

American Industrial Hygiene Association White Paper on Occupational Health, Safety, and Environmental Conditions in Sweatshops

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Contents

Introduction and Mandate

I. Global Economy and Working Conditions

II. Rights and Responsibilities

III. Codes, Monitors, and Verification

IV. Role of Industrial Hygienists and AIHA

V. Nondiscriminatory Approach in Developing Countries

VI. Conclusions

Appendices: Task Force Roster, Glossary, and References

I. Introduction and Mandate

In April 2000, the American Industrial Hygiene Association established a national Task Force on Health, Safety, and Environmental Conditions in Sweatshops at the initiative of then President-elect Steven Levine. The Sweatshop Task Force was charged with producing a White Paper, a Position Statement, and a set of strategic recommendations on this issue for an AIHA Board of Directors' meeting in early 2001.

The work of this task force is aligned with AIHA's Strategic Plan. This White Paper and its recommendations expand upon previous efforts of other task forces within AIHA (see section I of Appendix 3). The purpose of the White Paper is to identify activities which AIHA can initiate that will promote the profession internationally, will advance professional practice in critical new areas, will protect workers and communities, and will be good for business and create a "level playing field" for all in the global economy. The recommendations below are designed to promote the association's initiative within the broader occupational health, safety, and environmental community on sweatshop issues.

For the purposes of this paper, "sweatshops" are defined as workplaces involving multiple violations of labor, occupational safety and health, environmental laws and regulations, and minimally acceptable standards of practice (see glossary in Appendix 2). Labor practice abuses include:

- Long work hours without overtime pay;
- Wages below the minimum wage;
- Piece work payment or other mechanisms to accelerate work pace;
- Child labor;
- Prison or forced labor;
- Failure to pay social security or other payroll taxes;
- Absence of workers' compensation insurance;

- Indentured servitude or debt;
- Payment structures such as company script or hiring fees; and

Discrimination based upon caste, age, gender, religion, or sexual preference.

While AIHA finds each of these practices unacceptable, specific sweatshop abuses involving unsafe and unhealthy workplace and environmental conditions are the focus of this White Paper. Furthermore, the White Paper's recommendations address sweatshop conditions in both developing and developed countries, including the United States.

II. Global Economy and Working Conditions

The global economy has evolved dramatically in the last 15 years to incorporate the latest information, production, and transportation technologies. The flow of capital, information, technology, and production has increased around the world. This movement is promoted and nurtured by international trade and investment agreements, and organizations like the World Trade Organization (WTO). One result has been a growing shift of manufacturing activities from developed countries to developing countries where costs of labor, inputs, and regulatory compliance are significantly lower.

At present, 51 of the largest 100 economies around the world are not countries but transnational corporations that often have greater financial, technical, and human resources than the countries in which they are operating. The 500 largest corporations account for 70 percent of world trade. These transnational corporations represent one-third of all manufacturing exports, three-fourths of commodity trade, and four-fifths of the trade in technology and management services. Foreign corporations now account for almost two-thirds of industrial investment and growth in developing countries (see section I of Appendix 3).

An international division of labor has emerged where corporate facilities in developed countries provide the functions of headquarters, design, finances, and marketing to actual consumers. Facilities in developing countries continue to extract natural resources and, increasingly, to manufacture consumer goods. This growing manufacturing production, often organized in long chains of contractors and complex sourcing arrangements, mainly supplies the consumer market in developed countries.

At the same time, both within and between countries labor has also become very fluid, especially in seasonal industries. The use of temporary and contract labor continues to increase, blurring the employers' responsibilities for workplace conditions. Immigrant labor, alternately promoted and suppressed by government policy, has become essential for the developed countries in specific sectors such as agriculture, garment, services, construction, and day labor.

The desperate need for economic investment in developing countries, and employment for immigrant labor in developed countries, has produced deplorable sweatshop conditions globally. There are large numbers of workers who face such severe economic and social pressures that they are unable to refuse even the most hazardous work, even if they recognize the hazards.

Child labor also continues to be a serious issue. According to the International Labor Organization (ILO) (see glossary in Appendix 2), in 1995 over 73 million children between the ages of 10 and 14 were at work around the world. Of the 173 member countries comprising the ILO, only 49 have ratified the 1973 ILO Convention 138 that bans child labor.

