

Impact Report

2024/25





Labour Behind the Label fights alongside workers for a fashion industry where exploitation has no place.

Our Vision

A transformation of the distribution of power and value in the clothing industry, so that the rights of people at work and in the community are respected.

Our Mission

As part of the movement for global justice, we support garment workers' demands, through strategic actions aimed at those involved in the production, marketing, consumption and regulation of clothing.

About Labour Behind the Label

The garment industry is valued at \$2.4 trillion a year. Yet garment workers, 80% of them women, work for poverty pay, earning as little as \$21 a month.

Human rights abuses are systemic throughout the industry. Poverty wages, long hours, forced overtime, unsafe working conditions, sexual, physical and verbal abuse, repression of trade union rights and short-term contracts are all commonplace in the clothing industry. It is an industry built on exploitation, where a lack of transparency makes holding brands to account a very difficult task. We are dedicated to changing this.

The focus of our work comes from garment workers themselves, and we provide a platform to amplify their voice and demands and to promote international solidarity

What we believe

Labour Behind the Label believes that no-one should live in poverty for the price of a cheap t-shirt. That a living wage is a basic human right, as is working without fear or intimidation. We are committed to making these basic human rights a reality in the garment industry.

What we do

We raise public awareness and promote collective action from consumers to push for change in the industry. We pressure companies to take responsibility for worker's rights throughout the entirety of their supply chains. We focus on UK and global brands – big and small. We lobby and advocate for garment worker rights with the UK government and in producing countries.

How we do it

We work with trade unions and women's groups worldwide to amplify garment workers' demands. We lobby governments and policy makers to legislate and protect garment workers' human rights. The focus of our work comes from garment workers themselves, and we provide a platform to amplify their voice and demands and to promote international solidarity.

We act collectively, which is where our strength lies. The Clean Clothes Campaign, of which we are a member, is our movement – a network of over 250 organisations around the world made up of front line activists, unions, NGOs, feminists, who are fighting for the change we all want to see – putting people at the centre of a revolutionised fashion industry that respects people and the planet.

Who we are

Labour Behind the Label is a not-for-profit company registered in England No. 4173634. Labour Behind the Label's charitable activities are funded by the Labour Behind the Label Trust, Registered charity number 1159356. We have a small team of eight part-time staff. We are a worker cooperative with a horizontal structure that supports our fundamental principles of equality and empowerment. Our roles cover campaigning, media outreach, developing activism and networks, policy and advocacy as well as fundraising, finance and admin.

Thank You

As a small but determined team, our impact is made possible by the unwavering support of our dedicated community.

In these increasingly uncertain times marked by economic challenges, authoritarianism, trade and tariff wars, and the pressing climate emergency affecting production countries, we continue to stand with the resilient garment workers who face these obstacles head-on.

Despite these hurdles, your commitment – whether through signing and sharing petitions, donating, or advocating – keeps us moving forward. We recognise that sustainable change requires a Just Transition that puts workers first, and while technological solutions now fall short, together, we can push for a more equitable and green future for the fashion industry.

Thank you for being part of this movement. Your support inspires us to persist and to fight for a world where all workers are paid living wages and protected from the impacts of corporate greed and climate change.

In April, activists stood in solidarity with workers in Bangladesh to call for their union rights to be respected © Angela Christofilou





Thank You

To Our Funders and Supporters

Thank you to our funders, without whom our work would be far more difficult to achieve: Clean Clothes Campaign International Office, Joseph Rowntree Charitable Trust, REB Solomons Trust, Dashlight Foundation and Global Rights Compliance (GRC). Your contributions ensure that we can continue fighting for justice and workers' rights in the UK and internationally. Thank you also to Ben Medlock who gave a substantial contribution to see us through a turbulent period, as well as Henry Wilfred who pledged support for our 2024 Big Give Campaign, providing valuable matched funds alongside Workers Beer Company. To our supporters: We simply couldn't do this without you. Your advocacy, energy, and passion keep this work alive, and together, we are making strides toward a fairer world for the people who make our clothes. Aja Barber, Lucy Siegle and Livia Firth, your ongoing support during our 2024 Christmas Big Give campaign does not go unnoticed. We could not have exceeded our £18k target without you!

To Our Activists

Our gratitude goes to the dedicated activists who tirelessly champion garment workers' rights. Your resilience, passion, and innovative spirit have strengthened our campaigns, advancing the conversation and transforming it into real, lasting change.

To Our Regular Givers and Fundraisers

Your continued support gives us the stability to develop long-term strategies that deliver real, lasting change. Thanks to your generosity, we can move forward with confidence, empowering us to make meaningful differences in the lives of workers and communities worldwide.

