



Ethical
Trading
Initiative

Respect
for workers
worldwide



Changing the paradigm for workers

Annual Review 2014/15

Changing the paradigm for workers

At what point can we say we are 'on top of a job'? As I mark five years as Executive Director of the Ethical Trading Initiative (ETI), I suspect that the right answer is 'never, really'. Our organisation promotes respect for workers' rights around the globe. Yet every day, new issues and obstacles emerge that prevent people from enjoying these rights.

It has been a particularly difficult five years for workers. We've witnessed migrant workers in increasingly vulnerable situations, wage stagnation for the poorest paid, worker frustration leading to civil unrest, and terrible loss of life with the Rana Plaza collapse and Tazreen factory fire.

What's apparent is that the issues – unsafe workplaces, poor wages, discrimination and exploitation – are too often the result of chronic and systemic problems that a compliance-based approach has failed to tackle. That is



We need a new approach based on understanding the underlying causes and tackling the policies, practices and barriers that prevent progress



not to say that risk management is unimportant, or that social audits don't have their place. But if we really want to see meaningful improvements for workers, we need a new approach based on understanding the underlying causes and tackling the policies, practices and barriers that prevent progress. Lasting change is not possible until workers are properly represented in the workplace, collectively bargaining for their rights whilst contributing to sustainable businesses.

There are some green shoots that have emerged. The UN Guiding Principles on Business and Human Rights have gained prominence in the past five years, placing greater demands on companies and offering a better framework for action. The UK has brought in the Modern Slavery Act, paving the way for increased transparency and more informed scrutiny of company actions in supply chains. I'm proud of how ETI and our members helped strengthen

the Act, effectively lobbying for the inclusion of the Transparency in Supply Chains clause (see page 8). I believe ETI and our members are well placed to lead the global efforts in ethical trade. We are organisationally sound and capable. An independent evaluation found that we are an 'effective actor in the policy development and change space'. It also said that ETI provides a critical and valued 'safe space' for dialogue between partners on understanding, jointly exploring and addressing new and challenging issues relating to ethical trade. We've got a newly-minted five year strategy, which at its heart, is about changing the paradigm for workers. We believe that the courage, commitment and action of all our members will play a crucial role in this change. It's time to demonstrate that decent jobs are an integral part of sustainable supply chains, helping deliver on the promises made to both workers and consumers. I am grateful for a role where I can continue to learn and evolve, but even more grateful I get to do so alongside talented and committed people. My heartfelt thanks go to ETI's Board and our new Chair Philip Chamberlain, our staff, and the people who work for our company, trade union and NGO members. Keep up the good work – we've got a challenging yet hopefully rewarding five years ahead.

Peter McAllister, Executive Director, Ethical Trading Initiative



2014-15

Highlights of the year

ETHICAL TRADE TRAINING FOR CHINESE SUPPLIERS

Responding to interest from brands and retailers, we've launched ethical trade training for suppliers based in China. We piloted a full-day business ethics awareness course in Guangzhou and Shanghai, which was well received by the more than 170 delegates that attended. This course is designed for senior managers from factories who want to become familiar with business ethics and the requirements of the ETI Base Code of labour practice. We are now working with companies to deliver more training in China.

“We are now working with companies to deliver more training in China”



170

Our business ethics awareness course in Guangzhou and Shanghai was well received by the more than 170 delegates that attended

SUPPORTING OUR MEMBERS' ETHICAL TRADE JOURNEYS

We welcomed a flock of new company members this year from a range of sectors and countries. On the clothing side we've been joined by Whistles, Hunter Apparel Solutions and SKINS. Our food sector membership expanded with Seafood Holdings and Apetito. We also welcomed BBC Worldwide (the trading arm of the BBC), Help for Heroes Trading and Flair Flooring Supplies. All new ETI members receive guidance and advice, as they put the principles of ethical trade into practice. We also support advanced company members as they move from retrospective reporting towards ethical sourcing strategies that align with commercial objectives.



TACKLING ISSUES IN LEICESTER'S GARMENT SECTOR

In February we launched a research report on labour rights issues in Leicester's garment sector, produced in partnership with the University of Leicester. The report found widespread issues including workers being paid below the national minimum wage, absence of employment contracts, breaches in health and safety practices and poor enforcement of labour regulations and standards. We are taking forward an action plan in collaboration with our members and stakeholders in the Leicester community.

WOMEN'S RIGHTS IN MOROCCO'S STRAWBERRY SECTOR

We're collaborating with Oxfam, UK supermarkets, berry importers and local producers to improve working conditions for women working in Morocco's strawberry sector. This programme addresses a number of issues including sexual harassment and discrimination, low wages, informal contracts and poor transport conditions. To date we've helped 5,300 Moroccan women receive a national minimum wage, access proper identity documentation and become registered for social security entitlements.

