Labour and human rights risks in the garment, textile and footwear sector

Silvia Ayuso

ESCI-UPF School of International Business
Mango Chair in Corporate Social Responsibility
Research Report No. 31
September 2024

Index

Cover image: Image from iStock (credit: michaeljung)

0. Summary

The garment, textile and footwear industries face some specific labour and human rights risks along their supply chains, and these risks intersect with country-specific conditions that may make them more or less likely.

The purpose of this report is to collect publicly available information on social risks in garment, textile and footwear supply chains and compare them with the country risk classification of the Social Risk Map of the Mango Chair in CSR. The first eight risk areas of the Social Risk Map (child labour, forced and obligatory labour, health and safety at work, freedom of association, discrimination, disciplinary measures, harassment and abuse, working hours, and remuneration) correspond basically to the most common labour and human rights risks in the garment and footwear sector identified by the OECD.

We conclude that current countries' risk level classifications of the Social Risk Map, based on available statistics, scores or ratings from credible sources, are a good orientation for the issues of child labour, forced and obligatory labour, health and safety at work, and freedom of association, since countries with reported incidents in the garment, textile and footwear sector are classified mostly as medium or high-risk level. However, we recommend additional sector-specific information sources for the risks related to gender-based discrimination, disciplinary measures, harassment and abuse, working hours and remuneration.

1. Introduction

Fashion is one of the biggest industries in the world, employing over 60 million workers in the textiles, clothing, leather and footwear industries (ILO, cited in Fashion United, 2024). As a sector heavily reliant on both natural and human resources, its potential for labour and human rights advancement is enormous, but the risk for potential harm is also significant.

Sector-specific risks like excessive overtime, low wages, unsafe working conditions, verbal and sexual harassment, and forced labour may occur at different stages of the supply chain. These sector-specific risks intersect with the endemic problems that exist in different countries, such as weak social protections of workers or insufficient enforcement of labour laws. For instance, many countries do not enshrine international standards set out in ILO Conventions, including the 1929 ILO Forced Labour Convention and the 2014 ILO Forced Labour Protocol as well as the UN Guiding Principles on Business and Human Rights. Even, in some countries or regions, the state is involved in the exploitation of workers.

However, collecting systematic information on the situation in a country with respect to labour and human rights is complicated, and even more so when analysing a specific sector such as the garment, textile and footwear industries. In this regard, it is advisable to make use of available data from credible sources (statistics, scores, ratings) that allow comparative numerical measurement of non-compliance and/violations of labour and human rights and assessing the magnitude of the existing risk in each country of infringing these rights. This is precisely what the Social Risk Map of the Mango Chair in CSR does.

The purpose of this report is to collect publicly available information on labour and human rights risks in garment, textile and footwear supply chains and compare them with the country risk classification of the Social Risk Map of the Mango Chair in CSR.

The report is structured as follows: the next chapter gives a brief introduction to social risks in the garment, textile and footwear sector, and then the following chapter explains the Social Risk Map developed by the Mango Chair in CSR. Chapter 4 reviews the main labour and human rights risks in the sector, comparing the country risk rankings of the risk map with specific information collected, and the last chapter provides the conclusions of this analysis.

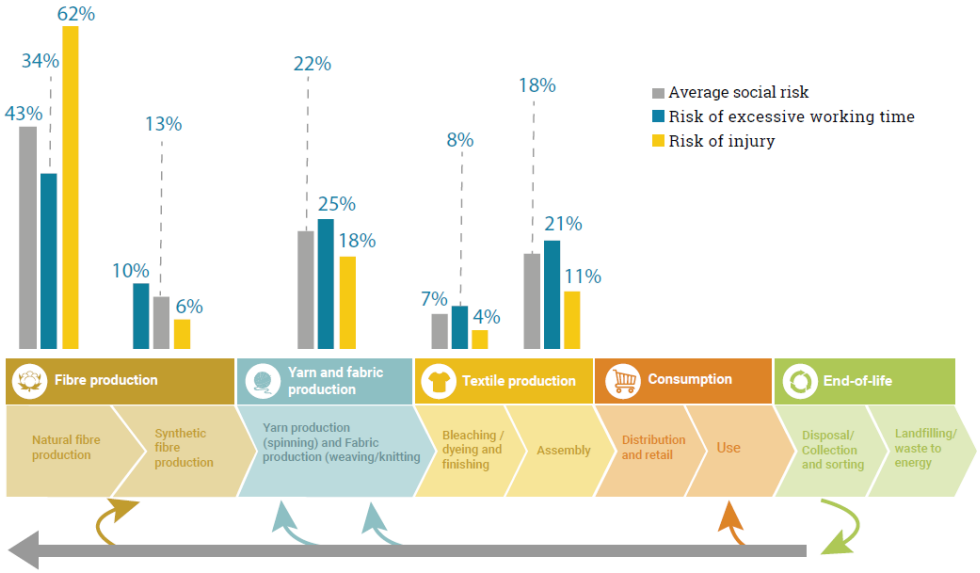
2. Social risks in the garment, textile and footwear industries

The garment, textile and footwear industries employ millions of low-skilled workers, many of whom are women, and act as an entry point into the formal economy in many countries (OECD, 2018). As such, companies operating in these industries have the potential to generate growth, employment and skill development through their own operations and sourcing. However, as a labour-intensive sector, it faces significant risks of human rights and labour abuses. While such impacts are not new to the industries, the characteristics of modern global supply chains – such as stages of the production process spread across diverse countries, short lead times and short-term buyer-supplier relationships - can reduce visibility and control over company's supply chain and can create challenges for enterprises to identify these risks and meet their responsibilities. Hence, unacceptable working conditions and some instances of modern slavery and child labour in the garment, textile and footwear industries have attracted the focus of NGO campaigns and significant media attention (UNEP, 2020). In particular, the collapse of the Rana Plaza building in Dhaka, Bangladesh, in April 2013, in which more than 1,132 people were killed and more than 2,500 injured, most of them women and girls, brought the poor labour conditions faced by workers in the garment sector to global attention.

According to the OECD Due Diligence Guidance for Responsible Supply Chains in the Garment and Footwear Sector, the most prevalent human rights and labour risks in these industries include but are not limited to: child labour, sexual harassment and sexual and gender-based violence in the workplace, forced labour, occupational health and safety, violations of the right of workers to establish or join a trade union and to bargain collectively, excessive working time and non-compliance with minimum wage laws and wages that do not meet basic needs of workers and their families (OECD, 2018). These risks may arise across all segments of the supply chain.

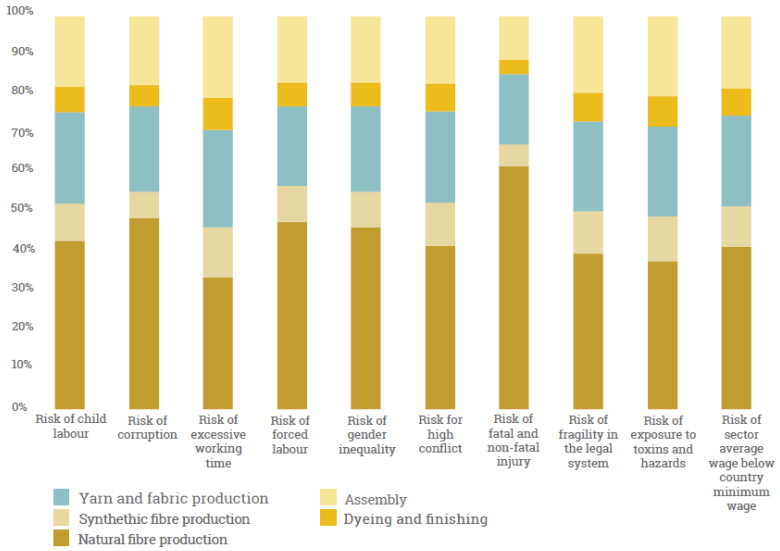
A recent report by the United Nations Environment Programme analyses the social risks of the garment industry through a social life cycle assessment (SLCA) of a low-cost garment (UNEP, 2020). The SLCA identifies fibre production as the stage in the apparel value chain with the highest social risks, as shown in Figure 1 and Figure 2. For the majority of social risk indicators identified as relevant to textiles (child labour, corruption, forced labour, gender inequality, high conflict, fragility in the legal system, exposure to toxins and hazards and sector average wages below the country minimum wage), activities at the fibre production stage are responsible for the highest proportion of these risks. Risks associated with fibre production were found to account for between 49% and 57% of the various social risks identified, with the exception of the risk of fatal and non-fatal injury, where fibre production was responsible for an even higher share of the risk (68%), and the risk of excessive working time, where the high risks associated with

garment assembly reduce the relative contribution from fibre production. The high social risks of fibre production are overwhelmingly due to natural fibre production. The yarn, fabric, textile production and assembly stages of the value chain are also associated with social risks, with yarn and fabric production the next most significant after fibre production, followed by garment assembly.



Note: For the manufacture of a low-cost garment made of 30% cotton and 70% polyester. "Average social risk" is the average of the social impact risk indicator scores for child labour, corruption, forced labour, gender inequality, high conflict, fragility in the legal system, exposure to toxins and hazards, and sector average wages below the country minimum wage. Source: Social LCA on global apparel, see Box 4. A lack of data meant that the use and disposal phases were not included in the analysis, and that yarn and fabric production were combined into a single stage.

