



CLEAN CLOTHES CAMPAIGN



*Improving working conditions
in the global garment industry*


[Urgent appeals](#)
[Campaigns](#)
[News](#)
[Companies](#)
[Publications](#)
[Codes of conduct](#)

Code Implementation & Verification

This reference section on code implementation and verification of the Clean Clothes Campaign (CCC) 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.

Table of content

- [Introduction](#)
- [Glossary and abbreviations](#)

Section 1: Codes of labour practice

- 1.1 [Development of the CCC Model Code](#)
- 1.2 [Company response to the Model Code](#)
- 1.3 [Status of the Model Code](#)
- 1.4 [Concerns and Criteria related to the Model Code](#)
- 1.5 [Other model/base codes](#)
- 1.6 [Overview of other resources on Codes of conduct](#)

Section 2: Pilots projects

- 2.1 [Description of CCC's pilot strategy and the main pilots conducted](#)
- 2.2. [Overview of resources on other Pilot Projects](#) (per country)

Section 3: MSI's and business-controlled mechanisms

- 3.1 [Short overview of Multi-Stakeholders Initiatives aimed at overseeing code implementation](#)
- 3.2 [Business controlled mechanisms](#)
- 3.3 [Next steps: towards credible European Verification/Jo-in initiative](#)
- 3.4 [Overview other resources and tools on MSIs and business controlled mechanisms](#)

Section 4. Critical issues on code implementation and verification

Sector-Wide Solutions

for the sports shoe and apparel industry in Indonesia

[Read more >>](#)

The Structural Crisis of Labour Flexibility

Strategies and Prospects for Transnational Labour Organising in the Garment and Sportswear Industries

[Read more >>](#)

Full Package Approach to Labour Codes of Conduct



April 2008 - Four major steps companies can take to ensure their products are made under humane conditions

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- 4.1 [Complaints mechanisms](#)
- 4.2 [Social auditing](#)
- 4.3 [Purchasing practices and pricing](#)
- 4.4 [Living wages and hours of work](#)
- 4.5 [Freedom of association and collective bargaining](#)
- 4.6 [Worker Education and training](#)
- 4.7 [Transparency and disclosure](#)
- 4.7 [Overview of other resources on critical issues related to code implementation and verification](#)

Section 5: Code related activities in a global context

- 5.1 [OECD guidelines](#)
- 5.2 [Belgian Social label](#)
- 5.3 [Fairtrade Labelling Organisations International \(FLO\)](#)
- 5.4 [Global Framework agreements](#)
- 5.5 [UN Global Compact](#)
- 5.6 [Global Reporting Initiative \(GRI\)](#)
- 5.7 [EU level CSR and EP-related resolutions](#)
- 5.8 [UN Guidelines on Transnational Corporations](#)

Preface

This reference guide on code implementation and verification of the Clean Clothes Campaign (CCC) 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.

Most of the materials referenced here have been developed by the CCC and partners, and for a great deal is based on experiences in Europe. Therefore, the materials in this guide are by no means inclusive. To this end we would like to invite all of you to send us materials to keep the site updated and make it as useful as possible.

This guide and the CD Rom were made possible through the financial contribution of the European Commission, DG Employment and Social Affairs.

Ismène Stalpers and Ineke Zeldenrust



Challenging the power of retailers in Europe

March 2008 - The CCC is part of an initiative to raise more awareness about the excessive power of retailers in Europe, and to stir the European Parliament and Commission into action to curb it.

[Read more >>](#)

Workshop report on improving the human rights performance of business through multi-stakeholder initiatives

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Clean Clothes Campaign rejects GSCP invitation

The world's largest retailers -Tesco, Wal-Mart, Carrefour and Metro announced the formation of the Global Social Compliance Programme (GSCP) - supposedly to encourage a unified approach to promoting good working conditions in the supply chain.

[Read more >>](#)

Manual, Codes & Practices of five Garment Buyers in Africa



December 2006 - This

Reader covers 5 major US based multinationals that source their garment and apparel products from manufacturing companies on the African continent.



836kb) [Download the report >>](#)

Favourable CSR Resolution passed in European Parliament

Please find some highlights from the Resolution we believe might be of interest for our network and deserve follow up. [Read more >>](#)

What is the BSCI and how does it measure up?
[From CCC newsletter 21. May 2006](#)



CLEAN CLOTHES CAMPAIGN



*Improving working conditions
in the global garment industry*

[Urgent appeals](#)[Campaigns](#)[News](#)[Companies](#)[Publications](#)[Codes of conduct](#)

CCC Reference Guide on Code Implementation & Verification

Introduction

Improving working conditions in the global garment and sportswear industries has become central to the work of pressure groups, lobby groups, trade-unions, consumers organizations, governments and companies. Many consumers have become aware of the problems that govern the production chain. Workers in the production sector, predominantly female, are increasingly defending their interests. Unfortunately, real improvements in working conditions in garment and sportswear supply chains have been limited to safety and health conditions in the first tier of suppliers. International networks have been established amongst stakeholders with the aim to carry through further improvements.

Corporate Social Responsibility has become a slogan entering the global debate. As companies have started to become more powerful worldwide, it is generally recognized that they have a social responsibility and that rules and regulations should be issued. One breakthrough is that in recent years, almost everyone is convinced that companies in the production chain should take responsibility for the labour conditions of their suppliers, and put that policy to paper, usually in the form of a Code of Conduct.

Over the years, a multitude of such codes has emerged including model codes drafted by trade-unions and NGOs, company codes and government promoted codes. Codes of conduct are the subject of debate and they have different meanings for different people. For some, it is a way to avoid binding regulation. For others it is a means to address the regulation gap, which is often temporary. It is also a way towards 'soft' laws. At the same time, many of these codes seemingly operate in isolation, which can create some confusion. Moreover, codes of conduct can be rather complex in practice. In order to give some sense of direction in this maze, this reference guide attempts to present an overview of code related work and discusses the primary challenges for the future.

The Clean Clothes Campaign (CCC) is an international campaign, focused on improving working conditions in the global garment and sportswear industries. The CCC is based in several European countries and has a CCC project groups and task forces in India and in Bulgaria.

For more information on the Clean Clothes Campaign and project groups visit the following website:

[More on Codes of Conduct >>](#)



<http://www.cleanclothes.org/contacting.htm> and on how it is structured see: <http://www.cleanclothes.org/faq/faq03.htm>.

The Clean Clothes Campaigns in each country are coalitions of consumer organisations, trade unions, human rights and women rights organisations, researchers, solidarity groups and activists. Every national campaign operates autonomously. The campaigns co-operate with CCC partner organisations all over the world, especially organisations of garment workers (in factories of all sizes), home workers and migrant workers (including those without valid working papers).

See for further information on the CCC in general and frequently asked questions on the international campaign, the CCC flyer:

http://www.cleanclothes.org/publications/ccc_flyer.htm) or download the CC Urgent Appeals leaflet:



[The Clean Clothes Urgent Appeals system.](#)

The Clean Clothes Campaign aims to improve working conditions and to empower workers in the global garment industry in order to end the oppression, exploitation and abuse of workers in this industry, most of whom are women.



It does this by:

1. Putting pressure on companies to take responsibility to ensure that their garments are produced in decent working conditions;
2. Supporting workers, trade unions and NGOs in producer countries;
3. Raising awareness among consumers and citizens by providing accurate information about working conditions in the global garment and sportswear industry, in order to mobilise citizens to use their power as consumers;
4. Exploring legal possibilities for improving working conditions, and lobbying for legislation to promote good working conditions and for laws that would compel governments and companies to become ethical consumers.

This reference guide focuses on the work undertaken by CCC with respect to its first objective, to ensure that companies take responsibility for labour conditions in the entire production chain of the garment industry.

- Section 1 of this guide discusses the CCC model code, which sets out guiding principles to companies for acceptable working conditions in the garment industry.
- Section 2 provides an overview of the CCC's pilot strategy and pilot projects.
- Section 3 provides an overview of multi-stakeholder initiatives.
- Section 4 highlights critical issues related to code implementation and verification.
- Section 5 describes code related activities in a global context.



[TOP](#)



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CLEAN CLOTHES CAMPAIGN



*Improving working conditions
in the global garment industry*


[Urgent appeals](#)
[Campaigns](#)
[News](#)
[Companies](#)
[Publications](#)
[Codes of conduct](#)
[More on Codes of
Conduct >>](#)

Glossary and abbreviations

The **five most important terms on monitoring and verification** that are used in this reference guide are given in the [glossary of important terms](#).

A **Terminology Guide** of commonly used terms in the current field of monitoring and verification for the garment and sportswear industries are available in

-  [English.](#)
-  [French.](#)
-  [Spanish.](#)
-  [German and](#)
-  [Macedonian.](#)

Nina Ascoly and Ineke Zeldenrust wrote the guide in 2002-2003 in the context of a joint monitoring and verification project involving SOMO, CCC, the ETI and the FWF. For background information on the development of the guide visit:

<http://www.cleanclothes.org/codes/monitoring/reports/terminology.htm>.

Abbreviations

- **BSCI** - Business Social Compliance Initiative
- **CCC** - Clean Clothes Campaign
- **EC** - European Commission
- **EP** - European Parliament
- **ETI** - Ethical Trading Initiative
- **FLA** - Fair Labor Association
- **FLO** - Fair trade Labelling Organisation
- **FWF** - Fair Wear Foundation
- **ICFTU** - International Confederation of Free Trade Unions

- **ILO** - International Labour Organization
- **ITGLWF** - International Textile and Garment Leather Workers Federation
- **MSI** - Multi Stakeholder Initiative (ex FWF, FLA, SAI, WRC, ETI)
- **NGO** - Non Governmental Organization
- **OECD** - Organization of Economic Cooperation and Development
- **SAI** - Social Accountability International (SA 8000)
- **SOMO** - Center for Research on Multinational Corporations (member of CCC NL)
- **TNC (MNC)** - Transnational Corporation (Multinational Corporation)
- **WRAP** - Worldwide Responsible Apparel Programme (US business initiative)
- **WRC** - Workers Rights Consortium



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*Improving working conditions
in the global garment industry*


[Urgent appeals](#)
[Campaigns](#)
[News](#)
[Companies](#)
[Publications](#)
[Codes of conduct](#)

CCC Reference Guide on Code Implementation & Verification Section 1: Codes of labour practice

[More on Codes of Conduct >>](#)

Development of the Model Code

Why does the CCC focus on companies?

The Clean Clothes Campaign believes that retailers and brandname companies are responsible for the working conditions in which their products are made. Nowadays, retailers and brandname companies take some responsibility for the labour conditions in their supply chains - at least on paper. Many have developed codes of conduct - lists of labour standards they say they are meeting in their workplaces.

The reality behind these codes however, is often still quite grim. Wages are too low to live on, 80-hour workweeks are common, and the health and safety of the workers, the majority of whom are women, is constantly being undermined. Workers have no security of employment, women are discriminated against and harassed, sometimes sexually. Workers are often not allowed to form trade unions. Sometimes this is because the right to organize is not recognized in the zone or country where they work. However, more often obstacles are put up specifically to prevent workers from exercising these rights. The same goes for collective bargaining. There are important ways that, as activists and consumers, we can put pressure on companies to make changes.

