



IT'S TIME TO SETTLE THE SCORE

Tell brands to pay what they owe at fashionchecker.org

September 2021

Clean Clothes Campaign is a global network dedicated to improving working conditions and empowering workers in the global garment and sportswear industries. Since 1989, CCC has worked to ensure that the fundamental rights of workers are respected. We educate and mobilise consumers, lobby companies and governments, and offer direct solidarity support to workers as they fight for their rights and demand better working conditions. Clean Clothes Campaign brings together trade unions and NGOs covering a broad spectrum of perspectives and interests, such as women's rights, consumer advocacy and poverty reduction. As a grass-roots network of hundreds of organisations and unions, both in garment-producing and in consumer markets, we can identify local problems and objectives and transform them into global actions. We develop campaign strategies to support workers in achieving their goals. We also cooperate extensively with similar labour rights campaigns.

Filling the gap: A living wage through transparency

Fashion Checker is part of the [Filling the gap](#) campaign which aims to fill the gap between poverty wages and living wages, between male and female pay, and to fill the gap in data on these. It involves 17 CCC partners from all over Europe (Austria, Belgium, Croatia, Czech Republic, Finland, Germany, Hungary, Italy, Poland, Romania, Sweden and The Netherlands) as well as partners from Hong Kong and Indonesia.



This publication was produced with the financial support of the European Union. Its contents are the sole responsibility of Clean Clothes Campaign and do not necessarily reflect the views of the European Union.

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LOOKING BACK WORKERS IN TIMES OF CRISIS

I MADE
YOUR CLOTHES
FOR
0.45 \$
PER HOUR

Before Covid: The constant crisis

The global garment industry has doubled over the past 15 years and is powered by an estimated 60 million-strong workforce.

The deprivation that these workers and their families face on a daily basis stands in stark contrast with the huge profits reported annually by global fashion brands. Workers' wages represent only a fraction of what consumers pay for clothes because of deep-rooted structural imbalance of power.

Our ongoing research shows that no major brand can prove all workers in their supply chain earn a living wage, although brand's business practices are known to have a direct effect on workers' wages. This leaves millions of workers deprived of wages, access to health care, safe transport, adequate food and education.

Since the birth of the industry, garment workers all over the world have been forced to live in

poverty, to the detriment not only their own well-being, but their communities and economies as well. This continues even though paying living wages would make a minuscule financial impact on brands, compared to the impact fair wages would have on workers' lives.

For decades, brands and retailers have built their profits on low wages. Brands have enormous power to force suppliers to agree to produce clothing and footwear for the lowest prices possible.

Although the right to a living wage has been recognized by the Council of Europe and by the UN in the Universal Declaration of Human Rights among others, it is completely ignored and violated in global production supply chains.

We want everyone working in the garment industry to be paid a wage they can live on.

A living wage, as recognized by the UN is a human right, entails a wage that is sufficient to afford a decent standard of living for a worker and their family.

It should be earned in a standard workweek of no more than 48 hours, and must include enough to pay for food, water, housing, education, health care, transportation, clothing and some discretionary earnings, including savings for unexpected events.

FIND OUT MORE

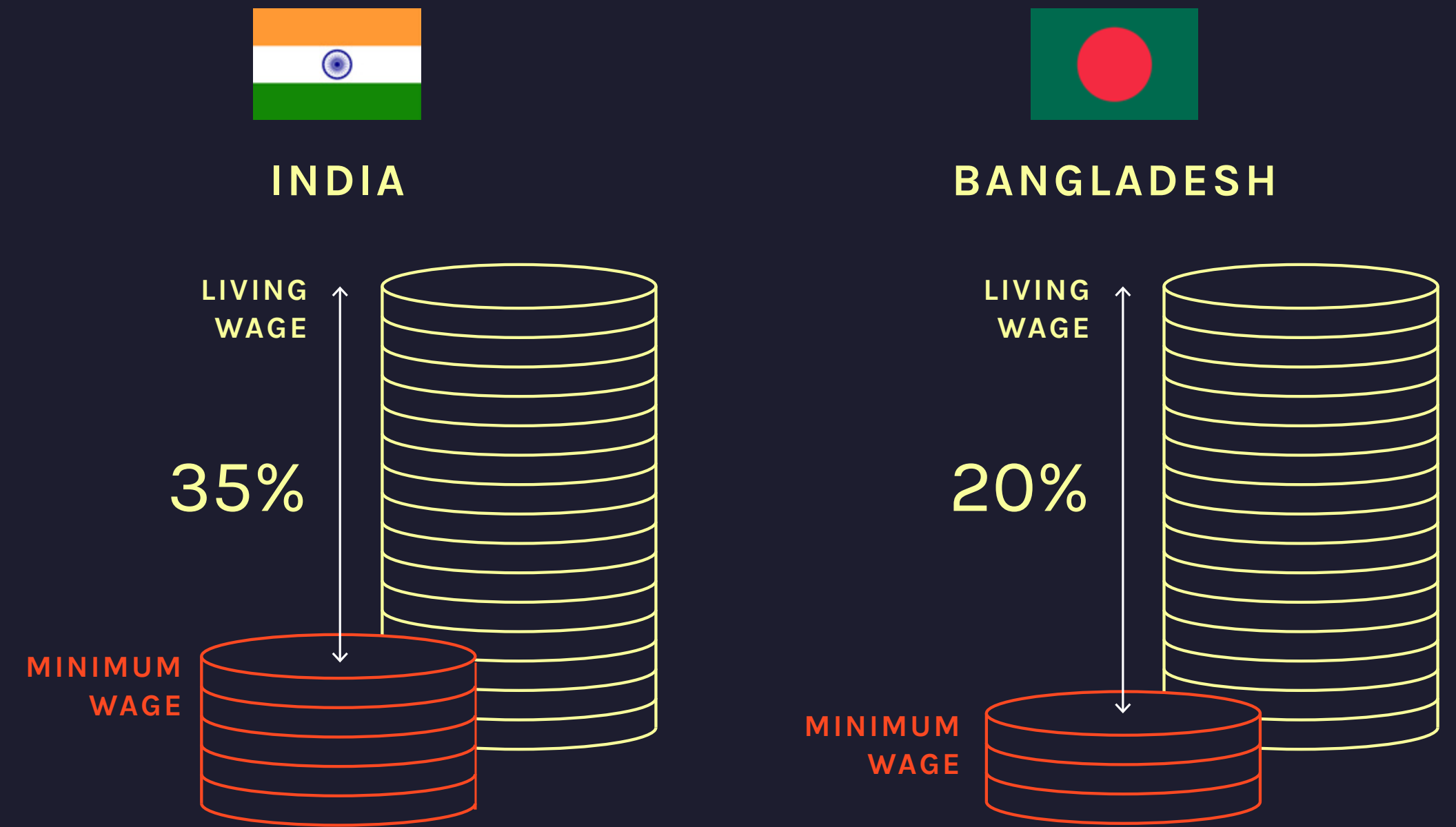


Siti who had worked in an Indonesian factory supplying to Nike

"WE WERE TREATED LIKE ANIMALS"

- SITI

Wages paid on average are 2-5 times less than the amount a worker and her family need to live with dignity



What difference does it make to be earning a living wage instead of a minimum wage?

