baby beanie** is made from fast-growing, eco-friendly bamboo, by fair-wage workers in Bamboosa's^m Andrews, South Carolina sewing facility.

Carter's sustainably harvested wooden **rattle** ("Baby's First Toy") was finished with nontoxic food-grade mineral oil, and assembled in North Star Toys's^m sweat-free New Mexico workshop, which runs on 100-percent renewable energy.

Carter's organic cotton **onesie** was made by Under the Nile^m in Egypt where the company partners with Sekem Farm to produce its collection. Under the Nile guarantees fair wages, provides organic meals to workers, and runs a school for workers' children and other children in the local community.

Sarah's **skirt** was stitched at Earth Creations's^m sewing facility in rural Alabama, where workers receive a fair wage in a healthy work environment. It was dyed using nontoxic clay from the Southeastern US at a clay dye house where no chemicals are involved, meaning no harmful fumes and a healthy environment for the workers.



Sarah's kaleidoscope beaded **necklace** was made for A Greater Gift^m (a project of SERRV International) by Tara Projects in India. Tara Projects was started by a group of social workers at a university in Dehli as a way of providing fair-wage work for the city's "untouchables" and has since expanded to work with nearly 1,000 low-income artisans.

Sarah's organic color-grown cotton **sling** was made by a women's cooperative in Montana for Bella Madre/ Natural Beginnings^m.

Sarah's **blouse**, available from Equita^m, was made from 100-percent organic cotton in the USA by Stewart + Brown, designers committed to sustainability and fair labor practices. Stewart + Brown is a member of 1% for the Planet, donating at least 1% of its sales to environmental and social organizations.

Sarah's **bag** comes from Greater Goods^m, which retails Fair Trade items from the Ganesh Himel Trading Company, a member of the Fair Trade Federation (FTF). FTF members commit to fair labor practices, and Ganesh Himel has been supporting Fair Trade artisans in Nepal since 1984.

Sarah's hemp **sandals** were made by ecolution^m, at their factory in Romania. Ecolution's founder spends an average of nine months out of the year in Romania, personally ensuring fair and safe working conditions.



Take action on the major brands with Co-op America's

Responsible Shopper

Co-op America helps you make responsible purchasing decisions and avoid sweatshops. Our Responsible Shopper Web site, at www.responsibleshopper.org, keeps track of the sweatshop abuses of numerous name-brand clothing companies, department stores, and big-box retailers, to keep you up-to-date on companies sourcing from sweatshop factories around the globe.

In addition to keeping you informed, Responsible Shopper offers a way to take action, linking you to current campaigns against companies using sweatshops, and providing contact information so you can make your voice heard at their corporate headquarters.

Below, we list some of the most egregious sweatshop abuses from the last few years, using information gathered by Responsible Shopper. To learn more about a company we name, to check the human rights record of a different company, or to find the answers to the "Do you know?" questions, log on to Responsible Shopper (the questions are also answered at the end of this article). In addition to detailing sweatshop abuses, Responsible Shopper will give you smart-shopping information on companies' environmental records, corporate governance, discrimination policies, and more, providing a letter grade for each company in each category. Look to the boxes on pages 13 and 14 to find labor-standards letter grades for some especially hard-to-shop-for categories (as well as shout-outs to some A+ companies from our Green Business Network™).

Finally, if you're wondering whether the companies we profile below can afford to pay their workers better, and keep better control over their supply chain, we offer you the evidence of their top executives' most recent annual salary (also available at Responsible Shopper). You be the judge.

Kohl's In June of 2007, Kohl's was forced to pull clothing from its stores and Web site after serious sweatshop allegations became public regarding its "Daisy Fuentes" line of women's wear. In a widely reported letter addressed to Ms. Fuentes, the celebrity face of the clothing line, workers at one of Kohl's Guatemalan source factories

in El Salvador, Nicaragua, American Samoa, and Bangladesh.

CEO salary:
\$5,461,585

The Gap In October 2007, Indian authorities raided a garment factory in New Delhi that produced clothing for Gap Kids, acting on a tip from an undercover *London Observer* reporter. The reporter, posing as a textiles buyer, had discovered children as young as 10, who had been sold to the factory by their families, working 19 hour days, and suffering beatings for failing to keep up performance. Though the Gap says it employs monitors for its factories, the company reportedly has only 90 monitors to cover more than 2,000 factories, and the *Observer* reported that sweatshop subcontractors have taken to hiding children in sacks or under the floors to evade detection. The Gap has said that the clothing made by these children will not be sold in US stores, and has cut ties with the offending factories.

Meanwhile, at a different Gap supplier factories

Do you know?

Which popular retailer of apparel and toys got busted for the **ninth** time by Students and Scholars Against Corporate Misbehavior (SACOM), which uncovered sweatshop abuses (unpaid wages, illegal working hours, unsafe working conditions) at a producer factory in China in October 2007?

Answer on p. 14.

told of 12-hour days, denial of medical care after on-the-job injuries, contaminated drinking water, and impossible production goals. "The supervisors tell us we are useless, animals and that we have garbage for brains," the workers wrote. "We thank you for giving us work, but the law should be respected. We demand that they treat us like persons, respecting our human rights." The incident wasn't a first for Kohl's. Since 2000, the company has been reportedly linked to similar sweatshop abuses at factories

in Bangalore, the London *Guardian* reported that a worker lost her baby in March of 2007 after being refused immediate leave when she went into labor at work. Her baby died when she gave birth alone at the factory gates. Three other deaths have been recorded at the same factory since 2006, including other workers reportedly denied leave after suffering a health emergency within the facility.

