

Annual Report

2007



Schone Kleren Kampagne /
Clean Clothes Campaign

Schone Kleren Kampagne

Postbus 11584
1001 GN Amsterdam

Telefoon: (+31) (0) 20 41 22 785

Fax: (+31) (0) 20 41 22 786

info@schonekleren.nl

www.schonekleren.nl

**Internationaal Secretariaat
Clean Clothes Campaign**

Postbus 11584
1001 GN Amsterdam

Telefoon: (+31) (0) 20 41 22 785

Fax: (+31) (0) 20 41 22 786

info@cleanclothes.org

www.cleanclothes.org

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Preface

For the Schone Kleren Campagne/Clean Clothes Campaign (SKK/CCC), the year 2007 brought unexpected developments and broad media coverage, both national and international. To launch the campaign around the 2008 Olympics in Beijing, a study was published about four Chinese factories producing bags and caps with the Olympic logo. This led to a national scandal, reports on CNN, BBC and in hundreds of national newspapers. Within a day the International Olympic Committee also responded. In a single stroke the Play Fair Campaign was put on the map. Fortunately, months of intensive preparation and planning had preceded the publication, and proposals to clean up production of Olympic logo merchandise were at hand.

Meanwhile SKK/CCC staff members and I were accused of defamation and summoned to appear in court in India in a lawsuit filed by the India jeans manufacturer FFI/JKPL, of which the Dutch brand G-Star was a major buyer. The factory demanded € 10 million. The threat of a 3-year imprisonment sentence and an international arrest warrant placed a heavy burden on the staff members and some of our partners.

Even so, the SKK/CCC staff did manage to carry on successfully with most of the other planned activities, among which the 'Buy the HEMA' campaign. In just a short time, that drive yielded € 300,000. Although this proved insufficient to purchase the chain, it was quite enough to place the subject on the HEMA agenda. 2007 also saw the kick-off of the three-year project Fair Fashion in The Netherlands, the United Kingdom, Poland and Austria. Fair Fashion is aimed directly at students in fashion schools. These are the people who in the future will be decision makers in the world of clothing. The project is important, for media attention alone is not enough. Fortunately, teachers are aware of this, as the remark of Jan Piscaer, teacher at the Amsterdam Fashion Institute, shows: 'Information? The students already know all about it. It is time they do something.' Quite so! 'Hear, hear' for Jan Piscaer, and let us move on.

With this annual report, SKK/CCC aims to inform everyone interested in our activities. It offers insight into the organisations objectives and structure. Also recounted in detail are the activities of the International Secretariat (CCC-IS) and the Dutch Secretariat (SKK) of the foundation in 2007. The report closes with an explanation of the annual financial figures.

Evert de Boer,
Board Chair

THE ORGANISATION

History & purpose

The Schone Kleren Kampagne (SKK) started in 1989, when Dutch and British women and solidarity groups protested the dismissal of striking workers in a garment factory in the Philippines. The women working for this supplier of William Biard (UK) and C&A (NL) were fired when they asked for payment of the legal minimum wage. That year the workers picketed the premises while in the Netherlands and United Kingdom a solidarity campaign was organised. Thus began the campaign for 'clean clothes': telling the world of the demands of Southern women and workers' organisations.

In subsequent years SKK expanded into a European network, internationally known as the Clean Clothes Campaign (CCC). This network in turn is part of an international network of trade unions and labour-related social organisations in both producing and consuming countries.

The aim of SKK/CCC is to improve the working conditions and position of workers in the global garment industry. The ultimate goal is to end suppression, exploitation and abuse of the (mostly female) workers in this sector. SKK/CCC seeks to achieve these objectives through:

- Pressing companies to assume responsibility and to ensure that garment is produced under good labour conditions.
- Supporting workers, labour unions and corporate organisations in the producing countries.
- Urging citizens to use their power as consumers. This is done through increasing consumer awareness by providing accurate information about working conditions in the garment and sporting goods industry.
- Making use of existing legal opportunities to improve labour conditions and to lobby for additional legislation that contributes to good labour conditions. The government is addressed in its role as legislator and in its role as consumer. SKK/CCC advocates ethical procurements policies for governments.

In the area of public awareness much has been accomplished. Consumers now know that their clothing is usually manufactured in low-wage countries, where violation of human rights might occur. At issue are the right of freedom of association, a living wage and a safe and healthy workplace, or incidents of child labour, forced labour and discrimination. Local human rights organis-

ers are often unjustly persecuted, physically abused or restricted in their right to freedom of speech. Together with its partners, SKK/CCC documents such violations and brings them to the attention of businesses, governments and the public at large. We offer an alternative: anyone who purchases clothing can contribute to greater justice in the world.



CCC/SKK helps to improve labour conditions.

Meanwhile it is generally recognised that consumers have the right to buy clothing of good quality and at a reasonable price, but also that these should be produced in socially responsible ways. In the business world, too, corporate awareness in the area of responsible entrepreneurship has been successfully realised. A significant part of the companies in the textile sector has by now developed policies regarding labour conditions in their production chain. By way of codes of conduct and the creation of organisations specifically designed to monitor compliance, attempts are made to improve the human rights and the quality of life of the more than 30 million people across the globe, mostly women, who make our clothes. In recent years, ethical clothing has even become fashionable and is building up a market of its own, and SKK/CCC takes pride in having been co-instrumental in creating this social basis.

Sadly, though, real results (that is, structural improvements at work floor level) are still scarce. In the years ahead, SKK/CCC and its partners in producing coun-

tries will continue to work on this by reporting violations of labour rights and human rights, by reminding companies of their responsibilities via well-aimed campaigns and by providing clear alternatives. Through public campaigns and actions, consumers are urged to help us improve the lives of the women who sew their garments. We address companies and governments. Our goal is not only the solution of the case at issue, but also to prevent future problems by improving policies and compliance.