To read more about what the CCC has found to be successful strategies in pressuring companies to act upon their responsibilities and the major developments within the industry, visit the following website:

<http://www.cleanclothes.org/companies.htm>.

Also see the following paper: [Using Codes of Conduct: Some background for the CCC strategy debate](#), Newsletter 13, November 2000.

One of the ways CCC uses and criticizes company codes is via its **Urgent Appeals** system. The CCC urgent appeal Working Group (made up of representatives from all the different European Clean Clothes Campaigns), using specific criteria takes up these requests, verifies them, and adds to the initial information about the case using local contacts in the country where the rights violation has occurred. If the workers decide that a public, international campaign is what



they really want, then a wide appeal for action is distributed to the CCC international network via e-mail.

For more information on what CCC urgent appeals are, see:

<http://www.cleanclothes.org/urgent/intro.htm>. Examples of urgent appeal cases the CCC has worked on publicly in recent years can be found on the following website: <http://www.cleanclothes.org/appeals.htm>.

Inception of the code in 1998

When the CCC started one of our main aims was to get international companies to accept responsibilities for labour conditions in global supply chains. In the early years we limited ourselves to action on specific cases and companies. In the middle of the nineties however the need was felt to set out a more systematic and structural approach, which would also force companies to address the forces underlying the violations and to prevent violations from occurring. Jointly with several Asian labour networks and organizations, and with the international trade union federations, the CCC developed a model code, called the "Code of Labour Practices for the Apparel Industry Including Sportswear". The code takes the core labour standards of the International Labour Organization (ILO) and several additional standards as its guiding principles for acceptable working conditions in the garment industry. These include freedom of association, right to collective bargaining, no discrimination of any kind, no forced or slave labour, a minimum employment age of 15, health and safety measures, a maximum work week of 48 hours and voluntary overtime of 12 hours maximum, a right to a living wage and the establishment of an employment relationship. The model code outlines that companies at the top of the production chain have to comply with the set of ILO standards and guarantee their implementation down the entire production chain. Enforcement of the code should be overseen by an independent body that should be especially created. In this body unions, NGOs and companies should be represented. The model code also outlined what a code should not do: it should never replace collective bargaining agreements or undercut national labour law. But why was the CCC model code developed? And how is it different, both in content and in purpose, from the codes developed by companies themselves?

The model code was developed because those in the campaign and CCC partners recognized that there was need for a unified standard to campaign around. They felt that there should be consensus and clarity of our demands in relation to labour standards. Coming together behind a common code would demonstrate the broadness and international nature of the support for these standards. It would also provide a challenge to the weak codes that were being developed and promoted by garment and sportswear companies. The CCC saw an opportunity to make monitoring and verification of labour standards part of the discussion (at that time these processes were referred to as "independent monitoring"), by including demands for such systems in the CCC model code.

Years of meetings, drafts, and debates took place resulting in a finished CCC model code in 1997, which was presented in early 1998. It was signed by international trade union organizations (ITGLWF (1), ETUC/TCL, WCL), several Asian organizations and networks (from Indonesia, Sri Lanka, Bangladesh, Hong Kong) and all of the approximately 250 NGOs and trade unions in the European CCC coalitions.

Today it might seem strange that this process was not a global one, but at that time a global consultation process was far beyond the scope of the CCC. The campaign did have contacts in Central America, but by and large these countries were producing for the United States market and therefore had a much stronger link to labour rights organizations in the United States than to

those in the European campaigns. Generally, garments in Western Europe came from Asia and Eastern Europe, but Eastern Europe was still "closed territory" in terms of contacts with local groups and knowledge of the industry.

The CCC begins to work with codes

- 1993: Small-scale international consultation on what should be included in a code of conduct, at that time called a charter.
- 1994: Fair Wear Charter (Netherlands) presented to industry.
- 1995: A declaration of intent to set up a foundation to oversee the implementation and "independent monitoring" of the charter was signed by the industry associations representing the small and middle-sized companies in the garment sector in the Netherlands.
- 1995-1996: Deepening of contacts in Asia, CCC spreads throughout Western Europe, joint decision made to develop a model code of conduct.
- Process of meetings, drafts, debates throughout 1997- 1998.
- The CCC Model Code was finalized in 1998

The code is intended for all retailers, as well as manufacturers and all companies positioned in between those in the apparel and sportswear industry supply chain. It applies to all of the companies' contractors, subcontractors, suppliers and licensees world-wide, and also to home-based workers and to workers engaged either informally or on a contractual basis.

Model Code and signatory list

The following site provides an English version of the model code of labour practices for the apparel industry, including sportswear, developed by the Clean Clothes Campaign in February 1998: [CCC Model Code](#)

The Model Code was translated into [Austrian](#), [Dutch](#), [English](#), [French](#), [German](#), [Italian](#) and [Spanish](#). For the signatory list, kindly refer to the following site: <http://www.cleanclothes.org/codes/ccccode-support.htm>.

The code debate in context discusses the early years of the Dutch campaign and why a charter and a foundation to oversee its' implementation, were proposed as tools in the struggle to improve workers' rights. It discusses the code's evolvement over time and where it is today

- March 1999, [The Code Debate in Context: A Decade of Campaigning for Clean Clothes](#), by Nina Ascoly and Ineke Zeldenrust.

Notes:

1) The ITGLWF is the International Textile, Carment and Leather Workers' Federation, a global union federation that brings together trade union organizations representing workers in the textile, garment and leather industries in 110 countries.



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*Improving working conditions
in the global garment industry*


[Urgent appeals](#)
[Campaigns](#)
[News](#)
[Companies](#)
[Publications](#)
[Codes of conduct](#)

CCC Reference Guide on Code Implementation & Verification Section 1: Codes of labour practice

[More on Codes of
Conduct >>](#)

Company response to the CCC Model Code

Companies developed their own codes partly as a result of the heightened level of awareness. A few of these corporate initiatives are genuine efforts to improve conditions, but many are only public relations tools intended to deflect consumer inquires about workplace conditions and corporate social policies. The standards they contain are weak - either vague or incomplete - and there is no commitment to implement, monitor or verify that the standards are applied. In some cases, these company codes make the situation even worse by shifting all the responsibility for complying with labour rights to the supplier level (production countries) without demanding any changes be made at the top of the supply chain - though it is delivery times and prices set at the highest level of the supply chain which often determine if suppliers can actually meet the standards called for in a code of conduct.

Therefore, while the CCC has utilized codes of conduct as a tool for improving working conditions, the campaign clearly acknowledges the limitations of such a strategy. CCC concerns about the use of conduct (beyond the concern that there has been a proliferation of company-developed codes which are incomplete, vague, not implemented and lack the inclusion of sufficient monitoring and verification commitments) include the fear that in the current political context of diminishing governmental influence and increasing Trans-National Companies (TNCs) power, the existence of non-governmental codes of conduct can be considered another mechanism to further the dominance of TNCs in areas of society that used to be primarily controlled by the state. Should business and civil society solve labour problems amongst themselves, or should legislative solutions to these problems be pursued? The relationship between codes and labour legislation (especially national, but also in terms of international legal obligations) is very important. In some cases codes have been used to undermine the higher standards articulated in national legislation

You can find a range of company codes on the website of the International Textile and Garment Workers Federation Trade Union.

<http://www.itglwf.org/focus.asp?Issue=codes&Language=EN>


[TOP](#)

[TELL A FRIEND](#)

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CLEAN CLOTHES CAMPAIGN



*Improving working conditions
in the global garment industry*



CCC Reference Guide on Code Implementation & Verification Section 1: Codes of labour practice

[More on Codes of Conduct >>](#)

Status of the CCC Model Code

After drafting of the Model Code in 1997 a period followed where the CCC:

- used the modelcode successfully as a campaigning tool (as a measuring stick for company codes and to push them to accepting higher standards);
- used the ideas outlined for implementation and independent monitoring, to influence the debate and to challenge corporate controlled and monitoring systems;
- tested some of those ideas in pilot projects which also aimed to realize the ultimate goal of the model code: the creation of an overseeing multi-stakeholder body to verify code compliance.
- Influenced and participated in some multi-stakeholder initiatives designed to oversee code implementation.



TOP



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*Improving working conditions
in the global garment industry*


[Urgent appeals](#)
[Campaigns](#)
[News](#)
[Companies](#)
[Publications](#)
[Codes of conduct](#)

CCC Reference Guide on Code Implementation & Verification Section 1: Codes of labour practice

Concerns and Criteria related to the CCC Model Code

Concerns have been raised about the dangers of working with companies on such projects. There are concerns that the campaign might be "co-opted" by corporate interests and that involvement in these projects means that campaigning activities are toned down (so far this has not happened!).

There is a fear that work on codes and monitoring takes up a disproportionate amount of CCC time and resources, and that other possibilities aren't investigated as thoroughly. Capacity problems - for the European coalition members and those in the South that are involved with these issues - are serious, so this seems to be a justified fear.

There is also concern that this kind of work legitimizes company codes, promoting "voluntary" processes, and reinforces the withdrawal of the state. Some are concerned that the campaign in a sense is taking on the challenge of solving problems for companies, instead of solving our own.

And in the long term there is a fear that these processes run the risk of creating "good" multinationals and "bad" multinationals, which would serve to legitimize international business practices in general, when only the issue of basic labour standards is being addressed. There are also concerns of international representation - in other words, who has the right to represent who at that the international level?

Lastly, there is a concern that there are too many different initiatives on monitoring and verification. Over the last ten years codes of conduct and systems for their implementation have proliferated. Brands and retailers are faced with multiple industry standards and suppliers are confused by the numerous codes and initiatives. Better harmonization of procedures and further cooperation is essential to address this confusion.

The CCC demands that companies wishing to apply its model code in their business activities meet certain minimum criteria:

- The company has to accept all the labour standards outlined in the model code as its own;
- The company has to agree in principle to accept the conditions outlined for implementation and start making serious efforts including working

[More on Codes of Conduct >>](#)

directly with labour-related NGOs and trade-unions in the host countries and supplier countries;

- The company has to agree to the principle of (independent) verification and work with credible multi-stakeholder initiatives to oversee, monitor, and verify the implementation of the labour standards

For **more detailed information** see the proposals developed for companies as part of the Play Fair at the Olympics Campaign by the ICFTU, ITGLWF, CCC and Oxfam.

