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Schone Kleren Kampagne
Clean Clothes Campaign

Annual Report 2008

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Preface

At the start of 2008 former Prime Minister Lubbers mediated an agreement with FFI so that the case could be concluded successfully. The staff of Schone Kleren Kampagne/Clean Clothes Campaign (SKK/CCC) can now concentrate on China. This country, producing 50% of all clothing worldwide and banning free labour unions, was the host to the biggest Olympic Games ever. Millions of people around the world were glued to their television sets to see the world's best athletes compete in the ultimate athletic challenge. At the same time the *Play Fair* campaign challenged the sportswear industry and national and international Olympic committees to take responsibility for working conditions in Olympic sportswear supply chains. *Play Fair 2008* organised various public events – from a marathon and a bike race to the worldwide transmission of a virtual flame for labour rights – that captured the public's attention and revealed the appalling conditions in sportswear supply chains. Shortly before the Olympiads descended on Beijing in August, SKK/CCC and its partners held a meeting with major sportswear brands in neighbouring Hong Kong to push them to take concrete action. Meanwhile SKK/CCC, in close cooperation with local partners, hosted an international conference in India for labour organisers to build capacity and to share information and effective strategies for organizing workers.

Women workers are especially vulnerable. This point was driven home once again in the *Urgent Appeals* reported by our partners. In the Indonesian PT Mulia factory, women workers were dismissed because they organized themselves to demand safe transport home after work and the right to pregnancy leave. In another urgent appeal, SKK/CCC supported the reinstatement of a female union president at a Triumph factory in Thailand, who was previously dismissed for speaking out in support of freedom of speech and reproductive rights. I single out these cases because they demonstrate the importance of focusing our continued attention on the special needs and problems specific for female workers in the garment industry.

In 2008 SKK/CCC also devoted extra attention to effectively conveying its message to consumers. New media tools like the internet and mobile phones are relatively cheap and accessible to many. By making use of these, SKK/CCC can reach many consumers. A good example is *Modopoly* (Dutch for Fashion-poly and an evident play on words), an interactive Monopoly game developed in 2008. Visitors to the website can find information about specific clothing brands and ask companies questions straight away. We need to emphasise time and again the importance of gaining the support of individual people. As union leader and SKK/CCC partner in Sri Lanka Anton Marcus put it: 'History tells us that international solidarity is the heart of our activities; without it we cannot work'. We need everybody for that. We need you for that.

With this annual report, SKK/CCC aims to inform everyone interested in our activities. It offers insight into the organisation's 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 2008. 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



CSS/SKK has a wide network: an action in Germany.

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 organisers 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.



Back in the days: an action late 80's in Belgium.

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 countries 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.

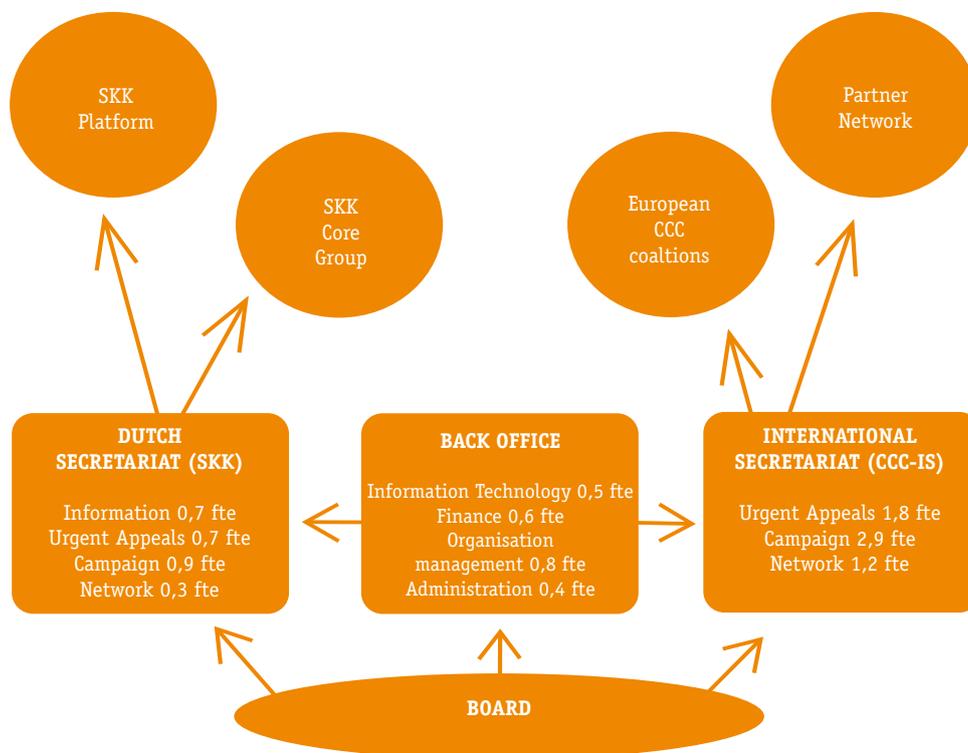
SKK/CCC starting points are laid down in the document 'Principles of the Clean Clothes Campaign'. Pressure on the organisation to expand further and the dynamic context in which SKK/CCC operates have led to a continuous process of reflection on the future structure and objectives of the organisation.