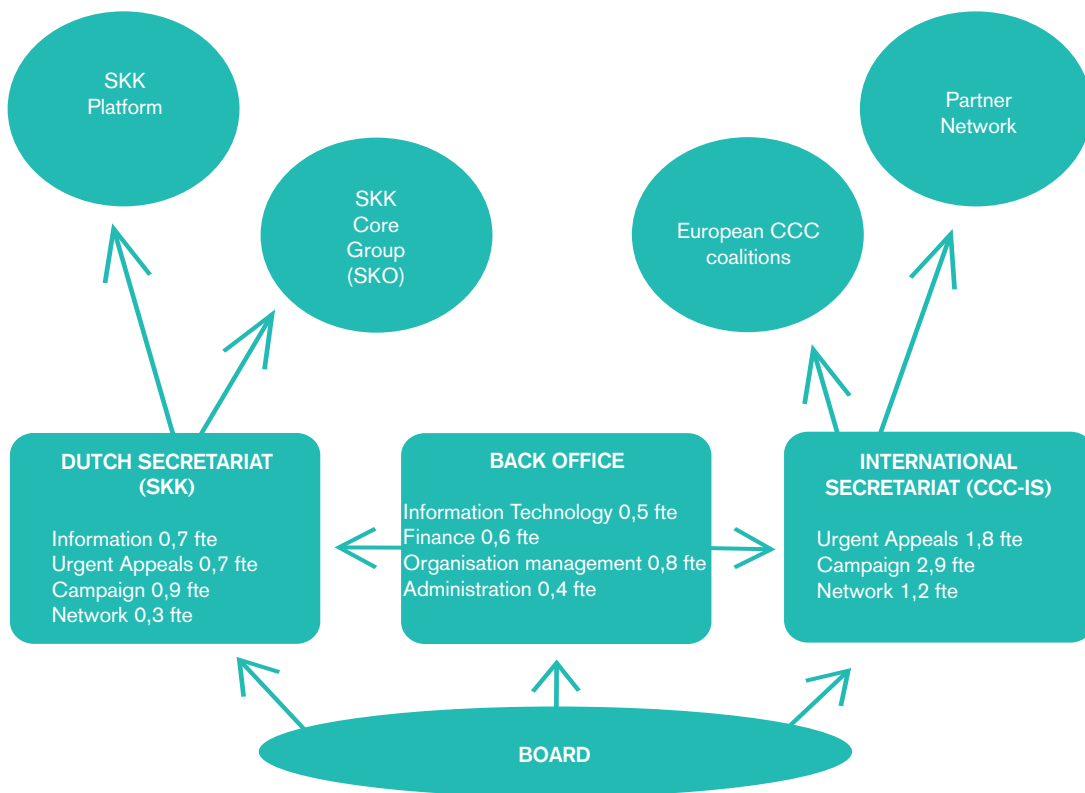
SKK/CCC starting points are laid down in the document 'Principles of the Clean Clothes Campaign'. Pressure on the organisation to expand further and the dynamic context in which SKK/CCC operates have led to a continuous process of reflection on the future structure and objectives of the organisation.

Organisation Profile

SKK/CCC is a network organisation consisting of European network coalitions and a strong international partner network. 2007 witnessed the birth of new network coalitions in Norway and Denmark. Currently, there are CCC secretariats in twelve European countries. These are autonomous coalitions consisting of labour unions and social organisations (women's organisations, consumer organisations, research institutes, organisations for fair trade, solidarity groups, youth groups, churches, etc.). The international network is made up of social organisations, labour unions, individuals and institutes in garment-producing countries. Furthermore, SKK/CCC also collaborates with sister organisations in the US, Canada and elsewhere.

The choice for this network model has been deliberate, even if it sometimes means that the SKK/CCC name is featured less prominently. After all, cooperation with organisations supported by many means greater reach and more impact. In total, more than 250 different organisations participate in the campaign.

The SKK/CCC office in Amsterdam has three independent teams: the International Secretariat (CCC-IS), the Dutch Secretariat (SKK), and the Back Office (administrative support).



Organisation chart SKK/CCC, full time equivalents (FTEs) per 31 December 2007

The Organisation Coordinator functions as intermediary between the teams, that collectively take decisions in team deliberations. The teams serve the needs of the partner organisations. The staff jointly decides on matters of general interest to the organisation and receives support in this from the foundations board. Strategic decisions that fix objectives and priorities that concern the entire network are taken in the international and European CCC meetings.

The organisation chart shows that SKK/CCC has no director or management team. Each staff member is involved in collective decision making, which contributes to productivity and efficiency, since every staff member is fully informed and involved. The staff member will also support the implementation of the decision since he/she participated in arriving at it.

This also means that internally, SKK/CCC operates in harmony with the values it advocates in the outside world: base democracy, participant research, workplace evaluation and direct involvement of employees in all processes that contribute to their legal position.

The International Secretariat (CCC-IS)

- Coordinates the international activities and campaigns.
- Facilitates development of strategy and policy.
- Facilitates the international campaign structures and communication.
- Takes care of publications, renders information accessible to a broad public and engages in or commissions research.
- Conducts training for the network.

The International Secretariat meets with the European CCC coalitions three times per year. These meetings serve to set up new strategies, to coordinate recurring activities and to improve the communication arrangements. The broad outlines of specific themes and campaigns are elaborated in work groups formed during these meetings. Furthermore, there is frequent bilateral consultation with international partners on the basis of concrete cases (urgent appeals and joint campaigns). In addition to these recurring activities, thematic and regional meetings about more strategic issues are convened under supervision of the International Secretariat. These meetings are the framework in which CCC develops its long-term strategies.

The Dutch Secretariat (SKK)

SKK aims at awareness building and activating of the Dutch community, among other things by presenting information and conducting campaigns. In addition, SKK

lobbies actively with Dutch clothing enterprises and presents constructive solutions towards implementation of corporately responsible choices in the supplier chains of these companies. Furthermore, SKK supports workers and their organisations in urgent appeals involving Dutch businesses. Finally, SKK urges governmental authorities to implement good legislation and to buy responsibly themselves.



