

**2005 Report - *International Secretariat* Clean Clothes Campaign  
THE RIGHT TO ORGANISE – THE RIGHT TO KNOW**

**1. Support and expansion of the international network, especially in production countries:**

**a) Expansion and deepening of the partner network**

The Programme of Work (POW) that was presented in 2004 to the sportswear industry was sent to selected Asian partners and initial responses and suggestions for follow up actions were discussed during the field visits to Bangladesh, Hong Kong and China as well as during the urgent appeals workshop in Indonesia (see below) where many of CCCs partners were present. In four countries in depth studies were done by CCC partners compiling a profile on the Sportswear Industry and the main issues for workers in their industrial area. These four profiles served as input for the Vietnam workshop described below.

A CCC representative participated and gave a presentation in a workshop in Vietnam organised by the ITGLWF together with the Friedrich Ebert Foundation. The workshop took place from July 22-26, 2005 and developed the awareness of the Asian unions on the supply chains of the major sportswear multinationals sourcing from their countries. The workshop, under the title “From Athens to Beijing - Developing Trade Union Strategy on Corporate Social Responsibility in the Sportswear sector in Asia”, served as a consultation round on the Play Fair Alliance follow up activities and the respective roles trade unions and NGOs might play in any future Play Fair work in the region. Trade Unions from Thailand, Malaysia, Cambodia, Sri Lanka, Japan, India and the Philippines participated. On the last day managers in charge of CSR in Asia from Nike, adidas, Lotto, Asics and Puma joined the workshop for direct dialogue on improving working conditions with the union representatives.

The World Federation of Sporting Goods Industries organized a meeting in Shanghai in April for brands and suppliers. Although the outcomes at this time are considered insufficient by the Play Fair Alliance, a promise was made to consult more directly with civil society and governments in the region. The CCC has informed its partners of these developments.

*Visit to Hong Kong/China*

Two CCC staff members have visited Hong Kong and China between June 20<sup>th</sup> and July 2<sup>nd</sup>. In Hong Kong they visited the trade union and 9 NGOs, to talk about campaigning initiatives including urgent appeals and awareness raising initiatives. Specifically the Play Fair at the Olympics Campaign (PFOC) was discussed and possible follow up activities towards Beijing. A round table was organized at the end of the visit to discuss plans and follow up with all concerned, where 8 of the visited organizations and trade unions were present. In China they visited Shenzhen, Beijing and Shanghai, and met with 8 NGOs, legal centers and academics to discuss the possibility of working together.

### *Visit to Korea*

A three-day workshop was organized in Seoul Korea by the Korean Women Workers' Association to develop a Women Workers' response to globalization on June 18, 19, and 20th. The workshop brought together about a 120 women of whom about 90 from Korea and 30 international guests, including women workers from South America. The CCC gave a presentation on the PFOC and international solidarity actions in support of women workers rights. It was also a good opportunity to discuss how to strengthen the voice of women workers and increase the attention for gender-based exploitation in the campaign.

### *Visit to Morocco*

A CCC staff person together with a representative from the Dutch CCC conducted a field trip to Morocco from March 18<sup>th</sup> until March 25<sup>th</sup>, visiting representatives from four trade union organisations, Attac Maroc, Intermon Marroc and FES Maroc, four Moroccan human rights and women's organizations, an audit company and the ILO. A report has been distributed, and organizations have been approached concerning follow-up activities.

### *Visit to Tunisia*

A CCC staff person conducted a fieldtrip to Tunisia from the 28<sup>th</sup> of March until the 1<sup>st</sup> of April, visiting representatives of unions (two regional unions, two persons of the research department, three representatives of the women and youth department, one representatives of the garment sector union, one of the Mahgreb Union) and six NGOs (human rights NGOs, women NGOs, and other NGOs). At the last day of the visit a meeting was organized that included the Fair Wear Foundation and four of the NGOs as well as the trade union to talk about follow up activities. A report has been drafted and has been shared with the European CCC partners.

For both Morocco and Tunisia an e-mail has been sent around to all visited organizations concerning follow up activities. Both visits would need follow up activities and underlined the need for French language information to be regularly sent around. As a follow up a French language mailing list has already been set up and the French language European CCCs, in Belgium, France and Switzerland will participate in follow up activities including French language updates and a possible follow up meeting.

### *Visits Bangladesh*

From January 7<sup>th</sup> to 17<sup>th</sup> 2005, CCC staff visited Dhaka, Bangladesh. The aims for this visit were to meet with our partner organisations and discuss the most important priorities for the CCC work dedicated to the country, and visit some factories for starting work on research about audit companies. In a week we had over 25 meetings with 18 organisations and 4 producing units (including one EPZ). A report of this visit (internal) is available upon request.

### *Spectrum case*

A CCC staff person visited Bangladesh for the International Secretariat from 4-13 May 2005. The objective of her visit was to interview survivors of the Spectrum factory collapse and some families of workers who had died in the collapse. The aim was to get first hand accounts of what had happened that night and afterwards and also to further look into the general labour conditions in the Spectrum factory. The

second objective was to meet with trade unions and NGOs who are supporting the Spectrum workers and their demands, in order to discuss strategies to forward their demands and to discuss what the international secretariat can contribute in this regard. In total she interviewed 36 workers or their families, mostly in the workers' homes. Her report has been distributed among the CCC network, to the brands sourcing at Spectrum as well as to government organizations and NGO's Bangladesh.

Bangladesh was visited again from 6-14 September 2005 to update information regarding the Spectrum case. In order to assess in how far the demands that had been brought forward after the collapse of the factory in April have been fulfilled, we met with 3 trade unions, 4 NGOs and approximately 30 Spectrum workers. We also discussed further strategies to pressurize the Bangladesh authorities and buyers to take their responsibility for compensation of the workers and improvement of working conditions.

#### *Visits South Africa and Madagascar*

CCC staff visited the workshop organised by the FES, LaRRi, SACTWU and the ITGLWF in South Africa in August 2005 on the future of the African garments industry, with presentations from WTO, UNCTAD, ICFTU (on WTO and NAMA negotiations) and research presentations from the different countries on the state of affairs in their respective country with the garment industry. Again it was concluded that many jobs have been lost in the industry and a resolution on follow up activities was adapted by all the African unions present.

