



Addressing Children's Rights in the Garment and Footwear Supply Chain

A COMPENDIUM OF COMPANY AND INDUSTRY EXAMPLES

Acknowledgements

The *Compendium of Company and Industry Examples* was developed as part of the [Network on Children's Rights in the Garment and Footwear Sector](#). The network was established in 2017 by Norges Bank Investment Management (NBIM) and the United Nations Children's Fund (UNICEF).

ARTICLE ONE

This compendium was written by Article One, a strategy and management consultancy with expertise in human rights, responsible innovation and social impact. This publication includes significant contributions from garment and footwear brands and retailers, including members of a peer-learning group established by NBIM and UNICEF, as well as multi-stakeholder initiatives and industry partnerships. Input for the publication was provided in writing and verbally through a series of bilateral meetings conducted throughout Fall and Winter 2020. The authors are grateful to the companies and multi-stakeholder initiatives for their time and contributions.

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Reference to the companies featured in this report does not imply endorsement by UNICEF or NBIM of their policies and practices. Instead, this information is intended to show examples of company efforts to address and integrate children's rights within their wider responsible sourcing efforts.

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1 Introduction

The Compendium of Company and Industry Examples responds to the continuing challenge and need for the garment and footwear sector to address more effectively adverse impacts on children and working parents in the supply chain.

This compendium builds on [Children's Rights in the Garment and Footwear Supply Chain: A Practical Tool for Integrating Children's Rights into](#)

[Responsible Sourcing Frameworks](#), published in June 2020 by UNICEF in partnership with Norges Bank Investment Management (NBIM). It highlights

examples on integrating children's rights into due diligence processes, company policies and strategies, risk and impact assessments, supplier engagement initiatives, purchasing practices, grievance and reporting processes and broader advocacy efforts.

The case studies featured in this compendium have been selected from participants in the Network on Children's Rights in the Garment and Footwear Sector, as well as from a variety of leading multi-stakeholder initiatives (MSIs) and industry partnerships. The case studies explore approaches that network participants, MSIs and industry partnerships have taken to ensure children's rights are recognized in their responsible sourcing efforts. With each case study, the compendium explores challenges and links to children's rights,



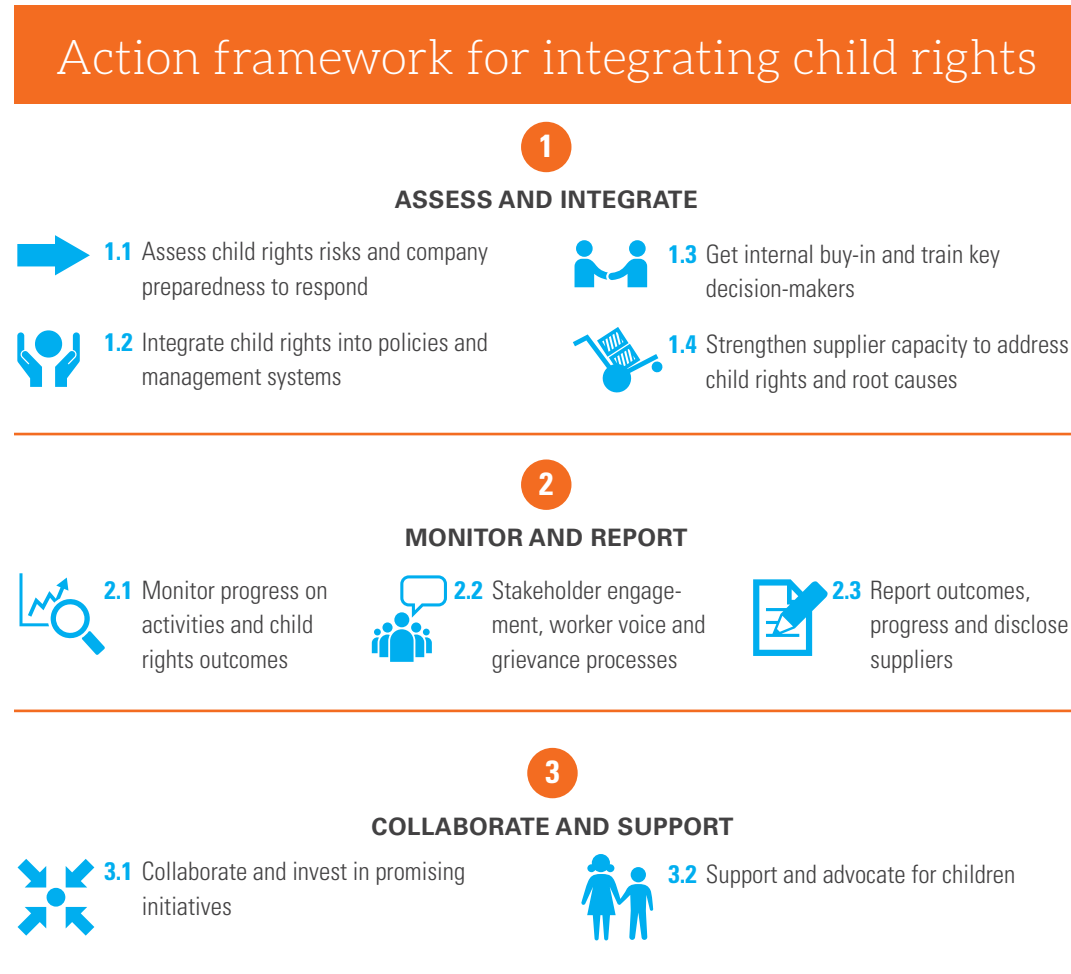
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the approaches or strategies taken to address these challenges, and the impacts or lessons learned.