Figure 1: Social risks across the textile value chain (UNEP, 2020)



Note: For the manufacture of a low-cost garment made of 30% cotton and 70% polyester). Source: Social LCA on global apparel, see Box 4.

Figure 2: Contribution of the textile life cycle stages to each of the ten social impact risk indicators identified for the global apparel industry (UNEP, 2020)

3. Country risks: the Social Risk Map of the Mango Chair in CSR

The Mango Chair in Corporate Social Responsibility at ESCI-UPF has created a Social Risk Map of countries. The general classification of the country level of social risk is given by estimating the level of risk in nine areas that correspond to the sections of a reference code of conduct for manufacturers/suppliers, which forms the basis for the "Social audit manual of an organisation's code of conduct in the factories and facilities of its manufacturers".[1]

For each section of the reference code of conduct, an indicator has been selected that expresses country-specific conditions that may jeopardise compliance with the code of conduct requirements. The selection of the indicators has been made taking into consideration several criteria including relevance to the issue in question, credibility of the organisation providing the database, public access to the data, periodicity of data update, and scope of countries covered by the data.[2]

To facilitate the interpretation of the different measurement scales of the indicators, the original values published by the different organisations have been converted into a uniform scale of three levels of risk (low, medium and high). The result is a risk classification for each area (child labour, forced and compulsory labour, occupational health and safety, etc.).[3]

Finally, the combination of the risk level classifications of the nine risk areas considered results in an overall classification of five levels of social risk for each country, according to the following scheme:

[1] This document is available at https://www.esci.upf.edu/es/catedra-mango-rsc/catedra-rsc-proyectos

[2] Since no indicators were found that meet these criteria for the section of the reference code of conduct related to "subcontracting", it has not been possible to include this section in the risk classification of the producing countries.

[3] All countries recognised by the United Nations except Monaco and San Marino are considered (191 countries in total).

Overall level of risk	
Low	All areas are low risk
Low/Medium	Up to 3 areas (≤ 3) are medium risk and the rest of areas are low risk
Medium	4 or more areas (≥ 4) are medium risk, and the rest of areas are low risk OR 1 area is high risk and the rest of areas are medium or low risk
Medium/High	Between 2 and 4 areas (2-4) are high risk, and the rest of areas are medium or low risk
High	More than 5 areas (≥ 5) are high risk, and the rest of areas are medium or low risk[4]
	No data are available for more than three areas (≥ 3)

The risk classification of the Social Risk Map refers to country risk factors, i.e., governance and socio-economic conditions in a particular country which may make specific risks more likely. However, country risk factors are not the only factors influencing the risk of harm in a company's supply chain; other risk factors are related to the sector, product, business model and sourcing model (OECD, 2018).

Table 1 shows the selected indicators for each risk area of the Social Risk Map of the Mango Chair in CSR and whether the data contain specific information for the garment, textile and footwear industries.

[4] Countries are also classified as high risk when there is no data available for more than three areas (≥ 3) and more than 2 areas (≥ 2) are high risk.

Table 1: Risk areas and indicators of Social Risk Map

Risk area	Indicator and organisation	Sector-specific data?
Child labour	Children's Rights in the Workplace Index (Global Child Forum and UNICEF, 2023)	No
Forced and obligatory labour	Global Slavery Index (Walk Free, 2023)	Latest report identifies the highest value products at risk of forced labour imported by the G20 countries (among them garments and textiles) and the corresponding source countries (Walk Free, 2023).
Health and safety at work	Experienced harm at work (Lloyd's Register Foundation, 2021)	No
Freedom of association	ITUC Global Rights Index (ITUC, 2023)	Some industries are mentioned in the latest reports, among them the garment sector (ITUC, 2023; ITUC, 2024).
Discrimination	Global Gender Gap Index, Dimension "Economic Participation and Opportunity" (WEF, 2023)	No
Disciplinary measures, harassment and abuse	Violence and harassment experienced at work (Lloyd's Register Foundation, 2021)	No
Working hours	Statistics on working time (ILO, 2024b)	It provides data broken down by economic activity categories.
Remuneration	Minimum wages (ILO, 2024c)	No
Compliance with legislation	Worldwide Governance Indicator (WGI), Dimension "Rule of Law" (Kaufmann and Kraay, 2023)	No

4. Sector risks: looking for sector-specific information

The assessment of sector-related country risk is very complex due to the different variables that interfere: the sub-sector or product, the supply chain level, the region or geographical area where production takes place and the profile of the workers, among others.

There are numerous media news and reports produced by international organisations and NGOs that find non-compliance and/violations of fundamental labour and human rights in the garment, textile and footwear industries. However, this information mostly refers to specific problems (e.g. forced labour) faced by specific worker profiles (e.g. migrants, women, children) in particular countries or regions. Furthermore, the reports are based on different typologies of factories or workplaces and different scopes of workers surveyed or assessed. Therefore, it is difficult to decide without further research if the incidence of such practices is an isolated incident or represents a pattern or common practice in the regional/national industry. It is thus advisable to validate this type of information and/or to use other credible sources with a broader and more systematic approach to data collection.

Next, we will analyse the different risk areas of the Social Risk Map of the Mango Chair in CSR and complement them with additional sources for publicly available sector-specific information. To check whether the classification of the Social Risk Map is valid for the particular circumstances of the garment, textile and footwear industries, we compare the country classification on the risk area in question with the additional information collected.

The first eight risk areas (child labour, forced and obligatory labour, health and safety at work, freedom of association, discrimination, disciplinary measures, harassment and abuse, working hours, and remuneration) correspond basically to the most common labour and human rights risks in the garment and footwear sector identified by the OECD (OECD, 2018). We will not analyse the risk area “Compliance with legislation” since the used indicator (Worldwide Governance Indicator) measures the quality of countries’ governance and is independent from the business sector. A complementary indicator for “Compliance with legislation”, more focused on labour legislation, is the Labour Rights Index developed by the WageIndicator Foundation and the Centre for Labour Research, which looks at the status of countries in terms of providing laws related to decent work for the labour force (WageIndicator and CLR, 2024).

4.1. Risk area "Child labour"

Child labour is a known and documented risk across the full value chain of the garment sector globally, including at cotton seed production, harvesting, yarn spinning, homework and manufacturing (OECD, 2018). While it has been known for decades that children are among those working in the textile supply chain, the exact numbers are difficult to determine. This is because their work is often deeply hidden within the global supply chain (UNICEF, 2020). There are some specific characteristics that increase the potential of child labour in this sector (OECD, 2022). For example, low wages for adult workers and piece rate systems can lead to children working to supplement the family income. Many production processes in the garment and footwear sector are also low skilled, which means that children can be recruited to perform some tasks. High rates of subcontracting and informality also increase the risk of child labour, as these production processes are less visible to inspections and assessments.

While the Social Risk Map of the Mango Chair in CSR bases its risk assessment in this area on the Children's Rights in the Workplace Index (Global Child Forum and UNICEF, 2023), a reliable source of information to assess the industry-specific risks is the **List of Goods Produced by Child Labour or Forced Labour** published every 2 years by the United States Department of Labour in accordance with the Trafficking Victims Protection Reauthorization Act (TVPRA) (US Department of Labour, 2024). The list is developed and maintained by the Bureau of International Labour Affairs (ILAB) and includes goods and their source countries which ILAB has "reason to believe" are produced (with inputs) by child labour or forced labour in violation of international standards. To make determinations about the List, ILAB relies on a wide variety of publicly available primary and secondary sources that are no more than 7 years old. Primary sources include surveys carried out by foreign governments in conjunction with the International Labour Organization (ILO); site visits and data gathered by ILAB staff and other US government personnel; and quantitative and qualitative studies carried out by a variety of governmental and non-governmental entities, including academic institutions. Secondary sources include information reported by US government agencies, foreign governments, and civil society organisations, including reporting from US government-funded technical assistance projects. In addition, ILAB monitors, on an ongoing basis, reports from international institutions, NGOs, industry groups and publications, academic journals, and media sources. ILAB evaluates all available data sources against several criteria (source of information, extent of corroboration, etc.) before deciding on the inclusion of a good in the TVPRA List.

To collect the information for the following Table 2, we reviewed the 2024 TVPRA List and considered the findings related to the following goods: bamboo, carpets, cotton, cottonseed (hybrid), embellished textiles, fashion accessories, footwear,

garments, gloves, leather, leather goods/accessories, rubber, rubber gloves, sheep, silk, sisal, textiles, thread/yarn. The 33 countries in which child labour incidents have been reported are classified as medium risk level by the Social Risk Map of the Mango Chair in CSR.