- July 2004, [From Athens to Beijing - a Programme of Work for the Sportswear Industry](#)

For **CCC's position on code implementation** see Annex 1 of the Joint Initiative on Corporate Accountability and Workers' Rights - Draft Code of Labour Practice

http://www.jo-in.org/pub/docs/JoIn-DraftCodeofLabourPrac3_en.pdf



TOP



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CLEAN CLOTHES CAMPAIGN



*Improving working conditions
in the global garment industry*


[Urgent appeals](#)
[Campaigns](#)
[News](#)
[Companies](#)
[Publications](#)
[Codes of conduct](#)

CCC Reference Guide on Code Implementation & Verification Section 1: Codes of labour practice

Other model/base codes

A brief look at the total number of existing codes demonstrates that the largest share relates to the textile and garment sector. This industry is highly internationalised and labour intensive, is located mainly in the developing world and Eastern European countries and operates in a sophisticated sub-contracting system. An OECD study (2000) lists 246 codes of conduct, most of which were issued in the 1990s. 37 of these codes applied to the textile and clothing sector. Of these 37, thirty-two were company codes of conduct and five were developed by coalitions of companies, NGOs, trade-unions and in one case a government. Besides the CCC Model Code there are other relevant base codes. These include the codes developed by multi-stakeholder initiatives, see section 3. And importantly, the ICFTU Basic Code of Labour Practice developed in 1997. Other relevant model/base codes can be found at:

- CCC Resources on [codes of conduct for Transnational Corporations](#)
- ILO's database on business and social initiatives
<http://www.ilo.org/public/english/employment/multi/basi.htm>
- Home workers code of practice
<http://www.nosweatshoplabel.com/code.htm>
- SOMO: overview of Codes of conduct for the Coffee Sector
http://www.somo.nl/html/paginas/pdf/Coffee_&_Codes_2003_Enhanced_NL.pdf
- SOMO-website: Overview of Codes of Conduct for the Tea Sector, Overview of social and environmental issues and CSR initiatives in the tea sector, A report for Dutch NGOs and trade unions of the 'tea coalition', SOMO, Joris Oldenziel, 2005.
- SOMO-website: Codes in the Coffee, Clothing and Flower Sector. In Dutch: MVO-initiatieven voor de koffie-, kleding- en bloemensector by Frans-Paul van der Putten (EIBE / Nyenrode), Gemma Crijns (EIBE / Nyenrode) & Joris Oldenziel (SOMO); Nyenrode/SOMO for HIVOS, 2004.

[More on Codes of Conduct >>](#)

[TOP](#)

[TELL A FRIEND](#)

[JOIN THE URGENT ACTION NETWORK](#)



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in the global garment industry*

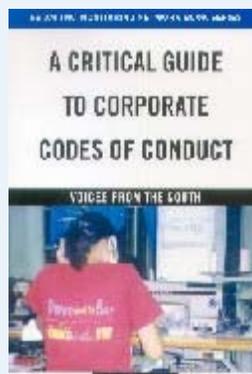
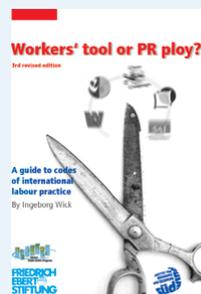

[Urgent appeals](#)
[Campaigns](#)
[News](#)
[Companies](#)
[Publications](#)
[Codes of conduct](#)

CCC Reference Guide on Code Implementation & Verification Section 1: Codes of labour practice

Overview of Resources on Codes of Conduct

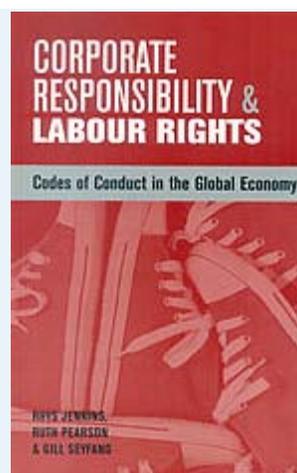
Other resources than the one described above describing, analysing or otherwise discussing the CCC Model Code and other relevant codes:

- 2005, Wick, I: "[Workers' tool or PR ploy?](#)
[A guide to codes of international labour practice](#)", 4rd
REVISED EDITION.
Friedrich Ebert Stiftung & SÜDWIND Institut für
Ökonomie und Ökumene
- For more detailed information for a description why the
model code was developed and a short look back.
[Codes, Monitoring, and Verification - Why The CCC is
Involved](#)
- Jan 2000, [The new codes of conduct and the social partners](#), Dwight W.
Justice, ICFTU
-  58 kb) May 2005, [Joint Initiative on Corporate Accountability and
Workers Rights. Draft Code of Labour Practice](#)
- The Asia Monitor Resource Center (AMRC) published
a book called "**A critical guide to corporate codes
of conduct**". This publication is a result of on-going
attempts of labour organisations in Asian
Transnational Corporations Monitoring Network
(ATNC Monitoring Network) to understand the nature
of corporate codes of conduct. In addition to the
introduction to different corporate codes of conducts
and the history of the development, the contributors
include Apo Leong, Monina Wong, Junya Yimprasert,
and Chang Dae-oup who show us both utility and
limit of corporate code of conduct on the basis of
different experiences in critically utilising corporate codes of conduct.
The authors hope that this book contributes to identifying the conditions
on which we can engage with TNCs' codes, rather than falling back into
the myths that they created. Price Outside Hong Kong: US\$12
(including postage) Local by mail: HK\$80 (including postage). AMRC
offers a discount price for both local and overseas network partners. For


[More on Codes of
Conduct >>](#)

contact details see <http://www.amrc.org.hk/>

- January 2003, MSN, ("[What can your company do to ensure your products are made under humane conditions?](#)" PDF format) This pamphlet offers suggestion on what companies can do to better assess and verify compliance with labour standards in their supply chains, and eliminate abuses where and when they arise.
- October 2003, World Bank. [Company Codes of Conduct and International Standards: An Analytical Comparison](#). This paper is one of a series of research analyses the World Bank Group's Investment Climate Department has commissioned to determine the content of CSR codes of conduct in targeted industry sectors, and the extent to which code content derives from internationally agreed standards. It analyzes codes in three industry sectors -apparel, footwear, and light manufacturing; agribusiness and tourism and tries to assess whether there are any emerging trends in these industry sectors with regard to broad CSR categories such as human and labour rights, environmental standards, and social and community impacts.
- May 2002, "[Voluntary approaches to Corporate Responsibility - Readings and a Resource guide](#)". The United Nations Research Institute for Social development UNRISD, together with the The United Nations Non Governmental Liaison Service (UN-NGLS) last july published a new book called "Voluntary approaches to Corporate Responsibility - Readings and a Resource guide". The first section, "Corporate Codes of Conduct: Self-Regulation in a Global Economy", written by Rhys Jenkins, details the changes that have taken place in corporate regulation, explores what is behind the growing number of corporate codes of conduct, and describes the different stakeholders involved. Section two, Peter Utting's contribution on "Regulating Business via Multistakeholder Initiatives: A Preliminary Assessment", outlines the move from state-led regulation in the 1960s and 1970s, to corporate self-regulation in the 1980s and 1990s, to the more recent trend of co-regulation involving corporations, NGOs and multilateral organizations. Section three is Renato Alva Pino's survey of information sources on corporate social and environmental responsibility. This volume is available free of charge from NGLS or from UNRISD, contact tombez@unrisd.org
- March 2002, [Codes of conduct not preventing worker abuse](#). By LAURA SLATTERY. Irish Times
- 2002, ILO. [Self-regulation in the Workplace: Codes of Conduct, social labelling and socially responsible investment](#) by Michael Urminsky (Multinational Enterprises Programme), ILO, 2002 This working paper provides a comprehensive overview and analysis of a wide range of voluntary initiatives related to the world of work. It is an updated and more elaborate version of a ILO paper on codes of conduct by Janelle Diller of 1998.
- 2002, A book called "Corporate Responsibility and Labour Rights: Codes of Conduct in the Global Economy", edited by Rhys Jenkins, Gill Seyfang and Ruth Pearson. From the announcement: "Are Codes a progressive response to the globalization of production in the 21 st Century? Or are they a cynical response by Transnational corporations to the damaging accusations and campaigns of anti-globalization protestors? This volume provides a thorough exploration of different positions and experiences by presenting contributions from a



wide range of stakeholders not generally represented in academic collections including corporations, international trade unions, women workers 'organizations, international campaigns for workers rights, government initiatives, NGOs and code monitors". Several people and organizations on this list have written chapters in it (including us). The book is published by Earthscan in London, ISBN 1 85383 931 0 (paperback) £17.95

- 2001, [Corporate Codes of Conduct. Self-Regulation in a Global Economy](#) by Rhys Jenkins, UNRISD. This paper sets out to explain in detail the changes that have taken place in corporate regulation; it explores the drivers that account for the growth of corporate codes of conduct, and the different stakeholders and interest groups involved, as well as the limitations and risks linked to the dissemination of these self-regulation instruments
- May 2001, [Codes of Corporate Conduct: Expanded Review of their Contents](#). Working Papers On International Investment, Number 2001/6, OECD. Based on a slight extension of the inventory of more than 200 codes of corporate conduct collected for an earlier study, this paper takes a more in-depth look at the contents of the codes with respect to issue coverage and code implementation procedures.
- Sept 2001, [Codes as a form of self regulation](#). The National Industrial Recovery Act in the U.S. and at its failure 1933 - 1935, by Sebastian Siegle.
- October 2001, [Project Presentation and International Seminar of the Research Project 'Codes of Conduct and Monitoring'](#). A research project of the Hamburg University of Economics and Politics and the Hans-Böckler-Foundation (both in Germany) on codes and monitoring was concluded last year, when at a seminar in October the findings were presented and discussed with an audience of about 70 people, again from different parts of the world. The report of the seminar, including the papers contributed by the different speakers on subjects varying from gender and codes to the relation between codes and legal measures.
- Nov 2001, [Report on Codes of Conduct in the Garment and Textile Industry Seminar Bangkok, Thailand](#). This seminar was jointly organised by DAGA (Documentation and Action Group Asia), URM-CCA (Urban Rural Mission - Christian Conference of Asia) and Bread for All (Switzerland) with assistance from AMRC (Asia Monitor Resource Centre) and HKCIC (Hong Kong Christian Industrial Committee). Objectives of the seminar were to get a better understanding of codes and to learn from each others experiences and debate issues such as: transparency, monitoring, verification, relationship of the south to consumer based campaigns and linking codes to trade agreement. Participants also wanted to define together ways and strategies to involve organisations

and people of the local civil society in all this process

- March 2000, [Codes of Conduct, Government Regulation, and Worker Organizing](#). First in a series of ETAG discussion papers on the debates and issues surrounding voluntary codes of conduct.
- Oct 2000, [Human Rights and Social Standards - bad and good practices](#). Corporate Codes of Conduct - policy options for German Stakeholders?, Dr. Ronald Köpke. Pdf file (87kb).
- Oct. 2000, report of the conference on "[Global standards in focus](#)" and the publication of [Global Social Standards in Focus: Best Practices: Monitoring of Codes of Conduct](#).
- November 2000, [Using Codes of Conduct: Some background for the CCC strategy debate](#), Newsletter 13
- December 2000, Thailand: [Can Corporate Codes of Conduct Promote Labor Standards?](#) Evidence from the Thai Footwear and Apparel Industries; Junya Yimprasert and Christopher Candland.
- March 1999, [The Code Debate in Context: A Decade of Campaigning for Clean Clothes](#), by Nina Ascoly and Ineke Zeldenrust.
- June 1999, LARIC, [Labour Rights in China's position on codes](#)
- June 1998, [Codes of Conduct for Transnational Corporations: An overview](#) - Irene.



