

Index

- African countries 5, 6, 8, 10, 12, 19
- Akerlof, G. 92
- Apparel Industry Partnership (AIP) 41
- Argentina 27
- Asia Floor Wage Alliance 53, 54
- Asia Floor Wage Campaign 210
- Asian companies *see* auditing on wages, Asian company examples; China; economic crisis, China's response to, (three studies)
- Asian countries 5, 9, 10, 18, 19
- auditing on wages, Asian company examples 123–46
 - communication and social dialogue 137–8, 145
 - fair wage approach backed up by 204–5
 - living wage 126–7
 - minimum wage 127–9
 - non-compliance with legislation 124–5, 142–3
 - pay systems 131–7, 144
 - payment of wages 125–6
 - payment of working time 130–31
 - prevailing wages 129–30
 - real wages 140
 - wage costs 141
 - wage disparities 139, 143
 - wage share 140–41
 - work intensity 142
 - see also* employers' perspectives
- Australia, fair wage initiatives 57, 60
- Bangladesh 209–10
- banks and fair wages debate 55, 56
- Barruel, M. 73
- benchmarking system 210–13
- bonuses 71–2
 - Asian company practices 132–5
 - economic crisis and 159, 163, 186–7, 190
- brands
 - fair wages debate 55–6, 196, 206–7
 - commitment needed 205–6
 - influence over suppliers' wage practices 22, 24–5
 - leading to malpractice 149–50
 - way to improvement 89
- Brazil 12, 14, 18
- Bulgaria 10
- campaigns for fair wage 49, 209–10
 - incorporating wages into corporate social responsibility 201–4
- Canada, fair wage resolutions 57
 - Fair Wage Schedule of the Government of Yukon (2005) 58, 61
 - Fair Wages and Hours of Labour Act 60
 - Fair Wages Schedule (Toronto – 1893) 61–2
- capital intensity, and technological content 13
- CCC (Clean Clothes Campaign) *see* Clean Clothes Campaign (CCC)
- Central and Eastern Europe 4, 6, 8
- Central Asia 4, 5, 9
- Centre for Reflection, Education and Action (CREA) 42–3, 48
- CEOs (chief executive officers) *see* chief executive officers (CEOs)
- certification 213
- chief executive officers (CEOs) 18
- Chile, fair wage resolutions 57, 60–61
- China
 - auditing exercise in 123–4, 131–6, 140
 - employers' wage practices 22–5, 97–120
 - inflation rate 140
 - Labour Contract Law 171
 - minimum wage 32

- wage trends 4, 6, 10, 12
see also economic crisis China's response to, (three studies)
- CIS (Commonwealth of Independent States) *see* Commonwealth of Independent States (CIS)
- Clean Clothes Campaign (CCC) 40, 46, 209–10
- collective bargaining 72
- commodity prices 20–21
- Commonwealth of Independent States (CIS) 6, 9, 68
- communication and social dialogue
 economic crisis, its effect on 170–72, 181, 190, 191
 examined through auditing 137–8, 145
 as fair wage indicator 78, 83–4
 International Labour Organization Conventions on 203
 as part of fair wage system 72, 90–91, 212
 working example of 101, 108–9, 174, 177
see also social dialogue; trade unions; workers
- companies *see* brands; employers' perspectives; nongovernmental organizations (NGOs); performance
- company performance *see* performance
- competition 13, 22
- consumers 209
- contracts of labour 212
- cooperation 206–7
- corporate social responsibility (CSR) 201–4
see also nongovernmental organizations (NGOs)
- Council of Europe, studies 73
- CREA (Centre for Reflection, Education and Action) *see* Centre for Reflection, Education and Action (CREA)
- crisis *see* economic crisis, China's response to, (three studies)
- CSR (corporate social responsibility) *see* corporate social responsibility (CSR)
- Czech Republic 10, 15
- Daloz, J.-P. 73
- 'Decent Work, Decent Life' 52
- differentiated wages *see* wage disparities
- economic crisis, China's response to, (three studies)
 and its cause 14
 effect on wages 152–3
 communication and 170–72
 living wage 155–6
 minimum wage 153–5
 piece rate and 160
 non-compliance with legislation 165
 pay systems 158–9
 bonuses 159
 company performance and 163, 168–9
 disparities 160–62, 170
 salary grid 162–3
 prevailing wages 156–7
 real wages 167–8
 wage costs 169–70
 work intensity and 172–5
 working time and 166–7
- field work on, information yielded 204–5
- general situation 149–51
- interviews with affected enterprises 147–9
 alternative wage strategies 195
 effect on production 182–3
 managers' and workers' assessment of fair wage 176–80
 overall effect on companies 189–92
 national response to crisis 180–82
 non-monetary benefits 164–5
see also China; employers' perspective; wage trends, global
- efficient wage theory 91–2
- employers' perspectives
 fair wage initiatives and 55–6
 cooperation 206–7
 overcoming difficulties 88–9
- questionnaire to assess developments 79–80
 example of 223–41
 summary of results 81–6
- wage practices
 and brand influence 22–6
 examples from Chinese garment subcontractors 97–120

