



FAIR LABOR
ASSOCIATION™

Wages Along the Supply Chain: Assessment and Prospects

Arnold & Porter
555 12th Street NW
Washington, D.C.

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Purpose of the Conference

Within global trade, wage fixing along the supply chain is characterized by a number of serious problems -- further exacerbated by the current crisis -- which have not been sufficiently addressed. While there is increasing international concern and a number of CSR initiatives on wages, work on this topic remains rather fragmented and would benefit from a more comprehensive and coherent approach.

Building on reporting on wage practices and on CSR initiatives, the Conference proposes to discuss and define the most relevant wage variables/dimensions and to develop/integrate them into an overall, dynamic framework. The aim of the Conference is to improve our ability to address wage issues along the supply chain while enhancing CSR actors' mobilization in the wage area.

The Conference will bring together practitioners and academics working on wages, working conditions, and corporate social responsibility, who will make presentations from different theoretical and empirical angles to help in better identifying: (1) what are the main wage issues along the supply chain; (2) what initiatives have been taken so far to address these issues; and (3) possible recommendations on how wage issues could be progressively included into CSR and how the role of different stakeholders enhanced with respect to wages.

AGENDA

9:00 am – 10:30 am **Welcome and Introduction**
Auret van Heerden, President and CEO, Fair Labor Association

Panel 1: Wages Along the Supply Chain: General Assessment

Chair: Auret van Heerden, FLA

Fair wages: Concept, assessment and prospects

Daniel Vaughan-Whitehead, Senior Adviser to the Wages and Working Conditions Program, ILO, and Sciences Po University

Discussants

Economic and social arguments behind fair wages

Takao Kato, Schupf Professor of Economics and Far Eastern Studies, Colgate University

The necessary role of NGOs to promote fair wage practices

Marianne Voss, Oxfam America

Open Discussion

10:30 am – 10:45 am **Coffee Break**

10:45 am – 1:00 pm **Panel 2: Initiatives and Tools on Wages**

Chair: Marsha Dickson, Professor and Chairperson of the Department of Fashion & Apparel Studies, University of Delaware, and President of Educators for Socially Responsible Apparel Business (ESRAB)

The Fair Wage Guide for Crafts Artisans: Method and Achievements

Ella Silverman, Executive Director, World of Good

Incorporating international wage standards in fair trade: The Asian Floor Wage Initiative

Ashim Roy, General Secretary, New Trade Union Initiative, India

The Jo-In multi-stakeholders' approach: Lessons for wage issues

Henrik Lindholm, International Verification Coordinator, Fair Wear Foundation

Fair Trade: Testing Consumer Potential to Raise Wages

Heather Franzese, Senior Category Manager, Garments & Textiles, TransFair

Open Discussion

1:00 pm – 2:00 pm **Lunch**

2:00 pm – 3:00 pm **Panel 3: Company Pilot Initiatives on Wages**

Chair: Karen Daubert, Director of Product Licensing, Washington University in St. Louis

Above and Beyond

Joe Bozich, CEO, Knights Apparel

Rewarding Labor Compliance by Growers

Juan Gonzalez-Valero, Head of Corporate Responsibility, Syngenta Seeds

Open Discussion

3:00 pm – 4:00 pm **Panel 4: Prospects for Greater Incorporation of Wages into CSR**

Synthesis of Discussion and Next Steps

Open discussion moderated by Auret van Heerden and Daniel Vaughan-Whitehead

Short Biographies of Participants

(in order of participation in the program)

Daniel Vaughan-Whitehead is the Senior Adviser to the Wages and Working Conditions program at the International Labor Organization (ILO). He is also Professor at Science Po in Paris where is also responsible for a capstone on CSR. Mr. Vaughan-Whitehead has a PhD in Labor Economics from the European University Institute in Florence. After more than six years (1993-1999) with the International Labor Office Team for Central and Eastern Europe based in Budapest, he worked from 1999 to 2003 for the European Commission (Directorate General for Employment and Social Affairs), where he was in charge of social dialogue in EU enlargement.

Takao Kato is W.S. Schupf Professor of Economics and Far Eastern Studies at Colgate University. He is also a Research Fellow at IZA Bonn and a Research Associate of the Center on Japanese Economy and Business at Columbia University; Tokyo Center for Economic Research; and Center for Corporate Performance at Aarhus University. Mr. Kato undertook some of the earliest econometric analysis of employee participation and innovative work practices in Japan and Korea. While continuing to work in this area, he has also been studying corporate governance and executive compensation in Japan, Korea, and China. Mr. Kato's most recent research involves econometric case studies of firms in the U.S., China, and Finland, with particular focus on the nature and effects of high-performance work practices. He received his Ph.D. in economics from Queen's University.

