

SALIENT ISSUES 2019

ISSUE	DEFINITION	WHERE IN THE VALUE CHAIN VIOLATIONS ARE MORE LIKELY
FAIR LIVING WAGE ILO Conventions 95 and 131	<p>.A wage level covering workers' and their families' basic needs and provides some discretionary income</p>	<p>Across value chain with focus on manufacturing..</p>
HEALTH & SAFETY ILO Conventions 155 and 183	<p>Health, safety and wellbeing of employees, workers and customers across the value chain, such as working conditions, store safety, product safety, chemical safety.</p>	<p>Across value chain.</p>
FORCED LABOUR/ MODERN SLAVERY ILO Convention 29 , 105, 97	<p>The exploitation of people for personal or commercial gain. Victims are deceived or coerced into a situation which they cannot/or where it is difficult to leave.. Particularly vulnerable situation appear for migrant workers, often recruited through labour agencies either from abroad or interstate. Indicators of exploitation among migrants vary, but can include unreasonable fees leading to debt bondage, physical and sexual violence, threats against employees and their families, wage withholding, restrictions in freedom of movement, and retention of personal documents</p>	<p>In the parts of value chain where there is a higher prevalence of migrant worker, for example in manufacturing, logistics, construction, raw material extraction and in connection to staff outsourcing and subcontracting.</p>
DISCRIMINATION, VIOLENCE AND HARASSMENT ILO Conventions 100, 111, 159 and 190	<p>Discrimination; unfair or humiliating treatment on the grounds of gender, sexual orientation, race, color, age, pregnancy, marital or social status, religion, political opinion, nationality, ethnic origin, disease or disability The term "gender-based violence and harassment" means violence and harassment directed at persons because of their sex or gender or affecting persons of a particular sex or gender disproportionately and includes sexual harassment.</p>	<p>Across value chain where women's rights is of great importance to recognize due to the large share of women in the textile industry, as well as in own operations.. Including securing non-discrimination in marketing and application of AI.</p>
CHILD LABOR / YOUNG WORKERS ILO Conventions 138 and 182, United Nations Convention on the Rights of the Child, The Children's Rights and Business Principles ILO Convention 138, Article 3	<p>Work that deprives children of their childhood, their potential and their dignity, and that is harmful to physical and mental development. It refers to work that is mentally, physically, socially or morally dangerous and harmful to children; and interferes with their schooling by depriving them of the opportunity to attend school; obliging them to leave school prematurely; or requiring them to attempt to combine school attendance with excessively long and heavy work. The minimum age for admission to any type of employment or work which by its nature or the circumstances in which it is carried out is likely to jeopardize the health, safety or morals of young persons shall not be less than 18 years.</p>	<p>Children are directly and indirectly impacted by business activities throughout the value chain. Child labor is a potential risk in the value chain, especially in connection to informal sectors and raw materials.</p>

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FREEDOM OF ASSOCIATION & COLLECTIVE BARGAINING ILO Convention 87, 98, 135, 154.	A person's right to join, and/or form, organizations of his/her own choosing and to bargain collectively	Across value chain.
SOCIAL SECURITY ILO Conventions 122, 158 and 175	Predictable and recognized employment is a pre-condition to get access to health care and income security, particularly in cases of old age, unemployment, sickness, invalidity, work injury, maternity or loss of a main income earner. Precarious and self-employment might reduce access to social security.	Mainly an obligation belonging to the responsibility of the State as defined by the UN Guiding Principles, but relevant especially in supply chain countries and some retail markets, where lack of legal frameworks or institutional capacity sufficiently addressing this issue is common
WORKING HOURS ILO Conventions 001, 014, 106 and 030	Working hours that comply with national law, ILO Conventions or collective agreement, whichever affords the greater protection of the worker. Connected to the workers right to health and family life, as well secured income.	Mainly in the manufacturing supply chain.
LAND RIGHTS	Land is an issue that impacts directly on the enjoyment of several human rights as land is a source of livelihood, central to economic rights and also often tied to social and cultural rights. How land is used is also an adjacent issue. The use of land can be a cause of conflict and sometimes involves illegal displacement of people. Land rights also relates to gender perspective on land heritage.	Mainly raw material and locations of industrial and commercial facilities.
ACCESS TO CLEAN WATER	Safe water and enough supply, accessible and affordable for personal and domestic use. Industries can be a contributor to water pollution and water scarcity, why safeguarding wastewater treatment and water use is essential to ensure access to clean water in the communities.	Mainly communities in production and raw material sourcing countries.