Table 2: Countries' risk level for child labour

Country	Industry risk	Description & Source	Risk area level according to Social Risk Map	Resulting risk level
Afghanistan	Child labour	There is reason to believe child labour occurs in the production of **carpets** in Afghanistan (US Department of Labour, 2024).	Medium	=
Argentina	Child labour	There is reason to believe child labour occurs in the production of **cotton** in Argentina (US Department of Labour, 2024). There are reports that children from Bolivia are forced to produce **garments** in informal workshops in the city of Buenos Aires and its surrounding municipalities (US Department of Labour, 2024).	Medium	=
Azerbaijan	Child labour	There is reason to believe child labour occurs in the production of **cotton** in Azerbaijan (US Department of Labour, 2024).	Medium	=
Bangladesh	Child labour	There is reason to believe child labour occurs in the production of **footwear, garments, leather, textiles and jute** in Bangladesh (US Department of Labour, 2024).	Medium	=
Benin	Child labour	There are reports that children are forced to produce **cotton** in Benin in the north of the country; many of the children are trafficked or migrate to this area from other parts of the country, or from Burkina Faso or Togo (US Department of Labour, 2024).	Medium	=

Brazil	Child labour	There is reason to believe child labour occurs in the production of **cotton**, **footwear and sisal** in Brazil (US Department of Labour, 2024). There is evidence that children raise **sheep** in Brazil (estimated 5,773 child labourers) (US Department of Labour, 2024).	Medium	=
Burkina Faso	Child labour	There are reports of children producing **cotton** under conditions of forced labour in Burkina Faso (50% of all boys aged 10 and above from the eastern region) (US Department of Labour, 2024).	Medium	=
Cambodia	Child labour	There is reason to believe child labour occurs in the production of **rubber** and **textiles** in Cambodia (US Department of Labour, 2024).	Medium	=
China	Child labour	There are reports that children are forced to pick **cotton** in China in the Xinjiang Uighur Autonomous Region and in Gansu province, mobilized through schools (40,000 and 1 million students) (US Department of Labour, 2024).	Medium	=
Egypt	Child labour	There is reason to believe child labour occurs in the production of **cotton** in Egypt (US Department of Labour, 2024).	Medium	=
Ethiopia	Child labour	There are reports that children produce **woven textiles** under conditions of forced labour in Ethiopia, mainly in Addis Ababa (US Department of Labour, 2024).	Medium	=
Ghana	Child labour	There is evidence that children are involved in the **weaving of textiles** in Ghana (estimated 23,856 child labourers) (US Department of Labour, 2024).	Medium	=

India	Child labour	There is reason to believe child labour occurs in the production of **carpets, cotton, footwear, leather goods/ accessories, silk fabric, silk thread** and **thread/yarn** in India (US Department of Labour, 2024). There are reports that children are forced to produce hybrid **cottonseed in** India, concentrated in the state of Andhra Pradesh (400,000-450,000 children) (US Department of Labour, 2024). There are reports of children producing **embellished textiles** under conditions of forced labour in India (225,000-310,000 children) (US Department of Labour, 2024). There are reports that children are forced to produce **garments** in India throughout the country (up to 100,000 children) (US Department of Labour, 2024).	Medium	=
Indonesia	Child labour	There is reason to believe child labour occurs in the production of **footwear (sandals)** and **rubber** in Indonesia (US Department of Labour, 2024).	Medium	=
Iran	Child labour	There is reason to believe child labour occurs in the production of **carpets** in Iran (US Department of Labour, 2024).	Medium	=
Kazakhstan	Child labour	There is reason to believe child labour occurs in the production of **cotton** in Kazakhstan (US Department of Labour, 2024).	Medium	=
Kenya	Child labour	There is reason to believe child labour occurs in the production of **sisal** in Kenya (US Department of Labour, 2024).	Medium	=

Kyrgyz Republic	Child labour	There is reason to believe child labour occurs in the production of **cotton** in Kyrgyz Republic (US Department of Labour, 2024).	Medium	=
Liberia	Child labour	There is reason to believe child labour occurs in the production of **rubber** in Liberia (US Department of Labour, 2024).	Medium	=
Mali	Child labour	There is reason to believe child labour occurs in the production of **cotton** in Mali (US Department of Labour, 2024).	Medium	=
Mexico	Child labour	There is evidence that children work in **garment** manufacturing in Mexico (estimated 17,826 children), mainly in Puebla and Guanajuato states (US Department of Labour, 2024). There is evidence that children work in the production of **leather goods** in Mexico (estimated 5,594 children) ((US Department of Labour, 2024).	Medium	=
Myanmar	Child labour	There are reports that children are forced to work in the production of **bamboo** in Myanmar, particularly in Karen, Shan, and Arakan States near military camps, with children constituting up to 40 percent of forced labourers (US Department of Labour, 2024). There is reason to believe child labour occurs in the production of **garments** in Myanmar (US Department of Labour, 2024).	Medium	=

		There are reports that children are forced to work in the production of **rubber** in Myanmar for the military camps (US Department of Labour, 2024).		
Nepal	Child labour	There are reports that children are forced to produce **carpets** in Nepal; carpet factories are concentrated in the Kathmandu Valley (US Department of Labour, 2024). There are reports that children are forced to produce **embellished textiles** in Nepal, Kathmandu Valley (7,500 children) (US Department of Labour, 2024).	Medium	=
Pakistan	Child labour	There are reports that children are forced to work in the production of **carpets** throughout the country; children of migrants, refugees, and impoverished families are particularly vulnerable to this practice (500,000 children) (US Department of Labour, 2024). There is evidence that children work in the production of **garments** in Pakistan (estimated 166,398 children) (US Department of Labour, 2024). There is reason to believe child labour occurs in the production of **leather** in Pakistan (US Department of Labour, 2024). There is evidence that children work in the production of **textiles** in Pakistan (estimated 45,699 children) (US Department of Labour, 2024).	Medium	=
Paraguay	Child labour	There is evidence that children raise **sheep** in Paraguay (estimated 9,790 child labourers raise sheep throughout rural areas, mostly boys) (US Department of Labour, 2024).	Medium	=

Philippines	Child labour	There is reason to believe child labour occurs in the production of **fashion accessories** and **rubber** in Philippines (US Department of Labour, 2024).	Medium	=
Tajikistan	Child labour	There are reports that children are forced to work during the annual **cotton** harvest in Tajikistan, mobilized through schools (US Department of Labour, 2024).	Medium	=
Tanzania	Child labour	There is reason to believe child labour occurs in the production of **sisal** in Tanzania (US Department of Labour, 2024).	Medium	=
Thailand	Child labour	There are reports that children, mostly girls, are forced to produce **garments** in Thailand; migrant children from Laos and Myanmar are particularly vulnerable (US Department of Labour, 2024).	Medium	=
Turkey	Child labour	There is reason to believe child labour occurs in the production of **cotton** in Turkey (US Department of Labour, 2024). There are reports that children produce **footwear** in Turkey, including many in the Syrian refugee community (US Department of Labour, 2024). There are reports that children produce **garments** in Turkey in various cities nationwide, including many in the Syrian refugee community (US Department of Labour, 2024).	Medium	=
Turkmenistan	Child labour	There is reason to believe child labour occurs in the production of **cotton** in Turkmenistan (US Department of Labour, 2024).	Medium	=
Vietnam	Child labour	There is evidence that children in Vietnam manufacture **footwear** (estimated 9,756 child labourers work in footwear	Medium	=

		manufacturing for over 42 hours per week) (US Department of Labour, 2024). There is reason to believe child labour occurs in the production of **garments** in Vietnam (US Department of Labour, 2024). There are reports that children in Vietnam produce **leathe**r (estimated 1,426 child labourers), primarily working in the tanning and pre-processing stages and in dyeing animal skins (US Department of Labour, 2024). There is evidence that children in Vietnam cultivate **rubber** (estimated 10,224 child labourers) (US Department of Labour, 2024). There is evidence that children, mostly girls, in Vietnam produce **textiles** (estimated 6,049 child labourers), mainly in the fabrication and finishing stages of the process (US Department of Labour, 2024).		
Zambia	Child labour	There is reason to believe child labour occurs in the production of **cotton** in Zambia (US Department of Labour, 2024).	Medium	=

4.2. Risk area “Forced and obligatory labour”

Garment and textile manufacturing is one of the largest sectors at risk of forced labour, with products imported by G20 countries at a value of US$147.9 billion (garments) and US$12.7 billion (textiles) per annum (Walk Free, 2023). Characteristics that contribute to forced labour risks include informality and subcontracting, which reduce visibility into labour standards, and workers who live on-site can be at risk of being physically confined in the workplace (OECD, 2018). Workplace violations – such as low wages, forced overtime and restrictions on movement – can also together equate to forced labour.

Forced labour is often linked to migrant workers and indigenous persons which are particularly vulnerable (OECD, 2022). Migrant workers are often forced to use irregular and risky channels to migrate such as relying upon fraudulent recruitment intermediaries or smugglers. Once they reach their destination, migrants may remain vulnerable to forced labour and human trafficking due to language barriers, challenges of social integration, and fraudulent employers, landlords and service providers who may take advantage of their limited knowledge of local conditions and reduced bargaining power (ILO, OECD, IOM and UNICEF, 2019). Many of the victims of forced labour are in debt bondage, forced to work to pay off a debt without the possibility of leaving (OECD, 2022).