SKK represents an extensive network of labour unions and social organisations, among which are consumer groups, women's groups and human rights groups. These organisations provide input for SKK policy, support campaigns and take part in activities. Annually two platform meetings are organised, in which diverse topics are discussed and activities attuned to one another. The SKK platform consists of:

- Amnesty International
- Burma Centrum Nederland
- Consumentenbond
- Cordaid
- COS Nederland
- CNV Internationaal
- CNV Jongeren
- Fair Trade Original
- Filippijnengroep Nederland
- FNV Mondiaal
- Goede Waar & Co
- Hivos
- India Committee of the Netherlands (ICN)
- Landelijke Vereniging van Wereldwinkels

- Max Havelaar
- Nationale Jeugdraad
- Nederlandse Vrouwen Raad
- NVVH-Vrouwennetwerk
- Oxfam Novib
- Sari Wereld Mode Winkels
- Solidaridad
- SOMO
- Stichting Natuur en Milieu
- Stichting Oikos

Three of these organisations are closely involved in the development of SKK strategy and policy. This core group meets six times per year and consists of:

- Filippijngroep Nederland
- India Committee of the Netherlands (ICN)
- SOMO

The SKK coordinators further maintain intensive contact with the international and European network, and are represented at the European meetings of the CCC.

The Back Office

The back office provides services for the International and Dutch secretariats. It is responsible for finances, planning and planning monitoring, quality control, administrative tasks, human resources policy, ICT, maintaining the websites and the other facilities. Also, the back office functions as the general contact address for the organisation.

The Board

The principles of governance adhered to by SKK/CCC are formulated in the Charter and Bye-laws. The foundation board consists of five members. The board members receive no allowance, salary or other type of compensation from the foundation. Board members do have the right to declare, within reasonable limits, costs related to their function.

The board has the following tasks:

- Supervision of the financial situation and approval of the annual budget and (financial) reports.
- Responsibility for employee management.
- Supervision of the performance of the International and the Dutch Secretariat, and of the execution of the year planning.
- Support for the International and the Dutch Secretariat in the implementation of the various campaigns.

In 2007, the board met on five occasions. At the request of the board, the Organisation Coordinator and a

representative of the International and the Dutch secretariats participated in the meetings. In 2007, the board reviewed and reaffirmed the Fraud Control programme. The budget and the plan of activities for 2008 also received the approval of the board in 2007.



CCC/SKK has a wide network.

Composition of the board

Evert de Boer

Board member since 1995, current period expires February 2009.

Function: chairman and employee policy support.

Since 1987 Evert de Boer is coordinator of the Filippijngroep Nederland. During the 1980s he was involved in actions in support of textile workers in the Philippines, who opposed the closure and relocation of the factories where they were employed. One of those actions led to the decision to create the Schone Kleren Kampagne in 1989. This makes him one of the founders of the SKK. From the beginning he has actively participated in the SKK core group and the SKK platform. Since 1995 he has been closely involved in the creation of the Fair Wear Foundation (FWF), and he represents SKK/CCC in the FWF board.

Margreet Simons

Member of the board since 1995, current period expires February 2009.

Function: treasurer and campaign advisor.

Margreet Simons works for the Consumentenbond as researcher in corporate responsible entrepreneurship. Her research is aimed at social and environmental aspects of the purchase of products. Organisations like SKK/CCC are important sources of information for this kind of research. Margreet Simons joined the board when she was still working for the Alternative Consumers Association, now known as Goede Waar & Co. She considers SKK/CCC an inspiring, hard-working group of people with courage and deep desire for a better, more equitable world.

Vivian Schipper

Board member since 2004, current period expires April

2010.

Function: secretary and employee policy.

From 1995 until 2001, Vivian Schipper worked for SKK/CCC. She began as a volunteer for an action aimed at Nike. Towards the end of the 1990s, SKK/CCC had funds to engage her for a number of hours per week. It started with a small, inspiring and determined group, initially prompted by a sense of justice and the will to take up responsibility. Over the years, these motivating forces were supplemented by the realisation that the campaigns really made a difference. After some years she moved on to a board function. Vivian Schipper is also a health promoter at Jellinek Preventie.

Harry de Vries

Member of the board since 2004, current period expires April 2010.

Function: campaign advisor and vice-treasurer.

Having done lobby work for NOVIB for seven years (in the field of certification marks and fair trade), Harry de Vries started a different job in 2001. International relations were no longer part of his daily activities. He was therefore happy to be invited to join the SKK/CCC board. Justice in the world is important, for the present and for the world we leave to our children. Joining SKK/CCC is an excellent way of contributing to that, Harry de Vries says.

David Binnerts

Board member since 2004. David Binnerts stepped down on the 1st of April 2007.

Function: vice-chairman, advisor efficiency and effectiveness.

In his daily life David Binnerts offers his services as an organisation expert and consultant via his own business.

Jupijn Haffmans

Joined the board in September 2007 to succeed David Binnerts. Current period expires September 2010.

Function: vice-chairman, advisor efficiency and effectiveness.

In 2003 and 2004 Jupijn Haffmans worked for SKK/CCC. The international character and immediate involvement with consumers via clothing appeal to him. He is convinced that SKK/CCC can have a direct impact on the improvement of labour conditions and hence of the living conditions of the people with whom we are linked via our garments. After a turbulent period as a member of the Amsterdam municipal council, Jupijn Haffmans currently works for an initiative in the area of sustainable freight transport. However, he felt the need to stay in touch with the useful work of NGOs. Therefore, to become a board member at SKK/CCC was a logical step.

ACTIVITIES 2007



The Olympic CCC mascots at Play Fair 2008.

Highlights Clean Clothes Campaign – International Secretariat

Introduction

In 2007 the CCC International Secretariat focused on the preparation and launch of the Play Fair 2008 (PF 2008) Olympic Campaign. The campaign was a joint action with the Global Unions and southern partners, especially those in Hong Kong and the New Delhi-based Centre for Education and Communication. To make a meaningful impact on the Olympic family and Olympic sportswear brands, the CCC and its partners drew attention to labour-rights issues well ahead of the games, leaving time for discussion and negotiation on improvements. A key component of the PF 2008 campaign's success and the effectiveness of the Clean Clothes Campaign generally was intensive collaboration and communication with the CCC's partner network, which reached its height in November at the International Campaign Forum in Bangkok, the biggest global anti-sweatshop forum ever organised. Among the faces at the forum were representatives of the newest member of the ever-growing CCC coalition, CCC-Denmark.

As in each year, several field visits were organised offering a chance for in-depth discussions with existing partners, and for introductions to new ones. CCC staff visited Hong Kong, China, Thailand, Tunisia and Bangladesh, where they also participated in the first phase of the development of the Asia Floor Wage campaign, scheduled to be launched in 2009.