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).



→ = provides services to

Organisation chart SKK/CCC, full time equivalents (FTEs) per 31 December 2008

In 2008 there were some staff changes. Because one of the vacancies was not filled per 31 December, the number of full time equivalents at the end of the year is somewhat less than the year before.

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
- Filippijngroep 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 (Centre for Research on Multinational Corporations)
- 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 (Centre for Research on Multinational Corporations)

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.



Garments are mostly produced in countries such as India.

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 2008, the board met on four 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 2008 the board also requested that an internal evaluation of an urgent appeal be carried out. The effectiveness of the cooperation with various stakeholders and the applied strategy were evaluated. Furthermore, the board approved the employee manual. In it, agreements are laid down concerning organisation rules and conditions of employment. The aim is to ensure clarity and continuity. The principles of the organisation chart of SKK/CCC, a collective taking joint decisions, are to be found in the manual as well. In 2008 the board inspected the organisation's communication policy and, together with the staff, formulated guidelines for it. The budget and the plan of activities for 2009 also received the approval of the board in 2008.

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.

As of 1 April 2008 Margreet Simons works as a ESG-analyst (Environmental, Social, Governance) at SNS Asset Management. The team in which she works screens enterprises in terms of criteria for corporate accountability. When companies commit serious human rights violations or cause serious environmental pollution they are excluded from investments. Also, companies are urged to improve their policy. Previously, she worked for 5 years for the Consumentenbond as a researcher in socially responsible entrepreneurship. Margreet Simons has been a board member for a longer stint than most of her colleagues and 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.

- Jupijn Haffmans

Member of the board since 2007, current period expires September 2010.

Function: vice-chairman, advisor efficiency and effectiveness.

In 2003 and 2004 Jupijn Haffmans worked for SKK/CCC. The international char-

acter 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 worked for an initiative in the area of sustainable freight transport. Then he joined the Milieucentrum Amsterdam, an independent local organisation for a sustainable and liveable city, where he still works. He finds the combination of this job with board membership in an internationally oriented and very enthusiastic group of people very inspiring.

Activities 2008



The Play Fair mascot carries the flame for labour rights.

Highlights Clean Clothes Campaign – International Secretariat

Introduction

On March 20, 2008, just days before the Olympic torch was lit in Greece, an alternative flame was set ablaze to shed light on the conditions in which workers produce Olympic goods. With 173 supporting organisations from more than 37 countries and a campaign coalition including the Clean Clothes Campaign (CCC), the International Trade Union Confederation (ITUC), and the International Textile, Leather and Garment Workers' Federation (ITGLWF), Play Fair 2008 took off with an electronic relay message to the International Olympic Committee to make a commitment to labour rights.

In the months leading up to the 2008 Beijing Olympics, the CCC International Secretariat, together with its expanded coalition of 12 national-level European campaigns and international partner network, drew the public's attention to the issue of workers' rights in the global sporting goods industry. Play Fair 2008 featured an extensive report on working conditions based on interviews with sportswear workers in four countries, the use of innovative campaign tools such as Bluetooth and sms, and concrete recommendations to the sportswear industry to eliminate abuses of workers' rights.

Behind the public campaign lay careful consideration of the challenges facing garment workers and a keen analysis of corporate accountability in garment industry supply chains. Through extensive consultation with international partners, dialogue with key stakeholders, and participation in meetings and seminars, CCC continued in 2008 to shape the debate on businesses' responsibility to workers. Solidarity work on cases of workers' rights abuses continued to provide a valuable window on the gap between corporate responsibility's promise and the reality of workers' lives. Casework fostered close communication with partner organisations and enabled CCC to share with the public compelling stories that demonstrated to brands and consumers alike, the urgent need for change.

Play Fair 2008

Taking aim at the International Olympic Committee (IOC), the National Olympic Committees, national governments and Olympic sportswear brands, Play Fair 2008 set an ambitious goal of pushing for identifiable and concrete measures to eliminate the exploitation and abuse of workers in the global sporting goods industry.