FIND OUT

"SOMETIMES PEOPLE ASK ME WHY I COLLECT TRASH BUT I AM NOT ASHAMED. I AM DOING THIS FOR MY CHILDREN. IF I WERE TO RECEIVE THE SEVERANCE PAY I BELIEVE THAT MY LIFE WOULD BE BETTER"

— MURNI, FORMER GARMENT WORKER WHO GOT FIRED IN 2015 FROM A FACTORY SUPPLYING TO UNIQLO AND S.OLIVER AND STILL RECEIVED NO SEVERANCE PAY

FIND OUT MORE



Child Hear Murni's story in How to Steal Your Workers' Future and read more about wage theft in Indonesia

Workers during the Covid Crisis: Fired, robbed, left behind

Wage theft in the garment industry has been an issue before Covid. However, it has reached unprecedented levels since COVID-19.

With poverty wages already embedded in the garment industry, mass dismissal, wage and severance theft have left millions of workers in destitution. The COVID-19 pandemic forced us to shift our short-term demands to brands: workers have been paid poverty wages for decades but most are currently not even paid their pre-pandemic wages.

Workers were already struggling to get by before the pandemic started, often depending on loans and working double shifts. For them the COVID-19 pandemic felt like a crisis on top of being stuck in a cycle of poverty, of being unable to save and just managing to keep their head above water.

Living wages remain our goal, but we now call upon brands to ensure, at the very least, that workers are being paid their pre-pandemic wages and legally owed severance:

Brands must [#EndWageTheft](#) in the global supply chain. Tell brands to [#RespectLabourRights](#) & [#PayYourWorkers!](#)



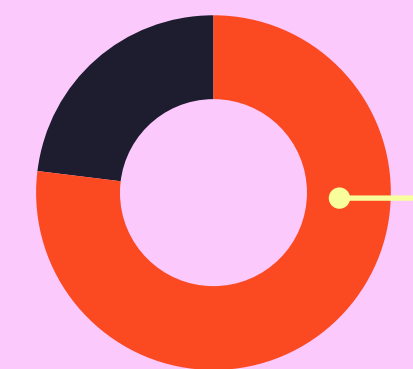
GLOBALLY GARMENT WORKERS LOST \$11,850,183,234 IN WAGES

FROM MARCH 2020 - MARCH 2021

Khalid Mahmood from Labour Education Foundation in Pakistan says "The research shows that this is not happening in just that one factory in Bangladesh or Pakistan, it's happening throughout the garment industry and this is the potential financial impact: garment workers globally being owed 11.85 billion USD while brands like Nike, H&M, Inditex, and Uniqlo have long returned to profitability"

"THE FACTORY MANAGEMENT IS VERY HOSTILE TO ITS WORKERS. LAST YEAR, THEY SACKED MORE THAN 500 WORKERS IN THE NAME OF ORDER CANCELLATIONS. HOWEVER, MOST OF THE SACKED WORKERS WERE ELDERLY LIKE ME AND WERE INVOLVED WITH A WORKERS' UNION"

— WOMAN WORKING FOR A FACTORY IN BANGLADESH SUPPLYING TO H&M



77%
OF WORKERS GONE HUNGRY

77% of 396 workers interviewed across nine countries reported that they, or a member of their household, had gone hungry since the beginning of the pandemic.

([Breaking point](#), July 2021)

Poverty wages and child labour

The division of work in the garment industry is gendered: The further down the supply chain you go, the more precarious the work; the lower the pay, the greater the share of women workers.

Employers are able to take advantage of cultural stereotypes that depict women as passive, flexible, and less likely to challenge management.

Women are typically paid less than men, even if they do the same tasks, because their income is seen as additional to male breadwinners. However, in reality, women workers often represent the sole income providers for the household. Therefore, the effects of Covid have hit women and children particularly hard:

Poverty wages place women in such drastic economic dependence that in many cases they are forced to endure other forms of exploitation and violence for both themselves and their children, including the risk of violence at work, sexual exploitation as well as of child labour and trafficking.

"THERE IS HARDLY ANY CHILD LABOUR IN THE BIG FACTORIES ANYMORE, THE INTERNATIONAL BUYERS DON'T WANT TO SEE THAT. BUT IF THE WOMEN IN THESE FACTORIES WORK FOR POVERTY WAGES, THEN THEIR CHILDREN HAVE TO WORK ELSEWHERE SO THAT THE FAMILY CAN SURVIVE"

— WOMAN GARMENT WORKER IN BANGLADESH

Violence against women

Gender-Based Violence (GBV) refers to harmful acts directed at individuals based on their gender.

It is rooted in gender inequality, the abuse of power and harmful gender norms. GBV covers a range of serious and life-threatening human rights violations, including harassment, sexual assault and rape, and mainly affects women and girls. If it is your boss who touches you; if you fear being fired if you resist; if you depend on the low wages for the survival of your children - then you do not complain when you are confronted with violence at work.



"WOMEN WORKERS ARE SILENCED, THROUGH VIOLENCE OR THREATS. IN THE FACTORIES WE ARE SUBJECTED TO SEXUAL HARASSMENT BY SUPERIORS AND IF WE RESIST, WE ARE THREATENED OR DISMISSED. THAT'S WHY ONLY FEW DARE TO TALK ABOUT THEIR EXPERIENCES. INSULTS AND SEXUAL ASSAULTS ARE SO COMMON IN THE FACTORIES THAT OFTEN NEITHER THE WORKERS NOR THE MANAGEMENT SEE THIS AS A PROBLEM"

— KALPONA AKTER, LABOUR RIGHTS ACTIVIST, BCWS

FIND OUT MORE



Child labour can only stop when the people making our clothes earn a #LivingWage, so they can support their families.

FIND OUT MORE



"I want violence against women to stop"

READ MORE

about wages and gender-based violence



Workers stories

Even before the pandemic, none of the brands paid enough for workers to be earning a living wage.

With Covid, people are so desperate that have to take any work and go to the factory even if they cannot protect themselves from infection.

