

ORSAY

Brands: Orsay

WORKER EMPOWERMENT:

1 2 3 4 5 6 7 8 9 10

COMMITMENT & PRACTICE:

1 2 3 4 5 6 7 8 9 10

COLLABORATIVE APPROACH:

1 2 3 4 5 6 7 8 9 10

STRATEGY:

1 2 3 4 5 6 7 8 9 10

TOTAL SCORE:

1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30 31 32 33 34 35 36 37 38 39 40

COMPANY POSITION ON THE LIVING WAGE:

“We are about to implement payment of the living wage. This fall our revised Code of Conduct will be distributed to all our suppliers.”

WHAT WE SAY:

Orsay has just added language about a living wage into its policy. This is a good first step but there is a long way to go.

IN MORE DETAIL:

Has living-wage benchmarks?

No.

Worker empowerment:

Orsay says: “It is the right of workers to set up or join workers’ organisations of their choice (including unions) for collective bargaining.”

So far, no credible work has been done to check if this right is being upheld.

Commitment and practices:

Orsay has started to identify the gap between the minimum wage and living wage by collecting minimum and maximum pay data as part of audits. It says it is able to “compare now those incomes with the amount stated in AFW [Asia Floor Wage] in order to define gaps and build a strategy to improve the situation.”

Collaborative approach:

Orsay is a member of the Ethical Trading Initiative.

Strategy:

Orsay says: “We are about to define a time scale and detailed strategy on how implementing the living wage by 2015.” This is called the ‘Roadmap 2015’.

Production overview:

Number of suppliers: 155

Main production countries listed as: Turkey (16%), China (16%), Poland (16%), India (12%), France (7%), Great Britain (6%), Tunisia (4%), Morocco (4%), Hong Kong (3%), Bangladesh (2%)

Orsay does not publish a full public list of the names and addresses of its supplier factories.

COMMENTS:

Orsay is at the very beginning of the road towards paying a living wage. Joining the ETI and making a change in its code of conduct to include wording on a living wage is a good start. Little else is as yet happening to make this a reality, but we hope that its new Roadmap 2015 will help the company move forwards in a productive way. It would be good for Orsay to link up with the work that smaller companies are doing on living-wage projects, as part of the Fair Wear Foundation, and share ideas.