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CCC Reference Guide on Code Implementation & Verification Section 2. Pilot projects

[More on Codes of
Conduct >>](#)

CCCs pilot strategy and main pilot projects

The CCC decided to engage in experimental pilot projects with those companies willing to accept the standards and ideas in the CCC model Code. A pilot project is defined as a preliminary or experimental trial or test. Pilot projects have been carried out in conjunction with various garment companies, to gain more knowledge of what constitutes a good system for best practice in monitoring and verifying compliance with a code of labour standards.

Pilot projects involving companies from five European countries were organized. In the UK, the pilots were conducted in the framework of the Ethical Trading Initiative and in the Netherlands via the Fair Wear Foundation. Both of these are so-called Multi-Stakeholder Initiatives, see section 3. In Sweden and Switzerland, separate project offices were established specifically for these pilots. In France, the French CCC developed detailed plans in cooperation with Auchan for a pilot to be conducted in Madagascar, which unfortunately never got off the ground. In these projects, companies, business federations, trade unions, and NGOs were cooperating within different frameworks, amongst others through pilot projects in Asia and Eastern European, in order to gain practical experience in the field of implementation, monitoring, and verification of an agreed-upon set of social standards.

The CCC cooperated with the Centre for Research on Multinational Corporations (SOMO) to examine the progress and outcomes of these projects in the period 2000-2002. The most essential characteristics of these pilots are presented in the table below:

<http://www.cleanclothes.org/codes/monitoring/pr/fo-character.htm>.

As part of this cooperation, SOMO and CCC published an overview describing the codes, activities.

Please find below more information focusing on the pilot projects that took place in this period, as well as the documents they produced. The pilot with Hess Natur (who later joined the FWF) took place much later, around 2005. For the ETI pilot (or experimental) projects are one of the key components of their strategy towards better code implementation and these are ongoing.

1. **Netherlands** - [FairWear Foundation Pilot Project](#) (garment industry)
2. **Germany** - [Hess Natur Pilot Project](#)

3. **France** - [Ethique sur l'Etiquette](#) (clothes, shoes, toys)
4. **Switzerland** - [Independent Project on Independent Monitoring](#) (India and China)
5. **Sweden** - [Project on Independent Monitoring](#) (South Asia and Chinese garment industries)
6. **UK** - Ethical Trading Initiative Experimental Projects (this document will follow soon)



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Campaigns

News

Companies

Publications

Codes of conduct

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Overview of Resources on other Pilot Projects per Country

For more information on the pilot projects see:

- May 2001,  107kb) [Overview of Recent Developments on Monitoring and Verification in the Garment and Sportswear Industry in Europe](#), (Second edition May 2001)
 -  142kb) In French: [Revue des évolutions européennes en matière de vérification et de suivi des conditions de travail dans les secteurs de l'habillement et des articles de sport](#) , (Mai 2001)
 -  130kb) In Spanish: [Desarrollos recientes en monitoreo y verificación en la industria de la indumentaria y el calzado deportivo en Europa](#), (Mayo de 2001 Segunda edición)
- October 2001, Report of the SOMO/CCC Conference: [From Code to Compliance](#): Five concrete European experiences with monitoring and verification in the garment industry, held at the International Trade Union House, on the 3rd of October 2001 in Brussels.
 - In French, Rapport du Colloque du SOMOet de la CCC : [De code à son application](#): Cinq exemples européens concrets d'expérience en contrôle et vérification dans l'industrie du vêtement, Le 3 octobre 2001 Bruxelles.

For more information on reports per country of other projects testing and developing code implementation methodologies see:

Central America

- July 2001,  74kb) [Verification of compliance with labor laws and the code of conduct of Liz Claiborne, Inc.](#), in three plants of a company in El Salvador, (Final report), by GMIES (Independent Monitoring Group El Salvador)
- May 2001,  50kb) [The Independent Monitoring Working Group \(IMWG\) report on the history and development of independent factory](#)

[More on Codes of Conduct >>](#)

[monitoring initiatives in El Salvador, Guatemala and Honduras.](#)

- August 2000,  110kb) [COVERCO 2nd Public Report Independent Monitoring Pilot Project with Liz Clayborne, INC.](#)

Vietnam

- March 2001, [Consultation with Footwear Workers](#): Report of a Pilot Study - Juliet Edington Hanoi, Vietnam.

China

- October 2003, [Challenges in China](#). Experiences from Two CCC Pilot Projects on Monitoring and Verification of Code Compliance
- May 2002, China: Major [shoe brands, labor rights groups train Chinese factory workers in bid to improve health and safety](#). In May 2002 the health and safety project in three footwear plants in the Pearl River Delta of China was concluded. The project involved a worker training in August and the establishment of plant-wide health and safety committees with workers as full and active participants in Taiwanese contract factories producing sports shoes for Adidas, Nike and Reebok. The text and all the appendices are posted on the website of the Maquiladora H&S Support Network at: www.igc.org/mhssn/. The following article from Associated Press discusses the project and the report.
- December 2000,  128kb) [Monitoring Mattel](#): codes of conduct, workers and toys in southern China, May Wong and Stephen Frost, Asia Monitor Resource Centre.

Cambodia

- June 2002, [the ILO Synthesis Reports on the Working Conditions Situation in Cambodia's Garment Sector](#). These reports contains an overview of progress made by factories covered by the first synthesis report in implementing the suggestions made by the project for improving working conditions in each individual factory.

Indonesia

- October 1999,  571kb) "[Peduli Hak: Caring for Rights](#)"; An intensive research, evaluation and remediation initiative in two Indonesian factories manufacturing for Reebok".



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[Codes of conduct](#)

CCC Reference Guide on Code Implementation & Verification Section 3. MSI's and other overseeing mechanisms

Short overview of Multi-Stakeholder Initiatives aimed at overseeing code implementation

A multi-stakeholder initiative (MSI) brings together various stakeholders to address specific issues, in this context these initiatives are taking up the issues of monitoring and verifying compliance with a code of conduct. The CCC acts as an actor in multi-stakeholder initiatives. Once the experience gained in pilot projects are evaluated, the results demonstrated that the CCC Model Code could be made more concrete through these MSI's. The CCC increasingly considers harmonisation of both code content and multi-stakeholder initiatives as an important issue. The apparel and sport shoe sector is the source of the greatest share of code of conducts issues since the early 1990s.

Five prominent international multi-stakeholder initiatives have been initiated in the sector. Please find below a short overview of the MSI's with relevant information and documentation:

1. [Ethical Trading Initiative](#)
2. [Fair Labor Association](#)
3. [Fair Wear Foundation](#)
4. [Social Accountability International](#)
5. [Workers Rights Consortium](#)

Business controlled mechanisms

The above-mentioned five multi-stakeholder initiatives do not constitute an exhaustive list. Several other business-controlled initiatives have emerged, some examples include:

- [Business Social Compliance Initiative](#) (BSCI)
- [Worldwide Responsible Apparel Production](#) (WRAP)
- June 11, 2007 - [Clean Clothes Campaign rejects GSCP invitation](#)
- Dec 23, 2008 - [Up-date on Global Social Compliance Programme \(GSCP\)](#)

[More on Codes of Conduct >>](#)

Next steps: towards credible European Verification

- **The Jo-in initiative**

In Spring 2003 the Ethical Trading Initiative took the initiative to bring together six organisations, each working on the implementation and/or enforcement of labour standards. The organizations eventually committed to a joint project with the purpose to explore opportunities for collaborative efforts to improve workplace conditions in the garment industry and generate learning in the implementation of labour codes of conduct. [Read more >>](#)



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CCC Reference Guide on Code Implementation & Verification Section 3. MSI's and other overseeing mechanisms

Overview of resources on MSIs and other overseeing mechanisms

- **Workshop report on improving the human rights performance of business through multi-stakeholder initiatives: November 6th and 7th 2007**

The Clean Clothes Campaign International Secretariat has been in correspondence with John Ruggie, the United Nations Secretary-General's Special Representative (SRSG) on Business and Human Rights. In a five-page letter dated 23 March 2007, the CCC offers Ruggie suggestions on how multinational companies could improve labour conditions in supply chains and takes a critical look at the general impact of corporate social responsibility initiatives, voluntary supply chain initiatives, stakeholder involvement, and so on. The CCC letter can be found at:

 www.cleanclothes.org/ftp/070323_CCC_to_Ruggie.pdf). In his response, Ruggie agrees with much that the CCC says. His letter can be found at:

 www.cleanclothes.org/ftp/070417-Ruggie_to_ccc.pdf.

As a result of this correspondence it was decided to jointly organize an 'Export Workshop on Improving the Human Rights Performance of Business through Multi-stakeholder initiatives'. The workshop was hosted by the Dutch Ministry of Foreign Affairs. The workshop addressed two distinct but related issues: the principles that make for effective governance of multi-stakeholder initiatives; and the credible bases for effective supply chain code implementation. The results will also feed into the preparations of SGSR's final report to the Human Rights Council in 2008. In the meeting about 50 experts from a large variety of initiatives, countries and backgrounds participated. A summary of the discussions can be found in this report, written by the SRSG' team, is available at: www.cleanclothes.org/ftp/MSI_Consultation_Summary.pdf

This report, and other reports by the SRSG can be found at:

 www.reports-and-materials.org/SRSG-Ruggie-documents-list-15-Jan-2008.pdf

- **Background input document: Principles that make for effective**

[More on Codes of Conduct >>](#)

governance of multi-stakeholder initiatives (MSIs), By Pins Brown with contributions of workshop participants, Clean Clothes Campaign and Ethical Trading Initiative

This document was written for participants at the 'Expert Workshop'. It aims to provide them with a practical, accessible overview of key aspects of MSI governance in advance of the workshop in order to guide and inform discussion during it. The final version of the document includes their inputs. The document is not an exhaustive exploration of all aspects of MSI governance. The paper looks exclusively at MSIs which address the impact and responsibilities of business, though there are others with different mandates. It draws mostly but exclusively on the experience of Northern-based labour standards MSIs operating in the garment industry, especially those in the Joint Initiative for Corporate Accountability and Workers Rights (JOIN). Lastly, the paper also compares some industry-based initiatives with MSIs.

The document can be downloaded at:



www.cleanclothes.org/ftp/Principles_for_effective_MSI_governance.pdf

- Nov 2003, UNRISD (United Nations Research Institute on Sustainable Development) organized a **conference on CSR and development** last november, with presentations of among others Dara O'Rourke of Berkeley University, Monina Wong of HKCIC, Dwight Justice of the ICFTU and Ineke Zeldenrust of CCC. A report with summaries of all the presentations can be found online at <http://www.unrisd.org/>.

- Jan. 2003,  50 kb) MSN, "[What can your company do to ensure your products are made under humane conditions?](#)", PDF format. This pamphlet offers suggestion on what companies can do to better assess and verify compliance with labour standards in their supply chains, and eliminate abuses where and when they arise.