Marianne Voss is Manager, Private Sector Department, Oxfam America. The main objective of the Private Sector Department is to guide, support and strengthen Oxfam's engagement with the private sector and to lead innovative strategic corporate collaborations and corporate advocacy across all of Oxfam's campaigns. Prior to joining Oxfam, Maryanne was Executive Director of the Fair Factories Clearinghouse; Head of Program Operations, Social & Environmental Affairs, adidas Group; and Director, Human Rights Programs, Reebok International. She is a graduate of Boston University School of Law and holds a Master's Degree from the Fletcher School at Tufts University and a BA from Stonehill College.

Ella Silverman is the Executive Director of World of Good Development Organization, a nonprofit organization that aims to improve the economic and social conditions of women living in poverty in the developing world with a focus on workers in global supply chains. Under her leadership, World of Good Development Organization was named a Tech Laureate in 2009 for the Fair Wage Guide, a free online tool that establishes fair wages for contract and piece-rate workers. Before joining the Development Organization, Ms. Silverman was on the founding team of WorldofGood.com by eBay and worked at TransFair USA, the fair trade certification agency where she managed the fair trade chocolate and sugar programs. Earlier in her career, Ms. Silverman co-founded and managed Big City Bread, a bakery and café that focuses on job creation and economic empowerment for low-income & underemployed people. Ms. Silverman has an undergraduate degree from the State University of New York at Albany and a Master's Degree in City & Regional Planning from Cornell University.

Ashim Roy is the General Secretary of the New Trade Union Initiative (NTUI), a trade union center based in India founded in 2002 with around 300 affiliated trade unions. He is also the

President of the Garment and Textile Workers Union (India). Mr. Roy is a trade unionist with more than 25 years of involvement in Indian trade union movement and has written on globalization, labor rights, global supply chain issues and sub-contracting.

Henrik Lindholm works as International Verification Coordinator at the Fair Wear Foundation where he is responsible for verification activities in Turkey, Bulgaria and Poland as well as FWF's country studies. The FWF country studies are now being developed to include an adaptation of the wage ladder developed in the Jo-In project in Turkey. Before joining FWF, Mr. Lindholm worked for Fair Trade Center, a Swedish NGO promoting good working conditions in the supply chain of European companies. Mr. Lindholm has also worked in Bangkok for a Thai labor NGO and as consultant advising Swedish companies on supply chain issues.

Heather Franzese is responsible for launching the pilot of Fair Trade Certified Apparel & Home Goods in the US, bringing together experience in the apparel industry, Fair Trade, and the field. In the private sector, she managed CSR for licensed and collegiate product at Columbia Sportswear Company, consulted with Hasbro on vendor compliance, and advised corporate clients of Edelman Public Relations on CSR and stakeholder engagement. Previously at TransFair USA, the third-party certifier of Fair Trade products, she raised \$4 million and incubated the Global Producer Services division to facilitate Fair Trade market access. She served in the Peace Corps in Mali, and holds an MPP in Political and Economic Development from Harvard Kennedy School and a BA in Psychology and International Studies from Northwestern University.

Joe Bozich is Founder and CEO of Knights Apparel. Mr. Bozich has over 20 years of extensive manufacturing, sourcing, marketing and operations experience. He is a graduate of Vanderbilt University with a B.S. in Mathematics. While at Vanderbilt Mr. Bozich was the 1985 NCAA National Bodybuilding champion and served as a spokesperson for Weider Enterprises, Gold's Gym, and Mattel Corporation. He began his apparel career as Vice President of Sales and Marketing with Gold's Gym and quickly advanced to the position of President of the consumer products division. Mr. Bozich founded Knights Apparel in 2001, and today along with Nike is one of the two largest suppliers of college licensed apparel in the United States. Knights Apparel also holds exclusive rights with the NBA and NHL. Mr. Bozich is married with three children and resides in the Chicago area. He was named Ernst & Young's 2005 Entrepreneur of the Year for the Illinois Region and currently sits on the Board of Trustees for the Illinois Multiple Sclerosis Society.

Juan González-Valero is Head of Corporate Responsibility at Syngenta. He is responsible for setting the company's CR agenda and ensures its implementation within the different business functions. He is the secretary of the Syngenta Corporate Responsibility Panel, the senior executive body that reviews and advises on CR policy, priorities and reporting. Previously, Mr. Gonzalez-Valero was responsible for Sustainable Use and Stewardship in Europe and Global. This involved integrating sustainable agriculture and product stewardship programs into the regional business strategies. He joined the company in 1990 holding several global leadership positions in Environmental Sciences and Risk Assessment across Europe and the USA.