A subsequent visit was made to Madagascar, together with the ITGLWF – African region and a representative from the Solidarity Center in South Africa, to attend and facilitate several workshops for 20 workers delegates and for 20 members of a new union for the garment sector. A meeting was held with a catholic relief organization on follow up activities for the workers delegates, one meeting was held with the FES and one meeting with two other trade unions active in the garment sector.

#### *Visit Hong Kong*

We participated in December 2005 in a panel discussion organised by China Labour Bulletin on their new proposal regarding collective contract law in China. The panel was part of a whole series of activities organised by the labour groups in Hong Kong as part of the protests against the WTO, we also joined various other meetings (a.o. on labour issues in China, gender, labour and trade and two debates organized by ICFTU and Solidar).

#### *Report informal labour seminar*

The report of "Campaigning strategies on informal labour in the global garment industry" (Meissen, September 2004) was finalised in February 2005 and designed for the internet. It is also translated in German, Spanish and Russian, to make sure that as many partners as possible can use it. See <http://www.cleanclothes.org/campaign/homeworkmain.htm>.

#### *Regional Asian meeting*

The regional Asian meeting was originally scheduled for December 2005. Due to the WTO meeting in Hong Kong, which many of our partners wanted to attend, this regional meeting was postponed to January 2006.

*Follow up Train the Trainers project Eastern Europe*

In the Train the Trainers project (started in 2003), organisations from Serbia and Montenegro, Romania, Bulgaria, Poland, Turkey and Macedonia are trained to gather information, do research into the working conditions in their own region and to build national networks. In 2005, workshops were organised in two countries to follow up on the research project they finished the year before. In these workshops, preparations begun as well for the exhibitions on workers' rights in the garment industry that took place from September on in Macedonia, Bulgaria and Serbia and Montenegro:

*Meeting in Bulgaria – Sofia, 17-19 February 2005*

The first meeting of three country coordinators and their teams (Bulgaria, Macedonia and Serbia - two local activists from network organisations) was held in Sofia. Participants discussed and decided on the overall concept of the exhibition, technical solutions, ideas for public events (awareness raising and advocacy) and concrete work plan with specific deadlines. Baseline data will be collected in order to assess the impact of the project activities.

*Meeting in Macedonia – Shtip, 27-29 May 2005*

The second meeting of the three country coordinators and their teams took place in Macedonia. This was combined with an Advocacy training seminar. Action plans, the exhibition and public activities were discussed.

The regional coordinators for Eastern Europe went on a solidarity tour to three countries (Serbia and Montenegro, Macedonia and Bulgaria) after the June European coordination meeting in Vienna (see below), to discuss the current situation in the country where it comes to network building and follow up of the research done. The outcomes of these visits will feed into the follow up strategy for this project. During the Vienna Euromeeting, a meeting was held as well to discuss the follow up of the this project.

*Partners from Eastern Europe attend European coordination meeting*

Once a year, the CCC partners from Eastern Europe join the Western CCC coordinators for a European coordination meeting. Eastern/Central European partners from four countries (Serbia and Montenegro, Romania, Bulgaria and Macedonia) attended the June 6<sup>th</sup> – 8<sup>th</sup> Euromeeting. They could directly influence the decision making and strategising on the topics discussed. Also, the Western European CCCs learned about the activities the partners work on, and vice versa. The different ways in which both groups can work together and benefit from each others activities were established and follow up ideas exchanged. As our partners were present, we spent an extra half a day on the CCCs relationships with its partners. This gave useful input for our cooperation, which we constantly aim to improve. Together with a CCC staff person, two partners from Eastern Europe will work on a document describing the various relationships within the CCC, scheduled to be finished in February 2006. During the gathering, every evening a side meeting was organised on various topics, such as the Train the Trainers-project follow up and the historic side of the CCCs relationships with its partners. Reports of this meeting (internal) are available upon request.

## **b) Urgent Appeals**

In 2005 the CCC International Secretariat worked on 29 new cases. In addition 16 cases remained open that began in 2004. The International Secretariat worked on urgent appeal cases from Bangladesh, Cambodia, China, Haiti, India, Indonesia, Lesotho, Macedonia, Madagascar, Namibia, Nicaragua, Pakistan, Sri Lanka, Swaziland, Thailand, Tunisia, Guatemala, the United States, Mexico and Turkey. The CCC's activities in these cases included writing letters of concern to the local management of factories, writing letters to brands, lobbying companies sourcing at the factories involved, placing case updates on the CCC International Secretariat's website and as a last resort, launching public action requests on the website.

Many of the key issues in these cases involved union repression: for example, in one case workers labouring in factories with poor occupational health and safety conditions decide to form a union to negotiate a better collective bargaining agreement with management. This often led to harassment or dismissal of union members and their representatives. Other reasons for forming a union were to secure better pay or to end forced and unpaid overtime. Other urgent appeals dealt with obtaining back wages for workers and ensuring that workers received legally entitled severance pay if their positions were terminated.

Three examples of cases that were successfully resolved in 2005 are the MSP Thailand case, the Stella International case in China and the Ring Shine case in Bangladesh.

The issue in the first case was union repression where union representatives were unjustly dismissed by local management, while others who remained at the factory were systematically harassed by management. Two companies, one based in the U.S and the other based in France were sourcing at this factory. Both companies were pressured by the CCC to take steps to ensure that workers making their products were treated according to their company code of conduct, which allowed for freedom to organize and to engage in collective bargaining. After intense pressure from different stakeholders including the CCC in France and the International Secretariat, an international public letter writing campaign was launched. After nearly six months, a settlement was reached for the reinstatement of the dismissed union members with their back wages.

In the Stella International case, 10 migrant workers at the Chinese factory were jailed for causing damage to factory property during a protest rally. These workers had taken part in demonstrations where they were demanding six weeks of unpaid back wages. The Chinese court sentenced the 10 workers to up to three and a half years in jail. The Clean Clothes Campaign, together with other labour rights groups, successfully lobbied the brands sourcing at the factory to write letters to the Chinese government requesting that the 10 sentenced workers be released. In the end, all the imprisoned workers were released with their sentences suspended.