Throughout 2008, CCC-IS coordinated the development of international campaign strategies and created state-of-the-art campaign tools and materials to make Play Fair 2008 a success. More than 12,000 people from across the world used the 'Catch the Flame' virtual tool to send a message to the IOC to address the abhorrent working conditions of Olympic-brand suppliers. News about campaign events was published on the campaign website, www.playfair2008.org, which was maintained by CCC-IS.



Over 12000 autographs were presented to the IOC.

Meanwhile, sportswear brands received a wake-up call in the form of an industry report documenting substantial violations of the rights of workers in their supply chains. The report, *Clearing the hurdles: Steps to improving wages and working conditions in the global sportswear industry*, found that sustainable improvements on labour rights have yet to be realised. Direct dialogue between leading sportswear brands and the Play Fair coalition took place in Hong Kong just before the Olympics began. Participants discussed implementation strategies on a range of compliance issues and a working group was formed to take Play Fair recommendations further.

The report is available at www.playfair2008.org/docs/Clearing_the_Hurdles.pdf.

At the core of Play Fair 2008's goals was the importance of workers' right to organise. So it was fitting that the public campaign drew to a close with an inspiring worker-organiser exchange in India. CCC staff, garment workers and organisers had the chance to discuss effective strategies and common obstacles to union organising.



Companies can improve labour rights by taking four steps.

From Codes of Conduct to the Full Package Approach

In the context of its corporate accountability work, CCC this year focused on providing materials that can assist companies, consumers and activists in better understanding corporate accountability systems and the many debates surrounding them. Codes of conduct and social auditing have become a standard response to labour rights violations. They can deliver some important results and set into motion a paradigm shift in the consciousness of companies, but CCC argues that a more comprehensive approach is needed. *A Full Package Approach to Labour Codes of Conduct* laid out in clear and simple terms, details four steps companies can take to ensure their products are made under humane conditions. Available in English, French, German, Spanish, it is a universal guide for companies that want to improve their corporate social responsibility (CSR) policies and practices.

The document is available at: www.cleanclothes.org/component/content/article/3-codes-of-conduct/40-full-package-approach-to-labour-codes-of-conduct

For consumers and others who want to know more about current CSR policies, the CCC launched www.fashioncheck.net. The website aims to provide more transparency about the CSR policies of garment companies and measures their progress against minimum standards. The company profiles on the website point to weaknesses in certain approaches and identifies known violations of workers' rights in company supply chains. It also recognises steps companies have taken to improve conditions.

A thorough, detailed review and long-term evaluation of CCC strategies formed the subject of "The Structural Crisis of Labour Flexibility: Strategies and Prospects for Transnational Labour Organising in the Garment and Footwear Industry." Available in English, Spanish and French, the paper points to the importance of sector-wide, thematic and cross-border campaign work, such as Play Fair 2008 and the Campaign for the Asian Floor Wage.

The document is available at: www.cleanclothes.org/component/content/article/7-publications/116-the-structural-crisis-of-labour-flexibility

Growing the Clean Clothes Campaign Network

At both edges of the European continent, new opportunities for partnerships presented themselves in 2008. In the spring, representatives from CCC-IS, CCC Spain and CCC Italy joined the organisation GAIA in Portugal to explore possibilities for collaboration. In the autumn, CCC-IS staff headed to Turkey for a productive meeting with Turkish partners and representatives from the German CCC.

Presentations by CCC-IS staff at the Conference on Decent Work in Oslo and the Women In Development Europe (WIDE) annual conference in the Hague offered the chance to educate like-minded groups about CCC's work. Finally, a field trip to the Philippines cemented ties with workers' rights organisations and unions there who are fighting nobly against violence and impunity.

The Clean Clothes Campaign set a goal in 2008 of improving communication with both international partners and the general public. To that end, the CCC International Secretariat's biannual newsletter received a completely fresh look and structure. The first edition of the newly named *Threads* also featured the CCC's eye-catching new logo, a key part of the effort to streamline communications throughout the CCC family and draw attention to the unity and breadth of our European network.



CCC's network keeps expanding.

Broadening the Impact of Urgent Appeals

With the participation of 12 national-level CCCs in urgent appeal work and the increasing expertise and skill of national-level staff, our capacity to respond to urgent cases of workers' rights violations has grown. In 2008, we worked on 40 cases involving 30 different partners in garment-producing countries. The majority of these cases required pressure on clothing and footwear companies to put a stop to anti-union discrimination at supplier factories. Union repression came in the form of threats of violence and dismissals at factories in Turkey, Indonesia, and Cambodia among others. Several cases involved unpaid wages, social premiums and severance following a sudden factory closure, while others centred on trumped-up criminal charges against labour activists in such places as the Philippines, Sri Lanka and Bangladesh.

