Working Conditions; Signature Programme

What we want to achieve
Improved working conditions and wages for every man and woman in the apparel industry

The results
- Increased disclosure and transparency of supply chains and working conditions
- Increased number of collective bargaining agreements
- More women leading the way to better working conditions
- Improved industry cooperation
- Policies and regulations that foster good working conditions
- Improved capacity of organisations promoting improved working conditions

How we measure success
- Number of workers benefiting from better working conditions and wages
- Number of collective bargaining agreements
- Number of women leading efforts to improve working conditions

How we measure success
- Number of disclosure and transparency mechanisms used to improve working conditions
- Number of grantee organisations strengthened
- Number of stakeholders working together

We believe
- Transparency and traceability lead to increased accountability and better working conditions
- Worker-management negotiations and collective bargaining enable good working conditions and workplace harmony
- Industry formalisation leads to improvement of working conditions
- The industry needs to work together in new ways to improve working conditions
- Many workers are employed in small and medium enterprises

Potential risks
- Stakeholders lack the appetite to improve working conditions because immediate costs outweigh the incentives to change
- Improvements in job quality can lead to increased unemployment
- Brands unwilling to fully embrace transparency due to fear of reputational risk
- Workers unwilling to step up as leaders due to fear of losing their jobs
- Coordination and collaboration among a critical mass of stakeholders is difficult to achieve, but necessary for change

What we do
- Increased cost of improved working conditions leads to the migration of production to areas with worse conditions and weaker legal enforcement
- Power relations between stakeholders in the chain (brands, factory management, governments, unions, and workers) are unequal
- Supply chains are fragmented making traceability a challenge
- Worker exploitation and unsafe working conditions persist, despite widespread acknowledgment of problems and significant resources allocated to addressing them

The challenge
- Worker exploitation and unsafe working conditions persist, despite widespread acknowledgment of problems and significant resources allocated to addressing them
- Supply chains are fragmented making traceability a challenge
- Worker exploitation and unsafe working conditions persist, despite widespread acknowledgment of problems and significant resources allocated to addressing them

How we measure success
- Increased disclosure and transparency of supply chains and working conditions
- Increased number of collective bargaining agreements
- More women leading the way to better working conditions
- Improved industry cooperation
- Policies and regulations that foster good working conditions
- Improved capacity of organisations promoting improved working conditions

What we want to achieve
- Improved working conditions and wages for every man and woman in the apparel industry

The results
- Increased disclosure and transparency of supply chains and working conditions
- Increased number of collective bargaining agreements
- More women leading the way to better working conditions
- Improved industry cooperation
- Policies and regulations that foster good working conditions
- Improved capacity of organisations promoting improved working conditions

How we measure success
- Number of workers benefiting from better working conditions and wages
- Number of collective bargaining agreements
- Number of women leading efforts to improve working conditions

Potential risks
- Stakeholders lack the appetite to improve working conditions because immediate costs outweigh the incentives to change
- Improvements in job quality can lead to increased unemployment
- Brands unwilling to fully embrace transparency due to fear of reputational risk
- Workers unwilling to step up as leaders due to fear of losing their jobs
- Coordination and collaboration among a critical mass of stakeholders is difficult to achieve, but necessary for change

What we do
- Increased cost of improved working conditions leads to the migration of production to areas with worse conditions and weaker legal enforcement
- Power relations between stakeholders in the chain (brands, factory management, governments, unions, and workers) are unequal
- Supply chains are fragmented making traceability a challenge
- Worker exploitation and unsafe working conditions persist, despite widespread acknowledgment of problems and significant resources allocated to addressing them

The challenge
- Worker exploitation and unsafe working conditions persist, despite widespread acknowledgment of problems and significant resources allocated to addressing them
- Supply chains are fragmented making traceability a challenge
- Worker exploitation and unsafe working conditions persist, despite widespread acknowledgment of problems and significant resources allocated to addressing them