The 2007 agenda also featured a push for meaningful improvements to 'Multi-Stakeholder Initiatives' via the JO-IN initiative (see www.jo-in.org) and other methods.

When the opportunity presented itself to collaborate with UN Special Representative John Ruggie to develop proposals for best practices for businesses on human rights issues, CCC-IS took up the challenge.

Work on Urgent Appeals focused on the development of a 'strategic' urgent appeal, combining the experiences of several cases in Indonesia into a more general sector-wide call for action that could be used both independent of and in support of casework. However, 2007 proved to be an exceptional year when CCC staff became the subject of its own urgent appeal in a case of defamation brought on by an Indian jeans manufacturer.



Olympic mascot (Fuwa) mails out a report.

“No Medal for the Olympics on Labour Rights” Kicks off Olympic Campaign

The CCC teamed up with international trade unions in 2007 to launch the Play Fair 2008 campaign, kicking off with a hard-hitting research report that garnered extensive international media coverage and put the issue of labour rights in the public spotlight in the lead up to the 2008 Beijing Olympics. Launched on the eve of an International Olympic Committee meeting in London, the report, “No Medal for the Olympics on Labour Rights”, featured new research on working conditions at Chinese factories producing goods that bear the Olympic logo. It revealed the use of child labour, excessive working hours, routine underpayment of wages and disregard for Chinese labour laws.

The report was covered by the Associated Press and Reuters, featured prominently in the Financial Times and Wall Street Journal, and headlined on BBC News and CNN. It prompted several follow-up reports and inspired U.S. House Speaker Nancy Pelosi to call for a “thorough investigation” by the IOC and the Beijing organisers. There was also massive attention in Hong Kong and the mainland Chinese press. The Beijing Organising Committee was compelled to hold a press conference and agreed to investigate the abuses at all

factories involved in cooperation with the local authorities. The international release of the report increased pressure upon the International Olympic Committee to address labour issues. While the IOC initially denied responsibility, it subsequently changed its tune and called for a joint meeting in Lausanne to address the issues raised in the report. News about the IOC's response was publicised on the Play Fair 2008 website, which was launched in 2007 to communicate campaign information and mobilise public support.

The report is downloadable at: www.playfair2008.org/docs/playfair_2008-report.pdf

CCC-IS was active throughout 2007 in creating materials to support the Play Fair 2008 campaign, and facilitating the development of strategies and activities at both the national and international levels. Play Fair 2008 builds on the CCC's earlier work to press the sportswear industry and the Olympic movement to ensure respect for workers' rights in their supply chains through Play Fair 2004 and campaigns aimed at the European football championships since the mid-1990s.

Sportswear brands, with their prominent position in the garment and sports shoe sector, have the potential to play a leading role in moving the industry as a whole towards a higher standard of respect for workers' rights and therefore the CCC has sought to engage them on these issues. The Olympic movement, increasingly a brand itself and also a key actor in showcasing sportswear brands to consumers, has been resistant to acknowledging its responsibility when it comes to the rights of workers. The 2008 campaign, coordinated by the CCC and the International Trade Union Confederation and International Textile, Garment, Leather Workers Federation, aims to raise awareness and build support for positive change.

For more on PF08's targets and objectives, see the complete campaign statement at www.playfair2008.org.



In Hong Kong Play Fair also spoke out.

CCC Input to United Nations on Improving Human Rights Performance of Businesses

Many corporations in the clothing industry have adopted codes of conduct expressing ethical standards on how production should take place. CCC has always argued that in order to be credible and effective, the company's code compliance program should also include external verification by an independent body. For this reason, CCC has stimulated the creation of multi-stakeholder initiatives (MSIs), which involve at an executive level a variety of business interests, NGOs, and trade unions that attempt to develop systematic approaches to code implementation, monitoring, and verification, as well as a structure for accountability to civil society.

In relation to this work, CCC-IS engaged in a dialogue with John Ruggie, the United Nations Secretary-General's Special Representative (SRSG) on Business and Human Rights. In a five-page letter, the CCC offered Ruggie suggestions on how multinational companies could improve labour conditions in supply chains and takes a critical look at the general impact of corporate social responsibility initiatives, voluntary supply chain initiatives, stakeholder involvement, and so on. The CCC letter can be found at:

[/www.cleanclothes.org/documents/070323_CCC_to_Ruggie.pdf](http://www.cleanclothes.org/documents/070323_CCC_to_Ruggie.pdf).

In his response, Ruggie agrees with much that CCC said. His letter can be found at:

www.cleanclothes.org/documents/070417-Ruggie_to_ccc.pdf.

Following this dialogue, CCC-IS was invited to participate in the organisation of an expert workshop on improving human rights performance of business through multi-stakeholder initiatives. The workshop, hosted by the Dutch Ministry of Development Cooperation, and co-organised by CCC and the office of the UN SRSG, was held November 6 and 7th.

The workshop addressed two distinct but related issues: the principles that make for effective governance of multi-stakeholder initiatives and the credible bases for effective supply chain code implementation. The results will also feed into the preparations of SGSR's final report to the Human Rights Council in 2008. Some 50 experts from a large variety of initiatives, countries and backgrounds participated in the workshop. For a summary of the discussions see www.cleanclothes.org/documents/MSI_Consultation_Summary.pdf.

Publication of "Principles that make for effective governance of multistakeholder initiatives"

As an input for the expert workshop mentioned above, CCC contributed extensively to the development of a paper outlining principles for the effective governance of multi-stakeholder initiatives. The principles document

was produced with the aim of providing a practical, accessible overview of key aspects of MSI governance in order to guide and inform discussions during the workshop. It draws mostly but not exclusively on the experience of Northern-based labour standards MSIs operating in the garment industry, especially those in the Joint Initiative for Corporate Accountability and Workers Rights (JOIN). The paper also compares some industry-driven initiatives like the Business Social Compliance Initiative with MSIs. The paper looks exclusively at MSIs that address the impact and responsibilities of business.

The key findings of the document were presented by Pins Brown at the 'Expert Workshop on Improving Human Rights Performance of Business through Multi-stakeholder Initiatives' and functioned as an important reference point during discussions, articulating the CCC perspective on MSI governance to this key group of actors. The final version of the document integrated feedback from the workshop participants and has been distributed throughout the CCC network.

