

# Clean Clothes Campaign

## Schone Kleren Kampagne / Clean Clothes Campaign Annual Report 2006



# CCC Annual Report

2006

Dear reader,

In 2006, an important foundation was laid for the work of the Clean Clothes Campaign in the years ahead. For the next four years, 2007-2010, the Ministry of Foreign Affairs allocated a substantial subsidy to the programme 'Local Action, Global Campaigning'. This decision came through after a most meticulous selection process in which a number of other organizations failed to pass. The subsidy can therefore be seen as token of the Ministry's confidence in the work of Clean Clothes Campaign. A confidence widely shared, for it proved encouragingly easy to have the subsidy application appended with a score of letters of support from the entire field of action.

Further professionalizing the organization was carried through, while the daily work continued. Notably, much time and means were deployed in response to the turbulent situation in Bangladesh. Early in 2006, this country was again the scene of burning and collapsing factories and a heavy death toll among labourers. Later that year labourers protested *en masse* against their low wages, and the authorities stepped up repression against trade unions and their leaders. In connection with the Bangladesh situation the Clean Clothes Campaign worked on a number of urgent appeals, brought Bengalese garment workers to the Netherlands to tell their story, conducted action and besides that was still dealing with the aftermath of the collapse in 2005 of the Spectrum Garment Factory, a supplier to European store chains including Dutch companies.

In Europe the Clean Clothes Campaign network steadily grew stronger. In Scandinavia steps were taken to establish new national Clean Clothes coalitions. Elsewhere in Europe existing coalitions proved highly successful in procuring funds for future campaigns. It is tempting, seductive even, to think of the position attained in 2006 by Clean Clothes Campaign and its network as luxurious and rosy, but

## Content

Preface .....	P 2
Introduction.....	P 3
Mission .....	P 4
Organisation profile .....	P 4
Activities.....	P 8
Social impact .....	P 12
Financial report.....	P 14

## Colophon

International Secretariat  
Clean Clothes Campaign

P.O. Box 11584

1001 GN Amsterdam

The Netherlands

T: +31-20-412-2785

F: +31-20-412-2786

info@cleanclothes.org

<http://www.cleanclothes.org>

Netherlands

Schone Kleren Kampagne

Postbus 11584

1001 GN Amsterdam

T: 020-4122785

F: 020-4122786

info@schonekleren.nl

<http://www.schonekleren.nl>

This annual report is available  
at

[http://www.cleanclothes.org/  
ftp/annual2006.pdf](http://www.cleanclothes.org/ftp/annual2006.pdf).

A hard copy can be obtained  
from the International  
Secretariat, for contact  
information see above.

Publication date August 2007

this is very far from the truth. The campaign network is facing two indomitable opponents in the next few years. After all, the two most notable campaigns are the campaign aimed at the Olympic Games in China and the campaign targeting the large multiple retailers, the Giants, whose extremely cost-conscious acquisition policies greatly restrict room for improvements in the garment industry.

It will not be easy to achieve results in these campaigns. Nevertheless, we continue to take heart from our fellow-Clean Clothes Campaign worker Ineke Zeldenrust who in the booklet *Made by Women* said this: 'I'm still amazed at how far we've come with essentially no more than a group of determined women (and some men) and a good concept: the story behind the clothing that everyone wears.'

Evert de Boer  
Chairman of the Clean Clothes Campaign Board

## Introduction

The Clean Clothes Campaign (CCC) aims to improve working conditions in the global garment industry and to empower workers, most of whom are women, with the ultimate goal of ending the oppression, exploitation and abuse in this sector. The CCC began in 1989 when solidarity and women's organisations in the Netherlands and UK took up the case of a garment factory lockout in the Philippines. Women at this William Baird (UK) and C&A (NL) subcontractor were fired for demanding their legal minimum wage. During the year the workers picketed, groups in the Netherlands and UK continued campaigning. Campaigning for "clean clothes" had started, taking up the demands of Southern women's groups and labour organisations. Having started in the Netherlands and the UK, the CCC is now a Europe-wide network that has built up over the past seventeen years. This Europe-wide network is in turn part of a larger international network of trade unions and labour NGO's, both in producing and consuming countries, which strives to advance workers' rights worldwide.