- Nov 2002, [Outsourcing Regulation: Analyzing Non-Governmental Systems of Labor Standards and Monitoring](#)". Dara O'Rourke. Very useful comparison and evaluation of the different systems out there.
- May 2002, "[Voluntary approaches to Corporate Responsibility - Readings and a Resource guide](#)". The United Nations Research Institute for Social development UNRISD, together with the The United Nations Non Governmental Liaison Service (UN-NGLS) last july published a new book called "Voluntary approaches to Corporate Responsibility - Readings and a Resource guide". The first section, "Corporate Codes of Conduct: Self-Regulation in a Global Economy", written by Rhys Jenkins, details the changes that have taken place in corporate regulation, explores what is behind the growing number of corporate codes of conduct, and describes the different stakeholders involved. Section two, Peter Utting's contribution on "Regulating Business via Multistakeholder Initiatives: A Preliminary Assessment", outlines the move from state-led regulation in the 1960s and 1970s, to corporate self-regulation in the 1980s and 1990s, to the more recent trend of co-regulation involving corporations, NGOs and multilateral organizations. Section three is Renato Alva Pino's survey of information sources on corporate social and environmental responsibility. This volume is available free of charge from NGLS or from UNRISD, contact tombez@unrisd.org

- 2001, [Regulating business via Multistakeholder initiatives](#): a preliminary assessment by Peter Utting. Pdf file (125kb).
- For general information on MSI's and other overseeing code implementation, see the report on [a trade-union guide to globalisation](#) of the ICFTU website.
- [The Ethical Trading Initiative has published its 2003 annual report](#), reporting on progress from the perspective of the different member organisations and describing the state of affairs of experimental projects on a.o. homeworking, child labour and seasonal and migrant labour, and roundtables and meetings highlighting issues such as prison labour and sharing practices among multistakeholder initiatives.
- [The Ethical Trading Initiative report of the biennial conference 2003](#), called "key challenges in ethical trade" was published, reporting on workshops and panel sessions on a.o. labour issues in China, building local multi-stakeholder code initiatives in the the south-african wine sector, purchasing practices and discrimination of women workers.
- May 2003, [Round table discussion on Code Initiatives](#). On May 21, the UK's Ethical Trading Initiative (ETI) hosted the second Round Table Discussion Between Code Initiatives to explore possibilities for greater co-operation among the major multi-stakeholder code initiatives, convergence in code standards and implementation methods, and ways to eliminate duplication of efforts. The first meeting took place in February.
Roundtable participants included representatives of the ETI, Fair Labor Association, Fair Wear Foundation, Social Accountability International, Worker Rights Consortium, and the Clean Clothes Campaign.
- Oct 2000, For information on the multi-stakeholder initiatives FLA, SA8000, WRC, ETI and CCC see an article which was cut from a piece called "Codes Update and Resources" memo from the Maquila Solidarity Network: <http://www.cleanclothes.org/codes/00-10-25-2.htm>



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CCC Reference Guide on Code Implementation & Verification Section 4. Critical issues on code implementation and verification

Complaints mechanisms

For a system that monitors and verifies compliance with a code of labour practices to be complete, it must include a mechanism to handle complaints. Such a complaint mechanism or procedure would be used to bring workplace concerns to the attention of multi-stakeholder monitoring and verification initiatives or sourcing companies. [Available Resources >>](#)

Complaint procedures are seen as a means to ensure direct input at any given time from workers and their organizations in the monitoring and verification process, and to balance and supplement the limited scope of social audits, which only provide a "snapshot" of labour practices at a specific moment in time.

Unlike social audits, varying methodologies for which have been and continue to be tested by various organizations, complaints mechanisms in this context have received only limited attention. It has been suggested that this is due to the considerable commercial and corporate interest in social auditing, which has promoted audits as the key tool for demonstrating corporate accountability to good labour practices.

This has had an impact on the activities of NGOs and trade unions involved in monitoring and verification debates, who have had to assign capacity and resources to take up auditing issues, in an attempt to prevent the development of auditing techniques from being dominated by corporate and commercial interests. This is not to say however that there have been no interesting developments in relation to complaint mechanisms in this context. A number of multi-stakeholder monitoring and verification initiatives are developing and working with such systems, and some companies are developing internal systems to process and follow-up on complaints of rights violations. The challenge of developing a timely and orderly process for resolving worker complaints has also begun to be discussed in a number of fora.

Already there is a broadening in perceptions surrounding complaint systems. Once seen largely as a mechanism to balance auditing and allow for worker participation, such systems are now also seen by some companies as a means for solving problems and by labour rights activists as another avenue for pressuring companies to make improvements.

[More on Codes of Conduct >>](#)

It is important to recognize that complaints of labour rights violations are often filed with labour law enforcement authorities at the local level where they occur. In most cases, violations of code of labour standards also constitute violations of local labour law. In cases where code compliance complaint mechanisms might be invoked governmental bodies are also approached regarding the rights violation, or for example, the Organization for Economic Cooperation and Development (OECD) or the International Labour Organization (ILO).

Often workers or labor rights organizations simultaneously file grievances wherever they can, both to increase pressure for a resolution of a specific case but also to draw broader attention to what are often systemic issues that transcend a single workplace.

For more information see: *Considering Complaint Mechanisms: An Important Tool for Code Monitoring and Verification, 2003*, by Nina Ascoly and Ineke Zeldenrust. This paper is intended to raise key issues in relation to complaint procedures being developed in conjunction with code compliance monitoring and verification initiatives for the garment and footwear industry: As often as possible, examples drawn from the experiences of existing complaint mechanisms are used to highlight these issues. Where possible complaint systems developed by companies themselves have been mentioned. However, there is not a great deal of information available on the internal systems companies have for handling complaints. Transparency in this regard will be crucial to facilitate learning on this important issue among all stakeholders. The experience of the CCC in raising complaints with companies has also provided useful insight into these issues. While this paper does draw upon a variety of experiences it is not intended to be a critique of any existing initiatives, but instead as an input intended to help strengthen these complaint mechanisms.

Available Resources

- July 2005, [Complaint Mechanisms Explained](#), CCC Newsletter n.19
- May 2005, [The complaints procedure of the Fair Wear Foundation](#)
- 2003, Report on the ETI biennial conference 2003, Chapter 4 on '[Providing workers with confidential complaint mechanisms](#)'
- Oct 2003, Report of [SOMO Workshop on Complaint mechanisms](#). In the context of monitoring and verification of codes of conduct the Centre for Research on Multinational Corporations (SOMO) and the International Secretariat of the Clean Clothes Campaign (CCC) hosted an international expert workshop on complaints mechanisms.
- December 2003, [Considering complaint mechanisms: An Important Tool for Code Monitoring and Verification](#). SOMO.
 - **In French**, [Les mécanismes de gestion des plaintes](#) un précieux outil de monitoring et de vérification des codes de conduite. Pdf file (187kb).
 - **In Spanish**, [Consideraciones sobre mecanismos de reclamos](#) Consideraciones sobre mecanismos de reclamos. Pdf file (177kb).



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[Codes of conduct](#)

CCC Reference Guide on Code Implementation & Verification Section 4. Critical issues on code implementation and verification

Social auditing

Social accounting and auditing is a way of measuring and reporting on an organisation's social and ethical performance. An organisation which takes on an audit makes itself accountable to its stakeholders and commits itself to following the audits recommendations. Labour-related NGOs and trade unions have to be involved at the local production level if good quality monitoring and credible verification is to take place. Most social audits presently are carried out by specialized firms (often quality control firms) who lack the possibility for realizing such involvement, and consequently the quality of the audit suffers. This is something that the CCC has always believed, but the pilot projects have enabled us to gather concrete evidence to support this belief - something, which is helping companies to begin to accept this position. The precise role which these groups should play in monitoring and verification systems is still something that needs considerable attention, as the varied contexts found throughout the global garment industry means that what works or is appropriate in some situations might not be feasible in others.

Auditing also requires multiple skills and a participatory and often qualitative approach that is hard to find within one organization. The pilots included combinations of NGO staff for worker interviews and commercial firms for workplace inspections. The results were mixed, and the approach of developing specially trained teams, tested out in the FWF pilots has more perspective.

Available Resources

- CCC has published an extensive report on social auditing:
[Looking for a quick fix](#)
[How weak social auditing is keeping workers in sweatshops](#)
Clean Clothes Campaign, Nov 2005
- In 2005 the International Labour Office concluded a six-month research project funded by the European Union to investigate the prevalence and main issues in the field of social auditing in Romania, Bulgaria and

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[Available Resources >>](#)



Turkey.

See: ( 2017kb "[Social Auditing in Bulgaria, Romania and Turkey: Results from survey and case study research](#)" Ankara, Turkey. International Labour Office, 2005). As part of this project, a one-day workshop was held in Ankara on the 18th of May 2005 to get inputs from social auditors working for multinational brands and private auditing companies. The one-day workshop was a collaborative effort between the ILO and the 'Joint Initiative on Corporate Accountability and Workers Rights' (Jo-In).

- Sept 2001, [Report Criticising Commercial Social Auditing](#)
Report criticises commercial social auditing and advocates alternative forms of labour standards assessment.
- June 2001 report: [The reality behind the code, Working conditions in garment factories](#) - producing for Vendex KBB, SOMO Centre for Research on Multinational Corporations.  139 kb).
- Sept 2000, "[Monitoring the monitors: A Critique of PricewaterhouseCoopers \(PwC\) Labor Monitoring](#)", Dara O'Rourke, Ph.D. Assistant Professor Dept. of Urban Studies and Planning, Massachusetts Institute of Technology.
- Oct. 2000, [Reliability of Pricewaterhousecoopers social audits challenged](#)
- June 1999, Verité audit report: [Summary of Inspection Findings for EVERGREEN INDUSTRIES S.A. DE C.V. and FORMOSA TEXTILE S.A. DE C.V. Zona Franca San Bartolo, San Salvador, El Salvador.](#)



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[Publications](#)
[Codes of conduct](#)

CCC Reference Guide on Code Implementation & Verification Section 4. Critical issues on code implementation and verification

Purchasing practices and pricing

Who pays for the costs associated with the implementation of codes remains a crucial issue. This cost generally cannot be met by the suppliers. To do so they will have to be paid more for their services and given other incentives. This means sourcing companies will have to make policy changes (for example, pricing structures) to allow suppliers to achieve the standards outlined in the code.

[Available Resources](#)
>>

Companies need to address the conflicting logic of simultaneously pursuing lower prices and shorter delivery times whilst at the same time pursuing compliance with labour standards. In practice, companies often run parallel and often uncoordinated systems: one to assure the maximizing of profits and one to assure compliance with ethical standards. Current purchasing practices on the part of buyers tend to undermine the capacity of the supplier to comply with labour standards. And when buyers make the ethically questionable choice to source from countries that outlaw or restrict freedom of association, such as China or Vietnam, it is even more likely that workers and their organisations will be marginalized or excluded from the mechanisms set up to implement, monitor or verify code compliance. While no boycott of such countries is being proposed, the choice to move production to these places does have serious implications, since the ability to join and form unions of their choice is after all a fundamental workers' right and in the end, without the ability for workers' to exercise such a right code compliance programmes cannot be sustainable in the long term.

