



## TRANSFORMING THE SUPPLY CHAIN TOGETHER

# The Strategic Partnership for Garment Supply Chain Transformation 2016-2020

Fair Wear Foundation, CNV Internationaal, Mondiaal FNV, Dutch Ministry of Foreign Affairs

**The Strategic Partnership for Garment Supply Chain Transformation** is an innovative programme designed to improve labour conditions in the garment industry. The partnership aims to bring together the expertise of trade unions, NGOs, governments and progressive brands and factories, to ensure that all supply-chain actors are engaged. It focuses on three important themes, reflecting key labour issues:

### 1. LIVING WAGES

Despite two decades of discussion about living wages in the garment industry, factories that reliably pay a living wage are nearly impossible to come by. The vast majority of garment workers' wages are too low to live on; it is time to stop talking and start paying more.

### 2. GENDER-BASED VIOLENCE PREVENTION

Violence in garment factories is widespread but underreported. It continues to be one of the most harrowing forms of human rights abuse where labour is concerned. The partnership works on ensuring that particular needs of women workers are addressed.

### 3. SOCIAL DIALOGUE

How can all labour unions, employers, employees and governments benefit from social dialogue, and what role must each of these stakeholders play to make this successful? This partnership works on strengthening constructive dialogue between factory management and workers' representatives. This is essential for sustainable improvements in working conditions.

## PRACTICAL SOLUTIONS

Together, new approaches are being developed to provide models and evidence to brands, factories, trade unions, governments and civil society organisations of how a fairer garment industry could work - and benefit - all parties.

With real examples from actual garment supply chains, the Partnership aims to provide replicable solutions for the rest of the industry. Examples of pilot projects may include social dialogue strategies and a costing system analysis.

Factory-floor activities will be supported by changes in how European garment brands manage their supply chains. These companies support improvements at the factory-floor level by adapting the way they do business with their suppliers. This paves the way for real, sustainable change.





## PILOT PROJECTS

### A basis for evidence-based advocacy

Local organisations, including trade unions and NGOs, are playing a significant role in the development and execution of pilot projects. They help create real-world examples of what human rights compliance in the garment industry looks like. This in turn enables them to serve as more effective advocates in dialogues with governments, garment brands and factories on how to involve the entire supply chain in improving conditions for workers.

### Living Wage

Brands that are participating in the Living Wage Incubator work in close cooperation with factories and are committed to taking real action to raise wages, instead of just talking about it. The Incubator is designed to help develop practical steps to push past the roadblocks that stand in the way of implementing a living wage, such as: 'How much more do living wages actually cost?', 'How do we ensure that wage raises actually reach workers?' and 'How to make sure workers' voices are heard in living wage implementation?' Until now, the garment industry has lacked solid answers to these questions.

### Gender-based violence prevention

There is a growing awareness of the high levels of discrimination and workplace violence that women workers face in the garment industry. Pilot projects are being

developed to test ways to make work safer and fairer for women. Projects include training for managers and workers, developing functional anti-harassment committees, interventions to enable line supervisors to manage workers using non-abusive techniques, and raising awareness among stakeholders.

### Social Dialogue

In West-Java (Indonesia), Multicompany Collective Bargaining Agreements are being developed in collaboration by unions, factories and the government. These agreements apply to several companies of the same sector within the same region. The big advantage is to upscale both labour and productivity improvements through constructive social dialogue, while reducing social unrest and avoiding unfair competition. These MC CBAs include matters such as health and safety, working hours, and compliance with wage agreements.

## CONTACT

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**The Strategic Partnership for Garment Supply Chain Transformation** is an innovative programme aimed at improving labour conditions in the garment industry. It is an initiative undertaken by Fair Wear Foundation, Mondiaal FNV and CNV Internationaal, with support from the Dutch Ministry of Foreign Affairs. It also includes a varied network of organisations in Europe. Projects are being developed in eight garment-producing countries in Asia and Africa: Bangladesh, Cambodia, Ethiopia, India, Indonesia, Myanmar, Pakistan and Vietnam.

