

Welcome to the discussion series!

Part.2: Labour & Knowledge Shift

One-Earth Fashion: how do we get there ?

An online discussion series
by **Public Eye**



Saoirse Walsh
Circle Economy



Kalpona Akter
BCWS

in collaboration with



Webinar Part.2

We need a Labour and Knowledge Shift :
from exploitation to decent work
and creation with purpose

→ For your questions and thoughts: use the chat and, later in the discussion part, also the «raise your hand» button.

WHY THIS REPORT?

While there is a consensus around the general direction in which the industry should go (fairer, more circular, less polluting), there is no agreement on the **scale of the changes required**.



One-Earth Fashion puts forward a positive vision for a fashion system that respects planetary boundaries, with 33 concrete transformation targets for 2030 in twelve key areas. It aims to provide food for thought and action.

FIGURE 5 - STRUCTURE OF THE REPORT

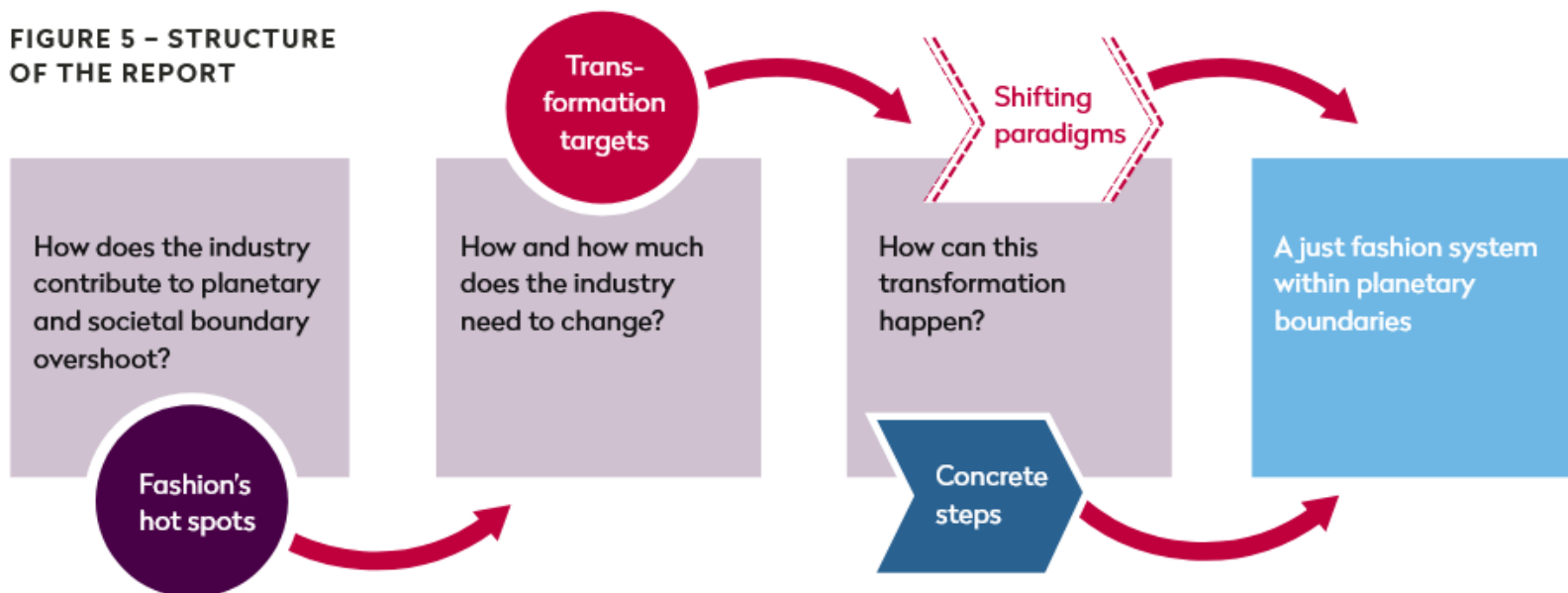


FIGURE 7 – PATHWAYS FOR CHANGE: THE FOUR TRANSFORMATIONAL SHIFTS

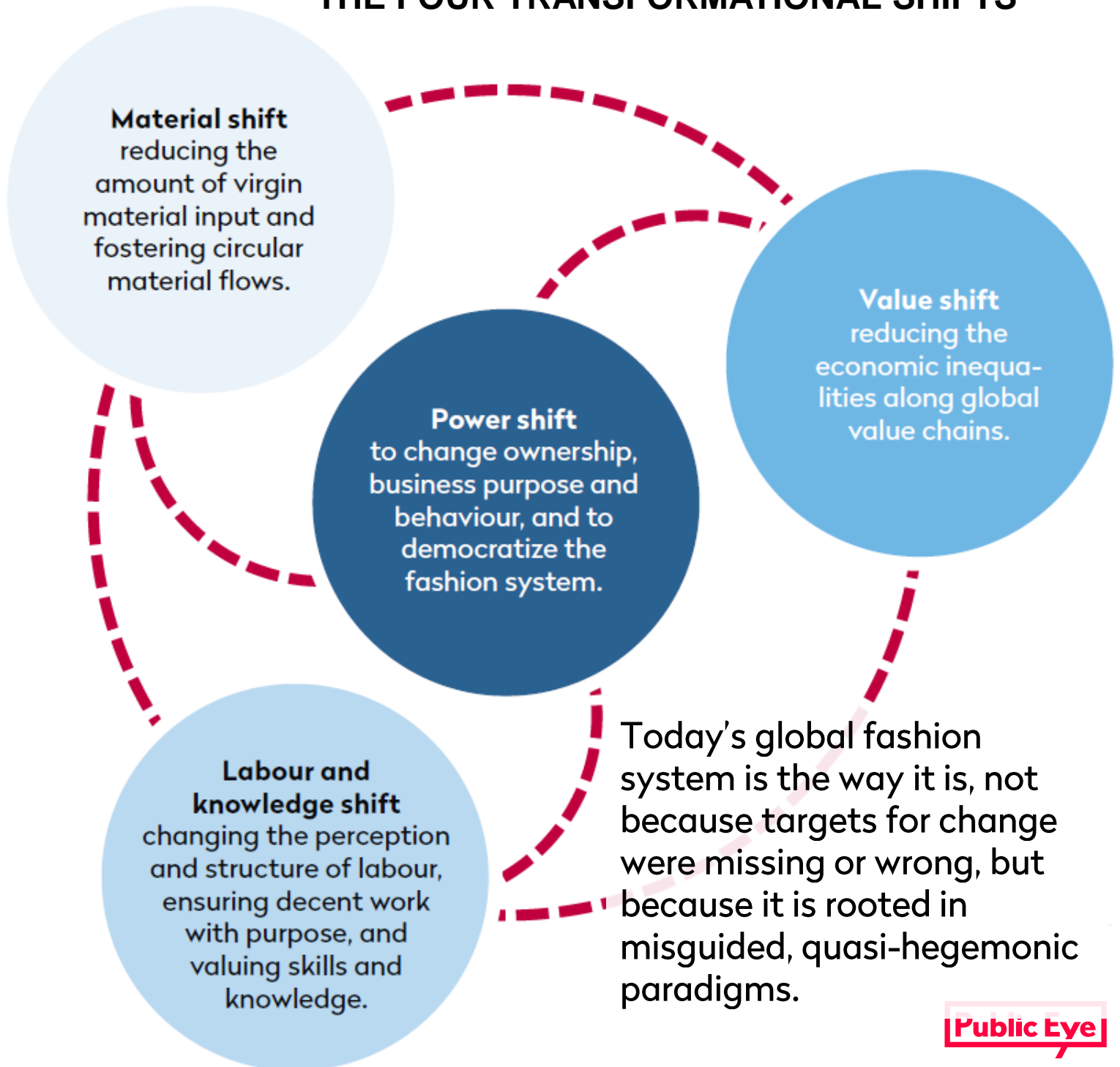
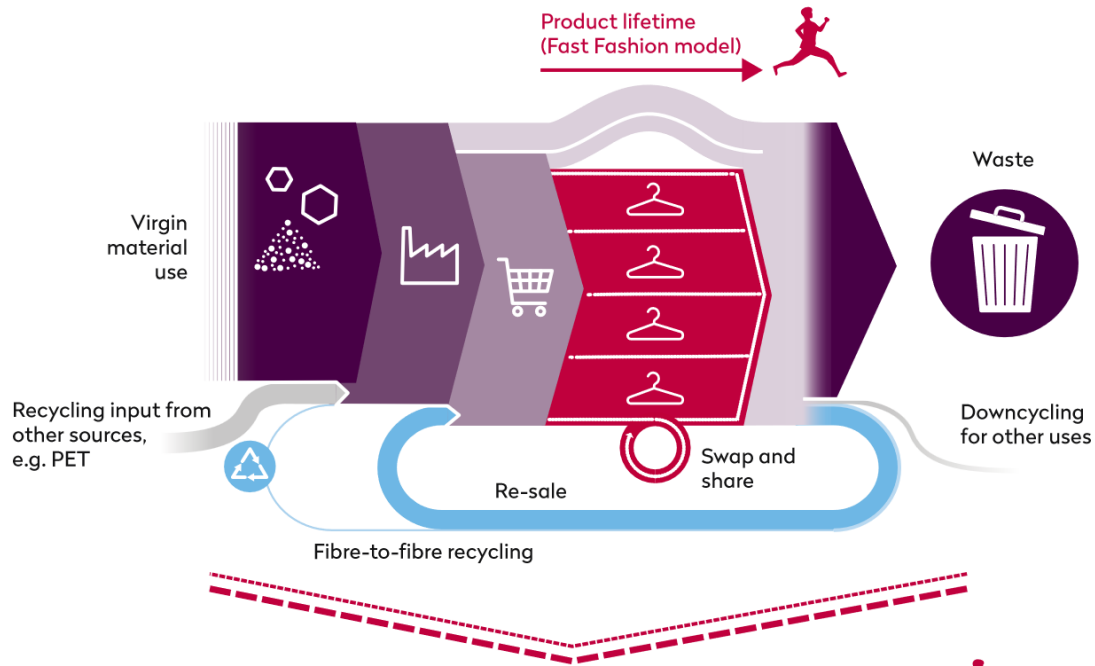
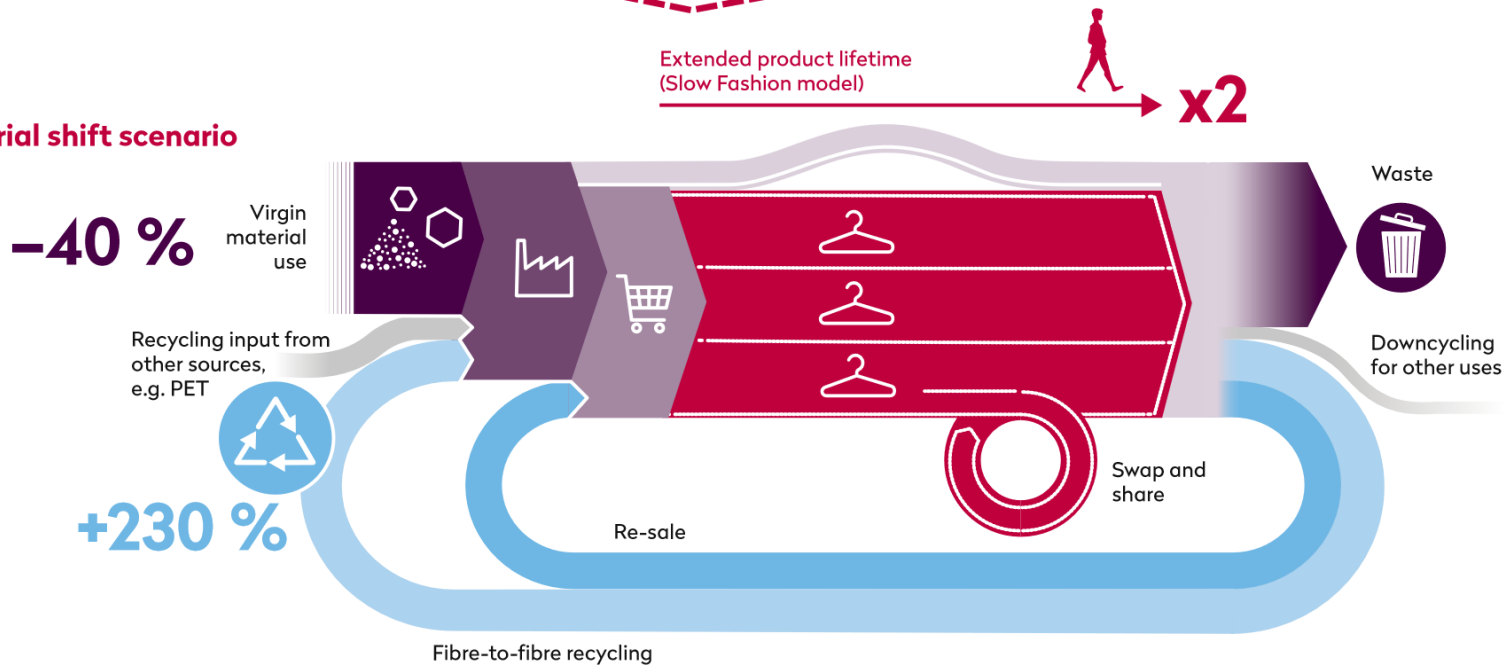