CCC was quick to respond to appeals for help for unassuming human rights defenders and researchers like Filipino labour lawyer Remigio Saladero, Chinese migrant worker advocate Huang Qingnan, Thai union president Jitra Kotshadej, and Bangladeshi factory investigator Mehedi Hasan. They are but a few of the brave individuals for whom CCC served as an important source of strength and solidarity in 2008.

By exerting pressure on companies to take responsibility for workers throughout their supply chains, communicating with government officials and mobilising public support for garment workers, twelve cases were successfully resolved in 2008. Victories included the reinstatement of nine union members in Thailand, a collective bargaining agreement in Sri Lanka, severance pay and wages for migrant workers in Mauritius, and Mehedi Hasan's release from prison.

CCC international solidarity support on particular cases is vitally important to our partners and helps create a valuable space for dialogue and empowerment. Yet we continue to look for strategies that broaden the impact of casework. In 2008, after consultation with Indonesian partners and in collaboration with Oxfam Australia, CCC developed country-specific demands to buyers sourcing from Indonesia based on years of case experience. *Sector-Wide Solutions for the Sports Shoe and Apparel Industry in Indonesia* addresses the root causes of three particular areas of labour rights violations (freedom of association, short-term contracts and factory closures) that are pervasive in Indonesia. Available in English and Bahasa, Sector-Wide Solutions was widely distributed to companies and retailers sourcing from Indonesia, as well as multi-stakeholder initiatives. The recommendations were discussed face-to-face with sportswear companies, major players in the Indonesian market, at the Play Fair 2008 meeting in Hong Kong. The recommendations are available at: www.cleanclothes.org/component/docman/doc_download/8-sector-wide-solutions

CCC also conducted a strategic appeal on the repression of Bangladeshi union leaders centred on the impact of Bangladesh's State of Emergency on labour rights. A policy paper and recommendations were communicated to companies and officials through the MFA Forum.

The publication is available at:

www.cleanclothes.org/documents/CCC%20Briefing%20Bangladesh_Emergency_and_Labour_Rights.pdf.

Crucial Victory for Freedom of Speech

In 2007 CCC faced a grave threat when three staff members and the board chair, along with staff of the India Committee of the Netherlands (ICN) and two Dutch internet/ADSL-providers, Antenna and XS4ALL, were sued by Indian jeans manufacturer FFI/JKPL for defamation for publishing information on workers' reports of rights violations. The case had far-reaching implications, endangering the possibility of international solidarity and corporate accountability work in general. Fortunately, following months of campaigning and several weeks of intense negotiations, an agreement was reached in the case on January 28, 2008. The agreement came into place via mediation by former Dutch Prime Minister Ruud Lubbers. In it, FFI/JKPL agreed to withdraw immediately the court cases against CCC, ICN, Antenna, and XS4ALL, as well as local Indian labour rights organisations. CCC and ICN agreed in turn to cease the campaign involving FFI/JKPL and the factory's main buyer, G-Star, which had announced its withdrawal from the factory the previous month. Significantly, it was agreed that all previous documents

regarding the case would remain publicly available, though marked with a “case closed” banner.

The original FFI/JKPL case from two years prior, which stemmed from problems reported by workers at the factory, was addressed in the third part of the agreement: instalment of an ombudsperson to follow up on complaints from FFI/JKPL employees. As a result of the agreement, G-Star resumed its buying relationship with FFI/JKPL. In a press release, CCC and ICN publicly confirmed their support of the agreement and applauded this first step toward creation of a sustainable mechanism for solving possible labour conflicts at FFI/JKPL in the future. Closure of the FFI/JKPL case constituted a considerable and crucial victory in defence of freedom of association and freedom of speech. Over the course of 2008 no new complaints have been filed with the ombudsperson, who reports that industrial relations at present are harmonious.

Reflection on the year 2008 would not be complete without special thanks to the many organisations and individuals who supported CCC in this struggle. After being on the receiving end of successful international solidarity action, CCC is more determined than ever to continue to support our partners and garment workers across the globe who every day risk their livelihood and lives to defend human rights. Like never before, we know how important it is for the labour rights community to speak out and take action to fight injustice.