With this annual report the CCC wishes to inform everyone interested in the "Stichting Schone Kleren Kampagne", internationally known as the Clean Clothes Campaign, particularly about the activities of the International CCC Secretariat (IS) and the Dutch CCC Secretariat.

## Clean Clothes Campaign – Mission

In our foundation charter (see for the complete text: [http://www.cleanclothes.org/ftp/ccc\\_foundation\\_charter.pdf](http://www.cleanclothes.org/ftp/ccc_foundation_charter.pdf)) we state the following about the objective of the foundation: Article 2.

1. The foundation has as its objectives:
  - a. To contribute to the improvement of working conditions in the garment industry worldwide but especially in developing nations; and
  - b. To accomplish the above goal in — in the most general sense — any manner that is relative to this objective.
2. Making profits is explicitly not the objective of this foundation.

### **The CCC aims to achieve these objectives by:**

- Putting pressure on companies to take responsibility to ensure that their garments are produced under decent working conditions.
- Supporting workers, trade unions and NGOs in producer countries.
- Raising awareness among consumers 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.
- 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.

In 2006 the foundation changed its name. To better reflect the international character and to avoid any possible confusion, the foundation is no longer named Schone Kleren Overleg, but, like the secretariats is called the Schone Kleren Kampagne / Clean Clothes Campaign Foundation.

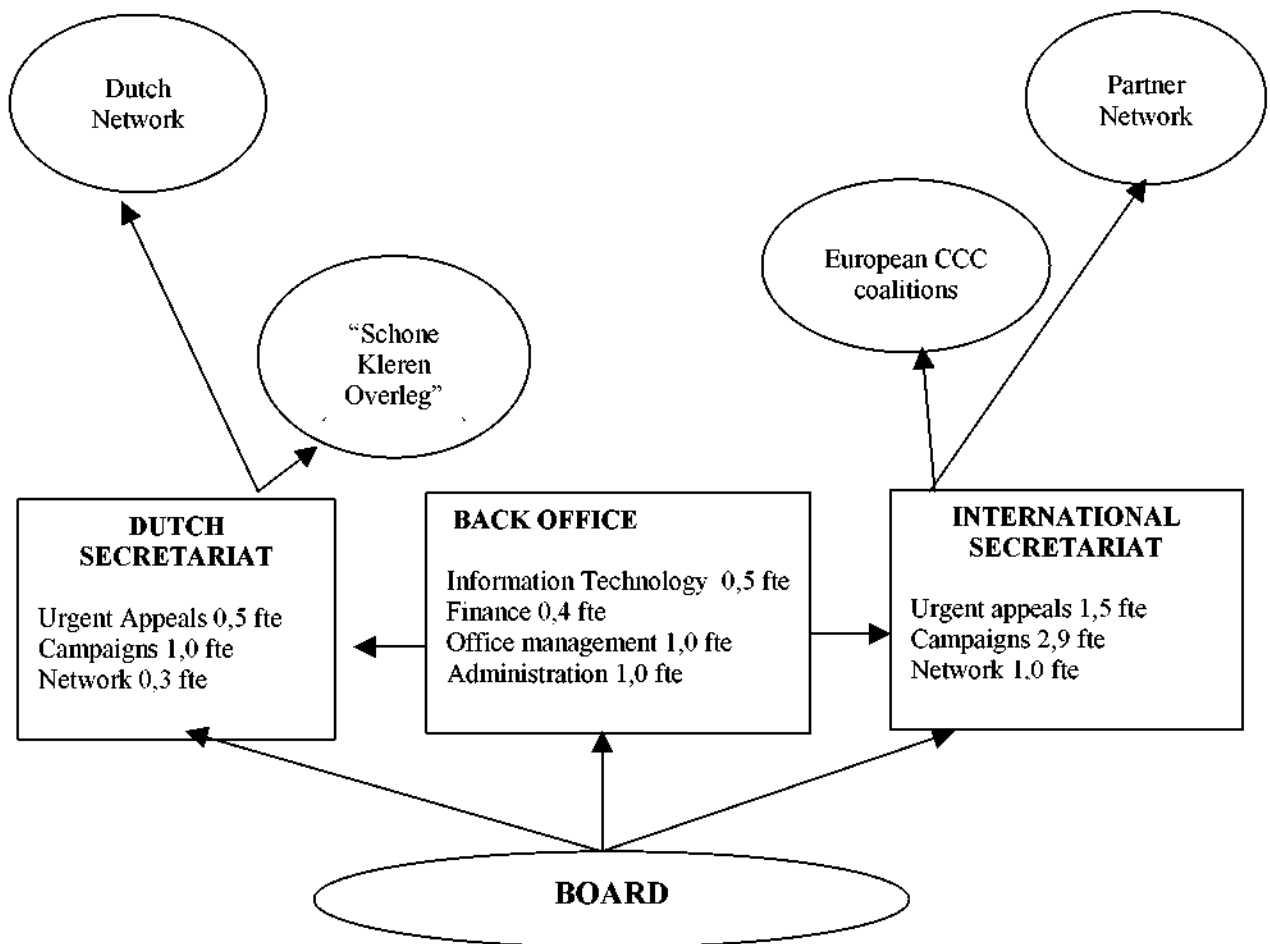
## Clean Clothes Campaign – Organisation profile