This document can be found at: www.cleanclothes.org/documents/Principles_for_effective_MSI_governance.pdf

CCC Convenes Largest International Forum to Date

In November, CCC brought together 110 people from its global network to meet in Bangkok, Thailand to discuss campaigning for garment workers rights. The lively gathering of representatives from trade unions and NGOs from 40 different countries was the largest-ever International Campaign Forum convened by CCC.

The three-day meeting focused on developing CCC's global campaigns and strengthening its international network. The meeting was organised together with the Thai Labour Campaign and the Centre for Education and Communication in India. The aim was to jointly review and develop future campaign plans and strategies. The forum, featuring a diverse line up of workshops and strategy sessions, provided an opportunity for strategic planning for the Play Fair 2008 campaign (see above) on the international level. The forum also focused attention on the growing need to jointly address the increasingly important and often negative role of "giant" retailers in setting the standards for working conditions in global garment industry supply chains. The forum was also a space to discuss other priority CCC issues, such as gender and organising in support of workers' rights, migrant workers' issues, the role of purchasing practices on working conditions, and the increasing flexibilisation of labour.

A 66-page internal report documents the passionate discussions, proposed strategies and important challenges facing workers and organizers in the garment industry. Evaluations of the forum were extremely posi-

tive and reinforced the value of face-to-face meetings with and between partners, particularly for the success of campaign work.

Solidarity Support: Small Steps to Big Change

Throughout 2007 the CCC continued to work on a wide array of urgent cases in which workers' rights were under attack. Work on urgent appeals has been an important element of the CCC's ongoing commitment to engage in direct solidarity action in support of garment workers worldwide. Urgent action cases also are an important way in which the CCC stays engaged in information-gathering on the most pressing issues facing garment workers today, to better understand industry trends and their impacts on workers and to support workers who are organising to push for improvements. The CCC's mobilisation of the public in support of workers' demands is also a key strategy for engaging consumers in dialogue with companies to demonstrate clear support for a better and more just system of garment production.



Participants in the international CCC forum.

CCC was active in more than 50 cases in 2007, ranging from the murder of Thai union leader Hy Vuthy, on-going violence against union leaders in the Philippines and Sri Lanka, suppression of union organising in Turkey, withholding of wages in Indonesia, and a factory closure in the Dominican Republic. In 2007 most appeals for action arrived from Asia (Bangladesh, Cambodia, China, India, Indonesia, Philippines, Sri Lanka), but CCC also supported workers in Turkey, Morocco, Tunisia, Mauritius (migrant workers from Sri Lanka), the Dominican Republic and Mexico. The most common issues related to the denial of workers' rights to freely associate, including unjust dismissals and violence against union members, refusal to recognise a union as a bargaining partner, and closure of a workplace in order to put an end to a union.

CCC engaged with more than 40 retailers and brands on these cases resulting in some positive outcomes, such as reinstatement and receipt of back wages for

union members at the Haitex factory in Bangladesh and compensation for illegally dismissed workers at the A-one factory in Bangladesh after a two-year long fight. A worker tour with Cambodian union representatives was organised in the UK, Belgium, Austria, Spain, Norway and Germany. The tour drew public attention to a case of union-busting and helped lead to reinstatement of dismissed union leaders.

In collaboration with Oxfam Australia, CCC prepared its first 'strategic' urgent appeal, gathering the experiences of several cases in Indonesia and offering sector-wide solutions to major problems facing workers there. One of these issues, violations of workers' rights during factory closures, was also the subject of a 14-page e-bulletin, "Expectations in Relation to Factory Closures and Mass-Dismissals". The bulletin looked into the issues at stake when garment factories close or significantly reduce their production and provided an overview of the existing regulations and agreements regarding closure and workers' rights in the international labour rights context. The bulletin emphasised the role of brand name companies and retailers.

This document can be found at: www.cleanclothes.org/documents/07-09_CCC_E-bulletin_Closures_and_Mass_dismissals.pdf

An Urgent Appeal of Our Own

CCC was unexpectedly required to dedicate significant time and resources to one particular case in 2007 involving three staff members and the board chair who, along with three staff members of the India Committee of the Netherlands (ICN) and two Dutch Internet companies, were accused by Indian jeans manufacturer FFI/JKPL of defamation, acts of racist and xenophobic nature and cyber crime.

In an unprecedented move, FFI/JKPL launched a lawsuit against the international labour activists after having taken similar steps against the unions and local labour support organisations that originally defended the rights of FFI/JKPL workers. At the heart of the issue was the CCC and ICN's publication on their websites of information on workers' reports of rights violations at FFI.



Solidarity campaign for Cambodian workers in Germany.



The CCC was subject of an Urgent Appeal itself.

The staff members and board chair received a summons in May to appear before the court in Bangalore, thus prompting CCC and its network to engage in a period of intensive lobbying and public campaigning to urge the factory to withdrawal the cases and engage in constructive dialogue with local groups. When the Bangalore court called for international arrest warrants to be issued, and requested the Ministry of Home Affairs to ask the Dutch government for extradition, CCC focused on mobilising human rights organisations and labour rights organisations all over the world, including Amnesty, ITUC and Human Rights Watch, as well as lobbying the European Commission and the Dutch government. A complaint under the OECD guidelines was filed with the Dutch National Contact Point (NCP). The Dutch trade union organisation FNV, together with Amnesty Netherlands and NOVIB approached the main Dutch buyer G-star in an attempt to mediate. The case received worldwide media attention, and obtained a high-level political profile when India's Minister of Commerce and Industry, Kamal Nath, brought it up with the Dutch government during the Dutch royal visit to India, and subsequently with the European Commission. Nath claimed that public criticism of labour conditions is akin to putting up 'technical barriers to trade'.

Since 2006, CCC had been working on the case with brands sourcing from the factory. Following the lawsuit, the case took on a new dimension. Following a complaint submitted by CCC, Social Accountability International publicly announced the impossibility of giving SA8000 certificates to a company that has undertaken legal actions against stakeholder organisations. SAI regrettably refused to publish the report on the investigation of the complaint, fearing legal action from FFI/JKPL. The Fair Wear Foundation, whose member Mexx sourced from FFI/JKPL, did publish their investigation report, and it and several other brands subsequently announced the end of their business relationship with FFI/JKPL. The largest remaining buyer, G-Star, became the main target of a worldwide campaign, which culminated in an international action day on December 17, 2007 in 12 countries spanning 4 continents. Following

this, G-star decided to suspend their relation with FFI/JKPL.