In the Ring Shine case an agreement was reached between Ring Shine Textiles Limited and its Workers Representation and Welfare Committee, including:

- 1) Immediate re-instatement, with backpay of average wages retroactive to date of

dismissal suspension, for all WRWC members.

- 2) WRWC members participate in training on the law, LIR, dispute resolution, etc. and then commenced their normal factory duties.
- 3) All dismissed workers will be offered reinstatement via a newspaper posting and factory gate posting.
- 4) Criminal cases filed by company to be withdrawn by the target date of Oct 15, 2005.

Other agreements included that Ring Shine is to establish a Human Resources Department, and that it should develop company rules in consultation with WRWC.

According to one of our Bangladeshi partners this is "a result like few others we have seen here" and they are hopeful that this will change the situation for the positive for EPZ workers and for the respect for the law and its fair implementation.

Sometimes long running cases continue to grow into larger scale campaigns. This is the case in the Spectrum-Shahriyar factory collapse in Bangladesh. The illegally built factory collapsed on the night of April 10<sup>th</sup> 2005, killing 64 workers and leaving thousands unemployed. More than a dozen brands situated in five European countries were contacted to provide compensation and emergency relief to the workers. Additionally, the I.S. and the other national CCCs involved worked in close collaboration with local organizations in Bangladesh, targeting the Bangladesh government and factory owners association. The complexity of this ongoing case provided an opportunity to make extensive use of the CCC's internal UA mailing list for UA coordinators, the internal urgent appeals database, and other means of communication to facilitate regular and complex information-sharing and strategy development.

The urgent appeals database has been made available to all the urgent appeals coordinators in the different national Clean Clothes Campaigns, facilitating information sharing, research, joint strategies, follow-up and evaluation of cases. Documenting cases through systematic use of the database is especially valuable in a case such as Spectrum-Shahriyar, allowing the Urgent Appeals coordinators in different countries to input their activities, making information available for others working on the case to keep them updated on the most recent developments and strategies in the case. Also, anyone needing background information on the case could also find information in the urgent appeals database.

Use of the database was also important in facilitating the gathering of information on the company Wal-Mart for the Public Eye on Davos nomination. The Public Eye Awards go to companies that excel in harmful social or ecological practices. Prizes are awarded in the categories of environment, social (human and labour) rights and taxes. Wal-mart was nominated by the Clean Clothes Campaign in the category labour rights and won the award for its refusal to address labour conditions in the supply chain. A representative from South Africa was invited to talk about issues in the garment industry in Southern Africa and receive the award. The case file can be found on: [http://www.evb.ch/index.cfm?page\\_id=3339](http://www.evb.ch/index.cfm?page_id=3339)

In 2005 urgent appeals cases taken up by the Clean Clothes Campaign International Secretariat and individual CCCs involved extensive dialogue with so-called multiple

retailers. Due to the role they play in European markets these retailers have an equally important role to play in ensuring good workplace conditions. In the context of urgent appeals casework the CCC raised numerous issues with major European multiple-retailers such as Carrefour, Tchibo, and KarstadtQuelle to urge them to play an active role in facilitating the resolution of major labour rights disputes. The CCC IS worked with CCC UA coordinators in France, Belgium, and Germany for example to communicate information on problematic workings conditions and ways forward for remediating these often serious problems (ex. in the case of Spectrum-Shahriyar, see above).

#### *Website and mailing list*

New general information on CCC urgent appeals work was developed for the IS's website, along with an option for visitors to sign up for the CCC Urgent Action Network, an electronic mailing list for people wishing to receive alerts from the CCC on actions that they can participate in.

#### *Impact Assessment Study*

On February 2, 2005 a one-day workshop was convened in Brussels to discuss the findings of the CCC's Urgent Appeals Impact Assessment study with those who coordinate urgent appeals work at the CCCs in Europe. Twenty people participated in the workshop, which brought together people from 10 countries. A report on the February workshop was finalized and distributed. The recommendations included in the report will be further discussed at the CCC European coordination meeting scheduled for November 2005. A reworking of the CCC's internal manual for Urgent Appeals work is underway based on comments gathered from CCC representatives during the workshop and at other times.

One of the main findings of the Urgent Appeals impact assessment study was that many of the CCCs are facing capacity problems. However, the project funded by the Sigrid Rausing Trust to build Urgent Appeals capacity at seven of the CCCs went into effect in 2005. They received resources for staff costs and material. The project served to build capacity on urgent appeals in these seven countries, with a focus on the national companies.

A second workshop, to share/discuss the study findings with those interviewed for the Urgent Appeal Impact Assessment study in Asia and other key Urgent Appeals partners in recent years in Asia took place May 24-26<sup>th</sup> in Jakarta, Indonesia (coordinated locally by the union GSBI). 32 people from 11 countries participated in the workshop. Workshop participants were enthusiastic about the research initiative and the feedback process. A final version of the Urgent Appeals impact assessment study, including the two workshop reports as appendices, was distributed (for now this remains an internal document; we are considering what possible public document could/should be pulled from the study information). Points for more discussion that come out of the workshops were put on the agenda for the following European CCC coordination meeting.

### **c) Intensified cooperation on research**

#### *Workshop Swaziland*

SOMO, as a research organisation within the CCC, organised together with the ITGLWF-Africa region from the 28<sup>th</sup> until the 30<sup>th</sup> of May a workshop in Swaziland about campaigning activities on improving conditions in Asian owned factories. There were 43 participants at the workshop; shop stewards and trade unionists from Uganda, Tanzania, Kenya, Namibia, South Africa, Swaziland, Lesotho, Malawi and Taiwan and labour researchers and campaigners from South Africa, Kenya, Europe, United States and Asia.

The workshop aimed to develop campaigning initiatives to improve working conditions in Eastern and Southern African garment factories. The workshop focused specifically on developing initiatives to address working conditions in Asian manufacturer multinationals. In cooperative solidarity, trade unions, shop stewards, and NGOs shared information and developed an action plan in order to improve working conditions in the region.