The CCC is a network organisation, made up of

- European CCC coalitions: autonomous coalitions with NGOs (consumer, research, women's, fair trade and youth organisations, solidarity groups, churches, etc) and trade unions as members in European countries, each with a national secretariat
- CCC 'projects', 'project groups' or 'task forces' in garment producing countries (India)
- An international partner network of NGOs, unions, individuals and institutions in most countries where garments are produced.
- A loose, informal network of organisations or coalitions that run similar campaigns in other consumer countries (ex. US groups, Fair Wear in Australia, Maquila Solidarity Network in Canada), several NGOs in European countries that do a lot of CCC-related work and may one day establish a complete campaign (Ireland, Norway, Portugal) and the international trade union organisations.
- An international secretariat

Over 200 different organisations participate in the campaign.

→ = PROVIDES SERVICES TO



The CCC Amsterdam office consists of three self-steering teams: one for the international secretariat, one for the Dutch secretariat and one for administrative support (back office). The office manager acts as liaison between the teams, who are beneficiary-driven, and collectively make decisions in regular team meetings. The staff collectively decides about the general matters of the organisation, thereby supported by the board. Strategic decisions regarding target and priority setting that concern the whole CCC network are made at both international and European CCC meetings.

### **The International Secretariat**

- Coordinates the international activities and campaigns
- Facilitates the international campaign structures and channels
- Coordinates and/or facilitates the international urgent appeals

- Generates publications, makes information accessible for a broad public and carries out or commissions research

The International Secretariat meets three times a year with the European CCC coalitions. These meetings serve to set up new strategies, coordinate ongoing activities and improve communication structures. The general outlines are elaborated in task- and working groups on specific themes and campaigns, formed on these occasions.

With the international partner network there are continuous bilateral contacts on concrete casework (urgent appeals). Apart from this ongoing work, thematic and regional meetings are organised under the supervision of the International Secretariat for general strategy and agenda setting; these meetings provide the framework for the CCC long-range strategic plans.

### **The Dutch Secretariat**

- Carries out the Dutch campaign coordination, particularly aimed at raising the awareness of Dutch consumers about the working conditions in the garment industry in general and in factories producing for specific brands in particular and at lobbying and campaigning on Dutch companies
  - Follows up on international urgent appeals regarding Dutch companies, e.g. by pressuring companies to (re)act upon the demands of workers in their supply chain after the observation of violation of the international ILO conventions
  - Sends a Dutch representative to meetings of the European and international networks.
- The Dutch core group (“Schone Kleren Overleg”) consists of three national organisations on labour rights issues. The core group meets once a month, and gives input on the strategies and policies of the Dutch CCC Secretariat in the national context.