- see also* auditing on wages, Asian company examples; economic crisis, China's response to, (three studies); nongovernmental organizations (NGOs); performance
- employment cuts 181–2, 183–4, 189
- Ethical Trading Initiative (ETI) 38, 39, 44
- European countries 6, 10, 20
see also European Union (EU)
- European Trade Union Confederation (ETUC) 53, 54
- European Union (EU) 8, 15, 18, 207
see also European countries
- Fair Labor Association (FLA) 41, 44–5, 123, 208
- fair trade 210, 214
- fair wage approach
conditions for, backed up by field work 204–5
commitment from brands 205–6
cooperation 206–7
institutionalizing assessment process 208–9
- difficulties in application, overcoming 88–91
- government measures
Canada 57, 58, 60–62
Chile 57, 60–61
United Kingdom/Great Britain 56–7, 59, 62–3
United States of America 57, 58–9, 60, 62
- integrating wages in corporate social responsibility 204
- matrix based on enterprises' performance on 86–7
- originality of 92–4
- proposals for
benchmarking approach 210–13
campaigning 209–10
certification 213
integration into fair trade 214
international network 208–9
- questionnaires, to assess 79–80
employers' attitudes and practices 223–41
summary of results 81–6
- workers' attitudes 243–59
see also fair wage dimensions; nongovernmental organizations (NGOs)
- fair wage dimensions
Chinese companies 99–115, 173–5
conclusions drawn 115–17
grading system implied 117–20
definition, general and extended 66–7
living wage 68–70
minimum wages 70
pay systems 71–2
payment of wages 68
payment of working hours 71
prevailing wages 70–71
real wages 73
wage costs 74
wage discrimination and disparity 72–3
wage share 73–4
work intensity, technology and upskilling 74–5
see also auditing on wages, Asian company examples; fair wage approach
- fair wage model 92
- fair wage resolutions 56–62
Canada 57, 58, 60–62
Chile 57, 60–61
United Kingdom/Great Britain 56–7, 59, 62–3
United States of America 57, 58–9, 60, 62, 69
- Fair Wear Foundation (FWF) 40–41, 45
- FLA (Fair Labor Association) *see* Fair Labor Association (FLA)
- food prices 20–21
- Foreway Industrial 25
- France, employers' organization 55
- FWF (Fair Wear Foundation) *see* Fair Wear Foundation (FWF)
- GDP (Gross Domestic Product) *see* Gross Domestic Product (GDP)
- Germany 21
- global competition 13, 22
- global trends *see* economic crisis, China's response to, (three studies); wage trends, global