"WE WORK WITHOUT SOCIAL DISTANCING, AND WE NEVER KNOW IF SOMEONE ON THE PRODUCTION LINE GETS INFECTED AS THERE IS NO COVID-19 TESTING AT ALL. IN THE PRODUCTION LINE, NO ONE KNOWS WHO IS INFECTED OR NOT. WE NEVER HAVE A TEST. ONLY IN THE OFFICE THEY HAVE REGULAR TESTS"

— WORKER AT A FACTORY IN INDONESIA SUPPLYING TO NIKE





**LOOKING AHEAD
WHAT WE CAN DO
FOR WORKERS NOW**

RESPECT BANGLADESHI
WORKERS' RIGHTS

- STOP THE REPRESSION
- ENSURE SAFE FACTORIES
- LIVING WAGE NOW

MORE
ACTION!

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Spotlight on Exploitation: Find out about real wages

Brands in the fashion industry put millions into advertising themselves as ethical and sustainable, making plenty of claims about paying their workers a living wage.

The **Fashion Checker** shows how far from the truth this actually is, giving the public access to real data from the supply chains of the world's biggest brands.

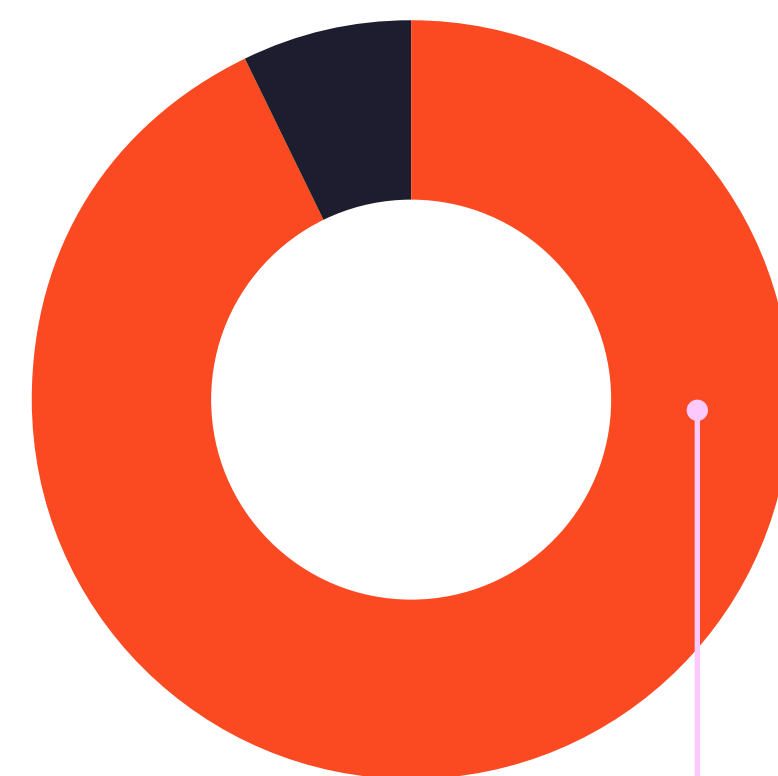
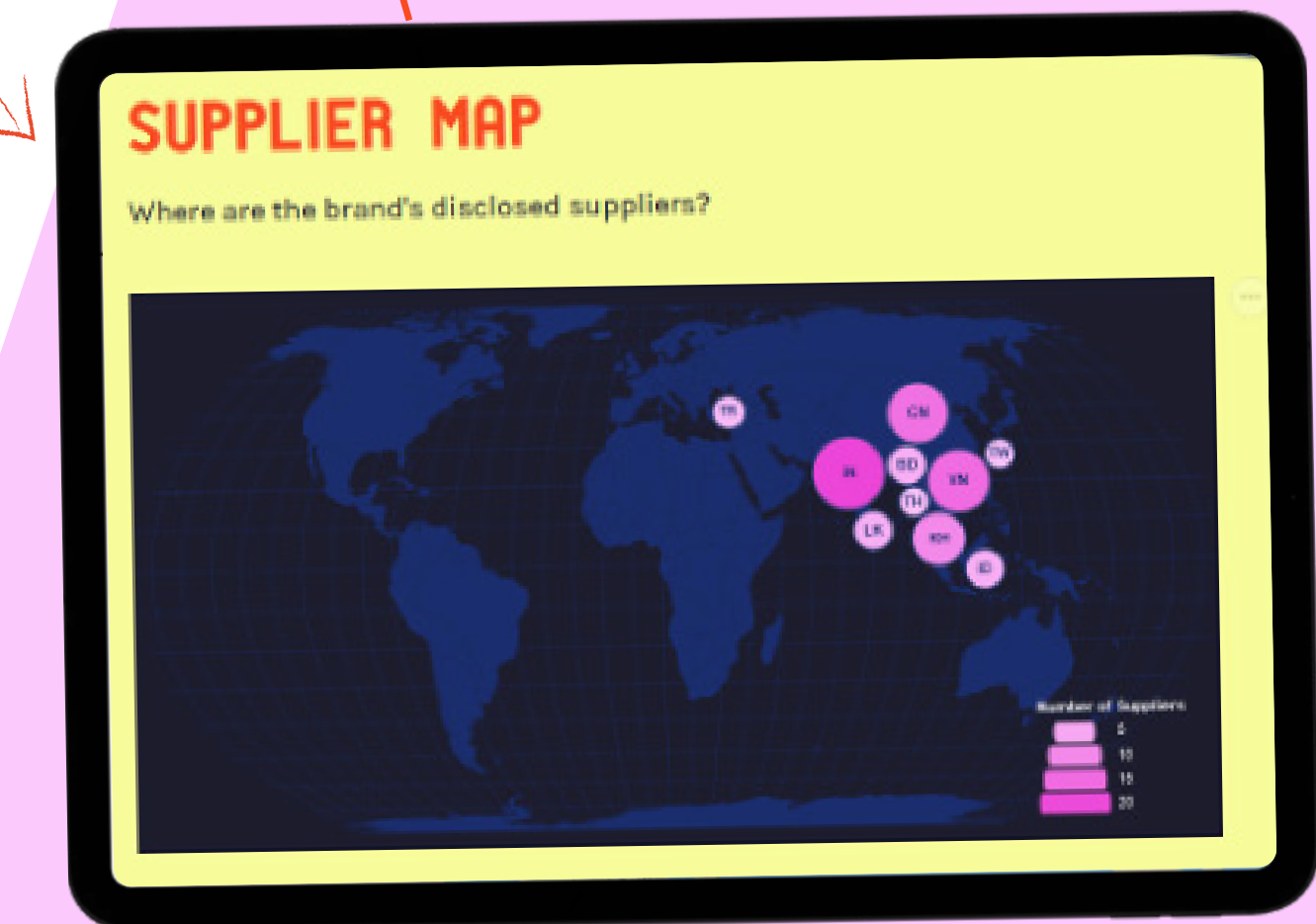
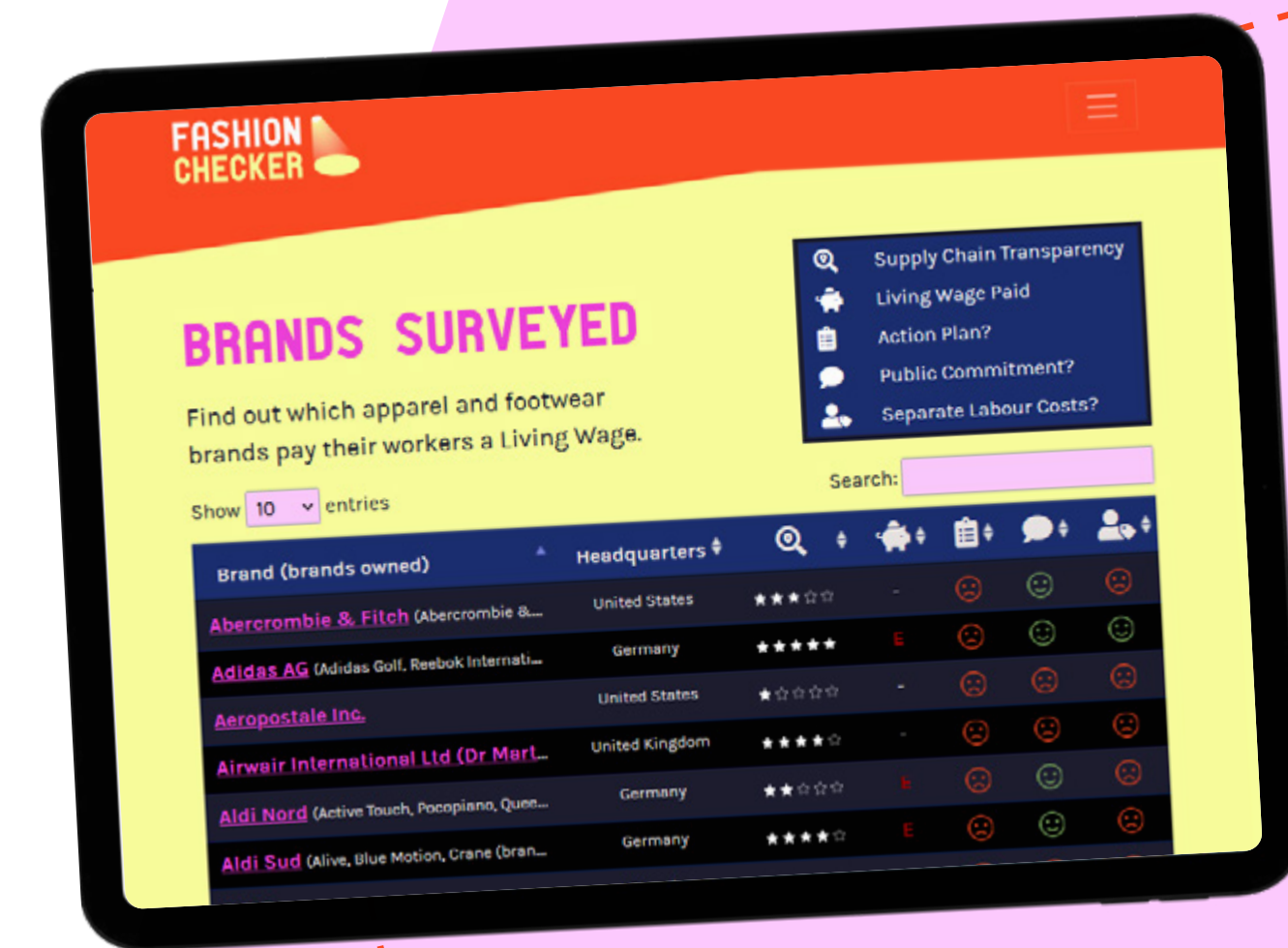
It is time to use the available data to highlight the human rights abuses in fashion, and get concrete, meaningful, and measurable wage increases across the supply chain.