Members of the core group are:

- Landelijke India Werkgroep
- Filippijnengroep Nederland
- Stichting Onderzoek Multinationale Ondernemingen.

The broader Dutch Network serves to bring unions, human rights and labour NGOs and consumer organisations together on international labour rights issues and garments.

Several times a year the network meets under the supervision of the Dutch Secretariat, where the most salient issues are discussed and agendas are set for the coming period.

Participating organisations are:

- NOVIB
- FNV Mondiaal
- Amnesty International
- CNV jongeren
- Stichting Omslag
- de Landelijke Vereniging van Wereldwinkels
- Max Havelaar
- Solidaridad
- Stichting Natuur en Milieu
- Stichting Oikos
- NVVH
- Consumentenbond

- ICCO
- Hivos
- CNV internationaal
- Vastenactie
- Cordaid
- Fair trade organisatie
- Nationale Jeugdraad
- Nederlandse vrouwen Raad
- Sari Wereld Mode Winkels
- SOMO
- Filippijnen Groep Nederland
- Burma Centrum Nederland
- Goede Waar & Co
- Landelijke India werkgroep
- COS

### **The back office**

The back office provides services to both the International Secretariat and the Dutch Secretariat. It is responsible for the administrative tasks, human resource management, external information services, websites, finances and facilities.

### **The board**

The board consists of five members. The board members do not earn honorariums, salaries, or other forms of compensation from the foundation. They do have the right to reasonable remuneration for the costs incurred while performing their function. In 2006 no expenses were claimed by board members.

The board performs the following tasks:

- It is responsible for human resource management
- It supervises the goal-setting and functioning of the International Secretariat and the Dutch Secretariat and sees to it that the annual planning is carried out.
- It supports the International Secretariat and the Dutch Secretariat in carrying out the various campaigns
- It monitors the financial situation and authorizes the annual (financial) reports

#### *Composition of the Board*

Chairman: E. de Boer.

Substitute: D.J. Binnerts

Tasks and functions:

- Surveys board and CCC activities
- Prepares – together with the secretary – and presides over the board meetings

Secretary: V.A. Schipper

Substitute: E. de Boer

Tasks and functions:

- Is responsible for HRM of the two secretariats and the back office (incl. evaluations, career planning and conflict mediation)
- Prepares – together with the chair – the board meetings

Treasurer: M. Simons

Substitute: A.P.M. de Vries

Tasks and functions:

- Surveys financial matters of the CCC organisation and is responsible for reporting to board
- Develops and improves financial administration in close cooperation with the back office

Vice chairman: D.J. Binnerts

Substitute: V.A. Schipper

Tasks and functions:

- Advises the CCC staff on the improvement of the CCC organisation in terms of efficiency and efficacy

Vice treasurer: A.P.M. de Vries

Substitute: M. Simons

Tasks and functions:

- Supports the CCC staff in the development and implementation of various campaigns
- Advises on funding applications
- Is well informed about the structure of the Dutch and international network.

## Clean Clothes Campaign - Activities

### International Secretariat

The 2006 activities of the International Secretariat were part of the 2002-2006 program “*The Right to Organize – The Right to Know*”. Among the highlights of the International Secretariat’s activities in 2006 are:

#### Support and expansion of the international network

At a European level, a number of activities was undertaken to expand and strengthen the campaign. A “Nordic meeting” was organized to bring together 20 representatives from trade unions and non-governmental organisations from Sweden, Norway, and Finland that are involved, or want to be involved, in campaigns to improve the working conditions in the garment industry. One of the Norwegian groups, environmental organisation *Framtiden i våre hender*, has since officially decided to take up the lead in starting CCC Norway, and has applied for funding to do so. In Denmark too, promising developments took place that might result in a CCC Denmark.