Highlights Schone Kleren Kampagne (SKK)

Modepoly

‘Where can I buy clean clothes?’ is probably the question most frequently asked to SKK. To help consumers find clean clothes Modepoly was designed. www.Modepoly.org describes whether or not well-known garment brands and clothing stores contribute to a honest garment industry. Modepoly traces the steps taken by a company to ensure good working conditions in its supply chain. Companies are evaluated on the basis of their commitment to living wages, transparency, participation in a multi-stakeholder initiatives, and independent monitoring and verification. The information presented on [Modepoly.org](http://www.Modepoly.org) is derived from various sources. One of the most important is the CCC-IS database project. In this project companies were systematically questioned about their policies concerning working conditions. The results are published on www.fashioncheck.net. Modepoly also featured in an action of the online gadget www.treemagotchi.nl. On this site, which is linked to a personal page, blog or site such as hyves, participants plant a virtual tree that grows and blooms as a result of green and honest actions. One of the actions the 15,000 participants could carry out was to send a question to a brand via the Modepoly website. To gain extra points, participants could also ask questions in a real clothing store about the origins of their garments by using an action card. 5,700 mails were sent and 1,400 questions were asked in clothing stores.

Play Fair

In the build up to the Olympic Games in Beijing, SKK and labour union FNV Mondiaal organised the Dutch part of the international Play Fair 2008 campaign. The campaign called attention to the need for improvement of the working conditions of the workers – mostly women – who make sportswear and products with the Olympic logo. In March 2008 Play Fair offered everybody the opportunity to

be Olympic flame bearer: through sms, Bluetooth and email, anyone could send a digital flame anywhere in the world. This virtual flame also sent a message to the International Olympic Committee (IOC): make sure that products with the Olympic logo are made in an honest way. The digital flame was passed on by almost 12,000 people. Dolf Jansen, Floortje Dessing, Vincent Bijlo, Henk Schiffmacher and chairpersons of the FNV supported the campaign with a short film.

A month later a SKK relay race bike team toured European head offices of various sportswear brands. The group brought bad news: even today, the people who stitch our sportswear are working under appalling conditions. That is why the companies were given the first copies of the report *Clearing the hurdles*. It presents the results of 230 interviews with workers in the sportswear industry.

On the eve of the official opening of the Olympic Games, a manifestation was held on the Dam square in Amsterdam. 'China, go for Gold; Give human rights a chance after Beijing 2008'. Both China and the IOC had promised that assigning the Olympic Games to Beijing would have a positive impact on human rights in China. SKK joined the manifestation and urged them to transform the good intentions for human rights into deeds, also when the 2008 Olympics were over.



SKK presented a research report to different brands by bike.

Fair Fashion: Towards an honest garment industry

'Fair Fashion: Towards an honest garment industry' is especially designed for students and teachers in fashion education. Fair Fashion aims particularly at the social aspects of garment production and seeks to contribute to improvement of working conditions in the global garment industry. On the basis of multi-stakeholdership, attempts are made to bring together in all these aspects the entire spectrum of those involved (students, teachers and people in the field such as the entrepreneurs, the labour unions and social organisations). In this way we hope to inspire all future fashion professionals to contribute to the improvement of the lives of the millions of people who daily produce our clothing. The starting point for Fair Fashion is to provide participants with the knowledge and the means to make their own balanced assessment of the way they can use their talents in the effort towards sustainability in the textile supply chain.

In 2008 the Fair Fashion Files were published. They are an easy-to-consult collection of info sheets about (the improvement of) the working conditions in the global garment industry. The sheets, written by a journalist and edited by SKK,

contain an introduction to the current problems in the garment industry, examples of ongoing projects that find solutions to the challenges that keep coming up, and tips for students so that they themselves can get to work. A thousand copies were printed. Half of them have already been distributed among teachers, students and other interested parties.

An important element in the Fair Fashion project is the input of organisations from garment-producing countries. Accordingly, Fair Fashion annually invites a guest from a garment-producing country to share experiences and expertise with fashion students. In 2008 students had the unique opportunity to hear firsthand the story of labour rights expert May Wong from Hong Kong. The presentation, *Corporate Social Responsibility & China; Truth or Dare?*, took place at the Amsterdam Fashion Institute and the Utrecht School of the Arts.

In addition, Fair Fashion was involved in a total of 20 different gatherings. For instance, Fair Fashion presented a business case for the minor 'sustainable international business' of the Saxion Universities. Fair Fashion also conducted two workshops during the Beyond Green week at the Amsterdam Fashion Institute. The Beyond Green symposium consists of various presentations by inspiring international speakers and an exhibition. Fair Fashion was present with an information booth where more than 1,000 visitors could collect a copy of the Fair Fashion Files and other materials. The symposium also introduced the book *Beyond Green: Duurzaamheid en Mode*, which includes a contribution written by Fair Fashion.



Fair Fashion gets interest from many fashion students.

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.

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.

Towards the end of 2007, former Prime Minister Lubbers mediated in the much-discussed case about working conditions at the supplier of, among others, the Dutch company G-Star in India. For information on the case, see above, *Activities 2008 Highlights Clean Clothes Campaign – International Secretariat*.