To our supporters: We simply couldn't do this without you. Your advocacy, energy, and passion keep this work alive, and together, we are making strides toward a fairer world for the people who make our clothes

Key focus in 2024/25

Despite international political turmoil, 2024/25 was a year defined by bold action, renewed international solidarity, and deeper organising with garment workers both in the UK and across global supply chains.

In the UK, Labour Behind the Label strengthened worker power in Leicester through organising meetings, creating multilingual rights-at-work materials, and supporting community events. We collaborated with universities, journalists, and local partners to amplify worker stories, pushing for fair and transparent working conditions in UK manufacturing.

Our global campaigning gained traction. The Wages Not Warrants campaign to see illegal lawsuits against workers in Bangladesh dropped mobilised supporters, engaged brands, and saw us promote public events with union leaders. We engaged investors on SHEIN, and strengthened pressure on Levi's and Amazon to sign the International Accord – leading to Levi's signing in October. Our work in Pakistan included conferences, a wage survey and coordinated brand dialogue, while ongoing solidarity with Palestine included public statements and contributions to research and organising.

Urgent appeals remained central. We coordinated action in Sri Lanka, India, Bangladesh, El Salvador, Myanmar and elsewhere – launching petitions, producing joint videos, supporting legal cases, and pressing brands including Tesco, Nike, Primark and Asda. Progress included a partial win in the SAPL case and major steps forward in the Bangladesh legal repression cases.

Organisationally, we strengthened our supporter journey, expanded digital outreach, ran fundraising events, secured new grants, and continued developing staff and strategy. Labour Behind the Label also represented workers' voices internationally through meetings, conferences, and lectures across Europe.

2024/25 again proved that cross-border solidarity and persistent worker-led organising can push the garment industry toward greater accountability, dignity, and justice.



Building worker power

1 Embassy action

2 Briefings building the case for supply chain remedy

2 New brands signing the Accord

2 AGMs attended to ask questions

The way to see change in supply chains is for power to be redistributed so workers can negotiate better conditions for themselves at all levels, and ensure their share of value of a product is increased. As such, Labour Behind the Label has been prioritising action that builds worker power in supply chains as far as possible. Here are some ways we have done this this year.

Levi's pushed to sign the Accord
The International Accord for Health and Safety in the Textile and Garment Industry is a groundbreaking agreement between unions and brands aimed at making factories safe. For years,

many American brands resisted signing, but momentum has been building to encourage Levi's to lead by example. In April, Labour Behind the Label held actions outside Levi's stores calling on the company to sign. We also backed a petition sent by over 400 people, and in September supported activists who visited Levi's stores across the country as part of an in-store sticker action urging the brand to act.

This sustained pressure worked. Levi's officially signed the Accord in October 2024. Another success followed when Asda also agreed to sign this year, a step we had been encouraging through ongoing bilateral engagement.



Campaign win – Levi's officially signed the Accord in October 2024 after ongoing campaign pressure

Pakistan workers call for living wages

Labour Behind the Label's work in partnership with trade unions and NGOs in Pakistan, to host legal aid centres in Lahore, Faisalabad and Karachi continued and grew.

2982 individuals received advice and guidance in 24/25. Labour Behind the Label escalated 455 of these cases to brands linked to suppliers in Pakistan and pushed for industry level discussion on the solutions.

A specific survey to dig into wage violations was also launched, to gather data from the legal aid centres about worker issues linked to pay, and the need for a living wage.

Leicester workers trained in their rights

Work to mobilise and empower UK garment workers in Leicester continued, with the production of a resource booklet about worker rights, videos shared on whatsapp communities explaining rights in a number of languages, and events to bring workers together to discuss their rights. We hosted some workers to attend a conference about organising, and continued to fight a campaign to push for major highstreet fashion brands to source 1% of their fashion from UK factories, supporting decent work. Our Christmas card action to deliver messages to stores saw over 100 people hand in cards to M&S, Tesco and Asda. A joint letter calling on brands to ensure good jobs for Leicester garment workers signed by UK trade unions and NGOs was sent to 25 brands. Media coverage we supported promoting the campaign included an investigation by the BBC.



TOP: Pakistani organisers worked with Labour Behind the Label to push for higher wages.

BOTTOM: Activists hand in a petition at the Pakistan High Commission in London, calling for stronger labour protections and consultation on labour law changes with trade unions.

Urgent Appeals

Urgent Appeals are calls to action in response to violations of workers' rights at specific workplaces. These cases can include unsafe working conditions, unfair wages, harassment or worker exploitation in a named factory. Global partners raise reports of issues and, depending on the nature of the case, Labour Behind the Label applies pressure on companies and if necessary mobilises public support to push for solutions.

Labour Behind the Label worked on 16 cases this year across Thailand, Bangladesh, Pakistan, Myanmar, Turkey, Sri Lanka, and India. There were a number of trade union persecution cases, including blacklisting, and illegal dismissals with the intent to ensure union busting, cases on illegal underpayment of the minimum wage, unpaid severance after unplanned factory closures and more.

