

FACTSHEET: #PAYYOURWORKERS #RESPECTLABOURRIGHTS

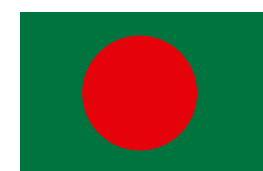
When COVID-19 hit in 2020, many garment brands cancelled orders or refused to pay in full. Factory owners were therefore unable to pay workers their full wages during lockdowns and sick leave and millions of garment workers were paid less than their already poverty-level wages. Many who lost their jobs were left without the money owed to them, including bonuses and severance pay that they were legally entitled to.



CLEAN CLOTHES CAMPAIGN ESTIMATES THAT:

For the first three months of the pandemic alone, garment workers are owed between US\$3.19 and \$5.78 billion⁸ in wages (also known as the wage gap). We estimate that garment workers worldwide are owed a massive \$11.85 billion⁹ for the period March 2020-March 2021.

Wage gap estimates for March-May 2020



IN BANGLADESH:
US \$501 million



IN INDONESIA:
US \$405.36 million



IN CAMBODIA:
US \$123.59 million



IN SRI LANKA:
US \$24.05 million



IN INDIA:
US \$259.72 million

⁸. [Still Un\(der\)Paid](#) research report by Clean Clothes Campaign (July 2021)
⁹. [Un\(der\)paid in the pandemic](#) research report by Clean Clothes Campaign (August 2020)

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In terms of severance theft, Worker Rights Consortium estimates that total **severance theft across the supply chains of global brands and retailers is between \$500 to \$850 million** for the first year of the pandemic alone¹⁰.

The behaviour of brands and their business decisions plays a central role in creating this devastating situation for garment workers.

A survey in March 2020 among Bangladeshi factory owners showed that **98.1% of brands refused to contribute to the cost of paying partial wages¹¹** (as required by law) to furloughed workers, and 97.3% of brands refused to contribute to the severance pay expenses of dismissed workers. Many brands have returned to making large profits, while garment workers are still in desperate situations, owed wages, bonuses or severance pay.

\$500-\$850 MILLION

TOTAL SEVERANCE THEFT FOR THE FIRST YEAR OF THE PANDEMIC ALONE

97.3% OF BRANDS

REFUSED TO CONTRIBUTE TO THE SEVERANCE PAY EXPENSES OF DISMISSED WORKERS



10. Fired, then Robbed. Research report by the Worker Rights Consortium, April 2021, pg 32

11. Abandoned. Research report by Mark Anner, Ph.D., Center for Global Workers' Rights in association with Worker Rights Consortium, March 2020