The existence of such vulnerable workforces, governments without the desire or capacity to establish and enforce protective regulations, and the ease of transferring operations from one location to another has already generated a strong downward pressure on occupational and environmental health and safety globally. The establishment of export processing zones (EPZs) (see glossary in Appendix 2) around the globe to attract foreign investment are the clearest expression of developing countries' competitive advantage — and what many transnational employers are seeking — low wages, long hours, no unions, public subsidies, and exemptions from taxes and regulatory enforcement.

In developing countries, sweatshop conditions in wages, hours, worker treatment, and health and safety pervade industries such as garment, shoes, toys, rugs, construction, and agriculture. International consumer campaigns and

media coverage have generated a large body of information on these conditions. (See sections III through VI of Appendix 3.)

Many governments are heavily indebted and need foreign investment to generate income to pay these debts and to provide jobs for an expanding population. These governments are in no position to create disincentives for investment by active enforcement of occupational health, safety, and environment (HSE) regulations. Most governments lack the financial, technical, and human resources required for regulatory enforcement, even where the regulations exist and enforcement is desired. At the same time, most workers in these countries lack the ability to organize themselves to push for higher wages, better treatment, and safe working conditions.

In developed countries, sweatshop conditions are concentrated in specific industrial sectors such as agriculture, garment, services, construction, and day and temporary labor. Factors contributing to sweatshops conditions in developed countries include the:

- Workers' immigrant status (often without documents to work legally);
- Workers' relatively low level of formal education;
- Nature of entry level work (often the most difficult and hazardous jobs);
- High turnover rates in these sectors; and
- Lack of compliance with regulation and standards.

However, the characteristics of the new global economy also offer the possibility of an upward harmonization of standards, enforcement, and practice in occupational HSE. Examples of upward harmonization include:

- Consumers in developed countries directly linking with workers in developing countries and enhancing the effectiveness of international consumer campaigns.
- Transnational corporations using their growing size and resources to increase the feasibility of making one global standard of production for their facilities worldwide. (This assumes management's commitment to implementation of the global standard.)
- Growing numbers of the employees, on all levels of the corporate hierarchy, who can share information, best practices, and, if needed, exert pressure within the corporation.
- Information technology and growing organizational links between occupational HSE professionals around the world that can establish the means for greater and deeper collaboration between professionals in the developed and developing countries.
- Increasing acceptance of internationally recognized standards of practice within the HSE field.

III. Rights and Responsibilities

AIHA recognizes that employers have legal and social responsibilities for providing their workers a safe and healthy workplace and for protecting the community and the environment. This is true regardless of the geographical location of the employer in relation to the worker and the community. The main task of HSE professionals is providing strategies to employers to protect workers, their communities, and the environment. Workers have universal health and safety rights regardless of the type of work or the workplace location (see section XI of Appendix 3), which include the right to:

- Work day in and day out, year in and year out, without having their personal health or safety adversely impacted by their job;
- Continuation of wages and coverage of medical treatment costs for injuries and diseases caused by the conditions of the workplace;
- Be assured a reasonable amount of time away from the job each day and a minimum of 24 consecutive hours away from work each week;
- Be assured of compliance with minimum age conventions, that is, be free from labor that is inappropriate for the age of the worker;
- Be allowed to participate in and give input during third party and government audits or inspections of the workplace without retaliation; and
- Not be discharged or discriminated against in any manner for reporting HSE hazards to appropriate governmental agencies.

Employer HSE legal responsibilities vary throughout the world. However, AIHA endorses the following universal responsibilities on the part of employers:

- Provide and maintain a working environment, including plants and systems of work, that are safe for employees and without risk to their health;
- Conduct work in a manner such that the environment is not adversely impacted by the process or its waste byproducts;
- Ensure that routine inspections of the workplace are conducted to identify and evaluate hazardous conditions and work practices;
- Encourage employee reporting of workplace hazards/conditions;
- Not allow work to continue if the safety or health of the worker(s) may be compromised or if the environment may be adversely affected;
- Correct discovered hazards and/or protect individuals from these hazards;
- Train workers in hazard recognition, general and job-specific health and safety policies, practices, and procedures, and the regulations and statutes that apply to their work;
- Conduct training when an employee is hired or is given a new assignment for which training has not previously been received, and whenever new hazards are created by new substances, processes, or equipment; and
- Train managers in HSE policies, including a nondiscrimination policy for reporting hazardous conditions.