Advocacy in 2024/25

How many **Urgent Appeals** cases did we work on?

16

How many **brands** did we engage with?

33

Number of **worker reports** of grievances raised with brands:

455

Roundtables held with brands and suppliers:

2



Activists outside auditing firm Intertek's AGM demand justice for the VK Garment workers.

Worker advocacy



Thailand: VK Garment workers represented at AGM

Our casework supporting 130 Burmese workers in their legal battle to push supermarket giant Tesco and their auditors, Intertek, to pay unpaid wages and severance owed, continued in force this year. The daily reality for these women, 5 years into their struggle, is cruising debt, blacklisting, constant anxiety over their legal status, yet they continue to fight for justice. Labour Behind the Label were able to access a share in Intertek and the workers wrote a clear message they wanted to put to the board. While the workers' letter and question were read inside in the presence of the whole company board, outside a group of campaigners stood silently alongside lifesized cardboard cut out figures of the VK workers holding their signs demanding their pay.



Exploited workers who made Tesco F&F jeans have been fighting a legal battle for their compensation and owed wages for more than 5 years. ►



Bangladesh: Justice for Shahidul Islam

The brutal factory attack on trade union organiser Shahidul Islam outside a garment factory in Dhaka in 2023 left behind a grieving widow and children in need of support. In solidarity with Shahidul's family, we have been tracing brands linked to the supplier – the Prince Jacquard Sweater factory – and have been actively requiring that they make financial contributions to support his widow. This year, this work has proved successful with 2 brands making contributions totalling \$15,000. Activists supported this push with social media comments and poster actions on the anniversary of the incident.



India: SAPL workers win regular engagement with management

A long running solidarity campaign with workers at the SAPL factory in south India had some small wins this year. Women-led union GLU had been pushing factory management to resolve issues such as harassment, verbal abuse, and unfair pay for many years but management repeatedly refused to recognise GLU or its list of protected workmen, instead intimidating union members to force them to resign. Labour Behind the Label put

pressure on Primark, Bestseller and the Children's Place to engage over the freedom of association issues, hosting meetings and negotiations between the workers and brands. Brands failed to ensure that SAPL management fully recognised the union, but workers did get a partial win where some owed lockdown wages were paid, and management agreed to regularly meet and sign minutes with the union. The struggle continues.

Holding fashion brands and retailers to account

6 petitions launched

3716 signatures collected

140 activists joining street actions and events

6 street and in store actions to push brands to act

Change in supply chains also comes from companies and governments taking action. Our work, as well as building power from the base, focuses on ensuring brands and retailers are held to account for their role in supply chain rights and environmental impacts. Here are some things we have done this year to hold the brands visibly to account for things happening in fashion supply chains around the world.

Wages not warrants: campaign win

In late 2023, Bangladesh garment workers took to the streets to protest the news that they would be paid a poverty wage 12,500 taka (£90) – roughly half the monthly Living Wage that trade unions had been calling for. With the tyrannical Prime Minister Sheikh Hasina governing Bangladesh the protests fell on deaf ears and the police opened fire killing four garment workers. In the aftermath of the protests garment workers faced unprecedented attacks on their workplace

freedoms and civil liberties. Thousands of people were arrested and 44,000 blank arrest warrants were filed by factory bosses. The fact that at any moment, anyone's name could be added to a blank warrant, created a climate of fear designed to stop people from unionising.

This year Labour Behind the Label doubled down on our solidarity action to deliver the dropping of the cases, and push for better pay. In April we hosted a mass action on Oxford Street, visiting brands linked to the suppliers where legal charges



▲ Activists push fashion brands to get their suppliers to drop sham legal charges levied against organised workers in Bangladesh.

had been bought against workers, and calling for them to drop the charges and pay workers a living wage. Our ongoing lobbying of 14 UK fashion companies increased around this issue, with Labour Behind the Label launching a tracker showing how many cases were linked to each brand, and releasing a joint letter with UK trade unions.

In the summer of 2024, revolution was sparked in Bangladesh by students calling for economic justice and social change. Hope arrived with a new interim government in charge. Trade unionists continued to fight to have this injustice overturned. So our work intensified and over 800 supporters sent petitions. Many took part in an in-store pocket drop action against Zara to pressure this company to act. In December 2024 we campaigned outside M&S, NEXT and Primark in Manchester, singing revised carols about Bangladesh worker rights. Through this international solidarity, we, alongside Clean Clothes Campaign partners, were able to get 12 of the cases dropped by brands requiring their suppliers to act.

2025 update: The real breakthrough came from the work of Bangladeshi unionists however, who kept up the work to negotiate with the interim government to act unilaterally. Finally in autumn 2025, we were able to declare that the cases have been finally dismissed.