In January 2008 Mehedi Hasan, a Bengalese researcher of the Worker Rights Consortium (WRC) – an American labour rights organisation – was arrested by the security police of Bangladesh. His apprehension was related to his research for WRC in a garment factory in Dhaka and was an attempt by the Bengalese authorities to cripple the work of human rights organisations. Together with its partners SKK urged buyers from that factory to contact the Bengalese government, embassy and employer organisations and to demand immediate release. This international campaign was successful: the Bengalese authorities released Mehedi Hasan a few weeks after his arrest.



CCC/SKK was subject of an Urgent Appeal itself.

The 21st edition of the International Documentary Film Festival Amsterdam (IDFA) showed the film 'Who killed Chea Vichea?'. In this documentary the murder of the Cambodian union leader Chea Vichea and the conviction of two innocent men is investigated. The murder – committed in 2004 – had been the subject of an SKK/CCC Urgent Appeal. The documentary concluded with a Q&A, and the American film maker Bradley Cox invited SKK to inform the public about SKK/CCC and its activities.

Media Mention

In 2008 SKK drew much attention from the (national) press. SKK activities were discussed some 70 times in newspapers and magazines. SKK staff members were interviewed on television (3 times) and on the radio (4 times).

Inspiration of and for our Network

SKK is part of the steering committee of the annual WIDE/Wo=men conference 'Feminist Visions for a Just Europe'. In October 2008 the conference venue was the Peace Palace in The Hague. During the three-day conference the 200 international participants discussed the responsibility of Europe regarding global gender equality and the rights of women. The combined views of the participants were the starting point for various debates and papers. In 2008 SKK also became a member of the Dutch gender forum Wo=men.

In addition, SKK organised a number of meetings with the coalition partners united in the SKK core group and also in the broader context of the SKK Platform. At the annual platform meeting in December the new SKK team was introduced and the plans for 2009 were presented. Furthermore, an afternoon theme session was organised about the ethical and ecological issues surrounding the purchase of promotional clothing by social organisations. Using the input of this afternoon, SKK wrote a fact sheet for its platform members about responsible buyer choices.

Frontline 2009: Living Wage and Gender

Throughout the world it is women who carry the garment industry. About 85% of the roughly 47 million textile workers are women. Women are hit hardest by abuses in the industry. They earn (much) less than their male colleagues, are more often subject to sexual intimidation and are hardly represented in labour unions. It is also evident that many problems in the garment industry have to do with the very low wages, so that workers are unable to provide for their basic needs. This is why for the year ahead SKK has selected the themes of 'gender' and 'living wage' as frontline issues for its campaigns and other activities. With this in mind SKK will set up research in Bangladesh and India into the working conditions of people who make clothing for Dutch textile brands, especially in terms of gender aspects and the payment of a living wage.

Updated communication strategy

Interest in sustainable, honest, 'clean' clothes continues to grow. SKK increasingly receives requests for information about this from consumers, (fashion) students, journalists and social organisations. Various media, too, pay more and more attention to sustainability and 'ethical' consumption. At the same time the ways of communicating are changing. New media such as weblogs and social network sites are gaining a more prominent role in society. The growing interest for clean clothes, in combination with the rise of new media, provides new opportunities. For example, by using social networks SKK can spread its message, actions and campaigns with lightning speed among a growing number of interested people and in doing so recruit even more young people. For this reason SKK will review its communication policy and strategy in 2009, and at the same time introduce a

new house style. The website will be completely redesigned, with more visual materials, like a brief film about our work, and new media will be integrated. Then too, SKK will turn to communication on various levels and aimed at different target groups (from brief/visual to thorough background studies and background information). An important issue is the message SKK sends to consumers about companies that present themselves as 'ethical', and about the various initiatives in the area of sustainability. Finally, in 2009 SKK will focus on consumer empowerment: what can consumers themselves do for honest garment production?



Women are more often affected by violations of workers' rights.

Urgent Appeals: positive action

In the year ahead SKK will devote special attention to its urgent appeal policy in terms of communication and selection. The central focus here is on the follow-up of urgent appeals, the communication of good news and expanding its reach. As part of communication policy a SMS campaign tool will be introduced, which reaches a newer (younger) and broader audience and offers 'made to measure' engagement options.

Corporate Accountability: competition in sustainability

In the fashion industry competition is tough. Nevertheless, in recent years the garment industry has become more sympathetic towards the (demand for) honest clothing and to preventing image damage due to abuses in its supply chain. Accordingly, in its corporate accountability policy SKK will emphasise the business case for an ethical supply chain: competition in sustainability.

In the years ahead SKK will focus more on engaging in constructive dialogue with Dutch clothing brands, using positive paradigms and concrete suggestions, such as the Full Package Approach.