In addition, if a worker becomes ill or injured the employer's responsibilities include:

- Provide information, support, and assistance to workers during the period of disability, giving consideration to their work, home, and community life;
- Do not disclose personal information relating to injured workers without the written consent of the worker; and
- Pay the affected worker an appropriate wage compensation, all reasonable treatment and rehabilitation expenses, and compensating the worker for noneconomic loss and/or death, as applicable.

Industrial hygienists are obligated to protect the health and well-being of working people and the public (see the AIHA Code of Ethics in section VII of Appendix 3). HSE professionals can play a pivotal role in helping employers protect the health and safety of workers and safeguard the community and the environment. In addition, their responsibilities include employing their knowledge and expertise to implement the following:

- Programs to comply with applicable HSE regulations and standards;
- Methods and techniques for implementing all applicable HSE regulations and standards in an efficient and cost-effective manner;
- Strategies to anticipate, recognize, evaluate, control, and monitor the workplace to ensure that workers, the environment, and the surrounding community are not adversely impacted by the workplace; and
- Investigations when incidents resulted, or could have resulted, in worker illnesses and injuries, degradation to the environment, or a risk to the health or safety of the surrounding community.

IV. Codes, Monitors, and Verification

The global shift of manufacturing to developing countries has also meant a shift to countries where, relatively speaking, there are less comprehensive workplace health and safety regulations and there is little or no meaningful enforcement of the regulations that do exist. Widespread media coverage of unsafe and unhealthy conditions in particular countries and specific companies has generated significant consumer concern about the conditions under which products, sold in developed countries, are made. Internationally, organizations including, corporations, industry groups, labor unions, nongovernmental organizations (NGOs)(see glossary in Appendix 2), and local community groups have developed a variety of responses to address the problem. These can be divided into three general categories:

- Codes of conduct;
- Audits of workplace conditions; and
- Verification of HSE conditions by independent organizations.

Transnational corporations have developed codes of conduct, manufacturing principles, standards of practice, and similar documents to establish baseline HSE conditions and practices for their own and their contractors' production facilities throughout the world. The first codes were established by individual corporations, such as Levi Strauss, Reebok, Nike, Mattel, and others.

Industry-wide codes have also been developed for specific manufacturing sectors. Examples include apparel manufacturing, such as the American Apparel Manufacturers Association's WRAP; the Australian Homeworkers' Code of Practice; Code of Labour Practice for the Apparel Industry Including Sportswear developed by the Clean Clothes Campaign (CCC) in the Netherlands; and toy manufacturing, such as the Hong Kong Coalition Charter for the Safe Production of Toys (see section VII of Appendix 3).

Subsequently, universal codes have been developed that would apply to any manufacturing sector or product in the global economy. Some of these codes have been developed solely by NGOs and labor unions in response to perceived weaknesses and omissions of the corporate or industry-sponsored codes (see sections VII and IX of Appendix 3). Examples of these codes include:

- Maquiladora Standard of Conduct developed by the Coalition for Justice in the Maquiladoras in Canada, Mexico, and the United States;
- Code of Conduct developed by the Workers Rights Consortium in the United States;
- Canadian Base Code of Labour Practice developed by the Ethical Trading Action Group (ETAG) in Canada;
- ICFTU/ITS Basic Code of Labour Practice developed by the International Confederation of Free Trade Unions (ICFTU);
- A Women's Alternative Code of Ethics developed by the Central American Network in Solidarity with Maquila Workers; and
- Human Rights Principles for Companies developed by Amnesty International.

Other codes have been developed as a result of negotiations between the business community, NGOs, and labor unions. These include the Workplace Code of Conduct of the Fair Labor Association (FLA) and the Business Principles for Human Rights of Workers in China in the United States, and the Base Code developed by the Ethical Trading Initiative (ETI) in the United Kingdom (see section VII of Appendix 3).

International organizations have also developed general, universal codes, such as the OCED Guidelines for Multinational Enterprises of the Organization for Economic Cooperation and Development; the Declaration of Fundamental Principles and Rights at Work (including the "seven core conventions") of the International Labor Organization; and the United Nations' Global Compact Code of Conduct.

Lastly, there is a category of commercially-generated universal codes, such as the Social Audit 8000 (SA 8000) developed and marketed by the New York-based Council on Economic Priorities, now called Social Accounting International (SAI) (see section VII of Appendix 3).

As can be imagined, these different codes vary widely as to what they cover and the minimum threshold of compliance. Especially controversial are areas such as a living wage, freedom of association (union organizing), and women's rights. Some of the codes use the conventions of the ILO, and/or other international conventions and standards, as the minimum threshold of compliance. Other codes establish their own minimum compliance thresholds.