The staff of the International Secretariat made field visits to various countries – China (Hong Kong), Swaziland, Lesotho – to strengthen its international network and to meet with unions, activists, governmental departments and universities.

#### Regional Asian Meeting

The CCC Regional Asian Meeting took place from January 19-21 in Delhi, India, organised by CCC and Indian partner CEC. A total of 55 participants from 15 Asian countries, as well as 9 key campaign partners from Europe, North America and Australia attended the seminar. The participants were consulted on the agenda prior to the meeting. These include issues of pricing and purchasing practices in the global garment industry,

labour standards, wage structure, employment regulation, social security, global social auditing, codes of conduct and multi-stakeholder initiatives in the garment industry.

### **Asian Floor Wage Alliance**

In 2006 the CCC became a member of the “Asian Floor Wage Alliance”, together with 28 Asian groups and several key international partners. This alliance, originating in India, is developing a campaign calling for a living wage in the garment industry, setting specific targets for wage raises in various Asian countries that would allow workers to raise their wages above the poverty line. The CCC is involved in the discussions around research, campaigning and the wage setting and coordinates the development of the campaign within her network.

### **Urgent appeals**

In 2006 the CCC took up 34 new urgent appeals cases. These involved workers’ rights violations in Cambodia, the Philippines, Thailand, India, Turkey, China, Bangladesh, Mexico, Indonesia and Malaysia. In 67% of these cases the CCC was contacted directly by trade unions with a request to follow-up on the rights violations; 33% of those contacting the CCC regarding these cases were representatives of labour rights or other sorts of NGOs who were in direct contact with the workers/workers’ representatives.

The key rights violations in these cases were: violation of freedom of association, including illegal dismissal of union members; harassment including physical violence against union members; health and safety violations; non-payment of (full) compensation or wages owed; the misuse of temporary contracts; and violation of freedom of expression. In 18 cases, the CCC has intensively followed up with companies about the labour rights violations taking place at their suppliers, including about 45 different companies. In other cases public authorities have been addressed with the urgent request to undertake action.

Several public updates were produced in 2006, including:

- the labour situation in the Bangladeshi garment industry regarding wages, health and safety and workers protests against the lack of improvements in the industry,
- the demand of reinstatement at the A-one factory in Bangladesh and at the PT Panarub factory in Indonesia,
- the demand to release human and labour rights activist Martin Barrios in Mexico,
- the labour rights violations in the Fibres and Fabrics International factory in India,
- the murders and violence against workers and activists in the Philippines and,
- the demand of compensation at the Spectrum factory in Bangladesh and at the Hermosa factory in El Salvador.



### **UA success publication**

In the second half of 2006 CCC published a 12-page brochure entitled "CCC Solidarity Action: Making a Difference for Workers". The brochure presents information on the direct solidarity action work done by the CCC in support of garment workers in global supply chains. It is intended to communicate to the public information on cases in which successes for workers were achieved and shares lessons learned from CCC solidarity work. The brochure is downloadable from the CCC website (<http://www.cleanclothes.org/ftp/07-01-cccpub.pdf>).

### **Spotlight on China**

From September 15th through October 6th, 7 Chinese activists toured Europe. They met press, companies, NGOs, trade unions, university representatives and the public at large in Austria, Sweden, the Netherlands, UK, France and Spain. The visit coincided with the European premiere of the new documentary about life in a Chinese jeans factory "China Blue". In each country the guests appeared at events organised around this internationally acclaimed film. In connection to the speaker tour, a seminar on China was organized at Cambridge University (UK) on September 27/28. The seminar brought together the Chinese guests with representatives from international trade unions, Amnesty, Oxfam, CCC and several other NGOs interested in developing strategic campaign work on China.

### **Informing companies and industry associations**

CCC also cooperated with various multi-stakeholder initiatives such as the Ethical Trading Initiative (ETI) and the Fair Wear Foundation (FWF) within a common project (JOIN), to further share our critique of social auditing, resulting in a newly developed 'assessment methodology' that was tested with 6 companies in the last 3 months of 2006 and to adaptations in methodology used by the Fair Wear Foundation.