“To date we've helped 5,300 Moroccan women”



3,000

Our programme in Southern India is helping 3,000 young women workers understand their rights

30,000

Our community outreach work is raising awareness of employment law and workplace rights among 30,000 people

DRIVING POSITIVE CHANGE IN INDIA'S TEXTILE SECTOR

We are working with our members and local stakeholders to catalyse positive change within the garment and textiles sector of Southern India. Our Tamil Nadu Multi-Stakeholder (TNMS) programme works directly within mills and factories, helping 3,000 young women workers understand their workplace rights and strengthening their confidence to act on this information. Positive worker stories are emerging (see page 13). We are also working with local NGOs on a community outreach programme, raising awareness of employment law and workplace rights among 30,000 people.

EFFECTIVE ADVOCACY IN ACTION

This year, we demonstrated the power of collaborative advocacy. We brought international clothing brand and trade union members together to constructively engage with the Cambodian government. This has been credited with helping bring about a 28% increase in Cambodian garment workers' salaries. Closer to home, we worked with our member companies, NGOs and trade unions to strengthen the UK Modern Slavery Act through the inclusion of a reporting requirement for business. Read more about this work on page 8.

“28% increase in Cambodian garment workers' salaries”



From risk management to due diligence

The UN Guiding Principles on Business and Human Rights redefine due diligence and what it means for companies

A shift is taking place. Companies are beginning to realise that while risk management can provide oversight of their global supply chains, it is not the right tool for understanding their wider business and social impacts. A different model is needed.

The UN Guiding Principles on Business and Human Rights (UNGPs) puts forward an alternative approach, one based on a process of due diligence. This form of due diligence goes beyond financial rigour and appraising opportunities and threats. It is best described as a process of gathering intelligence by collecting a wider set of information and perspectives on how a business is having an impact on human rights, including workers' rights.

Due diligence provides a better basis for analysis that can drive decisions about engagement, business strategy, and even risk management. With a strong and inclusive process of due diligence, companies can make more



The UNGPs framework is composed of three core pillars:

1

The state duty to protect human rights

2

The corporate responsibility to respect human rights

3

Access to remedy for victims of business-related abuses

"The UN Guiding Principles on Business and Human Rights establish a new consensus over business behaviour – subcontracting work no longer means subcontracting responsibility for the human rights of workers. They are clear that responsibility is not a 'voluntary' concept: business enterprises are responsible for the consequences of the impact of their actions including in their supply chains.

"The Guiding Principles are clear that the responsibility of business to respect human rights apply to all businesses everywhere and includes all internationally recognised human rights including the human rights of workers to join trade unions and to bargain collectively."

Sharan Burrow, General Secretary,
International Trade Union Confederation

informed judgments about where to apply an audit-based approach, where they need to partner with others to tackle the underlying causes of problems and where they must look at their own practices in order to reduce or eliminate negative impacts.

When a company joins ETI, they publicly signal an intention to move beyond simply conducting social audits and managing risk. They commit to taking active and recognised steps to improve working conditions in their global supply chains. We support them on this journey in a number of ways – championing due diligence is central to this.

ETI and our members are well placed to undertake due diligence; our whole approach is based on companies, trade unions and NGOs working together to address the root causes of workers' rights issues. We offer the chance to combine efforts in common markets, rather than each company having to repeat the same exercise on its own.

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We'll continue to challenge and support members as they incorporate the UNGPs into business practice

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In the past year, we've helped our members better understand due diligence by running events, workshops and roundtable discussions. We've supported members individually, as they develop their ethical trade strategies and plans.

We've also helped them collectively – due diligence underpins our supply chain programmes. We'll continue to challenge and support members as they incorporate the UNGPs into daily business practice, sharing what we learn with international partners.

74% 100%

74% of factories' wages increased over and above local minimum wage standards. A worker survey also found that morale increased by up to 20% in participating factories

100% of Matrix APA's supplier factories are now performing the on-site fire safety checks required to meet the minimum compliance standards of a local law fire inspection

“

Matrix APA clients have all been very supportive of our social and ethical approach

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BELOW Charlie Bradshaw,
founder and CEO of Matrix APA



MEMBER PROFILE: MATRIX APA

We talk to Charlie Bradshaw, founder and CEO of Matrix APA, on how the company engages its suppliers on ethical trade. Matrix APA is an ETI member – based in London and supplying products and clothing to a wide range of global clients.

Charlie said that the majority of businesses in Matrix APA's sector rely on a 'box ticking audit approach' to ethical trade. "This approach has major limitations however, including poor transparency and falsified information. Auditing also has limited benefits for workers, since it does not fully identify the root causes of non-compliances or provide any training for factories to understand the importance of improving labour standards."