Since 2000, the Gap has also been cited by union leaders as sourcing from factories with sweatshop conditions in Cambodia, Indonesia, Bangladesh, Lesotho, El Salvador and Mexico.

CEO salary:
\$8,894,751

J.C. Penney In February 2007, Sheikh Nazma, a Bangladeshi labor leader, testified before the US Congress that J.C. Penney was sourcing from a factory in Bangladesh that employs children as young as 11, working 14 hour days or longer. Nazma told the story of Halima, one of the 11-year old workers. “It was not uncommon for Halima and the other children to be at the factory 95 hours a week,” she said. “The wages are so low that Halima and many of the other children brush their teeth with their fingers and ashes from the fire because they cannot afford a toothbrush or toothpaste.”

In 2003, J.C. Penney paid into a \$20 million settlement to a lawsuit filed by more than 13,000 workers in the Commonwealth of Northern Marianas Islands (CNMI), a US territory notorious for sweatshop abuses in its garment factories. Along with 25 other retailers, including other companies on this list (Sears, Limited Brands, and Wal-Mart), J.C. Penney agreed to pay back wages to unpaid workers, and to create a system for monitoring factories for labor abuses. Through the terms of the settlement, the companies admitted no wrongdoing, but documented abuses from the CNMI have included such atrocities as beatings and forced abortions for workers who become pregnant. (For more on the CNMI, see p. 19.)

CEO salary:
\$10,383,614

Sears/Kmart When Kmart merged with Sears Roebuck in 2005, the resulting partnership was better positioned to compete with its primary rival, Wal-Mart. If only these companies were competing for the highest standards of corporate responsibility!

Prior to the merger, both Sears and Kmart had been implicated in sourcing from three San Francisco factories (WINS Facilities), where

mostly Chinese immigrant workers faced numerous labor violations, including almost \$1 million in unpaid wages. (The US Department fined WINS the maximum penalty allowed under the US Fair Labor Standards Act.)

Since 2005, Sears Holding (the parent company) has been implicated in sweatshop-labor abuses in Jordan and the Philippines, according to NLC and Behindthelabel.org. Alleged abuses at these factories have included: human trafficking and

Do you know?

Which high-end department store faced an in-store demonstration by anti-sweatshop protesters in Seattle in October 2007, due to the closing of a factory in Guatemala, after workers began to organize?

Answer on p. 14.

SNEAKERS: LEADERS AND LAGGARDS

The Autonomie Project — Produces sneakers made with Forest Stewardship Council certified all-natural and sustainable latex sole. The company pays Fair Trade premiums to both the rubber producers in Sri Lanka and to the shoe stitchers in Pakistan. **Grade: A+**

Equita — Sells sneakers from the Paris-based Veja company. Veja works directly with Brazilian cooperatives to source eco-friendly organic cotton and natural latex for its sneakers, which are made under fair labor conditions, including living wages and long-term relationships with producers. **Grade: A+**

Global Exchange — Offers No Sweat sneakers (see below) in its online Fair Trade store. **Grade: A+**

No Sweat Apparel — Produces sneakers at a unionized factory in Indonesia. Wage and benefit information for the workers appears on No Sweat's Web site, including maternity benefits, Ramadan bonuses, health insurance coverage, and more. **Grade: A+**

Traditions Fair Trade — Sells sneakers made by Argentinian cooperatives. Traditions' Web site links to The Working World, a nonprofit entity that supports the cooperatives, where shoppers can view a break-down of where each penny of the purchase price of the shoes is going. **Grade: A+**

New Balance — As a conventional shoe company, New Balance is unique in making more than one quarter of its products in the US. Its shift toward Chinese manufacturing in recent years has opened the company to criticisms, such as the low wages and long hours documented in a 2006 report by National Labor Committee (NLC) and China Labor Watch. **Grade: C**

Timberland — Timberland utilizes a third party assessment system for independent monitoring of its manufacturing facilities, but the factories from which Timberland sources have still been cited for unfair overtime, unsanitary conditions, and late pay. **Grade: C**

Nike — Recent factory-level abuses have included the firings of worker-organizers at one of Nike's Turkish factories to prevent union activity. **Grade: F**

Reebok/Adidas — Recent labor abuses at Reebok's Jordanian factories include human trafficking of guest workers, confiscation of passports, 16-hour shifts, wages below the legal minimum, beatings, and sexual assault. **Grade: F**

Puma — Repeatedly implicated in egregious violations of workers' rights in Turkey, China, El Salvador, Indonesia, and Mexico. Reports from Bangladesh included child workers being beaten, suffering from exhaustion, working mandatory 14-hour days, and paid as little as 6½ cents an hour. **Grade: F**

Learn more at ResponsibleShopper.org and find green choices at GreenPages.org. Find contact information for A+ companies on page 20.



Equita

Do you know?

Which popular catalog company was the subject of a 2006 NLC report documenting abuses at its Saidan factory in Jordan including: human trafficking of guest workers, confiscation of passports, 118-hour work weeks, wages below the legal minimum, no sick days, and unsanitary working conditions?

Answer below.

involuntary servitude, confiscation of workers' passports, unsanitary working conditions, and workers being subject to pay reductions, threats, and violence, if production goals were not met.

CEO salary:
\$4,811,738

Wal-Mart

"Always low prices," equals always low standards of corporate responsibility for this big-box retailer that has done as much as (or more than) any other

company to help sweatshops proliferate around the globe. Wal-Mart drives down the prices in its stores at the cost of driving down the quality of life of millions of workers, earning the giant retailer the number one spot on our list.