The workshop provided an opportunity for union representatives and shop stewards to share information with other unions and shop stewards in other countries as well as campaigners, the regional and international unions, and researchers. Union and shop stewards from Southern and Eastern Africa presented their experiences in specific countries and factories and what challenges the unions have encountered in organizing workers. The Asian representatives provided information about their experiences in working with labour in their countries and background to the reasons for Asian multi-national investment in Eastern and Southern Africa. These Asian organisations also discussed how they could support unions and workers in Southern and Eastern Africa. Representatives from other African regional and international organisations gave regional and international perspectives in terms of the current investment climate, developments in the Eastern and Southern African garment industry and current and planned campaigns and research. Information was shared on major buyers and their buying practices in Eastern and Southern Africa. The researchers and campaign organisations also discussed the support that can be offered at the international level, focussing both on the buyers and the corporate headquarters.

A CCC staff member participated in a research meeting on Chinese migrant labour in garment producing factories in Namibia and Mauritius, which also took place in Swaziland. The outcome of the meeting was an initiative to work on a research bulletin around Chinese migrant labour.

#### *Purchasing practices*

A paper on Fair Purchasing Practices, what this entails and how to organize campaigning towards this, was drafted and discussed during a workshop organized by the CCC in London, May 11. The workshop was scheduled with the ETI conference, thereby making it possible for NGO representatives from China, Bangladesh, Sri Lanka, South Africa and Kenya to join with the European CCC coordinators in discussing the draft paper. The ETI conference itself was attended by over 400 participants, about 50% were companies providing an excellent opportunity for the CCC to raise the issue of ethical purchasing practices. About 25 people participated in

the CCC workshop. The paper was adapted based on the outcomes and has since been put up on our website at [http://www.cleanclothes.org/ftp/05-05-Fair\\_Purchasing\\_Practices.pdf](http://www.cleanclothes.org/ftp/05-05-Fair_Purchasing_Practices.pdf)

Within the Play Fair Alliance terms of reference were drafted for ILO conducted research into the issue. This was subsequently presented to the ILO by the TU partners in the Alliance.

#### **d) Awareness raising about and involvement of civil society and consumers in production countries**

Organisations have been asked for their stories on activities they have been involved in during the Play Fair at the Olympics Campaign. These stories were collected and, together with the material already collected in 2004, are the basis for the CD ROM that was produced, and widely distributed in December 2005. Its contents can be found at: <http://www.cleanclothes.org/campaign/pfoc/index.html>

#### **e) Improvement of communication between CCC platforms and (existing) partners**

##### *Newsletters*

In July 2005, a edition #19 of the international CCC newsletter was published, containing amongst others articles on the Informal economy, Complaint mechanisms, Work wear campaigning and the Spectrum case. It can be downloaded from <http://www.cleanclothes.org/news/newsletter19.htm>.

In December, the edition #20 was published, with articles on the Austrian CCC, an awareness raising exhibition in Eastern Europe, an overview of the Tunisian garment industry and an analysis of purchasing practices. It can be found at <http://www.cleanclothes.org/news/newsletter20.htm>.

Both publications have a print run of 2000 copies.

##### *Gender publication*

A CCC publication focusing on gender and garment workers rights, entitled “Made by Women: Gender, the global garment industry and the movement for women workers’ rights” was published in December 2005. Large-scale distribution, translation, and promotion of this publication is ongoing in 2006.

##### *Internet*

In 2005, our external website [www.cleanclothes.org](http://www.cleanclothes.org) received 687.692 visitors, who visited 1.642.650 pages.

During those months, two CCC staff members started reviewing the external website: texts are updated, information reworked and the structure revisited. Examples of this work are the new CCCs page (<http://www.cleanclothes.org/cccs.htm>) and the improved CCCcommunities page (<http://www.cleanclothes.org/campaign/communities.htm>).

The international Cleanclothes e-maillist now has 471 members, and maintains to be an important tool in informing partners all over the world of urgent appeals, activities and main issues in the field of garment industry working conditions.

The internal website, built in 2003/2004, is increasingly used by the European coordinators to exchange information, update databases and share ideas and feedback. Recently, a Contacts Database was added as a tool, by which all campaigns can share their international addresses with each other. It now contains the following databases: Contact information database, Urgent Appeals database, High resolution photo database, Education material database, Document database.

#### *Organisation European CCC coordination meetings*

##### *\* February: Brussels*

The IS organised the European CCC coordination meeting, February 3<sup>rd</sup> and 4<sup>th</sup> 2005 in Brussels. Sixteen people from twelve countries (Greece, Belgium North, Belgium South, the Netherlands, Spain, Sweden, Switzerland, United Kingdom, France, Austria, Germany, Switzerland) attended this meeting, in which (1) decisions are made, on the basis of national mandates, about our European campaign strategy (including joint agenda setting in relation to implementing those strategies), and (2) information is exchanged. The coordinators of the European CCCs shared experiences and came to joint strategies on the current urgent appeals, concrete action on informal labour in the garment sector, our internal decision making process and principles of the CCC, transparency laws, a campaign on supermarkets and purchasing practices and the follow up of the Olympics campaign.

##### *\* June: Vienna*

The IS, in cooperation with CCC Austria organised and coordinated the second European coordination meeting of 2005, June 6<sup>th</sup>, 7<sup>th</sup> and 8<sup>th</sup> in Vienna. Twenty three people from fifteen countries (Serbia and Montenegro, United Kingdom, Austria, France, Spain, Germany, Bulgaria, Italy, Belgium North, Belgium South, the Netherlands, Switzerland, Romania, Macedonia) attended this meeting, in which our decision making process, current urgent appeals, rating and ranking, work wear companies and research, a campaign on supermarkets and purchasing practices, the follow up of the Olympics campaign were discussed.

##### *\* November: France*

November 7<sup>th</sup> and 8<sup>th</sup>, the European coordination meeting took place in Paris, France. Eighteen people took part from twelve European countries, and among others the principles of the CCC, work on China, monitoring, codes and brands work, the company rating database, the campaign on multiple retailers with a large buying power and sportswear campaigns were discussed. Reports of these meetings (internal) are available upon request.