Legislation to hold fashion brands to account

We continued our public push for a new UK law to hold companies to account for supply chain harm. This included sending a briefing to all new MPs following the general election and launching a new petition in support of a business, human rights and environment act.

Investor action on SHEIN

Following the news that SHEIN was seeking to list on the London stock exchange, we produced a briefing for investors in collaboration with worker rights organisers focusing on the risks in SHEIN production. This was sent to many investors involved in the decision on whether to list SHEIN.

We also presented our work to investors and pension fund managers at a forum for ethical investors, to ask them to act to support garment workers.

No London listing has yet been accepted.



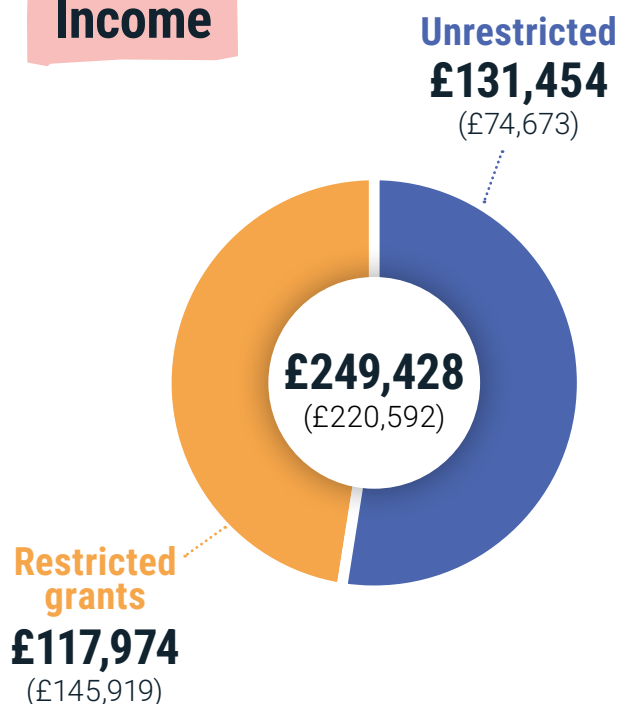
Finances

Labour Behind the Label's finances for the financial year 2024/25 show a total income of £249,428, with 53% coming from unrestricted funds (£131,454) and 47% from restricted grants (£117,974). Our main funders included the CCC International Office, JRCT, REB Solomons Trust, Dashlight Foundation, Global Rights Compliance (GRC) and some major donors. Total spend for the year was £244,650.

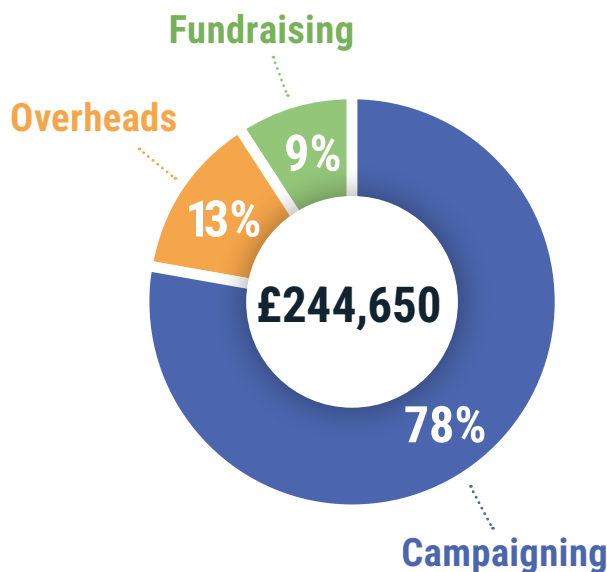
We do not accept funds from brands, retailers, or any trusts affiliated with the fashion industry. This ensures we remain impartial in our campaigning and policy work.

We continue to focus on diversifying our income with a commitment to our individual giving strategy and engaging in new trusts and foundations in order to sustain our current size and capacity. The funding landscape continues to challenge us and threaten our work however we are grateful to our supporters and funders – old and new – who continue to back our work and keep us going.

Income



Expenditure



Main funders

CCC International Office
JRCT
REB Solomons Trust
Network for Social Change
Global Rights Compliance (GRC)

Labour Behind the Label fights alongside workers for a fashion industry where exploitation has no place. We support garment workers' efforts to improve their working conditions and change the fashion industry for the better. We raise awareness, provide information and promote international solidarity between workers and consumers. We are part of the global movement for change that is the Clean Clothes Campaign.

Labour Behind the Label
The Old Co-op, 38-42 Chelsea Road,
Easton, Bristol BS5 6AF

☎ +44(0)117 441 4245

✉ info@labourbehindthelabel.org

🖱 labourbehindthelabel.org

📺 [labourbehindthelabel](https://www.facebook.com/labourbehindthelabel)

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