Matrix APA decided to take a different approach. "We recognised the audit approach exposed us to unacceptably high levels of risk due to findings being 'hidden', records being falsified and bribery commonplace. It was clear to us that by training and educating factories about the benefits of improving standards and efficiencies, there could be a win-win outcome for all stakeholders."

The company put in place a training programme for suppliers based on education and skills development. It arranges training at factory sites as well as grouped workshops, so factories can come together and benefit from sharing case studies, lessons learnt and new solutions. The training includes capacity-building projects, which focus on improving productivity and efficiencies whilst reducing excessive working hours and driving improved benefits for workers.

The results speak for themselves. On the business side, production capacity has increased by 22%. There have also been measurable improvements for workers. 100% of Matrix APA's supplier factories are now performing the on-site fire safety checks required to meet the minimum compliance standards of a local law fire inspection, compared to 38% prior to training. 74% of factories' wages increased over and above local minimum wage standards. A worker survey also found that morale increased by up to 20% in participating factories.

Charlie said Matrix APA clients have "all been very supportive of our social and ethical approach". The company's efforts have earned it a number of awards including Business in the Community (BITC) Santander Responsible Small Business of the Year 2015 and the Chartered Institute of Procurement and Supply (CIPS) Supply Management Award for Best Contribution to Corporate Responsibility.

Spotlight on: living wage

We're helping companies understand how they can support living wage improvements in their supply chains

The past year has seen an increased focus on living wages, along with increased pressure on companies and governments to tackle poverty wages in supply chains. ETI is contributing to the discussion, bringing together the expertise and insights of our members and helping companies understand how they can support wage improvements in their supply chains.

We teamed up with the Ethical Trading Initiatives in Denmark and Norway to produce a new briefing, which we launched at our living wage conference in April. 'Living wages in global supply chains: a new agenda for business' advocates a systems approach, drawing on the experiences of member companies, trade unions, NGOs, as well as governments. It makes the case for understanding the root causes of low wages and identifying the levers for change,

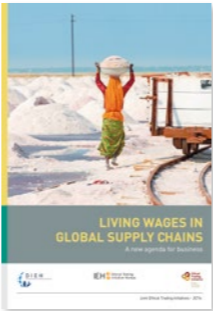
including working with trade unions to support collective bargaining mechanisms.

"We know some companies are pioneering new approaches to tackling low wages in supply chains and we can learn much from them," said ETI Knowledge and Learning Advisor, Sabita Banerji. "But we also understand the complexity of this issue; a number of factors combine to keep wages at poverty levels. That's why we advocate a collaborative, sector-wide approach to raising wages – one that intrinsically involves workers and their representatives."

We've seen a new initiative take shape this year in the form of ACT (Action, Collaboration, Transformation), which brings together international clothing brands and retailers, manufacturers and trade unions. ACT aims to improve



ABOVE 'Living wages in global supply chains: a new agenda for business' briefing
LEFT Garment workers in New Delhi



wages in the garment industry by establishing industry collective bargaining in sourcing countries, supported by high manufacturing standards and responsible purchasing practices. "We are delighted that many ETI company members are playing a leading role in this initiative and are working with global trade union IndustriALL on this important agenda," said Sabita.

We are providing support to member companies on their living wage journeys (see case study on EILEEN FISHER). We will continue to support collaborative action to increase wages, at both a country and sector level. And we'll share what we learn through the living wage section of our website. This includes FAQs, methodology tools, reports, blogs and of course our living wage briefing: ethicaltrade.org/in-action/issues/living-wage

EILEEN FISHER'S LIVING WAGE JOURNEY

How are ETI members supporting living wages in their supply chains? Luna Lee, Human Rights Leader at US womenswear brand EILEEN FISHER, gives us an inside account. This brand is public about its social values – its vision is for 'an industry where human rights and sustainability are not the effect of a particular initiative, but the cause of a business well run'.

Luna Lee said that living wages came into focus as the company crafted its 2020 social goals. "We wanted to elevate the livelihood of workers by empowering them economically and socially. Living wage represents the economic side of empowerment for us."

EILEEN FISHER started by researching what worked

“Our own house needs to be in order if we expect our suppliers to pay a living wage”

for other companies, and what didn't. "We learned that different countries require very different strategies," Luna said. The company scrutinised its audit data, to understand what workers are currently being paid and how this compares to the living wage.

The next step was to form a wage prioritisation plan, taking into account the company's commercial leverage at each supplier site as well as the vulnerability of workers. This involved calculating what a living wage labour cost would mean to the final product cost. EILEEN FISHER pilot tested cost evaluations with two of its US suppliers, and would like to emulate this with suppliers in other sourcing countries. It also worked with a third party to look at living wage benchmarks in China.