### **Public Campaigns: The Right to Organise – The Right to Know**

On January 30, 2006 the CCC published a progress update called "How are they doing?" listing outstanding demands for the various sportswear companies that were highlighted during the Play Fair at the Olympics Campaign. The 2006 Turin Olympic Winter Games marked the halfway point between Athens and Beijing, and so it was time to take stock of the progress made so far by the companies and organisations targeted. The 8 page document was distributed via the internet, and provided a useful tool for campaigning, research and labour groups.

### **Rating and ranking database**

The CCC continued its work on developing a database that allows for rating companies against specific policy aspects. A framework for a pilot (including a questionnaire to

gather information, guidance to those inputting the information in the database, and indicators) was developed and discussed in June, at the Rating & Ranking working group meeting. Given the fact that within the CCC network not all participating organisations consider rating and ranking of companies an appropriate task for the CCC, the working group decided during the meeting in June to restrict the project to the development of a database, of which as many parts as possible would be disclosed for public use. Other organisations would then be able to use the content of the disclosed database for rating and ranking purposes.

## Dutch Secretariat



In 2006 the Dutch CCC Secretariat had to pay much attention to the situation in Bangladesh. Early in the year a number of factories burned down or collapsed. This led CCC to ask a large number of Dutch clothing companies whether and under what circumstance their production took place in Bangladesh. Most of these companies were unable to provide satisfactory answers. For this

reason a demonstrative 'Clothing Check' was conducted in the centre of Amsterdam in April (exactly one year after the collapse of the Spectrum Clothing factory in Bangladesh). Activists, accompanied by a Samba Band, entered the chain stores of a large number of companies to see where the garments had come from and to focus attention on the appallingly unsafe conditions in the Bengalese clothing industry. Throughout the rest of the year the situation in Bangladesh continued to destabilize even more due to unprecedented (labour) turmoil. The inadequate wages for garment workers surely played a role in causing this situation to arise. In 2006 the victims of the collapsed Spectrum factory (2005) were still saddled with the aftermath of the tragedy that claimed dozens of dead and wounded. For the most part the clothing labels that ordered their merchandise from the Spectrum factory bowed out and refused to take care of clear and just compensation for the victims. In January two employees of the Spectrum factory came to the Netherlands to inform the public about their plight and to present their claim to clothing chain Scapino. This company had placed orders at the factory a number of months prior to the disaster.

The Clean Clothes Campaign also directed its spotlight on jeans brand G-Star. There was extensive media coverage of the serious wrongs at this company's supplier in Bangalore (India) reported by local organizations. Besides having to work forced overtime, employees were reportedly intimidated, verbally threatened and beaten with sticks. G-Star is said to be the largest customer in this factory, but initially refused to compel the management of the factory to engage in dialogue with the reporter of these wrongs, trade union GATWU. The distasteful course of affairs led in India to a ban on public speaking

for a number of the social organizations and trade unions that had rung the bell. A ban like this is most unusual in India and stood in the way of a satisfactory solution to the issue. The Clean Clothes Campaign and the Netherlands India Workgroup lodged a complaint against G-Star with National Contact, which adjudicates violations of the OECD regulations (a series of voluntary agreements for businesses including labour conditions). At the close of 2006 the complaint had not yet been dealt with and the ban on speaking is still in force.

In China, too, it is often difficult to know what is going on in the clothing factories. Accordingly, documentary maker Michel Peled smuggled a dismantled camera into the country and clandestinely managed to film the experiences of Chinese garment workers. The result was the impressive film 'China Blue', shown in a large number of theatres in the Netherlands. To achieve maximum attention from the public and to provide additional background information CCC participated with Cinema Delicatessen, the Fair Wear Foundation and Goede Waar & Co. in the project 'True Blue'. In the context of this project two Chinese women, Jenny Chan and Yuk Yuk, were invited to speak about the situation in China. Well prepared by their local research and support activities they were able to explain much about the conditions under which Chinese garment employees have to work. After the film they entered into discussion with the audience. The press reported on their visit as well.