Balance sheet

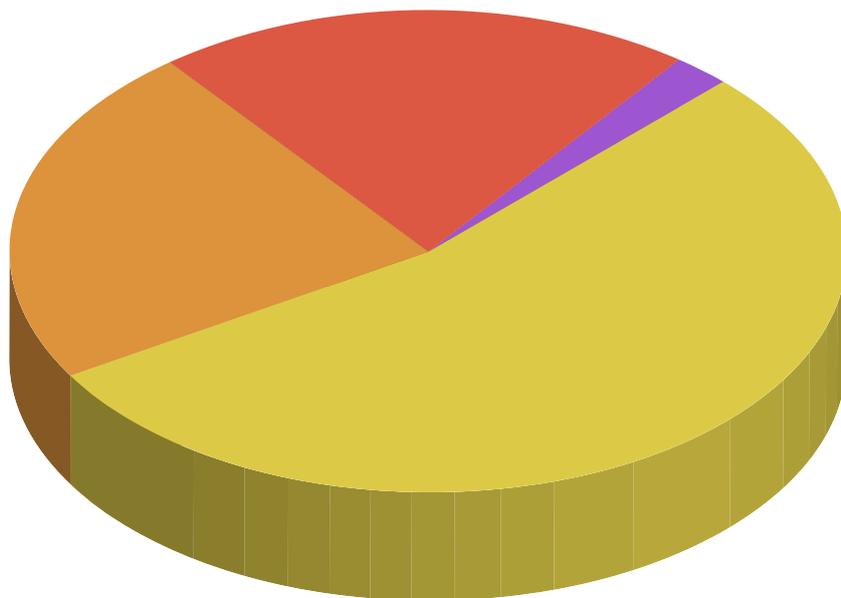
	31-12-2008	31-12-2007
ASSETS		
<i>fixed assets</i>		
tangible fixed assets need for conduct of business		
equipment	4,040	4,999
<i>liquid assets</i>		
claims and transferable assets		
debtors	1,400	273
receivable subsidies	100,405	19,158
amounts paid in advance and to calim	5,175	8,542
	<u>106,980</u>	<u>27,973</u>
liquid resources	<u>447,200</u>	<u>391,213</u>
Total assets	<u><u>558,220</u></u>	<u><u>424,185</u></u>
LIABILITIES		
net capital		
<i>free disposable capital</i>		
general reserve	163,859	124,916
<i>fixed capital</i>		
fund assets conduct of business	4,040	4,999
fund assets objective	-	-
	<u>4,040</u>	<u>4,999</u>
current liabilities		
wage taxes	19,980	9,509
creditors	22,996	13,485
subsidies to spend	312,602	214,131
accounts payable	34,743	57,145
	<u>390,321</u>	<u>294,270</u>
Total liabilities	<u><u>558,220</u></u>	<u><u>424,185</u></u>

Statement of benefits and costs

	exploitation 2008		budget 2008		exploitation 2007	
	€	€	€	€	€	€
<i>income of own fundraising</i>						
donations		15,167		-		11,169
direct recruit- and completion costs		2,765		523		2,425
in % of income from own fundraising		18%		0%		22%
available of own fundraising		12,402		523-		8,744
income from actions		5,745		-		26,962
subsidies		768,853		835,725		747,620
result from investments		2,312		-		7,458
total available for objective		789,312		835,202		790,784
<i>costs and expenses to the objective</i>						
press and political influencing						
national		94,467		73,209		96,459
international		220,319		255,925		224,435
campaigns						
national		54,889		96,990		53,942
international		381,654		409,078		367,514
		751,328		835,202		742,350
result		37,984		-		48,434
<i>allocation of results</i>						
dotation to general reserve		38,943		-		45,957
dotation funds assets conduct of business		959-		-		2,477
dotation fund assets objective		-		-		-
		37,984		-		48,434

In 2008 income and expenditures were somewhat lower than budgeted. An international meeting on the theme 'Workers' Rights and Migrants' has been postponed for a number of months, to early 2009. Part of the subsidy granted for this meeting will be paid out in 2009. In 2009 a new project will be launched for which the subsidy of the European Committee was granted in 2008 and has already partly been paid out. The board is happy to conclude that the differences between the 2008 budget and the realisation were minimal. Total income and expenditures remained almost the same as in 2007. Subsequent to drawing up the balance sheet, no events occurred that affected the balance of 2008.