Available Resources

- Dec 2005, [Purchasing Practices Can Undermine Workers' Rights](#)
CCC Newsletter 20
- May 2005, [Fair Purchasing Practices? - Some Issues for Discussion.](#)
Addressing the negative impact that purchasing practices or sourcing systems can have on code compliance was one of main demands in the Play Fair at the Olympics campaign. This paper will first briefly discuss the main elements related to purchasing practices and their relation to the CCC's campaign activities.
- June 2004, [ETI Members' Roundtable Purchasing Practices: 'marrying](#)

[More on Codes of Conduct >>](#)

[the commercial with the ethical'](#). On June 7 2004 the Ethical Trading Initiative organized a Roundtable on "Purchasing Practices", and how these can undermine the effects of ethical trade programmes by restricting suppliers' ability to uphold international labour standards. This topic was also highlighted strongly in the Olympics campaign. Approximately 70 participants attended this roundtable, comprising over 40 from ETI member companies including staff from buying departments, a few non-member companies, NGOs, trade unions, consultants, and ETI secretariat staff. ETI feels "this large turnout is testament to its importance to the ethical trade agenda.

- May 2004. ETI published a report of the consultation organized by the NGO caucus (the group of UK NGO ETI members). Participants came from eighteen different organizations, five from Africa, eight from Asia, four from Latin America, and one from Eastern Europe. Before the consultation took place all actively participated in the ETI Conference. The full report of the consultation, published in May 2004, may be downloaded in English at: [Voices from the South and Eastern Europe](#) and in Spanish at: [Voces del Sul y de Europa del Este](#)
-  53 kb) [Pricing in the global garment industry](#)
Some bulletin on issues in garments & textiles - Number 1, may 2003



-  522kb) Report of the seminar [Pricing in the Global Garment Industry](#) - by Nina Ascoly
 -  78kb) [Determinación de precios en la industria globalde la confección](#)
- [Background and Programme](#)
-  192kb) [Birnbaum's Global Guide to Winning the Great Garment War : A critical review - By Jeroen Merk](#) Feb 2003
- [Codes as a form of self regulation](#)
The National Industrial Recovery Act in the U.S. and at it's failure 1933 - 1935 -
By Sebastian Siegele Sept 2001



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[Campaigns](#)
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[Companies](#)
[Publications](#)
[Codes of conduct](#)

CCC Reference Guide on Code Implementation & Verification Section 4. Critical issues on code implementation and verification

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Living wages (*) and hours of work

The garment industry is renowned for low wages, excessive overtime and poor working conditions. In spite of the fact that consumers are spending more and more on clothes, there are few signs of improvement for workers. In fact, the opposite is the case: downward pressure on wages means that many garment workers find their weekly wage packet is not enough to live on, in spite of the fact that they often work extremely long hours. A living wage is thus defined as a wage that provides for basic needs (housing, energy, nutrition, clothing, health care, education, potable water, child care, transportation, and savings), includes additional discretionary income, and takes into consideration dependents.

[Available Resources >>](#)

Several codes (including the CCC code) call for the payment of a "living wage". Many claim it is impossible to come up with a measurable standard for the living wage, or that wage levels should be determined through collective bargaining between trade unions and management. In fact, there are a variety of techniques actually available to make at least a reasonable estimate of the range in which a living wage would fall, for example by using the "poverty line", the "purchasing power index", the so-called "market basket" approach, or a combination of these methods. Other benchmarks could include "best practice" negotiated wage levels elsewhere in the sector, or the wage levels called for by unions or labour-related groups active in the area. The point about collective bargaining is certainly valid, but when no union is present in the workplace (which is the case in most garment industry workplaces), buyers should ensure that wage levels allow workers to live. This can of course be adjusted later when a collective bargaining process goes into effect. Expecting workers to live off of a wage that simply cannot be lived off of is unrealistic and seems to contradict any claims of "corporate social responsibility" made by buyers.

Available Resources:

- [Let's Clean Up Fashion: the state of pay behind the UK high street](#)

The state of pay behind the UK high street

Labour Behind the Label - Sept 2006

For over a decade, consumers, workers and campaigners have been calling on fashion brands to make sure the workers who produce the clothes they sell are paid a living wage. At the start of 2006, Labour Behind the Label decided it was time to check in with the fashion industry, to see what progress has been made. This report presents the results of our investigation, revealing who is - and isn't - doing what.



- 2006, [A living wage for Sri Lanka's apparel industry workers](#)
ALaRM - a coalition of trade unions and labour NGOs advocating the rights of Sri Lanka's apparel workers - has carried out a systematic calculation to date of a sector-specific living wage. Providing a sound, technical basis on which future wage negotiations and campaigns can be built upon.

- July 2005, Background papers prepared by MIT (Harvard) US for the JO-IN project discussions:

-  391kb) [Work Hours, Overtime and Codes of Conduct.](#)
-  87kb) [Wages in the Apparel industry: What constitutes a Decent standard?](#)

-  336kb) In 2002 the report "[Wearing Thin: the State of Pay in the Fashion Industry](#)", was published by The UK network Labour Behind the Label, part of the International Clean Clothes Campaign. The "Wearing Thin" report is the outcome of campaigns begun throughout Europe in 1999 in response to a global deterioration in the wages of garment workers. As part of this study, 12 companies were surveyed and none of them acknowledged the need to pay suppliers a price sufficient to pay workers a living wage.



- March 2002, [We are not machines - Wages.](#) The Like Cutting Bamboo report (September 2000) found that workers' wages were well below what they needed to meet their basic needs and that they were heavily dependent on overtime income.

Despite some small steps forward, poverty and fear still dominate the lives of Nike and Adidas workers in Indonesia.

Timothy Connor March 2002

GLOBAL EXCHANGE Clean Clothes Campaign

Oxfam Oxfam Canada

- Oct. 1999, ILRF- [Empowering Workers Towards A Living Wage](#). All workers are entitled to earn a living wage whereby they are able to steadily improve their standard of living.
- 2001, Living Wage Report, Labour Behind the Label (this document will follow soon)
- June 2000, [The "Living Wage" Clause in the ETI Base Code - How to Implement](#)

it? By David Steele ETI Information Officer.

- 2000, Wages study US labor department (this document will follow soon)
- 2000, Living Wage Analysis, Some Preliminary Comments on a Living Wage for Sri Lankan Garment (and related industries) Workers (this document will follow soon)
- FLA Living Wage Forum, reading packet. (this document will follow soon)
- July 2000, [Press for Change Initiates "Olympic Living Wage Project"](#) Catholic Activists to live on Nike sweatshop wage in Indonesia
-  [US Department of labor 308 page 'LIVING WAGE' study](#) now available online
- Nov 1999, The UK Labour behind the Label Coalition (the UK platform of the CCC has produced a 25 page report on living wage, including case studies. Please find here the [executive summary.](#) | [Read the report](#)
- Nov 1999, [Empowering Workers Towards A Living Wage](#) A Position Paper (International Labor Rights Fund)

Notes:

A living wage is a wage that enables workers to meet their needs for nutritious food and clean water, shelter, clothes, education, health care and transport, as well as allowing for a discretionary income. It should be enough to provide for the basic needs of workers and their families, to allow them to participate fully in society and live with dignity (CCC, 2002).





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[Urgent appeals](#)
[Campaigns](#)
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[Companies](#)
[Publications](#)
[Codes of conduct](#)

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Freedom of association and collective bargaining

Freedom of association and the right to organize can be summarized as the right of workers and employers to establish and to join organizations of their own choosing without any prior authorization or government interference. Combined with the inter-related right to bargain collectively, it also means that trade unions and their members are free from anti-union discrimination, and that voluntary negotiation between employer organizations and worker organizations will be protected and promoted. The right to strike is also widely recognized as an "intrinsic corollary" of the right of association, meaning it cannot be seen in isolation from industrial relations as a whole.

[Available Resources](#)
>>

These rights and principles form the cornerstone of effective labor relations systems internationally. As such, they are enshrined in various ILO conventions, declarations, and recommendations - from the ILO's Constitution of 1919 through the ILO's Declaration of Fundamental Principles and Rights of 1998. International and regional human rights instruments also refer to these inherent human rights. Indeed, the international community's relatively consistent treatment of these rights over the past century highlights their universal acceptance internationally. As one labour expert put it, freedom of association is a kind of customary rule in common law, standing outside or above the scope of any conventions or even of membership of one or another of the international organizations.

For more information, Freedom of Association and the Right to Collective Bargaining, A Clean Clothes Campaign Primer Focusing on the Global Apparel Industry (October 2005). This primer includes a large number of web links to relevant resources on this issue.

Available Resources

- Nov 2005, [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

[More on Codes of Conduct >>](#)

multi-stakeholder initiatives that deal with codes of conduct.

- Sept 2005, 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](#)"
- March 2005, [Freedom of Association and Collective Bargaining](#), FOA and Collective Bargaining Guidance Document, by ETI Trade Union Caucus. The fundamental objective of the ETI Base Code and other ethical trading codes is to ensure respect for the dignity of workers throughout the supply chain. That requires realisation of their fundamental rights at work. Section 2 of the ETI Base Code provides for freedom of association and the right to bargain collectively. Suppliers, purchasers and social auditors often have difficulty understanding why these fundamental rights are important, what they entail in practice and how to assess progress towards their attainment. This briefing document seeks to explain clearly what freedom of association and the right to collective bargaining mean and why they are at the heart of the ETI alliance and its aims and objectives.
- ILO website: www.ilo.org and the [ILO's international labour standards \(ILS\) website](#) which discusses the Committee on Freedom of Association. The ILO's supervisory bodies -- the Committee of Experts on the Application of Conventions and Recommendations and the Conference Committee on the Application of Standards -- regularly examine the application of ILS in ILO member States. Representation and complaint procedures can also be initiated against states that fail to comply with conventions they have ratified. A special procedure -- the Committee on Freedom of Association -- reviews complaints concerning violations of freedom of association, whether or not a member State has ratified the relevant conventions.
- June 2003, [Timeline of events in Jaqalanka Ltd dispute Sri Lanka: Freedom of Association and the Right to Organise](#)
- Jan 2002, [Update on Freedom of Association Campaign in the FTZs of Sri Lanka](#). Please find here an update on the campaign of workers in the Free Trade Zones of Sri Lanka to have their unions recognised.
- March 2002, [We Are Not Machines: Freedom of Association: Nike and Adidas workers in Indonesia](#). Timothy Connor March 2002. Report finds that Indonesian Nike and Adidas workers are paid so little they are forced to separate from their children.
- Dec 2000, [No Freedom of Association for Bangladesh's EPZ Workers](#)
The ongoing battle between the Bangladesh Garment Manufacturers and Exporters Association (BGMEA) and the Government of Bangladesh over the rights of workers to form unions, organise and collectively bargain in the Export Processing Zones (EPZ's).





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[Publications](#)
[Codes of conduct](#)

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Worker Education and training

Codes cannot be effective when workers are not aware that they exist, nor of the rights enshrined in them, nor of the means available to exercise these rights.

[Available Resources](#)
>>

First attempts to ensure this largely consisted of translating the codes and pasting them to the wall, and/or handing out leaflets or cards with the code standards to workers. When realizing that by itself this does not create an informed workplace, more responsive companies have engaged with trade unions and NGOs in developing more in-depth education and training programmes and pilot projects.

