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
brand
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 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
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
<table>
<thead>
<tr>
<th>Index</th>
<th></th>
</tr>
</thead>
</table>
| 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 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
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
imbalance 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
<table>
<thead>
<tr>
<th>Index</th>
<th>267</th>
</tr>
</thead>
<tbody>
<tr>
<td>Declaration of Philadelphia 69</td>
<td></td>
</tr>
<tr>
<td>North Carolinians for Fair Wages (NCFW) 62</td>
<td></td>
</tr>
<tr>
<td>regional initiatives 62</td>
<td></td>
</tr>
<tr>
<td>wage disparity 18</td>
<td></td>
</tr>
<tr>
<td>Universal Declaration of Human Rights 69</td>
<td></td>
</tr>
<tr>
<td>wage composition see pay systems</td>
<td></td>
</tr>
<tr>
<td>wage costs</td>
<td></td>
</tr>
<tr>
<td>examined through auditing 141</td>
<td></td>
</tr>
<tr>
<td>as fair wage dimension 74</td>
<td></td>
</tr>
<tr>
<td>and as fair wage indicator 79, 85</td>
<td></td>
</tr>
<tr>
<td>International Labour Organization Conventions on 203</td>
<td></td>
</tr>
<tr>
<td>minimum wage effecting increase in 169–70</td>
<td></td>
</tr>
<tr>
<td>working example of 101, 112–13, 175, 177</td>
<td></td>
</tr>
<tr>
<td>wage deciles 15, 32</td>
<td></td>
</tr>
<tr>
<td>wage disparities 55</td>
<td></td>
</tr>
<tr>
<td>economic crisis, its effect on 160–62, 170</td>
<td></td>
</tr>
<tr>
<td>effects of minimum wage freeze 32, 187</td>
<td></td>
</tr>
<tr>
<td>misuse of salary grid 162–3</td>
<td></td>
</tr>
<tr>
<td>as fair wage dimension 72–3</td>
<td></td>
</tr>
<tr>
<td>and as fair wage indicator 78, 84</td>
<td></td>
</tr>
<tr>
<td>examined through auditing 139, 143</td>
<td></td>
</tr>
<tr>
<td>working example of 101, 109–10, 175, 177</td>
<td></td>
</tr>
<tr>
<td>global trends 15–19</td>
<td></td>
</tr>
<tr>
<td>International Labour Organization Conventions on 203</td>
<td></td>
</tr>
<tr>
<td>wage fixing 72–3, 116, 137, 144, 172</td>
<td></td>
</tr>
<tr>
<td>wage progression 31, 116</td>
<td></td>
</tr>
<tr>
<td>real wages 5–6, 110–11</td>
<td></td>
</tr>
<tr>
<td>wage share 3</td>
<td></td>
</tr>
<tr>
<td>declining trend 8–15</td>
<td></td>
</tr>
<tr>
<td>varying explanations for 12–15</td>
<td></td>
</tr>
<tr>
<td>map of 11</td>
<td></td>
</tr>
<tr>
<td>as fair wage dimension 73–4</td>
<td></td>
</tr>
<tr>
<td>and as fair wage indicator 85</td>
<td></td>
</tr>
<tr>
<td>examined through auditing 140–41</td>
<td></td>
</tr>
<tr>
<td>working example of 101, 111–12, 175</td>
<td></td>
</tr>
<tr>
<td>increase (2008–2009) 30–32</td>
<td></td>
</tr>
<tr>
<td>inequality in 15–19</td>
<td></td>
</tr>
<tr>
<td>expected growth 32</td>
<td></td>
</tr>
<tr>
<td>social effects of 19</td>
<td></td>
</tr>
<tr>
<td>International Labour Organization Conventions on 203</td>
<td></td>
</tr>
<tr>
<td>low pay 19–22</td>
<td></td>
</tr>
<tr>
<td>and minimum pay 21–2</td>
<td></td>
</tr>
<tr>
<td>problems along the supply chain 22–6</td>
<td></td>
</tr>
<tr>
<td>business sustainability 26</td>
<td></td>
</tr>
<tr>
<td>see also performance; real wages; working poverty/poor</td>
<td></td>
</tr>
<tr>
<td>wage trends, global</td>
<td></td>
</tr>
<tr>
<td>comprehensive approach needed 89–90, 191</td>
<td></td>
</tr>
<tr>
<td>evolution</td>
<td></td>
</tr>
<tr>
<td>low pay and working poor 19–22</td>
<td></td>
</tr>
<tr>
<td>in minimum wages 31</td>
<td></td>
</tr>
<tr>
<td>overview of 3–4, 33–4, 201</td>
<td></td>
</tr>
<tr>
<td>problems along the supply chain 22–6, 201</td>
<td></td>
</tr>
<tr>
<td>brands and 25–6</td>
<td></td>
</tr>
<tr>
<td>progression (1995–2007)</td>
<td></td>
</tr>
<tr>
<td>real wage 5–6</td>
<td></td>
</tr>
<tr>
<td>in real wages 4–8, 27–9</td>
<td></td>
</tr>
<tr>
<td>in wage disparities 15–19, 72–3</td>
<td></td>
</tr>
<tr>
<td>in wage share 8–15, 30</td>
<td></td>
</tr>
<tr>
<td>see also economic crisis, China’s response to, (three studies)</td>
<td></td>
</tr>
<tr>
<td>work intensity 74–5, 98–9, 212</td>
<td></td>
</tr>
<tr>
<td>examined through auditing 142</td>
<td></td>
</tr>
<tr>
<td>as fair wage indicator 79, 86</td>
<td></td>
</tr>
<tr>
<td>International Labour Organizations Conventions on 203</td>
<td></td>
</tr>
<tr>
<td>production and technology changes 113–15, 172, 175, 177</td>
<td></td>
</tr>
<tr>
<td>wages and the economic crisis 172–5, 188, 190</td>
<td></td>
</tr>
<tr>
<td>Worker Rights Consortium (WRC) 41–2, 46–7</td>
<td></td>
</tr>
<tr>
<td>workers</td>
<td></td>
</tr>
<tr>
<td>assessment of fair wages in certain Chinese companies 176–80</td>
<td></td>
</tr>
<tr>
<td>labour contracts 112</td>
<td></td>
</tr>
</tbody>
</table>
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