While the Social Risk Map of the Mango Chair in CSR bases its risk assessment in this area on the Global Slavery Index (Walk Free, 2023), a reliable source of information to assess the industry-specific risks is the **List of Goods Produced by Child Labour or Forced Labour** published every 2 years by the United States Department of Labour in accordance with the Trafficking Victims Protection Reauthorization Act (TVPRA) (US Department of Labour, 2024). Interestingly, the **latest report of Walk Free** (2023) made the attempt to validate this list. Firstly, it filtered the US Department of Labour list of goods produced by forced labour and child labour by “forced labour”. Secondly, it conducted a literature review to independently verify the product/source country combinations by credible secondary sources, such as journal articles, primary research reports, reports from an international organisation or an NGO, or media reports. If no relevant references were found or the information was more than five years old, the product/source country combination was excluded.

The following Table 3 shows the countries which reported forced labour incidents according to the 2024 TVPRA List for the following goods: bamboo, carpets, cotton, cottonseed (hybrid), embellished textiles, fashion accessories, footwear, garments, gloves, leather, leather goods/accessories, rubber, rubber gloves, sheep, silk, sisal, textiles, thread/yarn. The product/source country combinations deleted from the list by Walk Free (2023) are marked in italics and with an asterisk.

Of the 20 countries in which forced labour incidents have been reported, most are classified as medium risk level by the Social Risk Map of the Mango Chair in CSR. Four countries are classified as low risk, but for two of these countries Walk Free (2003) has not found recent evidence of forced labour occurrence, so a low-risk classification might be justified in these cases. Seven countries are classified as high risk, but for three of these countries Walk Free (2003) has not found recent evidence of forced labour occurrence, so the question arises as to whether these countries (Kazakhstan, North Korea and Tajikistan) can be considered high risk as far as the garment and textile sector is concerned.

Table 3: Countries' risk level for forced and obligatory labour

Country	Industry risk	Description & Source	Risk area level according to Social Risk Map	Resulting risk level
Argentina	Forced child labour	There are reports that children from Bolivia are forced to produce **garments** in informal workshops in the city of Buenos Aires and its surrounding municipalities (US Department of Labour, 2024).	Medium	=
Bangladesh	Forced labour	There are reports that adults are working under forced labour conditions to produce **garments** in Bangladesh (US Department of Labour, 2024).	Medium	=
Benin	Forced child labour	*There are reports that children are forced to produce **cotton** in Benin in the north of the country; many of the children are trafficked or migrate to this area from other parts of the country, or from Burkina Faso or Togo (US Department of Labour, 2024).**	Low	↑/=
Brazil	Forced labour	There is reason to believe forded labour occurs in the production of **garments** in Brazil (US Department of Labour, 2024).	Medium	=
Burkina Faso	Forced child labour	*There are reports of children producing **cotton** under conditions of forced labour in Burkina Faso (US Department of Labour, 2024).**	Low	↑/=
China	Forced labour/ Forced child labour	There are reports that children are forced to pick **cotton** in China in the Xinjiang Uighur Autonomous Region and in Gansu province, mobilized through schools (40,000 and 1 million students) (US Department of Labour, 2024).	Medium	=

		There is reason to believe that **cotton** in China is harvested and processed under conditions of forced labor (Xinjiang-origin cotton) (US Department of Labour, 2024). There is reason to believe forded labour occurs in the production of **footwear** in China (US Department of Labour, 2024). There are reports of **glove** factories forcibly training and employing ethnic minority adult workers with the government's support (1,500-2,000 workers) (US Department of Labour, 2024).		
Ethiopia	Forced child labour	There are reports that children produce **woven textiles** under conditions of forced labour in Ethiopia, mainly in Addis Ababa (US Department of Labour, 2024).	Medium	=
India	Forced labour/ Forced child labour	There is reason to believe forded labour occurs in the production of **carpets** in India (US Department of Labour, 2024). There are reports that children are forced to produce hybrid **cottonseed** in India, concentrated in the state of Andhra Pradesh (400,000-450,000 children) (US Department of Labour, 2024). *There are reports of children producing **embellished textiles** under conditions of forced labour in India (225,000-310,000 children) (US Department of Labour, 2024).** There are reports that children are forced to produce **garments** in India throughout the country (up to 100,000 children); Dalit and scheduled caste children, a socially disadvantaged class in India, are particularly vulnerable to	High	=

		forced labour in this industry (US Department of Labour, 2024). There are reports that forced labour conditions are prevalent among workers in the **thread and yarn** sector in India, in particular, workers in spinning mills in the state of Tamil Nadu (US Department of Labour, 2024).		
Kazakhstan	Forced labour	*There is reason to believe forded labour occurs in the production of **cotton** in Kazakhstan (US Department of Labour, 2024).**	High	=/↓
Malaysia	Forced labour	There is reason to believe forded labour occurs in the production of **garments** in Malaysia (US Department of Labour, 2024). There are reports that adults are forced to produce **rubber gloves** in Malaysia. working (estimated 42,500 migrant workers employed in the Malaysian rubber glove industry, from Bangladesh, India, Myanmar, and Nepal) (US Department of Labour, 2024).	Medium	=
Mauritius	Forced labour	There is evidence that migrant workers in Mauritius are exploited under forced labour conditions in the **garment** sector (US Department of Labour, 2024).	Low	↑
Myanmar	Forced labour/ Forced child labour	There are reports that adults and children are forced to work in the production of **bamboo** in Myanmar, particularly in Karen, Shan, and Arakan States near military camps, with children constituting up to 40 percent of forced labourers (US Department of Labour, 2024).	High	=

		There is evidence that adults, primarily women, are forced to work in **garment** factories, particularly in the city of Yangon (US Department of Labour, 2024). There are reports that adults and children are forced to work in the production of **rubber** in Myanmar for the military camps (US Department of Labour, 2024).		
Nepal	Forced child labour	There are reports that children are forced to produce **carpets** in Nepal; carpet factories are concentrated in the Kathmandu Valley (US Department of Labour, 2024). *There are reports that children are forced to produce **embellished textiles** in Nepal, Kathmandu Valley (7,500 children) (US Department of Labour, 2024).**	Low	↑
North Korea	Forced labour	*There is reason to believe forded labour occurs in the production of **textiles** in North Korea (US Department of Labour, 2024).**	High	=/↓
Pakistan	Forced labour/ Forced child labour	There are reports that children are forced to work in the production of **carpets** throughout the country; children of migrants, refugees, and impoverished families are particularly vulnerable to this practice (500,000 children) (US Department of Labour, 2024). There is reason to believe forded labour occurs in the production of **cotton** in Pakistan (US Department of Labour, 2024).	High	=
Tajikistan	Forced child labour	*There are reports that children are forced to work during the annual **cotton** harvest in Tajikistan, mobilized through schools (US Department of Labour, 2024).**	High	=/↓

Thailand	Forced child labour	*There are reports that children, mostly girls, are forced to produce **garments** in Thailand; migrant children from Laos and Myanmar are particularly vulnerable (US Department of Labour, 2024).**	Medium	=
Turkmenistan	Forced labour	There is reason to believe forded labour occurs in the production of **cotton** in Turkmenistan (US Department of Labour, 2024).	High	=
Uzbekistan	Forced labour	There are reports that adults are forced to cultivate **silk cocoons** in Uzbekistan (majority of the farmers who produce silk cocoons) by government officials, predominantly in the south of the country (US Department of Labour, 2024).	Medium	=
Vietnam	Forced labour	There is reason to believe forced labour occurs in the production of **garments** in Vietnam (US Department of Labour, 2024).	Medium	=

Note: The product/source country combinations marked in italics and with an asterisk have been deleted form the Walk Free (2003) list for lack of recent evidence to verify the occurrence of forced labour.

4.3. Risk area “Health and safety at work”

Each stage of the supply chain in the garment, textile and footwear sector holds unique and well-documented health and safety risks (OECD, 2018). In particular, the generation of chemical waste, extreme heat, air pollution and flooding as well as the reduced availability of water may cause industry-specific occupational safety and health risks and impact negatively human health and wellbeing.

Poor health and safety standards, including building safety, fire safety and exposure to dangerous chemicals, can even put workers’ lives at risk, as happened in 2013 with the collapse of the Rana Plaza building in Bangladesh. In part, these risks are related to the country’s context such as quality of inspections, building height, the extent of urban planning, the quality of the air, etc. (OECD, 2018).

The following Table 4 shows the five countries which reported child labour incidents according to the 2024 TVPRA List (see 4.1. Risk area “Child labour”) that also affect children workers’ health and safety, classified as low, medium or high-risk level by the Social Risk Map of the Mango Chair in CSR.

Due to the difficulty of finding extensive and updated country data on occupational injuries, the Social Risk Map uses the results of the World Risk Poll conducted by Gallup for the Lloyd’s Register Foundation as an indicator (percentage of positive answers to the question whether the person has experienced or knows someone who has suffered a serious injury at work in the last two years). To complement this data related to the perception of harm at work, we recommend consulting the **ILO statistics on safety and health at work** (ILO, 2024a). The Annex 1 shows the latest reported data on fatal occupational injuries per 100,000 workers (bodily injuries or diseases caused by accidents at work and leading to death in the period of one year from the day of the accident) of the countries with available data, and classifies them into low, medium and high-risk countries. Another useful ILO indicator may be the number of inspectors per 10,000 employed persons (ILO, 2024a).

