

# **VIOLATION OF HUMAN RIGHTS IN THE FASHION INDUSTRY IN POLAND**

THE CASE STUDY

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## BASIC INFORMATION

- the Company - a Polish private company from the garment (clothes) industry, located in a small town
- Employees - ca. 350 persons, mostly women
- Customers - big brands in Poland and abroad

# THE CASE STUDY

## DESCRIPTION OF THE CASE

- too low basic remuneration
- forced overtime, extremely high production norms
- no autonomy, no time to rest
- dangerous working conditions
- lack of social security
- limited access to drinking water and toilet-breaks
- refusal to talk to employees and unlawful dismissal

# ADVERSELY AFFECTED HUMAN RIGHTS OF EMPLOYEES

- RIGHT TO WORK "...to gain his living by work which he/she FREELY chooses or accepts"
- RIGHT TO FAIR LIVING WAGE "...remuneration which provides a decent living for themselves and their families"
- EXPLOITATION "No one shall be required to perform forced or compulsory labour"
- RIGHT TO REST and LEISURE "Rest, leisure and reasonable limitation of working hours and periodic holidays (and public holidays) with pay"

# ADVERSELY AFFECTED HUMAN RIGHTS OF EMPLOYEES

- DISCRIMINATION In this case: Against workers ....women needed to wear diapers, for example, during menstruation.
- RIGHT TO SAFE and HEALTHY WORKING CONDITIONS
- RIGHT TO SOCIAL SECURITY "... including social insurance"
- RIGHT TO JOIN TRADE UNIONS "... for the promotion of his/her economic and social interests"
- RIGHT TO STRIKE

# **HOW TO IDENTIFY & SOLVE PROBLEMS- *STATE & FREE MEDIA & END- CONSUMERS***

- the STATE - enforcement of the labour law; effective inspections & adequate penalties;
- FREE MEDIA - to inform the public about such cases, brands' roles and responsibilities, and the effectiveness of local institutions
- END-CONSUMERS - to exert pressure on brands by choosing fair trade, ethically produced goods

# HOW TO IDENTIFY & SOLVE PROBLEMS- *CUSTOMERS - BIG BRANDS*

- perform Human Rights DUE DILIGENCE in their SUPPLY CHAIN
- agree with the Company on an AUDIT PLAN
- introduce transparency about cost/price policy and pay FAIR PRICES for SUPPLIERS
- extend LEAD TIME for the order completion

# HOW TO IDENTIFY & SOLVE PROBLEMS- *THE COMPANY*

- implement COURT ORDER and obey the LABOUR LAW & int. STANDARDS
- stop obstructing establishment of TRADE UNIONS or WORKERS' REPRESENTATIVE for collective bargaining; start regular negotiation rounds
- start STAKEHOLDERS ENGAGEMENT WITH EMPLOYEES - to understand their needs and find adequate solutions; use external experts
- implement an effective CODE of CONDUCT and COMPLAINT MECHANISM
- introduce more strick HEALTH & SAFETY procedures

**THANK YOU FOR LISTENING  
& PLEASE BUY ETHICALLY PRODUCED GOODS**

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