- government measures
 fair wage resolutions 56–61
 non-compliance with, in certain Asian companies 124–5, 142–3, 165
 in relationship to brands 207
 on social dialogue, China 171
 wage share and 14–15, 21, 32
 in wake of crisis, China 180–82, 194
- Greece 21
- Gross Domestic Product (GDP) 3, 8, 13
- happiness 19
- holiday pay 137, 164–5
- Human Rights Watch 22–3
- ICTU (International Confederation of Trade Unions) *see* International Confederation of Trade Unions (ICTU)
- ILO (International Labour Organization) *see* International Labour Organization (ILO)
- ILRF (International Labour Rights Fund) *see* International Labour Rights Fund (ILRF)
- India 12
- inflation rate in China 140, 167
- International Confederation of Trade Unions (ICTU) 52, 54
- international fair wage network 208–9
- International Labour Organization (ILO) 12–13, 38, 39, 68, 69
 Conventions 69, 70, 71, 72, 202–3
 Declaration on Social Justice for a Fair Globalization 69
- International Labour Rights Fund (ILRF) 38, 40, 45
- International Labour Standards 68
- International Textile, Garment and Leather Workers Federation (ITGLWF) 52, 54
- Joint Initiative on Corporate Accountability and Workers' Rights (Jo-In) 41, 45–6
- Kearney, Neil 40
- Labor Behind the Label (Clean Clothes Campaign) 40, 46, 209–10
- labour share of income *see* wage share
- lay-offs and unemployment *see* employment cuts
- legislation *see* government measures
- living wage
 calculation and definition 50–51, 68–70
 trade unions and 52
 economic crisis, its effect on 155–6
 as fair wage dimension 49–51
 fragmented and narrow approach 43–4
 as fair wage indicator 76, 81
 International Labour Organization Conventions on 203
 London Living Wage for Contractors 62–3
 regional initiatives in the US 62
 working examples 100, 102–3, 173, 177
 examined through auditing 126–7
 working poverty 19–22, 187
- low-paid workers 19–22, 187
- Macedonia 8
- managers/employers 55, 129
 in certain Chinese companies 170
 assessment of fair wages 176–80
 response to effects of crisis 151, 183, 186, 188
- Massachusetts, Minimum Fair Wages 62
- MEDEF 55
- Middle Eastern countries 5, 9
- minimum wage
 economic crisis, its effect on 153–5, 160
 effects on wage disparity 187
 freeze of minimum wage 32, 180, 185–6, 195
 effecting increase in wage costs 169–70
 as fair wage dimension 68, 70
 and as fair wage indicator 76, 81
 examined through auditing 127–9
 working example of 100, 102–3, 173, 177
 global trends 31
 International Labour Organization Conventions on 203
 progression (2008) 31