Our Fashion Checker enables the user to see at a glance which fashion brands and retailers have the largest gaps between their public commitments on wages, what workers are actually paid, and what they should be paid to be earning a living wage in their country context.

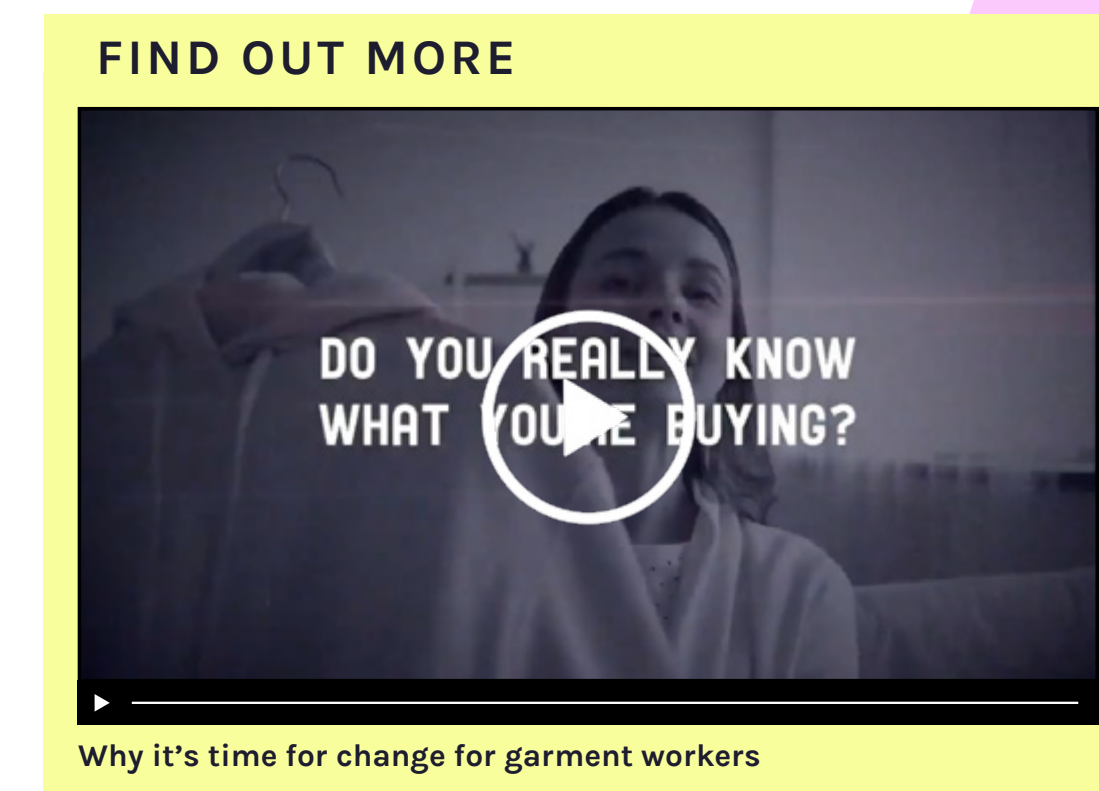
Fashion Checker provides an easy-to-use overview of how brands are performing on supply chain transparency, policies towards a living wage and their actual progress on reaching those policies. Improvements in the tool and **updates to the data** are done regularly.