"One thing we learned is that how we buy and sell is intimately connected to how efficient and profitable our suppliers could be; which could translate into living



ABOVE Luna Lee (left), Human Rights Leader at EILEEN FISHER

“ETI has been extremely valuable in connecting us to the right people when it comes to living wage”

wage payment. Our own house needs to be in order if we expect our suppliers to pay a living wage," said Luna. As part of its 2020 sustainability goals, the company is looking at its own practices and its impact on people and planet; from design to purchasing to manufacturing.

EILEEN FISHER sources around 20% of its products from the US, and is now working with these suppliers on implementing its social goals. "They all seem willing to come along with us on this journey and the conversation has started going in the cost of product direction." The company is exploring lean principles to see how this might support its living wage goal. It is also devising a strategy for supporting wage progression in China (which represents around 65% of product volume), while in India it runs a handloom project in rural villages and is calculating living wage and conducting time and motion studies.

Just as EILEEN FISHER has learned from others' experience, it is keen to give back as part of its ETI membership. "It has been helpful to be able to share our wins and losses with a group of fellow practitioners. ETI has been extremely valuable in connecting us to the right people who are in-the-know when it comes to living wage."

EILEEN FISHER sources around 20% of its products from the US and 65% from China





ABOVE Garment workers having lunch at a factory in Phnom Penh, Cambodia

Companies engaging with governments

Progressive companies are stepping onto the global stage and lobbying for better working conditions in their supply chains

There's a shift taking place – progressive companies are stepping onto the global stage and lobbying for better working conditions in their supply chains. Importantly, they recognise that this action is far more effective when it's collaborative.

Cambodia is a concrete example of this. In September 2014, eight of Cambodia's biggest clothing buyers including H&M, Inditex and Primark wrote to the government and manufacturers association, saying they were "ready to factor higher wages" into their pricing. It made international news headlines. These eight brands, all ETI members, had been engaging with the Cambodian government for several months over working conditions within the sector. ETI facilitated this collective engagement, in partnership with our global trade union members and the International Labour Organisation (ILO). This high profile advocacy has been credited with helping bring about the 28% increase in Cambodian garment workers' salaries that came into effect in January 2015. Conversations continue over a new draft trade union law.

The UK Modern Slavery Act is another example of effective engagement between companies and government over legislation that affects workers in their supply chains. ETI and our members played a crucial role in securing the Transparency in Supply Chains clause – a new measure that will bring about greater visibility of how companies are tackling modern slavery (see opposite).

This shows what can be achieved when companies combine their commercial leverage and engage in

constructive conversations with governments. It creates a new understanding about what 'good' corporate behaviour looks like. It also draws a firmer and clearer line between those companies that recognise the value of responsible business, and those that don't.

ETI and our members will continue to lead this agenda. We'll be producing tools and guides in the coming years, to help company members advocate and lobby effectively. We'll support them in these continued conversations with governments, and document the value of this engagement. We look forward to sharing what we learn along the way.

ADVOCACY IN PRACTICE: UK MODERN SLAVERY ACT

The UK's Modern Slavery Act is the first of its kind in Europe, and one of the first in the world, to address slavery and trafficking in the 21st century. ETI and our members

“The Modern Slavery Act represents progress in much-needed efforts to protect people that are at risk of trafficking and modern slavery

28%

Our advocacy has been credited with helping bring about a 28% increase in Cambodian garment workers' salaries

BELOW The UK Modern Slavery Act was passed into law in March 2015, which includes a reporting requirement for business

helped strengthen it through sustained advocacy, with the result that global supply chains and forced labour are now part of its reach and remit.

"The Modern Slavery Act represents progress in much-needed efforts to protect people that are at risk of trafficking and modern slavery," said ETI Head of Knowledge and Learning, Cindy Berman. "But for this Act to be effective, it needed to go beyond the immediate focus of criminal justice. It needed to address business practices that create risks for vulnerable workers within supply chains."

ETI's engagement with the Home Office spanned a full year and involved a broad cross-section of our member companies, NGOs and trade unions. We took part in consultation meetings and events, with a clear call for the Act to cover business activities in supply chains. In partnership with the British Retail Consortium, ETI and our members also wrote a letter to Prime Minister David Cameron.

March 2015 confirmed the good news - the Modern Slavery Act was passed into law including a Transparency in Supply Chains (TISC) clause. This requires UK companies with an annual turnover of £36m or more to complete an annual slavery and trafficking statement – it applies to businesses that produce goods and services and conduct their business in the UK and abroad. ETI's role in helping introduce and shape this clause has been acknowledged during House of Lords debates on the issue.