Experiences thus far point to the importance of ensuring that workers are provided with the time necessary to participate in such programmes, and re-assurance that they will not lose their jobs if they get involved. It is also crucial to provide education on workers rights in the context of national labour law, not just on codes of conduct.

It is also important to distinguishing between education and training: education is a process whereby people learn about something in order to draw their own conclusions. Training, by contrast, provides information and skills for a particular purpose. Providing for education and training is especially important to ensure freedom of association. A real issue of concern among labour rights groups is the extent to which worker education and training programmes are conducted independent from management influence, and the terms should not be developed or set by the buyers.

Available Resources

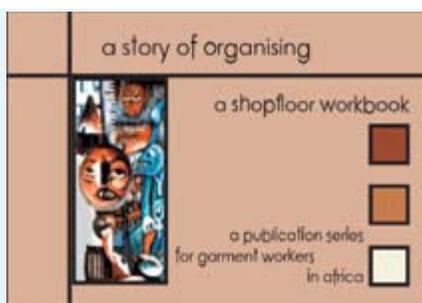
The following sites provides an overview of educational booklets for garment workers: Worker education on codes. It discusses that workers need to know what their rights are and how there relate to codes of conduct

- [A booklet series for garment workers in Africa](#)

As the number of Multinationals that either produce or source in Africa continues to increase so do the

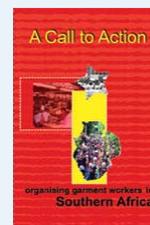
[More on Codes of Conduct >>](#)

challenges that are faced by workers and trade unions. Workers have risen to meet these challenges and it is in support of their struggle that these booklets have been produced. The booklets have been designed as an educational tool to provide a wide range of information, from contextual issues of the garment sector in global trade to practical considerations for shop stewards.



2005 - IRENE, CSRSC, SOMO, EED AND FNV

- March 2003, **Education booklet for workers** [A Call to action](#)
[Organising garment workers in Southern Africa](#)
- May 2000, [Addressing Corporate Conduct](#), A Roundtable Exploring Initiatives at the Workplace, National, and Multilateral Levels
- May 2000, [Workers education and information on codes of conduct](#) Irene / Clean clothes Campaigns seminar
- March 2000, [Handbook on workers' rights in the global economy](#)
- March 2000, [Pocket guide to workers' rights](#), Women working Worldwide
- Dec 2002, [Reebok in China: Worker elections in two supplier factories](#)
- Dec 1999, [Report on seminar 'Workers' Education and Information on Codes of Conduct'](#)
- Dec 1999 [Workers' Education and Information on Codes of Conduct](#) Introduction and Summary
- ["Workers' Education and Information on Codes of Conduct"](#) Introduction and seminar program Dec 1999
In April 1999 an international steering committee was set up to draft the programme for a seminar on workers' education and information on codes of conduct.
[*List of participants](#)
[*Report on seminar](#)
[*Recource guide](#)
[*Report of the seminar in french](#)
- May 99, REPORT ON THE CENTRAL AMERICA REGIONAL WORKSHOP: ["ETHICAL TRADING AND CODES OF CONDUCT"](#)
- July 1998, [Corporate Codes of Conduct: Can They Help Cambodian Workers?](#) Curriculum for a training program for workers and labor activists in Cambodia, designed by Phil Robertson.
- Dec 1998, [Involving Workers in the Debate on Company Codes:](#) Women Working Worldwide's Education and Consultation Project
- Oct 1998, [RESPONDING TO GLOBALISATION - INTERNATIONAL STUDY CIRCLES](#)



The role of workers' education, Alana Dave



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[Publications](#)
[Codes of conduct](#)

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Transparency and Disclosure

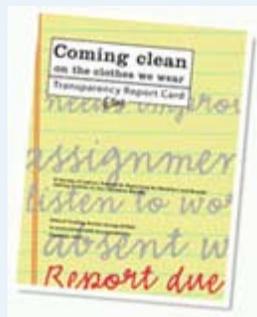
Transparency is crucial to build credibility among stakeholders and the public at large, to improve the quality and effectiveness of auditing, to make complaints mechanisms work, to minimize the inefficient use of resources and in general to improve the compliance mechanisms presently under development.

[Available
Resources
>>](#)

Garment companies should be taking steps to increase transparency regarding the composition and conditions of their supply chains. Several brands have recently begun to publish more in-depth social responsibility annual reports, and even details of the composition of their supply chains. Companies should also provide more in-depth and detailed information about code implementation activities: the procedures they have adopted and the activities they have undertaken, including audits, to implement the code. They should provide details of non-compliance and of remedial action undertaken, as well as of complaints and how these complaints were addressed. Ensuring feedback to the workers themselves should be a priority. The information provided should be verified.

Available Resources

- Dec 2006, [Action on Transparency: Hong Kong and Canada](#)
A new campaign was recently started by Oxfam Hong Kong: Let's turn the garment industry inside out We have the right to know!
- Dec 2005, [Canadian groups release Transparency Report Card](#)
The Ethical Trading Action Group (ETAG) released an 95-page study, "Coming Clean on the Clothes We Wear: Transparency Report Card." The Transparency Report Card assesses and compares 25 major retailers and brands selling apparel products in the Canadian market in terms of their efforts to address worker rights issues in their global supply chains and on how and what they report on those efforts.
- Sept 2003, [Transparency and Disclosure: New Regulatory Tools to](#)



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Conduct >>](#)

[Challenge Sweatshop Abuses](#)

- Sept 2003, [Does Reporting Work? The effect of Regulation](#), Accountability Quarterly. This publication tries to get beyond the somewhat jaded debate concerning voluntary versus mandatory approaches to reporting, to see what works and why.
- Dec 2000 report, "[Corporate Spin: the troubled teenage years of social reporting](#)". The New Economics Foundation NEF.



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Urgent appeals

Campaigns

News

Companies

Publications

Codes of conduct

CCC Reference Guide on Code Implementation & Verification Section 4. Critical issues on code implementation and verification

Overview of other resources on critical issues related to code implementation and verification

- Feb 2004,  180kb) [Emerging trends in codes and their implementation](#). Codes memo nr.16 from the Maquila Solidarity Network: 2003 Year end review
- Nov 2003, UNRISD (United Nations Research Institute on Sustainable Development) organized a **conference on CSR and development** last november, with presentations of among others Dara O'Rourke of Berkeley University, Monina Wong of HKCIC, Dwight Justice of the ICFTU and Ineke Zeldenrust of CCC. A report with summaries of all the presentations can be found online at: <http://www.unrisd.org/>.
- 2003, [Business and Code of Conduct Implementation](#). How firms use Management Systems for Social Performance by Ivanka Mamic, ILO (Management and Corporate Citizenship Programme). This report looks at the management approaches to implement CSR and Corporate Codes of Conduct in the footwear, apparel and retail sectors. Its aim is to identify and examine ways by which companies adopt, implement, and evaluate the effect of policies regarding CSR and the voluntary commitment to labour, social and ethical practices in the context of globalized business operations.
- Sept 2001, [Discussing key elements of monitoring and verification](#), by Nina Ascoly and Ineke Zeldenrust.
 - In Spanish: [Debatiendo elementos clave del monitoreo y la verificación](#)
 - In French, [Discussion des points clés en matière de vérification et de contrôle](#)
- Sept 2001, [The Changing Terrain in the Codes of Conduct Debate](#) - An Assessment by the Maquila Solidarity Network (MSN).
- Spring/summer 2001, [Independent verification - myth or reality?](#), Mil Niepold, director of policy and programmes at Verité, argues from the perspective of a verification agency (Mil Niepold, in Human Rights &

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Business Matters, newsletter of Amnesty International UK Business Group)

- Spring/summer 2001, [Independent verification - myth or reality?](#), Dwight W. Justice of the multinational companies department of the International Confederation of Free Trade Unions argues from a trade union perspective (Dwight W. Justice, in Human Rights & Business Matters, newsletter of Amnesty International UK Business Group)
- [Student Report on Factories Producing Collegiate Licensed Apparel for Nike, Inc.](#) An Overview of Conditions and a Critique of the PricewaterhouseCoopers Monitoring Process.
- Dec. 1998, [Keeping the work floor clean](#) : MONITORING MODELS IN THE GARMENT INDUSTRY
- May 1998, [International Workshop on Independent Monitoring of Codes of Conduct](#) Brussels
- 1997, [ALMOST EVERYTHING YOU ALWAYS WANTED TO KNOW ABOUT INDEPENDENT MONITORING](#) - CCC



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[Urgent appeals](#)
[Campaigns](#)
[News](#)
[Companies](#)
[Publications](#)
[Codes of conduct](#)

CCC Reference Guide on Code Implementation & Verification Section 5. Code-Related Activities in a Global Context

OECD guidelines

The OECD Guidelines for Multinational Enterprises (the Guidelines) are recommendations addressed by governments to multinational enterprises. They provide voluntary principles and standards for responsible business conduct consistent with applicable laws. The Guidelines aim to ensure that the operations of these enterprises are in harmony with government policies, to strengthen the basis of mutual confidence between enterprises and the societies in which they operate, to help improve the foreign investment climate and to enhance the contribution to sustainable development made by multinational enterprises. The Guidelines are part of the OECD Declaration on International Investment and Multinational Enterprises the other elements of which relate to national treatment, conflicting requirements on enterprises, and international investment incentives and disincentives.

[Available
Resources
>>](#)

Available Resources:

- [OECD Guidelines: Useful for Workers' Rights?](#)
From CCC Newsletter May 2006
- For a critical review of the guidelines see: [FIVE YEARS ON - A Review of the OECD Guidelines and National Contact Points](#) (2005 - OECD Watch)
- A users guide to the guidelines is produced by Friends of the Earth and available online www.foe.org/oecdguidelines
- **OECD Watch** is an international network of civil society organisations promoting corporate accountability. The purpose of OECD Watch is to inform the wider NGO community about policies and activities of the OECD's Investment Committee and to test the effectiveness of the OECD Guidelines for Multinational Enterprises.
<http://www.oecdwatch.org/>
- Oct 12, 2006 - **Dutch Clean Clothes Campaign and India Committee of the Netherlands file OECD Guidelines complaint against clothing retailer G-Star.**
The NGOs claim that G-Star has violated the Guidelines in its business relations with Indian suppliers Fibres and Fabrics International and Jeans Knit Pvt. Ltd. The complaint alleges violations of workers' rights in

[More on Codes of
Conduct >>](#)

the Indian factories regarding freedom of association, the right to collective bargaining, payment of a living wage, discrimination in employment, working hours, overtime work, occupational health and safety, punishment, abuse, harassment, and lack of legally binding employment relations. In addition, G-Star and its suppliers have tried to silence Indian NGOs by applying for a gag order. [Read the complaint >>](#)

