

Report Summary

Guidelines on Inclusion in Textile Supply Chains

A International Association of the
Natural Textile Industry report


2022



Quick overview

Use this bite-sized report summary, packed full of practical recommendations, to learn why accessibility is important to productivity, innovation and retaining talent and how both brands and suppliers can make their workplaces more inclusive.

For more information, **[download the full report.](#)**



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Why is inclusion important:

- **Productivity:** Research shows that protection from discrimination improves productivity, the quality of work and employee satisfaction for all the workforce.
- **Higher revenues:** Practical experience at companies has shown that individuals with disabilities are often productive and reliable employees and that inclusive firms generate higher revenues.
- **Due diligence:** The legislation will, in future, require large companies to implement due diligence obligations in textile supply chains.

First steps to improving accessibility for those living with disabilities:

- **Address internal biases:** Become aware of and address one's own biases and prejudices.
- **Raise awareness:** Flag these issues amongst management and employees.
- **Build a non-discriminatory work atmosphere:** Raise awareness of existing biases so a non-discriminatory work atmosphere upon which more concrete steps and inclusive measures can be build.

Recommendations for brands and retailers:

- **Conduct accessibility assessments:** Use tools like the Accessibility Checklist to identify and remove workplace barriers.
- **Promote disability awareness:** Train staff and management to understand and support the needs of employees with disabilities.
- **Create inclusive hiring practices:** Actively recruit and retain diverse talent, ensuring equal opportunities at all levels.
- **Collaborate across supply chains:** Work with suppliers and partners to implement inclusive practices industry-wide.

Recommendations for suppliers:

- **Ensure workplace accessibility:** Adapt facilities to accommodate workers with disabilities, using the Accessibility Checklist as a guide.
- **Foster inclusive work environments:** Promote a culture of respect and equal opportunities for all employees.
- **Engage in training programmes:** Equip managers and staff with knowledge on disability inclusion and rights.
- **Collaborate with buyers:** Partner with brands and retailers to align on inclusive practices and shared goals.

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FULL REPORT

About the report authors

The guidelines were a joint project of three partners: International Association of Natural Textile Industry (Internationaler Verband der Naturtextilwirtschaft, IVN), the Partnership for Sustainable Textiles (PST), and the Global Programme Inclusion of persons with disabilities of the Deutsche Gesellschaft für Internationale Zusammenarbeit GmbH (GIZ).

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