£36m

All UK companies with an annual turnover of £36m or more will be required to complete an annual slavery and trafficking statement



Aidan McQuade, who is Director of Anti-Slavery International and an ETI Board member, said: "The addition of the TISC clause is a tribute to the efforts of the Ethical Trading Initiative and many other NGOs and trade unions; and without business adding its voice, it might not be there at all. Modern slavery is an opportunistic crime in which legal loopholes can contribute to the exploitation of individuals. TISC is not an end but a beginning – business must now engage more systematically with regulators to ensure long-lasting reforms in supply chain management."

The TISC clause will help level the playing field for businesses that are committed to operating ethically. "But make no mistake – this won't be easy," said Cindy Berman. "It will involve a deep dive into company supply chains to understand what's really going on many tiers down. And where slavery is found, companies need to be open about it and recognised for their efforts to investigate, uncover problems and support remedy."

Local conversations, local solutions

For change to be sustainable, solutions need to be generated and owned at a local level

There are many things that Western companies can do, to drive change in their supply chains. We've looked at how they can proactively engage with their suppliers and use their leverage to influence policy. But for change to be sustainable, solutions also need to be generated and owned at a local level.

We believe this local conversation is essential, and we're supporting it in a number of key sourcing countries. We're working in Rajasthan, an arid state in north India that produces the natural stone we find in driveways or patios. ETI and our stone company members are currently running a programme to improve conditions for workers in this sector. We've taken heart at the emerging local ownership over this. Stone processing yard managers and quarry owners are not only talking with local NGOs and

trade unions, they're actively working together. The multi-stakeholder State Forum for Natural Stone has emerged, which meets regularly and is looking to become formally registered.

We are committed to supporting these conversations at country-level. India is a major sourcing market for our company members – not only stone importers but also high street clothing brands and retailers. Yet it continues to face challenges, in terms of upholding international labour rights standards. We are currently facilitating a year-long project to promote national dialogue on the business and human rights agenda.

In China, a different but no less important discussion is taking place. Against a challenging economic backdrop, Chinese suppliers are seeking support on the ethical trade



LEFT ETI India Representative, Alok Singh

“Rajasthan’s sandstone sector is one that is rising to the challenge”

agenda. These same conversations are starting to take place in South Africa’s agriculture sector and Bangladesh’s garment sector (see next page). We will continue to support these local conversations, as they evolve and develop. The ultimate goal is strong and sustainable local industries that uphold workers’ rights.

OUR WORK IN INDIA

“The labour rights landscape in India presents a mixed picture,” said ETI India Representative, Alok Singh. “Workers face serious challenges in terms of the nature of employment. More and more workers are being hired as casual or contract workers, but they do not have any form of social security cover and their wages and benefits are lower than regular workers.”

This is evident within Rajasthan’s sandstone sector – many of the workers are casual labourers who may not have a written contract or receive their social security entitlements. “But this is a sector that is rising to the challenge,” said Alok. In the past year, ETI and our members produced guidance on the ethical sourcing of sandstone, a video to be used during worker induction and a health awareness brochure. “The local sector is actively using these, making changes in the workplace and supporting social security registration. They are also starting to tackle the broader business and human rights issues in a state-level forum – these are significant steps.”

Alok said that while this state-level forum is still in its infancy, it may prove a valuable case study for the national conversation on business and human rights. “We are seeing business owners sitting across the table from local NGOs, having constructive conversations and working together to find solutions. This is the sort of dialogue we hope to see as part of the one-year business and human rights project.”

OUR WORK IN CHINA

“Chinese manufacturing is facing huge pressure from the economic downturn, labour shortage as well as the competition from other emerging Asian countries,” said ETI China Representative Yun Gao. “Many manufacturers still see the labour force as a cost burden rather than human capital, and are reluctant to invest in labour relations.”

Yet some China-based suppliers are grasping the ethical trade agenda. This year, ETI partnered with the ILO to pilot its Sustaining Competitive and Responsible Enterprises (SCORE) programme in five garment and footwear factories supplying ETI members. SCORE provides training and guidance to manufacturers to strengthen their overall productivity while improving working conditions and labour management. “Several factories really saw the benefit, and we’re working with the ILO to make the training available to more Chinese suppliers,” said Yun.

ETI hosts a forum for our company members with a presence in China – this year the conversation has expanded. “We’ve got local labour departments, trade unions, NGOs and academics all joining these meetings,



ABOVE Yun Gao, ETI China Representative



“Many manufacturers still see the labour force as a cost burden rather than human capital”

sharing their expertise and helping shape the debate. The key focus this year has been social insurance, working hours and collective bargaining.”

This multi-stakeholder approach also carries through into our social dialogue project. “In Guangdong Province, we have got provincial and municipal labour authorities, trade unions, suppliers and brands all coming together to advise on documentation drafting. The guidance we’re developing is designed to improve relations between management and workers – it is greatly strengthened through the involvement of Chinese stakeholders.”