Wal-Mart is so huge, and sources so widely across the globe, that we could fill this whole magazine with the company's alleged and documented sweatshop abuses. We'll confine ourselves to a few recent lowlights:

- In January 2006, China Labor Watch found workers making products for Wal-Mart in the Donguan Hongyuan shoe factory who were working mandatory shifts of nearly 16 hours at 41 cents per hour. Workers were not paid overtime wages, food at the factory was contaminated, and the lack of private showers meant that female workers had to bathe in front of men.

- In May of 2006, the National Labor Committee (NLC) reported on a range of factories producing garments for Wal-Mart in Jordan where abuses included: human trafficking, confiscation of workers' passports, shifts up to 19 hours, no sick days, unsanitary conditions, and reports of sexual abuse and rape.

- In October of 2006, the NLC reported on child labor employed by a Wal-Mart supplier factory in Bangladesh. The children were beaten, suffered from exhaustion, worked 14-hour shifts, and received as little as 6.5 cents an hour.

- In December of 2007, the NLC reported on the plight of workers making Christmas ornaments for Wal-Mart in China. Workers toiling as much as 95 hours a week (well over China's legal limit) were also not equipped with proper safety equipment to protect themselves from the toxic paints, glitters, thinners, and solvents they were using on the ornaments. Workers developed rashes and sores, but received no medical care or sick time from the factory.

Not limiting its abuses to overseas, Wal-Mart has been sued in the United States for forcing employees to work unpaid overtime, sometimes by allegedly locking them inside the store after they had already clocked out, or by forcing them to work through breaks and meals, even though such actions violate Wal-Mart's own policy. In 2005, Wal-Mart paid more than \$100,000 for violating child labor laws in three states. The company has also repeatedly squashed union activity by maintaining a Labor Relations Team with an arsenal of propaganda convincing workers of the "dangers" and consequences of unionizing.

CEO salary:
\$29,672,533
(plus \$4.5 million in stock options)

—Andrew Korfhage and Vickie Kreha

Do you know? answers:

Page 12: Disney, Page 13: Macy's, Page 14: L.L. Bean. To learn more visit www.responsibleshopper.org.

www.coopamerica.org

UNDERWEAR: LEADERS AND LAGGARDS

Cottonfield — Offers underwear for men and women in organic cotton and made in the USA. **Grade: A+**

Decent Exposures — A small Seattle-based sewing shop, Decent Exposures has expanded from its original signature product of made-to-order bras, and now also carries men's and boys' briefs, swimsuits, and nursing bras. **Grade: A+**

Justice Clothing — Offers bras made in a unionized factory in New York, and men's underwear made in a unionized factory in Pennsylvania. (Worker pay and benefit information is available on the Justice Clothing Web site.) **Grade: A+**

Maggie's Organics — In 2007, Maggie's added tights for women, girls and babies to its line of organic socks, produced in a Nicaraguan Fair Trade Zone. **Grade: A+**

Liz Claiborne — According to a 2006 National Labor Committee (NLC) report, Liz Claiborne's factory in Jordan allowed no sick days or paid vacations, paid wages 12 percent below the legal minimum, and provided unsanitary working conditions. **Grade: C**

Calvin Klein — Calvin Klein's parent company, Phillips Van Heusen has been cited for labor violations in Saipan and Guatemala, and in October 2006, migrant workers at a Calvin Klein supplier factory in Jordan staged protests alleging physical and verbal abuse. **Grade: D**

Victoria's Secret — The NLC reported in Nov. 2007 that workers making Victoria's Secret bikinis at the DK Garment factory in Jordan are allowed 3.3 minutes to sew each \$14 bikini, for which they are paid four cents. This, after a 2006 report alleged deportation of pregnant workers, beatings "almost every day," and 93-hour work weeks including all-night shifts two to three times a week. **Grade: F**

Hanes — According to NLC reports, in 2006, 200 to 300 children were found working in sweatshop conditions at a Bangladeshi factory that supplied Hanes. Paid as little as 6.5 cents an hour, the children worked 12- to 14-hour days. Currently, Hanes is under fire for union-busting activities at a Dominican supplier factory (see story, facing page, and our take our action online at www.coopamerica.org/go/haneswalmart). **Grade: F**

Learn more at ResponsibleShopper.org and find green choices at GreenPages.org. Find contact information for A+ companies on page 20.



Justice Clothing

Unions: A Key to Ending Sweatshops in the Global Supply Chain

Take our action to support unions:
www.coopamerica/go/haneswalmart

In 1909, 20,000 New York garment workers waged a 14-week strike, known as “The Uprising,” to gain union representation in their factories and improve their sweatshop working conditions of long hours at low pay, lock-ins, and other abuses. With this courageous act, the International Ladies’ Garment Workers’ (ILGW) Union asserted itself as a voice for the rights of working class women around the country.

Two years later, the ILGW would be instrumental in responding to the infamous Triangle Shirtwaist Fire, in which more than 100 trapped garment workers lost their lives because factory doors were locked to keep them at their sewing machines.

Over the following decades, the ILGW and other unions won many improvements for their workers in North America. Lock-ins were declared illegal, the national minimum wage was established in the 1930s, laws for regular working hours and overtime pay were established, and health care is now provided by many workplaces.

Unfortunately, many of these same sweatshop working conditions that mobilized the ILGW at the beginning of the 20th century in America still exist globally for workers in garment factories at the beginning of the 21st century. Deadly fires still happen, such as the 2006 fire at a locked Bangladeshi garment factory that cost 84 lives, and the 2006 fire at a locked garment factory in Buenos Aires that killed 6 women and girls. Here in the US, workers at Wal-Mart (which has a history of closing stores where workers attempt to unionize) have filed lawsuits over lock-ins here in America in recent years as well.

