



## WHO GETS WHAT?

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# DECENT WORK FOR HOMEWORKERS IN THE LEATHER FOOTWEAR INDUSTRY



**Peter Bolliger**  
**Chief Executive, Clarks**  
c/o Labour Behind the Label  
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Bristol  
BS6 5QA



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**Michael Ziff**  
**Chairman, Stylo PLC**  
c/o Homeworkers Worldwide  
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30-38 Dock Street  
Leeds  
LS10 1JF



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**“ONE OF THE PROBLEMS FOR HOMEWORKERS, AND A CONSTANT HUMILIATION, IS THAT NOWHERE ARE THEY MENTIONED BY THEIR NAME. THE SUBCONTRACTORS KNOW THEM ONLY BY A NUMBER. HOMEWORKERS ARE THE MOST INVISIBLE” - ROZA, BULGARIA**

Homeworkers in countries all over the world are working on the production of leather footwear, mainly in the stitching of uppers, stitching uppers to soles or adding decorations. Most homeworkers in the footwear industry are women; they rarely earn the minimum wage, have insecure work, no health and safety protection, work long hours and have no social security. Few are recognised as ‘real’ workers and, working at the bottom of the supply chain, are invisible to even the most robust monitoring systems. They are also isolated from other workers in other parts of the supply chain and can find it difficult to organise or negotiate for improved conditions.



Complete and post back the postcards below to the bosses of **CLARKS** and **STYLO**, which owns Barratts, Shellys and Priceless shoes. LBL and HWW will collect the postcards and take them to the two retailers, asking them to talk to us about homeworkers' rights.

Dear Mr Bolliger,

Homework is real work and deserves to be recognised. Homeworkers should be treated equally with other workers and get a living wage, basic social protection, the right to organise, and be provided with regular and stable work. Homeworking is widespread in footwear supply chains. Therefore I urge you to take the following actions:

- » Identify and acknowledge that home-based production exists in your supply chain.
- » Ensure that your code of conduct and monitoring and verification systems explicitly include homeworkers.
- » Join the Ethical Trading Initiative and work with others to address homeworker issues.

I look forward to hearing what steps Clarks has taken to ensure the rights of homeworkers are protected.

Yours sincerely,

Name:

Date:

Email:

Address:

Labour Behind the Label and Homeworkers Worldwide would like to keep you updated on this and other campaigns. Tick this box if you **don't** want this.

**WHO FOOTSTHE BILL?**

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