Also, it now includes:

- a **table** with the main results, fully sortable and searchable to quickly find brands and their progress
- **maps** showing the primary production countries per brand
- **history function**: you can find the results per brand per year, to check if they are improving
- **250 brands** and a summary of what they (don't) do in terms of transparency and workers' wages
- **translations** into Chinese (simplified & traditional), Croatian, French, German, Hungarian, Indonesian, Italian, Polish and Spanish



93%
OF SURVEYED BRANDS
AREN'T PAYING
GARMENT WORKERS
A LIVING WAGE



Talk to workers, brands and policy makers directly

PLACEHOLDER FOR
witness tour
join the discussion
Announcement of
Witness Tour Events



Event name

12th July 2021. London.

Short description of event goes here. Lorem ipsum dolor sit amet, consectetur adipiscing elit



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Make brands pay their dues

Our research shows that wage theft during the pandemic has occurred in many brands' supply chains.

Despite these profits, many of the brands have been repeatedly associated with workers' reports of labour rights violations and wage theft throughout the pandemic. Brands are clearly not doing enough to protect workers from the financial impact of the Covid-19 crisis.

Out of 21 workers interviewed who made clothes for Nike, 13 claimed that they were still owed wages from a period(s) during the pandemic.

The 13 workers estimated they were still owed a total of \$1527, which works out to an average of \$117 for each of these workers. Read more in our report '[Breaking point](#)'.

Furthermore, workers report increased production targets, unsafe working conditions, and harassment from management. Since the onset of the Covid-19 pandemic, global brands have failed to protect the workers in their supply chains, as they initially refused to pay for over \$40bn worth of goods. This is why the Clean Clothes Campaign together with allies around the world is calling on brands to publicly commit to wage assurance as part of the Pay Your Workers campaign.



Our crazy idea is that brands should take responsibility!
@Nike #PayYourWorkers



H&M GROUP ANNOUNCED AN OPERATING PROFIT OF **\$373 MILLION** FOR 2020

NIKE'S NET INCOME FOR THE 12 MONTHS ENDING ON 28 FEB 2021, WAS **\$3.428 BILLION**

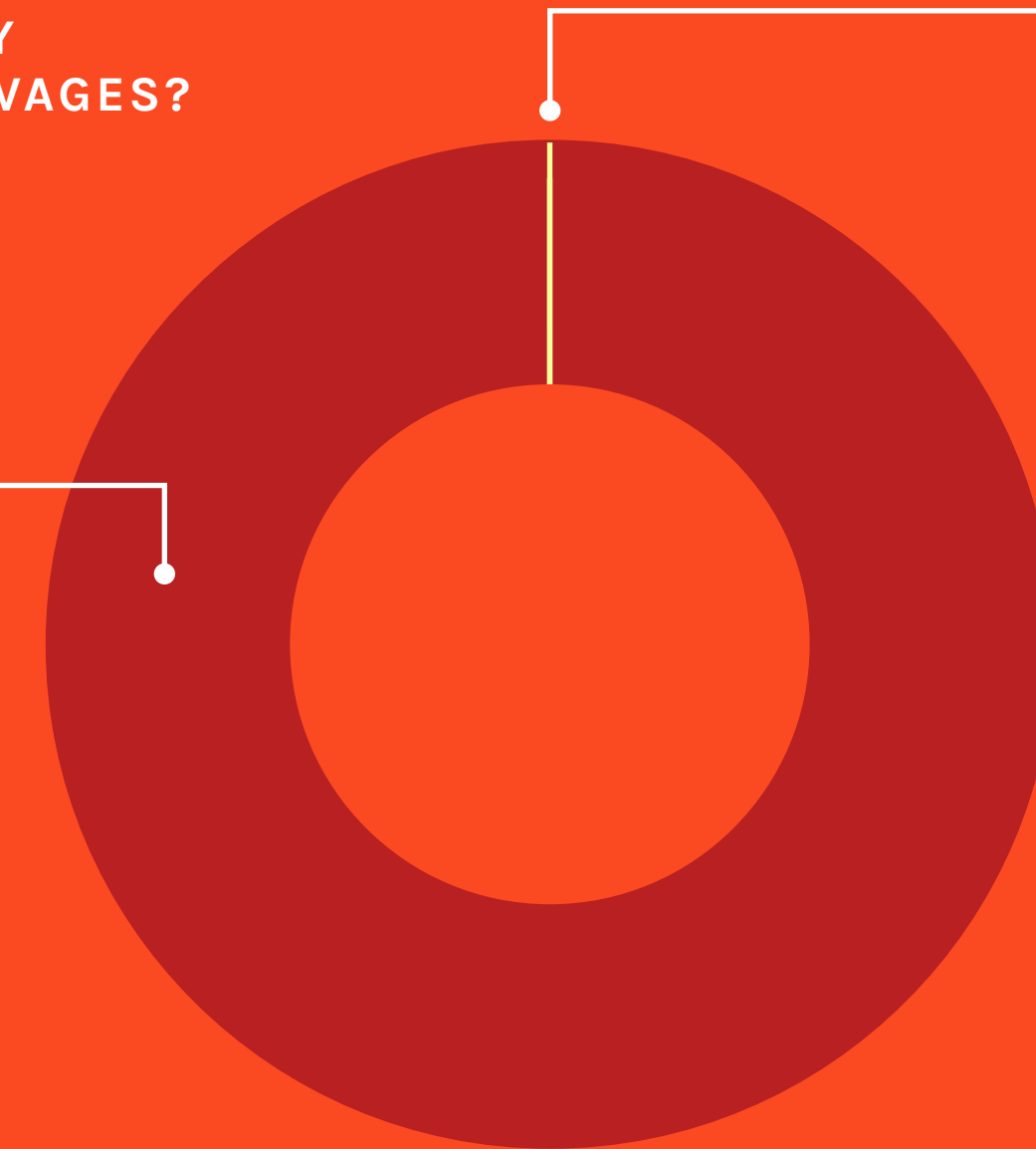
PRIMARK OWNER ASSOCIATED BRITISH FOODS REPORTED A **\$1.288 BILLION** PROFIT BEFORE TAX FOR 2020

INFOGRAPHIC: CAN NIKE AFFORD TO PAY WORKERS THEIR OWED WAGES?