No less today than in 1909, unions remain key to ending such abuses, and often companies that condone sweatshop working conditions will work aggressively to prevent workers from organizing to protect their rights.

One such facility is the TOS Dominicana facility owned by Hanesbrands, Inc., maker of Hanes undergarments and socks. In late 2006, more than 1,000 garment workers at TOS Dominicana (whose main customer is none other than the notoriously anti-union Wal-Mart), were forced to sign a contract which decreased their salary by 13.5 percent, removed regular salary increases, stripped healthcare and life insurance benefits, and altered their workday to include mandatory, unpaid overtime in 12-hour shifts.

According to a report by the Workers Rights Consortium, a labor rights monitoring organization, workers were told by the factory’s management, “If you don’t want to sign this [new contract], there is not a place for you in this company.”

In response to these egregious new contracts, which violated several provisions of Dominican Labor Law, workers began call-



One of TOS Dominicana’s main customers is the notoriously anti-union Wal-Mart. The TOS Dominicana factory is under fire for alleged union-busting activity and unfair wages.

ing a “resource [telephone] line” made available by Hanes to report complaints about factory management. Receiving no response to their calls, and seeing no change in the factory’s implementation of the new contract, several of the garment workers, including Manuel Pujols and Julio Castillo, contacted the Dominican Federation of Free Trade Zone Workers with the intention of establishing their own union.

Because of their efforts to organize the workers,

Pujols and Castillo were verbally abused and put under surveillance inside and outside of the workplace. As tensions built, factory management began spying on union meetings, and even disrupted a meeting taking place at a restaurant across town from the factory. (The incident was recorded on cellphone video.) The Hanes-owned factory then fired 29 union supporters the week before the union was scheduled to hold its first public general assembly.

The union Pujols and Castillo eventually started, *Sindicato de Trabajadores de la Empresa Dos Rios/Hanesbrands, TOS Domicana*, now lists more than half of the factory’s workforce as members. The union’s activities resulted in the publication of a report on their struggle in spring 2007, at which point factory management increased workers’ wages to their originally contracted level. The increase did not include back pay, and despite the workers’ struggle to organize, the factory continues to require 12-hour shifts, withholds nighttime and overtime wages, and allows no paid sick leave.

“I affiliated with the union so that we can move forward. We are fighting for better treatment with fair wages and hours,” says Elvys Abreu, a worker at the factory, who was injured on the job, but had to continue working, since he cannot afford unpaid sick leave. “I want Hanes to know what is happening here ... they should come here to find out for themselves what is really going on.”

You can [join Co-op America’s campaign](#) to persuade Wal-Mart and Hanes to recognize the TOS Dominicana union and enforce a wide-reaching policy to end illegal union-busting practices and pay a living wage to workers in their factories.

Go to www.coopamerica.org/go/haneswalmart to let Hanes and Wal-Mart know you support workers’ freedom of association and the right to organize a union, and that you expect them to follow the laws of any country in which they operate.

—Yochanan Zakai

To learn more about Wal-Mart’s labor record, you can download *Beyond the Wal-Mart Economy*, a special issue of our *Co-op America Quarterly* at: www.coopamerica.org/pubs/caq/articles/

Three Sweat-free Superstars

The green business leaders of our *National Green Pages*™ use a range of strategies to ensure that their products come from sweat-free supply chains. Some, like Yeumei Shon of Cottonfield, focus on responsible production here in the US. Others, like Tamara Stenn of Kusikuy™, are members of the Fair Trade Federation, and engage in responsible overseas sourcing designed to support the producer communities. Still others, like Adam Neiman of No Sweat Apparel™, source both domestically and overseas and commit to a pro-union strategy for protecting the workers in their supply chains.

We asked these three green business leaders to tell us more about how they are able to bring you sweatshop-free clothing you can feel good about purchasing. (For expanded conversations with Yeumei, Tamara, and Adam, visit our online green business interview column at www.coopamerica.org/greenbusiness/interviews.)

What does your business do, and what are some of your popular products?

How did you become interested in the garment business, and in producing sweatshop-free?

What can you tell us about your strategies for keeping sweatshops out of your supply chain?

What advice can you give our readers for making sure their purchases support sweatshop-free supply chains?



Yeumei Shon visiting one of the Texas cotton farms that supplies her garment business with its raw materials.

Yeumei: Cottonfield produces organic cotton apparel and home goods, almost all of which (92 percent) is made in the United States. We wholesale to stores nationwide and overseas, and we sell retail through our Web site. Our most popular products tend to be our casual, organic cotton basics and undergarments.

Before I opened this business I worked for 34 years in the textile and apparel industries in Taiwan and the US. In 1999, I attended a conference on organic agriculture, which motivated me to learn how to produce an eco-friendly clothing line with a supply chain free from the dangerous working conditions caused by pesticides. I quit my job and opened up a cottage industry, designing and selling simple organic cotton items from my living room, and my business has been growing ever since. I believe that we Americans can make quality clothing locally.

Almost all of our manufacturing is done in the US, including an eco-dye house in New Hampshire, a knit house and cotton farm in California, and four factories in the Boston area. We personally visit and work with all of the factories and farms that supply us with fabric and do our sewing, and the workers are paid a fair hourly wage. We use local suppliers as often as possible, and when we do business overseas, we personally visit to make sure that they maintain fair labor practices and safe working conditions.