Table 4: Countries' risk level for health and safety at work

Country	Industry risk	Description & Source	Risk area level according to Social Risk Map	Resulting risk level
Burkina Faso	Occupational health and safety (children)	There are reports of children producing **cotton** under conditions of forced labour in Burkina Faso; some children are forced to sow, weed, and harvest the cotton in hazardous conditions (US Department of Labour, 2024).	Medium	=
Ghana	Occupational health and safety (children)	There is evidence that children are involved in the **weaving of textiles** in Ghana (estimated 23,856 child labourers); children are exposed to numerous health and safety hazards: chemical exposure from the processing and dyeing of materials, exposure to cotton and other organic dusts, musculoskeletal stresses, and noise exposure (US Department of Labour, 2024).	High	=
India	Occupational health and safety (children)	There are reports that children are forced to produce hybrid **cottonseed** in India, concentrated in the state of Andhra Pradesh; some children are forced to work with toxic pesticides (US Department of Labour, 2024). There are reports that children are forced to produce **garments** in India throughout the country (up to 100,000 children); some children are exposed to dye and toxic chemicals without protective equipment (US Department of Labour, 2024).	High	=

Pakistan	Occupational health and safety (children)	There are reports that children are forced to work in the production of **carpets** throughout the country; some children are forced to work without equipment to protect them from exposure to toxic chemicals and dust (US Department of Labour, 2024).	Low	↑
Turkey	Occupational health and safety (children)	There are reports that children produce **footwear** in Turkey, including many in the Syrian refugee community; some child labourers in this sector use hazardous chemicals, machinery, and materials (US Department of Labour, 2024).	Medium	=

4.4. Risk area “Freedom of association”

Restrictions on freedom of association and collective bargaining are well documented in the garment and footwear sector and supply chains globally (OECD, 2022). According to the International Trade Union Confederation (ITUC), restrictions take a wide number of forms but can include dismissal of workers due to trade union participation, blacklisting of workers who are part of trade unions, and violence perpetrated against trade unionists, amongst others (ITUC, 2023).

Unlike other risks in the supply chain, risks related to the worker’s right to establish or join a trade union and bargain collectively are generally not linked to specific product-lines or stages of the supply chain, but rather to the institutional and legal framework (OECD, 2018). For instance, major apparel producing countries such as Bangladesh, Myanmar and Turkey, are rated among the world’s ten worst countries for workers’ rights according to the ITUC (ITUC, 2024).

In addition, the conventional business model in the garment industry may represent an obstacle to forming unions. Research by ILO showed a direct relationship between common purchasing practices (short delivery times, low prices, lack of contracts) and access to freedom of association (cited by CNV Internationaal, 2021).

The Social Risk Map of the Mango Chair in CSR bases its risk assessment in this area on the **ITUC Global Rights Index** (ITUC, 2023). This annual country index also serves to assess the industry-specific risks, since it reflects the extent to which the state places restrictions on the rights of workers to establish or join trade unions for the purpose of collective bargaining. However, it may be the case that some sectors may be better protected than others within a given country.

The following Table 5 shows the seven countries explicitly mentioned in the latest ITUC reports in connection with incidents of freedom of association in the garment and textile sector, all classified as medium or high-risk level by the Social Risk Map of the Mango Chair in CSR.

Table 5: Countries' risk level for freedom of association

Country	Industry risk	Description & Source	Risk area level according to Social Risk Map	Resulting risk level
Bangladesh	Trade unions and collective bargaining	In the **garment** sector, which is Bangladesh's largest industry, attempts at forming unions were ruthlessly obstructed, while strikes were met with brutality by the country's Industrial Police force (ITUC, 2023). In 2023, several workers in the dominant **garment** sector, were killed by police during protests and a union leader was murdered; in addition, strikes were met with brutality by police and attempts to form unions for the sector's workers were obstructed by a draconian registration process which saw 50 per cent of applications rejected (ITUC, 2024).	High	=
Egypt	Trade unions and collective bargaining	In 2023, the authorities refused to register independent unions established in the **garment** sector and employers often did not respect the provisions of concluded collective agreements in this sector (ITUC, 2023).	High	=
Guatemala	Trade unions and collective bargaining	In 2023, workers at a **garment** factory formally established a trade union, and a week later got suspended from employment- this move was seen as an attempt to avoid collective bargaining (ITUC, 2024).	High	=
Honduras	Trade unions and collective bargaining	In 2023, four trade unionist that worked for a **garment** factory were killed; the management had announced the closing of the factory, and the union was in initial discussions about the closure (ITUC, 2024).	High	=

Myanmar	Trade unions and collective bargaining	In 2023, five union leaders employed at a **garment** factory were arrested by the military council after leading a protest for a pay rise (ITUC, 2024).	High	=
South Africa	Trade unions and collective bargaining	In 2024 companies used subcontracting as a strategy to avoid collective bargaining and to unilaterally impose wages and poor safety and health conditions, as seen in South Africa's **garment** industry (ITUC, 2024).	Medium	=
Turkey	Trade unions and collective bargaining	In 2024 the President of the Leather Weaving and Textile Workers' Union was attacked and shot in the leg as he was visiting a **textile** factory to negotiate unpaid wages and benefits (ITUC, 2024).	High	=

4.5. Risk area "Discrimination" (gender-based)

Women account for most of the labour force across many of the stages of the garment, textiles and footwear supply chain. While trends vary by region and country, nearly 60% of garment workers globally are women, reaching nearly 80% in some regions (ILO, 2023). Women are particularly exposed to gender-based discrimination (ILO and IFC, 2018). For example, women are more likely to be paid lower wages than men; women are more often linked to precarious, informal or irregular employment; and low-income women workers are particularly vulnerable to harassment in the workplace (OECD, 2018).

Regarding gender equality, women's labour in the garment industry is concentrated in the lowest-paid tasks and they are not typically provided access to the same amount or types of skills training opportunities as men are throughout the sector (ILO, 2023).

The Social Risk Map of the Mango Chair in CSR bases its risk assessment in this area on the **Global Gender Gap Index's dimension "Economic Participation and Opportunity"** (WEF, 2023), which assesses the extent to which gender equality exists with respect to wages, levels of participation and access to high-skilled jobs. This annual country index also serves to assess the industry-specific risks, since it reflects to some extent the existence of laws and policies biased against women.

A sector-specific complement to this data are the **estimates of gender pay gaps in the garment, textiles and footwear sector in nine Asian countries conducted by ILO** (Pillay, 2018). According to this research, a large proportion of the observed gender pay gaps is likely to be attributable to gender-based wage discrimination.

The following Table 6 shows the nine countries assessed in the ILO research about the gender pay gaps in the garment, textiles and footwear sector. The indicators shown are the raw gender pay gaps, expressed as the difference in estimated hourly earnings of employees (aged 15 years and above) between men and women (Pillay, 2018). The three countries classified as high risk by the Social Risk Map of the Mango Chair in CSR show large gender pay gaps, larger than the average gender pay gap observed in the EU countries of 12.7% in 2021 (EC, 2024). However, the lack of correspondence of the reported gender pay gaps with the risk level classification in the other countries is most likely due to the antiquity of the ILO research data.

Table 6: Countries' risk level for gender-based discrimination

Country	Raw gender pay gap (Pillay, 2018)	Risk area level according to Social Risk Map	Resulting risk level
Bangladesh	15% (2017)	High	=
Cambodia	5% (2012)	Medium	=/↓
India	42% (2012)	High	=
Indonesia	7% (2016)	Medium	=/↓
Laos	8% (2017)	Low	=
Pakistan	57% (2015)	High	=
Philippines	6% (2017)	Low	=
Thailand	18% (2017)	Low	↑
Vietnam	8% (2016)	Medium	=/↓

Apart from women's discrimination linked to unequal pay, there is increasing research and attention on violence and harassment, including sexual violence, occurring in the garment and footwear sector (OECD, 2022). Gender-based violence and sexual harassment have been reported to be widespread risks in the garment industry, both in the workplace and while commuting (ILO, 2023). However, sexual harassment and sexual and gender-based violence can be particularly difficult to identify due to a lack of reliable country-level and sector-level data (OECD, 2018).

A useful indicator, not included in the Social Risk Map, may be the **country scores for "Protecting women from violence"** (one of the scores of the overall Women's Workplace Equality Index (CFR, 2018). This indicator scores between 0 and 100 (100 being the best) and examines the existence and scope of legislation on violence against women, including domestic violence, sexual harassment, marital rape, and child and early marriage, and on the availability of protection orders for victims.

4.6. Risk area “Disciplinary measures, harassment and abuse”

Not only women are exposed to vulnerable conditions in the garment, textile and footwear sector, other disadvantaged worker groups are children and adolescents, migrants and persons belonging to ethnic, religious and caste minorities (OECD, 2018). These workers can be especially susceptible to forced (child) labour and may suffer from physical, psychological or sexual violence. It is found that gender violence in the garment and footwear sector is often combined with other types of violence and discrimination (OECD, 2022).

The following Table 7 shows the ten countries which reported child or forced labour incidents according to the 2024 TVPRA List (see 4.1. Risk area “Child labour” and 4.2. Risk area “Forced labour”) that also imply use of disciplinary measures, harassment and abuse. According to the Social Risk Map of the Mango Chair in CSR, five of these countries are classified as low-risk level, three as medium-risk level and two have no data available.

