



NEST x GBL

OECD Session on Transparency

TRANSPARENCY AS AN INSTRUMENT OF WORKER VOICE, WELLBEING, AND GENDER INCLUSION

On February 22, 2022, Nest co-presented a discussion addressing the critical role that transparency serves in decentralized supply chains globally. Amongst the numerous ideas highlighted in this informative conversation, technology and strong brand-supplier engagement topped out as two of the most impactful strategies to address worker challenges and improve worker engagement.

Some of the key findings highlighted below:

- The International Labor Organization estimates that around 300 million people work from home, primarily as Handworkers (the majority of whom are women) and are often overlooked and under-protected
- The UN Foundation estimates that women make up 75% of garment and footwear production supply chains globally. Largely, these workers are from the developing world and communities of color
- Lack of transparency is a major risk factor in decentralized supply chains. Increasing worker wellbeing and championing worker voices plays a major role in mitigating risk
 - › Leveraging technology, such as using SMS mobile surveys or blockchain software to document transactions, to monitor and rectify compliance issues efficiently
 - › Thoroughly mapping the supply chain to identify any "hidden" or "unregistered" workers, documenting their roles, educating them on how the system operates, and gaining their trust
 - › Establishing inclusive systems to provide workers a platform for non-retaliatory communication and ongoing support
- To increase gender equality, inclusion, and agency, brands must embrace the use of homework and commit to completing the due diligence necessary to create transparency. The most successful supply chains are those in which brands have committed to proactive engagement and collaboration with their suppliers

Nest's **Ethical Handcraft Program** presents an opportunity for brands to increase supply chain transparency and efficiency due to the on-site, "training-first" nature of the program.

- Thorough supply chain mapping and worker interviews
- On-site training and remediation support for compliance issues
- On-site assessment of remediated supply chain
- Corrective Action Plan for on-going policy and procedure development
- Potential supply chain certification

You may re-watch the conversation here: [OECD Side Session](#). For any questions or to explore how to leverage Nest's programs and tools, please contact myself, Vernon Oden, at vernon@buildanest.org.