Investigate any company's literature and check out their Web site. Check to see that they provide sufficient information about their practices, and that they are transparent about what they do – and don't be afraid to call up and ask questions. If anyone ever wants more information about the farms and factories with which Cottonfield does business, we are always happy to speak with them.



Tamara Stenn in Peru with the knitters (and alpacas) who make Kusikuy sweaters.

Tamara: Kusikuy works with self-managed knitting groups in the Andes mountains that enable participants to work within their indigenous culture. We travel to remote villages to provide work in these rural settings, creating an important source of income in some of the Andes' poorest regions. Our most popular products are our kids hoodies – a product co-designed by me and our wonderfully talented knitters.

I was living in Bolivia as a rural journalist and business developer with the US Peace Corps. I met many rural knitting groups and was impressed by their talent and the alpaca fiber, and surprised at their lack of market access. When I returned to the US to attend school in Vermont, I started Kusikuy, strategizing that Vermont is cold and people would like alpaca sweaters. My knitters were excited to have regular work and have benefitted tremendously over the years.

Kusikuy has been a member of the Fair Trade Federation since 2001. We personally know and regularly visit the our producer groups, forming strong friendships with these wonderfully talented people. We support them in their development both professionally and personally and proudly comply with all Fair Trade criteria. Kusikuy hand knitters are paid triple the minimum wage for their area and hand loomers are paid double minimum wage.

It's important to ask a company probing questions about their fiber sourcing, production, and all aspects of their supply chain. Find out if the company has ever visited the production facilities they work with, the relationships they have with producers, and so on. You can ask for photographs or stories, and companies that are already doing the right thing will be happy to share. Kusikuy takes full responsibility for all aspects of production from the sourcing and development of raw material to the finished product.



Adam Neiman receives a shipment of organic cotton T-shirts, produced at a Palestinian-owned sweat-free factory in Bethlehem, West Bank.

Adam: No Sweat Apparel produces union-made clothing and sneakers in the US, Canada, and the developing world. We believe that worker empowerment is the only historically proven solution to sweatshops. Our chuck-style canvas/hemp sneaker was our first big product, back in 2004. The big product right now is our new line of organic T-shirts from a Palestinian-owned, unionized factory in Bethlehem.

I was a slate roofing contractor before I opened No Sweat, and I discovered that if I treated my customers and my workers the way I wanted to be treated, everybody wanted to come back and do business again the next day. I suspected this simple ethical proposition could have broader applications, and I started No Sweat to prove it.

When workers have the power to resist exploitation, they usually do. That's why the first thing we look for is a collective bargaining agreement and a grievance process. Then we look at the factory, meet with the union and the workers, occasionally in their own homes to get a real sense of what kind of a living the living wage provides. No Sweat's union seamstresses typically earn 50-100 percent above the local minimum wage. All have health care and at least 14 paid holidays.

Look for the union label! If workers have no grievance process that protects them, there's really no telling what's going on in their factory. Even when all other conditions are very good, young seamstresses from rural areas are often subjected to sexual coercion and abuse that is nearly impossible to resist. Also, look at the company Web site. If the sources aren't listed, that's not a good indicator.



Frequently Asked Questions

Q. What is a sweatshop and how bad is the problem?

A. The US Department of Labor defines a sweatshop as any factory that violates two or more labor laws, such as those pertaining to wages and benefits, working hours, and child labor. Anti-sweatshop advocates go further to say that beyond following the letter of the law (which can be very weak in many countries that attract sweatshops), a factory pay a living wage in safe working conditions, enforce reasonable work hours, provide for sick leave and maternity leave, and allow workers to organize to avoid being labeled a sweatshop.

Because no single definition exists (and because sweatshops don't want to be uncovered), it's difficult to assess the worldwide scope of the problem. Compounding this difficulty is the "race to the bottom," which means that companies don't always let their sweatshop factories stay in one place, if they can shift their manufacturing to ever-cheaper and less-regulated locations. For example, the number of sweatshops in Mexico soared in the 1990s after NAFTA enticed companies to close their US operations and move south. As global manufacturing costs continued to shift, many

companies then moved their operations from Mexico to even more attractive Asian countries. And more recently still, after the US-Jordan Free Trade agreement went into effect in 2000, the number of sweatshops in that country exploded as well. Between 2000 and 2005, apparel exports from Jordan to the US soared 2000 percent, often due to the round-the-clock labor of guest workers from poor Asian countries who were following the jobs as they moved. (Read about sweatshop abuses perpetrated in Jordan by Wal-Mart-producing factories and others on page 14.)

Q: But if companies have to cut costs to stay competitive, aren't sweatshops inevitable?

A: No. Low prices are only one of many factors consumers take into account when they shop, and most consumers don't willingly purchase goods made in sweatshops.

Reporting for *Dollars and Sense* magazine in 2006, sweatshop expert John Miller (who teaches a class on sweatshops at Wheaton College) explained how paying decent wages to workers at the beginning of the supply chain has little effect on a company's competitiveness. "In Mexico's apparel industry, economists from the Political Economy Research Institute found that doubling the pay of nonsupervisory workers would add just \$1.80 to the cost of a \$100 men's sports jacket," explained Miller. "And a recent survey by the National Bureau of Economic Research found that US consumers would be willing to pay \$115 for the same jacket if they knew it had not been made under sweatshop conditions."

Living wages and reasonable working hours would not threaten companies' overall profitability. No one should have to work 17-hour days just so Americans can save a few dollars on clothes.

Q: Doesn't low-wage sweatshop employment help alleviate poverty; aren't sweatshops a necessary step on the road to economic development?

A: No. Sweatshop workers are trapped in a cycle of exploitation that rarely improves their economic situation.