In the area of HSE, all codes call for compliance with at least the appropriate regulations of the country in which production is occurring. Many of the codes go a step further, setting the minimum threshold as the local regulations, the regulations of the country in which the transnational corporation is based, or the corporation's own internal codes — whichever is the most worker and environmentally protective. Many of the codes of conduct include compliance criteria familiar to AIHA members. This is due to the widespread international adoption of ACGIH's Threshold Limit Values? (TLVs), parts of the National Fire Protection Association's codes, and other U.S. standards.

However, formal adoption of a corporate, industry-wide, or universal code of conduct is only half the equation. Unless these codes are actually implemented, they remain nothing more than words on paper. The monitoring and verification of compliance with national regulations and other codes is a critical aspect of international occupational hygiene. It is also the most contentious aspect as the credibility of transnational corporations and their critics is directly involved.

Many corporations undertake internal audits to measure their compliance against corporate guidelines or industry codes. As with any internal audit, insufficient independence of the auditors from the entity being audited can result in questionable audit results. Many of these internal audits also fail to scrutinize the practices of a corporation's suppliers, contractors, subcontractors, and licensees.

In an attempt to ensure credibility, several companies rely on "third party social audits" (see glossary in Appendix 2) performed by for-profit financial auditing firms, auditors certified under the SA8000 system, or industry-wide organizations, such as the Fair Labor Association. Independence can still be an issue, as the workplaces or the companies being monitored arrange for and pay for the monitoring, thus establishing the potential for significant conflict of interest. In some of the models, only a fraction of the company's sites are audited, and the company selects the sites. Additionally, many of these audits are not transparent, meaning the results are either not made available to the public, or are only available as excerpted, annual summaries.

Partially in response to concerns about independence, some companies have turned to NGO-led audits. The initial efforts rely on in-country religious, social, and human rights groups to conduct audits, including the GMIES project in El Salvador and the COVERCO project in Guatemala (see section VIII in Appendix 3). However, there does not now exist a sufficient number of qualified NGO auditors with adequate resources to provide comprehensive services.

The Netherlands has adopted a different model for monitoring. They have created a foundation with equal representation from labor unions, NGOs, retailers, and manufacturers. The foundation hires independent auditors. Then Dutch apparel manufacturers sign a contract with the foundation so that the foundation auditors monitor the manufacturer's suppliers.

The United Kingdom's ETI is currently pilot testing a variety of monitoring systems in China, Costa Rica, South Africa, Sri Lanka, and Zimbabwe. ETI is a tripartite organization composed of companies, NGOs, and labor unions, and the pilot projects include a range of possible monitoring systems combining one or more of the three types of member organizations.

Most HSE professionals make a distinction between monitoring and verification. "Monitoring" is typically seen as the company's responsibility to assure itself and its stakeholders that existing regulations and guidelines are followed. Valid monitoring programs reinforce the company's efforts at self-regulation and help demonstrate good corporate citizenship.

In contrast, "verification" is an independent scrutiny of a company's practices performed by trained auditors with no financial connections to the audited company. The process of independent verification evaluates how effectively the company is complying with applicable regulations and codes. Well-implemented verification models also evaluate the success of a company's efforts to accurately report actual plant conditions, implement corrective actions, and assign corporate accountability where it is indicated.

The most notable aspect of current monitoring and verification activities around the world is the almost complete absence of trained, experienced HSE professionals involved in both the independent verification and third party social audits. The overwhelming majority of third party social audits are conducted by financial accountants with little or no training and experience in industrial hygiene, safety, environment, or related disciplines. This results in audits that do not address many key HSE issues, and audits that contain erroneous or misleading evaluations of the actual state of working and environmental conditions in the inspected facilities.

V. Role of Industrial Hygienists and AIHA

AIHA is uniquely positioned to initiate and support activities aimed at addressing occupational HSE problems in sweatshops. Addressing sweatshop conditions is consistent with AIHA's mission and the strategic goals of Policy Advocacy, Public Information and Knowledge Sources, and Credentialing. As an organization, AIHA can build on its existing partnerships with other occupational HSE organizations and agencies, within the United States and internationally, to implement the strategic recommendations proposed below. Effectively addressing sweatshop HSE problems will require building new partnerships with other organizations committed to eliminating sweatshop conditions. This network can include business, labor, nongovernmental, and community-based organizations that are also committed to ensuring healthy and safe workplace in communities throughout the world.