Due to the difficulty of finding country data on disciplinary measures, harassment and abuse, the Social Risk Map uses the results of the World Risk Poll conducted by Gallup for the Lloyd’s Register Foundation as an indicator (percentage of positive answers to the question whether the person has personally ever experienced violence and/or harassment at work). However, while this indicator appears to underestimate the risk related to disciplinary measures, harassment and abuse in the garment, textile and footwear sector, we are not aware of any other reliable country-level and sector-level data in this area.

Table 7: Countries' risk level for disciplinary measures, harassment and abuse

Country	Industry risk	Description & Source	Risk area level according to Social Risk Map	Resulting risk level
Argentina	Disciplinary measures, harassment and abuse (forced child labour)	There are reports that children from Bolivia are forced to produce **garments** in informal workshops in the city of Buenos Aires and its surrounding municipalities; these children suffer physical and verbal abuse from their employers (US Department of Labour, 2024).	Medium	=
Bangladesh	Disciplinary measures, harassment and abuse (forced labour)	Multiple surveys have reported that workers in the Ready-Made **Garment** industry in Bangladesh are subjected to physical and verbal abuse for not meeting targets; women are often victims of physical and sexual abuse, including punishment for not meeting targets (US Department of Labour, 2024).	Low	↑
Burkina Faso	Disciplinary measures, harassment and abuse (forced child labour)	There are reports of children producing **cotton** under conditions of forced labour in Burkina Faso; some children work under threats of abuse (US Department of Labour, 2024).	Medium	=
China	Disciplinary measures, harassment and abuse	There are reports of **glove** factories forcibly training and employing ethnic minority adult workers with the government's support; in some instances, workers have been	Medium	=

	(forced labour)	reported to be subject to torture (1,500-2,000 workers) (US Department of Labour, 2024).		
Ethiopia	Disciplinary measures, harassment and abuse (forced child labour)	There are reports that children produce **woven textiles** under conditions of forced labour in Ethiopia, mainly in Addis Ababa; some children are punished with physical abuse (US Department of Labour, 2024).	n/d	↑
India	Disciplinary measures, harassment and abuse (forced child labour)	There are reports of children producing **embellished textiles** under conditions of forced labour in India; some children are forced to work under threat of physical violence (US Department of Labour, 2024). There are reports that children are forced to produce **garments** in India throughout the country (up to 100,000 children); some children are punished and threatened with verbal and physical abuse, financial penalty, and some are routinely deprived of food, water, and sleep (US Department of Labour, 2024).	Low	↑
Myanmar	Disciplinary measures, harassment and abuse (forced labour/forced child labour)	There are reports that children are forced to work in the production of **bamboo** in Myanmar, particularly in Karen, Shan, and Arakan States near military camps, with children constituting up to 40 percent of forced labourers; the forced child labourers face physical violence or other punishment if they refuse to work (US Department of Labour, 2024). There is evidence that adults, primarily women, are forced to work in **garment** factories, particularly in the city of Yangon;	Low	↑

		workers reported physical violence and verbal harassment by supervisors (US Department of Labour, 2024). There are reports that adults and children are forced to work in the production of **rubber** in Myanmar for the military camps; the forced child labourers endure physical violence or other punishment if they refuse to work (US Department of Labour, 2024).		
Nepal	Disciplinary measures, harassment and abuse (forced child labour)	There are reports that children are forced to produce **carpets** in Nepal; carpet factories are concentrated in the Kathmandu Valley; many of the children are punished by employers for refusing to work, missing production quotas, falling asleep, or making mistakes. (US Department of Labour, 2024).	n/d	↑
Pakistan	Disciplinary measures, harassment and abuse (forced child labour)	There are reports that children are forced to work in the production of **carpets** throughout the country; some children are fined or beaten for any mistakes (US Department of Labour, 2024).	Low	↑
Thailand	Disciplinary measures, harassment and abuse (forced child labour)	There are reports that children, mostly girls, are forced to produce **garments** in Thailand; migrant children from Laos and Myanmar are particularly vulnerable; some are not provided sufficient food and are physically abused (US Department of Labour, 2024).	Low	↑

4.7. Risk area “Working hours”

For many enterprises operating in the garment and footwear supply chain, the highest risk of excessive overtime is found at garment and footwear manufacturing (OECD, 2018). The most common factors which may contribute to excessive working hours are low wages, inefficient production planning and poor purchasing practices. Research conducted by ILO found that the average working hours in the garment, textile and footwear sector in Asian developing countries approached 50 hours per week (Pillay, 2018).

Countries have different regulations regarding limits on normal working hours, overtime work, and penalty rates for overtime, as well as different annual leave and public holidays. The Social Risk Map of the Mango Chair in CSR bases its risk assessment in this area on the **ILO statistics on working time** (ILO, 2024b), specifically on the mean weekly hours worked per employee in countries where data are available. Whereas this indicator refers to all aggregated sectors, statistics are also provided broken down by economic activity categories.

Annex 2 shows the mean weekly hours worked per employed person for the International Standard Industrial Classification (ISIC) codes 13 Manufacture of textiles, 14 Manufacture of wearing apparel and 15 Manufacture of leather and related products for the countries that report data. Most countries maintain the same risk classification as for the aggregated sectors in the Social Risk Map or show an increased risk due to higher average of working hours in the considered garment, textile and leather sectors. Only some countries show lower average of working hours (and less risk) but in many cases this can be related to unreliable or missing data. It should be noted that some stages of the supply chain are related to other ISIC codes (e.g. manufacturing).

Finally, another useful ILO indicator for assessing the risk of excessive overtime may be the share of employed working 49 or more hours per week (ILO, 2024b).

4.8. Risk area “Remuneration”

Low wages are a known and prevalent risk across the garment and footwear sector supply chain globally and can be related to non-compliance with national law and not satisfying the basic needs of workers and their families (OECD, 2018). Wage non-compliance is a risk at all stages of the garment and footwear supply chain that are labour-intensive and employ low-income workers. Moreover, employment informality and piece rate compensation may contribute to low wages (OECD, 2022).

Many countries have adopted some form of national minimum wage. Countries often have several rates for minimum wages, which can vary by region, age of worker, economic activity or professional occupation, which can make it difficult

to know the minimum wage level for the textile, garment and footwear sector. Research conducted by ILO showed that a large proportion of workers in the garment, footwear, and textiles sector in several countries in Asia are paid below the minimum wage, particularly women and workers with lower levels of education (Cowgill and Huynh, 2016).

The Social Risk Map of the Mango Chair in CSR bases its risk assessment in this area on the general average minimum wages reported by ILO (ILO, 2024c). However, whether the applicable wage rate satisfies basic needs of workers and their families is not only dependent on the level of minimum wage but on the local cost of a basket of basic goods and services in the local context and on the number of dependent family members (OECD, 2018). In this regard, the minimum wages set by governments are often much lower than the so-called living wages.

The Industry We Want (TIWW), an initiative hosted by Fair Wear Foundation, Ethical Trade Initiative and Cascale, compiles a wage metric that illustrates the **gap between legal minimum wages and living wages** in 28 garment sector manufacturing countries (TIWW, 2024). Table 8 shows the gaps between the applicable minimum wage for the textile sector and the living wage, developed in collaboration with the WageIndicator Foundation. Whereas half of the countries are classified as high-risk countries by the Social Risk Map and show large wage gaps, most of the low and medium-risk countries also show wage gaps over 14%.

Table 8: Countries' risk level for remuneration

Country	Wage gap between minimum and living wage (TIWW, 2024)	Risk area level according to Social Risk Map	Resulting risk level
Bangladesh	62%	High	=
Brazil	51%	High	=
Bulgaria	61%	Medium	↑
Cambodia	64%	Medium	↑
China	73%	High	=
Colombia	38%	High	=
Egypt	70%	High	=
Honduras	20%	Medium	↑
Hungary	51%	Low	↑
India	70%	High	=
Indonesia	70%	High	=
Italy	7%	n/d	
Laos	67%	High	=
Mauritius	67%	High	=
Mexico	60%	High	=
Morocco	61%	Medium	↑
Nicaragua	55%	Medium	↑
Pakistan	46%	High	=
Peru	58%	High	=
Poland	37%	Low	↑
Portugal	36%	Low	↑
Romania	43%	Low	↑
South Africa	39%	Medium	↑
South Korea	-12%	Low	=
Tunisia	69%	High	=
Turkey	14%	Low	↑
United States of America	44%	Low	↑
Vietnam	65%	High	=

5. Conclusions

We analysed the different risk areas of the Social Risk Map of the Mango Chair in CSR and checked whether its classification is valid for the particular circumstances of the garment, textile and footwear industries, based on publicly available sector-specific information.

We can conclude that current countries' risk level classifications are a good orientation for the issues of child labour, forced and obligatory labour, health and safety at work, and freedom of association, since countries with reported incidents in the garment, textile and footwear sector are classified mostly as medium or high-risk level.

However, for the risks related to gender-based discrimination, disciplinary measures, harassment and abuse, working hours and remuneration, sector-specific information needs to be collected. One of the most important reliable sources with sector-specific information is the TVPRA List of the US Department of Labour (2024), which provides a list of goods and their source countries which it has "reason to believe" are produced by child labour or forced labour. Although this information source focuses on child and forced labour, reported incidents are many times connected to other labour and human rights violations.