The case placed a significant burden on the staff of the CCC and posed a severe threat to the work of the CCC and to human rights and corporate accountability organisations generally. If the gag rule prevailed, the precedent would have been set for advocates to be extradited to stand trial in India for publishing testimonies of workers' rights violations.

At the same time, the case showed the strength and breadth of the CCC's international network and afforded valuable experience in external and internal communications, and lobbying. It highlighted the importance of maintaining good, timely communication with local partners, and demonstrated the fundamental relationship between freedom of speech and freedom of association.

(In early 2008, mediation will result in an agreement that all court cases be withdrawn and campaigning will stop.) For more information see: www.cleanclothes.org/component/content/article/95

Highlights Schone Kleren Kampagne



The friends of the Hema are informing consumers.

Critical fan club for HEMA

In March 2007 word got out that the HEMA owner Maxeda wanted to discard the HEMA chain. Upon hearing this SKK started a campaign to collectively acquire this popular national chain, and in doing so ensure that the garment selection would exclusively contain clothing for which no people were exploited. Almost 1,500 people subscribed for a piece of HEMA of their own, good for a total of € 341,182. Ultimately, HEMA was sold to the British venture capital investor Lion Capital. As soon as the acquisition was publicized, Lion Capital received some 300 letters from concerned HEMA fans. Because the campaign for the acquisition had attracted much publicity and received many enthusiastic responses-

es, it was decided to push for the creation of a HEMA fan club, the first retail chain in the world with a real fan club. Rapid success followed. A meeting was held with the HEMA management, at which it was agreed that HEMA would inquire how workers themselves can become involved in improving their working conditions.

Green light for clean working clothes

In 2007 the ongoing campaign 'Green light for clean working clothes' marched on. The purpose of this campaign was to have employees in the public transport sector demand honest working wear. In May SKK toured along many large bus terminals in a vintage bus, to gather signatures from bus drivers. Some 90% of them was willing to sign for honest working clothes. The major transporters, Connexion and the Dutch Railways, both indicated that they committed themselves to honestly produced working clothes.



SKK in dialogue with a busdriver.

Fair Fashion: towards an honest garment industry

In June the project 'Fair Fashion' commenced. This 3-year project, carried out in four European countries (the United Kingdom, Austria, Poland and the Netherlands), addresses students in fashion education. In the near future these young people will be called upon to take important decisions that have consequences for garment workers in the producing countries. Fair Fashion, in cooperation with fashion schools, demonstrates successful methods to improve labour conditions in the garment industry. An additional staff member has been hired for this project. The Amsterdam Fashion Institute was contacted, which at the time was exploring a possible role the themes "working conditions" and "sustainability" could play in the course curriculum. Since then Fair Fashion has been involved with a number of this institute's projects. For example, SKK was involved as an external expert in a project of students who designed sustainable jeans, and in November SKK was present

at the largest conference on fashion and durability, organised by AMFI and ArtEZ Arnhem: Beyond Green in the World Fashion Centre. At the same time the project website was launched (www.fairfashion.org).



Fair Fashion: for students in fashion education.

No Medal for the Olympics on Labour Rights

For SKK/CCC the Olympic Games were a unique opportunity to draw attention to working conditions in the sportswear industry. In 2008 the Olympics will be held in China, the largest clothing producer in the world, where working conditions are generally very poor.

With the Play Fair Campaign SKK/CCC urged the International Olympic Committee (IOC) to commit itself to honestly made sportswear at the Games, starting with ensuring that products bearing the Olympic logo would be 'clean'. However, the IOC, notwithstanding its promise that the Games in Beijing would contribute to the improvement of human rights, closed the door. When in June 2007 the Play Fair coalition – in which SKK/CCC participates – published the report '*No Medal for the Olympics on Labour Rights*' about abuses in the production of Olympic goods, the IOC adamantly denied every accusation, until its defence was utterly shattered by pictures on the BBC. The Dutch Olympic Committee's response was more civilised. Talks in July yielded approval for Play Fair to furnish a 'sporters kit' with information about working conditions for distribution among the athletes.

In March the FNV organised a special conference on the theme 'Trade with China'. At this conference SKK organised seminars about the Olympic Games and about investigating labour conditions in China.

Urgent Appeals

An 'urgent appeal' is a call by garment workers and their organisations in the event of a concrete violation of labour rights: for instance, workers are dismissed because they established a labour union, work under dangerous working conditions, are sexually intimidated or their factory is suddenly closed down. SKK/CCC supports them in their struggle against labour and human rights violations in the global garment industry. It does so by engaging in dialogue with garment factories and clothing brands about the reported violations, and by asking them to use their influence as buyers to end the abuses. SKK/CCC bases itself on the internationally recognised labour standards of the International Labour Organisation (ILO) and the Universal Declaration of Human Rights.



Front of the publication for athletes.

The majority of the cases is solved behind closed doors, and most of SKK/CCC's work on urgent appeals is non-public. If necessary, however, the SKK/CCC can back the workers' demands by mobilising a global public, for instance by having sympathizers sign online letters of protest to clothing brands. In this process very close contact is maintained with the workers and their organisations. Their wishes and demands are crucial, and urgent appeals are made public only when the workers themselves request it.

2007 was marked by a case of labour conditions in India at a supplier of among others the Dutch company G-Star. The case took an unexpected turn when the

manufacturer (FFI/KPL) filed a suit against staff and board members of SKK/CCC, the India Committee of the Netherlands and two internet providers. For information on the case, see above: "Activities 2007 Highlights Clean Clothes Campaign – International Secretariat".



Urgent Appeals give workers a voice.

In 2007 SKK and FNV Allies also called attention to labour union intimidation at the Dutch-Turkish clothing company Metraco. The company had dismissed eighteen workers because of their labour union membership; another twelve employees were forced to end their membership. Moreover, Metraco was guilty of serious intimidation and threatening, even to the point of engaging police and army. The Turkish labour union DISK-Tekstil lodged complaints about these dismissals with the International Labour Organisation and various governmental agencies. In June 2007, after a full year of fruitless attempts to set up a dialogue with Metraco, SKK and FNV Allies drew public attention to the case. The ensuing talks between SKK, FNV Allies, branch organisation Modint and Metraco ultimately led to an agreement whereby Metraco recognized the labour union and promised to retract the dismissals. In the end, of the 18 dismissed workers 14 regained their job at Metraco.