"In many cases, countries' minimum wages are insufficient to climb out of poverty," says Todd Larsen, Co-op America's Corporate Social Responsibility Program Director. "What's more, sweatshop watchdog groups continually find factories that pay illegal wages, lower even than the minimum."

Consider the example cited in a 2003 National Labor Committee report on a Honduran worker sewing clothing for Wal-Mart at a rate of 43 cents an hour. After spending money on daily meals and transportation to work, the average worker is left with around 80 cents per day for rent, bills, child care, school costs, medicines, emergencies, and other expenses.

If sweatshops were a necessary step toward economic development, they would not exist in the world's most developed economies, yet sweatshops continue to be

Why are there sweatshops?

SWEATSHOPS ARE NOT INEVITABLE. THEY ARE A SYMPTOM OF A GLOBAL ECONOMY THAT ALLOWS SOME PEOPLE AND CORPORATIONS TO EXPLOIT OTHERS IN THE PURSUIT OF PROFITS. SWEATSHOPS EXIST BECAUSE OF:

Corporate greed and competition for the lowest price...

In a globalized economy, it's more cost-effective for corporations to subcontract their manufacturing to suppliers who produce goods cheaply. By minimizing worker salaries and benefits, skimping on factory and dormitory standards, and demanding high levels of productivity (long hours and big quotas) from their workers, subcontractors can attract business with an attractive low price that masks the human cost to the workers on the factory floor. By focusing on its bottom line and outsourcing responsibility, the corporation can turn a blind eye to problems at the beginning of its supply chain.

...aided by trade policies that favor corporations...

World governments and international trade agencies like the World Trade Organization and the World Bank have elevated the rights and liberty of corporations above those of individuals and nations. International trade agreements like NAFTA and CAFTA do not have enough built-in protections for workers and the environment. These agreements facilitate the "race to the bottom" by giving corporations greater freedom to shop for the weakest labor and environmental laws they can find.

...and consumers who can't see the problem.

Ultimately, sweatshops exist because the human links of the supply chain are hidden from us when we shop. If working conditions at producer factories were visible to consumers at the point of purchase, it would be harder to convince shoppers that cheaper goods are worth the price of worker abuse.

uncovered even in the United States. For example, PBS premiered the film “Made in LA” in the fall of 2007, documenting recent sweatshop abuses in Southern California.

Q: Isn't it time-consuming and expensive for corporations to track their goods' origins?

A: No, actually most corporations already track their goods to the subcontractor or factory level in order to monitor the quality of their products.

“In competitive industries like the apparel industry, all companies have quality control,” says Nikki Bas, executive director of Sweatshop Watch. “If companies are able to send representatives to inspect the quality of a garment, they can inspect the quality of their factories as well.”

Q: Do some companies track their goods to keep sweatshop labor out of their supply chains, and mark their products with a special label?

A: Unfortunately, no overarching “sweatshop-free” label exists, though a union label is a good indicator that at a minimum workers are free to organize and have a voice.

In addition, since the mid-1990s, a number of “social auditing” organizations have emerged, and companies may now coordinate with one to inspect their factories for sweatshop abuses, to greater or lesser degrees of success.

These organizations operate under a number of different structures. For example, Verité^m (www.verite.org), operates as a nonprofit organization, inspecting factories on behalf of their client companies, which pay Verité a fee to perform audits and help facilitate follow-up correction programs for violations. (Verité does not make its findings public because conditions can change so quickly in faraway factories.)

Another example, Worldwide Responsible Apparel Production (WRAP, www.wrapapparel.org), operates as a 501(c)6 corporation, and makes its list of inspected and certified factories available on its Web site, searchable by country, as a resource for companies in search of factories. Established by the American Apparel and Footwear Association, WRAP has come under fire from anti-sweatshop organizations as having weak codes of conduct and operating too closely with the apparel industry.

Similarly, the Fair Labor Association (www.fairlabor.org), which contracts with specific companies to perform inspections, has fallen out of favor with many activists over concerns about poor enforcement and corporate influence.

Whichever monitoring organization a company might use (and there are many more), the bottom-line concern among anti-sweatshop activists lies in the lack of transparency to the consumer of the findings, as well as the inability of inspectors to stay aware of factory conditions at all times. Instances of factories improving their conditions specifically for inspections are well-documented, and critics further charge that monitoring organizations lengthen the supply chain, relieving companies of their responsibility to vouch personally for the conditions of their factories.

(For stories about companies that keep a short supply chain and stay in constant personal contact with their producers, read our interviews with members of Co-op America's Green Business NetworkTM on p. 16)

^m designates member of Co-op America's Green Business NetworkTM

Q. If something is made in the USA does that automatically mean it is sweatshop-free?

A: No. In general, countries with strong labor laws (not just the US, but several European countries, Cambodia, and others) may produce fewer sweatshop abuses than countries with weaker or non-existent laws, but no one country is automatically sweatshop-free. Not only have grievous sweatshop abuses been uncovered in mainland US factories, but also factories operating in US territories (where sweatshop abuses have been well-documented for many years) may also use the “made in the USA” label, despite being exempt from certain US labor laws.

For example, for many years garment workers in Saipan, in the Commonwealth of the Northern Marianas Islands (CNMI) have been exploited under the islands' exemption to US labor laws. Efforts to bring CNMI under US law have long been stymied by lobbyists and lawmakers sympathetic with exploitative garment businesses, though concerned legislators are currently working to in Congress to strengthen CNMI labor law.

