



February 23, 2021

Minimum Wages Committee for Textile Industry Tamil Nadu

**Subject: Support for Establishing a Minimum Wage for Textile Workers in Tamil Nadu**

Honorable Members of the Minimum Wages Committee for Textile Industry Tamil Nadu:

The undersigned brands, retailers, and organizations, representing a significant percentage of the buyers of textiles and garments from Tamil Nadu state, applaud the Tamil Nadu government for building a successful textile and garment industry in Tamil Nadu. As part of those efforts, we welcome the establishment of a Minimum Wages Committee for the Textile Industry by the Government of Tamil Nadu. A minimum wage is essential for both workers and the future of the Tamil Nadu textile and garment industry. Therefore, we urge the Minimum Wages Committee to establish a meaningful minimum wage for textile workers in Tamil Nadu that aligns with International Labor Organization (ILO) standards.

As global fashion brands and retailers, we believe the establishment of a minimum wage that meets international standards and guidance established by the ILO on wage setting will help to position Tamil Nadu as a responsible sourcing destination. We urge the Committee to base the minimum wage on ILO C131 (Minimum Wage Fixing Convention) and its accompanying recommendation R135 (Minimum Wage Fixing Recommendation). Further, we urge the Committee to consider other key factors in determining a minimum wage, including:

- the needs of workers and their families;
- the general level of wages in India;
- the cost of living and inflation;
- social security benefits; and
- the relative living standards of other social groups and economic factors, including the requirements of economic development, levels of productivity and the desirability of attaining and maintaining a high level of employment.

Therefore, we again urge the Committee to establish a robust minimum wage consistent with international standards and taking into account above-referenced factors. The establishment of a minimum wage that embodies these principles will not only help workers and sustain this critical industry but ensure that Tamil Nadu's textile and garment industry stands out as one of the best in India.

We look forward to working with you to establish a minimum wage. Together, we can sustain and grow Tamil Nadu's textile and garment industry.

Sincerely,

Amer Sports  
American Apparel & Footwear Assn  
Basic Resources, Inc.  
Bella + Canvas  
The Children's Place

Esprit  
Fair Labor Association  
Gap Inc.  
Hugo Boss  
Levi Strauss & Co.

PVH  
Ralph Lauren  
Stitch Fix  
VF Corporation