US\$50.7 BILLION

estimation of Knight's personal net worth
(Forbes magazine, 2020)



0.2%

US\$109 MILLION

estimation of what international fashion and sportswear brands such as Nike owe Cambodian garment workers in wages during the April and May 2021 national lockdown.

"SO THAT MORNING IN 1962 I TOLD MYSELF: LET EVERYONE ELSE CALL YOUR IDEA CRAZY. JUST KEEP GOING. DON'T STOP. DON'T EVEN THINK ABOUT STOPPING UNTIL YOU GET THERE."

— PHIL KNIGHT
CO-FOUNDER OF NIKE, FORMER CHAIRMAN AND FORMER CEO OF NIKE, INC., 24TH RICHEST PERSON IN THE WORLD ABOUT HIS IDEA TO LAUNCH THE COMPANY THAT WOULD LATER BECOME NIKE

"SO THAT MORNING IN 2020 WHEN I HEARD THAT THE FACTORY CLOSED, I FELT LIKE I LOST EVERYTHING I EVER THOUGHT POSSIBLE. IT'S HARD TO GET MONEY FOR MY CHILD'S SCHOOLING OR TO PAY THE BANK, OR FOR MEDICAL TREATMENT WHEN MY FAMILY IS SICK."

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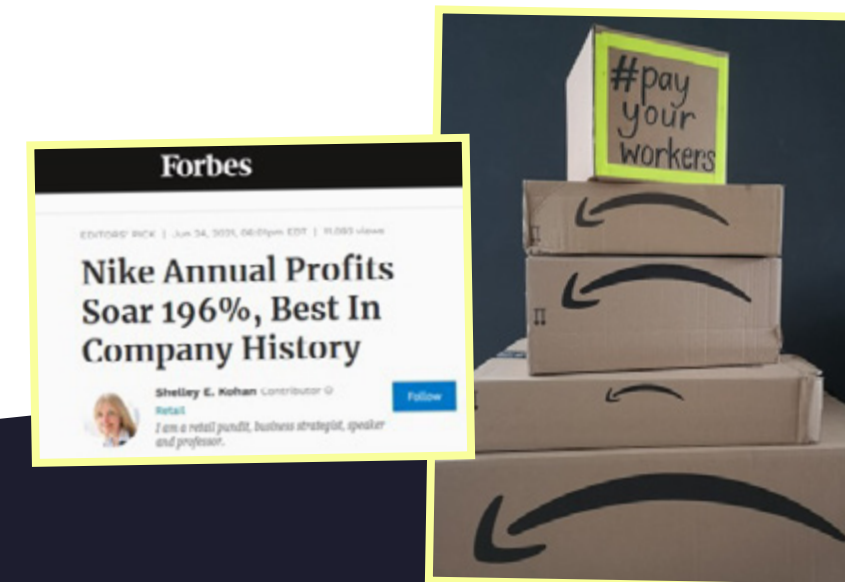
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CHART: CAN NIKE AFFORD TO PAY WORKERS THEIR OWED WAGES?

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US \$109 MILLION

in wages during the April - May 2021 national lockdown.

This is just **0.2%** of Phil Knight's personal net worth, estimated at

US \$50.7 BILLION

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OUR DEMANDS

With our **#PayYourWorkers** campaign, we demand that Amazon, Nike, Next and all other apparel brands and retailers:



Pay the workers who make their clothes their full wages for the duration of the pandemic



Make sure workers are never again left penniless if their factory goes bankrupt, by signing onto a negotiated severance guarantee fund



Protect workers' right to organise and bargain collectively



It would take no more than **ten cents per t-shirt** for apparel brands to ensure that garment workers, who have earned them billions in profits, receive the economic relief necessary to survive the crisis and strengthen unemployment protections for the future. For more information on the legally binding and enforceable agreement brands should sign, click [here](#).

What you can do



1 MIN

Sign our petition and tweet your support for the campaign using the hashtags **#PayYourWorkers** and **#RespectLabourRights**

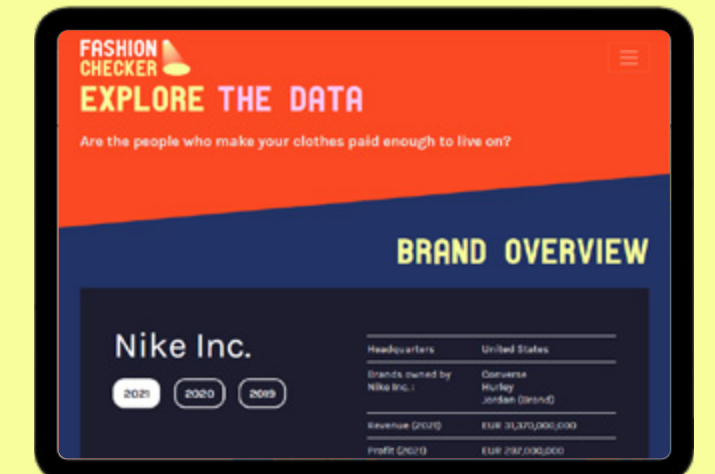
SIGN THE PETITION



5 MINS

Leave Nike, Amazon and Next an **Instagram comment** telling them to **#PayYourWorkers**. **Already did it?** Pick your favourite clothing brand and call on them to step up too! All workers deserve protection in this pandemic.