To learn more, you can read a blog maintained by CNMI garment workers themselves at unheardnomore.blogspot.com. Co-op America's own publications director became deeply interested in the CNMI situation while working on a previous edition of this sweatshop guide; you can get excellent background on CNMI from his personal blog at dengre.dailykos.com.

What can we do about sweatshops?

EACH CONTRIBUTOR TO THE SWEATSHOP PROBLEM HAS A ROLE TO PLAY IN THE SOLUTION. WORKING TOGETHER, RESPONSIBLE BUSINESSES, PROGRESSIVE GOVERNMENT POLICIES, WORKERS, AND CONSUMERS CAN TRANSFORM SWEATSHOPS INTO HEALTHY WORKPLACES.

Businesses must be responsible for their supply chains...

The greenest businesses already do a good job of tracking their supply chain, and of keeping it short, manageable, and transparent. Other businesses need a push. Consumers and shareholders can demand better by writing letters and supporting anti-sweatshop shareholder resolutions. When companies see consumers choosing to shop where they know workers aren't exploited, it catalyzes the whole system to improve.

...while our laws must protect worker rights...

International trade agreements must protect basic worker rights to fair wages, reasonable working hours, and the ability to organize. As a concerned citizen, you can raise your voice to oppose unfair trade governmental trade policies, you can work to pass sweat-free legislation in your own community, and you can contact your congressional representative in support of anti-sweatshop legislation pending at the press time of this guide.

...and consumers must be responsible for their choices.

If the CEO of a corporation won't take a stand for fair working conditions, and the subcontractor won't, and the factory boss won't (in short, if all the links of the supply chain abdicate responsibility for worker rights), then it's up to the last link in the chain -- the consumer -- to take a stand. You can vote with your dollars to reward the best companies, avoid the worst, and send a clear message about what you expect from the supply chain.



Acknowledgements

Co-op America wishes to thank the many responsible members of our Green Business Network™ who helped us with this guide. You've seen the businesses listed below mentioned in these pages, and you can find many, many more responsible companies inside our *National Green Pages*™ (free with Co-op America membership), or online at www.greenpages.org.

A Greater Gift

800/423-0071 • www.agreatergift.org
Fairly traded home decor, jewelry, and more from artisans and farmers around the world.

Bamboosa

800/673-8461 • www.bamboosa.com
Makes bamboo fiber clothing and baby products that are sweatshop-free and American-made.

BaaBaa Zuzu

231/256-7176 • www.baabaazuzu.com
Jackets, mittens, hats, scarves and bags: one-of-a-kind and made in the USA from reclaimed woolens.

BTC Elements

(888)395-2135 • www.btcelements.com
Offers earth-friendly and socially conscious apparel, accessories, beauty, and baby clothes.

Chapter One Organics

773/513-9203 • www.chapteroneorganics.com
Uses organic fabrics sewn in the US to make stylish, fun, and practical baby and toddler clothing.

Certified Jean Co.

206/286-9685 • www.certifiedjean.com
Jeans for men and women, made from organic cotton: grown, milled, and made in the USA.

Cottonfield

888/954-1551 • www.cottonfieldusa.com
Organic cotton and hemp clothing including sweaters and underwear for men and women.

Decent Exposures

800/505-4949 • www.decentexposures.com
Shirts, leggings, skirts, bathing suits, and over 200 sizes of organic cotton bras made in the USA.

Dreams on Looms

408/716-5182 • www.dreamsonlooms.com
Collection of apparel and accessories handwoven by tribal women from northeast India.

Earth Creations

800/792-9868 • www.earthcreations.net
Clothing in organic cotton, hemp, tencel, and bamboo blends; dyed with natural clay dyes.

Ecolution

800/973-4367 • www.ecolution.com
Direct Romanian sweat-free manufacturer of hemp products: hats, bags, apparel, fabric, more.

Ecoganik

626/443-3500 • www.ecoganik.com
Private label sweat-free organic fashion for men, women, and kids: career and casual wear and more.

Esperanza Threads

800/397-0045 • www.esperanzathreads.com
Organic fiber clothing made under fair conditions in Cleveland, Ohio.

Equita

412/353-0109 • www.shopequita.com
Fair Trade, organic and green essentials including: apparel, jewelry, handbags, and baby clothing.

Fair Industry

609/240-7015 • www.fairindustry.com
Fairly traded women's clothing and jewelry; modern design combined with traditional skills.

Global Exchange

800/505-4410 • store.gxonlinestore.org
Not-for-profit, non-exploitative online store supporting artisan cooperatives in 40 countries.

Global Mamas

800/338-3032 • www.globalmamas.org
Clothing and jewelry handmade by women's cooperatives in Africa.

Greater Goods

800/535-8039 • www.greatergoodsonline.com
Fair Trade hats, natural fiber clothing, jewelry, gifts and more.

Justice Clothing

207/941-9912 • www.justiceclothing.com
Men's and women's union-made-in-the-USA clothing, coats, underwear, socks, ties, and more.

Kusikuy

866/KUSIKUY • www.kusikuy.com
Fair Trade llama and alpaca blend knits. Ponchos, sweaters, hats, mittens, and scarves.

Maggie's Organics

800/609-8593 • www.organicclothes.com
Sweat-free clothing including T-shirts, camisoles, tops, and tights made with organic cotton.

Marigold Fair Trade • 888/205-1697

www.marigoldfairtradeclimbing.com
Fair Trade clothing and household items from a women's cooperative in India.

Natural Beginnings

877/363-7552 • www.naturalbeginnings.biz
Organic and natural sweat-free products for babies and their moms.