AIHA can be an avenue for connecting people, expertise, and financial resources from individuals, corporations, and organizations to areas of identified need. Examples include:

- Liaisons with other HSE organizations, both nationally and internationally;
- Establishment of local education opportunities and projects in workplace HSE for professionals and community members;
- Support for demonstration projects in locales and industrial sectors where sweatshops predominate; and
- Certification of HSE auditors.

AIHA already supports the activities of individual members in developing countries. Expanding this role of connecting interested members with specific projects and individuals is another way AIHA can promote positive changes in developing countries.

AIHA must also recognize that focusing on HSE problems in sweatshops and monitoring the compliance with codes of conduct will not substantially change the economic realities that foster sweatshop conditions in the first place. In this milieu, AIHA must advocate for an improvement in the "triple bottom line of sustainability" — social, environmental, and economic implications of growth — without compromising sustainable growth for future generations, and ensure that workers worldwide are guaranteed basic human rights and economic benefits (see glossary in Appendix 2 and section II of Appendix 3).

VI. Nondiscriminatory Approach in Developing Countries

In the ongoing debate about international trade and investment agreements, many individuals in developing countries (from government trade ministers to opposition intellectuals and trade unionists) have raised concerns about the linkage of environmental and occupational health issues to these agreements. These critics of linking approval of trade and investment treaties to labor and HSE practices have pointed out that:

- Use of trade barriers in the developed world creates obstacles for economic and social growth in the developing world, growth which is essential for improving the living standards in the developing world;
- Those condemning labor practices in the developing world (child labor, prison labor, excessive and unpaid hours of work, lack of union representation and protections, unsafe and unhealthy conditions) often ignore identical problems in the developed economies; and
- Those in developed economies condemning labor practices in the developing world do not have any inherent right to sit in judgment of the developing world nor do they have the right to determine what acceptable conditions are for people in these countries.

While recognizing the validity of these critiques, it is also true that workers and community members in developing countries have the same rights and deserve the same protections that people in developed countries do, or should, enjoy. These rights include:

- The ability to earn a living wage;
- A clean, healthy, and safe workplace;
- A healthy community environment;
- Freedom of association; and
- Freedom from harassment.

The right to a safe and healthy workplace should not be dependent on social or economic status. Further, the lack of local regulation or enforcement is not justification for unsafe exposure to industrial health hazards in developing countries. This notion cuts to the core of the social component of the triple bottom line of sustainability. It is a cornerstone in our collective ability to live on this planet without compromising the ability of future generations to live and grow. Working people in developing countries need trade, economic, and social development, and this development must benefit all workers and their communities.

Financial, human, and technical resources in developed countries must be mobilized to support the development of local capacity in developing countries so these countries can establish, implement, and maintain their own health- and environment-protective practices and regulations. Resources from governments of developed countries and the transnational corporations operating in developing countries should be designated to support:

- University HSE programs and scholarships for HSE students, both in their own and in developed countries;
- Efforts to enhance the skills and capacity of local government agencies, including research, regulatory, and enforcement; and
- Professional associations so they can nurture and expand the base of occupational HSE professionals locally.

VII. Conclusions

The shift to a global economy has resulted in the continued growth of sweatshop conditions in both developed and developing countries. In many geographic regions and industrial sectors, intense competition has driven consideration of working conditions, including health, safety, and environmental, to a lower priority. These conditions are prominent in specific industrial sectors such as apparel, shoes, toys, rugs, agriculture, services, and certain construction trades. Left unchecked, sweatshop conditions will continue to exact a terrible human toll.

Widespread public awareness of the harsh reality of sweatshop conditions has pushed corporations, governments, unions, and NGOs to take a variety of actions. These range from corporate codes of practice and internal auditing to local efforts to independently verify actual conditions. Although significant initiatives are under way, fundamental aspects of the problem still need to be addressed.

Currently, financial auditors conduct health, safety, and environmental audits without the necessary training and skills. Also many countries, and specific work sectors where sweatshop conditions exist, lack the regulatory and enforcement framework, and the necessary technical and human resources, to implement laws and programs to protect workers, communities, and the environment.

AIHA must also be cognizant that focusing on HSE problems in sweatshops and the monitoring the compliance with codes of conduct will not substantially change the economic realities that foster sweatshop conditions in the first place. Understanding the larger context, AIHA must advocate for an improvement in the economic and social condition of developing countries to ensure workers are guaranteed basic human rights and economic benefits.