Workers at the heart of it all

Workers must be involved in decisions that affect them and their working lives



ABOVE Tailor in Bangladesh

We've seen how action taken by governments, companies, NGOs and trade unions can have an impact on working conditions in global supply chains. But crucially, workers themselves must be involved in decisions that affect them and their working lives.

This doesn't mean being consulted on an ad hoc basis by management. We are talking about an environment where workers are free to join independent trade unions that represent their interests. Where mature industrial relations exist, workers and managers can work together effectively to address a wide range of issues including health and safety, wages and working hours.

The right to freedom of association and collective bargaining is enshrined in ILO core conventions and the ETI Base Code of labour practice. However, companies often ask what practical action they can take to support this. We've launched a new one-day training workshop, giving companies practical guidance on how to promote freedom of association in their supply chains. We also work with our members to make sure trade union engagement and worker voice is central to their ethical trade strategies and plans.

Where independent free trade unions are not active, ETI seeks to tackle the barriers to their presence. In

countries where trade union representation is low, we work to ensure that workers still have the opportunity to be represented and communicate effectively with management. We are running a pilot project in Bangladesh's garment sector, where trade unions are present in around 450 of the more than 3,500 export-oriented garment factories. We're doing this in collaboration with the Danish ETI (DIEH) and the Norwegian ETI (IEH), with funding support from the Danish and British governments.

"We are providing training for managers, supervisors and workers' representatives from both organised and non-organised factories, helping them understand their rights and responsibilities towards each other," said Jamil Ansar, who coordinates the project from Dhaka. "There is really no alternative to dialogue. The training highlights that workers and managers are important and valuable counterparts to each other; much can be achieved by working together."

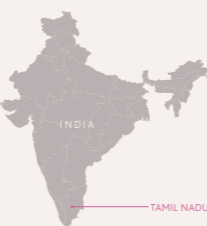
In Tamil Nadu, India, we're also supporting stronger communications between textile mill owners and workers, as part of our programme in this sector. We're heartened that this is helping young women develop the confidence and skills that lead to direct improvements in their working lives. Ultimately, this is what ETI's work is all about.

450
Trade unions are present in around 450 of Bangladesh's more than 3,500 export-oriented garment factories

RIGHT Shivapriya, Nalam peer educator



“I can be responsible to support my friends' learning – I am very happy to be a peer educator”



SHIVAPRIYA'S STORY

Shivapriya is 24 years old and works in the preparatory section of a textile mill in Tirupur, India. She has been working there for three years, at the same time as completing a BA in History through distance education. Shivapriya is a peer educator in Nalam, our project that works with young women workers in the mills, helping them understand their workplace rights and develop leadership skills. This work forms part of our Tamil Nadu Multi-Stakeholder (TNMS) programme.

"I was interested in this programme and agreed voluntarily to play this role. Additionally I thought that it's going to change my routine life, it's a learning opportunity, it will be helpful for me and I can be responsible to support my friends' learning."

She enjoys being a peer educator, alongside some of her colleagues. "I am able to understand my potential – increasing my confidence level, able to stand in front of any group, lead a session and am able to answer the group queries. Apart from that, I am able to understand their feelings and support them through the Nalam programme. This is very useful and I am very happy to be a peer educator."

The project teaches about good nutrition and hygiene practices, and workplace health and safety. "I am eating

“I am more confident and bold, I easily mingle with co-workers and superiors now – everyone respects me”

nutritious food items, not skipping food, drinking more water, washing hands properly, getting others to support while lifting heavy loads and I have started using protective equipment (mask, coat, earplugs and cap)."

When asked how Nalam impacted her life, Shivapriya said: "I am more confident and bold. I easily mingle with co-workers and superiors now. Co-workers started sharing their feelings confidently. Everyone respects me."

And she recently received some good news from her employer. "I have got a little higher pay than the previous year, based on my performance. A few of my other friends also got the same increment."

Shivapriya shares what she learns from Nalam with family and close relatives. "They see me as a more resourceful person."

Company members

FOUNDATION STAGE MEMBERS

Apetito
BBC Worldwide
Bonmarché
Euro Packaging
Flair Flooring Supplies
H&M
Help for Heroes Trading
Hunter Apparel Solutions
Hobbs
Jabong
Mayoral Moda Infantil
Meltemi Company Clothing
Mölnlycke Health Care
Mr Price
Promointernational
River Island
Seafood Holdings
Shop Direct Group
SKINS
Whistles
White Stuff

FULL ETI MEMBERS

Allport
Arco
Asda
ASOS
BBS Granite Concepts
Beltrami (including Stoneasy)
Boden
Brett Landscaping
BTC Group
Burberry Group Plc
C&A
CED
Commercial Group
Co-operative Retail
DAKS
Debenhams Retail
Eileen Fisher
Fat Face
Finlays Horticulture Holdings
Foster Refrigerator
Fyffes Group

