

Living Wage Lab 2.0 Action Plan

Phase 0: Initial Engagement and Assessment (Completed)

1. Project Initiation and Supplier Selection:

- a) Confirmed participation in Living Wage Lab 2.0.
- b) Selected Live Apparels in India as the initial partner supplier, leveraging existing business relationships and addressing challenges encountered in previous project iterations (Turkey).
- c) Established initial contact and communication with Live Apparels management.

2. ETI Needs Assessment and Baseline Data Collection:

- a) Coordinated with ETI (Ethical Trading Initiative) to conduct a needs assessment and baseline data collection at Live Apparels.
- b) Facilitated ETI's visit to Live Apparels, including worker training sessions for the Worker Participatory Committee and engagement with supervisors and managers.
- c) Received initial positive feedback from both Live Apparels management (Karthik and Gowtham) and ETI regarding the project's potential and the supplier's engagement.

3. Initial Communication and Coordination:

- a) Established communication with Dr. Rajesh Bheda and the ETI team
- b) Arranged a call with Live Apparels, ETI, and GIZ

Phase 1: Project Refinement and Preparation (Post-Initial Engagement)

1. Review and Integrate ETI Visit Findings (CRITICAL):

- a) Thoroughly analyze the ETI report, focusing on:
 - (Worker perspectives on current wages and working conditions.)
 - (Assessment of Live Apparels' current wage calculation methodology.)
 - (Identification of specific barriers to implementing living wages at Live Apparels.)
 - (Recommendations for improvement in worker participation and communication.)
 - (Evaluation of management's understanding and commitment to the Living Wage project.)
- a) Hold internal discussions to understand the implications of the findings for the project's goals and strategies.

2. Refine Project Scope and Goals (Based on ETI Findings):

- a) Based on the ETI findings, determine if the initial project scope (e.g., focusing solely on wages, or including other aspects of decent work) needs adjustment. *(The ETI report may highlight specific non-wage issues that need to be addressed.)*
- b) Set realistic and measurable goals for the project, considering the specific context of Live Apparels. *(Goals may need to be adjusted based on the ETI's assessment of feasibility.)*
- c) Define Living Wage: Use the findings to establish a clear, mutually agreed-upon definition of a living wage in this specific context, based on a robust methodology (e.g. Anker). *(It's important to emphasize that this is just the definition and not a necessity for a spontaneous jump depending on the existing gap.)*

3. Strengthen Stakeholder Engagement:

- a) Establish a formal communication channel with the Worker Participatory Committee at Live Apparels.
- b) Schedule regular meetings (virtual or in-person) with Live Apparels management and the Worker Participatory Committee to discuss progress, challenges, and feedback.
- c) *(Based on ETI recommendations, consider involving additional stakeholders, such as local NGOs or labor experts in the future. Possible cooperation with ETI after project end.)*

Phase 2: Living Wage Calculation and Implementation Planning

4. Living Wage Calculation (Collaborative):

- a) Work with Live Apparels, the Worker Participatory Committee, and potentially an external expert (if recommended by ETI) to calculate a living wage for Live Apparels workers. Use a recognized methodology (e.g., Anker) and transparently share the data and calculations. *(The ETI report may provide a baseline or recommend a specific methodology.)*
- b) Ensure the calculation considers local cost of living, family size, and other relevant factors. *(ETI states to use thoroughly evaluated methods, which outcomes will be discussed together, while they implement a security measure through which the brands do not receive the detailed information/raw data to discuss unbiased.)*

5. Key Finding: Link to Purchasing practices:

- a) Analyse and adjust purchasing practices through deeper model. *(Upcoming discussion consulting regarding model selection.)*
- b) Ensure fair prices through responsible negotiating with both parties in mind.
- c) Supplier-Contracts are untypical in merchandise production (as it is not seasonal and thus unforeseeable) – try to find possible terms for contracts and commitments.

Phase 3: Implementation, Monitoring, and Evaluation

7. Establish a Monitoring and Evaluation System:

- a) Implement regular independent audits to verify wage payments and working conditions. *(All parties discussed and agreed on performing FairTrade Audits and Certification in the factory, to which cost and effort we can contribute.)*
- b) Conduct regular worker surveys (not only existing Supplier Questionnaires) and interviews to gather feedback.
- c) *(Discuss own strategy for individual living wage and cost calculation with ETI.)*
- d) Regularly (e.g., annually) review and update the living wage calculation.

8. Continuous Improvement and Reporting:

- a) Hold regular review meetings with Live Apparels and the Worker Participatory Committee to discuss progress, challenges, and lessons learned.
- b) Use monitoring data to identify new/next areas for improvement and adjust the project accordingly.

9. Expansion (future step):

- a) Plan how findings can improve the own company and possibly other suppliers. *(Evaluate relevant and transferable aspects and findings to be able to apply this knowledge with other suppliers.)*
- b) Look out for further partners *(like NGOs similar to ETI that can cooperate to be able to perform relevant actions in different countries as well).*