Industrial hygienists with their knowledge and skills are an excellent source of expertise to make a significant contribution to rectifying the problems of sweatshop labor throughout the world. AIHA's extensive professional base and organizational structure is a prime candidate to take a leadership role in several key areas. These include influencing government policy, education and training, and support for meaningful auditing activities. AIHA can also spearhead efforts to involve other professional organizations and community-based groups, in the United States and internationally, in collaborative projects.

Appendix 1

Members of the Task Force

- Garrett Brown, Chair (Social Concerns and International Affairs)
- Martha Vela Acosta (International Affairs)
- Glenn Barbi (Management)
- Marcos Domingos da Silva (International Affairs)
- Mary DeVany (Social Concerns)
- Kit Galvin (Social Concerns)
- Nancy Orr (Management)
- Jim Platner (International Affairs)
- Roy Buchan (AIHA Board Liaison)
- Steven Davis (AIHA HQ Staff Liaison)

Appendix 2

Glossary of Terms

Export processing zones (EPZs): designated industrial areas in which enterprises receive unfinished, imported materials that are then assembled or otherwise finished and exported. These areas are exempt from import and export taxes and are only assessed taxes on the value-added derived from the assembly and finishing processes.

HSE: health, safety, and environment.

Harmonization, downward: the trend in harmonizing national labor, occupational health and safety, and environmental regulations toward the “lowest common denominator” among developing and developed economies. This process replaces or undermines health-protective laws and regulations in the developed world with less-protective regulations and lax enforcement found in some developing countries. Downward harmonization is often codified in international trade and investment agreements that prohibit, as barriers to trade, any regulations more stringent than the lowest levels found among signatory countries.

Harmonization, upward: the trend in harmonizing national labor, occupational health and safety, and environmental regulations toward the most health- and environment-protective laws, regulations, and enforcement. This process strengthens regulations and enforcement in the developing economies and seeks to establish a “level playing field” among economies at higher, rather than lower, levels of occupational and environmental health.

ILO: International Labor Organization, or International Labour Organization, a tripartite (business, government, and labor) organization established in 1919 and now affiliated with the United Nations. The ILO headquarters is in Geneva, Switzerland.

IOHA: International Occupational Hygiene Association, made up of 23 occupational hygiene associations in 21 countries. IOHA was established in 1987 and has its headquarters in London, England.

Nongovernmental organizations (NGOs): citizen organizations without affiliation to any governmental body. NGOs are typically environmental, women's, human rights, labor, and community-based organizations.

Sweatshops: workplaces involving violations of minimally acceptable labor, occupational safety and health, and environmental standards of practice. The U.S. Department of Labor defines sweatshops as “workplaces involving multiple violations of labor, occupational health and safety, and environmental regulations.” The International Labor Organization defines sweatshops as “enterprises which do not comply with fiscal and legal obligations, and which exploit workers and disrupt markets.”

Sweatshop conditions: include labor practice abuses such as long work hours without overtime pay, wages below minimum wage, piece work payment or other mechanisms to accelerate work pace, child labor, prison or forced labor, failure to pay social security or other payroll taxes, absence of workers' compensation insurance, indentured servitude or debt, payment structures such as company script or hiring fees, and discrimination based on race, caste, age, gender, religion, or sexual preference.

Sweatshop operator: an employer, according to the U.S. General Accounting Office, “who violates more than one federal or state labor, industrial homework, occupational safety and health, workers' compensation, or industry registration law.”

Third party social auditing: comprehensive audits of an enterprise, including traditional financial aspects, such as wages, hours, and overtime pay as well as “social” aspects such as freedom of association, physical and sexual harassment, discrimination, and occupational and environmental health practices. Social audits are conducted against specific codes of conduct and/or national and international laws, regulations, and conventions. To date, third party social audits have been performed by traditional financial accounting firms and specialized companies.

Triple bottom line of sustainability: a long-term, sustainable balance of economic, environmental, and social impacts of growth that does not compromise future generations' ability to also live and grow.

Appendix 3

References on Information and Materials Reviewed

- I. AIHA Documents
- II. Overview and Issues
- III. Working Conditions — Asia
- IV. Working Conditions — Mexico and Central America
- V. Working Conditions — Eastern Europe
- VI. Working Conditions — United States and Canada
- VII. Codes of Conduct
- VIII. Monitoring Systems
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- X. Current Monitors
- XI. International Labor Standards

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