- Sept 2004, **Outcome of OECD complaint case of German Clean Clothes Campaign against adidas disappointing**
We agreed to disagree - this is the key conclusion drawn by the parties involved in an OECD complaint case of the German Clean Clothes Campaign (CCC) on instances of labour rights violations in two Indonesian supplier factories of adidas. Yet, in spite of an overall disappointing outcome of this case under the OECD Guidelines for Multinational Corporations, the German CCC considers it to have been far from a useless exercise. In the following, the CCC makes an assessment of this case combined with proposals for future action. [More info >>](#)
- TUAC published a " **A Users'Guide For Trade Unionists to the OECD Guidelines for Multinational Enterprises** ", which can be found at <http://www.tuac.org/publicat/guidelines-EN.pdf>
- Dec 2002, [Outcome of OECD complaint on adidas](#)
More information regarding the outcome of the complaint concerning football production for adidas that was filed by the India Committee of the Netherlands (ICN) under the OECD guidelines.
- Sept 2002, [Using the OECD Guidelines for Multinational Enterprises A critical starterkit for NGOs](#)
To what extent can the OECD Guidelines for multinationals be useful for NGOs combating corporate misbehaviour? What can you do when a company is polluting the environment, not respecting human rights, or otherwise neglecting the rules spelled out in the OECD Guidelines?
- July 2002, [UNITE files complaint with the OECD, charging Bryland Inc. and Pinault-Printemps-Redoute with violations of guidelines](#)
- May 2002, CCC Complaint against Adidas and Nike at the National Contact Point of the OECD-guidelines in Austria. The complaint has been formally accepted by the Austrian NCP. It is based on investigation published in the report: [We Are Not Machines](#) - March 2002
- Feb 2002, [The Brussels-based International Textile, Garment and Leather Workers' Federation \(ITGLWF\)](#) has lodged a complaint with the OECD, accusing the Korean-owned Choi Shin plants in Guatemala of serious breaches of the OECD Guidelines for Multinational Enterprises.
- June 2001, Dutch, German and UK companies that import footballs from India are in violation of the OECD guidelines. LIW files complaint at Dutch NCP based on investigation published in the report: "[The Dark Side of Football](#)" - Child and adult labour in India's football industry and the role of FIFA".
 - Dec 2002 update, [Outcome of OECD complaint on adidas](#)
- [More on the OECD guidelines](#) in:
Controlling corporate wrongs: the liability of multinational corporations
* part 4 Approaches at the regional level



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[Urgent appeals](#)
[Campaigns](#)
[News](#)
[Companies](#)
[Publications](#)
[Codes of conduct](#)

CCC Reference Guide on Code Implementation & Verification Section 5. Code-Related Activities in a Global Context

[More on Codes of
Conduct >>](#)

Belgian Social label

In January 2002 the Belgian Parliament approved a law aiming promoting socially accountable production by introducing a voluntary social label. This law offers companies the possibility to acquire a label, which is granted to products whose whole chain of production respects the 8 fundamental ILO conventions. The label is given by the Ministry of Economic Affairs after a positive and binding opinion of a stakeholder committee (composed of government officials, social partners, business federations consumers and NGOs representatives) for a maximum of three years. The Committee for Socially Responsible Production establishes a programme of control for the company and monitors its progress on compliance. Certification is carried out by inspection bodies accredited by the Minister of Economic Affairs.

Companies applying for the label for one of its products are obliged to give all information on the suppliers and subcontractors directly involved with the realisation of the product and provide evidence that, just like itself, its suppliers and sub-contractors also respect the ILO core Conventions. The inspection body will have to make a report (among other things, on the basis of interviews with workers and responsible persons, the visits of companies, information from local organisations, etc.) which will be submitted to the stakeholders committee.

Every year, the Ministry of Economic Affairs will present to Parliament a report on this implementation of the label.

For more information see <http://www.social-label.be>


[TOP](#)

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[Urgent appeals](#)
[Campaigns](#)
[News](#)
[Companies](#)
[Publications](#)
[Codes of conduct](#)

CCC Reference Guide on Code Implementation & Verification Section 5. Code-Related Activities in a Global Context

Fairtrade Labelling Organisations International (FLO)

FLO is the worldwide Fairtrade Standard setting and Certification organisation. It permits more than 800,000 producers, workers and their dependants in 50 countries to benefit from labelled Fairtrade. FLO guarantees that products sold anywhere in the world with a Fairtrade label marketed by a National Initiative conforms to Fairtrade Standards and contributes to the development of disadvantaged producers and workers. See www.fairtrade.net

Recently, in several European countries, national FLO organizations (Max Havelaar Switzerland, Austria, Belgium and France) have begun to bring garments on the market made of fair-trade cotton. FLO is considering expanding this to fully fair-trade garments and in discussion with CCC about the implications this would have.

See also the work of the Max Havelaar Foundation:
<http://www.maxhavelaar.nl/pages/template.asp?rID=107>

More info:

- June 2005 - [Max Havelaar textile-products in the supermarket](#)
The Swiss fair trade labelling foundation Max Havelaar expands its products and enters the garment sector.


[More on Codes of
Conduct >>](#)

[TOP](#)

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in the global garment industry*


[Urgent appeals](#)
[Campaigns](#)
[News](#)
[Companies](#)
[Publications](#)
[Codes of conduct](#)

CCC Reference Guide on Code Implementation & Verification Section 5. Code-Related Activities in a Global Context

[More on Codes of
Conduct >>](#)

Global Framework agreements

Global trade union federations have established an ongoing social dialogue with a number of multinational enterprises in their sectors or industries. These discussions have led to a wide range of formal and informal agreements and understandings. This includes regular contacts through well established communication channels as well as, in some cases, formal framework agreements.

A framework agreement is an agreement negotiated between a multinational company and a global union federation concerning the international activities of that company. The main purpose of a framework agreement is to establish a formal ongoing relationship between the multinational company and the global union federation which can solve problems and work in the interests of both parties.

For a list of framework agreements negotiated between global union federations and multinational enterprises see the International Confederation of Free Trade Unions website, at:

<http://www.icftu.org/displaydocument.asp?Index=991216332&Language=EN>


[TOP](#)

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in the global garment industry*


[Urgent appeals](#)
[Campaigns](#)
[News](#)
[Companies](#)
[Publications](#)
[Codes of conduct](#)

CCC Reference Guide on Code Implementation & Verification Section 5. Code-Related Activities in a Global Context

UN Global Compact

The Global Compact seeks to promote responsible corporate citizenship through a purely voluntary initiative with two objectives. The Global Compact is not a regulatory instrument - it does not "police", enforce or measure the behavior or actions of companies. Rather, the Global Compact relies on public accountability, transparency and the enlightened self-interest of companies, labour and civil society to initiate and share substantive action in pursuing the principles upon which the Global Compact is based.

The Global Compact offers facilitation and engagement through several mechanisms: Policy Dialogues, Learning, Country/Regional Networks, and Projects.

For more information see:

<http://www.unglobalcompact.org/Portal/Default.asp?>

[More on Codes of
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[TOP](#)

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Global Reporting Initiative (GRI)

The GRI Guidelines are a framework for reporting on an organisation's economic, environmental, and social performance.

The Guidelines:

- present reporting principles and specific content to guide the preparation of organisation-level sustainability reports;
- assist organisations in presenting a balanced and reasonable picture of their economic, environmental, and social performance;
- promote comparability of sustainability reports, while taking into account the practical considerations related to disclosing information across a diverse range of organisations, many with extensive and geographically dispersed operations;
- support benchmarking and assessment of sustainability performance with respect to codes, performance standards, and voluntary initiatives; and
- serve as an instrument to facilitate stakeholder engagement.

For more information see:

<http://www.globalreporting.org/guidelines/2002/a08.asp>

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[Urgent appeals](#)
[Campaigns](#)
[News](#)
[Companies](#)
[Publications](#)
[Codes of conduct](#)

CCC Reference Guide on Code Implementation & Verification Section 5. Code-Related Activities in a Global Context

[More on Codes of
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EU level CSR and EP-related resolutions

The European Parliament passed a first resolution in 1999 to promote the accountability of European-based multinationals by supporting initiatives in the field of codes of conduct. In the resolution, proposed by MEP Richard Howitt, the Parliament states its support for voluntary codes of conduct, but explicitly states that these cannot and should not be a substitute for or a way to avoid international regulation. Furthermore, the EP calls upon the European Commission and the European Council to come to terms with the subject of a "European Monitoring Platform" and proposes to organise hearings on the subject. The Council and the Commission are also called upon to set up conditions for legal measures to monitor multinationals.

Since European Parliament resolutions are not binding for national member states, it will require an enormous amount of lobbying to get Europe to implement this resolution. A first hearing was organized in november 2000, where a.o. adidas was called to testify. Parlemetarian Richard Howitt put forward a second resolution in June 2002 which calls a.o. for new legislation to require companies to publicly report annually on their social and environmental performance.

For more information see:

- [Challenging the power of retailers in Europe](#)
- [Campaigning at the EU level for CSR](#) and
- [The Howitt resolution](#), Dec. 1999

Meanwhile, the European Commission, under the Belgian presidency, put "CSR" high on the agenda. A **green paper** was published and many NGOs, trade unions and of course corporations reacted. CCC also send in their comments. The Directory Generate for Employment and Social Affairs published all reactions on [their website](#) and also started a so-called "CSR Stakeholder Forum". High level meetings took place in 2003 and 2004 to take stock of progress, and findings and conclusions were presented to the Commission on 29th June 2004. At the final meeting of the CSR Multi-Stakeholder Forum, NGOs published a joint statement, calling for strong action to create a European framework for corporate responsibility. Whilst acknowledging that some advances had been made during the work of the Forum, the NGOs insist that public authorities must now step forward, building on the work of the Forum, in order to develop CSR policies, set standards,

and where necessary enforce them. The Belgian based NGO "Social Platform" coordinates the NGO input and criticisms, see:

<http://www.socialplatform.org/code/en/camp.asp?Page=308>

DG Employment continues to take an active interest in the development of CSR and regularly organizes conferences and publishes reports and other materials, see: http://europa.eu.int/comm/employment_social/social/index.htm



TOP



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in the global garment industry*


[Urgent appeals](#)
[Campaigns](#)
[News](#)
[Companies](#)
[Publications](#)
[Codes of conduct](#)

CCC Reference Guide on Code Implementation & Verification Section 5. Code-Related Activities in a Global Context

[More on Codes of
Conduct >>](#)

UN Guidelines on Transnational Corporations

In recent years, a number of international and intergovernmental guidelines have been developed that aim to influence the conduct of multinational enterprises in the field of human rights, labour rights, the environment and other CSR aspects. These include, the OECD Guidelines for Multinational Enterprises (described above), the UN Global Compact and the UN human rights norms for Multinational Enterprises. These guidelines are in principle voluntary. However, despite their non-binding character, there are several mechanisms already in place to handle violations of international rules of behaviour such as the OECD Guidelines.

Available Resources:

- April 2005, [The Added Value of the UN Norms](#), Joris Oldenziel, SOMO. Pdf file (208kb).
- Aug. 2003, [New U.N. Norms on the Responsibilities of Transnational Corporations and Other Business Enterprises with regard to Human Rights.](#)
- For more information, see the SOMO website, which discusses international guidelines. http://www.somo.nl/index_eng.php


[TOP](#)

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