- regional initiatives in the US 62, 69
 responses diversified 32
 wage indicators 43
- national authorities *see* government measures
- National Coalition for the Homeless 43, 48
- NCFW (North Carolinians for Fair Wages) *see* North Carolinians for Fair Wages (NCFW)
- negotiated wages *see* communication and social dialogue; trade unions
- network for fair wages 208–9
- NGOs (nongovernmental organizations) *see* nongovernmental organizations (NGOs)
- Nike 25, 55
- non-monetary benefits 155, 164–5, 186–7, 190
- non-payment of wages 29, 68
see also payment of wages
- nongovernmental organizations (NGOs)
 fragmented and narrow approach 43–9, 63–4
 focus on 'living wage' 49–51
 initiatives on wage issues 37–43
 extensive and cooperative approach 51–2, 206–7
 summary of codes of conduct 44–8
see also corporate social responsibility (CSR); employers' perspectives; fair wage approach
- North Carolinians for Fair Wages (NCFW) 62
- ODA (Olympic Delivery Authority) *see* Olympic Delivery Authority (ODA)
- Ohio Minimum Fair Wage Standards 62
- Olympic Delivery Authority (ODA) 62
- 'On the offensive for fair wages' 53
- overtime payment 130–31, 154, 166–7, 184–5, 189
see also payment of working hours
- pay slips 72, 137–8, 171, 212
- pay systems 71–2, 100
 economic crisis, its effect on 158–9, 187–8
 examined through auditing 131–7, 144
 as fair wage indicator 77, 82–3
- International Labour Organization
 Conventions on 203
 proposals for 211–13
 working example of 105–8, 174, 177
- payment of wages 67, 68
 examined through auditing 125–6
 as fair wage indicator 76, 81
- International Labour Organization
 Conventions and 203
 non-payment 29, 68
 public paid holidays 137, 164–5
 underpayment 152–3, 159
 working examples 100, 102, 173, 177
- payment of working hours 71
 attendance bonuses 159
 economic crisis, its effect on 166–7
 examined through auditing 130–31
 as fair wage indicator 77, 82
- International Labour Organization
 Conventions on 203
 overtime payment 130–31, 154, 166–7
 working example of 100, 104–5, 173
- payment systems *see* pay systems
- performance 71, 132, 133
 efficient wage theory and 91–2
 as fair wage indicator 78–9
 related to theories on fair wages 91–2
 sales growth and wage share 111–12, 140–41, 212
 skills and 75, 172
 wages and the economic crisis 163, 168–9, 177
 in relation to production 182–3, 189
 managers' changing attitude 188
see also employers' perspectives; wage share
- piece rate system 131–2, 158, 160, 161
see also pay systems
- Poland 15
- political decisions *see* government measures
- poverty and low wages 19–22
see also living wage; working poverty/poor
- PPP (purchasing power parity) *see* purchasing power parity (PPP)
- prevailing wages 43–4
 economic crisis, its effect on 156–7

- as fair wage dimension 70–71
 - and as fair wage indicator 77, 82
 - examined through auditing 129–30
 - working example of 100, 103–4, 173
- International Labour Organization
 - Conventions on 203
- production, Chinese companies 182–3, 189
- production/productivity
 - economic crisis, its effect on 182–3, 189
 - real wages to 12
 - work intensity and 113–15, 172, 175, 177
 - see also* performance
- public paid holidays 137, 164–5
- purchasing power parity (PPP) 53
- real wages 3
 - decline in growth 26–9
 - economic crisis, its effect on 167–8, 190
 - as fair wage dimension 73
 - and as fair wage indicator 78, 84
 - examined through auditing 140
 - working example of 101, 110–11, 175
 - global trends 5–6, 7, 28
 - imbalances in increases 4–8
 - International Labour Organization
 - Conventions on 203
 - progression 5–6, 110–11
 - resolutions *see* fair wage resolutions
 - Russia 12, 15
 - Rwanda 21
- SAI (Social Accountability International)
 - see* Social Accountability International (SAI)
- sales growth and wage share 111–12, 140–41, 212
- Scotland, fair wage initiatives 56, 57
- self-employed workers 8
- Social Accountability International (SAI) 39, 46
- Social Accountability Standard (SA8000) 38, 39
- social dialogue 90, 93, 160, 193, 194
 - in China 171, 181
 - codes of conduct 63
 - collective bargaining 54
 - as part of fair wage system 48, 116, 145, 213
 - International Labour Organization
 - Conventions on 203
 - lack of 90
 - living wage 45, 51
 - see also* communication and social dialogue
 - social insurance 136, 165, 174, 181–2
 - South Africa 12
 - South American countries 4, 5, 6, 9, 10
 - Sri Lanka 21
 - starting wage 126–7, 143
 - Steele, D. 39
 - Stiglitz, J.E. 14
 - supply chain, problems along 22–6, 201
 - brands and 25–6
 - technological content and capital
 - intensity 13
 - trade unions 20
 - in Asian countries 137
 - in China 171–2
 - corporate social responsibility issues and 53–4
 - fair wage debate 39, 52–3
 - International Confederation of Trade Unions 52, 54
 - Trades Union Congress 54
 - see also* communication and social dialogue; workers
 - Trades Union Congress 54
 - trends in wages *see* wage trends, global
 - Turkey 8, 21
- unemployment and lay-offs *see* employment cuts
- UNISON 53, 54
- United Kingdom/Great Britain
 - fair wage resolutions (1891–1946) 56–7, 59
 - London Living Wage for Contractors 62–3
 - trade unions 53, 54
- United Nations Human Rights
 - Conventions 39
- United States of America
 - fair wage resolutions 57, 58–9
 - Acts of Congress 60

