



FAIR LABOR
ASSOCIATION

October 2, 2012

Final Report Regarding Style Avenue Factory in El Salvador

On December 13, 2011, the Fair Labor Association (FLA) released an update report regarding allegations of workers' rights violations at the Style Avenue factory in El Salvador.¹ The FLA update incorporated the investigation report prepared by the monitoring organization Grupo de Monitoreo Independiente de El Salvador (GMIES) dated November, 2011 and commissioned by Outerstuff and College Kids (FLA affiliated companies, Category B and C, respectively). GMIES identified noncompliances, including violations of the exercise of workers' freedom of association, harassment, hours of work and high temperatures in the workplace.

On June 21, 2012, the FLA commissioned the Center for Reflection, Education and Action (CREA) to verify the progress of implementation of the remediation plan. **The full report of the verification in English/Spanish is available at <http://www.fairlabor.org/report/style-avenue>.** The verification report confirmed that some of the original findings have been successfully addressed by factory management. However, issues requiring further attention include:

- Continue training on freedom of association to cover 100% of the workforce;
- Ensure workers' awareness toward freedom of association;
- Ensure that hours of work do not surpass the legal limit and that all workers use the electronic time tracking system in accordance with policy and procedure;
- Ensure workers are not subject to any type of harassment;
- Continue monitoring the ambient temperature;
- Ensure that all workers are granted and able to enjoy their vacations;
- Ensure a timely contribution to Social Security and pension fund carriers.²

The FLA will continue supporting the collaborative process between sourcing FLA-affiliated companies Outerstuff and College Kids, Style Avenue management, and the Sindicato de Trabajadoras de la Industria del Vestir (STIVES) union.

¹ http://www.fairlabor.org/sites/default/files/documents/reports/fla_statement_12.13.11_styleavenue.pdf

² On September 24, 2012, Style Avenue management furnished the FLA with documentation supporting payments of social security that were not available at the time of the verification. They will be analyzed in detail during forthcoming verification visits.