#### *Euromeetings Improvement project*

A project to improve the European coordination meetings was run in 2005. A small task group was formed, to discuss past, present and future of the meetings. As outcome, a document was compiled with recommendations for future meetings, which was presented to the coordinators for input and comments. Most ideas for

improvement have already been implemented, such as working with one outside moderator.

#### *Visit United Kingdom*

From March 21<sup>st</sup> till 23<sup>rd</sup>, two CCC staff persons visited Labour Behind the Label (LBL), the CCC United Kingdom. LBL had difficult times, but is now getting more and new funding (core as well as activities), revisiting the structure of and reviving the UK network, and starting on CCC work in Scotland. The CCC IS went to talk about the developments regarding these subjects, visit some of the partner organisations and discuss some other current issues. In two days, eight meetings were held, with the Management Committee, Members Committee, Women Working Worldwide, the CORE Coalition, No Sweat, the president of LBL and LBL coordinators themselves. A report of this visit (internal) is available upon request.

#### *Towards a CCC Greece*

From the beginning of 2004, a representative of the Greek union GSEE – the organization that took the initiative to start a campaign in Greece – has been invited to the European coordination meetings. His presence and explanation of the Greek situation and plans was much appreciated at the February 2005 meeting in Brussels. Since then, the organizations in Greece have built a portal website about the issues in the garment industry, and are looking for funds to start more structural work.

#### *Campaign work in Scotland*

The UK CCC Labour Behind the Label (LBL) has from this year on made sizeable efforts to bring the CCC work to Scotland. LBL staff has organized campaign trainings in the area, and is working together with local groups on specific subjects, such as public procurement. It has become clear during several meetings that considering the population density it resource wise isn't effective to create a specific Scotland CCC. Therefore, LBL will continue to stimulate that work from England, which the CCC IS will support (as it has done during for instance their visit to the UK – see above).

#### *Creating a coalition in Italy*

In Italy, from April on, for the first time a genuine CCC coalition has been created. The money that the IS has applied for, to redistribute to national CCCs to use for urgent appeal work, helped the Italian organizations to get together and come to a structural collaboration (see [www.abitipuliti.org](http://www.abitipuliti.org)). The coordinator for urgent appeals work is coordinating the new national coalition as well, and is applying for structural money for the campaign. The IS will continue to support this fragile new structure the same way as she supports all other CCC coalitions.

### *Scandinavian meeting / Play Fair in Finland*

The coordinator of CCC Sweden visited Norway in March of 2005, which was prepared together with the CCC IS. He met with representatives of IEH (the Norwegian ETI – Ethical Trading Initiative) and LO (the Norwegian union), and NGOs Norwegian Church Aid (NCA), Future in Our Hands (FOH) and NorWatch. It was decided that two of the organisations will probably start a CCC in 2006. Also, in Finland some developments have occurred (see below), which makes it much more sensible and rewarding to postpone the Scandinavian meeting till the beginning of 2006. (It has happened in January 2006).

In Finland, the cooperation body of union umbrellas on international solidarity, SASK, has launched a Play Fair campaign in April 2005. This campaign is inspired and based upon the CCC/Global Unions/Oxfam Play Fair at the Olympics campaign, and was set up to as first target the August World Championships Athletics in Helsinki, sponsored by Mizuno. Several actions have already been done before the start of the Championships, and the organisation is planning to continue their campaign until the Beijing Olympics of 2008. On July 14<sup>th</sup>, a representative of SASK visited the CCC IS, to discuss their strategy, plans to form a coalition and in the end a possible CCC and future cooperation. SASK will work on a strategy plan this Autumn (after the World Championships), planning to be finished at the end of the year. SASK is very keen to participate in the Scandinavian meeting, and will bring possible coalition members to introduce them to the CCC and its work.

### *Mentorship coordination CCC Austria*

From June 3<sup>rd</sup> till June 9<sup>th</sup>, one CCC IS staff member has been on an internship with the CCC Austria, learning about the regular activities and preoccupations of national coordinators. As the CCC international secretariat wants to accommodate the national campaigns as good as possible, it is very important to be aware of the daily situation of those campaigns and their coordinators. What can the IS learn from them, what do we really need from each other, and how can we at the IS organise its work in such a way that we can assist them to the best of our abilities? What are the most time-consuming activities related to coordinating national platforms, and are there areas where there opportunities could come from working together with other CCCs? To answer all these questions, as first country the IS visited Austria, to learn about the daily reality of national CCCs and see how these findings should effect CCC IS coordinating work. During the internship, several meetings with the platform of CCC Austria were organized. Also, the CCC staff member met with founding organization Frauensolidarität, and was interviewed for the CCC Austria magazine, and the Austrian radio. Most of the time, she joined the coordinator for the daily work, and interviewed him along the way about his experiences and thoughts about the cooperation between the CCC IS and a national campaign, as well as integrating international work into national campaigning. A report of this visit (internal) is available upon request.

### *EUROBAN meeting*

As part of a broader strategy of building alliances with similar European based workers' rights campaigns, CCC staff visited the European Banana Action Network meeting of October 13<sup>th</sup> and 14<sup>th</sup> in Paris, to share and gain knowledge on European campaign coordination and present the Multiple retailers/Purchasing practices campaign.

### *Fundraising activities*

An intern with the CCC IS in 2005 started looking for new fundraising possibilities for the CCCs. She is expected to present a detailed overview of possible funds in the first half of 2006.

## **2. Continuation of the activities aimed towards pushing the companies to adhere to a good code of conduct, in which verification of implementation is central:**

### **a) Informing companies**

Companies were approached in various contexts. In the context of Urgent Appeals, amongst others the following companies were contacted: Asics, Bonmarche, C&A, Carrefour, Celio, Converse, Decathlon, Diesel, Eddie Bauer, Fila, Gap, Gildan, H&M, Inditex/Zara, Jones Apparel Group, Karstadt/Quelle, Levi Strauss, Mattel, Neckermann, Nike, North Sails, Otto Versand, Peacock, Pierre Cardin, Reebok, Scapino, Vetir.