FIGURE 2 – TRANSFORMATION TARGET: CIRCULAR MATERIAL FLOW

Status quo



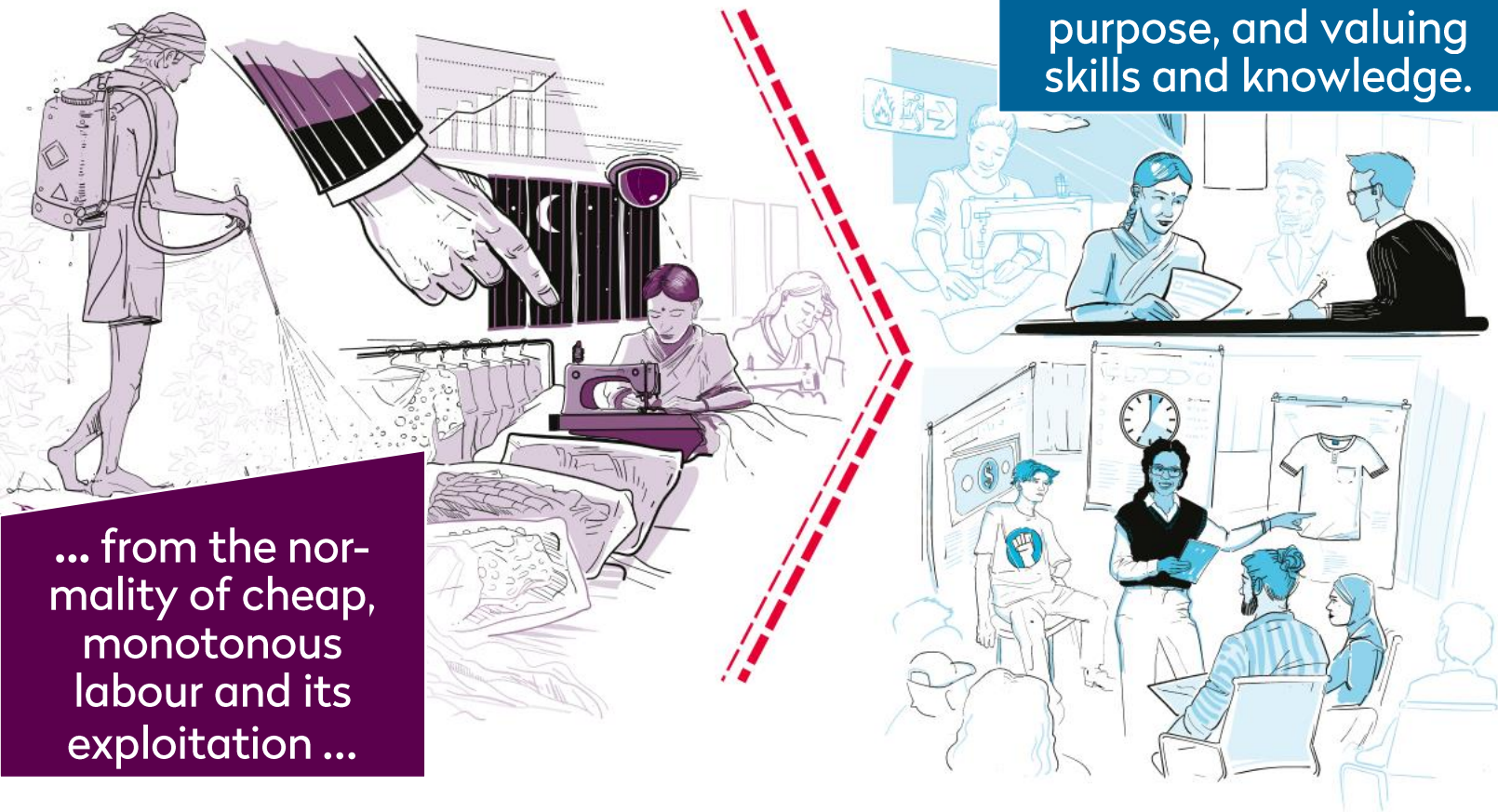
Material shift scenario



SOURCE Status quo (2022) material input shares: Textile Exchange Fibre Market Report 2023. Other estimates and material shift scenario (2030): Public Eye

WE NEED A LABOUR & KNOWLEDGE SHIFT...

... towards a change of the perception and structure of labour, ensuring decent work with purpose, and valuing skills and knowledge.



... from the normality of cheap, monotonous labour and its exploitation ...

TRANSFORMATIONAL TARGETS 2030

→ LABOUR & KNOWLEDGE SHIFT (EXAMPLES)



Pay living wages

- ▶ Wages of all workers increase to at least living wage levels.
- ▶ Gender pay equality is achieved.



Provide secure employment relationships and social protection

- ▶ All workers have formal and fair employment and contractual relationships
- ▶ Public social protection schemes are improved, at least 75% of workers enjoy social protection in line with ILO minimum standards (ILO C102).



Protect trade union rights

- ▶ Freedom of association is no longer systematically violated.
- ▶ Collective bargaining is the norm, and at least half of workers are covered by CBAs
- ▶ Women, migrants, homeworkers and other groups of often discriminated workers are represented more equally in trade unions and their leadership.

→ Find more aims and transformational targets in the One-Earth Fashion report.

RESETTING THE PERSPECTIVES ON WORK IN THE FASHION SYSTEM

→ Decent (or humane, good, fair) work is much more than the absence of harm and human rights violations.



TRANSFORMATIONAL TARGETS 2030

→ EXAMPLE: ENSURE DECENT WORKING HOURS

THE AIM: A healthy and socially just work-care-life-rest balance: Gainful work shall not dominate life and should not be exhausting. People shall have enough time for care work, social and community activities (such as education or politics), for good nutrition and health, for engagement in maintenance and ecological conservation, for well-being, culture, leisure and rest.



