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| Soggetti                | Clothing workers - Supply and demand<br>Manufacturing industries - Employees - Supply and demand                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |
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| Nota di contenuto       | Cover; Contents; List of Figures, Tables and Boxes; Figures; Tables; Boxes; Preface; Notes on Contributors; List of Abbreviations; Introduction; Figure I.1 Apparel production system; Part I; 1 Re-embedding the Market: Global Apparel Value Chains, Governance and Decent Work; Box 1.1 China's Labour Contract Law; 2 Economic and Social Upgrading of Developing Countries in the Global Apparel Sector: Insights from Using a Parsimonious Measurement Approach; Table 2.1 Country sample; Table 2.2 Top 15 apparel exporters in 2010 Table 2.3 Apparel exports (in million US) and world export market shares (%), 2000-2010 Table 2.4 Aggregated apparel export unit values (in US/kilogram); Figure 2.1 Economic upgrading and downgrading in the apparel sector,2004-2009; Table 2.5 Employment in the apparel sector, 2000-2009; Table 2.6 Nominal wages and labour costs in the apparel sector (in US), 2000-2009; Figure 2.2 Social upgrading and downgrading in the apparel sector, 2004-2009; Figure 2.3 Prototype matrix of 'overall upgrading/downgrading'; Figure 2.4 'Overall upgrading and downgrading' in the apparel sector, 2004-2009 3 How 'Fair' Are Wage Practices along the Supply Chain? A Global Assessment Box 3.1 Definition of fair wages; Table 3.1 The 12 fair wage dimensions; Figure 3.1 Regional distribution of suppliers; Figure 3.2 Enterprises with dual records (%); Figure 3.3 Enterprises with |

payment problems (%); Figure 3.4 Enterprises with payment problems (%), by country; Figure 3.5 Companies' starting wage compared to minimum wage (MW); Figure 3.6 Starting wage compared to minimum wage (% of enterprises); Figure 3.7 Enterprises paying social security contributions (%) Figure 3.8 Enterprises providing paid holidays (%) Figure 3.9 Payment of prevailing wage (PW); Table 3.2 Wage disparity between workers at the top and those at the bottom (between highest and lowest wages), 2010; Figure 3.10 Number of hours worked per week; Figure 3.11 Percentage of companies underpaying overtime; Table 3.3 Nominal wages increases compared to price increases, 2008-2010; Table 3.4 Pay systems by country (use of disciplinary cuts and wage grids), 2010; Table 3.5 Piece rate (PR) systems, by country, 2010; Table 3.6 Wage structure (bonuses), by country, 2010 Table 3.7 Provision of non-monetary benefits, by country, 2010 Table 3.8 Communication on wages, by country, 2010; Table 3.9 Percentage of companies where workers were aware of their wage and benefits; Table 3.10 Social dialogue practices, by country, 2010; Table 3.11 Overview of the three companies; Table 3.12 Main employment and wage developments in the three companies, China; Table 3.13 Companies' starting and average wages compared to the Asia Floor Wage, China; Table 3.14 Top-down wage gap in the three companies; Table 3.15 Companies' wage structure, China, 2011 Table 3.16 Fair wage performance of the three companies, China

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## Sommario/riassunto

This new volume analyses how workers, governments and business can collaborate in order to confront the key opportunities and challenges affecting labour in apparel global value chains. It provides new empirical insights into the garment sector in Asia (Cambodia, India, Lao People's Democratic Republic), Europe (Romania), Africa (Lesotho, Morocco) and the Americas (Haiti, Nicaragua), with a focus on wages, worker empowerment and the institutional contexts facilitating or hampering the attainment of improved working conditions.

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