In the context of transparency and disclosure, all major sportswear companies were contacted and asked to disclose their supplier list following the example set by Nike.

In the context of the Play Fair campaign, a report detailing the responses at the policy level of all sportswear companies targeted during the Olympic campaign was put up on the website at <http://www.cleanclothes.org/campaign/olympics2004-eval-company-response.htm>. Each company was given the opportunity to comment on their own chapter, resulting in extensive dialogue. Also in relation to the Play Fair campaign, the ILO organized a second informal consultation among sportswear companies and Play Fair Alliance members on July 11<sup>th</sup>. After the meeting the Play Fair Alliance confirmed four points to be taken further, which will include a smaller meeting to consider training and research issues, a review of outstanding violations of labour standards in the supply chains of World federation of Sporting Goods Industries (WFSGI) member companies and a meeting between the Play Fair Alliance and the IOC marketing department concerning licensing agreements.

In the context of developments in the field of monitoring and verification, the Business Social Compliance Initiative (BSCI) was critically assessed in a paper. This paper was published on the website during the last week of May and sent to the major companies involved in this initiative.

### *Research on social audit systems*

The CCC International Secretariat organized a research meeting in Amsterdam for the researchers that participate in the research project on social audits. The research meeting took place on the 8<sup>th</sup> and 9<sup>th</sup> of February and was attended by researchers from Indonesia, Bangladesh, Morocco, Romania, India, Kenya. (A researcher from Hong Kong was also invited but could not attend). Field studies were subsequently conducted in each of the countries and research was organized into audit companies and monitoring systems. An editor was hired to compile the reports.

On November 2 the report was launched with an international press release. The Financial Times, the Guardian and a number of CSR-related media paid attention to the report. On November 15 the report was presented in the trade union museum in

Amsterdam. Two researchers, one from Hong Kong and one from Morocco, presented their research finding. This was followed by a discussion with the public on the use of social audits in the garment industry.

On November 17 the report was presented in Brussels on seminar 'From Social Auditing to Compliance Results', which was organized by the Human Rights at Work Foundation and IRENE. On November 18, the CCC and many of the field researchers were present to draw attention to the report at the conference: 'Responsible Sourcing - Improving Global Supply Chains Management', organized by the European Union.

The researchers came to Amsterdam on the 21 and 22<sup>nd</sup> of November to discuss the research results, follow up activities concerning the social audit research presentations in their countries, follow up towards the brands and general follow up regarding social audits, with the participation from the researchers, several eastern European organizations, and for a part the FWF and WRC.

#### *BSCI actions Brussels*

On 24<sup>th</sup> November, the Business Social Compliance Initiative held its first major conference. The participants, however, had to cross a picket line organised by the International Clean Clothes Campaign (CCC). Carrying signs with slogans such as "Business Sweatshop Cover-up Initiative" and "Bad Social Compliance Initiative", around 20 representatives of the Belgian and Dutch CCC picketed the entrance of the conference together with partners from India, Bangladesh, Pakistan, Turkey and Macedonia. Thomson and Thompson, the two famous detectives from the Tin-Tin comic joined the picket and commented that the BSCI fails on key criteria such as transparency and involvement of workers and trade unions. The peaceful picket started at 08.15 in the morning just outside of the main entrance, though participants were not obstructed from entering.

#### *Speakers*

A CCC staff member spoke in the plenary session and was part of a panel in the conference organized by the European Commission (DG Employment) about CSR and responsible competitiveness' on April 19<sup>th</sup>. About 350 people attended the conference. Copies of the presentations of the different speakers can be found at DG Employment's CSR website.

The CCC was also one of the speakers in the closing panel of the ETI conference with about 400 participants organized in May 2005 in London.

At May 23-25 the CCC was present at the Cornell ILR School's first seminar on monitoring freedom of association under corporate codes of conduct in New York. The meeting involved about 25 participants from trade unions, NGOs, brands, governmental and monitoring organisations.

At November 10<sup>th</sup> 2005, the CCC was represented at the meeting "Duurzaam sociaal inkopen door de overheid" ("Sustainable government public procurement"), organized by the Ministry of Economics, and attended by around 30 representatives of different ministries, NGO's and companies.

## **b) Involve partners (in production countries) with multi-stakeholder control systems**

### *Monitoring and verification cd-rom*

This much sought after cd-rom presents an overview of eight years of code related work. It provides links to materials that were developed by the CCC and others related to code content, implementation systems and mechanisms for verification. The guide also includes materials regarding the discussion on the usefulness of codes as a strategy for improving the application of international labour standards throughout supply chains, and the primary challenges for the future.

This reference guide is available on CD Rom and on the CCC website. The guide can provide newcomers with the necessary background and helps the reader in identifying and locating the materials they need. This guide is an essential tool for those newly active in the debate but will also help those more directly involved in research, (pilot) projects, campaigns or other activities in understanding the European and international dimension. The contents of the cd-rom are also made available on-line, see <http://www.cleanclothes.org/codes/index.htm>

### *Cooperation MSN*

In 2005, cooperation with Canadian Maquila Solidarity Network continued. CCC and MSN met twice, in London in April and in October in Amsterdam. In these meetings, content for MSN's Codes Memo's were discussed.

The CCC gave extensive input in the two issues published in 2005. Codes Memo No.18 (January 2005) focuses on code complaints processes. The Gildan case is used to take a closer look at how the Worker Rights Consortium and the Fair Labor Association (FLA) work. Also included are analyses of the FLA's second annual report. Code Memo No 19 (September 2005) includes an article on 'CSR Reports: Ratcheting Up Transparency Standards?' The second main article is on how the 'MFA Forum Promotes Joint Action in Bangladesh'. A third article critically assesses the 'Business Social Compliance Initiative.' Also, a representative of MSN visited the CCC Eurometing and Urgent appeals meeting in Paris (November), where information on joint issues was exchanged to stimulate further cooperation.