Gap
Greencell
Hardscape
Icon Live
Inditex
Jack Wills
Jaeger
John Lewis Partnership
Keith Spicer
London Underground
Mackays
Madison Hosiery
Marks & Spencer
Marshalls
Matrix APA
Melrose Textile
Men’s Wearhouse UK (MWUK)
Monsoon Accessorize
Mothercare
MR International
N Brown
Natural Paving Products
New Look Retailers

Next Retail
Orsay
Pacific Brands
Pentland Brands
Primark (ABF Limited)
Regatta
Rohan Designs
Ruia Group
Sainsbury’s
Stella McCartney
SuperGroup
Supremia
Tchibo
Tesco
The Body Shop International
Typhoo Tea
Union Hand-Roasted
WH Smith
The White Company
William Lamb Footwear
Winfresh (UK)

Trade union members

Our union members represent nearly 160 million workers around the world in every country where free trade unions can operate. They are the Trades Union Congress (TUC) – the national trade union federation in the UK – and the world body of national union federations, the International Trade Union Confederation (ITUC). Workers in industrial sectors are represented through the Council of Global Unions (see below).

MEMBERS OF THE COUNCIL OF GLOBAL UNIONS

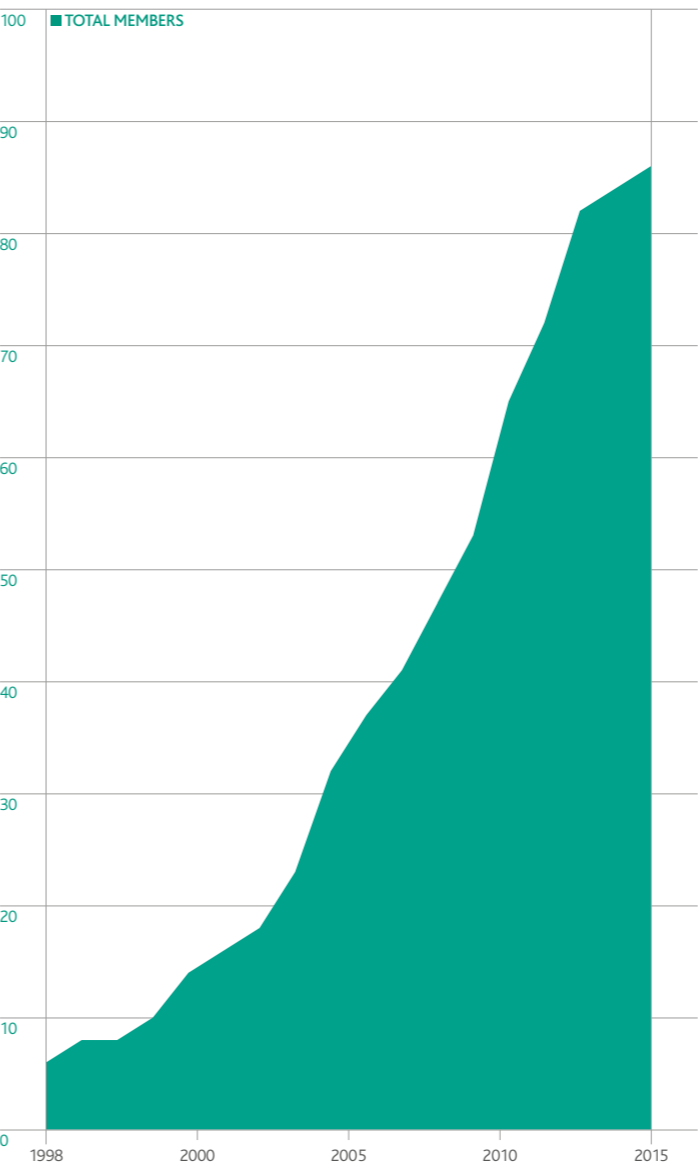
Building and Wood Workers’ International (BWI)
Education International (EI)
IndustriALL Global Union
International Federation of Journalists (IFJ)
International Transport Workers’ Federation (ITF)
International Union of Food Workers (IUF)
Public Services International (PSI)
UNI Global Union

NGO members

Anti-Slavery International (ASI)
Bananalink
CAFOD
CARE International
Christian Aid
Dalit Solidarity Network UK (DSN-UK)
Focus on Labour Exploitation (FLEX)
HomeWorkers Worldwide (HWW)
Oxfam GB
Partner Africa (formerly Africa Now)
Quaker Peace and Social Witness (Religious Society of Friends)
Save the Children
The Fairtrade Foundation
Traidcraft Exchange
TWIN Trading
Women in Informal Employment: Globalising and Organising (WIEGO)
Women Working Worldwide (WWW)

