Addressing Gender Based Violence and Harassment in Textile, Clothing and Footwear Manufacturing Industry

February 8, 2021

What is the SOP about?

Our objective

Establishing common standards and goals based on International Labour Standards, other human rights instruments, and best practices to **enable industry-wide action** in addressing gender-based violence and harassment

Who should use this SOP?

The short answer is – **everyone**! We designed this SOP to guide a diverse group of supply chain stakeholders.

Brands

Retailers

Licensors

Licensees

Agents

Manufacturing groups

Factories

Governments

Employers and industry associations

Trade unions

Non-profit organizations

What does the SOP consist of?

What works to prevent and respond to GBVH

- Organisation leadership
- Workplace policies
- Workplace systems
- Workplace norms and practices
- Workplace training

The procedures

- Human resource management
- Procurement, purchasing, and sourcing
- Supply chain management
- Client and customer management
- Subsidiary management

The implementation guides

- Policies
- Grievance mechanisms
- Referrals
- M&E
- Risk assessment
- Responding to disclosures
- Training guidance
- Zero tolerance

How can we use the SOP?

Using the procedures

- ✓ To translate International Labour Standards and UN Guiding Principles for Business and Human Rights into a practical, step-by-step procedures

- ✓ To review and benchmark existing policies, systems, and processes against international standards and best practices

- ✓ To identify gaps and improvement areas for action planning

- ✓ To embed key principles into corporate policies, procedures, and internal controls

- ✓ To communicate internally within your businesses about expectations according to international standards

- ✓ To communicate externally to business partners and other stakeholders about your organisation's expectations

- ✓ To guide practical action for continuous improvement, including purchasing practices, internal learning, and monitoring and evaluation

Thank you