- Declaration of Philadelphia 69
- North Carolinians for Fair Wages (NCFW) 62
- regional initiatives 62
- wage disparity 18
- Universal Declaration of Human Rights 69
- wage composition *see* pay systems
- wage costs
 - examined through auditing 141
 - as fair wage dimension 74
 - and as fair wage indicator 79, 85
 - International Labour Organization Conventions on 203
 - minimum wage effecting increase in 169–70
 - working example of 101, 112–13, 175, 177
- wage deciles 15, 32
- wage disparities 55
 - economic crisis, its effect on 160–62, 170
 - effects of minimum wage freeze 32, 187
 - misuse of salary grid 162–3
 - as fair wage dimension 72–3
 - and as fair wage indicator 78, 84
 - examined through auditing 139, 143
 - working example of 101, 109–10, 175, 177
 - global trends 15–19
 - International Labour Organization Conventions on 203
- wage fixing 72–3, 116, 137, 144, 172
- wage progression 31, 116
- real wages 5–6, 110–11
- wage share 3
 - declining trend 8–15
 - varying explanations for 12–15
 - evolution of, by country (1995–2007) 9–10
 - map of 11
 - as fair wage dimension 73–4
 - and as fair wage indicator 85
 - examined through auditing 140–41
 - working example of 101, 111–12, 175
 - increase (2008–2009) 30–32
 - inequality in 15–19
 - evolution, by country (1995–2007) 16–17
 - expected growth 32
 - social effects of 19
- International Labour Organization Conventions on 203
- low pay 19–22
 - and minimum pay 21–2
- problems along the supply chain 22–6
 - and business sustainability 26
 - see also* performance; real wages; working poverty/poor
- wage trends, global
 - comprehensive approach needed 89–90, 191
 - evolution
 - of wage disparity (1995–2007) 16–17
 - of wage share (1995–2007) 9–11
 - low pay and working poor 19–22
 - in minimum wages 31
 - overview of 3–4, 33–4, 201
 - problems along the supply chain 22–6, 201
 - brands and 25–6
 - progression (1995–2007)
 - real wage 5–6
 - rates of real wage growth (1995–2007) 7
 - in real wages 4–8, 27–9
 - in wage disparities 15–19, 72–3
 - in wage share 8–15, 30
 - see also* economic crisis, China's response to, (three studies)
- work intensity 74–5, 98–9, 212
 - examined through auditing 142
 - as fair wage indicator 79, 86
 - International Labour Organizations Conventions on 203
 - production and technology changes 113–15, 172, 175, 177
 - wages and the economic crisis 172–5, 188, 190
- Worker Rights Consortium (WRC) 41–2, 46–7
- workers
 - assessment of fair wages in certain Chinese companies 176–80
 - labour contracts 112

- main effects of crisis on, in certain Chinese companies 192–4
- questionnaire to assess attitude of 79–80, 243–59
 - summary of results 81–6
 - self-employed 8
- see also* communication and social dialogue; trade unions
- working hours *see* payment of working hours
- working poverty/poor 19–22, 187
 - see also* low-paid workers
- World of Good Development Organization 42, 47
- Worldwide Responsible Apparel Production (WRAP) 39–40, 47
- WRC (Worker Rights Consortium) *see* Worker Rights Consortium (WRC)
- Yellen, J. 92