## **c) Stimulate cooperation between multi-stakeholder control systems**

### *The Jo-In project*

The Jo-in project managed to draft a common code of conduct which is presently available at the Jo-in website. The CCC participated in the steering committee meeting organized in January in Amsterdam as well as in the special for international brands participating in the project. The project has decided to focus the trials on three critical issues: living wages, hours of work and freedom of association. The CCC had given substantial input to the documents and protocols drafted for each of these issues and has developed a work plan for stakeholder consultations.

The main focus of activities from October on has been negotiating terms of engagement with the suppliers and developing the criteria and process for selecting those who will assess the factories against the JO-IN Common Code. We have also begun to develop protocols of how the three priority areas – trade union rights, wages

and hours – will be assessed at factory level. These will be subject to stakeholder consultation in the coming weeks. The immediate next steps are to:

- finalise those suppliers who are participating in the project,
- establish a local stakeholder group and international stakeholder advisory committee,
- recruit experts to assess the factories in the project against the Common Code, and
- develop a training course for Turkish stakeholders on how they can relate to and engage with each of the multi-stakeholder initiatives (specifically around complaints).

#### *National roundtables*

In 2005 we organized three national level roundtables, bringing together industry, unions and NGOs for discussions on how to make progress on implementing codes of conduct.

At April 26, the roundtable “Social Responsibility in the Garment and Sportswear Industry: Mechanisms for Independent Monitoring”, was held to present the work taking place at an international level to Austrian industry, and to debate the value of corporate social responsibility practices. The seminar was organised by the CCC Austria in cooperation CSR-Austria, the Austrian Federal Economic Chamber, the Federation of Austrian Industry, the ministry for economy, the employee’s union GPA, the metal and textile workers union GMT, the chamber of workers, the Fair Wear Foundation and Fairtrade Austria. At the end of the workshop, it was agreed that the industry federations would present the outcomes of the roundtable in their newsletters, thereby presenting them to managers in the industry

A roundtable on monitoring and verification took place in Lille (France) on June 2<sup>nd</sup> 2005. This meeting was attended by around 55 people, including representatives from the EU, the Fair Wear Foundation, local governments in France adopting ethical purchasing guidelines, representatives from national retailer and other companies (Casino, Auchan), trade unions (CFDT, CGT), CCC groups and the Institute for Resources on Fairer Trade IRFT from India and the Asia Monitor Resource Center from Hong Kong. The presentation of a global framework agreement signed at EDF (Electricité de France) including a clause on subcontracting attracted particular interest at this roundtable.

At September 27 a joint meeting between business, trade union, NGO and multi-stakeholder initiative roundtable took place in Stockholm (Sweden) to discuss: how can a dialogue between different stakeholders improve CSR work? The aim of the meeting, which was organised by the Swedish CCC, was to “break the ice” since stakeholder dialogue in Sweden has not been extensive. Present at the meeting were participants from H&M, Lindex, Allos and Indiska, and a number of smaller companies (Ahrens, Filippa K, Bjorn Borg Swedish Sport) as well as the Norwegian multi-stakeholder initiative “Initiativ för Etisk Handel”, Clean Clothes Campaign International and trade union representatives from production countries.

### *Thematic meetings*

At May 11<sup>th</sup> 2005, one day before the Ethical Trading Initiative conference which attracted over 400 persons, the CCC organised a thematic workshop on purchasing practices and codes of conduct (see 1c of this report).

### *Freedom of Association Meeting*

At September 19<sup>th</sup> 2005, the thematic workshop on "Implementation of Codes of Conduct, with Emphasis on Freedom of Association and Collective Bargaining," was held at the IG Metal headquarters in Frankfurt (Germany). The Round Table was organised by the CCC International secretariat in co-operation with the German CCC (Kampagne für Saubere Kleidung) and the IG Metal. The meeting brought together a mixture of European stakeholder representatives as well as representatives from several Multi-stakeholder Initiatives (FLA, FWF, ISCOM) for an in-depth discussion. In total 50 persons participated in the meeting including:

- company representatives (Hess Nature, Gap, Levis, KQ, Inditex, Migros, Adidas, Puma, H&M);
- union representatives (ITGLWF, IG-metal, ICFTU, Teksif and the FNV);
- NGO representatives (TIE Germany, Terre des Femmes, CCC Germany, CCC UK, CIR, PPCShtip)

Speakers included Manfred Schallmeyer of the ITGLWF, Karen Curtis of the ILO, Aurret van Heerden from the Fair Labor Association, Bernard Moeri from Migros, and Frank Henke of Adidas.

This workshop took a closer look at the relation between codes of labour practice and accompanying implementation schemes concerning Freedom of Association (FoA) and Collective Bargaining (CB). The discussion between the participants was open and contributed to mutual understanding on the dilemma's and difficulties faced with implementing and monitoring Freedom of Association. Among the recommendations were the importance of a country-by-country assessment and guidance and the role companies could play in stimulating legislative change at production countries.

Two documents were prepared for this meeting:

1. 'Freedom of Association and the Right to Collective Bargaining; A Clean Clothes Campaign Primer Focusing on the Global Apparel Industry.' This "primer" provides background on various aspects of freedom of association and collective bargaining, particularly in the context of multi-stakeholder initiatives that deal with codes of conduct. The 55 page report highlights that freedom of association and collective bargaining are universal human rights. It details the international instruments where these standards are codified and how they are dealt with – both through International Labour Organization supervisory mechanisms and national legislation. It then offers readers brief explanations of key subjects relating to organizing and collective bargaining and deals with different Code initiatives and their treatment of freedom of association and collective bargaining. In final sections, it raises some key points for further consideration and cites various sources that can be accessed for more information on this topic.

2. 'Background document prepared for discussion groups at the Clean Clothes Campaign workshop on: Implementation of Codes of Conduct, with Emphasis on Freedom of Association and Collective Bargaining.' This document was prepared as background material for the discussion groups during the breakout session. Case

studies are used to give examples of difficulties in implementing and monitoring FoA and CB. Nike, Puma and Adidas contributed material for the first case study concerning the question of what counts as a genuine workers representation mechanism

Both documents are posted on the CCC website, distributed among participants of the workshop send out to partner organisations (via the Cleanclothes email-list which consist of 471 members).

