

FLA FAIR COMPENSATION STRATEGY STATUS: WAGE DATA COLLECTION



Introduction

In 2020, all FLA companies and suppliers were required¹ to collect wage data from a representative sample² of their supply chains and use the FLA's Fair Compensation Dashboard to analyze the living wage gap. The status of company progress and completion of these requirements is reported in the chart that follows.

- ▶ 95 percent of FLA companies collected wage data in using the FLA's Fair Compensation Tools.
- ▶ 90 percent of FLA companies completed data collection of a representative sample of its supply chain.

- ▶ 53 percent of FLA companies collected data from over 10 percent of their supply chain²; and 30 percent of companies collected data from over 25 percent of their supply chain.
- ▶ The greatest amount of wage data was collected from China, Vietnam, Bangladesh, Cambodia, and Honduras.
- ▶ In total, affiliates collected 362 wage data sheets from their supply chain for living wage analysis.

¹ <https://www.fairlabor.org/report/2020-fair-compensation-strategy>

² At a minimum, five percent of the company's supply chain disclosed to the FLA, focused in high-risk and high-production volume countries



Wage Data Collection Methodology

The FLA's wage data collection methodology

was developed through consultation with a working group of living wage practitioners and experts. The FLA's Fair Compensation Data Collection Tool measures workers' average monthly net wage across factory occupations and production seasons and is designed to be scalable across large supply chains. The FLA utilizes the Ankers' net wage definition:

Net Wage = Basic or Contracted Wage + In-Kind Benefits + Cash Benefits - Legal Taxes & Deductions

Incentive pay is included when it is verified that all workers earn it during the regular work week. Leave pay is included if it is not already included

in the basic wage. Overtime is never included when evaluating workers' living wages.

The FLA collects wage data in all of its factory assessments. Additionally, all FLA companies are required to collect wage data from a representative sample of their tier one facilities, analyze the living wage gap, and set priorities for improving wages within their own supply chain.

In February 2020, the FLA launched a data analysis tool to support members' understanding of wages and the living wage gap. The FLA's online Fair Compensation Dashboard allows companies to upload and analyze their wage data against wage benchmarks for 25 sourcing countries.



This chart indicates company status fulfilling the FLA requirement on wage data collection outlined in the Fair Compensation Strategy 2020. The FLA will ensure progress through company accreditation annual assessments.

COMPANY	STATUS	COMPANY	STATUS	COMPANY	STATUS
47 Brand		Hanesbrands		Outerstuff	
adidas Group		Hugo Boss		Patagonia	
Antigua Group		Kathmandu		PopSockets	
arena Group		Kay & Emms		Pou Chen Group	
Burton Snowboards		Kingdom		prAna	
Colosseum		L2		PUMA	
Cutter & Buck		Lakeshirts		s.Oliver	
Delta Galil		Mainland Headwear		SanMar	
Fanatics Apparel, Inc.		Maxport		TOMS Shoes	
Fast Retailing		Mountain Equipment Co-op (MEC)		Top of the World	
Fenix Outdoor AB		MV Sport - The Game		Under Armour	
Forward Sports		New Balance		Volcom	
Fruit of the Loom		New Era		Yee Tung Group	
Gildan		Nike			
Gore Wear		Outerknown			



No Response



Planned



In Progress



Completed