Other relevant information sources are the ILO statistics on working time, broken down by economic activity categories such as manufacture of textiles, manufacture of wearing apparel and manufacture of leather and related products, and the wage gap between minimum and living wage compiled by The Industry We Want (TIWW).

Regarding gender-based discrimination linked to unequal pay, violence and harassment, and general disciplinary measures, harassment and abuse in the garment, textile and footwear sector, we are not aware of any reliable country-level and sector-level data.

Annexes

Annex 1: Alternative indicator for health and safety at work (ILO, 2024a)

Country	Fatal occupational injuries per 100,000 workers	Reference year	Risk level
Argentina	3.331	2022	Medium
Armenia	4.19	2020	Medium
Australia	1.62	2017	Low
Austria	2.86	2021	Medium
Azerbaijan	2	2022	Low
Bahrain	0.59	2020	Low
Barbados	0.75	2016	Low
Belarus	3.387	2022	Medium
Belgium	1.13	2021	Low
Belize	5.187	2022	High
Bulgaria	2.85	2021	Medium
Canada	5.71	2021	High
Chile	3.058	2018	Medium
Colombia	0	2017	Low
Croatia	2.18	2021	Low
Cyprus	2.23	2022	Low
Czechia	1.87	2021	Low
Denmark	1.42	2021	Low
Egypt	10.7	2015	High
Estonia	2.234	2020	Low
Finland	0.75	2021	Low
French Guiana	0	2014	Low
Georgia	2.73	2022	Medium
Germany	0.74	2022	Low
Greece	0.58	2021	Low
Guadeloupe	6.75	2014	High
Guatemala	0.14	2022	Low
Hong Kong. China	6.781	2016	High
Hungary	1.45	2022	Low
Iceland	0	2021	Low
Ireland	1.42	2021	Low
Israel	1.11	2022	Low
Italy	2.03	2022	Low
Japan	1.4	2019	Low
Kazakhstan	4.8	2017	Medium
Kyrgyzstan	4.1	2015	Medium
Latvia	4.29	2021	Medium
Lithuania	3	2022	Medium
Luxembourg	1.846	2022	Low
Macao. China	6.93	2016	High
Malaysia	6	2012	High
Mauritius	1.3	2022	Low
Mexico	7.512	2021	High
Mongolia	4.829	2022	Medium
Netherlands	0.33	2021	Low
New Caledonia	0.01	2015	Low
New Zealand	2.3	2015	Low

Norway	1.1	2022	Low
Occupied Palestinian Territory	1	2020	Low
Panama	1.004	2022	Low
Philippines	9.6	2017	High
Poland	1.56	2021	Low
Portugal	1.93	2021	Low
Republic of Korea	4.33	2022	Medium
Republic of Moldova	5.7	2015	High
Réunion	2.26	2014	Low
Romania	1.76	2022	Low
Seychelles	4.79	2018	Medium
Singapore	1.3	2022	Low
Slovakia	1.4	2022	Low
Slovenia	1.51	2021	Low
Spain	2.03	2022	Low
Sri Lanka	0.7	2022	Low
Sweden	1.2	2022	Low
Switzerland	0.75	2021	Low
Thailand	5.27	2020	High
Türkiye	6.34	2022	High
Ukraine	3.6	2018	Medium
United States of America	5.25	2018	High
Uruguay	3.73	2018	Medium
Uzbekistan	3	2022	Medium
Zimbabwe	9.53	2012	High

Note: Classification in risk levels: 0 – 2.5: low; 2.6 – 5.0: medium; > 5.1: high

Annex 2: Mean weekly hours in the garment, textile and footwear sector (ILO, 2024b)

Country	ISIC 13	Reference year	ISIC 14	Reference year	ISIC 15	Reference year	Risk area level according to Social Risk Map	Resulting risk level
Afghanistan	33,8	2021	32,61	2021			Low	=
Albania	46,82	2022	46,24	2022	46,67	2022	Medium	↑
Angola	41,14*	2021	49,58	2021			Medium	↑
Argentina	39,29	2023	35,98	2023	41,65	2023	Low	↑
Armenia	45,54*	2018	50,75	2018	50,86*	2018	Medium	↑
Austria	31,94	2023	31,3	2023	32,93	2023	Low	=
Bangladesh	53,15	2022	57,6	2022	57,13	2022	High	=
Belarus	38,68	2022	39,26	2022	40,01	2022	Low	↑
Belgium	36,1	2023					Low	=
Bhutan	39,33	2022	50,05	2022			High	=
Bolivia	29,83	2023	34,25	2023	39,8	2023	Medium	=
Bosnia-Herzegovina	41,72	2023	40,68	2023	40,7	2023	Medium	=
Botswana	44,87*	2023	42,11	2023		2023	High	=
Brazil	33,68	2023	37,46	2023	41,02	2023	Low	↑
Brunei	49,09*	2022	57,45	2022			High	=
Bulgaria	38,76	2023	39,09	2023	39,04*	2023	Medium	=
Burundi	47,75	2014	46,63*	2014	35,95*	2014	Medium	↑
Cambodia	48,67	2019	52,44	2019	52,74	2019	High	=
Colombia	40,9	2023	43,28	2023	41,03	2023	High	=
Comoros	35,84	2021					Low	=
Costa Rica	26,31	2023	31,07	2023	43,73	2023	Medium	↑
Côte d'Ivoire	44,1	2019	50,32	2019	52,83	2019	Medium	↑
Croatia	37,98	2023	37,32	2023	38,16	2023	Medium	↑
Czech Republic	37,64	2023	36,02	2023	38,97	2023	Low	↑
Denmark	34,86	2023					Low	=
Dominican Republic	35,74	2023	40,9	2023	42,14	2023	Medium	↑
Ecuador	39,15	2014	38,44	2014	42,28	2014	Low	↑

Egypt	46,76	2022	49,97	2022	50,97	2022	High	=
El Salvador	43,37	2023	40,34	2023	42,77	2023	High	=
Estonia	37,47	2023	33,76	2023			Low	=
Ethiopia	44,03	2021	42,1	2021	48,33	2021	Low	↑
France	34,88	2023	34,3	2023	35,02	2023	Low	=
Gambia	46,95	2023	49,48	2023	56,75	2023	High	=
Georgia	39,71	2020	44,35	2020	35,44*	2020	Medium	↑
Germany	34,38	2023	33	2023	36,18*	2023	Low	=
Ghana	42,57	2015	39,2	2015	49,04*	2015	Medium	↑
Greece	41,16*	2023	40,07	2023	40,95*	2023	Medium	=
Grenada			38,17*	2020	44,37*	2020	n/d	↑
Guatemala	39,26	2023	37,16	2023	48,13	2023	n/d	↑
Guinea-Bissau	45,13	2018	45,52	2018	39,66	2018	n/d	↑
Guyana			37,35	2019	32,67*	2019	High	↓
Honduras	49,22	2023	42,73	2023	48,88*	2023	Medium	↑
Hungary	35,06	2023	35,49	2023	38,2	2023	Low	↑
India	49,09	2023	43,04	2023	55,65	2023	High	=
Indonesia	38,62	2023	40,21	2023	42,6	2023	Medium	↑
Iran	35,62	2022	39,26	2022	48,05	2022	High	=
Iraq	24,13*	2021	18,46	2021			Low	=
Israel	38,71	2022	34,83	2022	50,59	2022	Low	↑
Italy	38,08	2023	36,37	2023	37,7	2023	Low	=
Jordan	47,47	2021	46,93	2021	45,93	2021	High	=
Kenya	42,25	2019	43,92	2019	49,58	2019	High	=
Kiribati	18,55	2020					Low	=
Kyrgyzstan	41,84	2021	44,04	2021	40,14*	2021	Low	↑
Laos	39,15	2022	45,29	2022	52,93*	2022	Medium	↑
Latvia	38,31*	2023	39,53	2023			Medium	=
Lebanon	42,59	2019	41,39	2019	49,17	2019	High	=
Lesotho	50,15	2019	47,25	2019	48,01	2019	High	=
Liberia	66,78*	2017	53,36*	2017			High	=
Lithuania	38,84	2023	38,22	2023			Medium	=