#### *CCC Monitoring and verification meeting*

At September 20<sup>th</sup> 2005 a CCC monitoring and verification meeting took place in Frankfurt. The meeting included 19 participants from several CCC chapters (Germany, France, UK, Sweden, Netherlands and Belgium) and partner organisations (PPC Shtip, SUDWIND, Teksif). The meeting provided an opportunity for information sharing, updates on recent developments and discussion on key issues and problems. An important part of the meeting was dedicated towards evaluating the activities carried out so far in the context of the project, and planning future work. Susan Hayter, then still project manager of the JO-IN project but now working for the ILO, gave a presentation that dealt with:

- activities so far (including development of common code, stakeholder involvement in Turkey, agreements with brands, selection of suppliers, foreseen role of MIT)
- trial methodology and additional research work
- planning of (international) stakeholder consultation

Her presentation was followed by a discussion on what the CCC focus within the JO-IN project should be. In the afternoon, Jantien Meijer from the Fair Wear Foundation gave an update on recent developments and the possibilities for setting up a European FWF (e.g. participation of companies from other countries than the Netherlands).

### **3. Intensifying activities towards governments (local, national and international), in which governments are approached in their role as legislator as well as (large scale) consumer**

#### **a) Clean Clothes Communities**

##### *Public procurement research and meeting*

The CCC International Secretariat has commissioned research to SOMO into seven companies who supply (local and national) governments. The CCC wants to extend its knowledge about the work wear market, and expand possible entry points for the Clean Clothes Communities project. The seven targeted companies are selected out of the input, which national CCCs have provided, on the basis of their European public work wear supply coverage (two of them are FWF members). A profile was made about the companies, which deals with policy, codes, MSI-attendance, implementation of policy, (negative) press and what is known about the supply chain. The general conclusion is that work wear companies are lagging behind enormously when it comes to supply chain responsibility – possibly due to lack of public campaigning and pressure from communities. The report can be found at <http://www.cleanclothes.org/campaign/communities.htm>.

The outcomes of the research were presented at a meeting in Spain, October 19<sup>th</sup> and 20<sup>th</sup>, organised by Albert Sales of Setem Barcelona, attended by 44 campaigners, public authority representatives, representatives of the FWF and ETI and trade unionists from 14 countries. The first day consisted of presenting the outcomes of the research, and the consequences for and experiences of (local) authorities. The second day was a CCC only, in which the strategic and campaign ideas taken from day one were discussed.

#### *CCCommunities projects in Europe*

In The Netherlands, Germany, Belgium North, France and Spain, work on getting more cities to adapt a resolution towards buying ethical work wear continued, while in the UK, Sweden, Belgium South and Austria first steps were being made to start campaigning on this in 2006.

As implementation of these resolutions is just as important as getting more cities to adopt them, as an outcome of the seminar in Barcelona cooperation with Eurocities is sought. Eurocities is the network of European major cities, and is committed to working towards a common vision of a sustainable future in which all citizens can enjoy a good quality of life ([www.eurocities.org](http://www.eurocities.org)). In this context they are working on a project on public procurement, and are interested to with the CCC develop a practical guide for public buyers, guiding them through the process of actually purchasing clothes for the communities. This project should come into effect in 2006.

#### **b) Legal issues**

The possibility for a campaign on transparency was extensively discussed, with partners and among the CCCs, based upon the explorative research in 2004. It was decided that it would be more effective to include the topic in other ongoing work, such as the Play Fair campaign, then to organize a separate campaign on the issue. Together with different international partners, we sent letters to twenty important sportswear brands, pushing them to disclose their suppliers list.

In 2005, a relatively big amount did, including Puma, Nike, Reebok, Mizuno (partly) and Jansport. Some fashion companies followed, such as Levi Strauss and Timberland.

### **4. Public campaigns: Right to Organise – Right to Know**

#### **a) Play Fair**

The Play Fair Alliance remains active and maintains, as has been mentioned above, contact with the sportswear companies and the sector and regularly updates organisations and the public about the steps taken. Looking towards Turin and Beijing, a first visit to Hong Kong and China has looked into possibilities and ideas for campaigning on the Beijing Olympics. For Turin small-scale research has started on the licensees for the Olympics in Turin, which will serve as a basis for contacts with the IOC and, when necessary, campaigning initiatives. A sportswear bulletin is being sent around every 2 months to inform organisations on the Alliance mailinglist (now 305 members).

A meeting took place at the 11th of October between the IOC and the ICFTU (for the Play Fair Alliance) in Geneva. During the meeting the Alliance representatives provided background information on the proposals, as they were previously communicated to the IOC, including labour rights to be part of the Olympic Charter, their incorporation into IOC licensing/sponsorship contracts, inclusion of binding language on labour standards and establishment an effective mechanism through which cases of violations of labour rights in such supply chain(s) can be dealt with.

## **b) Rating & Ranking**

A common (European) database was created to systematically collect company data on their social (CSR) policy. The core of the database, which builds upon the tools developed by the French and Swiss chapter, consists of a list of questions the CCC would like to see answered regarding companies' CSR policy and what concrete steps they have undertaken to give these policies effect.

The database is based on upon categories concerning (i) transparency, (ii) formal commitments to working conditions in the supply chain, (iii) practices, and (iv) violations of worker rights in the supply chain. These categories are worked out in 120 different items to be answered. At the basis of these questions lay the agreed upon CCC model code of conduct and gained insights regarding monitoring and verification and the urgent appeal network.

A first draft of the database was presented and discussed in Paris at May 2005. A second (final) draft version was presented at September 26<sup>th</sup> in Paris. In cooperation with the French CCC and others, a database manual (including clarification of terminology and indicators) was also developed. On November 8th, agreement on the format and usage was reached in Paris. At this meeting, it was also decided that the database will be tested by national CCCs. As part of the test phase, the questionnaires will be send out to companies.

A comprehensive and comparable, and yet easy to use and easy to maintain, database on CSR policy has long been a wish of most actors in the CSR field. It remains a very big challenge, but CCC beliefs it has come up with a very good and workable proposal within the limits of the project, which hopefully can be piloted and further developed on a larger scale. If rightly executed this can be a crucial tool for increased transparency on CSR.