Throughout the compendium, the [Action Framework for Integrating Child Rights](#), featured in the 2020 guidance tool, is referenced to provide readers with an understanding of how these case studies relate to specific internal steps that organizations can take to address adverse impacts on children. Readers can therefore see the extent to which each case study corresponds to the framework and what opportunities for further action still exist.

In light of the severe health and socioeconomic consequences of the COVID-19 pandemic for workers and their families globally, the need for the industry to address its impact on children through responsible business practices is more critical than ever. We acknowledge that many companies in the industry, including network participants, have only started the process to address children's rights in their supply chain.

We hope and expect to see more innovative examples develop in the coming



years. We also hope that this compendium will help guide and inspire companies across the garment and footwear sector to enhance their efforts to respect and promote children's rights.

For the moment, the case studies highlighted in this compendium provide an early view into some of the ways in which companies are seeking to contribute towards improved market practices and stronger respect for children's rights.

2 Snapshot of company and industry examples

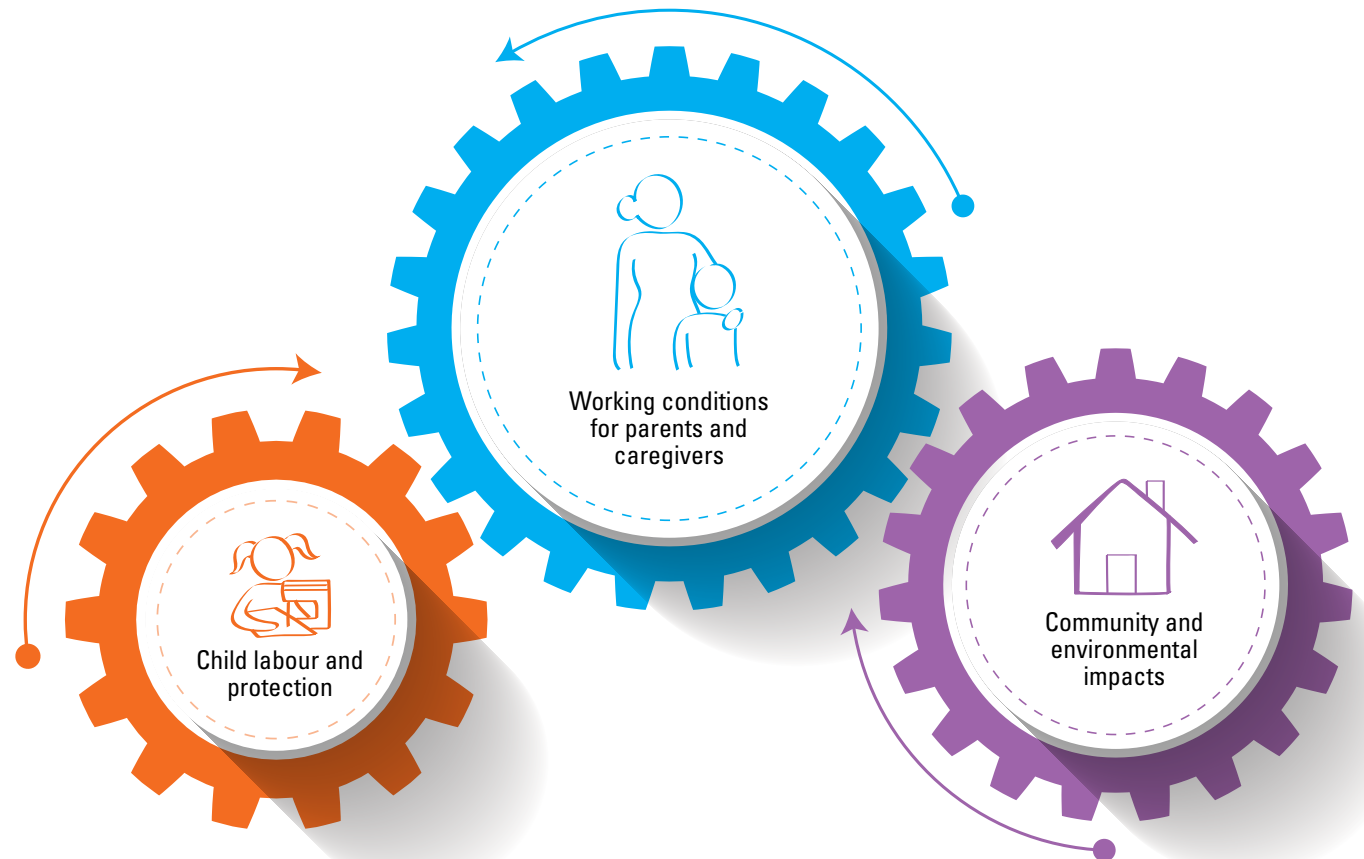


Click on each box to
navigate to case study

■ MSIS / INDUSTRY PARTNERSHIPS ■ COMPANIES

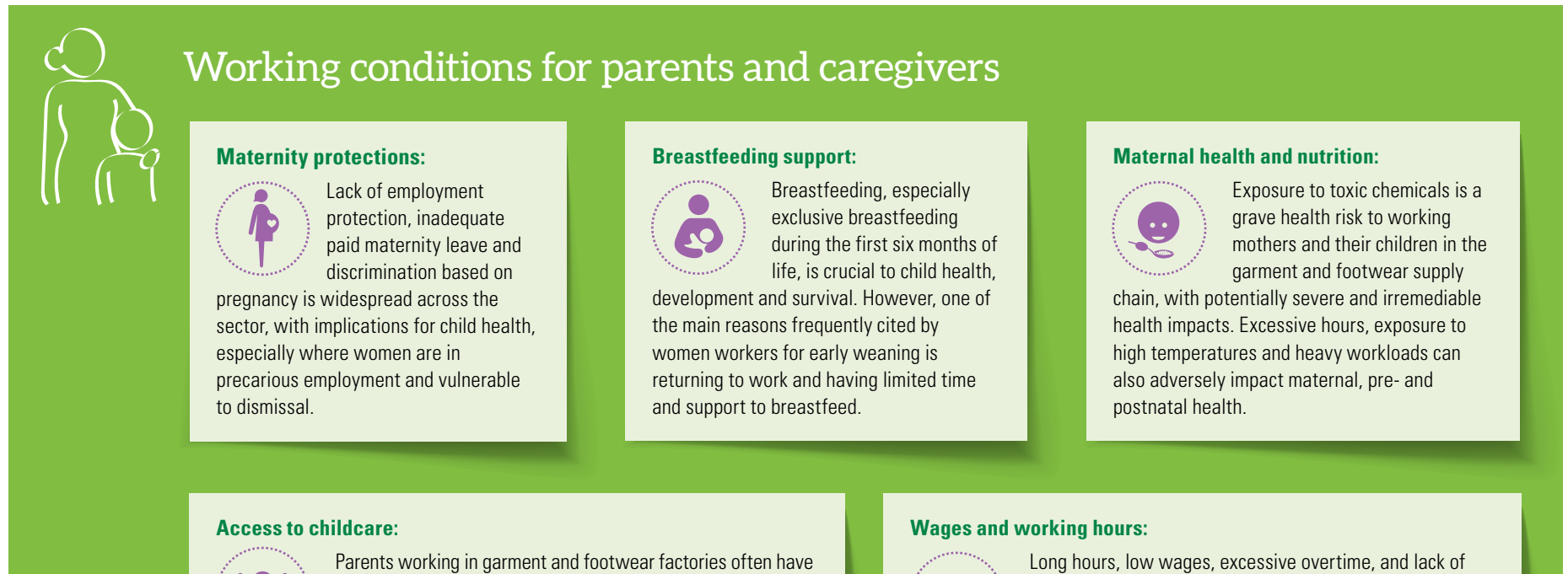
3 Linking examples to the Action Framework

The garment and footwear supply chain impacts children directly and indirectly. For example, one of the most well-known risks to children's rights is child labour, which can impact children's development, education and overall well-being. Indirect and less understood impacts, however, have received significantly less attention. For example, poor working conditions, inadequate wages and excessive working hours may be more indirectly linked to children's rights, since these risks impact supply chain workers, many of whom are parents or caregivers. These direct and indirect links can be categorized into three broad areas, which will be referenced throughout the report:¹



¹ United Nations Children's Fund. [Children's Rights in the Garment and Footwear Supply Chain](#), UNICEF, 2020.

Key themes from the action framework:



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