



Five-year Roadmap for Fairtrade Textiles

Fairtrade took a programmatic approach and set prioritisation in our work in textile for a five-year period, in order to bond maximum resources and to raise broad support and trust in the standard. Supply chain intelligence is initiated by the Textile Roadmap and will be continued on request of companies applying for certification.

As in the standard design, our work in the chains is based on the ILO Core Conventions as a minimum requirements base. As per following description we will develop single programs focused on certain topics starting from this year. Piloting in productions will allow us together with our commercial partners and industry experts to test different approaches and the methodology in a safe environment before building models for implementation of the Textile Standard.

- **Wages/living wages—focus for 2014**

Wage improvement in our supply chain is a major issue in textile producing countries. We did research in supply chains in Europe Asia and Africa with brands/retailers for testing our goal to move towards living wages and what implications this will have on the workers situation and market. Low wages affect additional aspects in the chains- awareness of workers about the execution of their rights, healthy living conditions, excessive overtime and incidents as result of it, recognition of their value for the company. Simultaneously we tested the standard requirements for the future Textile standard. A Textile Advisory Committee, a group of textile and standardisation experts supported the work for the evaluation of results. A basic training in social compliance and Fairtrade principles for factory management/workers was introduced as part of the already established supply chain support by GPM and based on, piloted in 2013 in India, methodology.

- **Occupational Health and Safety- focus for 2015**

We will focus on the hot spots in the supply chains and countries, starting with Bangladesh; but adding emerging trends for chains in Africa, due to recent issues in the former and missing know-how/equipment in the latter.

We will assess possibilities for collaboration and mutual recognition with recognized ecological and social standards and verification schemes. We will search for a link with the Bangladesh Accord for Fire and Building Safety, for deliveries and lessons learned we can benefit of too.

H & S topics will be added to the already established training in social compliance and Fairtrade principles for factory management/workers, expanding to the major part of the supply chain with the scope to use it as a knowledge transitioning tool for all stages of the Road Map.

- **Workers' rights/Empowerment - focus for 2016-2017**

This topic has a very broad scope including human rights, forced labour, freedom of association and the right of collective bargaining. Gender issues will be incorporated into this work stream as well. This is the most ambitious part of the work; but fully in-line with the strategic direction for Fairtrade for hired labour situations. We face very similar challenges to the plantation level; adding also the big range of hierarchies/necessary skills for workers in the industry. There are several projects running under different initiatives and brands; where we can use good practices or learn from limitations while building our own approach. We will monitor requirements and implementation plans of supplier programs like the Bangladesh Fire and Building Safety Accord, the Better Work Program, The Designated Suppliers Program of the Workers Rights Consortium, The Indonesia Protocol on Freedom of Association Endorsed by IndustriALL, The WE project and others. There will be alignment



with the UN Guiding Principles on Human and Workers Rights, where we will be supporting companies for their due diligence checks and implementation of the principles. Crucial for this phase is to get a broad recognition from our business partners (new and already involved in the Roadmap); so we further deepen our support to them and to all supply chains in Fairtrade on the topics. We will measure achievements against performance indicators according to our Theory of Change (part of our Monitoring Evaluation & Learning) and stay accountable to public and interested stakeholders at every development stage. The SCORE approach of FLO-CERT will be very useful here too against the specific requirements of the Textile standard. Acknowledging the importance of delivering a real working model for workers empowerment as one of the Fairtrade pillars to drive change; but also the conflict potential of the issues- we plan a two-year period for this work to be able to gain more positive results.

The main purpose of the workers and management capacity building will be improvements in social dialogue and complaint mechanisms, workers participation in audits, in evaluation of company performance and in adding social benefits to their current remuneration schemes.

- **Child labour/ child protection – focus for 2017**

Parallel with our work in workers empowerment we will translate our child protection for the textile industry. Most difficulties in the chains are faced at ginning and spinning mills, the garment manufacturing stage is also broadly affected; but more for local market production; embellishment (embroidering/home work); as exporters like in our system are made sensitive to the issues in many social initiatives/standards/brands code of conducts and more exposed to control. The spinning and ginning mills are located in rural areas close to the fibre production; and often lacking on management practises and even awareness about child labour as not an acceptable practice. Here we will seek strong relations with local organizations already working on the topic in order to establish community based monitoring like the Fairtrade model currently.

- **Productivity/Efficiency improvement leading to Better Place to work – focus for 2018**

Here it must be reminded that when we have gone the previous steps till now with our partners we will have generated already efficiency improvements and cost savings as an effect of the bettering the workers situation. Now we will initiate productivity improvement measures to reduce production stops; for better planning of production and rush periods; high quality parameters of products; ergonomics of work places; reducing refusals, waste and resources lost involving industry experts and buying offices of our partners. The companies in the chains will benefit from those measures; which automatically will contribute to the sustainability of their businesses in Fairtrade and commitment to us. This further assures the market access of the Fairtrade cotton farmers; as their cotton as such a valuable raw material will be transformed into more attractive and high quality products in the retail shops. At the end the workers will be also next to farmers the main beneficiaries of processing our cotton; in all stages of the supply chain. We will cover first the garment stage of production and after assessing needs continue to respective tiers.