Campaign „Change Your Shoes“

Global supply chains and decent work

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Change Your Shoes

How to reach ethical and sustainable supply chains?
Change Your Shoes

- Change Your Shoes is a European initiative which stands up for an ethical, sustainable and transparent shoe supply chain
- partner project of 15 European and 3 Asian organizations
- project duration 2015-2017, financed by European Commission, DG DEVCO
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Project partners:
• Südwind Agentur – AUSTRIA
• Federación SETEM (SETEM) – SPAIN
• INKOTA-netzwerk e.V. – GERMANY
• Gender Education, Research and Technologies foundation (GERT) – BULGARIA
• NaZemi – CZECH REPUBLIC
• Globalization Monitor – HONG KONG SAR CHINA
• Trade Union Rights Centre (TURC) – INDONESIA
• Buy Responsibly Foundation (BRF) – POLAND
• Fair Trade Center (FTC) – SWEDEN
• Slovak Centre for Communication and Development (SCCD) – SLOVAKIA
• SÜDWIND e.V. – GERMANY
• Clean Clothes Campaign Denmark (CCCDK) – DENMARK
• Labour Behind the Label (LBL) – UK
• Umweltschutzorganisation GLOBAL 2000 – AUSTRIA
• Pro Ethical Trade Finland (PETF) – FINLAND
• Society for Labour and Development (SLD) – INDIA
• CENTRO NUOVO MODELLO DI SVILUPPO (SNMS)- ITALY
• FAIR – ITALY

www.sccd-sk.org
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Problems in supply chains:

1. The right to a living wage

   “A living wage should be earned in a standard working week (no more than 48 hours) and allow a garment worker to be able to buy food for herself and her family, pay the rent, pay for healthcare, clothing, transportation and education and have a small amount of savings for when something unexpected happens.”
Price analysis of a sneaker

- Workers' Wages: 2.5 €
- Raw materials: 10 €
- Other production costs: 3.5 €
- Profit margin manufacturer: 4 €
- Brand company: 26 €
- Transport & Taxes: 4 €
- Distributor: 5 €
- Retail: 45 €
- VAT: 20 €

Price total: 120 €
PAY GARMENT WORKERS A LIVING WAGE

A worker should be able to afford:

1. food
2. rent
3. healthcare
4. education
5. clothing
6. transportation
7. savings

A living wage is a human right, for all people, all over the world

www.cleanclothes.org
Fit for Fai

Partneri z Európy:
1) Christliche Initiative Romero (CIR)
2) National Association of Human Resources Specialists (AUR), Rumunsko
3) Gender Education, Research and Technologies Foundation (GERT), Bulharsko
4) Slovak Centre for Communication and Development (SCCD), naša organizácia, Slovensko
5) Gender-Centru (GC), Moldavsko
6) Labour behind the Label (LBL), Veľká Británia

Partneri z Globálneho Juhu:
1) Organización de Mujeres Salvadoreñas por la Paz (ORMUSA), Salvádor
2) Movimiento de Mujeres Trabajadoras y Desempleadas "María Elena Cuadra" (MEC), Nikaragua
GAP BETWEEN LEGAL MINIMUM WAGE AND ESTIMATED LIVING WAGE

- **Poland**
  - Legal min net wage: 1000
  - Estimated min LW: 318
  - Gap: 682 (32%)

- **Slovakia**
  - Legal min net wage: 1360
  - Estimated min LW: 354
  - Gap: 1006 (26%)

- **Bosnia-Herzegovina**
  - Legal min net wage: 859
  - Estimated min LW: 164
  - Gap: 695 (19%)

- **Albania**
  - Legal min net wage: 588
  - Estimated min LW: 140
  - Gap: 448 (24%)

- **Romania**
  - Legal min net wage: 706
  - Estimated min LW: 156
  - Gap: 550 (22%)

- **Macedonia**
  - Legal min net wage: 726
  - Estimated min LW: 145
  - Gap: 581 (20%)

Legend:
- Blue: Legal min net wage in shoe industry 1.1.2016
- Red: Estimated min LW family of four (according to workers interviews)
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Problems in supply chains:
2. Home based workers
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Problems in supply chains:

3. Working conditions in factories and tanneries – toxic chemicals (chrome VI)
Správanie spotrebiteľov a práva zamestnancov v textilnom priemysle: Záleží Slovákom na reálnej cene ich oblečenia?

Nechali nás v štichu! (Stiched up!) Regionálna správa (Clean Clothes Campaign), 2014

http://www.cleanclothes.org/resources/publications/stitched-up-1
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Problems in supply chains:

4. **Lack of transparency** – missing information about country of origin

5. **Safe products for customers** – ban of chrome VI use in EU from 1.5.2015
Zmeň svoje topánky

Research in shoe factories in Slovakia (part of a more extensive research in 6 countries of Eastern Europe)

Findings:
• low wages that are insufficient to cover basic needs
• excessively high and low temperatures in the factories
• multiple health risks due to toxic substances in the workplace
• weak trade unions and labour inspection
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Campaign demands:
• 1) Workers in the shoe supply chain have a right to a living wage.
• 2) Workers in the shoe supply chain have a right to safe working conditions
• 3) Consumers have a rights to safe products and transparency in the production of their shoes.

How to reach them:
• Legislative changes (EU, national governments)
• Pressure on brands to disclose and monitor supply chains
• Customers – reduce consumption, recycle, choose responsible brands
• Ranking portals - https://rankabrand.org
Thank you for your attention

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https://www.facebook.com/zmensvojetopanky/

http://www.sccd-sk.org/sk/zmen-svoje-topanky/zapojte-sa

E-learning course about decent work:

http://dostojnapraca.wix.com/e-learning