Materials

Early in 2007 the Dutch edition of "Made by Women" was published. This is a booklet containing a series of articles, portraits and interviews about courageous women and their organisations who stand up for the rights of workers in the garment industry. On the 8th of March, 200 copies were handed out during a debate evening of the gender platform WO=MEN, in which SKK participates as well. SKK also contributed to this debate on gender, companies and the role of the Dutch government.

Together with labour union FNV Mondiaal, SKK produced a 'sporters kit' to inform athletes about the production of sportswear in China. The first printing of this

full-colour brochure was 650 booklets. In addition, SKK prepared a brochure about its activities, 22,000 of which were sent along with the magazines “Onze Wereld”, “India Nu” (of the India Committee of the Netherlands), and “Tambuli” (of the Filippijngroep Nederland). Two issues of the newsletter “Schoon Genoeg” (8 and 9) also appeared.



A collection of SKK publications.

Expert meeting ‘Image damage’

Late in 2007, SKK organised an expert meeting about damage to the ethical clothing sector’s image. Participating in this meeting were ethical clothing brands and social organisations of the SKK Forum. During this meeting discussion centred on the danger of image damage for the sector and the need for reliable monitoring of working conditions at the work floor.

The Media

This year SKK was pleased to receive unprecedented press attention. Especially the FFI case and the HEMA campaign contributed to this. As the FFI case drew to a close towards the end of 2007, it became almost impossible to keep track of all that was being published on the topic. It is certain, however, that in 2007 at least 150 publications on SKK appeared in Dutch newspapers and magazines. The number of references on internet is many times greater. SKK staff members were invited three times to appear on national television and were interviewed on the radio five times.

BALANCE SHEET

	31-12-2007	31-12-2006
ASSETS		
<i>fixed assets</i>		
tangible fixed assets need for conduct of business		
equipment	4,999	2,522
<i>liquid assets</i>		
claims and transferable assets		
debtors	273	5,524
receivable subsidies	19,158	41,412
amounts paid in advance and to claim	8,542	1,407
	<u>27,973</u>	<u>48,343</u>
liquid resources	<u>391,213</u>	<u>140,114</u>
Total assets	<u><u>424,185</u></u>	<u><u>190,979</u></u>
LIABILITIES		
net capital		
<i>free disposable capital</i>		
general reserve	124,916	78,959
<i>fixed capital</i>		
funds assets conduct of business	4,999	2,522
fund assets objective	-	-
	<u>4,999</u>	<u>2,522</u>
current liabilities		
wage taxes	9,509	5,632
creditors	13,485	1,257
subsidies to spend	214,131	80,863
accounts payable	57,145	21,746
	<u>294,270</u>	<u>109,498</u>
Total liabilities	<u><u>424,185</u></u>	<u><u>190,979</u></u>

STATEMENT OF BENEFITS AND COSTS

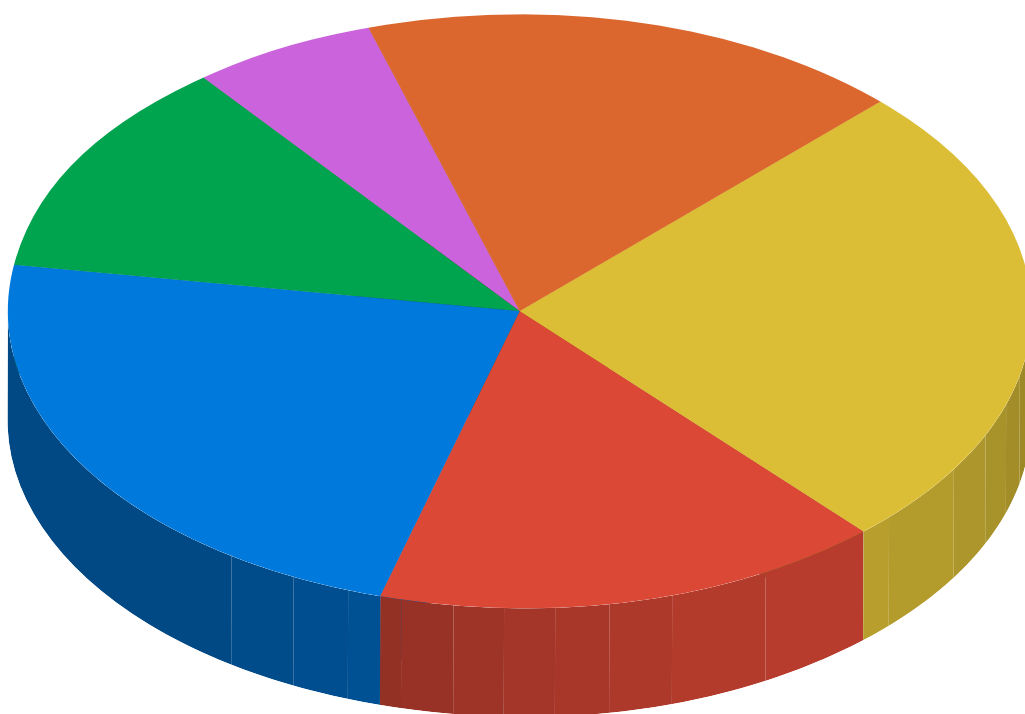
	exploitation 2007		budget 2007		exploitation 2006	
	€	€	€	€	€	€
<i>income of own fundraising</i>						
donations		11,169		-		13,777
direct recruit- and completion costs		2,425		2,107		2,715
in % of income from own fundraising		22%		0%		20%
available of own fundraising		8,744		2,107-		11,062
income from actions		26,962		-		11,586
subsidies		747,620		860,699		538,200
resultaat uit beleggingen		7,458		-		3,380
result from investments		790,784		858,592		564,228
<i>costs and expenses to the objective</i>						
press and political influencing						
national		96,459		67,157		79,101
international		224,345		185,232		125,749
campaigns						
national		53,942		17,001		12,480
international		367,514		589,202		330,086
		742,350		858,592		547,416
result		48,434		-		16,812
<i>allocation of results</i>						
dotation to general reserve		45,957		-		14,859
dotation fund assets conduct of business		2,477		-		1,953
dotation fund assets objective		-		-		-
		48,434		-		16,812

The financial figures for 2007

In 2007 both the expenditures and the income turned out somewhat lower than budgeted. However, as expected, the income and expenditures did rise appreciably compared to 2006. This growth was planned to finance a number of new campaigns. Subsequent to drawing up the balance sheet no events occurred that affected the balance of 2007.