Income 2008

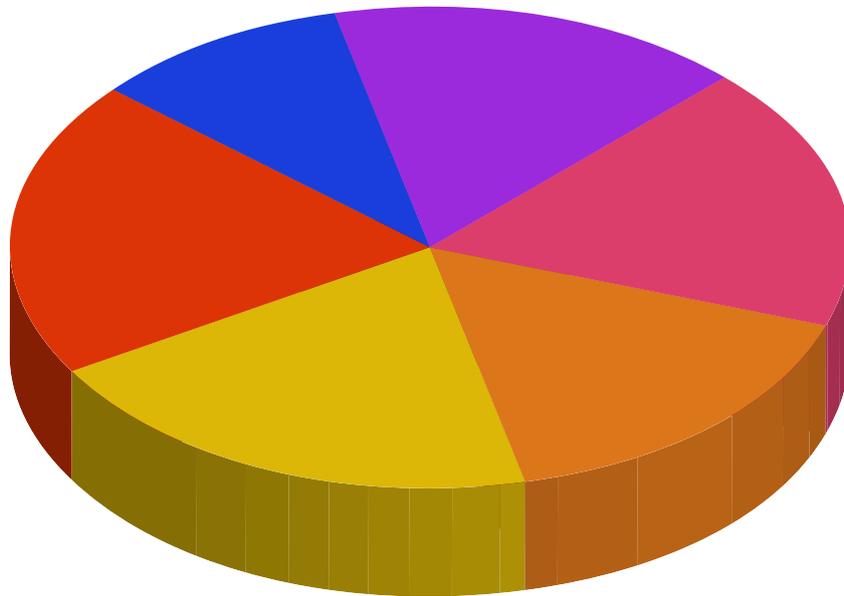


- 54% Dutch government subsidies
- 23% EU-subsidies
- 21% Private funds
- 2% Contribution in kind from partners

Income specified by source

SKK/CCC income consists for the most part of private and governmental subsidies. The subsidies included in the budget for 2008 were all granted.

Expenditures 2008



- 18% Supporting Organising: Strengthening partners and network
- 16% Corporate Accountability: Implementation codes of conduct and MSIs
- 20% Corporate Accountability: Urgent Appeals
- 20% Global Public Campaigns: Play Fair
- 10% Global Public Campaigns: Giant Retailers
- 16% Overhead

Expenditures specified by project types

Expenditures for the objectives in 2008 were 84%

Financially SKK/CCC is a healthy organisation. The year 2008 closed with a surplus of €7,984. This surplus was added to the assets, which at the end of the financial year stand at € 167,899. These assets serve as a continuity reserve; the purpose is temporary cushioning of potentially financial shortages. The board has fixed the desired continuity reserve at the amount needed to pay staff costs and bureau costs during six months without income. In 2008 this amount was fixed at € 232,261. Fixing this desired reserve simultaneously created a ceiling for the reserves.

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 or position within the organisation. The gross monthly salary for all employees in 2008 was € 2,543 based on 36-hour weeks (was € 2,480 in 2007).

In 2008 a multi-year consortium subsidy was granted for the urgent appeals project, of which SKK/CCC is the administrator. Since 2005 the organisation has received an annual subsidy from the Sigrid Rausing Trust Fund. As of 2008 the fund grants this subsidy for a period of three years. The urgent appeal work is a successful project within our European network. This multi-year grant ensures the stability of the project. In addition to this grant, the European Committee has also granted a three-year subsidy in 2008 under their EuropeAid – Human Rights Defenders programme for the urgent appeals work. This subsidy runs from 2009 through 2011. In this case too, SKK/CCC is the administrator.

In 2008 the project *Advancing credible implementation of codes of conduct in the garment industry*, subsidised by the European Committee, programme DG Employment, was successfully completed and approved.

In light of the financial crisis, SKK/CCC inventoried opportunities and risks for its field of work and for the financial future of the organisation. The information we receive from our partners is contradictory, and no clear pattern emerges. Some factories are doing very well, at least for the time being, others must close down due to a lack of orders or credit. There is a risk that garment factories will skimp on socially responsible business practices. However, there are no concrete examples of this as of yet. It is certainly also possible that companies will consider crafting a new, well thought-out financial policy, in which improved socially responsible business policies can play a role. SKK/CCC is eager to respond to this opportunity by formulating, together with partners and companies, an answer for more sustainable business conduct with an ethical production chain.

SKK/CCC can rely on its funding for 2010. For 2011 and 2012 some subsidies have already been granted. Throughout the years, SKK/CCC has built up a reasonably stable network of funds. Still, we also realise that it is important to be very attentive in ensuring finances for the years ahead. The fund soliciting group has listed points of action for 2009, ranging from strengthening and expanding our donor community to approaching new funds and submitting new consortium applications with our partner organisations. With our emphasis on efficiency and being close to the sources, the organisation thinks that donors and subsidisers will lend a sympathetic ear.

Schone Kleren Campagne

Clean Clothes
Campaign 



Clean Clothes Campaign
International Secretariat 