No Sweat Apparel

877/992-7827 • www.nosweatapparel.com
Union-made, sweatshop-free sneakers and clothing for men, women, and children.

North Star Toys

800/737-0112 • www.northstartoys.com
Creative, nontoxic, nonviolent wooden toys made by a family business.

Rugmark

866/RUGMARK • www.rugmark.org
Working to end child labor in the rug industry, and offer education to former child weavers.

Splaff

619/221-9199 • www.splaff.com
Sandals, bags, and belts handcrafted from used tires, hemp, and recycled materials.

Ten Thousand Villages

407/644-8464 • www.tenthousandvillages.com
Provides vital, fair income to third world artisans by marketing their handicrafts in North America.

Traditions Fair Trade

360/705-2819 • www.traditionsfairtrade.com
Promotes Fair Trade relationships with artisans around the world; offers sweat-free sneakers.

T.S. Designs

336/229-6426 • www.tsdesigns.com
Full-service apparel domestic manufacturing and screenprinting company based in North Carolina.

Under the Nile

800/710-1264 • www.underthenile.com
Children's apparel, diapers, bedding, blankets, and more, made fairly in Egypt.

World of Good

510/528-8400 • www.worldogood.com
Fair Trade apparel, scarves, jewelry, housewares, and gifts from around the world.

Resources for Stopping Sweatshops

Co-op America — Co-op America harnesses the economic power of consumers, investors, and businesses working together to build a more just and sustainable world. Our sweatshop program educates consumers about the problem of labor exploitation in the global supply chain, our ResponsibleShopper.org Web site tracks the social and environmental records of major corporations, and our Green Business Network™ supports socially and environmentally responsible businesses. (Find sweat-free clothing from our business network members at www.greenpages.org)



To **join Co-op America** and receive our publications by mail (including our *National Green Pages*™, quarterly magazine, and bi-monthly newsletter), visit www.coopamerica.org or call 800/58-GREEN. To **subscribe to our free e-newsletter**, visit www.coopamerica.org/signup.

BehindtheLabel.org — A multimedia news Web site, BehindtheLabel.org covers the stories of people fighting for their rights within global clothing industry. BehindTheLabel.org is an initiative of UNITE HERE (the Union of Needletrades, Industrial and Textile Employees and Hotel/Restaurant Employees), designed to share stories of workers around the world who make our clothes, and to educate the public about international campaigns where workers are struggling to correct injustices in their workplaces.



Fair Trade Federation — The Fair Trade Federation (FTF) is an association of businesses and organizations that are fully committed to Fair Trade. FTF seeks to alleviate global poverty through the promotion of trading practices based on principles of social and economic justice. FTF members link low-income producers with consumer markets, and by adhering to social and environmental criteria, members foster a more equitable and sustainable system of trade that benefits people and their communities. Find businesses at www.fairtradefederation.org.



Global Exchange — Global Exchange is a membership-based international human rights organization dedicated to promoting social, environmental, and economic justice around the world. Global Exchange fosters people-to-people ties through its programs such as “reality tours” (educational travel designed to positively affect global affairs) and its online Fair Trade store at store.gxonline.com, where you can find sweatshop-free products.



International Labor Rights Forum — The International Labor Rights Forum (ILRF) is an advocacy organization dedicated to achieving just and humane treatment for workers worldwide. ILRF projects include corporate campaigns to end child labor globally, campaigns to end sexual harassment in the workplace, advocating for labor rights in US trade policy, and collaboration with union and activist groups to end violence against union leaders. Learn more at www.laborrights.org.



National Labor Committee — The mission of the National Labor Committee (NLC) is to help defend the human rights of workers in the global economy. The NLC investigates and exposes human and labor rights abuses committed by US companies producing goods in the developing world. NLC makes its findings public on its Web site, www.nlcnet.org, and runs campaigns that empower US citizens to support workers defending their rights around the world.

SweatFree Communities — SweatFree Communities coordinates a national network of grassroots campaigns promoting humane working conditions in apparel and other labor-intensive global industries by convincing both public and religious institutions to adopt sweatshop-free purchasing policies. Using institutional purchasing as a lever for worker justice, ordinary people can create a just global economy through local action. Learn more at www.sweatfree.org and find a consumer guide (a joint project with ILRF and Sweatshop Watch) www.sweatfree.org/shopping.



Sweatshop Watch — Sweatshop Watch works to inform consumers about sweatshop abuses and empower low-wage workers, with a focus on eliminating sweatshop exploitation in California’s garment industry. www.sweatshopwatch.org.

United Students Against Sweatshops — United Students Against Sweatshops (USAS) is an international student movement of campuses and individual students fighting for sweatshop-free labor conditions and workers’ rights. USAS’ three cornerstone campaigns are the Sweat-Free Campus Campaign, the Ethical Contracting Campaign, and the Campus Living Wage Campaign. www.studentsagainstsweatshops.org

5 Ways to Take Action and End Sweatshops

- 1. Shift Your Purchasing** — Inside, we give you tips and resources for finding quality clothing that is green, sweatshop-free, Fair Trade, or union-made.
- 2. Demand Corporate Responsibility** — Ask supply-chain questions when you shop, and visit our ResponsibleShopper.org for new action campaigns.
- 3. Organize with Others** — Learn about sweat-free-community and-university campaigns inside.
- 4. Speak Out** — Share this guide with others and spread the word about sweat-free solutions.
- 5. Join Co-op America** — Get sweatshop-free resources, and support our programs for greener businesses and greater corporate responsibility.

Co-op America • 1612 K St. NW, Ste. 600 • Washington, DC 20006 • 800/58-GREEN • www.coopamerica.org