Finally, in December the crowded bus terminal in Utrecht was the launching spot for the campagne 'Green Light'. The objective of this campaign, co-financed by the NCDO, is to have all of the 50,000 employees in public transport move to 'clean' work clothing. The design of the campaign material makes it easy for employees to ask for clean outfits. The campaign followed the successful Clean Clothes

Communities campaign which has meanwhile resulted in a number of Dutch municipalities buying clean working clothes.

## **Clean Clothes Campaign – Social impact**

### **Staff**

As made clear in our organisation chart, the Clean Clothes Campaign does not have a director or management staff. Every staff member is part of the collective decision-making, which contributes to productivity and efficiency because team-members are fully informed and involved, and stand behind each decision since they were part of making it. This also means that CCC is internally in line with the values it externally promotes: grass-roots democratic organizing, participatory methods of research, workplace assessments, direct involvement of workers themselves in all processes established to

promote their rights. All employees of the Clean Clothes Campaign are paid the same salary, regardless of their age, seniority or position within the organisation.

In 2006 a Quality Handbook was put together. In the handbook all existing processes and procedures within the organisation are described. The handbook will be updated regularly.

For the job evaluations of the staff members, a new procedure has been devised. Based on a standard questionnaire, 3 co-workers/partners provide input for the evaluation of the individual staff members. The core values on which staff members are evaluated are critical thinking, cooperation, quality, planning and organisation. The procedure for a possible improvement process based on the outcome of the evaluation has also been formalised.

### **Environment**

In 2006 the decision was taken to buy more organic products for the vegetarian lunch that is provided at the office. Also the cleaning products that are used, are ecological.

## BALANCE SHEET

	31-12-2006	31-12-2005
<b>ASSETS</b>		
<i>Fixed assets</i>		
Tangible fixed assets need for conduct of business		
Equipment	2.522	569
<i>Liquid assets</i>		
Claims and transferable assets		
Debtors	5.524	-
UWV	-	3.539
Receivable subsidies	41.412	38.298
Amount paid in advance and to claim	1.407	-
	48.343	41.837
Liquid resources	140.114	192.652
<b>Total assets</b>	<b>190.979</b>	<b>235.058</b>
<b>LIABILITIES</b>		
Net capital		
<i>Free disposable capital</i>		
General reserve	78.959	64.100
<i>Fixed capital</i>		
Fund assets conduct of business	2.522	569
Fund assets objective	-	-
	2.522	569
Current liabilities		
Tax wages	5.632	-
Creditors	1.257	40.249
Subsidies to spent	80.863	104.904
Accounts payable	21.746	25.236
	109.498	170.389
<b>Total liabilities</b>	<b>190.979</b>	<b>235.058</b>

## STATEMENT OF BENEFITS AND COSTS

	Exploitation 2006	Budget 2006	Exploitation 2005
<i>Income of own fundraising</i>			
Donations	13.777	6.500	6.931
Direct recruit- and completion costs	2.715	3.276	3.233
In % of income from own fundraising	20%	50%	47%
Available of own fundraising	11.062	3.224	3.698
Income from actions	11.586	15.000	16.947
Subsidies	538.200	655.720	679.223
Result from investments	3.380	-	2.834
<b>Total available for objective</b>	<b>564.228</b>	<b>673.944</b>	<b>702.702</b>
<i>Costs and expenses to the objective</i>			
Press and political influencing			
National	79.101	115.370	111.737
International	125.749	143.444	142.720
Campaigns			
National	12.480	13.850	13.715
International	330.086	383.860	433.935
	547.416	656.524	702.107
<b>Result</b>	<b>16.812</b>	<b>17.420</b>	<b>595</b>
<i>Allocation of results</i>			
To general reserve	14.859	19.620	2.718
Fund assets conduct of business	1.953	-2.200	-2.123
Fund assets objective	-	-	-
	16.812	17.420	595