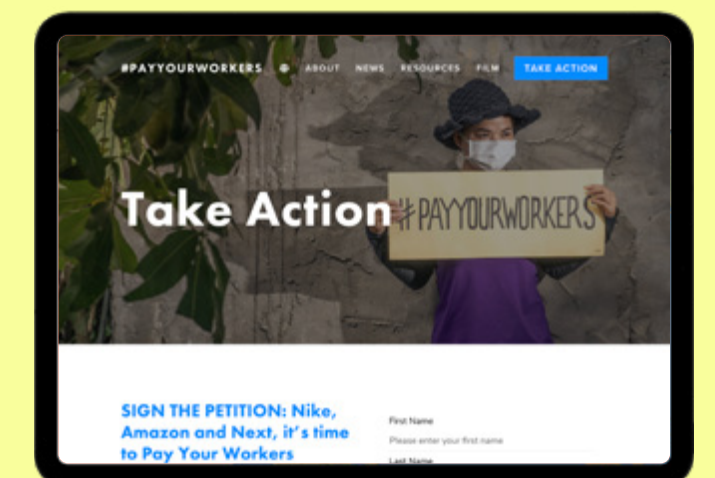
TAKE ACTION



IF YOU HAVE MORE TIME

Find out what brands pay their workers with the **FashionChecker Online Tool**

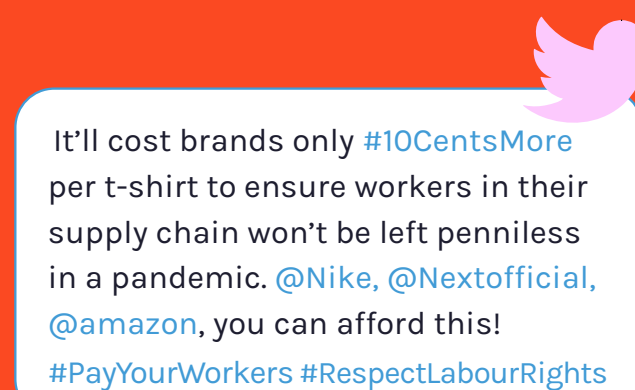
FIND OUT MORE



IF YOU HAVE MORE TIME

Check out our **campaign toolkit** and find more ways to take action!

TAKE ACTION



1 MIN

Send a tweet to **@Nike**, **@Amazon** and **@Next** telling them to **#PayYourWorkers**