Company members profile

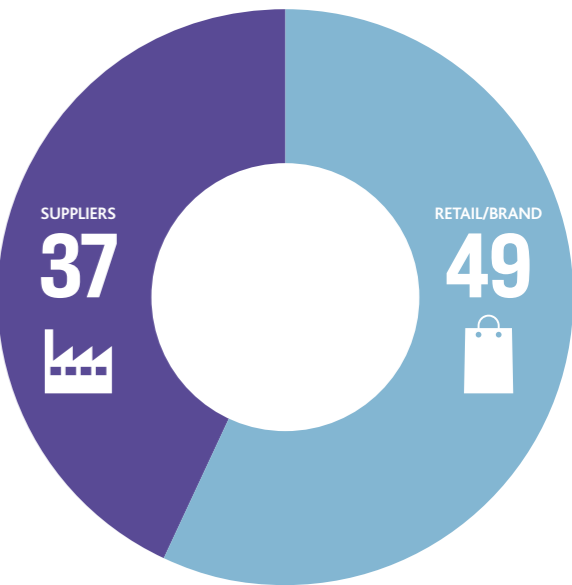
COMPANY MEMBER GROWTH



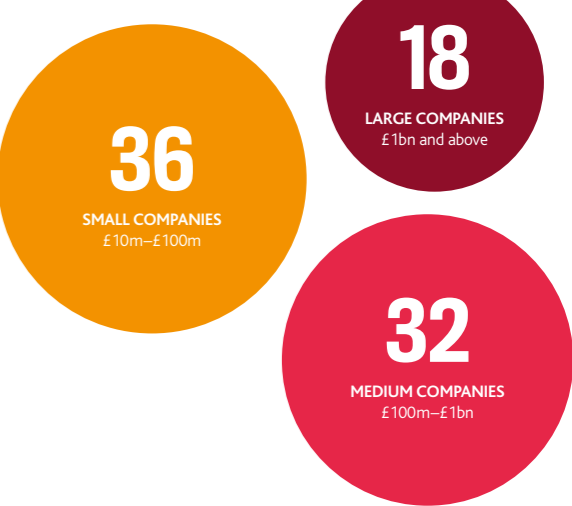
COMPANY MEMBER SECTOR



COMPANY MEMBER SUPPLIER/RETAILER SPLIT



COMPANY MEMBER SIZE

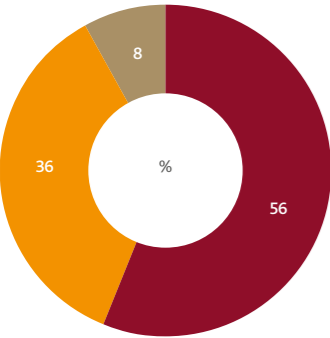


Finances

INCOME

Our total income was £1,836,123 for the year ending 31 March 2015. Our main source of income was membership fees and project funding from members and donors. We're grateful to the UK Government for its support through the Department for International Development (DFID) and the Foreign and Commonwealth Office (FCO). We'd also like to thank the Commonwealth Foundation and the Ministry of Foreign Affairs of Denmark for their generous support.

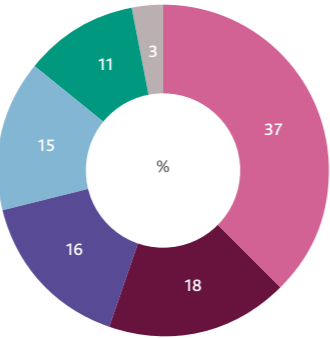
Membership income	£1,034,208
Grants	£657,775
Training	£144,140
Total	£1,836,123



EXPENDITURE

Our total expenditure was £1,746,785.

Programmes	£657,431
Knowledge and learning	£311,380
Communications and partnerships	£274,825
Membership services	£257,992
Operations	£193,075
Governance	£52,082
Total	£1,746,785



Board

CHAIR

Philip Chamberlain

CORPORATE REPRESENTATIVES

Chris Harrop, Marshalls
Katharine Stewart, Primark
Giles Bolton, Tesco
Jon Tugwell, Fyffes

TRADE UNION REPRESENTATIVES

Monika Kemperle, IndustriALL
Alison Tate, ITUC
Owen Tudor, TUC
Scot Walker, IUF/Unite

NGO REPRESENTATIVES

Aidan McQuade, Anti-Slavery International
Emily Scott, CARE International
Meena Varma, Dalit Solidarity Network UK
Rachel Wilshaw, Oxfam GB

DEPARTMENT FOR INTERNATIONAL DEVELOPMENT (DFID) OBSERVER

Karen Johnson

The Ethical Trading Initiative (ETI) is a leading alliance of companies, trade unions and NGOs that promotes respect for workers' rights around the globe. Our vision is a world where all workers are free from exploitation and discrimination, and enjoy conditions of freedom, security and equity.

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