Madagascar	41,72	2015	42,42	2015			Low	↑
Maldives			29,3	2019			High	↓
Mali	33,41	2020	50,42	2020	42,26*	2020	Medium	↑
Marshall Islands	12,84*	2019					Low	=
Mauritania	27,22	2017	32,59	2017	34,49	2017	High	↓
Mauritius	42,46	2022	39,62	2022	40,79*	2022	Medium	↑
Mexico	40,28	2024	40,85	2024	43,25	2024	High	=
Micronesia			24,53	2014			Low	=
Mongolia	44,55	2023	41,87	2023	44,33	2023	High	=
Mozambique	54,82*	2015	45,28	2015			Low	↑
Myanmar	41,32	2020	45,79	2020	46,92	2020	High	=
Namibia	35,48	2018			46,92*	2018	High	=
Nepal	42,4	2017	37,55	2017	50,59	2017	Medium	↑
Netherlands	34,23	2023	35,98	2023	27,67*	2023	Low	=
Niger	36,7	2017	35,86	2017	36,85*	2017	Medium	↓
North Macedonia	39,67	2023	40,29	2023	39,96	2023	Low	↑
Pakistan	48,08	2021	42,39	2021	48,61	2021	High	=
Panama	23,59	2023	22,97	2023			Low	=
Peru	40,65	2023	43,57	2023	45,79	2023	Low	↑
Philippines	40,54	2022	40,85	2022	45,56	2022	Medium	↑
Poland	40,14	2023	37,98	2023	39,02*	2023	Medium	=
Portugal	37,65	2023	37,6	2023	37,57	2023	Medium	↓
Romania	39,08	2023	39,67	2023	39,27	2023	Medium	=
Rwanda	39	2023	29,79	2023	42,8	2023	Low	↑
Samoa	27,95	2022	47,83	2022			High	=
Senegal	48,95	2019	52,09	2019	49,13*	2019	High	=
Serbia	41,74	2019	42,82	2019	42,55	2019	Medium	↑
Seychelles			40,31	2020			Medium	=
Sierra Leone			51,2	2014			High	=
Slovakia	38,65*	2023	35,95	2023	36,78*	2023	Low	=
Slovenia	39,13*	2023	37,99*	2023	39,74*	2023	Medium	=
Somalia	35,74	2019	18,19*	2019			Low	=

Spain	38,31	2023	36,88	2023	37,48	2023	Low	↑
Sri Lanka	39,82	2022	45,77	2022	39,62	2022	Low	↑
Sudan			20,53*	2022	43,48*	2022	n/d	↑
Swaziland	38,75	2021	44,77	2021			High	=
Sweden	36,19*	2023					Low	=
Switzerland	40,67*	2023	35,25*	2023	39,44*	2023	Low	↑
Tanzania	41,51	2020	44,53	2020	48,61	2020	Medium	↑
Thailand	45,58	2023	45,69	2023	47,5	2023	Medium	↑
Timor-Leste	33,78	2021					Low	=
Tonga	30,23	2018	21,81*	2018			Low	=
Tunisia	45,74	2019	46,66	2019	47	2019	n/d	↑
Turkey	42,83	2023	44,78	2023	46,96	2023	High	=
Uganda	42,5	2021	48,41	2021	59,01*	2021	Medium	↑
United Arab Emirates	47,71	2022	55,98	2022	48,53	2022	High	=
United Kingdom	36,68	2023	36,34	2023	35,77	2023	Low	=
United States of America	39,82	2023	40,24	2023	37,17	2023	Low	↑
Uruguay	33,56	2023	35,04	2023	42,05	2023	Low	↑
Vanuatu			30,98*	2019			Low	=
Vietnam	46,14	2023	47,6	2023	46,81	2023	Medium	↑
Zambia	37,56	2022	41,74*	2022			Medium	=
Zimbabwe	40,37	2022	31,73*	2022	40,93	2022	Medium	=

Note: ISIC 13 Manufacture of textiles, ISIC 14 Manufacture of wearing apparel, ISIC 15 Manufacture of leather and related products

*Unreliable data

References

CFR (2018) Women's Workplace Equality Index, https://www.cfr.org/legal-barriers/

CNV Internationaal (2021) The Importance of Freedom of Association and Collective Bargaining for Brands. CNV Internationaal, Utrecht. https://www.cnvinternationaal.nl/_Resources/Persistent/f/5/2/7/f527630a8d3a218bc3a58987dc13edc149dfb95a/Importance%20of%20FoA%20and%20CB%20for%20brands_2021.pdf

Cowgill, M. and Huynh, P. (2016) Weak minimum wage compliance in Asia's garment industry, Asia-Pacific Garment and Footwear Sector Research Note Issue 5, August 2016. https://www.ilo.org/publications/weak-minimum-wage-compliance-asias-garment-industry

EC (2024) The gender pay gap situation in the EU, https://commission.europa.eu/strategy-and-policy/policies/justice-and-fundamental-rights/gender-equality/equal-pay/gender-pay-gap-situation-eu_en

Fashion United (2024) Global Fashion Industry Statistics, https://fashionunited.com/global-fashion-industry-statistics

Global Child Forum and UNICEF (2023) Children's Rights in the Workplace Index, https://www.childrensrightsatlas.org/country-data/workplace/ (currently under revision)

ILO (2024a) Statistics on safety and health at work, https://ilostat.ilo.org/topics/safety-and-health-at-work/

ILO (2024b) Statistics on working time, https://ilostat.ilo.org/topics/working-time/

ILO (2024c) Minimum wages, https://ilostat.ilo.org/topics/wages/

ILO (2023) How to achieve gender equality in global garment supply chains, https://webapps.ilo.org/infostories/en-GB/Stories/discrimination/garment-gender#introduction

ILO and IFC (2018) Gender Equality in the Global Garment Industry: Highlights of the Better Work Strategy 2018-2022. International Labour Organization and International Finance Corporation. https://betterwork.org/wp-content/uploads/BW-GenderStrategy-Highlights-v4-Web.pdf

ILO, OECD, IOM and UNICEF (2019) Ending child labour, forced labour and human trafficking in global supply chains. International Labour Organization, Organisation for Economic Co-operation and Development, International Organization for Migration, and United Nations Children's Fund, Geneva. https://publications.iom.int/system/files/pdf/ending_child_labour_en.pdf

ITUC (2023) 2023 ITUC Global Rights Index. International Trade Union Confederation, Brussels. https://www.ituc-csi.org/ituc-global-rights-index-2023?lang=en

ITUC (2024) 2024 ITUC Global Rights Index. International Trade Union Confederation, Brussels. https://www.ituc-csi.org/IMG/pdf/2024_ituc_global_rights_index_en.pdf

Kaufmann, D. and Kraay, A. (2023) Worldwide Governance Indicators, 2023 Update. www.govindicators.org

Lloyd's Register Foundation (2021) World Risk Poll 2021, https://wrp.lrfoundation.org.uk/data-resources/a-world-of-risk-country-overviews-2021/

OECD (2018) OECD Due Diligence Guidance for Responsible Supply Chains in the Garment and Footwear Sector. OECD Publishing, Paris. https://www.oecd-ilibrary.org/docserver/9789264290587-en.pdf?expires=1719501877&id=id&accname=guest&checksum=5BC0A4C5475C0F01B01BF0633C8ACBAC

OECD (2022) Responsible Business Conduct in the Garment and Footwear Sector in Latin America and the Caribbean. OECD Publishing, Paris. https://mneguidelines.oecd.org/responsible-business-conduct-in-the-garment-and-footwear-sector-in-latin-america-and-the-caribbean.pdf

Pillay, A. (2018) Gender pay gaps in the garment, textile and footwear sector in developing Asia, ILO Asia-Pacific Garment and Footwear Sector Research Note, Issue 9, December 2018. https://www.ilo.org/publications/gender-pay-gaps-garment-textile-and-footwear-sector-developing-asia

TIWW (2024) The Industry We Want: The Industry Wage Gap, https://www.theindustrywewant.com/wages

UNEP (2020) Sustainability and Circularity in the Textile Value Chain - Global Stocktaking. United Nations Environment Programme (UNEP), Nairobi, Kenya. https://wedocs.unep.org/handle/20.500.11822/34184

UNICEF (2020) Children's Rights in the Garment and Footwear Supply Chain. United Nations Children's Fund (UNICEF). https://www.unicef.org/media/70121/file/Childrens-rights-in-the-garment-and-footwear-supply-chain-2020.pdf

US Department of Labour (2024) 2024 List of goods produced by child labor or forced labor. https://www.dol.gov/sites/dolgov/files/ilab/child_labor_reports/tda2023/2024-tvpra-list-of-goods.pdf

7WageIndicator and CLR (2024) Labour Rights Index 2022. https://labourrightsindex.org/heatmap-2022/heatmap-2022

Walk Free (2023) The Global Slavery Index 2023. Minderoo Foundation. https://walkfree.org/global-slavery-index/

WEF (2023) Global Gender Gap Report 2023. World Economic Forum. Geneva https://www3.weforum.org/docs/WEF_GGGR_2023.pdf

Information about the author

Silvia Ayuso holds a PhD in Environmental Sciences from the Universitat Autònoma de Barcelona, an Engineering degree in Environmental Technology from the Technische Universität Berlin and a Diploma in Philosophy from the Technische Universität Berlin. She is the academic director and principal researcher of the Mango Chair in Corporate Social Responsibility at the Escola Superior de Comerç Internacional (ESCI-UPF). Before working at ESCI-UPF she was a post-doctoral researcher at the Center for Business in Society and the 'la Caixa' Chair of Corporate Social Responsibility and Corporate Governance at IESE Business School and an academic collaborator at the Universitat Oberta de Catalunya. She has also worked as an environmental consultant and auditor of environmental management systems (ISO 14001). In the field of academic research, her main area of interest is corporate responsibility and sustainability, and she has carried out numerous research projects related to international CSR management, responsible supply chain management and the measurement of the social impact of organisations.

Acknowledgements

The author would like to thank Roger Bonfil for his support with the research on indicators related to labour and human rights risks.

ESCI-UPF School of International Business
Passeig Pujades, 1
08003 Barcelona
Tel.: 93 295 4710
Fax: 93 295 47 20
www.esci.upf.edu