In 2007 an unforeseen juridical dispute originating from an urgent appeal placed high demands on staff capacity. For this reason a number of planned activities were moved up to 2008 and the expenditures were accordingly lower than budgeted. The resulting surplus funds have been shifted to the budget for 2008, with the approval of the subsidisers. This explains the difference between budget and reality.

Expenditures 2007



Expenditures over project type

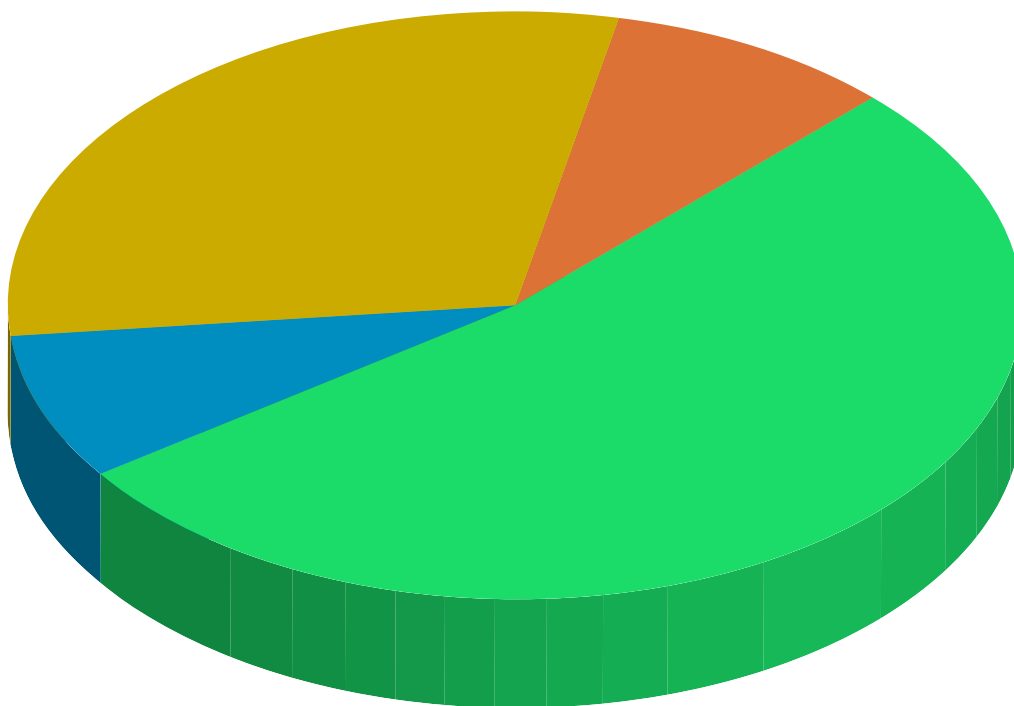
- 26% Supporting Organising: Strengthening partners and network
- 16% Corporate Accountability: Implementation codes of conduct and MSIs
- 23% Corporate Accountability: Urgent Appeals
- 12% Global Public Campaigns: Play Fair
- 6% Global Public Campaigns: Giant Retailers
- 17% Overhead

In 2007 the planned growth of expenditures was realised. 82.95% was spend on the objectives.

SKK/CCC income consists for the most part of private and governmental subsidies. The subsidies included in the budget for 2007 were all approved. In light of the

delayed activities, it was decided to allocate a smaller part of the approved multi-year subsidies than anticipated.

Income 2007



Income specified by source

- 53% Dutch government subsidies
- 8% EU subsidies
- 30% Private funds
- 9% Contribution in kind from partners

The 2007 income exceeds that of 2006 by € 226,556.

Financially SKK/CCC is a healthy organisation. For the year 2007, the books closed with a surplus of € 48,434. This surplus has been added to the own assets, which at the end of the financial year stand at € 129,915. These assets serve as continuity reserve; the purpose is temporary cushioning of financial short-ages. The board has fixed the desired continuity reserve at the amount needed to pay staff costs and bureau costs during six months without income. Fixing this desired reserve simultaneously created a ceiling for the reserves.

SKK/CCC does not invest its means in shares, obligations or other risk-bearing financial instruments. SKK/CCC seeks to invest its means in a sustainable and responsible manner. Monies not immediately needed are deposited in an ASN savings account.

All SKK/CCC employees receive the same salary, irrespective of age or seniority of position within the organisation. As of the 1st of January 2007 the gross salary was substantially raised once in order to provide a more realistic recompense for the efforts demanded. The gross monthly salary for all employees in 2007 was € 2,480 based on 36-hour weeks (was € 2,090 in 2006).

In 2007 a new project was started, *Fashioning an Ethical Industry*, aimed at attracting attention from fashion education students to labour conditions in the clothing industry. For this purpose the organisation, together with three of its European partners, obtained a consortium application grant from the Directorate-General Development. CCC Austria is the administrator for this project. In the Netherlands the project is co-financed by the Stichting Sociaal Fonds Mode- en Sportdetailhandel and the Opleidings- en Ontwikkelingsfonds voor de Confectie-Industrie.

In 2007 the project *Local Action, Global Campaigning* was launched as well. For this project we have received a four-year subsidy from the co-financing system of the Dutch Ministry of Foreign Affairs. This subsidy provides funds that cover a substantial part of our activities and guarantees the continuity of projects.

The continuation of a subsidy we received for the Urgent Appeals work is uncertain from halfway 2008 onwards. For 2008 the organisation therefore is exploring other sources through which this part of the SKK/CCC work can be financed. For the other planned activities of the organisation, the income for 2008 has already been granted.

Schöne  lere(n) Kampagne

Clean  clothes Campaign