Ensure decent working hours

- ▶ Regular working hours are limited to 40 hours per week, prospectively less.
- ▶ Long-term and reliable production planning becomes the norm in fashion supply chains

DEVELOPING JOBS AND BROADENING RESPONSIBILITIES

TYPICAL ROLES IN TODAY'S SEGREGATED FASHION SYSTEM	POTENTIAL ADDITIONAL ROLES WITH EXTENDED RESPONSIBILITY
Worker in garment manufacturing (formally employed or subcontracted)	<ul style="list-style-type: none"> - Repetitive execution of micro-tasks of a manufacturing process - Co-design and improve manufacturing processes - Repair and change clothes to make them last longer - Cooperate with designers in the development of products - Tailoring tasks in interaction with users
Fashion retail worker	<ul style="list-style-type: none"> - Sell new clothes - Advise consumers to find lasting clothes - Co-decide on range of goods and services - Buy and sell used clothes - Consult and help with repair and care of clothes - Collect and forward feedback from users to design and manufacturing
Fashion designer	<ul style="list-style-type: none"> - Execution of sub-tasks of product design for new clothes - Define and execute design tasks as part of collaborative design and development teams. - Collaborate with material researchers, developers and recyclers to design for circularity. - Interact and collaborate with manufacturing workers in product development.
Cotton farmer	<ul style="list-style-type: none"> - Produce cotton (and other agricultural goods) - Co-develop agroecological and climate-resilient methods and varieties. - Conserve soil fertility, water basins, biodiversity and the broader environment.

The table displays examples of potential role extensions, but it should not imply that employees must fulfil all these roles. Readers should also bear in mind that, today, some employees already have extended responsibilities. The table is not exhaustive, and similar shifts may also apply to fashion merchandisers and buyers, fabric producers, production managers, marketing employees, repair and post-use workers and all other roles in the fashion system.

LABOUR AND KNOWLEDGE SHIFT → IDEAS FOR REGULATION



IDEA FOR REGULATION

EMPLOYMENT GUARANTEE AND SOCIAL PROTECTION IN THE TRANSFORMATION

To protect workers and their families during economic transformation, governments should provide workers with employment and social protection guarantees, including casual and temporary employed, subcontracted workers and homeworkers. These guarantees should prevent employers from dismissing workers too easily and without bargaining transition plans with unions, and encourage training for new tasks and responsibilities. Furthermore, they should protect the income and livelihood of workers and their dependants in the event of job loss due to insolvency or other major disruptions.

IDEA FOR REGULATION

A UNIVERSAL RIGHT TO LIFELONG LEARNING

To support workers during periods of industry transformation and, more generally, in realizing their ambitions for professional development, governments should support a universal right to lifelong learning, for example by guaranteeing access to affordable, high-quality vocational training and education, by providing wage and income continuation during vocational training, and by enacting laws requiring employers to support workers' career development through training, educational leave, and other measures.

ENSURE DECENT WORKING HOURS

→ IDEAS FOR REGULATION AND STEPS FOR BUSINESSES



IDEA FOR REGULATION

RATIFY AND IMPLEMENT THE ILO FORTY HOUR WEEK CONVENTION (C47)

ILO countries that have not yet ratified ILO Convention 47 should initiate national ratification and implementation processes. This is also important in countries where the regular working week is already 40 hours or less, as it strengthens the normative framework, provides a stronger basis for international initiatives on decent working hours and prevents backsliding. These processes should not be confined to a 40-hour limit, but should include broader discussions among social partners, in parliaments and in society on how a further progressive reduction of working hours is possible, in line with the ILO Recommendation on Reduction of Working Hours (R116).

STEP FOR BUSINESSES

ADJUST WORKING-HOUR STANDARDS

Instead of accepting excessive workweeks of 48 or more hours as normal, companies should adjust their work-week standards to a normal 40-hour work-week or less in their own operations and in their expectations of supply chain sourcing partners. Production planning, code of conduct and especially wages and pricing need to be amended accordingly, to send a clear signal that the increased cost will result in higher purchasing prices, not lower wages.

The series continues!

One-Earth Fashion : how do we get there ?

A global discussion series
by **Public Eye**

on Mondays

Part 1. Material shift

20th January, 3pm CET

Part 2. Labour shift

17th February, 10am CET

Part 3. Value shift

17th March, 3pm CET

Part 4. Power shift

7th April, 10am CET

in collaboration with

POST
GROWTH
FASHION
AGENCY

SUSTAINABLE
fashion
CONSUMPTION

→ Engage and spread the word:
on LinkedIn or at publiceye.ch

Public Eye