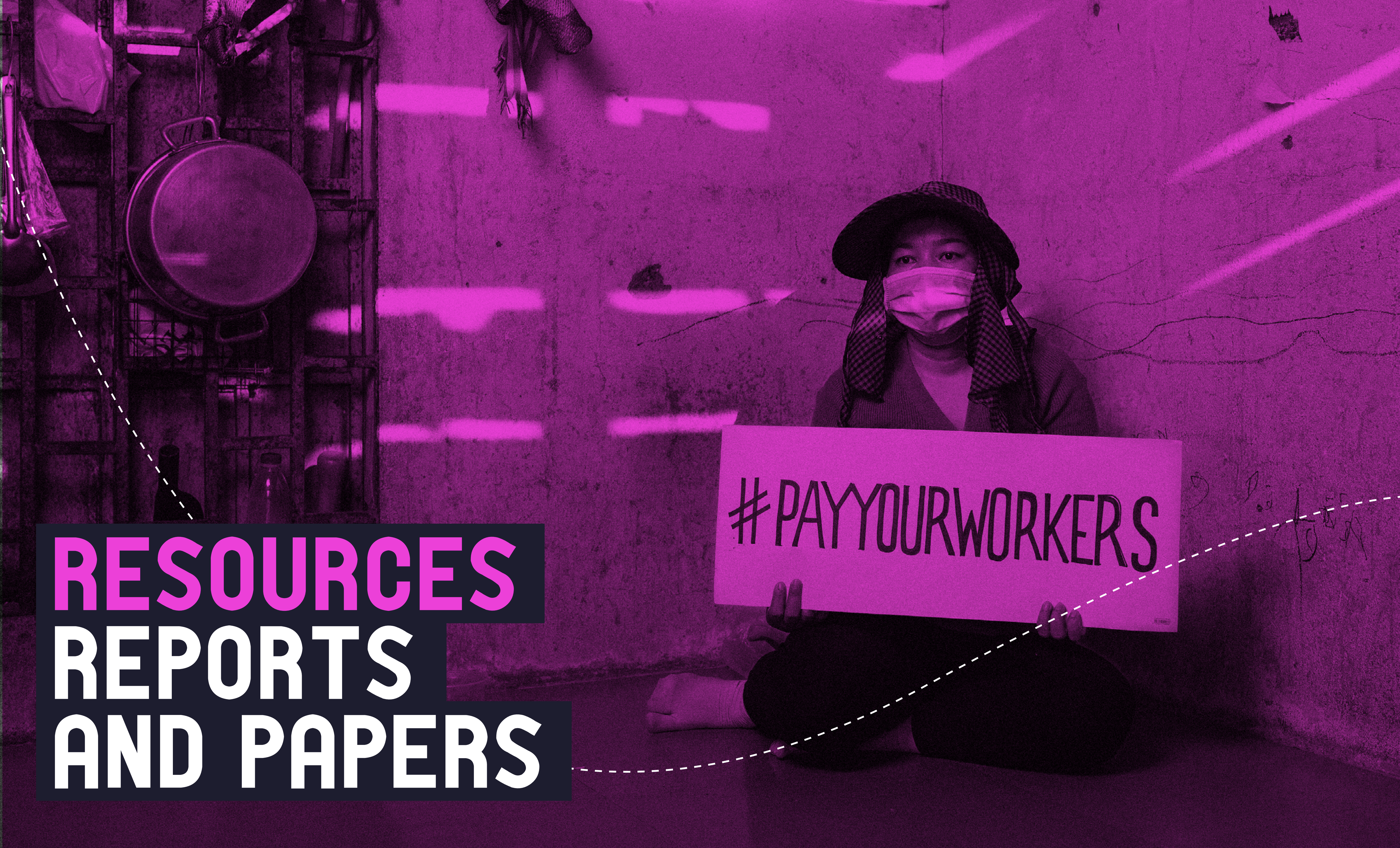
SEND A TWEET



5 MINS

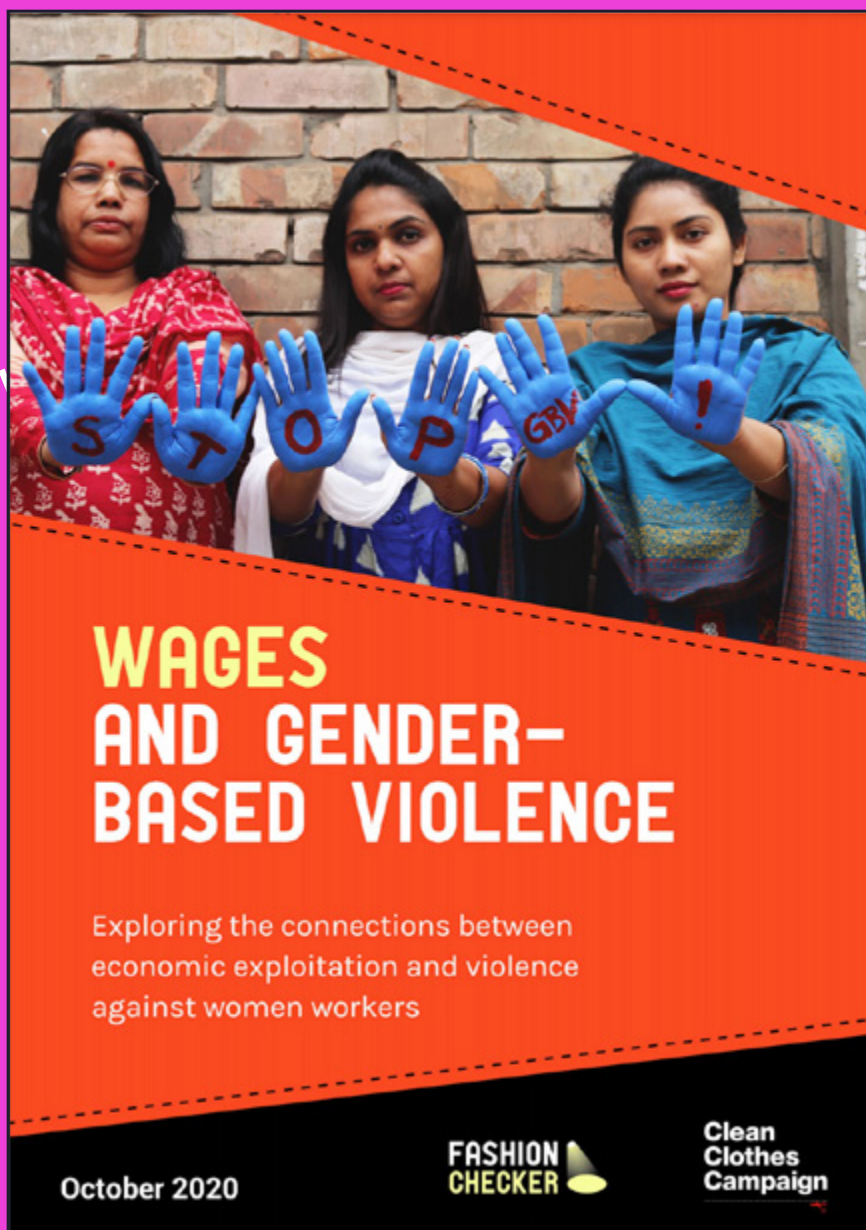
Donate to our campaign to help us keep fighting for garment workers' rights.

DONATE



RESOURCES
REPORTS
AND PAPERS

#PAYYOURWORKERS



WAGES AND GENDER-BASED VIOLENCE

Exploring the connections between economic exploitation and violence against women workers

October 2020

FASHION CHECKER

Clean Clothes Campaign

JULY 2021

STILL UN(DER)PAID: How the garment industry failed to pay its workers during the pandemic

Following up on the August 2020 Un(der) paid in the Pandemic report, this report describes how garment workers' incomes in seven major Asian garment producing countries have been affected during the full first year of the pandemic to estimate the wage gap garment workers have suffered during the pandemic.

CLEAN CLOTHES CAMPAIGN

DOWNLOAD



FASHIONING JUSTICE

A call for mandatory and comprehensive human rights due diligence in the garment industry

January 2021

FASHION CHECKER

Clean Clothes Campaign

JANUARY 2021

FASHIONING JUSTICE: A call for mandatory and comprehensive human rights due diligence in the garment industry

This publication outlines how garment brands, retailers and e-tailers are contributing to human rights violations on a mass scale. The report calls for concrete and comprehensive binding regulations which ensure responsible business conduct.

CLEAN CLOTHES CAMPAIGN

DOWNLOAD



MONEY HEIST

Covid-19 Wage Theft in Global Garment Supply Chains

JULY 2021

MONEY HEIST: Covid-19 Wage Theft in Global Garment Supply Chains

This report studies the manner in which the most brutal impacts of the recession on the global apparel industry were absorbed by the poorest workers, disproportionately comprising of women from vulnerable socioeconomic groups in Asia. It analyses how the actions of brands during the pandemic impacted employment relationships in their supplier factories, resulting in widespread wage theft and severe humanitarian consequences for workers in their supply chains.

ASIA FLOOR WAGE ALLIANCE

DOWNLOAD

The Unequal Impacts of Covid-19 on Global Garment Supply Chains

Evidence from Ethiopia, Honduras, India, and Myanmar

Authored by Genevieve LeBaron, Penelope Kyritsis, Perla Polanco Leal, Michael Marshall

The University of Sheffield

Department of Economics and Finance

speri.

WORKER RIGHTS CONSORTIUM

JUNE 2021

The Unequal Impacts of Covid-19 on Global Garment Supply Chains

This report documents deteriorating living and working conditions for workers in garment supply chains, including a surge in vulnerability to forced labour, amidst the Covid-19 pandemic. This study investigates the pandemic's impact on workers and businesses in the global garment supply chain, focusing on workers in four garment producing and exporting countries—Ethiopia, Honduras, India, and Myanmar—that are important to the supply base of garment brands and consumers in the United Kingdom (UK), United States (US), European Union (EU), Canada, and beyond.

WORKER RIGHTS CONSORTIUM AND THE UNIVERSITY OF SHEFFIELD

DOWNLOAD



RESEARCH REPORT

FIRED, THEN ROBBED

Fashion brands' complicity in wage theft during Covid-19

WORKER RIGHTS CONSORTIUM

WORKER RIGHTS CONSORTIUM

APRIL 2021

APRIL 2021

FIRED THEN ROBBED: Fashion brands' complicity in wage theft during Covid-19

The WRC has identified 31 export garment factories in nine countries, where there is definitive evidence that the factory fired workers and then failed to pay them severance they legally earned. In some cases, workers have received partial payment; in others, they have received nothing. In total, the wage theft at these 31 facilities robbed 37,637 workers of \$39.8 million. This is an average of more than a thousand dollars (US) per person, which is about five months' wages for the typical garment worker.

WORKER RIGHTS CONSORTIUM

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2020 REPORT

UN(DER) PAID IN THE PANDEMIC

An estimate of what the garment industry owes its workers



THE EUROPE FLOOR WAGE BENCHMARK

A Living Wage in Central, East and South-East Europe



2020

THE EUROPE FLOOR WAGE BENCHMARK: A Living Wage in Central, East and South-East Europe

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CLEAN CLOTHES CAMPAIGN

DOWNLOAD

Exploitation Made in Europe

Human Rights Abuses in Facilities Producing for German Fashion Brands in: Ukraine | Serbia | Croatia | Bulgaria



2020

EXPLOITATION: Made in Europe

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CLEAN CLOTHES CAMPAIGN

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OUT OF THE SHADOWS

A spotlight on exploitation in the fashion industry



September 2020

SEPTEMBER 2020

OUT OF THE SHADOWS: A spotlight on exploitation in the fashion industry

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